

UW – SEIU Local 925
7/1/15-6/30/17

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

BOARD OF REGENTS OF THE UNIVERSITY OF WASHINGTON

AND

SEIU LOCAL 925

(University-wide Nonsupervisory Bargaining Unit, University-wide Supervisory Bargaining Unit, Healthcare Professional/Laboratory Technical Bargaining Unit, Research Technologist Bargaining Unit, and Research Technologist Supervisor Bargaining Unit, HMC Technical Bargaining Unit, UW Medicine Contact Center Bargaining Unit)

Note on the consolidation of this contract: Neither party will be bound by typographical errors, grammatical errors, or other instances of unintended error in this contract. Furthermore, the parties agree that any unintended changes to the contract language as a result of contract consolidation will not create new legal rights or responsibilities outside of the parties' specific intent. The parties reserve the right to correct any such mistakes or omissions by mutual agreement at any point during the life of the contract in order to preserve the original intent of the language.

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NOTES:

During negotiations for the 2015-17 collective bargaining agreement, the parties agreed to eliminate the following side letters and memoranda, previously in the 2013-15 contract (These documents are either no longer relevant or have been incorporated into the contract articles.):

SIDE LETTER A – UNIVERSITY BUDGET COMMITTEE

SIDE LETTER E – REGULAR TEMPORARY EMPLOYEES

SIDE LETTER J – CONSOLIDATION OF COLLECTIVE BARGAINING AGREEMENTS

MOU – Classification Study

MOU – Layoff Seniority “Tiebreaker”

ARTICLE 1 - PREAMBLE AND PURPOSE

This Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Service Employees International Union, Local 925, hereinafter referred to as the Union.

The Employer is the Board of Regents of the University of Washington acting through its agents, administrators, and supervisors as determined by the Board of Regents.

Provisions of this Agreement apply to those regular monthly employees who are employed at the University of Washington in classifications included in the University-wide Nonsupervisory bargaining unit, University-wide Supervisory bargaining unit, Healthcare Professional/Laboratory Technical bargaining unit, Research Technologist bargaining unit, and Research Technologist Supervisor bargaining unit (see Appendix I). Regular temporary employees shall be covered per Appendix VI.

The purpose of this Agreement is to set forth certain terms and conditions of employment and to promote orderly and peaceful labor relations between the parties. The parties agree that it has been and will be their mutual aim to promote systematic and effective employee-management cooperation; fair and reasonable working conditions; effective methods for the prompt adjustment of differences, misunderstandings, and disputes; and dignified and fair treatment of employees in the implementation of all policies and procedures.

ARTICLE 2 - NONDISCRIMINATION/AFFIRMATIVE ACTION

2.1 Nondiscrimination.

Neither the Employer nor the Union shall discriminate against any employee by reason of the following status: age, sex (except where age or sex is a bona fide occupational qualification), gender identity or expression, race or ethnic origin, color, creed, national origin, religion, disability, disabled or Vietnam era veteran, political affiliation, marital status, sexual orientation, or membership or nonmembership in a union.

2.2 Affirmative Action.

(a) Policies.

In conjunction with Federal and State Executive Orders, the Employer and the Union agree on the need for an affirmative action approach to correct and review any inequities in the employment process. The Employer shall have and implement an affirmative action plan which requires the Employer to make special efforts to recruit, employ, retain, train, promote, encourage career development, and transfer

qualified members of groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of the Employer, and to develop, implement, and monitor affirmative action goals and timetables for hiring and/or promoting members of protected groups into job classes/categories where it has been determined that under-utilization exists.

(b) Applicable Law.

The Union and the Employer agree to abide by and support the applicable statutory and administrative laws pertaining to equal opportunity and elimination of employment inequities. In order to promote this policy, the Employer will continue its affirmative action program for qualified women, ethnic and racial minorities, persons of disability, persons age forty (40) and over, disabled veterans, and Vietnam era veterans.

2.3 Sexual Harassment.

No employee shall be subjected to discrimination in the form of sexual harassment, currently defined in the University of Washington Handbook (Volume 4, Part 1, Chapter 2) as the use of one's authority or power, either explicitly or implicitly, to coerce another into unwanted sexual relations or to punish another for his or her refusal, or as the creation by a member of the University community of an intimidating, hostile, or offensive working or educational environment, through verbal or physical conduct of a sexual nature.

2.4 Complaints.

A discrimination complaint may be filed with the University Complaint Investigation and Resolution Office and/or as a grievance in accordance with Article 4 of this Agreement. Employees may also file discrimination complaints with appropriate federal or state agencies. The parties agree to encourage the filing of discrimination complaints through the University Complaint Investigation and Resolution Office.

ARTICLE 3 - UNION MEMBERSHIP, FAIR SHARE AND DUES DEDUCTION

3.1 Union Membership and Fair Share Fee.

The Union shall fairly represent all employees covered by this Agreement. Therefore, as a condition of employment, employees who are covered under this Agreement shall, within sixty (60) days of employment, or within sixty (60) days of the effective date of this Agreement (whichever is later) either execute a union membership and payroll deduction form or a fair share payroll deduction form and shall have the appropriate fee deducted from their payroll checks. Any employee who is a member of the Union

may voluntarily withdraw their membership from the Union and pay a fair share fee by giving written notice to the Union within thirty (30) days prior to the expiration date of this Agreement.

Employees who are determined by the Public Employment Relations Commission (PERC) to satisfy the religious exemption requirements of RCW 41.80.100 shall make payments to the Union equivalent to regular union dues and initiation fees for purposes within the program of the Union as designated by the employee that would be in harmony with his or her conscience.

3.2 Dues Deduction.

Upon written authorization by an individual employee, the Employer shall provide for the semi-monthly payroll deductions of union dues and fair share fees which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent.

3.3 Indemnification.

The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the University harmless from all claims, demands, suits or other forms of liability that may arise against the University for or on account of any deductions made from the wages of such employees.

3.4 Remittance of Dues.

The Employer shall electronically transmit to the Union on the first bank working day after each payday all dues and fair share fees deducted for that pay period in those bargaining units for which the Union is the exclusive bargaining representative.

3.5 Listing of Employees.

The Employer shall provide the Union with a semi-monthly listing of all employees with union dues or fair share fee deductions in the designated bargaining units and a monthly listing of all employees in the designated bargaining units who terminated their employment, or changed their employment status, classification or department. The employer shall provide this information electronically along with bargaining unit monthly pay rates, home address FTE, name, employee identification number, bargaining unit code, campus mail box, appointment start date, and salary step.

ARTICLE 4 - GRIEVANCE PROCEDURE

4.1 Definition.

A grievance, within the meaning of this Agreement, shall be defined as any alleged misapplication or misinterpretation of the terms of this Agreement.

A grievant, within the meaning of this Agreement, shall be defined as an employee within a bargaining unit covered by this Agreement who alleges a grievance, the Union alleging a grievance, or the Employer under the terms and conditions of this Agreement. An individual grievant may not invoke Steps Three or Four of the grievance procedure without authorization from the Union. Grievances involving formal counseling (Step One), final counseling or dismissal (Step Two) shall be submitted to the level of supervision or designee having authority to act.

4.2 Responsibilities.

The Union shall prevail upon all employees in the bargaining units and especially stewards to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the stewards and other Union representatives in the prompt resolution of any grievances that may arise.

4.3 Employee Grievance Rights.

Any employee who believes he/she has been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances the employees shall be safe from restraint, interference, discrimination, or reprisal.

4.4 Time Limitations.

An extension of the time limitations as stipulated in the respective steps below may be obtained by mutual consent of the parties. Failure of the employee to comply with the time limitations without a request for time extension shall constitute automatic withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall establish the right of the employee to proceed to the next step of the grievance procedure. For the purposes of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or should have reasonably been aware of the issue giving rise to the grievance. Saturdays, Sundays and holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday or holiday but will end at the close of the first working day following the Saturday, Sunday or holiday.

4.5 Pay Status - Meetings.

Meetings and discussions on the grievance held in connection with this grievance procedure shall normally be held during the University's regular business hours, and no deduction in pay status shall be made for the

grievant or steward for reasonable time spent in such meetings or discussions during the employee's scheduled duty hours. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.

4.6 Grievance Withdrawal.

A grievance may be withdrawn in writing at any time by mutual agreement of both parties and if withdrawn shall not be resubmitted.

4.7 Employee Representation.

The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters.

4.8 The parties agree that decisions rendered under the prior HEPB process shall not be determinative or precedential for any issue raised under the grievance procedure.

4.9 Steps of the Grievance Procedure.

All grievances shall be processed in accordance with the following procedures. Grievances over final counseling or dismissal will begin at Step Two. For all other grievances the parties may agree to waive Step One. For grievances filed directly at Step Two, the grievant will have thirty (30) calendar days from the occurrence of the situation, condition or action which caused the grievant to file.

Step One: Presentation.

Within thirty (30) calendar days of the occurrence of a situation, condition, or action which caused the grievance, the employee(s) affected and/or the steward or Union representative shall present the grievance to the employee's immediate supervisor for resolution. Presentation of the grievance shall include a short written description of the subject of the grievance and the contract Articles allegedly violated. If the grievance is directed against the employee's immediate supervisor, the grievance may be presented to the next higher level of supervision. The parties shall attempt to meet to resolve the grievance within fifteen (15) calendar days. The supervisor will respond within five (5) calendar days of the meeting.

Step Two:

If a satisfactory settlement is not reached in Step One, and the employee wishes to pursue the matter further, said grievance shall be put into writing on the authorized grievance form and referred to the department head or designee or to the next appropriate level of management and the Office of Labor Relations within fifteen (15) calendar days after the decision from Step One. The date of alleged occurrence of the grievance shall be specified. The parties shall attempt to meet to resolve the grievance within

fifteen (15) calendar days following the date of written submittal. At this step the Union agrees to cite all known sections of the Agreement which allegedly have been violated and to provide a copy to the Human Resources Office and Office of Labor Relations. The grievant may be represented by a steward and union staff representative. The University will be represented by the appropriate management official, or designee, a representative from the Office of Labor Relations and a human resources consultant, if desired by the University. The University will respond in writing within ten (10) calendar days.

Step Three: Grievance Mediation.

If a satisfactory settlement is not reached at Step Two, the grievant with authorization from the Union may submit the written grievance to the Office of Labor Relations requesting grievance mediation within fifteen (15) calendar days.

Upon mutual agreement, the Employer and the Union shall request, within ten (10) calendar days, grievance mediation services of the Public Employment Relations Commission (PERC). If those services are unavailable on a timely basis, the parties shall immediately request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS). The cost of the mediation shall be borne equally by both parties.

Step Four: Arbitration.

If a satisfactory settlement is not reached at Step Two or Step Three, either of the signatory parties to this Agreement may submit the grievance to binding arbitration. Such submittal must be made within fifteen (15) calendar days following the conclusion of Step Two or Step Three. Within sixty (60) calendar days of the execution of the Agreement, the parties agree to meet to establish a permanent panel of three (3) – five (5) arbitrators. These arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is not available to hear the case within sixty (60) calendar days of the decision by either party to go to arbitration, the parties will contact the next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60) calendar days, the case will be assigned to the arbitrator who can hear the case on the earliest date.

The appointment to the panel will be for the first eighteen (18) months of the Agreement, at which time either party may decide not to continue the appointment. If an individual arbitrator decides to remove his/her name from the panel or if one (1) or more members of the panel are not continued by either party, the parties will meet to decide whether to substitute an additional name(s).

The parties agree that the arbitrator shall have no power to render a decision that adds to, subtracts from, alters or modifies in any way the

terms and conditions of the Agreement. The parties further agree that the decision of the arbitrator will be final and binding upon all parties. The cost of the arbitration shall be borne equally by the parties and each party shall bear the full cost of presenting its own case. The arbitrator's decision shall be made in writing and the arbitrator shall be encouraged to render the decision within thirty (30) calendar days of the close of the arbitration.

In cases where a grievance is moved to arbitration, and the parties did not avail themselves of Step Three: Grievance Mediation, the moving party shall have the unilateral right to demand a pre-arbitration settlement conference. These conferences shall not delay the arbitration process, and may be held with or without the presence of the arbitrator, at the option of the moving party. The cost of the arbitration shall be borne equally by the parties and each party shall bear the full cost of presenting its own case, including its own attorney's fees.

ARTICLE 5 - STEWARDS

5.1 Recognition.

The Employer recognizes the right of the Union to designate union stewards from each bargaining unit as follows:

- A maximum of seventy (70) union stewards from the Nonsupervisory and Supervisory bargaining units;
- A maximum of eleven (11) union stewards from the Healthcare Professional/Laboratory Technical bargaining unit;
- A maximum of five (5) union stewards from the Research Technologist and Research Technologist Supervisor bargaining units.

Upon proper designation in accordance with Section 5.3 of this Article the stewards shall be authorized to take up employee grievances through the grievance procedure of any SEIU Local 925 Agreement between the Employer and the Union.

5.2 Steward Release Time.

A steward who is processing a grievance in accordance with the grievance procedure of any SEIU Local 925 Agreement between the Employer and the Union shall be permitted reasonable time to assist in the resolution of legitimate employee grievances on the Employer's property without loss of pay or recorded work time. Time off for processing grievances shall be granted to a steward by supervision following a request, but in consideration of job responsibilities. If permission for time off cannot be immediately granted, the supervisor shall arrange for time off at the earliest possible time thereafter.

A record of a steward's work time spent on grievances or other authorized activity on behalf of the Union shall be maintained on a basis mutually agreeable between the Union and the department involved.

In the event the Employer determines that the amount of work time used by any steward on grievances or other authorized Union activities is unreasonable, it may become a topic for mutual discussion between the parties.

5.3 Designation of Stewards and Areas of Jurisdiction.

The Union will submit to the Office of Labor Relations on a semiannual basis the names of all Union officers, stewards, their work locations, and areas of jurisdiction. Stewards shall process grievances only within their jurisdiction unless otherwise mutually agreed. In the event of redesignation of stewards, notice will be provided to the Office of Labor Relations at least two (2) working days before any such steward shall be recognized as properly designated to take up employee grievances.

5.4 Stewards in Training. Where the Union requests in advance of a Step Two hearing that a second steward be present for training purposes, this release will be approved without loss of pay or recorded work time subject to the operational needs of the second steward's department.

ARTICLE 6 - STEWARD TRAINING

6.1 During each year of this Agreement each of the Union's stewards as designated in Article 5 of this Agreement shall be provided with eight (8) hours of release time without loss of pay to participate in steward training programs sponsored by the Union.

6.2 The Union shall submit to the Office of Labor Relations and affected departments as far in advance as possible, but at least three (3) weeks in advance, the names of those stewards who will be eligible for each training course.

6.3 Time off for these purposes may be approved in advance by the employee's supervisor and will be contingent upon the supervisor's ability to provide proper work coverage during the requested time off.

ARTICLE 7 - UNION BUSINESS ACTIVITIES

Employees who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs such as

meetings, conventions, seminars, or to work for the Union on a temporary basis, may do so under the following conditions:

- (1) Use accrued vacation leave;
- (2) Take leave of absence without pay;
- (3) Use accrued compensatory time;
- (4) Use accrued holiday or personal holiday time.

The Union and/or the employee shall request leave approval from the affected employee's immediate supervisor as far in advance as possible but at least three (3) weeks prior to the planned absence for approval.

ARTICLE 8 - HOURS OF WORK AND OVERTIME

8.1 General.

- (a) Hours of work for regular monthly employees in the bargaining units listed in Appendix I shall be established by the employing official.
- (b) Overtime may be assigned outside of normally scheduled shifts and compensated in accordance with Section 8.6.

8.2 Definitions.

- (a) Full-time Employee. A regular monthly staff employee scheduled to work forty (40) hours per week in a seven (7) day period; or for designated hospital personnel scheduled to work eighty (80) hours in a fourteen (14) day period.
- (b) Part-time Employee. A regular monthly staff employee scheduled to work a minimum of twenty (20) hours per week but less than forty (40) per week in a seven (7) day period; or for designated hospital personnel scheduled to work more than forty (40) hours but less than eighty (80) hours in a fourteen (14) day period. Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage which is determined by the state.

8.3 Work Day/Meal Period.

- (a) Meal breaks shall be a minimum of thirty (30) minutes, unpaid and on the employee's own time, provided the employee is off-duty for that meal period. It is the Employer's intention to provide uninterrupted meal breaks.

- (b) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units:

The normal work day for full-time employees typically shall be eight (8) hours to be completed within a nine (9) hour period.

The meal period shall commence not earlier than the second hour of the shift nor later than the fifth hour of the shift. If the employee is required to work beyond the fifth hour without a break, the employee will be allowed to eat his/her meal at the duty station on the Employer's time.

8.4 Rest Breaks.

Employees shall receive a fifteen (15) minute break during each four (4) hours worked. It is the Employer's intention to provide uninterrupted rest breaks.

8.5 Work Period Designations/Scheduled Work Periods (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

Each position will be assigned by the personnel officer to one of the work period designations identified below. Employees will be informed of their eligibility for overtime compensation.

- (a) Scheduled work periods, within which there are two (2) work schedules:

- (1) Regular work schedule. The regular work schedule for full-time regular monthly employees shall consist of five (5) consecutive and uniformly scheduled eight (8) hour days in a seven (7) day period. Uniformly scheduled means a daily repetition of the same working hours and a weekly repetition of the same working days.

- (2) Alternative work schedule. Operational necessity or employee convenience may require positions that are normally designated regular work schedule to work an alternate forty (40) hour work schedule (other than five (5) uniform and consecutive eight (8) hour days in a seven (7) day period), or as provided by the Washington State Minimum Wage Law in conjunction with the federal law which provides for an eighty (80) hour work week in a fourteen (14) day period for hospital personnel.

- (b) Nonscheduled Work Period. The nonscheduled work period designation applies to those positions for which the hours cannot be scheduled but which work a forty (40) hour week and do not meet any of the other work period designations.

- (c) Part-time Schedule. This is any deviation from any full-time schedule which includes twenty (20) hours or more per week but less than forty (40) hours per week in seven (7) consecutive days; or for designated hospital personnel forty (40) or more hours and less than eighty (80) hours in a fourteen (14) day period.
- (d) Split Shifts. Employees will not be assigned to split shifts unless there is prior agreement.

8.6 Overtime.

- (a) Any one of the following constitutes overtime:
 - (1) Work in excess of the daily work shift for full-time employees assigned to scheduled work period positions;
 - (2) Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible employees assigned to scheduled or nonscheduled work period positions; or
 - (3) For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty four (24) hour period or eighty (80) hours in a fourteen (14) day period.
- (b) Overtime worked by the eligible employees assigned to scheduled or nonscheduled work positions shall be compensated at a rate of one and one-half (1-1/2) times the employee's straight time hourly rate including shift differential for all overtime worked as provided in subsection (a) of this section.
- (c) Overtime-eligible employees assigned to scheduled or nonscheduled work period positions shall receive monetary payment as compensation for overtime worked; however, at the employee's request, compensatory time off at one and one-half (1-1/2) times the overtime hours worked may be granted in lieu of monetary payment. The accumulation of unused compensatory time that exceeds two hundred and forty (240) hours must be paid in cash.
- (d) Compensation paid to an employee for accrued compensatory time shall be paid at the regular rate earned by the employee at the time the employee receives such payment. Upon termination of employment, an employee will be paid for any unused compensatory time in accordance with the Fair Labor Standards Act.
- (e) Use of accrued compensatory time shall be approved by the employing official with consideration being given to the work requirements of the

department and the wishes of the employee. Compensatory time off may be scheduled by the employing official during the final sixty (60) days of a biennium (for the University-wide Nonsupervisory, University-wide Supervisory, and Healthcare Professional/Laboratory Technical bargaining units), or fiscal year (for the Research Technologist and Research Technologist Supervisor bargaining units).

Compensatory time must be used or paid for by June 30th of each fiscal year. Exceptions to this policy may be approved by the Human Resources Office upon written justification of the extension.

- (f) For purposes of computing overtime compensation, holidays or leave with pay during the employee's regular work schedule shall be considered as time worked.

8.7 Overtime Policies.

- (a) Whenever overtime work is required, the employing official shall determine the employees needed to work overtime on the basis of their relevant experience. Overtime shall be distributed as equitably as possible among qualified employees.
- (b) A record of overtime hours worked by each employee shall be kept by the Employer, and such record of overtime may be reviewed, upon request, by the Union.
- (c) It is intended that overtime wages for which salary payment is to be made shall be paid to the employee on the payday following the pay period in which the overtime was earned. In no event shall such overtime payments be made later than thirty (30) calendar days from the end of the pay period in which the overtime was earned providing the payroll office has received the Exception Time Report (ETR) authorizing such payment within the time limits set by the payroll department.
- (d) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units: All employees assigned to scheduled and nonscheduled work periods in classifications listed in Appendix I shall be eligible for overtime. The University currently designates certain job classifications, listed in Appendix IV as exempt from overtime. This does not preclude the Union or any individual employee from challenging the University's overtime determination in appropriate forums.
- (e) Temporary Modified Weekly Schedule. By mutual agreement, individual employees and their supervisors may agree to a temporary

modified weekly schedule. This schedule allows employees to alter their regular daily working hours within a work week without generating the payment of overtime (unless the employee works beyond forty (40) hours in the employee's regular work week). Such scheduling will not be considered a regularly recurring alternative schedule.

Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units: Temporary modified weekly scheduling adjustments must be completed within the employee's regular work week.

8.8 Change in Work Schedule/Shift Assignment Notification.

The Employer agrees to provide a minimum of fourteen (14) calendar days' notice to an employee in the event of an Employer-directed permanent change in the employee's shift assignment or work schedule. For temporary changes in work assignment occurring within the employee's assigned work week, the Employer will provide two (2) calendar days' notice with the day of notification constituting the first day of notice. For emergency reasons, lack of work, an existing safety hazard to the employee or others, or mutual agreement between the Employer and employee under Article 8.7(e), the Employer may temporarily change an employee's schedule with fewer than two (2) calendar days' notice. Temporary is defined as no longer than one (1) week.

Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units: Temporary shift changes not mutually agreed to shall not be employed to avoid the accrual of overtime.

The assignment of employees in various shifts within each work group or department shall be determined by the employing official, provided that when qualifications are substantially equal in the judgment of the employing department, seniority shall be a factor in determining shift assignment. This criteria does not apply to positions deemed by the employer to require a rotational shift.

8.9 Callback Pay (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

When a scheduled work period employee has left the institution grounds and is called to return to the work station outside of regularly scheduled hours, he/she shall receive two (2) hours bonus pay plus time actually worked. The bonus pay shall be compensated at the regular rate; time worked shall be compensated at time and one-half (1-1/2). Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours or notice of at least

eight (8) hours has been given. An employee on standby status called to return to the work station does not qualify for call back pay.

8.10 Off Duty Work (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

Scheduled or nonscheduled employees not on standby status who are required to perform substantial work-related duties via telephone outside their regular duty hours and away from their work station shall be compensated in the event any such telephone call is initiated by the Employer. Such time worked shall be credited at a minimum of four (4) dollars or for eligible employees overtime payment shall be calculated in accordance with the provisions of this Article. The employee shall be paid whichever is greater.

8.11 Standby Pay (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

Scheduled or nonscheduled work period employees required to restrict off-duty activities to be available for duty shall be compensated as follows:

- At a rate of \$1.75 per hour for the University-wide Nonsupervisory, and Supervisory Units, except for those job titles listed in Appendix III, which shall receive the applicable rates.
- At a rate of \$3.00 per hour for the Health Care Professional/Laboratory Technical Unit

Employees who, on the effective date of this Agreement, receive standby pay in excess of those rates shall continue to do so. When called in from standby status, the employee shall receive premium pay (time and one-half [1-1/2] the employee's regular rate) for a minimum work period of two (2) hours. The two (2) hours pay shall not apply unless the employee has left the employer's premises.

8.12 Shift Differential (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

Employees assigned to evening and night shifts shall receive a shift differential as follows:

- University-wide Nonsupervisory, and Supervisory Units: \$1.00 per hour for evening and night shifts, except for those job titles listed in Appendix III, which shall receive the applicable rates;
- Health Care Professional/Laboratory Technical Unit: \$1.50 per hour for evening shift and \$2.25 per hour for night shift.

Evening shift is defined as a majority of time worked daily or weekly between 5:00 p.m. and 12:00 a.m. Night shift is defined as a majority of time worked daily or weekly between 12:00 a.m. and 7:00 a.m. Any

classification which receives a higher shift differential on the effective date of this Agreement shall continue to do so. Shift differential shall be paid for the entire shift which qualifies. When an employee is regularly assigned to an afternoon or evening shift that qualifies for shift differential, he/she shall continue to receive the shift differential during temporary assignment, not to exceed five (5) working days, to a shift that does not qualify.

8.13 Language Pay. Except in those instances requiring the services of a licensed interpreter and when the UW determines that a technical/clerical position requires the use of more than one (1) language, or sign language (AMESLAN), or braille, premium pay of two (2) steps above the level normally assigned for that position shall be paid for this additional responsibility.

8.14 Alternative/Flexible Schedules. The University's official hours are 8:00 a.m. to 5:00 p.m. Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to establish flexible work schedules and to give serious consideration to employee requests. Individual requests for flexible scheduling may be approved by the employing official, provided that such scheduling does not interfere with the effective operation of the department and shall be dependent upon such considerations as building accessibility and security.

Notwithstanding the above provision an employee may file a grievance and process such grievance to Step Two of the grievance procedure on the grounds that the decision was arbitrary and not made for business reasons. If the grievance is not resolved it shall be considered withdrawn.

8.15 Excepted Work Period Positions. Employees assigned to excepted work period positions normally do not qualify for overtime pay. However, when an employing official determines that the employee has been directed to work an excessive amount of hours for an extended period of time, overtime in the form of compensatory time or cash not to exceed a "time and one half (1-1/2)" basis may be approved by the Director of Human Resources Operations.

When the University creates or modifies a classification such that it is excepted from overtime in accordance with the law, the Union shall be notified in advance of implementation. This language does not preclude the Union or any individual employee from challenging the University's overtime determination in appropriate forums.

8.16 Departmental Labor Management. In an effort to resolve workplace problems collaboratively and at the lowest level, staff are strongly encouraged to bring concerns about staffing

and other working conditions to the attention of their department(s). SEIU Local 925 can request that the Office of Labor Relations set up a Joint Labor Management meeting for the particular department. The Union can also place on the agenda of any Labor Management meeting issues of staffing and/or other working conditions in particular departments/units. Release time for the employees requesting to be at the meeting will be subject to the operational needs of the department.

8.17 Weekend Pay.

- University-wide Nonsupervisory, and Supervisory bargaining units: All hours worked on weekends by employees in applicable job titles shall include a weekend pay premium accordance with Appendix III.
- Health Care Professional/Laboratory Technical bargaining unit: All hours worked on weekends shall include a weekend pay premium of \$1.50 per hour.

8.18 Substitute Lead (Applicable only to the Health Care Professional/Laboratory Technical bargaining unit).

Effective July 1, 2005, employees in a non-lead classification who are designated by the employer to assume the lead role in the absence of an employee in a lead classification shall be paid a premium of \$1.50 per hour. Effective July 1, 2006, the premium shall increase to \$2.00 per hour.

8.19 Preceptor.

Surgical Technologists may serve as a preceptor after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more newly hired surgical technologists or perioperative registered nurses. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee. Employees will receive a preceptor premium pay of \$1.50 per hour for all time spent engaged in preceptor role responsibilities with/on behalf of the orienting employees.

Respiratory Care Practitioners may serve as preceptors after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more Respiratory Care Practitioners enrolled in a defined orientation program, the parameters of which have been set forth in writing by the Employer. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee.

Respiratory Care Practitioner preceptors are eligible to receive preceptor premium pay of \$1.50 per hour only when actually engaged in preceptor role responsibilities with/on behalf of the orienting Respiratory Care Practitioner.

8.20 HMC Public Safety Sergeant Premium.

All Department of Public Safety Sergeants who have been trained and qualified to assist the clinical staff when requested in the proper restraint of patients will receive the premium pay of \$1.30 per hour. For the purpose of this article, hours of paid time off, such as holiday, vacation or sick leave, do not count as hours worked.

8.21 UWMC Public Safety Officer Premium.

All Department of Public Safety Officers and Sergeants who have been trained and qualified to assist the clinical staff in the proper restraint of patients will receive premium pay of \$1.30 per hour. For the purpose of this article, hours of paid time off, such as holiday, vacation or sick leave, do not count as hours worked.

ARTICLE 9 - VACATION LEAVE

9.1 Policy.

To the degree possible vacation leave shall be scheduled in accordance with the preference of the employee.

9.2 Accrual.

Employees will accrue vacation leave during the new hire probationary period, but may not use vacation leave until completion of the probationary period. The current accrual schedule for full-time employees (prorated for part-time), to be credited monthly, is as follows:

During	Paid Vacation Days Per Year
1 st year	12
2 nd year	13
3 rd year	14
4 th year	15
5 th year	16
6 th year	17
7 th year	18
8 th year	19
9 th year	20
10 th year	21
11 th year	22
12 th year or more	23

9.3 Scheduling.

- (a) The annual vacation schedule for use of vacation leave in each department shall be established in the existing departmental manner if adequate or in the following manner:

- (1) Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated by the department to the bargaining unit employees. Each employee shall indicate his or her preferences of a vacation time period. In the event that two (2) or more employees request the same vacation period and supervision must limit the number of persons who may take vacation leave at one (1) time due to work requirements, preference shall be determined by the following method: A number equal to one (1) point for each month of unbroken departmental service shall be added to a number equal to one (1) point for each month of unbroken University service and the employee with the greater number of points shall be given preference.

- (2) Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months; that is, June 1 through November 30 and December 1 through May 31, respectively.

- (b) Employees may make supplemental vacation requests (requests made outside the provisions of 9.3(a)) at any time. However, such supplemental requests shall not take precedence over requests scheduled in accordance with 9.3(a). Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision; however, in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

An employee who makes a supplemental vacation request will be notified whether the request is approved or denied within a reasonable period of time, but in no case more than fourteen (14) calendar days after the supplemental vacation request is submitted.

- (c) Any bargaining unit employee who may transfer into a department shall alter his/her preferred vacation period for that year if in conflict with a previously established vacation schedule for that department and the affected employees and department are unable to mutually resolve the conflict.

- (d) Vacation Denial. When an employee's vacation cannot be approved, the supervisor shall schedule the employee's vacation at the next earliest date requested by the employee and deemed possible by the supervisor. In the event that the University cancels an employee's scheduled vacation, leaving no time to reschedule such vacation before the employee's maximum balance will be reached, the employee's vacation balance will be permitted to exceed the allowable maximum and the employee will continue to accrue vacation for a period of up to six (6) months in order to allow rescheduling of the employee's vacation.
- (e) Holiday Rotation. Vacation requests filed in accordance with 9.3(a) for the week including Thanksgiving and the weeks including Christmas Day and New Year's Day shall be granted on a rotating basis. The rotation will begin with the most senior person (seniority shall be determined by the method contained in 9.3(a) (1) above) and shall proceed in that order until all staff wishing to take vacation leave during those holiday periods have done so. No employee shall be granted more than one (1) of the aforementioned weeks in a single year, unless there are no other interested employees and the department is able to grant the request based on operational needs.

9.4 Vacation Leave Accumulation.

An employee may accumulate a vacation balance, which normally shall not exceed two hundred and forty (240) hours. An employee may elect to accrue in excess of two hundred and forty (240) hours but must receive approval to use the excess balance prior to the next anniversary date or lose those hours accrued in excess of two hundred and forty (240).

9.5 Vacation Leave Cash Payment. Any permanent employee who either resigns or retires, is laid-off or is terminated by the University shall be entitled to accrued vacation pay.

ARTICLE 10 - SICK LEAVE/BEREAVEMENT LEAVE

10.1 Sick Leave.

- (a) Accrual. Full-time employees (prorated for part-time) accrue eight (8) hours credit for each month of completed regular monthly service.
- (b) Sick-Leave--Use. Sick leave shall be allowed an employee under the following conditions. The Employer reserves the right to require medical verification or appropriate proof when sick leave is requested

for any reason listed below. The Employer will not make unreasonable requests for sick leave verification.

- (1) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
 - (2) By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
 - (3) Because of emergencies caused by serious illness or injury of a family member as defined in 10.4, fifteen (15) years of age and over that require the presence of the employee to provide immediate necessary care of the patient or to make arrangements for extended care. The Director of Human Resources Operations may authorize sick leave use as provided in this subsection for other than family members as defined in 10.4. The applicability of "emergency," "necessary care" and "extended care" shall be made by the Vice President for Human Resources.
 - (4) To care for a child (as identified in 10.4) under the age of eighteen (18) with a health condition that requires treatment or supervision, or to make arrangements for extended care.
 - (5) Because of illness or injury of a family member as defined in 10.4 who is a person of disability and requires the employee's presence to provide short-term care or to make arrangements for extended care.
 - (6) To provide emergency child care (as identified in 12.6(e) and 10.7) for the employee's child (as defined in 10.4). Such use of sick leave is limited to three (3) instances per calendar year not to exceed twenty four (24) hours (hours prorated for part-time), unless extended by the Director of Human Resources Operations and shall be used only as specified in Article 12.6(e) and 10.7.
 - (7) Because of the death of a family member as defined in 10.4 that requires the assistance of the employee in making arrangements for interment of the deceased.
 - (8) For personal medical, dental, or optical appointments or for family members' (as defined in 10.4) appointments when the presence of the employee is required, if arranged in advance with the employing official or designee.
- (c) Sick leave may be granted for condolence or bereavement.

- (d) Use of Vacation Leave or Compensatory Time Off for Sick Leave Purposes. An employee who has used all accrued sick leave may be allowed to use accrued vacation leave and/or compensatory time off for sick leave purposes when approved in advance or authorized by the employee's departmental supervisor.
- (e) Restoration of Vacation Leave. In the event of an incapacitating illness or injury during vacation leave, the employee's supervisor may authorize the use of sick leave and the equivalent restoration of any vacation leave otherwise charged. Such requests shall be in writing, and a medical certificate may be requested.
- (f) No Abuse of Sick Leave. Both parties agree that neither the abuse nor the arbitrary denial of sick leave will be condoned. The Employer and the Union agree to work cooperatively toward the resolution of mutually identified problems regarding the use of sick leave.

10.2 Sick Leave Cash Out. Eligible employees may elect to receive monetary compensation for accrued sick leave as follows:

Only in January of each year an employee whose sick leave balance at the end of the previous year exceeds four hundred and eighty (480) hours may elect to convert the sick leave hours earned in the previous calendar year, minus those hours used during the year, to monetary compensation. No sick leave hours may be converted which would reduce the calendar year-end balance below four hundred and eighty (480) hours. Monetary compensation shall be paid at the rate of 25% and shall be based upon the employee's current salary. All converted hours will be deducted from the employee's sick leave balance.

Employees who separate from University service due to retirement or death shall be compensated for the unused sick leave accumulation from the date of most recent hire in a leave eligible position with the State of Washington at the rate of 25%. Compensation shall be based upon the employee's wage at the time of separation. For the purpose of this section, retirement shall not include vested out of service employees who leave funds on deposit with the retirement system.

Former eligible employees who are re-employed within three (3) years of their separation from service shall be granted all unused sick leave credits, if any, to which they are entitled at time of separation.

10.3 Bereavement Leave.

An employee shall be granted three (3) days of bereavement leave for each death of an immediate family or household member as defined in

Section 10.4. Bereavement leave beyond three (3) days may be approved in accordance with Article 10.1(c) based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements and/or distance of travel out of the area.

10.4 Definitions.

Family Members. Individuals considered to be members of the family are the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister or brother. It also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent and grandparent. 'Child' also includes any child residing in the employee's home through foster care, legal guardianship or custody. Family members include those persons in a "step" relationship.

10.5 Reasonable Accommodation Due to Disability.

An employee who is unable to perform the work of their position due to mental, sensory or physical incapacity may be separated from service after the institution has made good faith efforts to reasonably accommodate the employee's disability in accordance with applicable state and federal law.

10.6 Shared Leave.

Employees shall participate in the University's shared leave program in accordance with state law and University policy as set forth in the Administrative Policy Statements 45.10.

10.7 Choice of Leave.

In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to use any or all of their choice of sick leave or other paid time off to care for a family member, as defined in 10.4, who has a serious health condition or an emergency condition. Employees shall not be disciplined or otherwise discriminated against because of their exercise of these rights.

ARTICLE 11 - HOLIDAYS

11.1 Holidays. The present holiday schedule includes the following eleven (11) days with pay.

New Year's Day	Independence Day
Martin Luther King Jr. Day	Labor Day
(Third Monday of January)	Veteran's Day
President's Day	Thanksgiving Day

(Third Monday of February)
Memorial Day

Day after Thanksgiving
Christmas Day
Personal Holiday*

Holidays are prorated for part-time employees.

*Employees who are employed four (4) months or more shall be entitled to a Personal Holiday during each calendar year. This day may be used in the same manner as any other holiday.

Use of the Personal Holiday shall be requested in writing. When the Holiday has been approved in advance and is later canceled by the University, the employee shall have the option of rescheduling the day. If the employee cannot be scheduled off, holiday premium pay will be paid.

The Employer may designate other days to be observed in lieu of the above holidays.

11.2 Holiday Premium Pay.

Any employee required to work on a holiday or any portion thereof shall receive their regular eight (8) hours of holiday pay (prorated for part-time) plus premium pay at time and one-half (1-1/2). Compensatory time may be granted in lieu of monetary payment.

ARTICLE 12 - LEAVES OF ABSENCE

12.1 Leaves of absence may be granted for the following reasons:

1. Family Medical Leave
2. Work-related injury or illness leave
3. Military training leave
4. Military service leave
5. Civil duty leave
6. Educational leave
7. Leave for government service in the public interest
8. To accommodate annual work schedules of employees occupying cyclic year positions

12.2 A leave of absence without pay may be allowed for conditions applicable for leave with pay, e.g. vacation, personal or family illness, or parental leave which may include infant or child care.

12.3 Returning Employee Rights.

Employees returning from an authorized leave of absence shall be employed in the same position or in another position in the same class in the same geographical area and organizational unit, providing that such re-employment is not in conflict with other Articles in this Agreement.

12.4 Family Medical Leave.

- (a) Federal Family Medical Leave Act. Consistent with the federal Family Medical Leave Act of 1993, an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred and fifty (1250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) work weeks of leave per year for any combination of the following:
 - 1. parental leave to care for a newborn or newly placed child as defined in 10.4; or
 - 2. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
 - 3. family medical leave to care for a family member, as defined in 10.4, who suffers from a serious medical condition that requires on-site care or supervision by the employee.
- (b) The twelve (12) week FMLA leave entitlement is available to the employee on a rolling twelve (12) month basis, provided that eligibility requirements listed in (a) are met. During the first year of implementation the employee will have the option to choose whichever calculation yields the greatest FMLA leave benefit (e.g. calendar year vs. rolling year). Employees must use accrued leave for FMLA prior to going on leave without pay. Sick leave may be used as described in Article 10.1(b). Employees will be allowed to maintain a balance up to eighty (80) hours of accrued leave. An employee on leave without pay under this section (serious health condition) may qualify for receipt of shared leave. The employer shall maintain employer paid health benefits during periods of leave covered by the FMLA.
- (c) The University will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. If necessary, due to continued personal medical or continued approved parental leave, the employee may elect to use eight (8) hours of accrued applicable paid leave for continuation of employer paid health insurance benefits for up to four (4) months, including any portion of leave covered by the FMLA.

- (d) Parental leave. Parental leave shall be granted for the purpose of bonding with the employee's natural newborn, adoptive, or foster child. Parental leave may extend up to four (4) months, including time covered by the FMLA, during the first year after the child's birth or placement. Leave beyond the period covered by FMLA may only be denied by the Employer due to operational necessity. Such denial can be grieved beginning at Step Two of the Grievance Procedure (Article 4). Extensions beyond four (4) months may be approved by the Employer.

Parental leave may be a combination of the employee's accrued vacation leave, sick leave up to ten (10) days, personal holiday, compensatory time or leave without pay, the combination of which may be determined by the employee.

If parental leave is taken as leave of absence without pay, the employee may apply eight (8) hours of accrued paid leave per month during the first four (4) months of parental leave to provide for continuation of employer paid health benefits. Periods of parental leave covered by the FMLA shall be deducted from the four (4) month period of eligibility to intersperse paid leave.

- (e) Disability Leave. Disability leave of absence shall be granted for a reasonable period to an employee who is precluded from performing her/his job duties because of a disability.

Employee requests for disability leave shall be submitted in writing and the disability and recovery period shall be defined and certified by a licensed health care provider, subject to a second opinion at the Employer's expense.

Disability leave may be a combination of the employee's accrued sick leave, vacation leave, personal holiday, compensatory time, and/or leave of absence without pay, the combination of which may be determined by the employee. If disability leave is taken as leave of absence without pay, the employee may apply eight (8) hours of accrued paid leave per month during the first four (4) months of disability leave to provide for continuation of employer paid health benefits. Periods of disability leave covered by the FMLA shall be deducted from the four (4) month period of eligibility to intersperse paid leave.

- (f) Serious health condition leave consistent with the requirements of the FMLA shall be granted to an employee in order to care for a family member, as defined in 10.4, who suffers from a serious medical condition that requires on site care or supervision by the employee.

The employer may require that such leave be supported by certification from the family member's health care provider. Serious health condition leave covered by the FMLA may be taken intermittently when certified as medically necessary.

Employees will be required to use accrued leave for FMLA prior to going on leave without pay. Sick leave may be used as described in Article 10.1(b). Employees will be allowed to maintain a balance up to eighty (80) hours of accrued leave. An employee on leave without pay under this section (serious health condition) may qualify for receipt of shared leave. The employer shall maintain employer paid health benefits during periods of leave covered by the FMLA.

- (g) Disability and serious health condition leaves when covered by the FMLA may be taken intermittently when necessary.
- (h) The employee shall provide the employer with not less than thirty (30) days' notice before the leave is to begin except that if the need for the leave is unforeseeable thirty (30) days in advance, the employee shall provide such notice as is practicable.

12.5 Educational Leave. Leave of absence without pay may be granted for educational leave for the duration of actual attendance in the educational program.

12.6 Leave Due to Child Care Emergencies. For leave required to care for an ill child see Article 10.1(b)(6).

- (a) Absence due to child care emergencies as defined shall be charged to one (1) of the following:
 - (1) Compensatory time;
 - (2) Vacation leave;
 - (3) Sick leave;
 - (4) Personal holiday;
 - (5) Leave of absence without pay.
- (b) Use of any of the above leave categories is dependent upon the employee's eligibility to use such leave. Accrued compensatory time shall be used before any other leave is used.
- (c) Use of vacation leave, sick leave, and leave of absence without pay for emergency child care is limited to three (3) instances per calendar year of each type of leave not to exceed twenty four (24) hours each, with the hours prorated for part-time employees.

(d) The employee upon returning from such leave shall designate in writing to which leave category the absence will be charged. For the purpose of this section, advance approval or written advance notice of vacation leave, personal holiday, and/or leave of absence without pay shall not be required.

(e) A child care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency child care requirements such as unexpected absence of regular care provider, unexpected closure of the child's school, or unexpected need to pick up child at school earlier than normal.

12.7 Military Leave.

Military leave will be treated in accordance with applicable state and federal law.

12.8 Civil Duty Leave.

Leave of absence with pay shall be granted employees to serve on jury duty, as trial witnesses or to exercise other subpoenaed civil duties.

12.9 Work-Related Injury Leave.

An employee who sustains a work-related illness or injury shall, upon written request and proof of continuing disability, be granted leave of absence without pay for up to six (6) months without loss of layoff seniority or change in annual increment date. Leave without pay exceeding six (6) months may be granted at the option of the employing official.

Employees who suffer a work related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively, leave payment exclusively or a combination of the two (2). Employees taking sick leave during a period in which they receive workers' compensation under the industrial insurance provisions shall receive full sick leave pay, less any industrial insurance payments for time loss during the sick leave period.

12.10 Inclement Weather and Suspended Operation.

When an employee is absent from work due to inclement weather, the employee shall have the option of charging the absence to accrued compensatory time, vacation leave or leave without pay.

If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution the following will govern:

When prior notification has not been given, employees released until further notice after reporting to work, shall receive a minimum of four (4)

hours pay for the first day. The following options shall be made available to affected employees not required to work for the balance of the closure: vacation leave, personal holiday, accrued compensatory time, leave without pay, or up to ninety (90) days to make up work time lost. Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

UW parking shall be provided at each campus for which suspended operations have been declared for any staff member designated by their supervisor as essential.

ARTICLE 13 - CLASSIFICATIONS

- 13.1 (a) Should the University decide to create, eliminate or modify class specifications which does not involve a major restructure to the overall classification system, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least thirty (30) days in advance of any proposed implementation date. At the Union's request the University will meet and confer with the Union over its proposed action.
- (b) An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will retain the salary of their former position until reaching the top of the range of the former position, and then will be frozen until the new class pay range catches up.
- An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range. The periodic increment date of the employee will remain unchanged.
- (c) Within thirty (30) calendar days following implementation of the University's decision to create or combine classifications per 13.2, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 14 of this contract, to determine if the salary assigned to the classification is appropriate.

- 13.2 The Union may, at any time, propose a new classification with appropriate justification. These proposals will be reviewed by the Compensation Office

of Human Resources which will accept, reject, or modify any proposal. This review is not grievable.

- 13.3 The University agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions.

ARTICLE 14 - RECLASSIFICATION

- 14.1 Policy. Positions shall be allocated to the appropriate classification. Requests to reclassify should be based on a belief that the duties, responsibilities, or qualifications of a position are such that it is inappropriately classified.

- 14.2 Position Review Process.

- (a) The University, employee, or employee representative may request that a position be reviewed when the requesting party believes that the basis of its request has become a permanent requirement of the position. Employees and employee representatives may not request that a position be reviewed more often than once every six (6) months.
- (b) The request must be complete and in writing on forms provided by the University. Requests may be submitted to Human Resources or to an employee's direct supervisor or department. Any party may submit additional information, including the names of individuals, which the party believes is relevant to the position review.
- (c) An employee may request that a representative be present as an observer at meetings with the University reviewer scheduled to discuss the request for position review. At the employee's request a portion of such meetings shall be conducted in a quiet and private location, away from the work station.
- (d) The University reviewer will investigate the position and issue a written response to the employee or employee representative within sixty (60) calendar days from receipt, by Human Resources, of the completed request. A completed request is defined as the employee completing all employee portions of the reclassification forms. The response will include notification of the class and salary assigned when the position is reallocated, or notification of the reasons the position does not warrant reallocation when the request is not approved. Reclass requests may be submitted at either the departmental level or directly to Human Resources. Reclass requests

submitted at the departmental level must be forwarded to Human Resources within thirty (30) calendar days.

- (e) The effective date of allocations or reallocations initiated by the University shall be determined by the University. The effective date of a reallocation resulting from an employee or employee representative request for position review will be established as the 1st or the 16th of the month which precedes the date that the completed request was filed with Human Resources or the employee's direct supervisor or department, whichever date is earliest. The date of receipt must be appropriately documented.
- (f) An employee may request reconsideration following receipt of the University's determination. Requests for reconsideration will not hold the timeframe for filing an appeal under Article 14.3.

14.3 Position Review Appeal Process. If the Union wishes to appeal the decision of the University, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar days following the date of the University's written response.

Hearing Officer. The Hearing Officer shall be jointly selected by the parties within thirty (30) days of the execution of this contract and shall serve for a minimum of one (1) year from the date of selection. At that time the parties may choose to re-appoint the Hearing Officer or select a different Hearing Officer who will also serve for a minimum of one (1) year from date of selection.

Hearings. The Hearing Officer shall hold hearings on a quarterly basis unless there are no appeals to hear or the parties agree to pend any open appeals. All materials considered in the position review shall be submitted to the Hearing Officer prior to the hearing and neither party will submit evidence at the hearing that was not submitted during the position review. The Hearing Officer shall endeavor to hold multiple hearings each day, and shall issue a concise decision which shall be final and binding. The Hearing Officer shall have no authority to alter the terms and conditions of this contract. Employees may be represented at the hearing and will be released from work with no loss of pay to attend the hearing. The Hearing Officer's fees and expenses shall be shared equally by the parties.

ARTICLE 15 - TEMPORARY ASSIGNMENT AND TEMPORARY APPOINTMENT

15.1 To a Higher Position.

The employing official may temporarily assign a regular monthly employee the duties and responsibilities of a higher-level class for up to one (1) year. Such appointments shall be made in increments of no more than six (6) months.

The employee shall be paid at the salary step which represents at least a two (2) step increase over the present salary. Such increase shall be effective the first day of the assignment when approved as higher level duties and responsibilities by the Director of Human Resources Operations.

15.2 Other Assignments.

Except as otherwise provided in this Agreement, duties assigned an employee shall be consistent with the overall class concept of the employee's job classification.

15.3 Temporary Appointment.

Temporary appointment may be made only to (a) perform work in the absence of an employee on leave for more than six (6) consecutive months or (b) perform work which does not exceed one thousand fifty (1050) hours in any twelve (12) consecutive month period. At the conclusion of a temporary appointment a permanent employee shall have the right to revert to his/her former position or to an equivalent position. No temporary appointment shall take the place of employees laid-off due to lack of work or lack of funds.

15.4 Fixed Duration Appointments.

Appointments for a fixed duration may be made for assignments initially intended to be for more than one thousand fifty (1050) hours, but for no more than twelve (12) consecutive months. Consecutive appointments that total more than twelve (12) consecutive months will not be made for the same assignment. The filling of fixed duration appointments will be determined by the University. Individuals hired under this section will receive written notification of the maximum length of the appointment and the eligibility for benefits. Conclusion of the appointment will be at the discretion of the University, including termination of appointment prior to its originally intended expiration date, and will not be subject to Articles 4 (Grievance Procedure) and 17 (Seniority, Layoff, Rehire) of the contract. Fixed duration appointments will not be made to replace current bargaining unit employees or to do the work of any bargaining unit employee who has been laid off. Fixed duration appointments may only be used to fill leave-of-absences and/or temporary projects; they may not be used to fill permanent positions. Time worked in a fixed duration appointment will count towards seniority for employees who are appointed to a regular monthly position represented by SEIU, Local 925 without a break in service. Employees on a fixed duration appointment will be

considered non-bargaining unit applicants when applying for regular monthly bargaining unit positions.

(a) An individual appointed to a Fixed Duration Appointment who is hired into the same job, in the same unit through open recruitment will have their Fixed Duration Appointment months of service apply toward their probationary period for that position.

(b) Employees recruited into positions under section (a) who have worked in the Fixed Duration Appointment six (6) months or longer will be considered to have completed their probationary period and all months of service under that Fixed Duration Appointment (including extensions) will count toward their seniority.

ARTICLE 16 - PROBATIONARY PERIOD

16.1 Definition.

The probationary period is the initial six (6) month period of employment in a class following appointment of a nonpermanent employee. Permanent employees at the University of Washington shall not be required to complete another probationary period. Any paid or unpaid leave taken during the probationary period will extend the period for an amount of time equal to the leave. Weekends and holidays will count in the calculation of the length of probationary period extensions. By mutual agreement, the probationary period for selected classes may be established for a period in excess of six (6) months but not to exceed twelve (12) months.

Employees in probationary status will earn seniority from their initial date of hire but may not exercise seniority rights until completion of the probationary period. Probationary employees are not eligible for layoff or rehire rights.

16.2 Probationary Period Rejection.

An appointing authority may reject an employee who has not completed a probationary period. Upon request by the employee and within 10 business days of notice, a meeting to explain such action shall be held with a representative of the Employer. At the employee's request a representative of the Union shall attend such meetings. Such rejection is not subject to Article 4 of this Agreement.

ARTICLE 17 - SENIORITY, LAYOFF, REHIRE

17.1 (a) Seniority.

Seniority is defined as the continuous length of service in calendar days with the University from the most recent date of hire. Service of less than full time shall be considered full time. Time spent on leave of absence without pay or on layoff shall not be included in computing seniority except for cyclic year positions, but does not constitute a break in service. Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit.

Seniority shall be lost following an employee's resignation, termination for cause, failure to return from a leave of absence, failure to accept two (2) full recall offers (offers for the same pay, FTE status and shift as the position from which the employee was laid off), or expiration of rehire rights.

Employees who enter into the bargaining unit from other positions at the University of Washington shall be credited with layoff seniority for all seniority earned in the State classified service while employed at the University. Employees who enter into the bargaining unit from other state agencies and institutions of higher education, shall earn layoff seniority from the first day of coverage under the collective bargaining agreement. Seniority for benefit accrual purposes shall include all time credited to the employee up to the date of entering into the bargaining unit. Unused sick and vacation leave credits of permanent status employees changing employment between bargaining unit and non-bargaining unit positions shall move with the employee.

(b) Layoff Seniority Tiebreaker.

For the purposes of layoff only, when it is necessary to determine the order of seniority among SEIU Local 925 bargaining unit members whose contract seniority is identical, a random chance method will be employed to select the names of those employees one at a time. The University shall inform the Union every time this method is necessary and will provide proof of the seniority tie.

When selecting among employees whose seniority is identical, SEIU Local 925 may be represented by any individuals it chooses, and will draw the names. The University will be represented by a manager/administrator from the Department involved and a representative from Human Resources.

The first employee selected will be considered the most senior; the last employee selected will be considered the least senior.

- 17.2 (a) Layoff and Rehire. Whenever it becomes necessary for the University to reduce its workforce due to a lack of work, lack of funds or reorganization, the University shall use the following procedure in

determining which employees shall be laid off. The University shall not lay off bargaining unit employees in lieu of disciplinary action. The University shall make a concerted effort to re-employ bargaining unit members on the rehire list. Bargaining unit members on the rehire list are eligible to take all Computing & Communications and Training & Development courses on a space available basis upon payment of designated fees.

(b) Layoff.

The University shall, with a copy to the Union, identify the positions to be abolished and the employee(s) to be effected and shall notify employees in these positions not less than twenty (20) working days prior to the abolishment of the positions, pay the employee in lieu of notice, or combine pay and notice. The notice shall include the effective date of the layoff and a reference to the employee's rights under this Article.

Applicable to the University-wide Nonsupervisory, Supervisory, Health Care Professional/Laboratory Technical, HMC Technical, and UW Medicine Contact Center bargaining units:

Impacted employees will have the opportunity to replace the most junior employee within the layoff/seniority unit in an FTE status within .2 FTE of the FTE status of the person in the position being abolished (e.g. .8 FTE position being abolished incumbent eligible to replace individual in a .6-1.0 FTE position) and in the same classification as the individual(s) whose position(s) is being abolished and if the individual whose position is being abolished possesses the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements) to perform the most junior employee's position. If there is no opportunity for the person in the position being abolished to replace another employee within .2 FTE and within the layoff/seniority unit, the employee shall have a right to bump the most junior employee in a position with a lower FTE status than their own within the layoff/seniority unit.

In accordance with the above, if the incumbent in a position to be abolished has an opportunity to replace the most junior employee within the layoff/seniority unit, the incumbent will be given up to three (3) working days to determine if he/she wants to replace the junior employee or be placed on the rehire list. Vacant positions within the layoff/seniority unit will be considered a more junior position than any occupied by an incumbent. Employees shall have no bumping rights per Article 17 within six (6) months from the effective date of a Final Counseling action plan.

Applicable to the Research Technologist and Research Technologist Supervisor bargaining units:

In a given class within a lab group, layoff shall be by seniority, least senior person first as long as the remaining employees possess the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements) to perform the necessary work.

The least senior employee in a classification shall have the right to replace the junior employee in a lower classification in series if the employee being laid off possesses the essential skills as defined above to perform the necessary duties, and the employee to be replaced is in the lab group and has less seniority. If more than one (1) bumping option exists, the classification in the pay range closest to the position be abolished will be used.

The opportunity to replace a junior employee within the lab group will require an FTE status within .2FTE of the FTE status of the person in the position being abolished (e.g. if a .8FTE position is being abolished the incumbent is eligible to replace an individual in a .6 – 1.0FTE position). If there is no opportunity for the person in the position being abolished to replace another employee within .2FTE, s/he shall have the right to bump junior employees with a lower FTE status than their own, subject to the provisions herein. Employees shall have no bumping rights per Article 17 within six (6) months from the effective date of a Final Counseling action plan.

In accordance with the above, the incumbent in a position to be abolished will be given up to three (3) working days to determine if s/he wants to exercise his/her bumping rights.

(c) FTE Increase or Reduction. An employee in a position that is not abolished but is increased or reduced in FTE status and who will remain benefit eligible after the increase or reduction will have the choice of staying in the increased or reduced position and going on the rehire list for the position and FTE status held by the employee immediately prior to the increase or reduction or exercising available layoff rights under 17.2(b). The employee must exercise this choice within three (3) working days of the increase or reduction notice.

(d) Rehire. Employees identified for layoff will be placed on an eligible rehire list(s) designated by the employee for twenty four (24) months. In addition to the rehire list for the classification and FTE status from which the employee was laid off, employees identified for layoff may be on the following rehire lists:

1. For positions of a lower FTE status in the classification from which the employee was laid off;

2. For positions in other classifications in which the employee previously held permanent status; and,
3. Lower classes in a series under 1 and 2 above.

The University will refer an employee from the designated rehire list(s) for any open positions in the bargaining unit for which the laid off employee possesses the essential skills. Employees referred from the rehire list(s) who possess the essential skills needed for a vacant position will be offered the position prior to the University offering it to any other applicant. The two (2) most senior employees on a rehire list(s) who possess the essential skills needed for a vacant position will be advised that they are being referred and the Employer will offer the position to either of those employees. Job requests for positions for which there are employees on rehire list(s) may not be withdrawn solely to avoid hiring laid-off employees.

The Employer shall provide copies of rehire lists to the Union on a quarterly basis, or more frequently pursuant to a request by the Union.

(e) Rehire Trial Period. Employees placed into vacant positions from the rehire list will serve a three (3) month rehire trial period. During the rehire trial period either party may, at its sole discretion and without resort to the grievance procedure, initiate return to the rehire list. Time spent in a rehire trial period will not count toward the twenty four (24) month rehire list period. The three (3) month rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

(f) Removal from List. Removal from the rehire list(s) will occur for any of the following circumstances:

1. If placement does not occur within twenty four (24) months,
2. If the employee refuses two (2) offers of placement for a position having the same pay, FTE status and shift as the position from which the employee was laid off,
3. If the employee was placed into two (2) vacant positions for which the employee has failed to complete the rehire trial period,
4. If the employee accepts any offer of placement from any rehire list and completes the rehire trial service period,
5. Employees who reject one (1) offer of placement from a list for a position of a lower FTE status than that which the employee held immediately prior to layoff will be removed from that list,
6. Employees who reject one (1) offer of placement from a list for a position in a classification other than that from which the employee was laid off will be removed from that list.

(g) Benefits and Temporary Services. Employees on the rehire list who follow the rules prescribed by Temporary Services will be given priority to referral to temporary positions and can receive employer paid health benefit coverage if they meet the eligibility requirements as determined by the state.

(h) Rehire Wages and Increment Date. When employees are rehired from layoff status the periodic increment date and annual leave accrual date will be re-established and extended by an amount of time in calendar days equal to the period of time spent on the rehire list prior to rehire.

Employees placed from the rehire list into positions with the same salary range held at the time of layoff shall be placed at the same step in the range held at the time of layoff. Employees placed from the rehire list into positions with a lower salary range than held at the time of layoff shall be placed in a salary step nearest to, but not in excess of, the salary held at time of layoff.

(i) Rehire List Crossover. Employees within an SEIU Local 925 represented bargaining unit may, in accordance with this Article, be placed on the rehire list for positions in another SEIU Local 925 represented bargaining unit.

17.3 Affirmative action goals may be considered at any point during the layoff or rehire process.

ARTICLE 18 – CORRECTIVE ACTION/DISMISSAL

18.1 The parties will follow the "Corrective Action/Dismissal Process" outlined below. No employee shall be subject to the process except for just cause. The process will be considered to incorporate the concept of progressive action while providing a positive method for improvement rather than punitive action. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

18.2 Corrective Action/Dismissal Process.

The University will make clear when formal or final counseling is being conducted.

Informal Counseling - Informal discussion or counseling between employee and immediate supervisor. Supervisor will follow-up in writing, which will include simple action plan, if necessary.

Formal Counseling - Formal counseling (may involve administrative personnel other than the employee's immediate supervisor) including the development of a written action plan. The action plan will identify specific

problem areas, performance objectives, suggestions for remedying, and a timeframe for improvement.

Final Counseling - Final counseling (may involve administration other than the employee's immediate supervisor) including action plan discussion and revision, where appropriate. A decision-making period of one (1) day of paid time away from the work site for the employee to consider the consequences of failure to follow the action plan may be used at this step. If the Employer decides to provide a decision-making day, the employee will be given a list of expectations and problem statements prior to the day taking place.

Dismissal - Prior to dismissal, a pre-determination meeting will be scheduled to give an employee an opportunity to make his/her case before the final decision is made. The employee has the right to have a Union representative present at the pre-determination meeting.

Demotion - When mutually agreed, demotion may be considered at any step of the Process.

18.3 Grievability/Arbitrability.

Informal counseling may not be grieved. Formal counseling may be grieved through Step Two of the grievance procedure only. Final counseling and dismissal may be grieved through every step of the grievance procedure beginning at Step Two.

18.4 Representation.

Employees shall be notified orally or in writing that upon request they shall be entitled to have a representative present when formal counseling, final counseling or dismissal is occurring. Employees have a right to a meeting with management whenever corrective action is issued. Attendance of a representative shall not delay the disciplinary process unduly as determined by the Employer. All parties shall make every effort possible to allow for Union representation without unduly delaying the process.

18.5 Upon written request by the employee, any formal counseling, excluding those for workplace violence or University policies against harassment, discrimination, or retaliation, will be removed from an employee's personnel file after three (3) years if the following criteria have been met:

1. Circumstances set forth in writing, and as determined by the University do not warrant a longer retention period; and
2. There has been no subsequent corrective action.

Nothing in this Article prevents the Employer from agreeing to an earlier removal date.

ARTICLE 19 - EMPLOYEE PERFORMANCE EVALUATION

19.1 Performance evaluations shall be performed at least annually. Evaluations shall be based on job related performance factors. Performance evaluations shall not be used to initiate personnel actions such as transfer, promotions or corrective disciplinary action, however evaluations may serve as supporting documentation for personnel actions. Employee participation in the development of evaluation materials and rating factors is encouraged.

19.2 Evaluation Forms

(a) Performance evaluation forms will at a minimum have:

- (1) A description of the job related factors upon which the evaluation is based. These will include:
 - i. quality of work (e.g. competence, accuracy, neatness, thoroughness),
 - ii. quantity of work (e.g. use of time, volume of work accomplished, ability to meet schedules, productivity levels),
 - iii. job knowledge (e.g. degree of technical knowledge, understanding of job procedures and methods),
 - iv. working relationships (e.g. cooperation and ability to work with supervisor, co-workers, students, and clients served), and
 - v. Specific to the University-wide Supervisory and Research Technologist Supervisor bargaining units: supervisory skills (e.g. training and directing subordinates, delegation, evaluating subordinates, planning and organizing work, problem solving, decision making ability, ability to communicate).
- (2) Provision for identifying specific achievements of the employee, performance goals for the next evaluation period, training and development plans and other comments (applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).
- (3) Provision for employee comments.
- (4) Provision for employee signature accompanied by a statement that "Employee signature means that the employee has seen and is aware of the content of the evaluation, but does not necessarily mean that the employee agrees with the evaluation content."
- (5) Provision for the evaluator and reviewer signatures, and reviewer comments.

- (b) The performance evaluation form may be supplemented with other forms and/or information used to support the employee's evaluation. Upon request, an employee may review any written materials used by supervision to prepare the evaluation.

19.3 Employee Evaluation Information

- (a) Upon appointment to a position the employee's supervisor will provide the employee with a copy of:
 - (1) the class specification for the position;
 - (2) the position's job duties.
- (b) Written performance expectations shall be provided to the employee in sufficient time to allow the employee to meet the work expectations (normally within sixty (60) calendar days after appointment to the position). The Employer will provide at least sixty (60) calendar days' notice to employees prior to the evaluation when modifications that substantively alter performance expectations are made. Minor modifications that do not substantively alter performance expectations require no notice.

19.4 Evaluation Process

- (a) The supervisor will communicate with the employee about performance problems as they occur.
- (b) The purpose of the evaluation meeting is to review, discuss, and if appropriate, modify the evaluation. The employee shall have an opportunity to discuss the proposed evaluation with the evaluator and to provide a written response.
- (c) A copy of the completed form, signed by all appropriate individuals, will be provided to the employee upon request.
- (d) Performance evaluations shall be retained in the departmental file for no more than three (3) years.
- (e) The evaluation shall be reviewed and signed by the employee's second level of supervision or management designee.

19.5 Evaluator Training.

The Employer shall make available training opportunities for evaluators regarding the Employer's performance evaluation program and shall, upon request, share and discuss the contents of such training programs with the Union.

19.6 Grievability.

Applicable to the University-wide Nonsupervisory, Supervisory, Health Care Professional/Laboratory Technical, HMC Technical, and

UW Medicine Contact Center bargaining units: Employee performance evaluations are grievable only through Step Two of the Grievance Procedure.

Applicable to the Research Technologist and Research Technologist Supervisor bargaining units:

The procedural aspects of the employee performance evaluation process are grievable only through Step Two of the Grievance Procedure. Procedural aspects include alleged violations of this contract or University policy. Disagreement over the supervisory marks assigned to a specific employee shall not be grievable and will be addressed via the actions described in 19.4(b).

ARTICLE 20 - EMPLOYEE TRAINING AND DEVELOPMENT

20.1 Policy.

The Employer reaffirms its commitment to an on-going system of staff development and training. Employer shall maintain an employee training and development plan. The objective of this plan shall be to provide opportunity for the development of the potential occupational and professional ability of each employee in order to (1) meet institutional needs, (2) to make the most effective and economic use of employee resources in accomplishing institutional goals, and (3) to enhance employee's career advancement opportunities.

20.2 The University shall annually provide a list of job classifications reflecting the number of regular monthly positions and number filled in the past calendar year. This information shall be on file in the Recruiting and Candidate Services Office and the respective area Human Resources Offices.

20.3 Training and Development Task Teams and Committees.

The Union shall be invited to designate an employee representative to participate in each University Training and Development task team and committee convened to address topics relevant to the bargaining unit. Such topics may include career advancement, career paths, potential training needs and courses, and program crediting in the employment process. Task teams and committees shall be chaired by the Training and Development Manager or designee. Employee representatives shall be granted release time to attend task team and committee meetings which are conducted during regular business hours.

20.4 Information.

The Employer shall, upon written request, provide the Union with copies of the institution's training and development plan and the annual report of the achievement of training objectives.

20.5 Training and Development Programs.

It is intended that supervisors will encourage employees to participate in the various training and development programs as provided for by Executive Order 52 in order to maximize their job performance and to increase their promotional opportunities.

When the Employing Official requires an employee to acquire new skills the supervisor will identify appropriate sources of training and provide training in accordance with 20.8.

20.6 Release Time.

Release time for training for employees accepted for training and development programs shall be in accordance with Executive Order 52.

20.7 Completion of Training Programs.

Completion of training programs will be considered in evaluating the employee's application for transfer or promotion when certification of completion has been indicated by the employee. The Employer will review courses offered through Training and Development, Computing and Communications, and the Women's Information Center in order to identify courses which satisfy requirements for regular monthly staff positions. The Employer will determine the amount of credit appropriate to the training course(s).

Crediting of completed training programs towards minimum qualifications shall be determined by the Employer. Currently, successful completion of the Fiscal Management Certificate Series is equivalent to six (6) months of budget/fiscal experience and successful completion of the Supervisory Certificate Series is equivalent to six (6) months of supervisory experience.

20.8 Tuition Payment and Travel Cost Reimbursement.

If a supervisor requires an employee to receive training all fees and related costs will be paid by the employing department. If attendance in such courses requires use of the employee's personal vehicle, the employee will be reimbursed at the University's travel rates applying at the time. If other transportation must be taken, the employee will be reimbursed for all transportation costs. Required attendance in courses which are outside of regular working hours and which are work related or meet an identified institutional need is considered "paid time training" and constitutes time worked.

- 20.9 Training - Layoff.
Employees on layoff status shall be eligible to participate on a space available basis in regularly scheduled Training and Development programs.
- 20.10 Education and Professional Development (Applicable only to the Research Technologist and Research Technologist Supervisor bargaining units).
The University encourages all departments/grants with individuals employed in this bargaining unit to provide as much support for Continuing Education as budgets will permit. The University recognizes the crucial contribution made by all bargaining unit members, and that Continuing Education assists staff in increasing the level of skill and knowledge they bring to their chosen fields.
- 20.11 Educational/Professional Leave.
For Surgical Technologists who have completed their probationary period, up to three (3) days, pro-rated for part-time, of paid release time shall be granted annually for each employee for educational/professional leave.
- 20.12 Education Support Funds.
For Surgical Technologists \$200.00 per FTE, pro-rated for part-time, per fiscal year shall be made available to fund continuing education.

ARTICLE 21 - TUITION EXEMPTION PROGRAM

- 21.1 In addition to those noncredit programs offered by the Training and Development Office, eligible employees may participate in the University's tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statements 22.1. Subject to operational needs and management discretion, supervisors will make a good faith effort to allow the use of flex time for employees who wish to take a class during their scheduled shift.
- 21.2 Release Time and Fees.
When an employee is required to take a tuition exempt class by the Employer, associated expenses and release time will be provided per Article 20.8.

ARTICLE 22 - PROMOTIONS/TRANSFERS

- 22.1 Policy.
It is the policy of the University to encourage job advancement and promote from within. It is the responsibility of each employee seeking

promotion or transfer to provide the Employer with complete information regarding the employee's skills and qualifications relative to the position sought. The Employer will make the application process, necessary submittals and the essential skills of the vacant position clear to prospective applicants.

22.2 Definitions.

For the purpose of this Article the following definitions apply:

Promotion - Movement to a position with a different classification with a higher salary maximum.

Transfer - Movement to a position with the same salary maximum or same classification.

Voluntary Demotion - Movement to a position with a lower salary maximum, where the position is attained through the employment process. This section does not apply to employees who demote as the result of corrective action.

22.3 Notice that applications are being accepted for vacant bargaining unit positions will be published by the Employer and will be made available in places intended to reach bargaining unit employees for a minimum of seven (7) days prior to the closing of the application period. The University may limit the scope of the posting area if applications only from within the posting area are accepted.

22.4 The Employer will determine if applicants possess the essential skills required of the position. Essential skills are the minimum qualifications listed in the job description for the classification and any specific position requirements. The Employer will refer all current bargaining unit applicants possessing the essential skills prior to referring any non-bargaining unit applicants. Where the skills, abilities and experience of the vacant position applicants are considered equal, the Employer will offer the position to a bargaining unit applicant. In accordance with applicable law, affirmative action goals will be considered when filling vacancies.

At least one (1) bargaining unit applicant per job requisition, who is a regular monthly employee and who possesses the essential skills, shall be among those granted an interview for bargaining unit positions. Which bargaining unit applicant(s) the Employer chooses to interview shall not be grievable.

22.5 Applicants from within the bargaining unit determined not to possess the essential skills for the vacant position may seek a non-grievable review of the assessment through the Human Resources Office. Applicants from the

bargaining unit who possess the essential skills but are not offered the position may request an explanation, written or oral, as to why the position was not offered.

22.6 Movement between positions will comply with the following:

Applicable to the University-wide Nonsupervisory, Supervisory, Health Care Professional Technical/Laboratory Technical, HMC Technical, and UW Medicine Contact Center bargaining units:

Local 925 to Local 925 - During the first six (6) weeks of a new appointment employees who transfer, promote or voluntarily demote within a Local 925 bargaining unit may opt to return to the position they left as long as it is still available; or employees who do not meet supervisory expectations may be reassigned to the previous position. For employees who transfer or voluntarily demote, if the former position is no longer available, the employee may be reassigned in the same classification or be placed on the rehire list. Promotional employees have preemptive rights to their former position, if the position still exists even if it has been filled. Paid or unpaid leave taken during the six (6) week trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken.

Non-Local 925 Classified to Local 925 - Employees who transfer, promote, or voluntarily demote from a UW non-Local 925 classified position to a Local 925 position will be granted a six (6) week leave of absence without pay for the purpose of serving a six (6) week trial period. During the first six (6) weeks of the new appointment either the employee or the supervisor may end the appointment by providing notice to the employing official. The employee will be returned to the same position or a comparable position in the same class. This notice must be given prior to the end of the six (6) week trial period. For a brief time following the expiration of the six (6) week period, due to operational necessity, the employer may retain the employee in the position. Paid or unpaid leave taken during the six (6) week trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken. The six (6) week leave of absence period will not be extended.

Local 925 to Non-Local 925 Classified – Local 925 employees who accept a non-Local 925 classified appointment at the UW will be granted a six (6) week leave of absence without pay from the Local 925 position. Employees who accept a non-Local 925 classified position will serve a probationary period in accordance with the rules governing that non-Local 925 classified position. During the first six (6) weeks of the new appointment, either the employee or the supervisor may end the new appointment by providing notice to the employing official. The employee

will be returned to the same position or a comparable position in the same class. This notice must be given prior to the end of the six (6) week trial period. For a brief time following the expiration of the six (6) week period, due to operational necessity, the employer may retain the employee in the position. Beyond this six (6) week timeframe, the employee will be subject to the applicable rules governing that non-Local 925 classified position.

Applicable to the Research Technologist and Research Technologist Supervisor bargaining units:

Movement Between Positions Within the University – Employees who transfer, promote or voluntarily demote shall serve a trial service period during the first six (6) months of a new appointment. During the first six (6) weeks of the trial service period, promotional employees have preemptive rights to their former position if the position still exists, and transferred or voluntarily demoted employees may return to their former position if it still exists and is vacant. After the first six (6) weeks but during the six (6) months, employees who do not meet supervisory expectations shall have the option to be placed on the rehire list. Paid or unpaid leave taken during the six (6) month trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken. Employees who return to their former position, whether returning directly or being placed from the rehire list, will not be required to serve an additional three (3) month trial service period per 17.2(e).

Movement from a Non-University Position to a Bargaining Unit Position - Employees will be required to serve a probationary period per Article 16.

- 22.7 Employees shall receive reasonable paid release time for job interviews (which may include sitting for an examination) at the University. Such time must be approved in advance by the supervisor subject to unit staffing needs.

ARTICLE 23 - HEALTH AND SAFETY

23.1 Policies.

It is the Employer's intent to make reasonable and proper provisions for the maintenance of appropriate standards of health and safety within the workplace. The Employer shall comply with applicable Federal and State health and safety legislation and regulations and has designated the University's Environmental Health and Safety (EH&S) Department to advise and monitor compliance with such standards.

When it is established through medical documentation that a disabling condition or physical limitation prohibits continued performance of the

employee's assigned duties, the Employer will attempt to assist the employee through reassignment, transfer, or reconfiguration of job duties.

Employees who believe that working conditions present a hazard to their health should first alert their supervisor. If unsatisfactory response at that level, employees are encouraged to contact Environmental Health and Safety to report hazardous conditions. If a supervisor or Environmental Health and Safety declares a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified. If assignment to an alternative work site is not possible and the supervisor decides to send the employees home, those employees sent home will receive their regular pay for all time the employee is scheduled to work on the day of the incident. For all subsequent days the employee(s) may use accrued leave as appropriate.

23.2 Health Examinations.

The Employer shall provide at no cost to the employee, such medical tests or health examinations as may be required as a condition of employment.

23.3 Safety.

All work shall be performed in conformity with applicable safety standards. Employees are encouraged to immediately report any unsafe working conditions to their supervisor. No employee shall be disciplined for reporting any such condition nor be required to work or to operate equipment when he/she has reasonable grounds to believe such action would result in immediate danger to life or safety until the condition has been reviewed by a Union Steward and a higher level of supervision. If the matter is not resolved satisfactorily, the supervisor or employee may request a decision from the University's Department of Environmental Health and Safety, and if unresolved, the Department of Labor and Industries.

23.4 Safety Committees.

Bargaining unit employees shall be appropriately represented on any organizational health and safety committees for areas in which they are employed, as detailed in Administrative Policy Statements 10.11. Any department or unit committee also dealing with health and safety issues in work areas shall appropriately involve bargaining unit employees. It shall also be appropriate for either party to raise health and safety concerns at the Joint Union/Management Committee.

23.5 Ergonomics.

Further ergonomic guidelines shall be referenced on the Environmental Health and Safety department website www.ehs.washington.edu.

23.6 Workplace Review.

The parties recognize that there are several elements in a work site which may affect individual health, comfort and productivity. The Employer shall conduct routine hazard assessments of any worksite that may contain health hazards as required by WAC. The Employer shall provide awareness education to help reduce identified hazards. Employees may also request a workplace review by the employing department and employees shall be given the results of the review.

ARTICLE 24 - RECORDS

24.1 Vacation/Sick Leave.

Each department will keep vacation and sick leave records and make them available to employees upon request.

24.2 Bargaining Unit.

A current list of names, classifications, and departments of all bargaining unit employees will be provided annually to the Union at cost.

24.3 Personnel File.

Upon written request by an employee to their area Human Resources Office (official personnel file) or department manager (departmental file), the employee or employee's representative shall have access to the employee's official or departmental personnel file for review. Upon the employee's request, the employee may receive copies of any materials in the file (requests for reasonable numbers of copies will be provided at no cost to the employee; employees may be charged a fee for requests for large numbers of copies). Prior to such review the Director or designee may remove any letters of reference which were obtained through assurances of confidentiality to a third party. Such letters shall only be used for the purposes of hiring and/or promotional application.

Employees shall be provided a copy of all adverse material placed in the official file at the time the material is included in the file.

- (a) Information shall be retained as long as it has a reasonable bearing on the employee's job performance or upon the efficient and effective management of the institution.

Adverse material or information related to employee misconduct or alleged misconduct which is determined to be false and all such information in situations where the employee has been fully exonerated of wrong doing shall be promptly destroyed.

(b) Notwithstanding subsection (1) of this section, an institution may retain information relating to employee misconduct or alleged misconduct, if:

(1) The employee requests that the information be retained; or

(2) The information is related to pending legal action or legal actions may reasonably be expected to result.

The employee shall have the right to have placed in his/her own personnel file a statement of rebuttal or correction of information contained in the file within a reasonable period of time after the employee becomes aware that the information has been placed in the file.

24.4 Request for Information. The Employer shall make available to the Union, upon written request, records and reports regarding personnel issues, such as home addresses, employment date and reclassification requests, concerning those classifications in the bargaining units, provided that this shall not require the Employer to disclose any records not subject to disclosure under the Public Disclosure Act of the State of Washington or to maintain or assemble any data which it would not otherwise assemble for its own use. Information shall be provided electronically where feasible.

ARTICLE 25 - TRAVEL PAY AND WORK TIME

25.1 General.

Any employee required to travel to a place of work other than his/her regular official duty station shall be reimbursed for travel costs if eligible, in accordance with University of Washington Administrative Policy Statements, Section 70.

25.2 Work Time and Compensation.

(a) When employees are required to report for work to their official duty station before traveling to a temporary official duty station, work time computation shall commence at the time of reporting to the regular official duty station.

(b) When employees are required to travel on a nonscheduled work day they shall be paid in accordance with Article 8 and University policy. For purposes of determining hours of work, the work day shall commence at the time the employee leaves his/her official duty station and end upon arrival at the temporary duty station. The employee's domicile shall be his/her official work station when travel commences

from that location if less than time calculation from the official duty station.

ARTICLE 26 - POLICIES

26.1 Contracting Out.

The University will not contract out work which results in the layoff of bargaining unit employees who are employed prior to the time of the execution or renewal of the contract. The University will provide the Union thirty (30) calendar days' notice prior to the implementation of any contract allowed under this Article.

26.2 Union Access.

Upon prior notification to management, authorized Union staff representatives shall be permitted to enter the Employer's premises and facilities at reasonable times for the purpose of representing employees in personnel matters consistent with the Union's certification as exclusive bargaining representative. It is understood that any such visits which require a meeting with an employee will be restricted to the nonworking time of the employee unless otherwise authorized by management or provided for elsewhere in this Agreement, and that there will be no interference with an employee's work assignment.

While inspecting the workplace, the Union may engage in de minimis conversations with employees, so long as an employee does not object and such conversation does not interfere or disturb the operation of the facility or compromise the security of patient health information.

26.3 Assignment of Additional Duties.

An employee who is permanently assigned the duties of a position vacated by attrition, layoff, or other reasons, in addition to his or her job duties, shall have the right to meet with his or her supervisor to discuss the situation. If the initial meeting between the supervisor and the employee does not result in a satisfactory conclusion, the employee may request a subsequent meeting which a representative of the Union may attend.

26.4 Personal Services.

It is inappropriate and contrary to University policy to assign any employee coffee making, related food service duties, or other tasks of a personal nature. The exception is when such an activity is based on a bona fide departmental requirement.

26.5 Uniforms Requirement.

Uniforms required to be worn by the employee shall be provided and replaced by the Employer at the Employer's expense. The maintenance of uniforms shall be the responsibility of the employee. Prior to any decision by a department head to purchase uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color and style of uniform to be worn. The department head will give serious consideration to the wishes of the employees in making a decision.

26.6 Legislative Briefings.

The Union President or designee shall be invited to attend legislative briefings conducted by the Employer.

26.7 Child Care.

As a major employer, the University of Washington recognizes that the family life of its employees has a significant impact upon their work lives. The Employer currently sponsors daycare within the community, subsidizes care for mildly ill children (as defined in 10.4), and funds a position for coordinating child care services. The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to modify child care programs which are currently being sponsored by the University.

Information regarding availability of resources to facilitate employee child care is available in the Reference Stations and/or the Work/Life Services office.

Other articles in this Agreement which address child care and parenting needs include Article 10.1 (Sick Leave) and Article 12 (Leave of Absence).

26.8 Resignation.

An employee has the right to withdraw his/her resignation within twenty four (24) hours, excluding Saturday, Sunday and holidays, after submitting the resignation. Employees may only withdraw one resignation per position held. The Employer may permit withdrawal of a resignation at any time.

26.9 Unauthorized Absence.

An employee's failure to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall result in a recommendation for dismissal. Notice of separation will be sent to the employee's last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home

telephone and emergency contact numbers on record in Employee Self-Service.

ARTICLE 27 - FACILITIES

27.1 Meeting Facilities.

The Union shall be permitted to use the Employer's facilities for meetings provided advance notice is given to the Employer, appropriate space is available on the date requested, and meetings are held in accordance with the Employer's policy on this subject.

27.2 Bulletin Boards.

(a) Space shall be made available to the Union on bulletin boards in those areas where bargaining unit members work or frequent, for the posting of notices and information pertaining to official business of the Union. Such posted material is to be signed by a Union representative.

(b) If it is established that adequate space is not available at a convenient location, the Union may provide for and have installed a bulletin board at its own expense, provided the size and location of said bulletin board shall be mutually agreeable to the Union representative and the Employer.

27.3 Employee Facilities.

(a) Restrooms and attendant facilities shall be provided as required by the State of Washington Department of Labor and Industries. Dressing rooms and/or lockers shall be provided to employees in those classifications where a change of clothing is required by the Employer.

(b) The adequacy of employee facilities, including sanitary supply dispensers for female employees, shall be a proper subject for discussion by the Joint Union-Management Committee.

ARTICLE 28 - JOINT UNION-MANAGEMENT COMMITTEE

28.1 Committee Purpose and Membership.

A Joint Union-Management Committee is established to provide a forum for communications between the two (2) parties and to deal with matters of general Union/Employer concern. The committee's function will be

limited to an advisory capacity and shall not include any decision-making or collective bargaining authority.

Committee membership for employees in the University-wide Nonsupervisory, University-wide Supervisory, and Health Care Professional/Laboratory Technical bargaining units shall consist of three (3) bargaining unit employees and a Union staff representative and four (4) Employer representatives to include the Assistant Vice President of Labor Relations or designee.

Committee membership for employees in the Research Technologist and Research Technologist Supervisor bargaining units shall consist of two (2) bargaining unit employees and a Union staff representative and three (3) Employer representatives to include the Assistant Vice President of Labor Relations or designee.

The Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees sufficiently in advance of the targeted implementation date of said changes so that reasonable alternative proposals can be adequately considered by the Joint Union-Management Committee. Diversity, child care and tuition exemption shall be considered appropriate subjects for the Joint Union-Management Committee.

- 28.2 Meetings. Committee meetings may be requested by an authorized representative of either party. Requests for a quarterly meeting shall be honored; however, once convened, the committee may meet more or less frequently as mutually agreed between the parties.

At least one (1) week's notice shall be given to members of any agreed upon meeting and the agenda. Committee meetings shall normally be held during University business hours and at a mutually agreeable time and date. Employee members shall experience no loss in salary for meeting participation; however, meeting times are not construed as work time and no overtime shall be claimed or paid for meetings attended outside the employee members' regular working hours.

- 28.3 Limitations. Committee meeting topics shall be limited to subjects of group rather than individual concern, and the committee shall not discuss grievances properly processed under Article 4 of the Agreement. Further, it is not intended that this Article obligate in any way either party to negotiate on personnel matters covered in this Agreement or to alter, limit, restrict, or reduce prerogatives of either party otherwise provided in this Agreement.

ARTICLE 29 - CONTRACT DISTRIBUTION

29.1 Contract Distribution

Prior to posting on the Labor Relations website, the University will submit to the Union the electronic version of the collective bargaining agreement between the University of Washington and the SEIU Local 925.

29.2 Distribution.

(a) Each department or unit will maintain a paper copy of the contract accessible to all union members regardless of shift.

(b) The Employer shall allow distribution through campus mail as needed.

29.3 New Employees.

(a) The Employer shall provide to the Union, at least monthly, a list of new employees in the bargaining units, including the employee's name, begin date, classification, department, and mail stop.

(b) Upon request from the employee, the Employer will distribute to each new employee in the bargaining units a copy of the dues deduction card.

(c) A bargaining unit member designated by the Union shall be granted paid release time to attend new employee orientation and/or new employee coffee hours scheduled by the University. Such release time will be subject to the operational needs of the department.

ARTICLE 30 - COMPENSATION

30.1 Upon promotion or reclassification from a Local 925 position to another Local 925 position with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a three (3) step increase. The new periodic increment date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month.

30.2 An employee occupying a position that is reclassified to an existing class with a lower salary range shall be placed in the salary step in the new range which is closest to the current salary, provided such salary does not exceed the top step of the new salary range.

30.3 Salary Schedules.

- (a) The salary schedules shall be incorporated into this Agreement as Appendix II.
 - (b) Salary schedules will contain Career Enhancement/Growth steps as described in Section 30.8.
- 30.4 Employees shall continue to receive increment increases at the rate of two (2) steps each twelve (12) months unless they are newly hired at Step A, in which case they will receive a two (2) step increase at six (6) months then two (2) steps annually thereafter. Employees on the Health Care Range receive increment increases at the rate of one (1) step each twelve (12) months except employees starting at step A progress to step B after six (6) months. The University, at its discretion, may approve additional increment increases at any time. Such additional increment increases will not change an employee's periodic increment date.
- 30.5 The University and the Union affirm their commitment to the principles of comparable worth by implementing any state-mandated comparable worth adjustments.
- 30.6 Health Benefits. For the life of the Agreement, bargaining unit members shall be governed by the results of healthcare coalition bargaining, per RCW 41.80.020, with respect to health insurance benefits and premiums.
- A. For the 2015-2017 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board. The projected health care premium is the weighted average across all plans, across all tiers.
 - B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:
 - 1. In ways to support value-based benefits designs; and
 - 2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

- 1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
- 2. Use clinical evidence; and
- 3. Be the decision of the PEB Board.

- C. Article 30.6 (B) will expire June 30, 2017.
- D. The PEB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.
- E. The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.

F. Wellness

- i. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.
- ii. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.

30.7 Parking/U-Pass.

The Union agrees that during the life of this Agreement, the University may apply changes in transportation policy, including adjusting parking and U-pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the Union. The Union may raise issues and concerns about the University's parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University's committee(s) that work on transportation and parking issues.

30.8 Career Enhancement/Growth Program.

The University will continue its Career Enhancement/Growth program. The program will reward employees whose development of skills, increased productivity, or assumption of higher level duties results in

service enhancements or efficiencies for the department in which the employee works.

Steps N & O (Appendix II – Pay Table B4), Steps R & S (Appendix II Pay Tables B6 and B7) and Step S (Appendix II – Pay Tables BG and BH) will be attained solely through the Career Enhancement/Growth program and will not be based on length of service.

Employees in every classification covered by this Agreement, except those listed in Side Letter E will be eligible for the program. Employees are eligible to receive a Career Enhancement/Growth step any time after they have been at the last automatic increment step in their pay range for a minimum of one (1) year. Employees are eligible for the subsequent Career Enhancement/Growth step beginning one (1) year after receiving the previous step.

There will be no minimum or maximum number of employees who may receive Career Enhancement/Growth steps. There will be no minimum or maximum amount of money the University will spend on the Career Enhancement//Growth program. Decisions about Career Enhancement/ Growth steps shall be made within sixty (60) days of supervisory/ managerial/professorial recommendations.

The Career Enhancement/Growth program will not be a substitute for reclassifications. Reclassifications will take priority over receiving Career Enhancement/Growth steps such that if an employee qualifies to receive a Career Enhancement/Growth step but could otherwise be reclassified, the employee will be reclassified and will not simultaneously receive the Career Enhancement/Growth step. Career Enhancement/Growth steps shall be considered in calculating salary adjustment associated with promotion and upward reclassification, but in no instance shall a salary in a new position be at a step higher than the highest automatic increment step in the new pay range, except for lateral transfers where there is no mutual agreement not to exceed the highest automatic increment step in the new pay range.

The University agrees to regularly issue University-wide reminders promoting the value of this program.

The Career Enhancement/Growth program in its entirety is not subject to the grievance procedure (Article 4).

30.9 General Wage Increases.

- a. Effective July 1, 2015, all employees will receive a 3% across-the-board increase

- b. Effective July 1, 2016, all employees will receive a 2% across-the-board increase

30.10 Minimum Pay Step Adjustment

Effective July 1, 2015, all regular, non-hourly employees whose salaries do not equal \$2080 per month (equivalent to \$12.00 an hour) will be placed onto the next pay step on their current pay range that is not less than \$2080 per month.

30.11 Market Rate Wage Adjustments.

If market conditions determine that an upward adjustment in one or more economic areas is essential to maintain competitiveness, both the Union and the Employer shall be given the opportunity to raise issues of competitive compensation and propose market adjustments. When the Employer proposes adjustments, the Union shall be given at least thirty (30) days' notice in advance of the implementation date to negotiate the adjustment.

ARTICLE 31 - NO STRIKE/LOCKOUT

The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that objective. Therefore, during the life of the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

Should the employees engage in any unauthorized concerted action, a Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to disciplinary action.

There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

Any action of an employee in refusing to cross, for his/her own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

ARTICLE 32 - MANAGEMENT RIGHTS AND RESPONSIBILITIES

The Employer through its designated management personnel or agents has the right and responsibility, except as expressly modified by this Agreement, to control, change, and supervise all operations and to direct and assign work to all working forces. Such rights and responsibilities shall include by way of illustration but shall not be limited to: the selection and hiring, training, discipline and discharge, classification, reclassification, layoff, promotion and demotion or transfer of employees; the establishment of work schedules; the allocation of all financial and other resources; the control and regulation of the use of all equipment and other property of the Employer. The Employer shall determine the methods, technological means and qualifications of personnel by and for which operations are to be carried out. The Employer shall take whatever action as may be necessary to carry out its rights in any emergency situation.

Application of this Article shall not preclude the use of the grievance procedure as established in this Agreement.

ARTICLE 33 - SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or provision of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 34 - DURATION

This Agreement shall become effective July 1, 2015 and remain in force through June 30, 2017. Automatic renewal shall extend the terms of this Agreement for

one year at a time, unless either party serves the other with written notice at least ninety (90) calendar days prior to the anniversary date of its intent to negotiate a new Agreement. Should notice be served, bargaining shall begin within thirty (30) calendar days following the date of the notice for the purpose of negotiating a new Agreement.

SIGNATORIES

Executed this day 10.08.15 for and on behalf of:

BOARD OF REGENTS OF THE
UNIVERSITY OF WASHINGTON

per: [Signature] AVP
Mindy Kornberg, JD
Vice President for Human Resources

SEIU LOCAL 925

[Signature]
Karen Hart, President
SEIU Local 925

Approved as to form this date:

10/7/15

[Signature]
Assistant Attorney General
State of Washington

[Signature]
Dornie MacKenzie, Director
SEIU Local 925

[Signature]
Marilyn Botcheos, Lead
SEIU Local 925

[Signature]
Laura Harrington, Chapter President
Air Force ROTC
Clark Hall


[Signature]
Brendan Impson
Educational Outreach
UW Tower

[Signature]
Mark Erhardt
Hall Health


[Signature]
Chuck Olivier
Public Safety
UW Medical Center

[Signature]
Mark Hand
Burke Museum

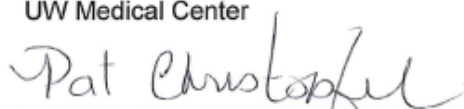
SIGNATORIES




Rhonda Johnson
Maternal Infant Care Clinic
UW Medical Center




Michele Wanner
Nuclear Medicine
UW Medical Center



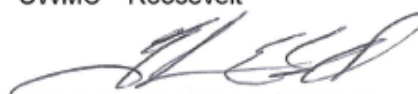
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Susanna Felak
General Internal Medicine
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Tom Small
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UW Medical Center



Nissy James
Respiratory Care Services
UW Medical Center



Yolanda Thomas
UW Medicine Pre-registration
Sandpoint

APPENDIX I – JOB CLASSIFICATIONS

University-wide Nonsupervisory Bargaining Unit

Job Code	Job Classification	Pay Table	Salary Range
7115	ACCELERATOR TECHNICIAN 1	B4	40
7300	ACCOUNTANT 1	B4	41
7301	ACCOUNTANT 2	B4	45
7302	ACCOUNTANT, SENIOR	B4	51
7045	ADMINISTRATIVE ASSISTANT A	B4	39
7080	ADMINISTRATIVE COORDINATOR	B4	37
7490	ADMISSIONS SPECIALIST	B4	41
7583	AFFIRMATIVE ACTION/HUMAN RIGHTS ASSISTANT	B4	41
7724	ANIMAL TECHNICIAN 1	B4	25
7725	ANIMAL TECHNICIAN 2	B4	26
7726	ANIMAL TECHNICIAN 3	B4	30
7613	BOOK PRODUCTION COORDINATOR	B4	44
7075	BOOKKEEPING MACHINE OPERATOR	B4	30
7550	BROADCAST TECHNICIAN 1	B4	42
7551	BROADCAST TECHNICIAN 2	B4	48
7552	BROADCAST TECHNICIAN 3	B4	52
7335	BUDGET ANALYST	B4	43
7336	BUDGET/FISCAL ANALYST	B4	47
7337	BUDGET/FISCAL ANALYST LEAD	B4	52
7021	BUILDING SERVICES COORDINATOR	B4	33
7119	BUYER 1	B4	38
7120	BUYER 2	B4	44
7122	BUYER 3	B4	49
7638	CAMPUS SECURITY OFFICER	B4	41
7070	CASHIER 1	B4	28
7071	CASHIER 2	B4	30
7073	CASHIER LEAD	B4	32
8052	CLINIC REPRESENTATIVE 1	B4	26
8053	CLINIC REPRESENTATIVE 2	B4	30

Job Code	Job Classification	Pay Table	Salary Range
8364	CLINICAL DATA SPECIALIST - CODER	B7	40
8365	CLINICAL DATA SPECIALIST - UTIL MANAGEMENT	B7	59
8367	CLINICAL DATA SPECIALIST LEAD	B7	69
8363	CLINICAL DATA SPECIALIST TRAINEE	B7	22
8366	CLINICAL DATA SPECIALIST - CODER/UTIL MANAGEMENT	B7	64
8456	CLINICAL EMBRYOLOGIST	B6	62
8457	CLINICAL EMBRYOLOGIST LEAD	B6	69
8455	CLINICAL EMBRYOLOGIST TRAINEE	B6	42
8391	CLINICAL LABORATORY ASSISTANT	B7	12
7378	COMMUNICATIONS TECHNICIAN 1	B4	62
7379	COMMUNICATIONS TECHNICIAN 2	B4	66
7380	COMMUNICATIONS TECHNICIAN 3	B4	70
7374	COMPUTER MAINTENANCE TECHNICIAN 1	B4	45
7375	COMPUTER MAINTENANCE TECHNICIAN 3	B4	61
7388	COMPUTER MAINTENANCE TECHNICIAN 4	B4	65
7377	COMPUTER MAINTENANCE TECHNICIAN LEAD	B4	63
7370	COMPUTER OPERATOR 1	B4	30
7371	COMPUTER OPERATOR 2	B4	36
7372	COMPUTER OPERATOR 3	B4	42
7373	COMPUTER OPERATOR LEAD	B4	45
7945	COMPUTER SERVICES CONSULTANT 1	B4	57
7925	COMPUTER SUPPORT ANALYST 1	B4	49
7926	COMPUTER SUPPORT ANALYST 2	B4	55
7390	COMPUTER SUPPORT SPECIALIST 1	B4	48
7391	COMPUTER SUPPORT SPECIALIST 2	B4	54
7392	COMPUTER SUPPORT SPECIALIST LEAD	B4	60
7939	COMPUTER SUPPORT TECHNICIAN 1	B4	42
7940	COMPUTER SUPPORT TECHNICIAN 2	B4	48
7941	COMPUTER SUPPORT TECHNICIAN 3	B4	51
7019	CONFERENCE COORDINATOR 1	B4	38
7020	CONFERENCE COORDINATOR 2	B4	42
7659	COPY CENTER ASSISTANT/COURIER	B4	27

Job Code	Job Classification	Pay Table	Salary Range
7656	COPY CENTER COORDINATOR 1	B4	35
7657	COPY CENTER COORDINATOR 2	B4	37
7660	COPY CENTER EQUIPMENT OPERATOR 1	B4	30
7661	COPY CENTER EQUIPMENT OPERATOR 2	B4	33
7662	COPY CENTER EQUIPMENT OPERATOR 3	B4	34
7586	COSTUMER LEAD	B4	39
7585	COSTUMER SPECIALIST	B4	48
7485	CREDENTIALS EVALUATOR 1	B4	31
7486	CREDENTIALS EVALUATOR 2	B4	34
7487	CREDENTIALS EVALUATOR 3	B4	36
7410	CURRICULUM ADVISOR	B4	35
7364	DATA CONTROL TECHNICIAN 1	B4	30
7365	DATA CONTROL TECHNICIAN 2	B4	36
7366	DATA CONTROL TECHNICIAN 3	B4	42
7367	DATA CONTROL TECHNICIAN LEAD	B4	45
7383	DATA ENTRY OPERATOR 1	B4	26
7384	DATA ENTRY OPERATOR 2	B4	28
7385	DATA ENTRY OPERATOR 3	B4	32
7386	DATA ENTRY OPERATOR LEAD	B4	34
8470	DENTAL ASSISTANT 1	B7	5
8471	DENTAL ASSISTANT 2	B7	23
8475	DENTAL ASSISTANT-EXPANDED FUNCTION DENTAL AUXILIARY	B7	76
8476	DENTAL X-RAY TECHNICIAN 2	B7	23
7250	DEVELOPMENT/FUND RAISING EVENTS COORDINATOR	B4	43
8004	DIETARY UNIT CLERK	B7	2
8481	DISPENSARY ASSISTANT 2	B4	31
7641	DRAFTING TECHNICIAN 2	B4	48
7642	DRAFTING TECHNICIAN 3	B4	52
7770	EDITOR-PUBLICATIONS 1	B4	46
7771	EDITOR-PUBLICATIONS 2	B4	51
7755	EDITOR-RESEARCH PUBLICATIONS 1	B4	46
7756	EDITOR-RESEARCH PUBLICATIONS 2	B4	51

Job Code	Job Classification	Pay Table	Salary Range
7757	EDITOR-RESEARCH PUBLICATIONS 3	B4	57
7580	ELECTRONIC MEDIA PRODUCER 1	B4	43
7581	ELECTRONIC MEDIA PRODUCER 2	B4	49
7582	ELECTRONIC MEDIA PRODUCER LEAD	B4	53
7741	ELECTRONICS TECHNICIAN 2	B4	44
7593	EMPLOYMENT TRAINING SPECIALIST 1	B4	37
7595	EMPLOYMENT TRAINING SPECIALIST 2	B4	43
7592	EMPLOYMENT TRAINING SPECIALIST ASSISTANT	B4	32
7594	EMPLOYMENT TRAINING SPECIALIST LEAD	B4	43
7639	ENGINEERING ASSISTANT 1	B4	48
7640	ENGINEERING ASSISTANT 2	B4	54
7750	ENVIRONMENTAL CONTROL TECHNICIAN 1	B4	34
7752	ENVIRONMENTAL CONTROL TECHNICIAN 3	B4	42
7625	FACILITIES DRAFTING TECHNICIAN 2	B4	48
7621	FACILITIES/PROJECT COST ENGINEER	B4	61
8073	FINANCIAL SERVICES COUNSELOR	B4	37
8074	FINANCIAL SERVICES SPECIALIST 1	B4	38
8075	FINANCIAL SERVICES SPECIALIST 2	B4	42
7683	FIRE PROTECTION ENGINEER	B4	71
7684	FIRE PROTECTION ENGINEER-LEAD	B4	76
7036	FISCAL SPECIALIST 1	B4	40
7037	FISCAL SPECIALIST 2	B4	44
7050	FISCAL TECHNICIAN 1	B4	30
7051	FISCAL TECHNICIAN 2	B4	33
7055	FISCAL TECHNICIAN 3	B4	36
7052	FISCAL TECHNICIAN LEAD	B4	37
7488	FOREIGN ADMISSIONS EVALUATOR	B4	36
7026	FORMS ANALYST 1	B4	33
7027	FORMS ANALYST 2	B4	39
7028	FORMS ANALYST 3	B4	45
7483	GRADUATION & ACADEMIC RECORDS SPECIALIST	B4	41
7484	GRADUATION & ACADEMIC RECORDS SPECIALIST LEAD	B4	43

Job Code	Job Classification	Pay Table	Salary Range
7514	GRAPHIC DESIGNER/ILLUSTRATOR	B4	43
7515	GRAPHIC DESIGNER/ILLUSTRATOR LEAD	B4	49
7512	GRAPHIC ILLUSTRATOR	B4	32
7503	HEALTH EDUCATION RESOURCES COORDINATOR 1	B4	44
7504	HEALTH EDUCATION RESOURCES COORDINATOR 2	B4	48
8256	HEALTH INFORMATION LEAD	B4	39
8222	HEALTH INFORMATION TECHNICIAN 1	B4	31
8255	HEALTH INFORMATION TECHNICIAN 2	B4	32
8254	HEALTH INFORMATION TECHNICIAN 3	B4	35
7762	HEALTH PHYSICIST 1	B4	52
7763	HEALTH PHYSICIST 2	B4	56
8474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	B7	50
7587	HUMAN RESOURCE ASSISTANT	B4	35
7588	HUMAN RESOURCE ASSISTANT SENIOR	B4	41
7589	HUMAN RESOURCE COORDINATOR	B4	37
7043	HUMAN SUBJECTS REVIEW COORDINATOR	B4	48
7774	INFORMATION SPECIALIST 1	B4	41
7775	INFORMATION SPECIALIST 2	B4	46
7788	INSTRUCTIONAL TECHNICIAN 2	B4	39
7702	INVENTORY INSPECTOR 1	B4	30
7703	INVENTORY INSPECTOR 2	B4	35
7797	LABORATORY HELPER	B4	25
7798	LABORATORY HELPER LEAD	B4	27
7800	LABORATORY TECHNICIAN 1	B4	28
7801	LABORATORY TECHNICIAN 2	B4	32
7240	LEGAL SECRETARY	B4	38
7241	LEGAL SECRETARY 2	B4	44
7792	MAILING LIST EQUIPMENT OPERATOR 1	B4	24
7793	MAILING LIST EQUIPMENT OPERATOR 2	B4	28
7540	MEDIA ENGINEER A	B4	54
7562	MEDIA LABORATORY COORDINATOR	B4	36
7529	MEDIA MAINTENANCE TECHNICIAN 1	B4	36

Job Code	Job Classification	Pay Table	Salary Range
7530	MEDIA MAINTENANCE TECHNICIAN 2	B4	42
7531	MEDIA MAINTENANCE TECHNICIAN 3	B4	46
7533	MEDIA MAINTENANCE TECHNICIAN LEAD	B4	48
7561	MEDIA SERVICES DISPATCHER	B4	31
7560	MEDIA SERVICES OPERATOR	B4	28
7520	MEDIA TECHNICIAN	B4	30
7523	MEDIA TECHNICIAN LEAD	B4	41
7521	MEDIA TECHNICIAN SENIOR	B4	38
7557	MEDIA/FILM CLERK 1	B4	26
7558	MEDIA/FILM CLERK 2	B4	28
7559	MEDIA/FILM CLERK 3	B4	33
8085	MEDICAL AIRLIFT COMMUNICATIONS SPEC	B4	47
8265	MEDICAL ASSISTANT	B4	43
8266	MEDICAL ASSISTANT LEAD	B4	46
7511	MEDICAL ILLUSTRATOR	B4	53
8021	MEDICAL TRANSCRIPTIONIST 1	B7	14
8022	MEDICAL TRANSCRIPTIONIST 2	B7	21
8023	MEDICAL TRANSCRIPTIONIST LEAD	B7	28
7728	MESSENGER DRIVER	B4	26
7729	MESSENGER DRIVER LEAD	B4	30
7220	OFFICE ASSISTANT 1	B4	28
7221	OFFICE ASSISTANT 2	B4	31
7222	OFFICE ASSISTANT 3	B4	34
7223	OFFICE ASSISTANT LEAD	B4	36
7631	OFFSET DUPLICATOR OPERATOR	B4	26G
7632	OFFSET DUPLICATOR OPERATOR LEAD	B4	29G
7734	ORDER FULFILLMENT COORDINATOR	B4	32
8160	ORTHOTIST-PROSTHETIST TECHNICIAN	B6	50
7658	PARKING ENFORCEMENT OFFICER	B4	33
8072	PATIENT CARE COORDINATOR	B4	46
8066	PATIENT COLLECTIONS LEAD	B6	12
8065	PATIENT COLLECTIONS REPRESENTATIVE	B6	5
8081	PATIENT FINANCIAL SERVICES SPECIALIST 1	B6	3
8082	PATIENT FINANCIAL SERVICES SPECIALIST 2	B6	15

Job Code	Job Classification	Pay Table	Salary Range
8070	PATIENT REPRESENTATIVE	B4	44
8078	PATIENT SERVICES REPRESENTATIVE COORDINATOR	B4	37
8090	PATIENT SERVICES SPECIALIST 1-TRAINEE	B4	34
8091	PATIENT SERVICES SPECIALIST 2	B4	37
8092	PATIENT SERVICES SPECIALIST 3	B4	39
8094	PATIENT SERVICES SPECIALIST EDU-QA	B4	44
8093	PATIENT SERVICES SPECIALIST LEAD	B4	44
7058	PAYROLL & BENEFITS COORDINATOR	B4	41
7060	PAYROLL TECHNICIAN 1	B4	26
7061	PAYROLL TECHNICIAN 2	B4	31
7062	PAYROLL TECHNICIAN LEAD	B4	33
7780	PHOTOGRAPHER 1	B4	41
7781	PHOTOGRAPHER 2	B4	45
7779	PHOTOGRAPHIC TECHNICIAN	B4	30
7420	PIANO TECHNICIAN	B4	41G
7204	PLANNING ANALYST 1	B4	52
7205	PLANNING ANALYST 2	B4	57
7206	PLANNING ANALYST 3	B4	62
7270	POLICE DISPATCHER	B4	50
7271	POLICE DISPATCHER LEAD	B4	52
7325	PRESERVATION AND MUSEUM SPECIALIST 1	B4	32
7326	PRESERVATION AND MUSEUM SPECIALIST 2	B4	38
7327	PRESERVATION AND MUSEUM SPECIALIST 3	B4	42
7328	PRESERVATION AND MUSEUM SPECIALIST 4	B4	47
7202	PROCEDURES ANALYST 1	B4	47
7203	PROCEDURES ANALYST 2	B4	52
7125	PROCUREMENT REPRESENTATIVE	B4	32
7255	PROGRAM ASSISTANT	B4	35
7256	PROGRAM COORDINATOR	B4	40
8241	QUALITY ASSURANCE COORDINATOR	B7	78
7236	RECORDER	B4	33
7047	RECORDS ANALYST 1	B4	41
7048	RECORDS ANALYST 2	B4	46

Job Code	Job Classification	Pay Table	Salary Range
7049	RECORDS ANALYST 3	B4	53
7168	RECREATION COORDINATOR 2	B4	48
7851	RESEARCH AIDE 2	B4	37
7030	RESEARCH ANALYST 1	B4	37
7031	RESEARCH ANALYST 2	B4	42
7032	RESEARCH ANALYST 3	B4	47
7005	RESEARCH ANALYST LEAD	B4	50
7853	RESEARCH LITERATURE ANALYST	B4	42
7867	RESEARCH STUDY ASSISTANT	B4	33
7868	RESEARCH STUDY COORDINATOR 1	B4	38
7869	RESEARCH STUDY COORDINATOR 2	B4	43
7870	RESEARCH STUDY COORDINATOR LEAD	B4	43
7510	RESEARCH/EXTENSION PROGRAM ASSISTANT	B4	38
7720	RETAIL CLERK 1	B4	26
7721	RETAIL CLERK 2	B4	28
7722	RETAIL CLERK LEAD	B4	32
7686	SAFETY PROFESSIONAL 1	B4	50
7688	SAFETY PROFESSIONAL 2	B4	54
7506	SCIENCE INSTRUCTION DESIGNER 1	B4	44
7507	SCIENCE INSTRUCTION DESIGNER 2	B4	49
7784	SCIENTIFIC INSTRUCTIONAL TECHNICIAN 1	B4	40
7785	SCIENTIFIC INSTRUCTIONAL TECHNICIAN 2	B4	43
7769	SCIENTIFIC STORES ATTENDANT	B4	36
7243	SECRETARY	B4	33
7246	SECRETARY LEAD	B4	39
7244	SECRETARY SENIOR	B4	36
7644	SECURITY GUARD	B4	34
7176	SPORTS EQUIPMENT ATTENDANT 1	B4	18
7177	SPORTS EQUIPMENT ATTENDANT 2	B4	19
7169	SPORTS EQUIPMENT TECHNICIAN	B4	27
7573	STAGE TECHNICIAN 2	B4	40
7234	STATISTICAL TYPIST	B4	32
7911	SYSTEMS ANALYST/PROGRAMMER 1	B4	51

Job Code	Job Classification	Pay Table	Salary Range
7912	SYSTEMS ANALYST/PROGRAMMER 2	B4	57
7913	SYSTEMS ANALYST/PROGRAMMER 3	B4	63
7238	TECHNICAL SECRETARY	B4	36
7288	TELECOMMUNICATIONS ANALYST 1	B4	58
7289	TELECOMMUNICATIONS ANALYST 2	B4	62
7287	TELECOMMUNICATIONS ANALYST 3	B4	65
7281	TELEPHONE COMMUNICATIONS OPERATOR-HOSPITAL	B7	0
7285	TELEPHONE COMMUNICATIONS OPERATOR LEAD-HOSPITAL	B7	7
7464	TELEPHONE SYSTEMS TECHNICIAN	B4	46G
7646	TRAFFIC GUIDE	B4	33
7647	TRAFFIC GUIDE LEAD	B4	35
7545	TV/VIDEO EQUIPMENT OPERATOR 1	B4	29
7546	TV/VIDEO EQUIPMENT OPERATOR 2	B4	34
7547	TV/VIDEO EQUIPMENT OPERATOR LEAD	B4	37
8028	UTILIZATION REVIEW COORDINATOR	B4	31
7472	VETERANS ADVISOR	B4	36
7260	WORD PROCESSING OPERATOR 1	B4	31
7261	WORD PROCESSING OPERATOR 2	B4	33
7262	WORD PROCESSING OPERATOR LEAD	B4	37

University-wide Supervisory Bargaining Unit

Job Code	Job Classification	Pay Table	Salary Range
7011	ACCOUNTING SUPERVISOR	B4	51
7044	ADMINISTRATIVE ASSISTANT A - SUPERVISORY	B4	41
7046	ADMINISTRATIVE ASSISTANT B	B4	42
7727	ANIMAL TECHNICIAN SUPERVISOR	B4	34
8343	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	BX	8
7553	BROADCAST TECHNICIAN SUPERVISOR	B4	56

Job Code	Job Classification	Pay Table	Salary Range
7339	BUDGET/FISCAL OPERATIONS SUPERVISOR	B4	58
7338	BUDGET/FISCAL UNIT SUPERVISOR	B4	55
7022	BUILDING SERVICES SUPERVISOR	B4	38
7636	CAMPUS SECURITY SERGEANT	B4	51
8428	CARDIAC SONOGRAPHER SUPERVISOR	BH	17
7072	CASHIER SUPERVISOR	B4	35
8368	CLINICAL DATA SPECIALIST SUPERVISOR	B7	76
7382	COMMUNICATIONS TECHNICIAN SUPERVISOR	B4	74
7956	COMPUTER OPERATOR SUPERVISOR	B4	50
7650	COPY CENTER SUPERVISOR	B4	40G
7344	CREDIT MANAGER A	B4	35
7345	CREDIT MANAGER B	B4	43
7362	DATA CONTROL SUPERVISOR	B4	50
8477	DENTAL CLINIC SUPERVISOR 1	B4	41
8478	DENTAL CLINIC SUPERVISOR 2	B4	45
8347	DIAGNOSTIC MEDICAL SONOGRAPHER SUPV	BH	20
8298	ELECTROCARDIOGRAPH LABORATORY SUPV	B7	57
8076	FINANCIAL SERVICES SPECIALIST SUPERVISOR	B4	48
7068	FISCAL SPECIALIST SUPERVISOR	B4	47
7053	FISCAL TECHNICIAN SUPERVISOR	B4	40
7024	FOOD SERVICE SUPERVISOR 1	B4	42
7025	FOOD SERVICE SUPERVISOR 2	B4	44
7516	GRAPHIC DESIGN/ILLUSTRATOR SUPERVISOR	B4	53
7210	GROUNDS SUPERVISOR 1	B4	41
8257	HEALTH INFORMATION SUPERVISOR	B4	49
8279	IMAGING TECHNOLOGIST-SUPERVISOR	BH	15
7306	LIBRARY MATERIALS CONSERVATION SUPERVISOR	B4	38
7312	LIBRARY SPECIALIST I - SUPERVISOR	B4	43
7313	LIBRARY SPECIALIST II - SUPERVISOR	B4	47

Job Code	Job Classification	Pay Table	Salary Range
7320	LIBRARY SUPERVISOR I	B4	39
7321	LIBRARY SUPERVISOR II	B4	43
7794	MAIL SERVICES SUPERVISOR	B4	39
7211	MAINTENANCE & CONSTRUCTION COORDINATOR A	B4	60G
7208	MAINTENANCE SUPERVISOR 1	B4	58G
7209	MAINTENANCE SUPERVISOR 2	B4	62G
7173	MANAGER-SWIMMING POOLS	B4	46
7541	MEDIA ENGINEER B	B4	59
7532	MEDIA MAINTENANCE SUPERVISOR	B4	50
7522	MEDIA TECHNICIAN SUPERVISOR	B4	44
8086	MEDICAL AIRLIFT COMMUNICATIONS SUPERVISOR	B4	52
8024	MEDICAL TRANSCRIPTION SUPERVISOR	B7	38
8414	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR	BH	32
7215	OFFICE SUPPORT SUPERVISOR 1	B4	42
7216	OFFICE SUPPORT SUPERVISOR 2	B4	46
8436	OPHTHALMIC TECHNICIAN SUPERVISOR	B4	60
7735	ORDER FULFILLMENT COORDINATOR SUPERVISOR	B4	35
7733	ORDER SERVICE COORDINATOR SUPERVISOR	B4	35
7652	PARKING SUPERVISOR 1	B4	38
7653	PARKING SUPERVISOR 2	B4	44
7651	PARKING SUPERVISOR 3	B4	48
8069	PATIENT CARE COORDINATOR SUPERVISOR	B4	50
8083	PATIENT FINANCIAL SERVICES SUPERVISOR	B4	48
8071	PATIENT REPRESENTATIVE SUPERVISOR	B4	50
8095	PATIENT SERVICES SPECIALIST SUPERVISOR	B4	47
7782	PHOTOGRAPHY SUPERVISOR	B4	49
7272	POLICE DISPATCH SUPERVISOR	B4	56
7015	PROGRAM MANAGER A	B4	42

Job Code	Job Classification	Pay Table	Salary Range
7259	PROGRAM SUPPORT SUPERVISOR I	B4	44
7257	PROGRAM SUPPORT SUPERVISOR II	B4	47
7245	SECRETARY SUPERVISOR	B4	43
7170	SPORTS EQUIPMENT MANAGER 1	B4	30
7171	SPORTS EQUIPMENT MANAGER 2	B4	34
7768	STOCKROOM SUPERVISOR	B4	37
7509	SUPERVISOR-MEDIA TECHNICAL SERVICES	B4	52
7286	TELEPHONE COMMUNICATIONS SUPERVISOR	B7	18
7548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR	B4	40
7207	UTILITY WORKER SUPERVISOR	B4	38

Healthcare Professional/Laboratory Technical Bargaining Unit

Job Code	Job Classification	Pay Table	Salary Range
8340	ADVANCED CARDIAC TECHNOLOGIST	B7	98
8341	ADVANCED CARDIAC TECHNOLOGIST LEAD	BX	3
8326	ANATOMIC PATHOLOGY TECHNICIAN	B7	55
8325	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	B7	40
8327	ANATOMIC PATHOLOGY TECHNOLOGIST	B7	66
8312	ANESTHESIOLOGY TECHNICIAN 2	BS	46
8290	CARDIAC MONITOR TECHNICIAN	B4	36
8422	CARDIAC SONOGRAPHER 1	BE	90
8423	CARDIAC SONOGRAPHER 2	BE	88
8427	CARDIAC SONOGRAPHER LEAD	BE	96
8424	CARDIAC SONOGRAPHER SPECIALIST	BE	92
8451	CLINIC CYTOGENETIC TECHNOLOGIST	B7	64
8453	CLINIC CYTOGENETIC TECHNOLOGIST SPECIALIST	B7	77
8450	CLINIC CYTOGENETIC TECHNOLOGIST TRAINEE	B7	49
8330	CLINICAL LABORATORY TECHNICIAN 1	B7	30

Job Code	Job Classification	Pay Table	Salary Range
8331	CLINICAL LABORATORY TECHNICIAN 2	B7	36
8332	CLINICAL LABORATORY TECHNICIAN LEAD	B7	46
8400	MEDICAL LABORATORY SCIENTIST 1	BG	70
8403	MEDICAL LABORATORY SCIENTIST 2	BG	77
8401	MEDICAL LABORATORY SCIENTIST LEAD	BG	84
8402	MEDICAL LABORATORY SCIENTIST-TRAINEE	BG	66
8465	DENTAL HYGIENIST	BG	96
8462	DENTAL LABORATORY TECHNICIAN 3	B4	41
8345	DIAGNOSTIC MEDICAL SONOGRAPHER	BE	88
8346	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	BE	99
8348	DIAGNOSTIC MEDICAL SONOGRAPHER SPECIALIST	BE	91
8351	DIALYSIS/PHARESIS TECHNICIAN	B6	46
8354	DIALYSIS/PHARESIS TECHNICIAN LEAD	B6	56
8295	ELECTROCARDIOGRAPH TECHNICIAN 1	B7	33
8296	ELECTROCARDIOGRAPH TECHNICIAN 2	B7	43
8297	ELECTROCARDIOGRAPH TECHNICIAN LEAD	B7	51
8370	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	BS	52
8371	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	BS	62
8373	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	BS	69
8272	IMAGING TECHNOLOGIST	BE	68
8274	IMAGING TECHNOLOGIST-ANGIOGRAPHY	BE	86
8273	IMAGING TECHNOLOGIST-COMPUTED TOMO	BE	77
8276	IMAGING TECHNOLOGIST-LEAD	BE	96
8275	IMAGING TECHNOLOGIST-MAGNETIC RES IMAGING	BE	89
8277	IMAGING TECHNOLOGIST-MAMMO	BE	77
8087	MEDICAL INTERPRETER 1	B4	41
8088	MEDICAL INTERPRETER 2	B4	44
8096	MEDICAL INTERPRETER, ASL	B4	51
8089	MEDICAL INTERPRETER CASEWORKER/CULTURAL MEDIATOR	B4	43

Job Code	Job Classification	Pay Table	Salary Range
8405	NUCLEAR MED P.E.T. TECH	BH	5
8415	NUCLEAR MED TECHNOLOGIST 1	BE	91
8416	NUCLEAR MED TECHNOLOGIST 2	BE	98
8412	NUCLEAR MED TECHNOLOGIST LEAD	BF	15
8437	OB TECHNOLOGIST	BG	34
8139	OCCUPATIONAL THERAPY ASSISTANT 2	BG	42
8431	OPHTHALMIC SPECIALIST	B4	51
8432	OPHTHALMIC TECHNICIAN 1	B4	44
8433	OPHTHALMIC TECHNICIAN 2	B4	47
8434	OPHTHALMIC TECHNICIAN LEAD	B4	54
8463	ORAL MAXILLO FACIAL SURGERY TECHNICIAN	B7	62
8159	ORTHOPAEDIC TECHNICIAN II	B7	47
8038	PHARMACY TECHNICIAN 1	BG	25
8041	PHARMACY TECHNICIAN 2	BG	30
8036	PHARMACY TECHNICIAN LEAD	BG	35
8394	PHLEBOTOMIST	B7	6
8395	PHLEBOTOMIST LEAD	B7	13
8128	PHYSICAL THERAPY ASSISTANT 1	BG	47
8129	PHYSICAL THERAPY ASSISTANT 2	BG	55
8418	PULMONARY FUNCTION TECHNOLOGIST 2	BG	57
8449	RADIATION THERAPY DOSIMETRIST	BH	28
8438	RADIATION THERAPY SPECIALIST	BH	1
8445	RADIATION THERAPY TECHNOLOGIST	BG	95
8446	RADIATION THERAPY TECHNOLOGIST LEAD	BH	4
8153	RESPIRATORY CARE ASSISTANT	BG	26
8156	RESPIRATORY CARE LEAD	BS	79
8155	RESPIRATORY CARE PRACTITIONER	BS	70
8151	RESPIRATORY CARE SPECIALIST	BG	89
8112	SOCIAL WORK ASSISTANT 2	BC	51
8055	SPECIMEN PROCESSING TECHNICIAN	B7	14
8056	SPECIMEN PROCESSING TECHNICIAN LEAD	B7	26
8430	SURGICAL TECHNOLOGIST	BG	47
8135	THERAPEUTIC RECREATOR 1	BG	70

Job Code	Job Classification	Pay Table	Salary Range
8134	THERAPEUTIC RECREATOR 2	BG	77
8435	VASCULAR SONOGRAPHER	BE	83
8439	VASCULAR SONOGRAPHER LEAD	BE	92

Research Technologist Bargaining Unit

Job Code	Job Classification	Pay Table	Salary Range
8380	HISTOLOGIC TECHNICIAN 1	B7	40
8381	HISTOLOGIC TECHNICIAN 2	B7	49
8379	HISTOTECHNOLOGIST	B7	59
7859	RESEARCH TECHNOLOGIST 1	B4	35
7860	RESEARCH TECHNOLOGIST 2	B4	40
7861	RESEARCH TECHNOLOGIST 3	B4	44

Research Technologist Supervisor Bargaining Unit

Job Code	Job Classification	Pay Table	Salary Range
7863	RESEARCH TECHNOLOGIST SUPERVISOR	B4	49

HMC Technical Bargaining Unit

Job Code	Job Classification	Pay Table	Salary Range
8495	POLYSOMNOGRAPHIC TECHNICIAN 1	BG	54
8496	POLYSOMNOGRAPHIC TECHNICIAN 2	BG	64
8145	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	B7	40
8146	ANATOMIC PATHOLOGY TECHNICIAN	B7	55
8147	ANATOMIC PATHOLOGY TECHNOLOGIST	B7	66
8122	CLINICAL AUTOPSY COORDINATOR	BG	60

UW Medicine Contact Center

Job Code	Job Classification	Pay Table	Salary Range
8102	ADMINISTRATIVE COORDINATOR-CONTACT CTR	B4	39
8106	CONTACT CENTER QUALITY ASSURANCE COORD	B4	45
8097	CONTACT CENTER REPRESENTATIVE 1	B4	42
8098	CONTACT CENTER REPRESENTATIVE 2	B4	43
8099	CONTACT CENTER REPRESENTATIVE 3	B4	45
8103	CONTACT CENTER SUPERVISOR	B4	53
8100	DATA ENTRY OPERATOR-CONTACT CENTER	B4	33
8105	PROCEDURES ANALYST 2-CONTACT CENTER	B4	52
8101	PROGRAM ASSISTANT-CONTACT CENTER	B4	36

APPENDIX II – PAY TABLES

PAY TABLE B4

**University of Washington - Contract Classified
SEIU LOCAL 925, AFL-CIO/UW COLLECTIVE BARGAINING AGREEMENTS
Payscale Table B4 - Effective July 1, 2015**

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
14													\$2,088	\$2,137	\$2,182
\$/yr													25,056	25,644	26,184
\$/hr													12.05	12.33	12.59
15												\$2,088	\$2,137	\$2,182	\$2,238
\$/yr												25,056	25,644	26,184	26,856
\$/hr												12.05	12.33	12.59	12.91
16											\$2,088	\$2,137	\$2,182	\$2,238	\$2,288
\$/yr											25,056	25,644	26,184	26,856	27,456
\$/hr											12.05	12.33	12.59	12.91	13.20
17										\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340
\$/yr										25,056	25,644	26,184	26,856	27,456	28,080
\$/hr										12.05	12.33	12.59	12.91	13.20	13.50
18								\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	
\$/yr								25,056	25,644	26,184	26,856	27,456	28,080	28,740	
\$/hr								12.05	12.33	12.59	12.91	13.20	13.50	13.82	
19							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	

\$/hr								12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15						
20							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508						
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096						
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47						
21							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566					
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792					
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80					
22							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624				
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488				
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14				
23							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685			
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220			
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49			
24							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750		
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000		
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87		
25							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	
26							\$2,088	\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882
\$/yr							25,056	25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584
\$/hr							12.05	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63
27							\$2,137	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948
\$/yr							25,644	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376

\$/hr	12.33	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01
28	\$2,182	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017
\$/yr	26,184	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204
\$/hr	12.59	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41
29	\$2,238	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090
\$/yr	26,856	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080
\$/hr	12.91	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83
30	\$2,288	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160
\$/yr	27,456	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920
\$/hr	13.20	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23
31	\$2,340	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239
\$/yr	28,080	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868
\$/hr	13.50	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69
32	\$2,395	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315
\$/yr	28,740	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780
\$/hr	13.82	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13
33	\$2,453	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393
\$/yr	29,436	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716
\$/hr	14.15	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58
34	\$2,508	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477
\$/yr	30,096	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724
\$/hr	14.47	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06
35	\$2,566	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564
\$/yr	30,792	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768

\$/hr	14.80	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56
36	\$2,624	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654
\$/yr	31,488	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848
\$/hr	15.14	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08
37	\$2,685	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743
\$/yr	32,220	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916
\$/hr	15.49	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59
38	\$2,750	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840
\$/yr	33,000	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080
\$/hr	15.87	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15
39	\$2,811	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929
\$/yr	33,732	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148
\$/hr	16.22	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67
40	\$2,882	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032
\$/yr	34,584	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384
\$/hr	16.63	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26
41	\$2,948	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132
\$/yr	35,376	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584
\$/hr	17.01	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84
42	\$3,017	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239
\$/yr	36,204	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868
\$/hr	17.41	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46
43	\$3,090	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344
\$/yr	37,080	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128

\$/hr	17.83	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06
44	\$3,160	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452
\$/yr	37,920	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424
\$/hr	18.23	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68
45	\$3,239	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560
\$/yr	38,868	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720
\$/hr	18.69	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31
46	\$3,315	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676
\$/yr	39,780	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112
\$/hr	19.13	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98
47	\$3,393	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792
\$/yr	40,716	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504
\$/hr	19.58	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65
48	\$3,477	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916
\$/yr	41,724	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992
\$/hr	20.06	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36
49	\$3,564	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036
\$/yr	42,768	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432
\$/hr	20.56	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05
50	\$3,654	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160
\$/yr	43,848	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920
\$/hr	21.08	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77
51	\$3,743	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290
\$/yr	44,916	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480

\$/hr	21.59	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52
52	\$3,840	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421
\$/yr	46,080	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052
\$/hr	22.15	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28
53	\$3,929	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558
\$/yr	47,148	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696
\$/hr	22.67	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07
54	\$4,032	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698
\$/yr	48,384	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376
\$/hr	23.26	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87
55	\$4,132	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838
\$/yr	49,584	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056
\$/hr	23.84	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68
56	\$4,239	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989
\$/yr	50,868	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868
\$/hr	24.46	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55
57	\$4,344	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134
\$/yr	52,128	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608
\$/hr	25.06	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39
58	\$4,452	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290
\$/yr	53,424	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480
\$/hr	25.68	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29
59	\$4,560	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447
\$/yr	54,720	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364

\$/hr	26.31	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19
60	\$4,676	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606
\$/yr	56,112	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272
\$/hr	26.98	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11
61	\$4,792	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770
\$/yr	57,504	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240
\$/hr	27.65	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06
62	\$4,916	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943
\$/yr	58,992	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316
\$/hr	28.36	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06
63	\$5,036	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114
\$/yr	60,432	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368
\$/hr	29.05	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04
64	\$5,160	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294
\$/yr	61,920	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528
\$/hr	29.77	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08
65	\$5,290	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476
\$/yr	63,480	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712
\$/hr	30.52	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13
66	\$5,421	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663
\$/yr	65,052	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956
\$/hr	31.28	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21
67	\$5,558	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855
\$/yr	66,696	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260

\$/hr	32.07	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32
68	\$5,698	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050
\$/yr	68,376	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600
\$/hr	32.87	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44
69	\$5,838	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252
\$/yr	70,056	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024
\$/hr	33.68	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61
70	\$5,989	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460
\$/yr	71,868	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520
\$/hr	34.55	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81
71	\$6,134	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671
\$/yr	73,608	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052
\$/hr	35.39	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03
72	\$6,290	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890
\$/yr	75,480	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680
\$/hr	36.29	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29
73	\$6,447	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108
\$/yr	77,364	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296
\$/hr	37.19	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55
74	\$6,606	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336
\$/yr	79,272	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032
\$/hr	38.11	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86
75	\$6,770	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571
\$/yr	81,240	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852

\$/hr	39.06	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22
76	\$6,943	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811
\$/yr	83,316	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732
\$/hr	40.06	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60
77	\$7,114	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052
\$/yr	85,368	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624
\$/hr	41.04	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99
78	\$7,294	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302
\$/yr	87,528	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624
\$/hr	42.08	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43
79	\$7,476	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563
\$/yr	89,712	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756
\$/hr	43.13	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94
80	\$7,663	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825
\$/yr	91,956	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900
\$/hr	44.21	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45
81	\$7,855	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095
\$/yr	94,260	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140
\$/hr	45.32	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01
82	\$8,050	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376
\$/yr	96,600	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512
\$/hr	46.44	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63
83	\$8,252	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657
\$/yr	99,024	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884

\$/hr	47.61	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25
84	\$8,460	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951
\$/yr	101,520	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412
\$/hr	48.81	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95
85	\$8,671	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951	\$12,252
\$/yr	104,052	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412	147,024
\$/hr	50.03	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95	70.68
86	\$8,890	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951	\$12,252	\$12,556
\$/yr	106,680	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412	147,024	150,672
\$/hr	51.29	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95	70.68	72.44
87	\$9,108	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951	\$12,252	\$12,556	\$12,873
\$/yr	109,296	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412	147,024	150,672	154,476
\$/hr	52.55	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95	70.68	72.44	74.27
88	\$9,336	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951	\$12,252	\$12,556	\$12,873	\$13,190
\$/yr	112,032	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412	147,024	150,672	154,476	158,280
\$/hr	53.86	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95	70.68	72.44	74.27	76.10
89	\$9,571	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951	\$12,252	\$12,556	\$12,873	\$13,190	\$13,522
\$/yr	114,852	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412	147,024	150,672	154,476	158,280	162,264
\$/hr	55.22	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95	70.68	72.44	74.27	76.10	78.01
90	\$9,811	\$10,052	\$10,302	\$10,563	\$10,825	\$11,095	\$11,376	\$11,657	\$11,951	\$12,252	\$12,556	\$12,873	\$13,190	\$13,522	\$13,860
\$/yr	117,732	120,624	123,624	126,756	129,900	133,140	136,512	139,884	143,412	147,024	150,672	154,476	158,280	162,264	166,320
\$/hr	56.60	57.99	59.43	60.94	62.45	64.01	65.63	67.25	68.95	70.68	72.44	74.27	76.10	78.01	79.96

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE B6

**University of Washington - Contract Classified
SEIU Local 925/UW Collective Bargaining Agreements
Payscale Table B6 - Effective July 1, 2015**

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,215	\$2,284	\$2,353	\$2,424	\$2,500	\$2,572	\$2,649	\$2,732	\$2,758	\$2,785	\$2,812	\$2,839	\$2,897	\$2,927	\$2,956	\$2,987	\$3,076	\$3,170	\$3,268
\$/yr	26,580	27,408	28,236	29,088	30,000	30,864	31,788	32,784	33,096	33,420	33,744	34,068	34,764	35,124	35,472	35,844	36,912	38,040	39,216
\$/hr	12.78	13.18	13.58	13.98	14.42	14.84	15.28	15.76	15.91	16.07	16.22	16.38	16.71	16.89	17.05	17.23	17.75	18.29	18.85
1	\$2,240	\$2,307	\$2,377	\$2,451	\$2,522	\$2,601	\$2,676	\$2,755	\$2,782	\$2,809	\$2,843	\$2,870	\$2,927	\$2,956	\$2,987	\$3,017	\$3,106	\$3,202	\$3,302
\$/yr	26,880	27,684	28,524	29,412	30,264	31,212	32,112	33,060	33,384	33,708	34,116	34,440	35,124	35,472	35,844	36,204	37,272	38,424	39,624
\$/hr	12.92	13.31	13.71	14.14	14.55	15.01	15.44	15.89	16.05	16.21	16.40	16.56	16.89	17.05	17.23	17.41	17.92	18.47	19.05
2	\$2,263	\$2,327	\$2,398	\$2,470	\$2,548	\$2,624	\$2,708	\$2,784	\$2,811	\$2,838	\$2,874	\$2,902	\$2,956	\$2,987	\$3,017	\$3,050	\$3,140	\$3,236	\$3,332
\$/yr	27,156	27,924	28,776	29,640	30,576	31,488	32,496	33,408	33,732	34,056	34,488	34,824	35,472	35,844	36,204	36,600	37,680	38,832	39,984
\$/hr	13.06	13.43	13.83	14.25	14.70	15.14	15.62	16.06	16.22	16.37	16.58	16.74	17.05	17.23	17.41	17.60	18.12	18.67	19.22
3	\$2,284	\$2,353	\$2,424	\$2,500	\$2,572	\$2,649	\$2,732	\$2,812	\$2,839	\$2,867	\$2,897	\$2,926	\$2,987	\$3,017	\$3,050	\$3,076	\$3,170	\$3,268	\$3,368
\$/yr	27,408	28,236	29,088	30,000	30,864	31,788	32,784	33,744	34,068	34,404	34,764	35,112	35,844	36,204	36,600	36,912	38,040	39,216	40,416
\$/hr	13.18	13.58	13.98	14.42	14.84	15.28	15.76	16.22	16.38	16.54	16.71	16.88	17.23	17.41	17.60	17.75	18.29	18.85	19.43
4	\$2,307	\$2,377	\$2,451	\$2,522	\$2,601	\$2,676	\$2,755	\$2,843	\$2,870	\$2,898	\$2,927	\$2,956	\$3,017	\$3,050	\$3,076	\$3,106	\$3,202	\$3,302	\$3,400
\$/yr	27,684	28,524	29,412	30,264	31,212	32,112	33,060	34,116	34,440	34,776	35,124	35,472	36,204	36,600	36,912	37,272	38,424	39,624	40,800
\$/hr	13.31	13.71	14.14	14.55	15.01	15.44	15.89	16.40	16.56	16.72	16.89	17.05	17.41	17.60	17.75	17.92	18.47	19.05	19.62
5	\$2,327	\$2,398	\$2,470	\$2,548	\$2,624	\$2,708	\$2,784	\$2,874	\$2,902	\$2,930	\$2,956	\$2,985	\$3,050	\$3,076	\$3,106	\$3,140	\$3,236	\$3,332	\$3,433
\$/yr	27,924	28,776	29,640	30,576	31,488	32,496	33,408	34,488	34,824	35,160	35,472	35,820	36,600	36,912	37,272	37,680	38,832	39,984	41,196
\$/hr	13.43	13.83	14.25	14.70	15.14	15.62	16.06	16.58	16.74	16.90	17.05	17.22	17.60	17.75	17.92	18.12	18.67	19.22	19.81
6	\$2,353	\$2,424	\$2,500	\$2,572	\$2,649	\$2,732	\$2,812	\$2,897	\$2,926	\$2,954	\$2,987	\$3,016	\$3,076	\$3,106	\$3,140	\$3,170	\$3,268	\$3,368	\$3,464

\$/yr	28,236	29,088	30,000	30,864	31,788	32,784	33,744	34,764	35,112	35,448	35,844	36,192	36,912	37,272	37,680	38,040	39,216	40,416	41,568
\$/hr	13.58	13.98	14.42	14.84	15.28	15.76	16.22	16.71	16.88	17.04	17.23	17.40	17.75	17.92	18.12	18.29	18.85	19.43	19.98
7	\$2,377	\$2,451	\$2,522	\$2,601	\$2,676	\$2,755	\$2,843	\$2,927	\$2,956	\$2,984	\$3,017	\$3,046	\$3,106	\$3,140	\$3,170	\$3,202	\$3,302	\$3,400	\$3,502
\$/yr	28,524	29,412	30,264	31,212	32,112	33,060	34,116	35,124	35,472	35,808	36,204	36,552	37,272	37,680	38,040	38,424	39,624	40,800	42,024
\$/hr	13.71	14.14	14.55	15.01	15.44	15.89	16.40	16.89	17.05	17.22	17.41	17.57	17.92	18.12	18.29	18.47	19.05	19.62	20.20
8	\$2,398	\$2,470	\$2,548	\$2,624	\$2,708	\$2,784	\$2,874	\$2,956	\$2,985	\$3,014	\$3,050	\$3,079	\$3,140	\$3,170	\$3,202	\$3,236	\$3,332	\$3,433	\$3,537
\$/yr	28,776	29,640	30,576	31,488	32,496	33,408	34,488	35,472	35,820	36,168	36,600	36,948	37,680	38,040	38,424	38,832	39,984	41,196	42,444
\$/hr	13.83	14.25	14.70	15.14	15.62	16.06	16.58	17.05	17.22	17.39	17.60	17.76	18.12	18.29	18.47	18.67	19.22	19.81	20.41
9	\$2,424	\$2,500	\$2,572	\$2,649	\$2,732	\$2,812	\$2,897	\$2,987	\$3,016	\$3,045	\$3,076	\$3,105	\$3,170	\$3,202	\$3,236	\$3,268	\$3,368	\$3,464	\$3,573
\$/yr	29,088	30,000	30,864	31,788	32,784	33,744	34,764	35,844	36,192	36,540	36,912	37,260	38,040	38,424	38,832	39,216	40,416	41,568	42,876
\$/hr	13.98	14.42	14.84	15.28	15.76	16.22	16.71	17.23	17.40	17.57	17.75	17.91	18.29	18.47	18.67	18.85	19.43	19.98	20.61
10	\$2,451	\$2,522	\$2,601	\$2,676	\$2,755	\$2,843	\$2,927	\$3,017	\$3,046	\$3,075	\$3,106	\$3,137	\$3,202	\$3,236	\$3,268	\$3,302	\$3,400	\$3,502	\$3,608
\$/yr	29,412	30,264	31,212	32,112	33,060	34,116	35,124	36,204	36,552	36,900	37,272	37,644	38,424	38,832	39,216	39,624	40,800	42,024	43,296
\$/hr	14.14	14.55	15.01	15.44	15.89	16.40	16.89	17.41	17.57	17.74	17.92	18.10	18.47	18.67	18.85	19.05	19.62	20.20	20.82
11	\$2,470	\$2,548	\$2,624	\$2,708	\$2,784	\$2,874	\$2,956	\$3,050	\$3,079	\$3,109	\$3,140	\$3,171	\$3,236	\$3,268	\$3,302	\$3,332	\$3,433	\$3,537	\$3,645
\$/yr	29,640	30,576	31,488	32,496	33,408	34,488	35,472	36,600	36,948	37,308	37,680	38,052	38,832	39,216	39,624	39,984	41,196	42,444	43,740
\$/hr	14.25	14.70	15.14	15.62	16.06	16.58	17.05	17.60	17.76	17.94	18.12	18.29	18.67	18.85	19.05	19.22	19.81	20.41	21.03
12	\$2,500	\$2,572	\$2,649	\$2,732	\$2,812	\$2,897	\$2,987	\$3,076	\$3,105	\$3,135	\$3,170	\$3,201	\$3,268	\$3,302	\$3,332	\$3,368	\$3,464	\$3,573	\$3,683
\$/yr	30,000	30,864	31,788	32,784	33,744	34,764	35,844	36,912	37,260	37,620	38,040	38,412	39,216	39,624	39,984	40,416	41,568	42,876	44,196
\$/hr	14.42	14.84	15.28	15.76	16.22	16.71	17.23	17.75	17.91	18.09	18.29	18.47	18.85	19.05	19.22	19.43	19.98	20.61	21.25
13	\$2,522	\$2,601	\$2,676	\$2,755	\$2,843	\$2,927	\$3,017	\$3,106	\$3,137	\$3,167	\$3,202	\$3,233	\$3,302	\$3,332	\$3,368	\$3,400	\$3,502	\$3,608	\$3,716
\$/yr	30,264	31,212	32,112	33,060	34,116	35,124	36,204	37,272	37,644	38,004	38,424	38,796	39,624	39,984	40,416	40,800	42,024	43,296	44,592
\$/hr	14.55	15.01	15.44	15.89	16.40	16.89	17.41	17.92	18.10	18.27	18.47	18.65	19.05	19.22	19.43	19.62	20.20	20.82	21.44
14	\$2,548	\$2,624	\$2,708	\$2,784	\$2,874	\$2,956	\$3,050	\$3,140	\$3,171	\$3,201	\$3,236	\$3,268	\$3,332	\$3,368	\$3,400	\$3,433	\$3,537	\$3,645	\$3,753
\$/yr	30,576	31,488	32,496	33,408	34,488	35,472	36,600	37,680	38,052	38,412	38,832	39,216	39,984	40,416	40,800	41,196	42,444	43,740	45,036
\$/hr	14.70	15.14	15.62	16.06	16.58	17.05	17.60	18.12	18.29	18.47	18.67	18.85	19.22	19.43	19.62	19.81	20.41	21.03	21.65

15	\$2,572	\$2,649	\$2,732	\$2,812	\$2,897	\$2,987	\$3,076	\$3,170	\$3,201	\$3,232	\$3,268	\$3,300	\$3,368	\$3,400	\$3,433	\$3,464	\$3,573	\$3,683	\$3,792
\$/yr	30,864	31,788	32,784	33,744	34,764	35,844	36,912	38,040	38,412	38,784	39,216	39,600	40,416	40,800	41,196	41,568	42,876	44,196	45,504
\$/hr	14.84	15.28	15.76	16.22	16.71	17.23	17.75	18.29	18.47	18.65	18.85	19.04	19.43	19.62	19.81	19.98	20.61	21.25	21.88
16	\$2,601	\$2,676	\$2,755	\$2,843	\$2,927	\$3,017	\$3,106	\$3,202	\$3,233	\$3,264	\$3,302	\$3,334	\$3,400	\$3,433	\$3,464	\$3,502	\$3,608	\$3,716	\$3,830
\$/yr	31,212	32,112	33,060	34,116	35,124	36,204	37,272	38,424	38,796	39,168	39,624	40,008	40,800	41,196	41,568	42,024	43,296	44,592	45,960
\$/hr	15.01	15.44	15.89	16.40	16.89	17.41	17.92	18.47	18.65	18.83	19.05	19.23	19.62	19.81	19.98	20.20	20.82	21.44	22.10
17	\$2,624	\$2,708	\$2,784	\$2,874	\$2,956	\$3,050	\$3,140	\$3,236	\$3,268	\$3,299	\$3,332	\$3,364	\$3,433	\$3,464	\$3,502	\$3,537	\$3,645	\$3,753	\$3,869
\$/yr	31,488	32,496	33,408	34,488	35,472	36,600	37,680	38,832	39,216	39,588	39,984	40,368	41,196	41,568	42,024	42,444	43,740	45,036	46,428
\$/hr	15.14	15.62	16.06	16.58	17.05	17.60	18.12	18.67	18.85	19.03	19.22	19.41	19.81	19.98	20.20	20.41	21.03	21.65	22.32
18	\$2,649	\$2,732	\$2,812	\$2,897	\$2,987	\$3,076	\$3,170	\$3,268	\$3,300	\$3,332	\$3,368	\$3,401	\$3,464	\$3,502	\$3,537	\$3,573	\$3,683	\$3,792	\$3,907
\$/yr	31,788	32,784	33,744	34,764	35,844	36,912	38,040	39,216	39,600	39,984	40,416	40,812	41,568	42,024	42,444	42,876	44,196	45,504	46,884
\$/hr	15.28	15.76	16.22	16.71	17.23	17.75	18.29	18.85	19.04	19.22	19.43	19.62	19.98	20.20	20.41	20.61	21.25	21.88	22.54
19	\$2,676	\$2,755	\$2,843	\$2,927	\$3,017	\$3,106	\$3,202	\$3,302	\$3,334	\$3,366	\$3,400	\$3,433	\$3,502	\$3,537	\$3,573	\$3,608	\$3,716	\$3,830	\$3,947
\$/yr	32,112	33,060	34,116	35,124	36,204	37,272	38,424	39,624	40,008	40,392	40,800	41,196	42,024	42,444	42,876	43,296	44,592	45,960	47,364
\$/hr	15.44	15.89	16.40	16.89	17.41	17.92	18.47	19.05	19.23	19.42	19.62	19.81	20.20	20.41	20.61	20.82	21.44	22.10	22.77
20	\$2,708	\$2,784	\$2,874	\$2,956	\$3,050	\$3,140	\$3,236	\$3,332	\$3,364	\$3,397	\$3,433	\$3,466	\$3,537	\$3,573	\$3,608	\$3,645	\$3,753	\$3,869	\$3,986
\$/yr	32,496	33,408	34,488	35,472	36,600	37,680	38,832	39,984	40,368	40,764	41,196	41,592	42,444	42,876	43,296	43,740	45,036	46,428	47,832
\$/hr	15.62	16.06	16.58	17.05	17.60	18.12	18.67	19.22	19.41	19.60	19.81	20.00	20.41	20.61	20.82	21.03	21.65	22.32	23.00
21	\$2,732	\$2,812	\$2,897	\$2,987	\$3,076	\$3,170	\$3,268	\$3,368	\$3,401	\$3,434	\$3,464	\$3,498	\$3,573	\$3,608	\$3,645	\$3,683	\$3,792	\$3,907	\$4,026
\$/yr	32,784	33,744	34,764	35,844	36,912	38,040	39,216	40,416	40,812	41,208	41,568	41,976	42,876	43,296	43,740	44,196	45,504	46,884	48,312
\$/hr	15.76	16.22	16.71	17.23	17.75	18.29	18.85	19.43	19.62	19.81	19.98	20.18	20.61	20.82	21.03	21.25	21.88	22.54	23.23
22	\$2,755	\$2,843	\$2,927	\$3,017	\$3,106	\$3,202	\$3,302	\$3,400	\$3,433	\$3,466	\$3,502	\$3,536	\$3,608	\$3,645	\$3,683	\$3,716	\$3,830	\$3,947	\$4,069
\$/yr	33,060	34,116	35,124	36,204	37,272	38,424	39,624	40,800	41,196	41,592	42,024	42,432	43,296	43,740	44,196	44,592	45,960	47,364	48,828
\$/hr	15.89	16.40	16.89	17.41	17.92	18.47	19.05	19.62	19.81	20.00	20.20	20.40	20.82	21.03	21.25	21.44	22.10	22.77	23.48
23	\$2,784	\$2,874	\$2,956	\$3,050	\$3,140	\$3,236	\$3,332	\$3,433	\$3,466	\$3,500	\$3,537	\$3,571	\$3,645	\$3,683	\$3,716	\$3,753	\$3,869	\$3,986	\$4,109
\$/yr	33,408	34,488	35,472	36,600	37,680	38,832	39,984	41,196	41,592	42,000	42,444	42,852	43,740	44,196	44,592	45,036	46,428	47,832	49,308
\$/hr	16.06	16.58	17.05	17.60	18.12	18.67	19.22	19.81	20.00	20.19	20.41	20.60	21.03	21.25	21.44	21.65	22.32	23.00	23.71

24	\$2,812	\$2,897	\$2,987	\$3,076	\$3,170	\$3,268	\$3,368	\$3,464	\$3,498	\$3,531	\$3,573	\$3,608	\$3,683	\$3,716	\$3,753	\$3,792	\$3,907	\$4,026	\$4,148
\$/yr	33,744	34,764	35,844	36,912	38,040	39,216	40,416	41,568	41,976	42,372	42,876	43,296	44,196	44,592	45,036	45,504	46,884	48,312	49,776
\$/hr	16.22	16.71	17.23	17.75	18.29	18.85	19.43	19.98	20.18	20.37	20.61	20.82	21.25	21.44	21.65	21.88	22.54	23.23	23.93
25	\$2,843	\$2,927	\$3,017	\$3,106	\$3,202	\$3,302	\$3,400	\$3,502	\$3,536	\$3,570	\$3,608	\$3,643	\$3,716	\$3,753	\$3,792	\$3,830	\$3,947	\$4,069	\$4,188
\$/yr	34,116	35,124	36,204	37,272	38,424	39,624	40,800	42,024	42,432	42,840	43,296	43,716	44,592	45,036	45,504	45,960	47,364	48,828	50,256
\$/hr	16.40	16.89	17.41	17.92	18.47	19.05	19.62	20.20	20.40	20.60	20.82	21.02	21.44	21.65	21.88	22.10	22.77	23.48	24.16
26	\$2,874	\$2,956	\$3,050	\$3,140	\$3,236	\$3,332	\$3,433	\$3,537	\$3,571	\$3,606	\$3,645	\$3,681	\$3,753	\$3,792	\$3,830	\$3,869	\$3,986	\$4,109	\$4,231
\$/yr	34,488	35,472	36,600	37,680	38,832	39,984	41,196	42,444	42,852	43,272	43,740	44,172	45,036	45,504	45,960	46,428	47,832	49,308	50,772
\$/hr	16.58	17.05	17.60	18.12	18.67	19.22	19.81	20.41	20.60	20.80	21.03	21.24	21.65	21.88	22.10	22.32	23.00	23.71	24.41
27	\$2,897	\$2,987	\$3,076	\$3,170	\$3,268	\$3,368	\$3,464	\$3,573	\$3,608	\$3,642	\$3,683	\$3,719	\$3,792	\$3,830	\$3,869	\$3,907	\$4,026	\$4,148	\$4,275
\$/yr	34,764	35,844	36,912	38,040	39,216	40,416	41,568	42,876	43,296	43,704	44,196	44,628	45,504	45,960	46,428	46,884	48,312	49,776	51,300
\$/hr	16.71	17.23	17.75	18.29	18.85	19.43	19.98	20.61	20.82	21.01	21.25	21.46	21.88	22.10	22.32	22.54	23.23	23.93	24.66
28	\$2,927	\$3,017	\$3,106	\$3,202	\$3,302	\$3,400	\$3,502	\$3,608	\$3,643	\$3,678	\$3,716	\$3,752	\$3,830	\$3,869	\$3,907	\$3,947	\$4,069	\$4,188	\$4,318
\$/yr	35,124	36,204	37,272	38,424	39,624	40,800	42,024	43,296	43,716	44,136	44,592	45,024	45,960	46,428	46,884	47,364	48,828	50,256	51,816
\$/hr	16.89	17.41	17.92	18.47	19.05	19.62	20.20	20.82	21.02	21.22	21.44	21.65	22.10	22.32	22.54	22.77	23.48	24.16	24.91
29	\$2,956	\$3,050	\$3,140	\$3,236	\$3,332	\$3,433	\$3,537	\$3,645	\$3,681	\$3,716	\$3,753	\$3,790	\$3,869	\$3,907	\$3,947	\$3,986	\$4,109	\$4,231	\$4,358
\$/yr	35,472	36,600	37,680	38,832	39,984	41,196	42,444	43,740	44,172	44,592	45,036	45,480	46,428	46,884	47,364	47,832	49,308	50,772	52,296
\$/hr	17.05	17.60	18.12	18.67	19.22	19.81	20.41	21.03	21.24	21.44	21.65	21.87	22.32	22.54	22.77	23.00	23.71	24.41	25.14
30	\$2,987	\$3,076	\$3,170	\$3,268	\$3,368	\$3,464	\$3,573	\$3,683	\$3,719	\$3,755	\$3,792	\$3,829	\$3,907	\$3,947	\$3,986	\$4,026	\$4,148	\$4,275	\$4,404
\$/yr	35,844	36,912	38,040	39,216	40,416	41,568	42,876	44,196	44,628	45,060	45,504	45,948	46,884	47,364	47,832	48,312	49,776	51,300	52,848
\$/hr	17.23	17.75	18.29	18.85	19.43	19.98	20.61	21.25	21.46	21.66	21.88	22.09	22.54	22.77	23.00	23.23	23.93	24.66	25.41
31	\$3,017	\$3,106	\$3,202	\$3,302	\$3,400	\$3,502	\$3,608	\$3,716	\$3,752	\$3,788	\$3,830	\$3,867	\$3,947	\$3,986	\$4,026	\$4,069	\$4,188	\$4,318	\$4,450
\$/yr	36,204	37,272	38,424	39,624	40,800	42,024	43,296	44,592	45,024	45,456	45,960	46,404	47,364	47,832	48,312	48,828	50,256	51,816	53,400
\$/hr	17.41	17.92	18.47	19.05	19.62	20.20	20.82	21.44	21.65	21.85	22.10	22.31	22.77	23.00	23.23	23.48	24.16	24.91	25.67
32	\$3,050	\$3,140	\$3,236	\$3,332	\$3,433	\$3,537	\$3,645	\$3,753	\$3,790	\$3,826	\$3,869	\$3,906	\$3,986	\$4,026	\$4,069	\$4,109	\$4,231	\$4,358	\$4,494
\$/yr	36,600	37,680	38,832	39,984	41,196	42,444	43,740	45,036	45,480	45,912	46,428	46,872	47,832	48,312	48,828	49,308	50,772	52,296	53,928
\$/hr	17.60	18.12	18.67	19.22	19.81	20.41	21.03	21.65	21.87	22.07	22.32	22.53	23.00	23.23	23.48	23.71	24.41	25.14	25.93
33	\$3,076	\$3,170	\$3,268	\$3,368	\$3,464	\$3,573	\$3,683	\$3,792	\$3,829	\$3,866	\$3,907	\$3,945	\$4,026	\$4,069	\$4,109	\$4,148	\$4,275	\$4,404	\$4,539
\$/yr	36,912	38,040	39,216	40,416	41,568	42,876	44,196	45,504	45,948	46,392	46,884	47,340	48,312	48,828	49,308	49,776	51,300	52,848	54,468
\$/hr	17.75	18.29	18.85	19.43	19.98	20.61	21.25	21.88	22.09	22.30	22.54	22.76	23.23	23.48	23.71	23.93	24.66	25.41	26.19
34	\$3,106	\$3,202	\$3,302	\$3,400	\$3,502	\$3,608	\$3,716	\$3,830	\$3,867	\$3,904	\$3,947	\$3,985	\$4,069	\$4,109	\$4,148	\$4,188	\$4,318	\$4,450	\$4,585
\$/yr	37,272	38,424	39,624	40,800	42,024	43,296	44,592	45,960	46,404	46,848	47,364	47,820	48,828	49,308	49,776	50,256	51,816	53,400	55,020
\$/hr	17.92	18.47	19.05	19.62	20.20	20.82	21.44	22.10	22.31	22.52	22.77	22.99	23.48	23.71	23.93	24.16	24.91	25.67	26.45
35	\$3,140	\$3,236	\$3,332	\$3,433	\$3,537	\$3,645	\$3,753	\$3,869	\$3,906	\$3,944	\$3,986	\$4,025	\$4,109	\$4,148	\$4,188	\$4,231	\$4,358	\$4,494	\$4,629
\$/yr	37,680	38,832	39,984	41,196	42,444	43,740	45,036	46,428	46,872	47,328	47,832	48,300	49,308	49,776	50,256	50,772	52,296	53,928	55,548
\$/hr	18.12	18.67	19.22	19.81	20.41	21.03	21.65	22.32	22.53	22.75	23.00	23.22	23.71	23.93	24.16	24.41	25.14	25.93	26.71

36	\$3,170	\$3,268	\$3,368	\$3,464	\$3,573	\$3,683	\$3,792	\$3,907	\$3,945	\$3,983	\$4,026	\$4,065	\$4,148	\$4,188	\$4,231	\$4,275	\$4,404	\$4,539	\$4,675
\$/yr	38,040	39,216	40,416	41,568	42,876	44,196	45,504	46,884	47,340	47,796	48,312	48,780	49,776	50,256	50,772	51,300	52,848	54,468	56,100
\$/hr	18.29	18.85	19.43	19.98	20.61	21.25	21.88	22.54	22.76	22.98	23.23	23.45	23.93	24.16	24.41	24.66	25.41	26.19	26.97
37	\$3,202	\$3,302	\$3,400	\$3,502	\$3,608	\$3,716	\$3,830	\$3,947	\$3,985	\$4,024	\$4,069	\$4,108	\$4,188	\$4,231	\$4,275	\$4,318	\$4,450	\$4,585	\$4,720
\$/yr	38,424	39,624	40,800	42,024	43,296	44,592	45,960	47,364	47,820	48,288	48,828	49,296	50,256	50,772	51,300	51,816	53,400	55,020	56,640
\$/hr	18.47	19.05	19.62	20.20	20.82	21.44	22.10	22.77	22.99	23.22	23.48	23.70	24.16	24.41	24.66	24.91	25.67	26.45	27.23
38	\$3,236	\$3,332	\$3,433	\$3,537	\$3,645	\$3,753	\$3,869	\$3,986	\$4,025	\$4,064	\$4,109	\$4,149	\$4,231	\$4,275	\$4,318	\$4,358	\$4,494	\$4,629	\$4,768
\$/yr	38,832	39,984	41,196	42,444	43,740	45,036	46,428	47,832	48,300	48,768	49,308	49,788	50,772	51,300	51,816	52,296	53,928	55,548	57,216
\$/hr	18.67	19.22	19.81	20.41	21.03	21.65	22.32	23.00	23.22	23.45	23.71	23.94	24.41	24.66	24.91	25.14	25.93	26.71	27.51
39	\$3,268	\$3,368	\$3,464	\$3,573	\$3,683	\$3,792	\$3,907	\$4,026	\$4,065	\$4,104	\$4,148	\$4,188	\$4,275	\$4,318	\$4,358	\$4,404	\$4,539	\$4,675	\$4,816
\$/yr	39,216	40,416	41,568	42,876	44,196	45,504	46,884	48,312	48,780	49,248	49,776	50,256	51,300	51,816	52,296	52,848	54,468	56,100	57,792
\$/hr	18.85	19.43	19.98	20.61	21.25	21.88	22.54	23.23	23.45	23.68	23.93	24.16	24.66	24.91	25.14	25.41	26.19	26.97	27.78
40	\$3,302	\$3,400	\$3,502	\$3,608	\$3,716	\$3,830	\$3,947	\$4,069	\$4,108	\$4,148	\$4,188	\$4,229	\$4,318	\$4,358	\$4,404	\$4,450	\$4,585	\$4,720	\$4,864
\$/yr	39,624	40,800	42,024	43,296	44,592	45,960	47,364	48,828	49,296	49,776	50,256	50,748	51,816	52,296	52,848	53,400	55,020	56,640	58,368
\$/hr	19.05	19.62	20.20	20.82	21.44	22.10	22.77	23.48	23.70	23.93	24.16	24.40	24.91	25.14	25.41	25.67	26.45	27.23	28.06
41	\$3,332	\$3,433	\$3,537	\$3,645	\$3,753	\$3,869	\$3,986	\$4,109	\$4,149	\$4,188	\$4,231	\$4,272	\$4,358	\$4,404	\$4,450	\$4,494	\$4,629	\$4,768	\$4,914
\$/yr	39,984	41,196	42,444	43,740	45,036	46,428	47,832	49,308	49,788	50,256	50,772	51,264	52,296	52,848	53,400	53,928	55,548	57,216	58,968
\$/hr	19.22	19.81	20.41	21.03	21.65	22.32	23.00	23.71	23.94	24.16	24.41	24.65	25.14	25.41	25.67	25.93	26.71	27.51	28.35
42	\$3,368	\$3,464	\$3,573	\$3,683	\$3,792	\$3,907	\$4,026	\$4,148	\$4,188	\$4,228	\$4,275	\$4,316	\$4,404	\$4,450	\$4,494	\$4,539	\$4,675	\$4,816	\$4,962
\$/yr	40,416	41,568	42,876	44,196	45,504	46,884	48,312	49,776	50,256	50,736	51,300	51,792	52,848	53,400	53,928	54,468	56,100	57,792	59,544
\$/hr	19.43	19.98	20.61	21.25	21.88	22.54	23.23	23.93	24.16	24.39	24.66	24.90	25.41	25.67	25.93	26.19	26.97	27.78	28.63
43	\$3,400	\$3,502	\$3,608	\$3,716	\$3,830	\$3,947	\$4,069	\$4,188	\$4,229	\$4,269	\$4,318	\$4,360	\$4,450	\$4,494	\$4,539	\$4,585	\$4,720	\$4,864	\$5,011
\$/yr	40,800	42,024	43,296	44,592	45,960	47,364	48,828	50,256	50,748	51,228	51,816	52,320	53,400	53,928	54,468	55,020	56,640	58,368	60,132
\$/hr	19.62	20.20	20.82	21.44	22.10	22.77	23.48	24.16	24.40	24.63	24.91	25.15	25.67	25.93	26.19	26.45	27.23	28.06	28.91
44	\$3,433	\$3,537	\$3,645	\$3,753	\$3,869	\$3,986	\$4,109	\$4,231	\$4,272	\$4,313	\$4,358	\$4,400	\$4,494	\$4,539	\$4,585	\$4,629	\$4,768	\$4,914	\$5,063
\$/yr	41,196	42,444	43,740	45,036	46,428	47,832	49,308	50,772	51,264	51,756	52,296	52,800	53,928	54,468	55,020	55,548	57,216	58,968	60,756
\$/hr	19.81	20.41	21.03	21.65	22.32	23.00	23.71	24.41	24.65	24.88	25.14	25.38	25.93	26.19	26.45	26.71	27.51	28.35	29.21
45	\$3,464	\$3,573	\$3,683	\$3,792	\$3,907	\$4,026	\$4,148	\$4,275	\$4,316	\$4,358	\$4,404	\$4,447	\$4,539	\$4,585	\$4,629	\$4,675	\$4,816	\$4,962	\$5,112
\$/yr	41,568	42,876	44,196	45,504	46,884	48,312	49,776	51,300	51,792	52,296	52,848	53,364	54,468	55,020	55,548	56,100	57,792	59,544	61,344
\$/hr	19.98	20.61	21.25	21.88	22.54	23.23	23.93	24.66	24.90	25.14	25.41	25.66	26.19	26.45	26.71	26.97	27.78	28.63	29.49
46	\$3,502	\$3,608	\$3,716	\$3,830	\$3,947	\$4,069	\$4,188	\$4,318	\$4,360	\$4,402	\$4,450	\$4,493	\$4,585	\$4,629	\$4,675	\$4,720	\$4,864	\$5,011	\$5,160
\$/yr	42,024	43,296	44,592	45,960	47,364	48,828	50,256	51,816	52,320	52,824	53,400	53,916	55,020	55,548	56,100	56,640	58,368	60,132	61,920
\$/hr	20.20	20.82	21.44	22.10	22.77	23.48	24.16	24.91	25.15	25.40	25.67	25.92	26.45	26.71	26.97	27.23	28.06	28.91	29.77
47	\$3,537	\$3,645	\$3,753	\$3,869	\$3,986	\$4,109	\$4,231	\$4,358	\$4,400	\$4,443	\$4,494	\$4,538	\$4,629	\$4,675	\$4,720	\$4,768	\$4,914	\$5,063	\$5,217
\$/yr	42,444	43,740	45,036	46,428	47,832	49,308	50,772	52,296	52,800	53,316	53,928	54,456	55,548	56,100	56,640	57,216	58,968	60,756	62,604
\$/hr	20.41	21.03	21.65	22.32	23.00	23.71	24.41	25.14	25.38	25.63	25.93	26.18	26.71	26.97	27.23	27.51	28.35	29.21	30.10

48	\$3,573	\$3,683	\$3,792	\$3,907	\$4,026	\$4,148	\$4,275	\$4,404	\$4,447	\$4,490	\$4,539	\$4,583	\$4,675	\$4,720	\$4,768	\$4,816	\$4,962	\$5,112	\$5,266
\$/yr	42,876	44,196	45,504	46,884	48,312	49,776	51,300	52,848	53,364	53,880	54,468	54,996	56,100	56,640	57,216	57,792	59,544	61,344	63,192
\$/hr	20.61	21.25	21.88	22.54	23.23	23.93	24.66	25.41	25.66	25.90	26.19	26.44	26.97	27.23	27.51	27.78	28.63	29.49	30.38
49	\$3,608	\$3,716	\$3,830	\$3,947	\$4,069	\$4,188	\$4,318	\$4,450	\$4,493	\$4,536	\$4,585	\$4,629	\$4,720	\$4,768	\$4,816	\$4,864	\$5,011	\$5,160	\$5,318
\$/yr	43,296	44,592	45,960	47,364	48,828	50,256	51,816	53,400	53,916	54,432	55,020	55,548	56,640	57,216	57,792	58,368	60,132	61,920	63,816
\$/hr	20.82	21.44	22.10	22.77	23.48	24.16	24.91	25.67	25.92	26.17	26.45	26.71	27.23	27.51	27.78	28.06	28.91	29.77	30.68
50	\$3,645	\$3,753	\$3,869	\$3,986	\$4,109	\$4,231	\$4,358	\$4,494	\$4,538	\$4,581	\$4,629	\$4,674	\$4,768	\$4,816	\$4,864	\$4,914	\$5,063	\$5,217	\$5,372
\$/yr	43,740	45,036	46,428	47,832	49,308	50,772	52,296	53,928	54,456	54,972	55,548	56,088	57,216	57,792	58,368	58,968	60,756	62,604	64,464
\$/hr	21.03	21.65	22.32	23.00	23.71	24.41	25.14	25.93	26.18	26.43	26.71	26.97	27.51	27.78	28.06	28.35	29.21	30.10	30.99
51	\$3,683	\$3,792	\$3,907	\$4,026	\$4,148	\$4,275	\$4,404	\$4,539	\$4,583	\$4,627	\$4,675	\$4,721	\$4,816	\$4,864	\$4,914	\$4,962	\$5,112	\$5,266	\$5,425
\$/yr	44,196	45,504	46,884	48,312	49,776	51,300	52,848	54,468	54,996	55,524	56,100	56,652	57,792	58,368	58,968	59,544	61,344	63,192	65,100
\$/hr	21.25	21.88	22.54	23.23	23.93	24.66	25.41	26.19	26.44	26.69	26.97	27.24	27.78	28.06	28.35	28.63	29.49	30.38	31.30
52	\$3,716	\$3,830	\$3,947	\$4,069	\$4,188	\$4,318	\$4,450	\$4,585	\$4,629	\$4,674	\$4,720	\$4,766	\$4,864	\$4,914	\$4,962	\$5,011	\$5,160	\$5,318	\$5,479
\$/yr	44,592	45,960	47,364	48,828	50,256	51,816	53,400	55,020	55,548	56,088	56,640	57,192	58,368	58,968	59,544	60,132	61,920	63,816	65,748
\$/hr	21.44	22.10	22.77	23.48	24.16	24.91	25.67	26.45	26.71	26.97	27.23	27.50	28.06	28.35	28.63	28.91	29.77	30.68	31.61
53	\$3,753	\$3,869	\$3,986	\$4,109	\$4,231	\$4,358	\$4,494	\$4,629	\$4,674	\$4,719	\$4,768	\$4,814	\$4,914	\$4,962	\$5,011	\$5,063	\$5,217	\$5,372	\$5,531
\$/yr	45,036	46,428	47,832	49,308	50,772	52,296	53,928	55,548	56,088	56,628	57,216	57,768	58,968	59,544	60,132	60,756	62,604	64,464	66,372
\$/hr	21.65	22.32	23.00	23.71	24.41	25.14	25.93	26.71	26.97	27.23	27.51	27.77	28.35	28.63	28.91	29.21	30.10	30.99	31.91
54	\$3,792	\$3,907	\$4,026	\$4,148	\$4,275	\$4,404	\$4,539	\$4,675	\$4,721	\$4,766	\$4,816	\$4,863	\$4,962	\$5,011	\$5,063	\$5,112	\$5,266	\$5,425	\$5,589
\$/yr	45,504	46,884	48,312	49,776	51,300	52,848	54,468	56,100	56,652	57,192	57,792	58,356	59,544	60,132	60,756	61,344	63,192	65,100	67,068
\$/hr	21.88	22.54	23.23	23.93	24.66	25.41	26.19	26.97	27.24	27.50	27.78	28.06	28.63	28.91	29.21	29.49	30.38	31.30	32.24
55	\$3,830	\$3,947	\$4,069	\$4,188	\$4,318	\$4,450	\$4,585	\$4,720	\$4,766	\$4,812	\$4,864	\$4,911	\$5,011	\$5,063	\$5,112	\$5,160	\$5,318	\$5,479	\$5,642
\$/yr	45,960	47,364	48,828	50,256	51,816	53,400	55,020	56,640	57,192	57,744	58,368	58,932	60,132	60,756	61,344	61,920	63,816	65,748	67,704
\$/hr	22.10	22.77	23.48	24.16	24.91	25.67	26.45	27.23	27.50	27.76	28.06	28.33	28.91	29.21	29.49	29.77	30.68	31.61	32.55
56	\$3,869	\$3,986	\$4,109	\$4,231	\$4,358	\$4,494	\$4,629	\$4,768	\$4,814	\$4,860	\$4,914	\$4,962	\$5,063	\$5,112	\$5,160	\$5,217	\$5,372	\$5,531	\$5,700
\$/yr	46,428	47,832	49,308	50,772	52,296	53,928	55,548	57,216	57,768	58,320	58,968	59,544	60,756	61,344	61,920	62,604	64,464	66,372	68,400
\$/hr	22.32	23.00	23.71	24.41	25.14	25.93	26.71	27.51	27.77	28.04	28.35	28.63	29.21	29.49	29.77	30.10	30.99	31.91	32.88
57	\$3,907	\$4,026	\$4,148	\$4,275	\$4,404	\$4,539	\$4,675	\$4,816	\$4,863	\$4,910	\$4,962	\$5,010	\$5,112	\$5,160	\$5,217	\$5,266	\$5,425	\$5,589	\$5,757
\$/yr	46,884	48,312	49,776	51,300	52,848	54,468	56,100	57,792	58,356	58,920	59,544	60,120	61,344	61,920	62,604	63,192	65,100	67,068	69,084
\$/hr	22.54	23.23	23.93	24.66	25.41	26.19	26.97	27.78	28.06	28.33	28.63	28.90	29.49	29.77	30.10	30.38	31.30	32.24	33.21
58	\$3,947	\$4,069	\$4,188	\$4,318	\$4,450	\$4,585	\$4,720	\$4,864	\$4,911	\$4,958	\$5,011	\$5,060	\$5,160	\$5,217	\$5,266	\$5,318	\$5,479	\$5,642	\$5,812
\$/yr	47,364	48,828	50,256	51,816	53,400	55,020	56,640	58,368	58,932	59,496	60,132	60,720	61,920	62,604	63,192	63,816	65,748	67,704	69,744
\$/hr	22.77	23.48	24.16	24.91	25.67	26.45	27.23	28.06	28.33	28.60	28.91	29.19	29.77	30.10	30.38	30.68	31.61	32.55	33.53
59	\$3,986	\$4,109	\$4,231	\$4,358	\$4,494	\$4,629	\$4,768	\$4,914	\$4,962	\$5,010	\$5,063	\$5,113	\$5,217	\$5,266	\$5,318	\$5,372	\$5,531	\$5,700	\$5,871
\$/yr	47,832	49,308	50,772	52,296	53,928	55,548	57,216	58,968	59,544	60,120	60,756	61,356	62,604	63,192	63,816	64,464	66,372	68,400	70,452
\$/hr	23.00	23.71	24.41	25.14	25.93	26.71	27.51	28.35	28.63	28.90	29.21	29.50	30.10	30.38	30.68	30.99	31.91	32.88	33.87

60	\$4,026	\$4,148	\$4,275	\$4,404	\$4,539	\$4,675	\$4,816	\$4,962	\$5,010	\$5,058	\$5,112	\$5,162	\$5,266	\$5,318	\$5,372	\$5,425	\$5,589	\$5,757	\$5,930
\$/yr	48,312	49,776	51,300	52,848	54,468	56,100	57,792	59,544	60,120	60,696	61,344	61,944	63,192	63,816	64,464	65,100	67,068	69,084	71,160
\$/hr	23.23	23.93	24.66	25.41	26.19	26.97	27.78	28.63	28.90	29.18	29.49	29.78	30.38	30.68	30.99	31.30	32.24	33.21	34.21
61	\$4,069	\$4,188	\$4,318	\$4,450	\$4,585	\$4,720	\$4,864	\$5,011	\$5,060	\$5,108	\$5,160	\$5,210	\$5,318	\$5,372	\$5,425	\$5,479	\$5,642	\$5,812	\$5,987
\$/yr	48,828	50,256	51,816	53,400	55,020	56,640	58,368	60,132	60,720	61,296	61,920	62,520	63,816	64,464	65,100	65,748	67,704	69,744	71,844
\$/hr	23.48	24.16	24.91	25.67	26.45	27.23	28.06	28.91	29.19	29.47	29.77	30.06	30.68	30.99	31.30	31.61	32.55	33.53	34.54
62	\$4,109	\$4,231	\$4,358	\$4,494	\$4,629	\$4,768	\$4,914	\$5,063	\$5,113	\$5,162	\$5,217	\$5,268	\$5,372	\$5,425	\$5,479	\$5,531	\$5,700	\$5,871	\$6,047
\$/yr	49,308	50,772	52,296	53,928	55,548	57,216	58,968	60,756	61,356	61,944	62,604	63,216	64,464	65,100	65,748	66,372	68,400	70,452	72,564
\$/hr	23.71	24.41	25.14	25.93	26.71	27.51	28.35	29.21	29.50	29.78	30.10	30.39	30.99	31.30	31.61	31.91	32.88	33.87	34.89
63	\$4,148	\$4,275	\$4,404	\$4,539	\$4,675	\$4,816	\$4,962	\$5,112	\$5,162	\$5,211	\$5,266	\$5,318	\$5,425	\$5,479	\$5,531	\$5,589	\$5,757	\$5,930	\$6,107
\$/yr	49,776	51,300	52,848	54,468	56,100	57,792	59,544	61,344	61,944	62,532	63,192	63,816	65,100	65,748	66,372	67,068	69,084	71,160	73,284
\$/hr	23.93	24.66	25.41	26.19	26.97	27.78	28.63	29.49	29.78	30.06	30.38	30.68	31.30	31.61	31.91	32.24	33.21	34.21	35.23
64	\$4,188	\$4,318	\$4,450	\$4,585	\$4,720	\$4,864	\$5,011	\$5,160	\$5,210	\$5,261	\$5,318	\$5,370	\$5,479	\$5,531	\$5,589	\$5,642	\$5,812	\$5,987	\$6,166
\$/yr	50,256	51,816	53,400	55,020	56,640	58,368	60,132	61,920	62,520	63,132	63,816	64,440	65,748	66,372	67,068	67,704	69,744	71,844	73,992
\$/hr	24.16	24.91	25.67	26.45	27.23	28.06	28.91	29.77	30.06	30.35	30.68	30.98	31.61	31.91	32.24	32.55	33.53	34.54	35.57
65	\$4,231	\$4,358	\$4,494	\$4,629	\$4,768	\$4,914	\$5,063	\$5,217	\$5,268	\$5,318	\$5,372	\$5,425	\$5,531	\$5,589	\$5,642	\$5,700	\$5,871	\$6,047	\$6,227
\$/yr	50,772	52,296	53,928	55,548	57,216	58,968	60,756	62,604	63,216	63,816	64,464	65,100	66,372	67,068	67,704	68,400	70,452	72,564	74,724
\$/hr	24.41	25.14	25.93	26.71	27.51	28.35	29.21	30.10	30.39	30.68	30.99	31.30	31.91	32.24	32.55	32.88	33.87	34.89	35.93
66	\$4,275	\$4,404	\$4,539	\$4,675	\$4,816	\$4,962	\$5,112	\$5,266	\$5,318	\$5,369	\$5,425	\$5,478	\$5,589	\$5,642	\$5,700	\$5,757	\$5,930	\$6,107	\$6,291
\$/yr	51,300	52,848	54,468	56,100	57,792	59,544	61,344	63,192	63,816	64,428	65,100	65,736	67,068	67,704	68,400	69,084	71,160	73,284	75,492
\$/hr	24.66	25.41	26.19	26.97	27.78	28.63	29.49	30.38	30.68	30.98	31.30	31.60	32.24	32.55	32.88	33.21	34.21	35.23	36.29
67	\$4,318	\$4,450	\$4,585	\$4,720	\$4,864	\$5,011	\$5,160	\$5,318	\$5,370	\$5,421	\$5,479	\$5,532	\$5,642	\$5,700	\$5,757	\$5,812	\$5,987	\$6,166	\$6,352
\$/yr	51,816	53,400	55,020	56,640	58,368	60,132	61,920	63,816	64,440	65,052	65,748	66,384	67,704	68,400	69,084	69,744	71,844	73,992	76,224
\$/hr	24.91	25.67	26.45	27.23	28.06	28.91	29.77	30.68	30.98	31.28	31.61	31.92	32.55	32.88	33.21	33.53	34.54	35.57	36.65
68	\$4,358	\$4,494	\$4,629	\$4,768	\$4,914	\$5,063	\$5,217	\$5,372	\$5,425	\$5,477	\$5,531	\$5,585	\$5,700	\$5,757	\$5,812	\$5,871	\$6,047	\$6,227	\$6,414
\$/yr	52,296	53,928	55,548	57,216	58,968	60,756	62,604	64,464	65,100	65,724	66,372	67,020	68,400	69,084	69,744	70,452	72,564	74,724	76,968
\$/hr	25.14	25.93	26.71	27.51	28.35	29.21	30.10	30.99	31.30	31.60	31.91	32.22	32.88	33.21	33.53	33.87	34.89	35.93	37.00
69	\$4,404	\$4,539	\$4,675	\$4,816	\$4,962	\$5,112	\$5,266	\$5,425	\$5,478	\$5,530	\$5,589	\$5,643	\$5,757	\$5,812	\$5,871	\$5,930	\$6,107	\$6,291	\$6,480
\$/yr	52,848	54,468	56,100	57,792	59,544	61,344	63,192	65,100	65,736	66,360	67,068	67,716	69,084	69,744	70,452	71,160	73,284	75,492	77,760
\$/hr	25.41	26.19	26.97	27.78	28.63	29.49	30.38	31.30	31.60	31.90	32.24	32.56	33.21	33.53	33.87	34.21	35.23	36.29	37.38
70	\$4,450	\$4,585	\$4,720	\$4,864	\$5,011	\$5,160	\$5,318	\$5,479	\$5,532	\$5,585	\$5,642	\$5,697	\$5,812	\$5,871	\$5,930	\$5,987	\$6,166	\$6,352	\$6,543
\$/yr	53,400	55,020	56,640	58,368	60,132	61,920	63,816	65,748	66,384	67,020	67,704	68,364	69,744	70,452	71,160	71,844	73,992	76,224	78,516
\$/hr	25.67	26.45	27.23	28.06	28.91	29.77	30.68	31.61	31.92	32.22	32.55	32.87	33.53	33.87	34.21	34.54	35.57	36.65	37.75

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE B7

University of Washington - Contract Classified SEIU Local 925/UW Collective Bargaining Agreements Payscale Table B7 - Effective July 1, 2015

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,153	\$2,217	\$2,286	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,679	\$2,708	\$2,734	\$2,761	\$2,817	\$2,844	\$2,875	\$2,903	\$2,989	\$3,083	\$3,172
\$/yr	25,836	26,604	27,432	28,260	29,100	30,012	30,900	31,848	32,148	32,496	32,808	33,132	33,804	34,128	34,500	34,836	35,868	36,996	38,064
\$/hr	12.42	12.79	13.19	13.59	13.99	14.43	14.86	15.31	15.46	15.62	15.77	15.93	16.25	16.41	16.59	16.75	17.24	17.79	18.30
1	\$2,173	\$2,241	\$2,308	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,708	\$2,734	\$2,761	\$2,788	\$2,844	\$2,875	\$2,903	\$2,932	\$3,019	\$3,111	\$3,205
\$/yr	26,076	26,892	27,696	28,536	29,412	30,300	31,236	32,148	32,496	32,808	33,132	33,456	34,128	34,500	34,836	35,184	36,228	37,332	38,460
\$/hr	12.54	12.93	13.32	13.72	14.14	14.57	15.02	15.46	15.62	15.77	15.93	16.08	16.41	16.59	16.75	16.92	17.42	17.95	18.49
2	\$2,197	\$2,264	\$2,329	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,734	\$2,761	\$2,788	\$2,817	\$2,875	\$2,903	\$2,932	\$2,958	\$3,050	\$3,142	\$3,238
\$/yr	26,364	27,168	27,948	28,812	29,688	30,588	31,500	32,496	32,808	33,132	33,456	33,804	34,500	34,836	35,184	35,496	36,600	37,704	38,856
\$/hr	12.68	13.06	13.44	13.85	14.27	14.71	15.14	15.62	15.77	15.93	16.08	16.25	16.59	16.75	16.92	17.07	17.60	18.13	18.68
3	\$2,217	\$2,286	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,761	\$2,788	\$2,817	\$2,844	\$2,903	\$2,932	\$2,958	\$2,989	\$3,083	\$3,172	\$3,270
\$/yr	26,604	27,432	28,260	29,100	30,012	30,900	31,848	32,808	33,132	33,456	33,804	34,128	34,836	35,184	35,496	35,868	36,996	38,064	39,240
\$/hr	12.79	13.19	13.59	13.99	14.43	14.86	15.31	15.77	15.93	16.08	16.25	16.41	16.75	16.92	17.07	17.24	17.79	18.30	18.87
4	\$2,241	\$2,308	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,788	\$2,817	\$2,844	\$2,875	\$2,932	\$2,958	\$2,989	\$3,019	\$3,111	\$3,205	\$3,303
\$/yr	26,892	27,696	28,536	29,412	30,300	31,236	32,148	33,132	33,456	33,804	34,128	34,500	35,184	35,496	35,868	36,228	37,332	38,460	39,636
\$/hr	12.93	13.32	13.72	14.14	14.57	15.02	15.46	15.93	16.08	16.25	16.41	16.59	16.92	17.07	17.24	17.42	17.95	18.49	19.06
5	\$2,264	\$2,329	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,817	\$2,844	\$2,875	\$2,903	\$2,958	\$2,989	\$3,019	\$3,050	\$3,142	\$3,238	\$3,336
\$/yr	27,168	27,948	28,812	29,688	30,588	31,500	32,496	33,456	33,804	34,128	34,500	34,836	35,496	35,868	36,228	36,600	37,704	38,856	40,032
\$/hr	13.06	13.44	13.85	14.27	14.71	15.14	15.62	16.08	16.25	16.41	16.59	16.75	17.07	17.24	17.42	17.60	18.13	18.68	19.25
6	\$2,286	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,844	\$2,875	\$2,903	\$2,932	\$2,989	\$3,019	\$3,050	\$3,083	\$3,172	\$3,270	\$3,370
\$/yr	27,432	28,260	29,100	30,012	30,900	31,848	32,808	33,804	34,128	34,500	34,836	35,184	35,868	36,228	36,600	36,996	38,064	39,240	40,440
\$/hr	13.19	13.59	13.99	14.43	14.86	15.31	15.77	16.25	16.41	16.59	16.75	16.92	17.24	17.42	17.60	17.79	18.30	18.87	19.44
7	\$2,308	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,875	\$2,903	\$2,932	\$2,958	\$3,019	\$3,050	\$3,083	\$3,111	\$3,205	\$3,303	\$3,403
\$/yr	27,696	28,536	29,412	30,300	31,236	32,148	33,132	34,128	34,500	34,836	35,184	35,496	36,228	36,600	36,996	37,332	38,460	39,636	40,836
\$/hr	13.32	13.72	14.14	14.57	15.02	15.46	15.93	16.41	16.59	16.75	16.92	17.07	17.42	17.60	17.79	17.95	18.49	19.06	19.63
8	\$2,329	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,903	\$2,932	\$2,958	\$2,989	\$3,050	\$3,083	\$3,111	\$3,142	\$3,238	\$3,336	\$3,436
\$/yr	27,948	28,812	29,688	30,588	31,500	32,496	33,456	34,500	34,836	35,184	35,496	35,868	36,600	36,996	37,332	37,704	38,856	40,032	41,232

\$/hr	13.44	13.85	14.27	14.71	15.14	15.62	16.08	16.59	16.75	16.92	17.07	17.24	17.60	17.79	17.95	18.13	18.68	19.25	19.82
9	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,932	\$2,958	\$2,989	\$3,019	\$3,083	\$3,111	\$3,142	\$3,172	\$3,270	\$3,370	\$3,471
\$/yr	28,260	29,100	30,012	30,900	31,848	32,808	33,804	34,836	35,184	35,496	35,868	36,228	36,996	37,332	37,704	38,064	39,240	40,440	41,652
\$/hr	13.59	13.99	14.43	14.86	15.31	15.77	16.25	16.75	16.92	17.07	17.24	17.42	17.79	17.95	18.13	18.30	18.87	19.44	20.03
10	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$2,958	\$2,989	\$3,019	\$3,050	\$3,111	\$3,142	\$3,172	\$3,205	\$3,303	\$3,403	\$3,504
\$/yr	28,536	29,412	30,300	31,236	32,148	33,132	34,128	35,184	35,496	35,868	36,228	36,600	37,332	37,704	38,064	38,460	39,636	40,836	42,048
\$/hr	13.72	14.14	14.57	15.02	15.46	15.93	16.41	16.92	17.07	17.24	17.42	17.60	17.95	18.13	18.30	18.49	19.06	19.63	20.22
11	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$2,989	\$3,019	\$3,050	\$3,083	\$3,142	\$3,172	\$3,205	\$3,238	\$3,336	\$3,436	\$3,539
\$/yr	28,812	29,688	30,588	31,500	32,496	33,456	34,500	35,496	35,868	36,228	36,600	36,996	37,704	38,064	38,460	38,856	40,032	41,232	42,468
\$/hr	13.85	14.27	14.71	15.14	15.62	16.08	16.59	17.07	17.24	17.42	17.60	17.79	18.13	18.30	18.49	18.68	19.25	19.82	20.42
12	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,019	\$3,050	\$3,083	\$3,111	\$3,172	\$3,205	\$3,238	\$3,270	\$3,370	\$3,471	\$3,575
\$/yr	29,100	30,012	30,900	31,848	32,808	33,804	34,836	35,868	36,228	36,600	36,996	37,332	38,064	38,460	38,856	39,240	40,440	41,652	42,900
\$/hr	13.99	14.43	14.86	15.31	15.77	16.25	16.75	17.24	17.42	17.60	17.79	17.95	18.30	18.49	18.68	18.87	19.44	20.03	20.63
13	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,050	\$3,083	\$3,111	\$3,142	\$3,205	\$3,238	\$3,270	\$3,303	\$3,403	\$3,504	\$3,611
\$/yr	29,412	30,300	31,236	32,148	33,132	34,128	35,184	36,228	36,600	36,996	37,332	37,704	38,460	38,856	39,240	39,636	40,836	42,048	43,332
\$/hr	14.14	14.57	15.02	15.46	15.93	16.41	16.92	17.42	17.60	17.79	17.95	18.13	18.49	18.68	18.87	19.06	19.63	20.22	20.83
14	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,083	\$3,111	\$3,142	\$3,172	\$3,238	\$3,270	\$3,303	\$3,336	\$3,436	\$3,539	\$3,646
\$/yr	29,688	30,588	31,500	32,496	33,456	34,500	35,496	36,600	36,996	37,332	37,704	38,064	38,856	39,240	39,636	40,032	41,232	42,468	43,752
\$/hr	14.27	14.71	15.14	15.62	16.08	16.59	17.07	17.60	17.79	17.95	18.13	18.30	18.68	18.87	19.06	19.25	19.82	20.42	21.03
15	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,111	\$3,142	\$3,172	\$3,205	\$3,270	\$3,303	\$3,336	\$3,370	\$3,471	\$3,575	\$3,683
\$/yr	30,012	30,900	31,848	32,808	33,804	34,836	35,868	36,996	37,332	37,704	38,064	38,460	39,240	39,636	40,032	40,440	41,652	42,900	44,196
\$/hr	14.43	14.86	15.31	15.77	16.25	16.75	17.24	17.79	17.95	18.13	18.30	18.49	18.87	19.06	19.25	19.44	20.03	20.63	21.25
16	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,142	\$3,172	\$3,205	\$3,238	\$3,303	\$3,336	\$3,370	\$3,403	\$3,504	\$3,611	\$3,720
\$/yr	30,300	31,236	32,148	33,132	34,128	35,184	36,228	37,332	37,704	38,064	38,460	38,856	39,636	40,032	40,440	40,836	42,048	43,332	44,640
\$/hr	14.57	15.02	15.46	15.93	16.41	16.92	17.42	17.95	18.13	18.30	18.49	18.68	19.06	19.25	19.44	19.63	20.22	20.83	21.46
17	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,172	\$3,205	\$3,238	\$3,270	\$3,336	\$3,370	\$3,403	\$3,436	\$3,539	\$3,646	\$3,758
\$/yr	30,588	31,500	32,496	33,456	34,500	35,496	36,600	37,704	38,064	38,460	38,856	39,240	40,032	40,440	40,836	41,232	42,468	43,752	45,096
\$/hr	14.71	15.14	15.62	16.08	16.59	17.07	17.60	18.13	18.30	18.49	18.68	18.87	19.25	19.44	19.63	19.82	20.42	21.03	21.68
18	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,205	\$3,238	\$3,270	\$3,303	\$3,370	\$3,403	\$3,436	\$3,471	\$3,575	\$3,683	\$3,795
\$/yr	30,900	31,848	32,808	33,804	34,836	35,868	36,996	38,064	38,460	38,856	39,240	39,636	40,440	40,836	41,232	41,652	42,900	44,196	45,540
\$/hr	14.86	15.31	15.77	16.25	16.75	17.24	17.79	18.30	18.49	18.68	18.87	19.06	19.44	19.63	19.82	20.03	20.63	21.25	21.89
19	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,238	\$3,270	\$3,303	\$3,336	\$3,403	\$3,436	\$3,471	\$3,504	\$3,611	\$3,720	\$3,835
\$/yr	31,236	32,148	33,132	34,128	35,184	36,228	37,332	38,460	38,856	39,240	39,636	40,032	40,836	41,232	41,652	42,048	43,332	44,640	46,020
\$/hr	15.02	15.46	15.93	16.41	16.92	17.42	17.95	18.49	18.68	18.87	19.06	19.25	19.63	19.82	20.03	20.22	20.83	21.46	22.13
20	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,270	\$3,303	\$3,336	\$3,370	\$3,436	\$3,471	\$3,504	\$3,539	\$3,646	\$3,758	\$3,873
\$/yr	31,500	32,496	33,456	34,500	35,496	36,600	37,704	38,856	39,240	39,636	40,032	40,440	41,232	41,652	42,048	42,468	43,752	45,096	46,476

\$/hr	15.14	15.62	16.08	16.59	17.07	17.60	18.13	18.68	18.87	19.06	19.25	19.44	19.82	20.03	20.22	20.42	21.03	21.68	22.34
21	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,303	\$3,336	\$3,370	\$3,403	\$3,471	\$3,504	\$3,539	\$3,575	\$3,683	\$3,795	\$3,910
\$/yr	31,848	32,808	33,804	34,836	35,868	36,996	38,064	39,240	39,636	40,032	40,440	40,836	41,652	42,048	42,468	42,900	44,196	45,540	46,920
\$/hr	15.31	15.77	16.25	16.75	17.24	17.79	18.30	18.87	19.06	19.25	19.44	19.63	20.03	20.22	20.42	20.63	21.25	21.89	22.56
22	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,336	\$3,370	\$3,403	\$3,436	\$3,504	\$3,539	\$3,575	\$3,611	\$3,720	\$3,835	\$3,950
\$/yr	32,148	33,132	34,128	35,184	36,228	37,332	38,460	39,636	40,032	40,440	40,836	41,232	42,048	42,468	42,900	43,332	44,640	46,020	47,400
\$/hr	15.46	15.93	16.41	16.92	17.42	17.95	18.49	19.06	19.25	19.44	19.63	19.82	20.22	20.42	20.63	20.83	21.46	22.13	22.79
23	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,370	\$3,403	\$3,436	\$3,471	\$3,539	\$3,575	\$3,611	\$3,646	\$3,758	\$3,873	\$3,988
\$/yr	32,496	33,456	34,500	35,496	36,600	37,704	38,856	40,032	40,440	40,836	41,232	41,652	42,468	42,900	43,332	43,752	45,096	46,476	47,856
\$/hr	15.62	16.08	16.59	17.07	17.60	18.13	18.68	19.25	19.44	19.63	19.82	20.03	20.42	20.63	20.83	21.03	21.68	22.34	23.01
24	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,403	\$3,436	\$3,471	\$3,504	\$3,575	\$3,611	\$3,646	\$3,683	\$3,795	\$3,910	\$4,029
\$/yr	32,808	33,804	34,836	35,868	36,996	38,064	39,240	40,440	40,836	41,232	41,652	42,048	42,900	43,332	43,752	44,196	45,540	46,920	48,348
\$/hr	15.77	16.25	16.75	17.24	17.79	18.30	18.87	19.44	19.63	19.82	20.03	20.22	20.63	20.83	21.03	21.25	21.89	22.56	23.24
25	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,436	\$3,471	\$3,504	\$3,539	\$3,611	\$3,646	\$3,683	\$3,720	\$3,835	\$3,950	\$4,070
\$/yr	33,132	34,128	35,184	36,228	37,332	38,460	39,636	40,836	41,232	41,652	42,048	42,468	43,332	43,752	44,196	44,640	46,020	47,400	48,840
\$/hr	15.93	16.41	16.92	17.42	17.95	18.49	19.06	19.63	19.82	20.03	20.22	20.42	20.83	21.03	21.25	21.46	22.13	22.79	23.48
26	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,471	\$3,504	\$3,539	\$3,575	\$3,646	\$3,683	\$3,720	\$3,758	\$3,873	\$3,988	\$4,111
\$/yr	33,456	34,500	35,496	36,600	37,704	38,856	40,032	41,232	41,652	42,048	42,468	42,900	43,752	44,196	44,640	45,096	46,476	47,856	49,332
\$/hr	16.08	16.59	17.07	17.60	18.13	18.68	19.25	19.82	20.03	20.22	20.42	20.63	21.03	21.25	21.46	21.68	22.34	23.01	23.72
27	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,504	\$3,539	\$3,575	\$3,611	\$3,683	\$3,720	\$3,758	\$3,795	\$3,910	\$4,029	\$4,151
\$/yr	33,804	34,836	35,868	36,996	38,064	39,240	40,440	41,652	42,048	42,468	42,900	43,332	44,196	44,640	45,096	45,540	46,920	48,348	49,812
\$/hr	16.25	16.75	17.24	17.79	18.30	18.87	19.44	20.03	20.22	20.42	20.63	20.83	21.25	21.46	21.68	21.89	22.56	23.24	23.95
28	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,539	\$3,575	\$3,611	\$3,646	\$3,720	\$3,758	\$3,795	\$3,835	\$3,950	\$4,070	\$4,193
\$/yr	34,128	35,184	36,228	37,332	38,460	39,636	40,836	42,048	42,468	42,900	43,332	43,752	44,640	45,096	45,540	46,020	47,400	48,840	50,316
\$/hr	16.41	16.92	17.42	17.95	18.49	19.06	19.63	20.22	20.42	20.63	20.83	21.03	21.46	21.68	21.89	22.13	22.79	23.48	24.19
29	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,575	\$3,611	\$3,646	\$3,683	\$3,758	\$3,795	\$3,835	\$3,873	\$3,988	\$4,111	\$4,237
\$/yr	34,500	35,496	36,600	37,704	38,856	40,032	41,232	42,468	42,900	43,332	43,752	44,196	45,096	45,540	46,020	46,476	47,856	49,332	50,844
\$/hr	16.59	17.07	17.60	18.13	18.68	19.25	19.82	20.42	20.63	20.83	21.03	21.25	21.68	21.89	22.13	22.34	23.01	23.72	24.44
30	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,611	\$3,646	\$3,683	\$3,720	\$3,795	\$3,835	\$3,873	\$3,910	\$4,029	\$4,151	\$4,278
\$/yr	34,836	35,868	36,996	38,064	39,240	40,440	41,652	42,900	43,332	43,752	44,196	44,640	45,540	46,020	46,476	46,920	48,348	49,812	51,336
\$/hr	16.75	17.24	17.79	18.30	18.87	19.44	20.03	20.63	20.83	21.03	21.25	21.46	21.89	22.13	22.34	22.56	23.24	23.95	24.68
31	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,646	\$3,683	\$3,720	\$3,758	\$3,835	\$3,873	\$3,910	\$3,950	\$4,070	\$4,193	\$4,321
\$/yr	35,184	36,228	37,332	38,460	39,636	40,836	42,048	43,332	43,752	44,196	44,640	45,096	46,020	46,476	46,920	47,400	48,840	50,316	51,852
\$/hr	16.92	17.42	17.95	18.49	19.06	19.63	20.22	20.83	21.03	21.25	21.46	21.68	22.13	22.34	22.56	22.79	23.48	24.19	24.93
32	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,683	\$3,720	\$3,758	\$3,795	\$3,873	\$3,910	\$3,950	\$3,988	\$4,111	\$4,237	\$4,364
\$/yr	35,496	36,600	37,704	38,856	40,032	41,232	42,468	43,752	44,196	44,640	45,096	45,540	46,476	46,920	47,400	47,856	49,332	50,844	52,368

\$/hr	17.07	17.60	18.13	18.68	19.25	19.82	20.42	21.03	21.25	21.46	21.68	21.89	22.34	22.56	22.79	23.01	23.72	24.44	25.18
33	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,720	\$3,758	\$3,795	\$3,835	\$3,910	\$3,950	\$3,988	\$4,029	\$4,151	\$4,278	\$4,408
\$/yr	35,868	36,996	38,064	39,240	40,440	41,652	42,900	44,196	44,640	45,096	45,540	46,020	46,920	47,400	47,856	48,348	49,812	51,336	52,896
\$/hr	17.24	17.79	18.30	18.87	19.44	20.03	20.63	21.25	21.46	21.68	21.89	22.13	22.56	22.79	23.01	23.24	23.95	24.68	25.43
34	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,758	\$3,795	\$3,835	\$3,873	\$3,950	\$3,988	\$4,029	\$4,070	\$4,193	\$4,321	\$4,453
\$/yr	36,228	37,332	38,460	39,636	40,836	42,048	43,332	44,640	45,096	45,540	46,020	46,476	47,400	47,856	48,348	48,840	50,316	51,852	53,436
\$/hr	17.42	17.95	18.49	19.06	19.63	20.22	20.83	21.46	21.68	21.89	22.13	22.34	22.79	23.01	23.24	23.48	24.19	24.93	25.69
35	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,795	\$3,835	\$3,873	\$3,910	\$3,988	\$4,029	\$4,070	\$4,111	\$4,237	\$4,364	\$4,496
\$/yr	36,600	37,704	38,856	40,032	41,232	42,468	43,752	45,096	45,540	46,020	46,476	46,920	47,856	48,348	48,840	49,332	50,844	52,368	53,952
\$/hr	17.60	18.13	18.68	19.25	19.82	20.42	21.03	21.68	21.89	22.13	22.34	22.56	23.01	23.24	23.48	23.72	24.44	25.18	25.94
36	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,835	\$3,873	\$3,910	\$3,950	\$4,029	\$4,070	\$4,111	\$4,151	\$4,278	\$4,408	\$4,542
\$/yr	36,996	38,064	39,240	40,440	41,652	42,900	44,196	45,540	46,020	46,476	46,920	47,400	48,348	48,840	49,332	49,812	51,336	52,896	54,504
\$/hr	17.79	18.30	18.87	19.44	20.03	20.63	21.25	21.89	22.13	22.34	22.56	22.79	23.24	23.48	23.72	23.95	24.68	25.43	26.20
37	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,873	\$3,910	\$3,950	\$3,988	\$4,070	\$4,111	\$4,151	\$4,193	\$4,321	\$4,453	\$4,588
\$/yr	37,332	38,460	39,636	40,836	42,048	43,332	44,640	46,020	46,476	46,920	47,400	47,856	48,840	49,332	49,812	50,316	51,852	53,436	55,056
\$/hr	17.95	18.49	19.06	19.63	20.22	20.83	21.46	22.13	22.34	22.56	22.79	23.01	23.48	23.72	23.95	24.19	24.93	25.69	26.47
38	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,910	\$3,950	\$3,988	\$4,029	\$4,111	\$4,151	\$4,193	\$4,237	\$4,364	\$4,496	\$4,632
\$/yr	37,704	38,856	40,032	41,232	42,468	43,752	45,096	46,476	46,920	47,400	47,856	48,348	49,332	49,812	50,316	50,844	52,368	53,952	55,584
\$/hr	18.13	18.68	19.25	19.82	20.42	21.03	21.68	22.34	22.56	22.79	23.01	23.24	23.72	23.95	24.19	24.44	25.18	25.94	26.72
39	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$3,950	\$3,988	\$4,029	\$4,070	\$4,151	\$4,193	\$4,237	\$4,278	\$4,408	\$4,542	\$4,678
\$/yr	38,064	39,240	40,440	41,652	42,900	44,196	45,540	46,920	47,400	47,856	48,348	48,840	49,812	50,316	50,844	51,336	52,896	54,504	56,136
\$/hr	18.30	18.87	19.44	20.03	20.63	21.25	21.89	22.56	22.79	23.01	23.24	23.48	23.95	24.19	24.44	24.68	25.43	26.20	26.99
40	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$3,988	\$4,029	\$4,070	\$4,111	\$4,193	\$4,237	\$4,278	\$4,321	\$4,453	\$4,588	\$4,726
\$/yr	38,460	39,636	40,836	42,048	43,332	44,640	46,020	47,400	47,856	48,348	48,840	49,332	50,316	50,844	51,336	51,852	53,436	55,056	56,712
\$/hr	18.49	19.06	19.63	20.22	20.83	21.46	22.13	22.79	23.01	23.24	23.48	23.72	24.19	24.44	24.68	24.93	25.69	26.47	27.27
41	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,029	\$4,070	\$4,111	\$4,151	\$4,237	\$4,278	\$4,321	\$4,364	\$4,496	\$4,632	\$4,774
\$/yr	38,856	40,032	41,232	42,468	43,752	45,096	46,476	47,856	48,348	48,840	49,332	49,812	50,844	51,336	51,852	52,368	53,952	55,584	57,288
\$/hr	18.68	19.25	19.82	20.42	21.03	21.68	22.34	23.01	23.24	23.48	23.72	23.95	24.44	24.68	24.93	25.18	25.94	26.72	27.54
42	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,070	\$4,111	\$4,151	\$4,193	\$4,278	\$4,321	\$4,364	\$4,408	\$4,542	\$4,678	\$4,821
\$/yr	39,240	40,440	41,652	42,900	44,196	45,540	46,920	48,348	48,840	49,332	49,812	50,316	51,336	51,852	52,368	52,896	54,504	56,136	57,852
\$/hr	18.87	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.48	23.72	23.95	24.19	24.68	24.93	25.18	25.43	26.20	26.99	27.81
43	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,111	\$4,151	\$4,193	\$4,237	\$4,321	\$4,364	\$4,408	\$4,453	\$4,588	\$4,726	\$4,869
\$/yr	39,636	40,836	42,048	43,332	44,640	46,020	47,400	48,840	49,332	49,812	50,316	50,844	51,852	52,368	52,896	53,436	55,056	56,712	58,428
\$/hr	19.06	19.63	20.22	20.83	21.46	22.13	22.79	23.48	23.72	23.95	24.19	24.44	24.93	25.18	25.43	25.69	26.47	27.27	28.09
44	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,151	\$4,193	\$4,237	\$4,278	\$4,364	\$4,408	\$4,453	\$4,496	\$4,632	\$4,774	\$4,919
\$/yr	40,032	41,232	42,468	43,752	45,096	46,476	47,856	49,332	49,812	50,316	50,844	51,336	52,368	52,896	53,436	53,952	55,584	57,288	59,028

\$/hr	19.25	19.82	20.42	21.03	21.68	22.34	23.01	23.72	23.95	24.19	24.44	24.68	25.18	25.43	25.69	25.94	26.72	27.54	28.38
45	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,193	\$4,237	\$4,278	\$4,321	\$4,408	\$4,453	\$4,496	\$4,542	\$4,678	\$4,821	\$4,969
\$/yr	40,440	41,652	42,900	44,196	45,540	46,920	48,348	49,812	50,316	50,844	51,336	51,852	52,896	53,436	53,952	54,504	56,136	57,852	59,628
\$/hr	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.95	24.19	24.44	24.68	24.93	25.43	25.69	25.94	26.20	26.99	27.81	28.67
46	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,237	\$4,278	\$4,321	\$4,364	\$4,453	\$4,496	\$4,542	\$4,588	\$4,726	\$4,869	\$5,017
\$/yr	40,836	42,048	43,332	44,640	46,020	47,400	48,840	50,316	50,844	51,336	51,852	52,368	53,436	53,952	54,504	55,056	56,712	58,428	60,204
\$/hr	19.63	20.22	20.83	21.46	22.13	22.79	23.48	24.19	24.44	24.68	24.93	25.18	25.69	25.94	26.20	26.47	27.27	28.09	28.94
47	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,278	\$4,321	\$4,364	\$4,408	\$4,496	\$4,542	\$4,588	\$4,632	\$4,774	\$4,919	\$5,068
\$/yr	41,232	42,468	43,752	45,096	46,476	47,856	49,332	50,844	51,336	51,852	52,368	52,896	53,952	54,504	55,056	55,584	57,288	59,028	60,816
\$/hr	19.82	20.42	21.03	21.68	22.34	23.01	23.72	24.44	24.68	24.93	25.18	25.43	25.94	26.20	26.47	26.72	27.54	28.38	29.24
48	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,321	\$4,364	\$4,408	\$4,453	\$4,542	\$4,588	\$4,632	\$4,678	\$4,821	\$4,969	\$5,119
\$/yr	41,652	42,900	44,196	45,540	46,920	48,348	49,812	51,336	51,852	52,368	52,896	53,436	54,504	55,056	55,584	56,136	57,852	59,628	61,428
\$/hr	20.03	20.63	21.25	21.89	22.56	23.24	23.95	24.68	24.93	25.18	25.43	25.69	26.20	26.47	26.72	26.99	27.81	28.67	29.53
49	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,364	\$4,408	\$4,453	\$4,496	\$4,588	\$4,632	\$4,678	\$4,726	\$4,869	\$5,017	\$5,166
\$/yr	42,048	43,332	44,640	46,020	47,400	48,840	50,316	51,852	52,368	52,896	53,436	53,952	55,056	55,584	56,136	56,712	58,428	60,204	61,992
\$/hr	20.22	20.83	21.46	22.13	22.79	23.48	24.19	24.93	25.18	25.43	25.69	25.94	26.47	26.72	26.99	27.27	28.09	28.94	29.80
50	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,408	\$4,453	\$4,496	\$4,542	\$4,632	\$4,678	\$4,726	\$4,774	\$4,919	\$5,068	\$5,221
\$/yr	42,468	43,752	45,096	46,476	47,856	49,332	50,844	52,368	52,896	53,436	53,952	54,504	55,584	56,136	56,712	57,288	59,028	60,816	62,652
\$/hr	20.42	21.03	21.68	22.34	23.01	23.72	24.44	25.18	25.43	25.69	25.94	26.20	26.72	26.99	27.27	27.54	28.38	29.24	30.12
51	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,453	\$4,496	\$4,542	\$4,588	\$4,678	\$4,726	\$4,774	\$4,821	\$4,969	\$5,119	\$5,273
\$/yr	42,900	44,196	45,540	46,920	48,348	49,812	51,336	52,896	53,436	53,952	54,504	55,056	56,136	56,712	57,288	57,852	59,628	61,428	63,276
\$/hr	20.63	21.25	21.89	22.56	23.24	23.95	24.68	25.43	25.69	25.94	26.20	26.47	26.99	27.27	27.54	27.81	28.67	29.53	30.42
52	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,496	\$4,542	\$4,588	\$4,632	\$4,726	\$4,774	\$4,821	\$4,869	\$5,017	\$5,166	\$5,327
\$/yr	43,332	44,640	46,020	47,400	48,840	50,316	51,852	53,436	53,952	54,504	55,056	55,584	56,712	57,288	57,852	58,428	60,204	61,992	63,924
\$/hr	20.83	21.46	22.13	22.79	23.48	24.19	24.93	25.69	25.94	26.20	26.47	26.72	27.27	27.54	27.81	28.09	28.94	29.80	30.73
53	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,542	\$4,588	\$4,632	\$4,678	\$4,774	\$4,821	\$4,869	\$4,919	\$5,068	\$5,221	\$5,379
\$/yr	43,752	45,096	46,476	47,856	49,332	50,844	52,368	53,952	54,504	55,056	55,584	56,136	57,288	57,852	58,428	59,028	60,816	62,652	64,548
\$/hr	21.03	21.68	22.34	23.01	23.72	24.44	25.18	25.94	26.20	26.47	26.72	26.99	27.54	27.81	28.09	28.38	29.24	30.12	31.03
54	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,588	\$4,632	\$4,678	\$4,726	\$4,821	\$4,869	\$4,919	\$4,969	\$5,119	\$5,273	\$5,433
\$/yr	44,196	45,540	46,920	48,348	49,812	51,336	52,896	54,504	55,056	55,584	56,136	56,712	57,852	58,428	59,028	59,628	61,428	63,276	65,196
\$/hr	21.25	21.89	22.56	23.24	23.95	24.68	25.43	26.20	26.47	26.72	26.99	27.27	27.81	28.09	28.38	28.67	29.53	30.42	31.34
55	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,632	\$4,678	\$4,726	\$4,774	\$4,869	\$4,919	\$4,969	\$5,017	\$5,166	\$5,327	\$5,487
\$/yr	44,640	46,020	47,400	48,840	50,316	51,852	53,436	55,056	55,584	56,136	56,712	57,288	58,428	59,028	59,628	60,204	61,992	63,924	65,844
\$/hr	21.46	22.13	22.79	23.48	24.19	24.93	25.69	26.47	26.72	26.99	27.27	27.54	28.09	28.38	28.67	28.94	29.80	30.73	31.66
56	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,678	\$4,726	\$4,774	\$4,821	\$4,919	\$4,969	\$5,017	\$5,068	\$5,221	\$5,379	\$5,544
\$/yr	45,096	46,476	47,856	49,332	50,844	52,368	53,952	55,584	56,136	56,712	57,288	57,852	59,028	59,628	60,204	60,816	62,652	64,548	66,528

\$/hr	21.68	22.34	23.01	23.72	24.44	25.18	25.94	26.72	26.99	27.27	27.54	27.81	28.38	28.67	28.94	29.24	30.12	31.03	31.98
57	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,726	\$4,774	\$4,821	\$4,869	\$4,969	\$5,017	\$5,068	\$5,119	\$5,273	\$5,433	\$5,597
\$/yr	45,540	46,920	48,348	49,812	51,336	52,896	54,504	56,136	56,712	57,288	57,852	58,428	59,628	60,204	60,816	61,428	63,276	65,196	67,164
\$/hr	21.89	22.56	23.24	23.95	24.68	25.43	26.20	26.99	27.27	27.54	27.81	28.09	28.67	28.94	29.24	29.53	30.42	31.34	32.29
58	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,774	\$4,821	\$4,869	\$4,919	\$5,017	\$5,068	\$5,119	\$5,166	\$5,327	\$5,487	\$5,655
\$/yr	46,020	47,400	48,840	50,316	51,852	53,436	55,056	56,712	57,288	57,852	58,428	59,028	60,204	60,816	61,428	61,992	63,924	65,844	67,860
\$/hr	22.13	22.79	23.48	24.19	24.93	25.69	26.47	27.27	27.54	27.81	28.09	28.38	28.94	29.24	29.53	29.80	30.73	31.66	32.63
59	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,821	\$4,869	\$4,919	\$4,969	\$5,068	\$5,119	\$5,166	\$5,221	\$5,379	\$5,544	\$5,711
\$/yr	46,476	47,856	49,332	50,844	52,368	53,952	55,584	57,288	57,852	58,428	59,028	59,628	60,816	61,428	61,992	62,652	64,548	66,528	68,532
\$/hr	22.34	23.01	23.72	24.44	25.18	25.94	26.72	27.54	27.81	28.09	28.38	28.67	29.24	29.53	29.80	30.12	31.03	31.98	32.95
60	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,869	\$4,919	\$4,969	\$5,017	\$5,119	\$5,166	\$5,221	\$5,273	\$5,433	\$5,597	\$5,769
\$/yr	46,920	48,348	49,812	51,336	52,896	54,504	56,136	57,852	58,428	59,028	59,628	60,204	61,428	61,992	62,652	63,276	65,196	67,164	69,228
\$/hr	22.56	23.24	23.95	24.68	25.43	26.20	26.99	27.81	28.09	28.38	28.67	28.94	29.53	29.80	30.12	30.42	31.34	32.29	33.28
61	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$4,919	\$4,969	\$5,017	\$5,068	\$5,166	\$5,221	\$5,273	\$5,327	\$5,487	\$5,655	\$5,827
\$/yr	47,400	48,840	50,316	51,852	53,436	55,056	56,712	58,428	59,028	59,628	60,204	60,816	61,992	62,652	63,276	63,924	65,844	67,860	69,924
\$/hr	22.79	23.48	24.19	24.93	25.69	26.47	27.27	28.09	28.38	28.67	28.94	29.24	29.80	30.12	30.42	30.73	31.66	32.63	33.62
62	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$4,969	\$5,017	\$5,068	\$5,119	\$5,221	\$5,273	\$5,327	\$5,379	\$5,544	\$5,711	\$5,884
\$/yr	47,856	49,332	50,844	52,368	53,952	55,584	57,288	59,028	59,628	60,204	60,816	61,428	62,652	63,276	63,924	64,548	66,528	68,532	70,608
\$/hr	23.01	23.72	24.44	25.18	25.94	26.72	27.54	28.38	28.67	28.94	29.24	29.53	30.12	30.42	30.73	31.03	31.98	32.95	33.95
63	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,017	\$5,068	\$5,119	\$5,166	\$5,273	\$5,327	\$5,379	\$5,433	\$5,597	\$5,769	\$5,944
\$/yr	48,348	49,812	51,336	52,896	54,504	56,136	57,852	59,628	60,204	60,816	61,428	61,992	63,276	63,924	64,548	65,196	67,164	69,228	71,328
\$/hr	23.24	23.95	24.68	25.43	26.20	26.99	27.81	28.67	28.94	29.24	29.53	29.80	30.42	30.73	31.03	31.34	32.29	33.28	34.29
64	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,068	\$5,119	\$5,166	\$5,221	\$5,327	\$5,379	\$5,433	\$5,487	\$5,655	\$5,827	\$6,003
\$/yr	48,840	50,316	51,852	53,436	55,056	56,712	58,428	60,204	60,816	61,428	61,992	62,652	63,924	64,548	65,196	65,844	67,860	69,924	72,036
\$/hr	23.48	24.19	24.93	25.69	26.47	27.27	28.09	28.94	29.24	29.53	29.80	30.12	30.73	31.03	31.34	31.66	32.63	33.62	34.63
65	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,119	\$5,166	\$5,221	\$5,273	\$5,379	\$5,433	\$5,487	\$5,544	\$5,711	\$5,884	\$6,062
\$/yr	49,332	50,844	52,368	53,952	55,584	57,288	59,028	60,816	61,428	61,992	62,652	63,276	64,548	65,196	65,844	66,528	68,532	70,608	72,744
\$/hr	23.72	24.44	25.18	25.94	26.72	27.54	28.38	29.24	29.53	29.80	30.12	30.42	31.03	31.34	31.66	31.98	32.95	33.95	34.97
66	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,166	\$5,221	\$5,273	\$5,327	\$5,433	\$5,487	\$5,544	\$5,597	\$5,769	\$5,944	\$6,123
\$/yr	49,812	51,336	52,896	54,504	56,136	57,852	59,628	61,428	61,992	62,652	63,276	63,924	65,196	65,844	66,528	67,164	69,228	71,328	73,476
\$/hr	23.95	24.68	25.43	26.20	26.99	27.81	28.67	29.53	29.80	30.12	30.42	30.73	31.34	31.66	31.98	32.29	33.28	34.29	35.33
67	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,221	\$5,273	\$5,327	\$5,379	\$5,487	\$5,544	\$5,597	\$5,655	\$5,827	\$6,003	\$6,185
\$/yr	50,316	51,852	53,436	55,056	56,712	58,428	60,204	61,992	62,652	63,276	63,924	64,548	65,844	66,528	67,164	67,860	69,924	72,036	74,220
\$/hr	24.19	24.93	25.69	26.47	27.27	28.09	28.94	29.80	30.12	30.42	30.73	31.03	31.66	31.98	32.29	32.63	33.62	34.63	35.68
68	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,273	\$5,327	\$5,379	\$5,433	\$5,544	\$5,597	\$5,655	\$5,711	\$5,884	\$6,062	\$6,246
\$/yr	50,844	52,368	53,952	55,584	57,288	59,028	60,816	62,652	63,276	63,924	64,548	65,196	66,528	67,164	67,860	68,532	70,608	72,744	74,952

\$/hr	24.44	25.18	25.94	26.72	27.54	28.38	29.24	30.12	30.42	30.73	31.03	31.34	31.98	32.29	32.63	32.95	33.95	34.97	36.03
69	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,327	\$5,379	\$5,433	\$5,487	\$5,597	\$5,655	\$5,711	\$5,769	\$5,944	\$6,123	\$6,307
\$/yr	51,336	52,896	54,504	56,136	57,852	59,628	61,428	63,276	63,924	64,548	65,196	65,844	67,164	67,860	68,532	69,228	71,328	73,476	75,684
\$/hr	24.68	25.43	26.20	26.99	27.81	28.67	29.53	30.42	30.73	31.03	31.34	31.66	32.29	32.63	32.95	33.28	34.29	35.33	36.39
70	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,379	\$5,433	\$5,487	\$5,544	\$5,655	\$5,711	\$5,769	\$5,827	\$6,003	\$6,185	\$6,371
\$/yr	51,852	53,436	55,056	56,712	58,428	60,204	61,992	63,924	64,548	65,196	65,844	66,528	67,860	68,532	69,228	69,924	72,036	74,220	76,452
\$/hr	24.93	25.69	26.47	27.27	28.09	28.94	29.80	30.73	31.03	31.34	31.66	31.98	32.63	32.95	33.28	33.62	34.63	35.68	36.76
71	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,433	\$5,487	\$5,544	\$5,597	\$5,711	\$5,769	\$5,827	\$5,884	\$6,062	\$6,246	\$6,433
\$/yr	52,368	53,952	55,584	57,288	59,028	60,816	62,652	64,548	65,196	65,844	66,528	67,164	68,532	69,228	69,924	70,608	72,744	74,952	77,196
\$/hr	25.18	25.94	26.72	27.54	28.38	29.24	30.12	31.03	31.34	31.66	31.98	32.29	32.95	33.28	33.62	33.95	34.97	36.03	37.11
72	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,487	\$5,544	\$5,597	\$5,655	\$5,769	\$5,827	\$5,884	\$5,944	\$6,123	\$6,307	\$6,499
\$/yr	52,896	54,504	56,136	57,852	59,628	61,428	63,276	65,196	65,844	66,528	67,164	67,860	69,228	69,924	70,608	71,328	73,476	75,684	77,988
\$/hr	25.43	26.20	26.99	27.81	28.67	29.53	30.42	31.34	31.66	31.98	32.29	32.63	33.28	33.62	33.95	34.29	35.33	36.39	37.49
73	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,544	\$5,597	\$5,655	\$5,711	\$5,827	\$5,884	\$5,944	\$6,003	\$6,185	\$6,371	\$6,562
\$/yr	53,436	55,056	56,712	58,428	60,204	61,992	63,924	65,844	66,528	67,164	67,860	68,532	69,924	70,608	71,328	72,036	74,220	76,452	78,744
\$/hr	25.69	26.47	27.27	28.09	28.94	29.80	30.73	31.66	31.98	32.29	32.63	32.95	33.62	33.95	34.29	34.63	35.68	36.76	37.86
74	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,597	\$5,655	\$5,711	\$5,769	\$5,884	\$5,944	\$6,003	\$6,062	\$6,246	\$6,433	\$6,629
\$/yr	53,952	55,584	57,288	59,028	60,816	62,652	64,548	66,528	67,164	67,860	68,532	69,228	70,608	71,328	72,036	72,744	74,952	77,196	79,548
\$/hr	25.94	26.72	27.54	28.38	29.24	30.12	31.03	31.98	32.29	32.63	32.95	33.28	33.95	34.29	34.63	34.97	36.03	37.11	38.24
75	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,655	\$5,711	\$5,769	\$5,827	\$5,944	\$6,003	\$6,062	\$6,123	\$6,307	\$6,499	\$6,695
\$/yr	54,504	56,136	57,852	59,628	61,428	63,276	65,196	67,164	67,860	68,532	69,228	69,924	71,328	72,036	72,744	73,476	75,684	77,988	80,340
\$/hr	26.20	26.99	27.81	28.67	29.53	30.42	31.34	32.29	32.63	32.95	33.28	33.62	34.29	34.63	34.97	35.33	36.39	37.49	38.63
76	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,711	\$5,769	\$5,827	\$5,884	\$6,003	\$6,062	\$6,123	\$6,185	\$6,371	\$6,562	\$6,762
\$/yr	55,056	56,712	58,428	60,204	61,992	63,924	65,844	67,860	68,532	69,228	69,924	70,608	72,036	72,744	73,476	74,220	76,452	78,744	81,144
\$/hr	26.47	27.27	28.09	28.94	29.80	30.73	31.66	32.63	32.95	33.28	33.62	33.95	34.63	34.97	35.33	35.68	36.76	37.86	39.01
77	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,769	\$5,827	\$5,884	\$5,944	\$6,062	\$6,123	\$6,185	\$6,246	\$6,433	\$6,629	\$6,830
\$/yr	55,584	57,288	59,028	60,816	62,652	64,548	66,528	68,532	69,228	69,924	70,608	71,328	72,744	73,476	74,220	74,952	77,196	79,548	81,960
\$/hr	26.72	27.54	28.38	29.24	30.12	31.03	31.98	32.95	33.28	33.62	33.95	34.29	34.97	35.33	35.68	36.03	37.11	38.24	39.40
78	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,827	\$5,884	\$5,944	\$6,003	\$6,123	\$6,185	\$6,246	\$6,307	\$6,499	\$6,695	\$6,899
\$/yr	56,136	57,852	59,628	61,428	63,276	65,196	67,164	69,228	69,924	70,608	71,328	72,036	73,476	74,220	74,952	75,684	77,988	80,340	82,788
\$/hr	26.99	27.81	28.67	29.53	30.42	31.34	32.29	33.28	33.62	33.95	34.29	34.63	35.33	35.68	36.03	36.39	37.49	38.63	39.80
79	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$5,884	\$5,944	\$6,003	\$6,062	\$6,185	\$6,246	\$6,307	\$6,371	\$6,562	\$6,762	\$6,968
\$/yr	56,712	58,428	60,204	61,992	63,924	65,844	67,860	69,924	70,608	71,328	72,036	72,744	74,220	74,952	75,684	76,452	78,744	81,144	83,616
\$/hr	27.27	28.09	28.94	29.80	30.73	31.66	32.63	33.62	33.95	34.29	34.63	34.97	35.68	36.03	36.39	36.76	37.86	39.01	40.20
80	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$5,944	\$6,003	\$6,062	\$6,123	\$6,246	\$6,307	\$6,371	\$6,433	\$6,629	\$6,830	\$7,037
\$/yr	57,288	59,028	60,816	62,652	64,548	66,528	68,532	70,608	71,328	72,036	72,744	73,476	74,952	75,684	76,452	77,196	79,548	81,960	84,444

\$/hr	27.54	28.38	29.24	30.12	31.03	31.98	32.95	33.95	34.29	34.63	34.97	35.33	36.03	36.39	36.76	37.11	38.24	39.40	40.60
81	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,003	\$6,062	\$6,123	\$6,185	\$6,307	\$6,371	\$6,433	\$6,499	\$6,695	\$6,899	\$7,107
\$/yr	57,852	59,628	61,428	63,276	65,196	67,164	69,228	71,328	72,036	72,744	73,476	74,220	75,684	76,452	77,196	77,988	80,340	82,788	85,284
\$/hr	27.81	28.67	29.53	30.42	31.34	32.29	33.28	34.29	34.63	34.97	35.33	35.68	36.39	36.76	37.11	37.49	38.63	39.80	41.00
82	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,062	\$6,123	\$6,185	\$6,246	\$6,371	\$6,433	\$6,499	\$6,562	\$6,762	\$6,968	\$7,178
\$/yr	58,428	60,204	61,992	63,924	65,844	67,860	69,924	72,036	72,744	73,476	74,220	74,952	76,452	77,196	77,988	78,744	81,144	83,616	86,136
\$/hr	28.09	28.94	29.80	30.73	31.66	32.63	33.62	34.63	34.97	35.33	35.68	36.03	36.76	37.11	37.49	37.86	39.01	40.20	41.41
83	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,123	\$6,185	\$6,246	\$6,307	\$6,433	\$6,499	\$6,562	\$6,629	\$6,830	\$7,037	\$7,250
\$/yr	59,028	60,816	62,652	64,548	66,528	68,532	70,608	72,744	73,476	74,220	74,952	75,684	77,196	77,988	78,744	79,548	81,960	84,444	87,000
\$/hr	28.38	29.24	30.12	31.03	31.98	32.95	33.95	34.97	35.33	35.68	36.03	36.39	37.11	37.49	37.86	38.24	39.40	40.60	41.83
84	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,185	\$6,246	\$6,307	\$6,371	\$6,499	\$6,562	\$6,629	\$6,695	\$6,899	\$7,107	\$7,323
\$/yr	59,628	61,428	63,276	65,196	67,164	69,228	71,328	73,476	74,220	74,952	75,684	76,452	77,988	78,744	79,548	80,340	82,788	85,284	87,876
\$/hr	28.67	29.53	30.42	31.34	32.29	33.28	34.29	35.33	35.68	36.03	36.39	36.76	37.49	37.86	38.24	38.63	39.80	41.00	42.25
85	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,246	\$6,307	\$6,371	\$6,433	\$6,562	\$6,629	\$6,695	\$6,762	\$6,968	\$7,178	\$7,396
\$/yr	60,204	61,992	63,924	65,844	67,860	69,924	72,036	74,220	74,952	75,684	76,452	77,196	78,744	79,548	80,340	81,144	83,616	86,136	88,752
\$/hr	28.94	29.80	30.73	31.66	32.63	33.62	34.63	35.68	36.03	36.39	36.76	37.11	37.86	38.24	38.63	39.01	40.20	41.41	42.67
86	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,307	\$6,371	\$6,433	\$6,499	\$6,629	\$6,695	\$6,762	\$6,830	\$7,037	\$7,250	\$7,470
\$/yr	60,816	62,652	64,548	66,528	68,532	70,608	72,744	74,952	75,684	76,452	77,196	77,988	79,548	80,340	81,144	81,960	84,444	87,000	89,640
\$/hr	29.24	30.12	31.03	31.98	32.95	33.95	34.97	36.03	36.39	36.76	37.11	37.49	38.24	38.63	39.01	39.40	40.60	41.83	43.10
87	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,371	\$6,433	\$6,499	\$6,562	\$6,695	\$6,762	\$6,830	\$6,899	\$7,107	\$7,323	\$7,545
\$/yr	61,428	63,276	65,196	67,164	69,228	71,328	73,476	75,684	76,452	77,196	77,988	78,744	80,340	81,144	81,960	82,788	85,284	87,876	90,540
\$/hr	29.53	30.42	31.34	32.29	33.28	34.29	35.33	36.39	36.76	37.11	37.49	37.86	38.63	39.01	39.40	39.80	41.00	42.25	43.53
88	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,433	\$6,499	\$6,562	\$6,629	\$6,762	\$6,830	\$6,899	\$6,968	\$7,178	\$7,396	\$7,620
\$/yr	61,992	63,924	65,844	67,860	69,924	72,036	74,220	76,452	77,196	77,988	78,744	79,548	81,144	81,960	82,788	83,616	86,136	88,752	91,440
\$/hr	29.80	30.73	31.66	32.63	33.62	34.63	35.68	36.76	37.11	37.49	37.86	38.24	39.01	39.40	39.80	40.20	41.41	42.67	43.96
89	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,499	\$6,562	\$6,629	\$6,695	\$6,830	\$6,899	\$6,968	\$7,037	\$7,250	\$7,470	\$7,697
\$/yr	62,652	64,548	66,528	68,532	70,608	72,744	74,952	77,196	77,988	78,744	79,548	80,340	81,960	82,788	83,616	84,444	87,000	89,640	92,364
\$/hr	30.12	31.03	31.98	32.95	33.95	34.97	36.03	37.11	37.49	37.86	38.24	38.63	39.40	39.80	40.20	40.60	41.83	43.10	44.41
90	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,562	\$6,629	\$6,695	\$6,762	\$6,899	\$6,968	\$7,037	\$7,107	\$7,323	\$7,545	\$7,772
\$/yr	63,276	65,196	67,164	69,228	71,328	73,476	75,684	77,988	78,744	79,548	80,340	81,144	82,788	83,616	84,444	85,284	87,876	90,540	93,264
\$/hr	30.42	31.34	32.29	33.28	34.29	35.33	36.39	37.49	37.86	38.24	38.63	39.01	39.80	40.20	40.60	41.00	42.25	43.53	44.84
91	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,629	\$6,695	\$6,762	\$6,830	\$6,968	\$7,037	\$7,107	\$7,178	\$7,396	\$7,620	\$7,854
\$/yr	63,924	65,844	67,860	69,924	72,036	74,220	76,452	78,744	79,548	80,340	81,144	81,960	83,616	84,444	85,284	86,136	88,752	91,440	94,248
\$/hr	30.73	31.66	32.63	33.62	34.63	35.68	36.76	37.86	38.24	38.63	39.01	39.40	40.20	40.60	41.00	41.41	42.67	43.96	45.31
92	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,695	\$6,762	\$6,830	\$6,899	\$7,037	\$7,107	\$7,178	\$7,250	\$7,470	\$7,697	\$7,931
\$/yr	64,548	66,528	68,532	70,608	72,744	74,952	77,196	79,548	80,340	81,144	81,960	82,788	84,444	85,284	86,136	87,000	89,640	92,364	95,172

\$/hr	31.03	31.98	32.95	33.95	34.97	36.03	37.11	38.24	38.63	39.01	39.40	39.80	40.60	41.00	41.41	41.83	43.10	44.41	45.76
93	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,762	\$6,830	\$6,899	\$6,968	\$7,107	\$7,178	\$7,250	\$7,323	\$7,545	\$7,772	\$8,011
\$/yr	65,196	67,164	69,228	71,328	73,476	75,684	77,988	80,340	81,144	81,960	82,788	83,616	85,284	86,136	87,000	87,876	90,540	93,264	96,132
\$/hr	31.34	32.29	33.28	34.29	35.33	36.39	37.49	38.63	39.01	39.40	39.80	40.20	41.00	41.41	41.83	42.25	43.53	44.84	46.22
94	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,830	\$6,899	\$6,968	\$7,037	\$7,178	\$7,250	\$7,323	\$7,396	\$7,620	\$7,854	\$8,091
\$/yr	65,844	67,860	69,924	72,036	74,220	76,452	78,744	81,144	81,960	82,788	83,616	84,444	86,136	87,000	87,876	88,752	91,440	94,248	97,092
\$/hr	31.66	32.63	33.62	34.63	35.68	36.76	37.86	39.01	39.40	39.80	40.20	40.60	41.41	41.83	42.25	42.67	43.96	45.31	46.68
95	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$6,899	\$6,968	\$7,037	\$7,107	\$7,250	\$7,323	\$7,396	\$7,470	\$7,697	\$7,931	\$8,172
\$/yr	66,528	68,532	70,608	72,744	74,952	77,196	79,548	81,960	82,788	83,616	84,444	85,284	87,000	87,876	88,752	89,640	92,364	95,172	98,064
\$/hr	31.98	32.95	33.95	34.97	36.03	37.11	38.24	39.40	39.80	40.20	40.60	41.00	41.83	42.25	42.67	43.10	44.41	45.76	47.15
96	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$6,968	\$7,037	\$7,107	\$7,178	\$7,323	\$7,396	\$7,470	\$7,545	\$7,772	\$8,011	\$8,252
\$/yr	67,164	69,228	71,328	73,476	75,684	77,988	80,340	82,788	83,616	84,444	85,284	86,136	87,876	88,752	89,640	90,540	93,264	96,132	99,024
\$/hr	32.29	33.28	34.29	35.33	36.39	37.49	38.63	39.80	40.20	40.60	41.00	41.41	42.25	42.67	43.10	43.53	44.84	46.22	47.61
97	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,037	\$7,107	\$7,178	\$7,250	\$7,396	\$7,470	\$7,545	\$7,620	\$7,854	\$8,091	\$8,336
\$/yr	67,860	69,924	72,036	74,220	76,452	78,744	81,144	83,616	84,444	85,284	86,136	87,000	88,752	89,640	90,540	91,440	94,248	97,092	100,032
\$/hr	32.63	33.62	34.63	35.68	36.76	37.86	39.01	40.20	40.60	41.00	41.41	41.83	42.67	43.10	43.53	43.96	45.31	46.68	48.09
98	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,107	\$7,178	\$7,250	\$7,323	\$7,470	\$7,545	\$7,620	\$7,697	\$7,931	\$8,172	\$8,417
\$/yr	68,532	70,608	72,744	74,952	77,196	79,548	81,960	84,444	85,284	86,136	87,000	87,876	89,640	90,540	91,440	92,364	95,172	98,064	101,004
\$/hr	32.95	33.95	34.97	36.03	37.11	38.24	39.40	40.60	41.00	41.41	41.83	42.25	43.10	43.53	43.96	44.41	45.76	47.15	48.56
99	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,178	\$7,250	\$7,323	\$7,396	\$7,545	\$7,620	\$7,697	\$7,772	\$8,011	\$8,252	\$8,504
\$/yr	69,228	71,328	73,476	75,684	77,988	80,340	82,788	85,284	86,136	87,000	87,876	88,752	90,540	91,440	92,364	93,264	96,132	99,024	102,048
\$/hr	33.28	34.29	35.33	36.39	37.49	38.63	39.80	41.00	41.41	41.83	42.25	42.67	43.53	43.96	44.41	44.84	46.22	47.61	49.06

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BC

**University of Washington - Contract Classified
1199NW & SEIU LIKE TITLES**

Payscale Table BC - Effective July 1, 2014

(At the time of this publication, SEIU 1199NW and UW have not concluded negotiations for a 2015-17 contract. Therefore, this pay table has not been updated beyond July 1, 2014. For relevant details, please see MOU – RESOLUTION OF “LIKE TITLES” GRIEVANCE)

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0	\$2,196	\$2,265	\$2,332	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,707	\$2,707	\$2,792	\$2,792	\$2,875	\$2,875	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336
\$/yr	26,352	27,180	27,984	28,848	29,724	30,588	31,584	32,484	32,484	32,484	33,504	33,504	34,500	34,500	34,500	35,568	36,624	37,728	38,892	40,032
\$/hr	12.67	13.07	13.45	13.87	14.29	14.71	15.18	15.62	15.62	15.62	16.11	16.11	16.59	16.59	16.59	17.10	17.61	18.14	18.70	19.25
1	\$2,221	\$2,288	\$2,356	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,738	\$2,738	\$2,817	\$2,817	\$2,906	\$2,906	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372
\$/yr	26,652	27,456	28,272	29,136	30,000	30,948	31,848	32,856	32,856	32,856	33,804	33,804	34,872	34,872	34,872	35,904	36,984	38,112	39,252	40,464
\$/hr	12.81	13.20	13.59	14.01	14.42	14.88	15.31	15.80	15.80	15.80	16.25	16.25	16.77	16.77	16.77	17.26	17.78	18.32	18.87	19.45
2	\$2,241	\$2,309	\$2,379	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,763	\$2,763	\$2,849	\$2,849	\$2,933	\$2,933	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404
\$/yr	26,892	27,708	28,548	29,400	30,348	31,212	32,196	33,156	33,156	33,156	34,188	34,188	35,196	35,196	35,196	36,264	37,368	38,484	39,672	40,848
\$/hr	12.93	13.32	13.73	14.13	14.59	15.01	15.48	15.94	15.94	15.94	16.44	16.44	16.92	16.92	16.92	17.43	17.97	18.50	19.07	19.64
3	\$2,265	\$2,332	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,792	\$2,792	\$2,875	\$2,875	\$2,964	\$2,964	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439
\$/yr	27,180	27,984	28,848	29,724	30,588	31,584	32,484	33,504	33,504	33,504	34,500	34,500	35,568	35,568	35,568	36,624	37,728	38,892	40,032	41,268
\$/hr	13.07	13.45	13.87	14.29	14.71	15.18	15.62	16.11	16.11	16.11	16.59	16.59	17.10	17.10	17.10	17.61	18.14	18.70	19.25	19.84
4	\$2,288	\$2,356	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,817	\$2,817	\$2,906	\$2,906	\$2,992	\$2,992	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473
\$/yr	27,456	28,272	29,136	30,000	30,948	31,848	32,856	33,804	33,804	33,804	34,872	34,872	35,904	35,904	35,904	36,984	38,112	39,252	40,464	41,676
\$/hr	13.20	13.59	14.01	14.42	14.88	15.31	15.80	16.25	16.25	16.25	16.77	16.77	17.26	17.26	17.26	17.78	18.32	18.87	19.45	20.04
5	\$2,309	\$2,379	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,849	\$2,849	\$2,933	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507
\$/yr	27,708	28,548	29,400	30,348	31,212	32,196	33,156	34,188	34,188	34,188	35,196	35,196	36,264	36,264	36,264	37,368	38,484	39,672	40,848	42,084
\$/hr	13.32	13.73	14.13	14.59	15.01	15.48	15.94	16.44	16.44	16.44	16.92	16.92	17.43	17.43	17.43	17.97	18.50	19.07	19.64	20.23
6	\$2,332	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,875	\$2,875	\$2,964	\$2,964	\$3,052	\$3,052	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543
\$/yr	27,984	28,848	29,724	30,588	31,584	32,484	33,504	34,500	34,500	34,500	35,568	35,568	36,624	36,624	36,624	37,728	38,892	40,032	41,268	42,516
\$/hr	13.45	13.87	14.29	14.71	15.18	15.62	16.11	16.59	16.59	16.59	17.10	17.10	17.61	17.61	17.61	18.14	18.70	19.25	19.84	20.44
7	\$2,356	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,906	\$2,906	\$2,992	\$2,992	\$3,082	\$3,082	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577

\$/yr	28,272	29,136	30,000	30,948	31,848	32,856	33,804	34,872	34,872	34,872	35,904	35,904	36,984	36,984	36,984	38,112	39,252	40,464	41,676	42,924
\$/hr	13.59	14.01	14.42	14.88	15.31	15.80	16.25	16.77	16.77	16.77	17.26	17.26	17.78	17.78	17.78	18.32	18.87	19.45	20.04	20.64
8	\$2,379	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$2,933	\$2,933	\$3,022	\$3,022	\$3,114	\$3,114	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613
\$/yr	28,548	29,400	30,348	31,212	32,196	33,156	34,188	35,196	35,196	35,196	36,264	36,264	37,368	37,368	37,368	38,484	39,672	40,848	42,084	43,356
\$/hr	13.73	14.13	14.59	15.01	15.48	15.94	16.44	16.92	16.92	16.92	17.43	17.43	17.97	17.97	17.97	18.50	19.07	19.64	20.23	20.84
9	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$2,964	\$2,964	\$3,052	\$3,052	\$3,144	\$3,144	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650
\$/yr	28,848	29,724	30,588	31,584	32,484	33,504	34,500	35,568	35,568	35,568	36,624	36,624	37,728	37,728	37,728	38,892	40,032	41,268	42,516	43,800
\$/hr	13.87	14.29	14.71	15.18	15.62	16.11	16.59	17.10	17.10	17.10	17.61	17.61	18.14	18.14	18.14	18.70	19.25	19.84	20.44	21.06
10	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$2,992	\$2,992	\$3,082	\$3,082	\$3,176	\$3,176	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685
\$/yr	29,136	30,000	30,948	31,848	32,856	33,804	34,872	35,904	35,904	35,904	36,984	36,984	38,112	38,112	38,112	39,252	40,464	41,676	42,924	44,220
\$/hr	14.01	14.42	14.88	15.31	15.80	16.25	16.77	17.26	17.26	17.26	17.78	17.78	18.32	18.32	18.32	18.87	19.45	20.04	20.64	21.26
11	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,114	\$3,207	\$3,207	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723
\$/yr	29,400	30,348	31,212	32,196	33,156	34,188	35,196	36,264	36,264	36,264	37,368	37,368	38,484	38,484	38,484	39,672	40,848	42,084	43,356	44,676
\$/hr	14.13	14.59	15.01	15.48	15.94	16.44	16.92	17.43	17.43	17.43	17.97	17.97	18.50	18.50	18.50	19.07	19.64	20.23	20.84	21.48
12	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,052	\$3,052	\$3,144	\$3,144	\$3,241	\$3,241	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759
\$/yr	29,724	30,588	31,584	32,484	33,504	34,500	35,568	36,624	36,624	36,624	37,728	37,728	38,892	38,892	38,892	40,032	41,268	42,516	43,800	45,108
\$/hr	14.29	14.71	15.18	15.62	16.11	16.59	17.10	17.61	17.61	17.61	18.14	18.14	18.70	18.70	18.70	19.25	19.84	20.44	21.06	21.69
13	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,082	\$3,082	\$3,176	\$3,176	\$3,271	\$3,271	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797
\$/yr	30,000	30,948	31,848	32,856	33,804	34,872	35,904	36,984	36,984	36,984	38,112	38,112	39,252	39,252	39,252	40,464	41,676	42,924	44,220	45,564
\$/hr	14.42	14.88	15.31	15.80	16.25	16.77	17.26	17.78	17.78	17.78	18.32	18.32	18.87	18.87	18.87	19.45	20.04	20.64	21.26	21.91
14	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,114	\$3,114	\$3,207	\$3,207	\$3,306	\$3,306	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835
\$/yr	30,348	31,212	32,196	33,156	34,188	35,196	36,264	37,368	37,368	37,368	38,484	38,484	39,672	39,672	39,672	40,848	42,084	43,356	44,676	46,020
\$/hr	14.59	15.01	15.48	15.94	16.44	16.92	17.43	17.97	17.97	17.97	18.50	18.50	19.07	19.07	19.07	19.64	20.23	20.84	21.48	22.13
15	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,144	\$3,144	\$3,241	\$3,241	\$3,336	\$3,336	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873
\$/yr	30,588	31,584	32,484	33,504	34,500	35,568	36,624	37,728	37,728	37,728	38,892	38,892	40,032	40,032	40,032	41,268	42,516	43,800	45,108	46,476
\$/hr	14.71	15.18	15.62	16.11	16.59	17.10	17.61	18.14	18.14	18.14	18.70	18.70	19.25	19.25	19.25	19.84	20.44	21.06	21.69	22.34
16	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,176	\$3,176	\$3,271	\$3,271	\$3,372	\$3,372	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914
\$/yr	30,948	31,848	32,856	33,804	34,872	35,904	36,984	38,112	38,112	38,112	39,252	39,252	40,464	40,464	40,464	41,676	42,924	44,220	45,564	46,968
\$/hr	14.88	15.31	15.80	16.25	16.77	17.26	17.78	18.32	18.32	18.32	18.87	18.87	19.45	19.45	19.45	20.04	20.64	21.26	21.91	22.58
17	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,207	\$3,207	\$3,306	\$3,306	\$3,404	\$3,404	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951
\$/yr	31,212	32,196	33,156	34,188	35,196	36,264	37,368	38,484	38,484	38,484	39,672	39,672	40,848	40,848	40,848	42,084	43,356	44,676	46,020	47,412
\$/hr	15.01	15.48	15.94	16.44	16.92	17.43	17.97	18.50	18.50	18.50	19.07	19.07	19.64	19.64	19.64	20.23	20.84	21.48	22.13	22.79
18	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,241	\$3,241	\$3,336	\$3,336	\$3,439	\$3,439	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990

\$/yr	31,584	32,484	33,504	34,500	35,568	36,624	37,728	38,892	38,892	38,892	40,032	40,032	41,268	41,268	41,268	42,516	43,800	45,108	46,476	47,880
\$/hr	15.18	15.62	16.11	16.59	17.10	17.61	18.14	18.70	18.70	18.70	19.25	19.25	19.84	19.84	19.84	20.44	21.06	21.69	22.34	23.02
19	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,271	\$3,271	\$3,372	\$3,372	\$3,473	\$3,473	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033
\$/yr	31,848	32,856	33,804	34,872	35,904	36,984	38,112	39,252	39,252	39,252	40,464	40,464	41,676	41,676	41,676	42,924	44,220	45,564	46,968	48,396
\$/hr	15.31	15.80	16.25	16.77	17.26	17.78	18.32	18.87	18.87	18.87	19.45	19.45	20.04	20.04	20.04	20.64	21.26	21.91	22.58	23.27
20	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,306	\$3,306	\$3,404	\$3,404	\$3,507	\$3,507	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071
\$/yr	32,196	33,156	34,188	35,196	36,264	37,368	38,484	39,672	39,672	39,672	40,848	40,848	42,084	42,084	42,084	43,356	44,676	46,020	47,412	48,852
\$/hr	15.48	15.94	16.44	16.92	17.43	17.97	18.50	19.07	19.07	19.07	19.64	19.64	20.23	20.23	20.23	20.84	21.48	22.13	22.79	23.49
21	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,336	\$3,336	\$3,439	\$3,439	\$3,543	\$3,543	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115
\$/yr	32,484	33,504	34,500	35,568	36,624	37,728	38,892	40,032	40,032	40,032	41,268	41,268	42,516	42,516	42,516	43,800	45,108	46,476	47,880	49,380
\$/hr	15.62	16.11	16.59	17.10	17.61	18.14	18.70	19.25	19.25	19.25	19.84	19.84	20.44	20.44	20.44	21.06	21.69	22.34	23.02	23.74
22	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,372	\$3,372	\$3,473	\$3,473	\$3,577	\$3,577	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154
\$/yr	32,856	33,804	34,872	35,904	36,984	38,112	39,252	40,464	40,464	40,464	41,676	41,676	42,924	42,924	42,924	44,220	45,564	46,968	48,396	49,848
\$/hr	15.80	16.25	16.77	17.26	17.78	18.32	18.87	19.45	19.45	19.45	20.04	20.04	20.64	20.64	20.64	21.26	21.91	22.58	23.27	23.97
23	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,404	\$3,404	\$3,507	\$3,507	\$3,613	\$3,613	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197
\$/yr	33,156	34,188	35,196	36,264	37,368	38,484	39,672	40,848	40,848	40,848	42,084	42,084	43,356	43,356	43,356	44,676	46,020	47,412	48,852	50,364
\$/hr	15.94	16.44	16.92	17.43	17.97	18.50	19.07	19.64	19.64	19.64	20.23	20.23	20.84	20.84	20.84	21.48	22.13	22.79	23.49	24.21
24	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,439	\$3,439	\$3,543	\$3,543	\$3,650	\$3,650	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238
\$/yr	33,504	34,500	35,568	36,624	37,728	38,892	40,032	41,268	41,268	41,268	42,516	42,516	43,800	43,800	43,800	45,108	46,476	47,880	49,380	50,856
\$/hr	16.11	16.59	17.10	17.61	18.14	18.70	19.25	19.84	19.84	19.84	20.44	20.44	21.06	21.06	21.06	21.69	22.34	23.02	23.74	24.45
25	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,473	\$3,473	\$3,577	\$3,577	\$3,685	\$3,685	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282
\$/yr	33,804	34,872	35,904	36,984	38,112	39,252	40,464	41,676	41,676	41,676	42,924	42,924	44,220	44,220	44,220	45,564	46,968	48,396	49,848	51,384
\$/hr	16.25	16.77	17.26	17.78	18.32	18.87	19.45	20.04	20.04	20.04	20.64	20.64	21.26	21.26	21.26	21.91	22.58	23.27	23.97	24.70
26	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,507	\$3,507	\$3,613	\$3,613	\$3,723	\$3,723	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323
\$/yr	34,188	35,196	36,264	37,368	38,484	39,672	40,848	42,084	42,084	42,084	43,356	43,356	44,676	44,676	44,676	46,020	47,412	48,852	50,364	51,876
\$/hr	16.44	16.92	17.43	17.97	18.50	19.07	19.64	20.23	20.23	20.23	20.84	20.84	21.48	21.48	21.48	22.13	22.79	23.49	24.21	24.94
27	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,543	\$3,543	\$3,650	\$3,650	\$3,759	\$3,759	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368
\$/yr	34,500	35,568	36,624	37,728	38,892	40,032	41,268	42,516	42,516	42,516	43,800	43,800	45,108	45,108	45,108	46,476	47,880	49,380	50,856	52,416
\$/hr	16.59	17.10	17.61	18.14	18.70	19.25	19.84	20.44	20.44	20.44	21.06	21.06	21.69	21.69	21.69	22.34	23.02	23.74	24.45	25.20
28	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,577	\$3,577	\$3,685	\$3,685	\$3,797	\$3,797	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412
\$/yr	34,872	35,904	36,984	38,112	39,252	40,464	41,676	42,924	42,924	42,924	44,220	44,220	45,564	45,564	45,564	46,968	48,396	49,848	51,384	52,944
\$/hr	16.77	17.26	17.78	18.32	18.87	19.45	20.04	20.64	20.64	20.64	21.26	21.26	21.91	21.91	21.91	22.58	23.27	23.97	24.70	25.45
29	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,613	\$3,613	\$3,723	\$3,723	\$3,835	\$3,835	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455

\$/yr	35,196	36,264	37,368	38,484	39,672	40,848	42,084	43,356	43,356	43,356	44,676	44,676	46,020	46,020	46,020	47,412	48,852	50,364	51,876	53,460
\$/hr	16.92	17.43	17.97	18.50	19.07	19.64	20.23	20.84	20.84	20.84	21.48	21.48	22.13	22.13	22.13	22.79	23.49	24.21	24.94	25.70
30	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,650	\$3,650	\$3,759	\$3,759	\$3,873	\$3,873	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501
\$/yr	35,568	36,624	37,728	38,892	40,032	41,268	42,516	43,800	43,800	43,800	45,108	45,108	46,476	46,476	46,476	47,880	49,380	50,856	52,416	54,012
\$/hr	17.10	17.61	18.14	18.70	19.25	19.84	20.44	21.06	21.06	21.06	21.69	21.69	22.34	22.34	22.34	23.02	23.74	24.45	25.20	25.97
31	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,685	\$3,685	\$3,797	\$3,797	\$3,914	\$3,914	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544
\$/yr	35,904	36,984	38,112	39,252	40,464	41,676	42,924	44,220	44,220	44,220	45,564	45,564	46,968	46,968	46,968	48,396	49,848	51,384	52,944	54,528
\$/hr	17.26	17.78	18.32	18.87	19.45	20.04	20.64	21.26	21.26	21.26	21.91	21.91	22.58	22.58	22.58	23.27	23.97	24.70	25.45	26.22
32	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,723	\$3,723	\$3,835	\$3,835	\$3,951	\$3,951	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592
\$/yr	36,264	37,368	38,484	39,672	40,848	42,084	43,356	44,676	44,676	44,676	46,020	46,020	47,412	47,412	47,412	48,852	50,364	51,876	53,460	55,104
\$/hr	17.43	17.97	18.50	19.07	19.64	20.23	20.84	21.48	21.48	21.48	22.13	22.13	22.79	22.79	22.79	23.49	24.21	24.94	25.70	26.49
33	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,759	\$3,759	\$3,873	\$3,873	\$3,990	\$3,990	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636
\$/yr	36,624	37,728	38,892	40,032	41,268	42,516	43,800	45,108	45,108	45,108	46,476	46,476	47,880	47,880	47,880	49,380	50,856	52,416	54,012	55,632
\$/hr	17.61	18.14	18.70	19.25	19.84	20.44	21.06	21.69	21.69	21.69	22.34	22.34	23.02	23.02	23.02	23.74	24.45	25.20	25.97	26.75
34	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,797	\$3,797	\$3,914	\$3,914	\$4,033	\$4,033	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683
\$/yr	36,984	38,112	39,252	40,464	41,676	42,924	44,220	45,564	45,564	45,564	46,968	46,968	48,396	48,396	48,396	49,848	51,384	52,944	54,528	56,196
\$/hr	17.78	18.32	18.87	19.45	20.04	20.64	21.26	21.91	21.91	21.91	22.58	22.58	23.27	23.27	23.27	23.97	24.70	25.45	26.22	27.02
35	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,835	\$3,835	\$3,951	\$3,951	\$4,071	\$4,071	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729
\$/yr	37,368	38,484	39,672	40,848	42,084	43,356	44,676	46,020	46,020	46,020	47,412	47,412	48,852	48,852	48,852	50,364	51,876	53,460	55,104	56,748
\$/hr	17.97	18.50	19.07	19.64	20.23	20.84	21.48	22.13	22.13	22.13	22.79	22.79	23.49	23.49	23.49	24.21	24.94	25.70	26.49	27.28
36	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,873	\$3,873	\$3,990	\$3,990	\$4,115	\$4,115	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777
\$/yr	37,728	38,892	40,032	41,268	42,516	43,800	45,108	46,476	46,476	46,476	47,880	47,880	49,380	49,380	49,380	50,856	52,416	54,012	55,632	57,324
\$/hr	18.14	18.70	19.25	19.84	20.44	21.06	21.69	22.34	22.34	22.34	23.02	23.02	23.74	23.74	23.74	24.45	25.20	25.97	26.75	27.56
37	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$3,914	\$3,914	\$4,033	\$4,033	\$4,154	\$4,154	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826
\$/yr	38,112	39,252	40,464	41,676	42,924	44,220	45,564	46,968	46,968	46,968	48,396	48,396	49,848	49,848	49,848	51,384	52,944	54,528	56,196	57,912
\$/hr	18.32	18.87	19.45	20.04	20.64	21.26	21.91	22.58	22.58	22.58	23.27	23.27	23.97	23.97	23.97	24.70	25.45	26.22	27.02	27.84
38	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$3,951	\$3,951	\$4,071	\$4,071	\$4,197	\$4,197	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874
\$/yr	38,484	39,672	40,848	42,084	43,356	44,676	46,020	47,412	47,412	47,412	48,852	48,852	50,364	50,364	50,364	51,876	53,460	55,104	56,748	58,488
\$/hr	18.50	19.07	19.64	20.23	20.84	21.48	22.13	22.79	22.79	22.79	23.49	23.49	24.21	24.21	24.21	24.94	25.70	26.49	27.28	28.12
39	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$3,990	\$3,990	\$4,115	\$4,115	\$4,238	\$4,238	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922
\$/yr	38,892	40,032	41,268	42,516	43,800	45,108	46,476	47,880	47,880	47,880	49,380	49,380	50,856	50,856	50,856	52,416	54,012	55,632	57,324	59,064
\$/hr	18.70	19.25	19.84	20.44	21.06	21.69	22.34	23.02	23.02	23.02	23.74	23.74	24.45	24.45	24.45	25.20	25.97	26.75	27.56	28.40
40	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,033	\$4,033	\$4,154	\$4,154	\$4,282	\$4,282	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971

\$/yr	39,252	40,464	41,676	42,924	44,220	45,564	46,968	48,396	48,396	48,396	49,848	49,848	51,384	51,384	51,384	52,944	54,528	56,196	57,912	59,652
\$/hr	18.87	19.45	20.04	20.64	21.26	21.91	22.58	23.27	23.27	23.27	23.97	23.97	24.70	24.70	24.70	25.45	26.22	27.02	27.84	28.68
41	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,071	\$4,071	\$4,197	\$4,197	\$4,323	\$4,323	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020
\$/yr	39,672	40,848	42,084	43,356	44,676	46,020	47,412	48,852	48,852	48,852	50,364	50,364	51,876	51,876	51,876	53,460	55,104	56,748	58,488	60,240
\$/hr	19.07	19.64	20.23	20.84	21.48	22.13	22.79	23.49	23.49	23.49	24.21	24.21	24.94	24.94	24.94	25.70	26.49	27.28	28.12	28.96
42	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,115	\$4,115	\$4,238	\$4,238	\$4,368	\$4,368	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072
\$/yr	40,032	41,268	42,516	43,800	45,108	46,476	47,880	49,380	49,380	49,380	50,856	50,856	52,416	52,416	52,416	54,012	55,632	57,324	59,064	60,864
\$/hr	19.25	19.84	20.44	21.06	21.69	22.34	23.02	23.74	23.74	23.74	24.45	24.45	25.20	25.20	25.20	25.97	26.75	27.56	28.40	29.26
43	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,154	\$4,154	\$4,282	\$4,282	\$4,412	\$4,412	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122
\$/yr	40,464	41,676	42,924	44,220	45,564	46,968	48,396	49,848	49,848	49,848	51,384	51,384	52,944	52,944	52,944	54,528	56,196	57,912	59,652	61,464
\$/hr	19.45	20.04	20.64	21.26	21.91	22.58	23.27	23.97	23.97	23.97	24.70	24.70	25.45	25.45	25.45	26.22	27.02	27.84	28.68	29.55
44	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,197	\$4,197	\$4,323	\$4,323	\$4,455	\$4,455	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174
\$/yr	40,848	42,084	43,356	44,676	46,020	47,412	48,852	50,364	50,364	50,364	51,876	51,876	53,460	53,460	53,460	55,104	56,748	58,488	60,240	62,088
\$/hr	19.64	20.23	20.84	21.48	22.13	22.79	23.49	24.21	24.21	24.21	24.94	24.94	25.70	25.70	25.70	26.49	27.28	28.12	28.96	29.85
45	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,238	\$4,238	\$4,368	\$4,368	\$4,501	\$4,501	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224
\$/yr	41,268	42,516	43,800	45,108	46,476	47,880	49,380	50,856	50,856	50,856	52,416	52,416	54,012	54,012	54,012	55,632	57,324	59,064	60,864	62,688
\$/hr	19.84	20.44	21.06	21.69	22.34	23.02	23.74	24.45	24.45	24.45	25.20	25.20	25.97	25.97	25.97	26.75	27.56	28.40	29.26	30.14
46	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,282	\$4,282	\$4,412	\$4,412	\$4,544	\$4,544	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276
\$/yr	41,676	42,924	44,220	45,564	46,968	48,396	49,848	51,384	51,384	51,384	52,944	52,944	54,528	54,528	54,528	56,196	57,912	59,652	61,464	63,312
\$/hr	20.04	20.64	21.26	21.91	22.58	23.27	23.97	24.70	24.70	24.70	25.45	25.45	26.22	26.22	26.22	27.02	27.84	28.68	29.55	30.44
47	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,323	\$4,323	\$4,455	\$4,455	\$4,592	\$4,592	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331
\$/yr	42,084	43,356	44,676	46,020	47,412	48,852	50,364	51,876	51,876	51,876	53,460	53,460	55,104	55,104	55,104	56,748	58,488	60,240	62,088	63,972
\$/hr	20.23	20.84	21.48	22.13	22.79	23.49	24.21	24.94	24.94	24.94	25.70	25.70	26.49	26.49	26.49	27.28	28.12	28.96	29.85	30.76
48	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,368	\$4,368	\$4,501	\$4,501	\$4,636	\$4,636	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383
\$/yr	42,516	43,800	45,108	46,476	47,880	49,380	50,856	52,416	52,416	52,416	54,012	54,012	55,632	55,632	55,632	57,324	59,064	60,864	62,688	64,596
\$/hr	20.44	21.06	21.69	22.34	23.02	23.74	24.45	25.20	25.20	25.20	25.97	25.97	26.75	26.75	26.75	27.56	28.40	29.26	30.14	31.06
49	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,412	\$4,412	\$4,544	\$4,544	\$4,683	\$4,683	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441
\$/yr	42,924	44,220	45,564	46,968	48,396	49,848	51,384	52,944	52,944	52,944	54,528	54,528	56,196	56,196	56,196	57,912	59,652	61,464	63,312	65,292
\$/hr	20.64	21.26	21.91	22.58	23.27	23.97	24.70	25.45	25.45	25.45	26.22	26.22	27.02	27.02	27.02	27.84	28.68	29.55	30.44	31.39
50	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,455	\$4,455	\$4,592	\$4,592	\$4,729	\$4,729	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491
\$/yr	43,356	44,676	46,020	47,412	48,852	50,364	51,876	53,460	53,460	53,460	55,104	55,104	56,748	56,748	56,748	58,488	60,240	62,088	63,972	65,892
\$/hr	20.84	21.48	22.13	22.79	23.49	24.21	24.94	25.70	25.70	25.70	26.49	26.49	27.28	27.28	27.28	28.12	28.96	29.85	30.76	31.68
51	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,501	\$4,501	\$4,636	\$4,636	\$4,777	\$4,777	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550

\$/yr	43,800	45,108	46,476	47,880	49,380	50,856	52,416	54,012	54,012	54,012	55,632	55,632	57,324	57,324	57,324	59,064	60,864	62,688	64,596	66,600
\$/hr	21.06	21.69	22.34	23.02	23.74	24.45	25.20	25.97	25.97	25.97	26.75	26.75	27.56	27.56	27.56	28.40	29.26	30.14	31.06	32.02
52	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,544	\$4,544	\$4,683	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605
\$/yr	44,220	45,564	46,968	48,396	49,848	51,384	52,944	54,528	54,528	54,528	56,196	56,196	57,912	57,912	57,912	59,652	61,464	63,312	65,292	67,260
\$/hr	21.26	21.91	22.58	23.27	23.97	24.70	25.45	26.22	26.22	26.22	27.02	27.02	27.84	27.84	27.84	28.68	29.55	30.44	31.39	32.34
53	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,592	\$4,592	\$4,729	\$4,729	\$4,874	\$4,874	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661
\$/yr	44,676	46,020	47,412	48,852	50,364	51,876	53,460	55,104	55,104	55,104	56,748	56,748	58,488	58,488	58,488	60,240	62,088	63,972	65,892	67,932
\$/hr	21.48	22.13	22.79	23.49	24.21	24.94	25.70	26.49	26.49	26.49	27.28	27.28	28.12	28.12	28.12	28.96	29.85	30.76	31.68	32.66
54	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,636	\$4,636	\$4,777	\$4,777	\$4,922	\$4,922	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717
\$/yr	45,108	46,476	47,880	49,380	50,856	52,416	54,012	55,632	55,632	55,632	57,324	57,324	59,064	59,064	59,064	60,864	62,688	64,596	66,600	68,604
\$/hr	21.69	22.34	23.02	23.74	24.45	25.20	25.97	26.75	26.75	26.75	27.56	27.56	28.40	28.40	28.40	29.26	30.14	31.06	32.02	32.98
55	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,683	\$4,683	\$4,826	\$4,826	\$4,971	\$4,971	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775
\$/yr	45,564	46,968	48,396	49,848	51,384	52,944	54,528	56,196	56,196	56,196	57,912	57,912	59,652	59,652	59,652	61,464	63,312	65,292	67,260	69,300
\$/hr	21.91	22.58	23.27	23.97	24.70	25.45	26.22	27.02	27.02	27.02	27.84	27.84	28.68	28.68	28.68	29.55	30.44	31.39	32.34	33.32
56	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,729	\$4,729	\$4,874	\$4,874	\$5,020	\$5,020	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831
\$/yr	46,020	47,412	48,852	50,364	51,876	53,460	55,104	56,748	56,748	56,748	58,488	58,488	60,240	60,240	60,240	62,088	63,972	65,892	67,932	69,972
\$/hr	22.13	22.79	23.49	24.21	24.94	25.70	26.49	27.28	27.28	27.28	28.12	28.12	28.96	28.96	28.96	29.85	30.76	31.68	32.66	33.64
57	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,777	\$4,777	\$4,922	\$4,922	\$5,072	\$5,072	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891
\$/yr	46,476	47,880	49,380	50,856	52,416	54,012	55,632	57,324	57,324	57,324	59,064	59,064	60,864	60,864	60,864	62,688	64,596	66,600	68,604	70,692
\$/hr	22.34	23.02	23.74	24.45	25.20	25.97	26.75	27.56	27.56	27.56	28.40	28.40	29.26	29.26	29.26	30.14	31.06	32.02	32.98	33.99
58	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$4,971	\$5,122	\$5,122	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949
\$/yr	46,968	48,396	49,848	51,384	52,944	54,528	56,196	57,912	57,912	57,912	59,652	59,652	61,464	61,464	61,464	63,312	65,292	67,260	69,300	71,388
\$/hr	22.58	23.27	23.97	24.70	25.45	26.22	27.02	27.84	27.84	27.84	28.68	28.68	29.55	29.55	29.55	30.44	31.39	32.34	33.32	34.32
59	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$4,874	\$4,874	\$5,020	\$5,020	\$5,174	\$5,174	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010
\$/yr	47,412	48,852	50,364	51,876	53,460	55,104	56,748	58,488	58,488	58,488	60,240	60,240	62,088	62,088	62,088	63,972	65,892	67,932	69,972	72,120
\$/hr	22.79	23.49	24.21	24.94	25.70	26.49	27.28	28.12	28.12	28.12	28.96	28.96	29.85	29.85	29.85	30.76	31.68	32.66	33.64	34.67
60	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$4,922	\$4,922	\$5,072	\$5,072	\$5,224	\$5,224	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068
\$/yr	47,880	49,380	50,856	52,416	54,012	55,632	57,324	59,064	59,064	59,064	60,864	60,864	62,688	62,688	62,688	64,596	66,600	68,604	70,692	72,816
\$/hr	23.02	23.74	24.45	25.20	25.97	26.75	27.56	28.40	28.40	28.40	29.26	29.26	30.14	30.14	30.14	31.06	32.02	32.98	33.99	35.01
61	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$4,971	\$4,971	\$5,122	\$5,122	\$5,276	\$5,276	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129
\$/yr	48,396	49,848	51,384	52,944	54,528	56,196	57,912	59,652	59,652	59,652	61,464	61,464	63,312	63,312	63,312	65,292	67,260	69,300	71,388	73,548
\$/hr	23.27	23.97	24.70	25.45	26.22	27.02	27.84	28.68	28.68	28.68	29.55	29.55	30.44	30.44	30.44	31.39	32.34	33.32	34.32	35.36
62	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,020	\$5,020	\$5,174	\$5,174	\$5,331	\$5,331	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189

\$/yr	48,852	50,364	51,876	53,460	55,104	56,748	58,488	60,240	60,240	60,240	62,088	62,088	63,972	63,972	63,972	65,892	67,932	69,972	72,120	74,268
\$/hr	23.49	24.21	24.94	25.70	26.49	27.28	28.12	28.96	28.96	28.96	29.85	29.85	30.76	30.76	30.76	31.68	32.66	33.64	34.67	35.71
63	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,072	\$5,072	\$5,224	\$5,224	\$5,383	\$5,383	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252
\$/yr	49,380	50,856	52,416	54,012	55,632	57,324	59,064	60,864	60,864	60,864	62,688	62,688	64,596	64,596	64,596	66,600	68,604	70,692	72,816	75,024
\$/hr	23.74	24.45	25.20	25.97	26.75	27.56	28.40	29.26	29.26	29.26	30.14	30.14	31.06	31.06	31.06	32.02	32.98	33.99	35.01	36.07
64	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,122	\$5,122	\$5,276	\$5,276	\$5,441	\$5,441	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313
\$/yr	49,848	51,384	52,944	54,528	56,196	57,912	59,652	61,464	61,464	61,464	63,312	63,312	65,292	65,292	65,292	67,260	69,300	71,388	73,548	75,756
\$/hr	23.97	24.70	25.45	26.22	27.02	27.84	28.68	29.55	29.55	29.55	30.44	30.44	31.39	31.39	31.39	32.34	33.32	34.32	35.36	36.42
65	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,174	\$5,174	\$5,331	\$5,331	\$5,491	\$5,491	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375
\$/yr	50,364	51,876	53,460	55,104	56,748	58,488	60,240	62,088	62,088	62,088	63,972	63,972	65,892	65,892	65,892	67,932	69,972	72,120	74,268	76,500
\$/hr	24.21	24.94	25.70	26.49	27.28	28.12	28.96	29.85	29.85	29.85	30.76	30.76	31.68	31.68	31.68	32.66	33.64	34.67	35.71	36.78
66	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,224	\$5,224	\$5,383	\$5,383	\$5,550	\$5,550	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439
\$/yr	50,856	52,416	54,012	55,632	57,324	59,064	60,864	62,688	62,688	62,688	64,596	64,596	66,600	66,600	66,600	68,604	70,692	72,816	75,024	77,268
\$/hr	24.45	25.20	25.97	26.75	27.56	28.40	29.26	30.14	30.14	30.14	31.06	31.06	32.02	32.02	32.02	32.98	33.99	35.01	36.07	37.15
67	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,276	\$5,276	\$5,441	\$5,441	\$5,605	\$5,605	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503
\$/yr	51,384	52,944	54,528	56,196	57,912	59,652	61,464	63,312	63,312	63,312	65,292	65,292	67,260	67,260	67,260	69,300	71,388	73,548	75,756	78,036
\$/hr	24.70	25.45	26.22	27.02	27.84	28.68	29.55	30.44	30.44	30.44	31.39	31.39	32.34	32.34	32.34	33.32	34.32	35.36	36.42	37.52
68	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,331	\$5,331	\$5,491	\$5,491	\$5,661	\$5,661	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568
\$/yr	51,876	53,460	55,104	56,748	58,488	60,240	62,088	63,972	63,972	63,972	65,892	65,892	67,932	67,932	67,932	69,972	72,120	74,268	76,500	78,816
\$/hr	24.94	25.70	26.49	27.28	28.12	28.96	29.85	30.76	30.76	30.76	31.68	31.68	32.66	32.66	32.66	33.64	34.67	35.71	36.78	37.89
69	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,383	\$5,383	\$5,550	\$5,550	\$5,717	\$5,717	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633
\$/yr	52,416	54,012	55,632	57,324	59,064	60,864	62,688	64,596	64,596	64,596	66,600	66,600	68,604	68,604	68,604	70,692	72,816	75,024	77,268	79,596
\$/hr	25.20	25.97	26.75	27.56	28.40	29.26	30.14	31.06	31.06	31.06	32.02	32.02	32.98	32.98	32.98	33.99	35.01	36.07	37.15	38.27
70	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,441	\$5,441	\$5,605	\$5,605	\$5,775	\$5,775	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699
\$/yr	52,944	54,528	56,196	57,912	59,652	61,464	63,312	65,292	65,292	65,292	67,260	67,260	69,300	69,300	69,300	71,388	73,548	75,756	78,036	80,388
\$/hr	25.45	26.22	27.02	27.84	28.68	29.55	30.44	31.39	31.39	31.39	32.34	32.34	33.32	33.32	33.32	34.32	35.36	36.42	37.52	38.65
71	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,491	\$5,491	\$5,661	\$5,661	\$5,831	\$5,831	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767
\$/yr	53,460	55,104	56,748	58,488	60,240	62,088	63,972	65,892	65,892	65,892	67,932	67,932	69,972	69,972	69,972	72,120	74,268	76,500	78,816	81,204
\$/hr	25.70	26.49	27.28	28.12	28.96	29.85	30.76	31.68	31.68	31.68	32.66	32.66	33.64	33.64	33.64	34.67	35.71	36.78	37.89	39.04
72	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,550	\$5,550	\$5,717	\$5,717	\$5,891	\$5,891	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834
\$/yr	54,012	55,632	57,324	59,064	60,864	62,688	64,596	66,600	66,600	66,600	68,604	68,604	70,692	70,692	70,692	72,816	75,024	77,268	79,596	82,008
\$/hr	25.97	26.75	27.56	28.40	29.26	30.14	31.06	32.02	32.02	32.02	32.98	32.98	33.99	33.99	33.99	35.01	36.07	37.15	38.27	39.43
73	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,605	\$5,605	\$5,775	\$5,775	\$5,949	\$5,949	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904

\$/yr	54,528	56,196	57,912	59,652	61,464	63,312	65,292	67,260	67,260	67,260	69,300	69,300	71,388	71,388	71,388	73,548	75,756	78,036	80,388	82,848
\$/hr	26.22	27.02	27.84	28.68	29.55	30.44	31.39	32.34	32.34	32.34	33.32	33.32	34.32	34.32	34.32	35.36	36.42	37.52	38.65	39.83
74	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,661	\$5,661	\$5,831	\$5,831	\$6,010	\$6,010	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972
\$/yr	55,104	56,748	58,488	60,240	62,088	63,972	65,892	67,932	67,932	67,932	69,972	69,972	72,120	72,120	72,120	74,268	76,500	78,816	81,204	83,664
\$/hr	26.49	27.28	28.12	28.96	29.85	30.76	31.68	32.66	32.66	32.66	33.64	33.64	34.67	34.67	34.67	35.71	36.78	37.89	39.04	40.22
75	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,717	\$5,717	\$5,891	\$5,891	\$6,068	\$6,068	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043
\$/yr	55,632	57,324	59,064	60,864	62,688	64,596	66,600	68,604	68,604	68,604	70,692	70,692	72,816	72,816	72,816	75,024	77,268	79,596	82,008	84,516
\$/hr	26.75	27.56	28.40	29.26	30.14	31.06	32.02	32.98	32.98	32.98	33.99	33.99	35.01	35.01	35.01	36.07	37.15	38.27	39.43	40.63
76	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,775	\$5,775	\$5,949	\$5,949	\$6,129	\$6,129	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111
\$/yr	56,196	57,912	59,652	61,464	63,312	65,292	67,260	69,300	69,300	69,300	71,388	71,388	73,548	73,548	73,548	75,756	78,036	80,388	82,848	85,332
\$/hr	27.02	27.84	28.68	29.55	30.44	31.39	32.34	33.32	33.32	33.32	34.32	34.32	35.36	35.36	35.36	36.42	37.52	38.65	39.83	41.03
77	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$5,831	\$5,831	\$6,010	\$6,010	\$6,189	\$6,189	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183
\$/yr	56,748	58,488	60,240	62,088	63,972	65,892	67,932	69,972	69,972	69,972	72,120	72,120	74,268	74,268	74,268	76,500	78,816	81,204	83,664	86,196
\$/hr	27.28	28.12	28.96	29.85	30.76	31.68	32.66	33.64	33.64	33.64	34.67	34.67	35.71	35.71	35.71	36.78	37.89	39.04	40.22	41.44
78	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$5,891	\$5,891	\$6,068	\$6,068	\$6,252	\$6,252	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254
\$/yr	57,324	59,064	60,864	62,688	64,596	66,600	68,604	70,692	70,692	70,692	72,816	72,816	75,024	75,024	75,024	77,268	79,596	82,008	84,516	87,048
\$/hr	27.56	28.40	29.26	30.14	31.06	32.02	32.98	33.99	33.99	33.99	35.01	35.01	36.07	36.07	36.07	37.15	38.27	39.43	40.63	41.85
79	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$5,949	\$5,949	\$6,129	\$6,129	\$6,313	\$6,313	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328
\$/yr	57,912	59,652	61,464	63,312	65,292	67,260	69,300	71,388	71,388	71,388	73,548	73,548	75,756	75,756	75,756	78,036	80,388	82,848	85,332	87,936
\$/hr	27.84	28.68	29.55	30.44	31.39	32.34	33.32	34.32	34.32	34.32	35.36	35.36	36.42	36.42	36.42	37.52	38.65	39.83	41.03	42.28
80	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,010	\$6,010	\$6,189	\$6,189	\$6,375	\$6,375	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402
\$/yr	58,488	60,240	62,088	63,972	65,892	67,932	69,972	72,120	72,120	72,120	74,268	74,268	76,500	76,500	76,500	78,816	81,204	83,664	86,196	88,824
\$/hr	28.12	28.96	29.85	30.76	31.68	32.66	33.64	34.67	34.67	34.67	35.71	35.71	36.78	36.78	36.78	37.89	39.04	40.22	41.44	42.70
81	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,068	\$6,068	\$6,252	\$6,252	\$6,439	\$6,439	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475
\$/yr	59,064	60,864	62,688	64,596	66,600	68,604	70,692	72,816	72,816	72,816	75,024	75,024	77,268	77,268	77,268	79,596	82,008	84,516	87,048	89,700
\$/hr	28.40	29.26	30.14	31.06	32.02	32.98	33.99	35.01	35.01	35.01	36.07	36.07	37.15	37.15	37.15	38.27	39.43	40.63	41.85	43.13
82	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,129	\$6,129	\$6,313	\$6,313	\$6,503	\$6,503	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550
\$/yr	59,652	61,464	63,312	65,292	67,260	69,300	71,388	73,548	73,548	73,548	75,756	75,756	78,036	78,036	78,036	80,388	82,848	85,332	87,936	90,600
\$/hr	28.68	29.55	30.44	31.39	32.34	33.32	34.32	35.36	35.36	35.36	36.42	36.42	37.52	37.52	37.52	38.65	39.83	41.03	42.28	43.56
83	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,189	\$6,189	\$6,375	\$6,375	\$6,568	\$6,568	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626
\$/yr	60,240	62,088	63,972	65,892	67,932	69,972	72,120	74,268	74,268	74,268	76,500	76,500	78,816	78,816	78,816	81,204	83,664	86,196	88,824	91,512
\$/hr	28.96	29.85	30.76	31.68	32.66	33.64	34.67	35.71	35.71	35.71	36.78	36.78	37.89	37.89	37.89	39.04	40.22	41.44	42.70	44.00
84	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,252	\$6,252	\$6,439	\$6,439	\$6,633	\$6,633	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702

\$/yr	60,864	62,688	64,596	66,600	68,604	70,692	72,816	75,024	75,024	75,024	77,268	77,268	79,596	79,596	79,596	82,008	84,516	87,048	89,700	92,424
\$/hr	29.26	30.14	31.06	32.02	32.98	33.99	35.01	36.07	36.07	36.07	37.15	37.15	38.27	38.27	38.27	39.43	40.63	41.85	43.13	44.43
85	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,313	\$6,313	\$6,503	\$6,503	\$6,699	\$6,699	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780
\$/yr	61,464	63,312	65,292	67,260	69,300	71,388	73,548	75,756	75,756	75,756	78,036	78,036	80,388	80,388	80,388	82,848	85,332	87,936	90,600	93,360
\$/hr	29.55	30.44	31.39	32.34	33.32	34.32	35.36	36.42	36.42	36.42	37.52	37.52	38.65	38.65	38.65	39.83	41.03	42.28	43.56	44.88
86	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,375	\$6,375	\$6,568	\$6,568	\$6,767	\$6,767	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857
\$/yr	62,088	63,972	65,892	67,932	69,972	72,120	74,268	76,500	76,500	76,500	78,816	78,816	81,204	81,204	81,204	83,664	86,196	88,824	91,512	94,284
\$/hr	29.85	30.76	31.68	32.66	33.64	34.67	35.71	36.78	36.78	36.78	37.89	37.89	39.04	39.04	39.04	40.22	41.44	42.70	44.00	45.33
87	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,439	\$6,439	\$6,633	\$6,633	\$6,834	\$6,834	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938
\$/yr	62,688	64,596	66,600	68,604	70,692	72,816	75,024	77,268	77,268	77,268	79,596	79,596	82,008	82,008	82,008	84,516	87,048	89,700	92,424	95,256
\$/hr	30.14	31.06	32.02	32.98	33.99	35.01	36.07	37.15	37.15	37.15	38.27	38.27	39.43	39.43	39.43	40.63	41.85	43.13	44.43	45.80
88	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,503	\$6,503	\$6,699	\$6,699	\$6,904	\$6,904	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014
\$/yr	63,312	65,292	67,260	69,300	71,388	73,548	75,756	78,036	78,036	78,036	80,388	80,388	82,848	82,848	82,848	85,332	87,936	90,600	93,360	96,168
\$/hr	30.44	31.39	32.34	33.32	34.32	35.36	36.42	37.52	37.52	37.52	38.65	38.65	39.83	39.83	39.83	41.03	42.28	43.56	44.88	46.23
89	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,568	\$6,568	\$6,767	\$6,767	\$6,972	\$6,972	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097
\$/yr	63,972	65,892	67,932	69,972	72,120	74,268	76,500	78,816	78,816	78,816	81,204	81,204	83,664	83,664	83,664	86,196	88,824	91,512	94,284	97,164
\$/hr	30.76	31.68	32.66	33.64	34.67	35.71	36.78	37.89	37.89	37.89	39.04	39.04	40.22	40.22	40.22	41.44	42.70	44.00	45.33	46.71
90	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,633	\$6,633	\$6,834	\$6,834	\$7,043	\$7,043	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174
\$/yr	64,596	66,600	68,604	70,692	72,816	75,024	77,268	79,596	79,596	79,596	82,008	82,008	84,516	84,516	84,516	87,048	89,700	92,424	95,256	98,088
\$/hr	31.06	32.02	32.98	33.99	35.01	36.07	37.15	38.27	38.27	38.27	39.43	39.43	40.63	40.63	40.63	41.85	43.13	44.43	45.80	47.16
91	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,699	\$6,699	\$6,904	\$6,904	\$7,111	\$7,111	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260
\$/yr	65,292	67,260	69,300	71,388	73,548	75,756	78,036	80,388	80,388	80,388	82,848	82,848	85,332	85,332	85,332	87,936	90,600	93,360	96,168	99,120
\$/hr	31.39	32.34	33.32	34.32	35.36	36.42	37.52	38.65	38.65	38.65	39.83	39.83	41.03	41.03	41.03	42.28	43.56	44.88	46.23	47.65
92	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,767	\$6,767	\$6,972	\$6,972	\$7,183	\$7,183	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340
\$/yr	65,892	67,932	69,972	72,120	74,268	76,500	78,816	81,204	81,204	81,204	83,664	83,664	86,196	86,196	86,196	88,824	91,512	94,284	97,164	100,080
\$/hr	31.68	32.66	33.64	34.67	35.71	36.78	37.89	39.04	39.04	39.04	40.22	40.22	41.44	41.44	41.44	42.70	44.00	45.33	46.71	48.12
93	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$6,834	\$6,834	\$7,043	\$7,043	\$7,254	\$7,254	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426
\$/yr	66,600	68,604	70,692	72,816	75,024	77,268	79,596	82,008	82,008	82,008	84,516	84,516	87,048	87,048	87,048	89,700	92,424	95,256	98,088	101,112
\$/hr	32.02	32.98	33.99	35.01	36.07	37.15	38.27	39.43	39.43	39.43	40.63	40.63	41.85	41.85	41.85	43.13	44.43	45.80	47.16	48.61
94	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$6,904	\$6,904	\$7,111	\$7,111	\$7,328	\$7,328	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508
\$/yr	67,260	69,300	71,388	73,548	75,756	78,036	80,388	82,848	82,848	82,848	85,332	85,332	87,936	87,936	87,936	90,600	93,360	96,168	99,120	102,096
\$/hr	32.34	33.32	34.32	35.36	36.42	37.52	38.65	39.83	39.83	39.83	41.03	41.03	42.28	42.28	42.28	43.56	44.88	46.23	47.65	49.08
95	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$6,972	\$6,972	\$7,183	\$7,183	\$7,402	\$7,402	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595

\$/yr	67,932	69,972	72,120	74,268	76,500	78,816	81,204	83,664	83,664	83,664	86,196	86,196	88,824	88,824	88,824	91,512	94,284	97,164	100,080	103,140
\$/hr	32.66	33.64	34.67	35.71	36.78	37.89	39.04	40.22	40.22	40.22	41.44	41.44	42.70	42.70	42.70	44.00	45.33	46.71	48.12	49.59
96	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,043	\$7,043	\$7,254	\$7,254	\$7,475	\$7,475	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679
\$/yr	68,604	70,692	72,816	75,024	77,268	79,596	82,008	84,516	84,516	84,516	87,048	87,048	89,700	89,700	89,700	92,424	95,256	98,088	101,112	104,148
\$/hr	32.98	33.99	35.01	36.07	37.15	38.27	39.43	40.63	40.63	40.63	41.85	41.85	43.13	43.13	43.13	44.43	45.80	47.16	48.61	50.07
97	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,111	\$7,111	\$7,328	\$7,328	\$7,550	\$7,550	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768
\$/yr	69,300	71,388	73,548	75,756	78,036	80,388	82,848	85,332	85,332	85,332	87,936	87,936	90,600	90,600	90,600	93,360	96,168	99,120	102,096	105,216
\$/hr	33.32	34.32	35.36	36.42	37.52	38.65	39.83	41.03	41.03	41.03	42.28	42.28	43.56	43.56	43.56	44.88	46.23	47.65	49.08	50.58
98	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,183	\$7,183	\$7,402	\$7,402	\$7,626	\$7,626	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854
\$/yr	69,972	72,120	74,268	76,500	78,816	81,204	83,664	86,196	86,196	86,196	88,824	88,824	91,512	91,512	91,512	94,284	97,164	100,080	103,140	106,248
\$/hr	33.64	34.67	35.71	36.78	37.89	39.04	40.22	41.44	41.44	41.44	42.70	42.70	44.00	44.00	44.00	45.33	46.71	48.12	49.59	51.08
99	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,254	\$7,254	\$7,475	\$7,475	\$7,702	\$7,702	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943
\$/yr	70,692	72,816	75,024	77,268	79,596	82,008	84,516	87,048	87,048	87,048	89,700	89,700	92,424	92,424	92,424	95,256	98,088	101,112	104,148	107,316
\$/hr	33.99	35.01	36.07	37.15	38.27	39.43	40.63	41.85	41.85	41.85	43.13	43.13	44.43	44.43	44.43	45.80	47.16	48.61	50.07	51.59

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BD

**University of Washington - Contract Classified
1199NW & SEIU LIKE TITLES**

PayScale Table BD - Effective July 1, 2014

(At the time of this publication, SEIU 1199NW and UW have not concluded negotiations for a 2015-17 contract. Therefore, this pay table has not been updated beyond July 1, 2014. For relevant details, please see MOU – RESOLUTION OF “LIKE TITLES” GRIEVANCE)

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,328	\$7,328	\$7,550	\$7,550	\$7,780	\$7,780	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032
\$/yr	71,388	73,548	75,756	78,036	80,388	82,848	85,332	87,936	87,936	87,936	90,600	90,600	93,360	93,360	93,360	96,168	99,120	102,096	105,216	108,384
\$/hr	34.32	35.36	36.42	37.52	38.65	39.83	41.03	42.28	42.28	42.28	43.56	43.56	44.88	44.88	44.88	46.23	47.65	49.08	50.58	52.11
1	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,402	\$7,402	\$7,626	\$7,626	\$7,857	\$7,857	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123
\$/yr	72,120	74,268	76,500	78,816	81,204	83,664	86,196	88,824	88,824	88,824	91,512	91,512	94,284	94,284	94,284	97,164	100,080	103,140	106,248	109,476
\$/hr	34.67	35.71	36.78	37.89	39.04	40.22	41.44	42.70	42.70	42.70	44.00	44.00	45.33	45.33	45.33	46.71	48.12	49.59	51.08	52.63
2	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,475	\$7,475	\$7,702	\$7,702	\$7,938	\$7,938	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214
\$/yr	72,816	75,024	77,268	79,596	82,008	84,516	87,048	89,700	89,700	89,700	92,424	92,424	95,256	95,256	95,256	98,088	101,112	104,148	107,316	110,568
\$/hr	35.01	36.07	37.15	38.27	39.43	40.63	41.85	43.13	43.13	43.13	44.43	44.43	45.80	45.80	45.80	47.16	48.61	50.07	51.59	53.16
3	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,550	\$7,550	\$7,780	\$7,780	\$8,014	\$8,014	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305
\$/yr	73,548	75,756	78,036	80,388	82,848	85,332	87,936	90,600	90,600	90,600	93,360	93,360	96,168	96,168	96,168	99,120	102,096	105,216	108,384	111,660
\$/hr	35.36	36.42	37.52	38.65	39.83	41.03	42.28	43.56	43.56	43.56	44.88	44.88	46.23	46.23	46.23	47.65	49.08	50.58	52.11	53.68
4	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,626	\$7,626	\$7,857	\$7,857	\$8,097	\$8,097	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399
\$/yr	74,268	76,500	78,816	81,204	83,664	86,196	88,824	91,512	91,512	91,512	94,284	94,284	97,164	97,164	97,164	100,080	103,140	106,248	109,476	112,788
\$/hr	35.71	36.78	37.89	39.04	40.22	41.44	42.70	44.00	44.00	44.00	45.33	45.33	46.71	46.71	46.71	48.12	49.59	51.08	52.63	54.23
5	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,702	\$7,702	\$7,938	\$7,938	\$8,174	\$8,174	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492
\$/yr	75,024	77,268	79,596	82,008	84,516	87,048	89,700	92,424	92,424	92,424	95,256	95,256	98,088	98,088	98,088	101,112	104,148	107,316	110,568	113,904
\$/hr	36.07	37.15	38.27	39.43	40.63	41.85	43.13	44.43	44.43	44.43	45.80	45.80	47.16	47.16	47.16	48.61	50.07	51.59	53.16	54.76
6	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$7,780	\$7,780	\$8,014	\$8,014	\$8,260	\$8,260	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588
\$/yr	75,756	78,036	80,388	82,848	85,332	87,936	90,600	93,360	93,360	93,360	96,168	96,168	99,120	99,120	99,120	102,096	105,216	108,384	111,660	115,056
\$/hr	36.42	37.52	38.65	39.83	41.03	42.28	43.56	44.88	44.88	44.88	46.23	46.23	47.65	47.65	47.65	49.08	50.58	52.11	53.68	55.32

7	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$7,857	\$7,857	\$8,097	\$8,097	\$8,340	\$8,340	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684
\$/yr	76,500	78,816	81,204	83,664	86,196	88,824	91,512	94,284	94,284	94,284	97,164	97,164	100,080	100,080	100,080	103,140	106,248	109,476	112,788	116,208
\$/hr	36.78	37.89	39.04	40.22	41.44	42.70	44.00	45.33	45.33	45.33	46.71	46.71	48.12	48.12	48.12	49.59	51.08	52.63	54.23	55.87
8	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$7,938	\$7,938	\$8,174	\$8,174	\$8,426	\$8,426	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780
\$/yr	77,268	79,596	82,008	84,516	87,048	89,700	92,424	95,256	95,256	95,256	98,088	98,088	101,112	101,112	101,112	104,148	107,316	110,568	113,904	117,360
\$/hr	37.15	38.27	39.43	40.63	41.85	43.13	44.43	45.80	45.80	45.80	47.16	47.16	48.61	48.61	48.61	50.07	51.59	53.16	54.76	56.42
9	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,014	\$8,014	\$8,260	\$8,260	\$8,508	\$8,508	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878
\$/yr	78,036	80,388	82,848	85,332	87,936	90,600	93,360	96,168	96,168	96,168	99,120	99,120	102,096	102,096	102,096	105,216	108,384	111,660	115,056	118,536
\$/hr	37.52	38.65	39.83	41.03	42.28	43.56	44.88	46.23	46.23	46.23	47.65	47.65	49.08	49.08	49.08	50.58	52.11	53.68	55.32	56.99
10	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,097	\$8,097	\$8,340	\$8,340	\$8,595	\$8,595	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977
\$/yr	78,816	81,204	83,664	86,196	88,824	91,512	94,284	97,164	97,164	97,164	100,080	100,080	103,140	103,140	103,140	106,248	109,476	112,788	116,208	119,724
\$/hr	37.89	39.04	40.22	41.44	42.70	44.00	45.33	46.71	46.71	46.71	48.12	48.12	49.59	49.59	49.59	51.08	52.63	54.23	55.87	57.56
11	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,174	\$8,174	\$8,426	\$8,426	\$8,679	\$8,679	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077
\$/yr	79,596	82,008	84,516	87,048	89,700	92,424	95,256	98,088	98,088	98,088	101,112	101,112	104,148	104,148	104,148	107,316	110,568	113,904	117,360	120,924
\$/hr	38.27	39.43	40.63	41.85	43.13	44.43	45.80	47.16	47.16	47.16	48.61	48.61	50.07	50.07	50.07	51.59	53.16	54.76	56.42	58.14
12	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,260	\$8,260	\$8,508	\$8,508	\$8,768	\$8,768	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178
\$/yr	80,388	82,848	85,332	87,936	90,600	93,360	96,168	99,120	99,120	99,120	102,096	102,096	105,216	105,216	105,216	108,384	111,660	115,056	118,536	122,136
\$/hr	38.65	39.83	41.03	42.28	43.56	44.88	46.23	47.65	47.65	47.65	49.08	49.08	50.58	50.58	50.58	52.11	53.68	55.32	56.99	58.72
13	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,340	\$8,340	\$8,595	\$8,595	\$8,854	\$8,854	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281
\$/yr	81,204	83,664	86,196	88,824	91,512	94,284	97,164	100,080	100,080	100,080	103,140	103,140	106,248	106,248	106,248	109,476	112,788	116,208	119,724	123,372
\$/hr	39.04	40.22	41.44	42.70	44.00	45.33	46.71	48.12	48.12	48.12	49.59	49.59	51.08	51.08	51.08	52.63	54.23	55.87	57.56	59.31
14	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,426	\$8,426	\$8,679	\$8,679	\$8,943	\$8,943	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383
\$/yr	82,008	84,516	87,048	89,700	92,424	95,256	98,088	101,112	101,112	101,112	104,148	104,148	107,316	107,316	107,316	110,568	113,904	117,360	120,924	124,596
\$/hr	39.43	40.63	41.85	43.13	44.43	45.80	47.16	48.61	48.61	48.61	50.07	50.07	51.59	51.59	51.59	53.16	54.76	56.42	58.14	59.90
15	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,508	\$8,508	\$8,768	\$8,768	\$9,032	\$9,032	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487
\$/yr	82,848	85,332	87,936	90,600	93,360	96,168	99,120	102,096	102,096	102,096	105,216	105,216	108,384	108,384	108,384	111,660	115,056	118,536	122,136	125,844
\$/hr	39.83	41.03	42.28	43.56	44.88	46.23	47.65	49.08	49.08	49.08	50.58	50.58	52.11	52.11	52.11	53.68	55.32	56.99	58.72	60.50
16	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,595	\$8,595	\$8,854	\$8,854	\$9,123	\$9,123	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591
\$/yr	83,664	86,196	88,824	91,512	94,284	97,164	100,080	103,140	103,140	103,140	106,248	106,248	109,476	109,476	109,476	112,788	116,208	119,724	123,372	127,092
\$/hr	40.22	41.44	42.70	44.00	45.33	46.71	48.12	49.59	49.59	49.59	51.08	51.08	52.63	52.63	52.63	54.23	55.87	57.56	59.31	61.10
17	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,679	\$8,679	\$8,943	\$8,943	\$9,214	\$9,214	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697

\$/yr	84,516	87,048	89,700	92,424	95,256	98,088	101,112	104,148	104,148	104,148	107,316	107,316	110,568	110,568	110,568	113,904	117,360	120,924	124,596	128,364
\$/hr	40.63	41.85	43.13	44.43	45.80	47.16	48.61	50.07	50.07	50.07	51.59	51.59	53.16	53.16	53.16	54.76	56.42	58.14	59.90	61.71
18	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$8,768	\$8,768	\$9,032	\$9,032	\$9,305	\$9,305	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804
\$/yr	85,332	87,936	90,600	93,360	96,168	99,120	102,096	105,216	105,216	105,216	108,384	108,384	111,660	111,660	111,660	115,056	118,536	122,136	125,844	129,648
\$/hr	41.03	42.28	43.56	44.88	46.23	47.65	49.08	50.58	50.58	50.58	52.11	52.11	53.68	53.68	53.68	55.32	56.99	58.72	60.50	62.33
19	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$8,854	\$8,854	\$9,123	\$9,123	\$9,399	\$9,399	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912
\$/yr	86,196	88,824	91,512	94,284	97,164	100,080	103,140	106,248	106,248	106,248	109,476	109,476	112,788	112,788	112,788	116,208	119,724	123,372	127,092	130,944
\$/hr	41.44	42.70	44.00	45.33	46.71	48.12	49.59	51.08	51.08	51.08	52.63	52.63	54.23	54.23	54.23	55.87	57.56	59.31	61.10	62.95
20	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$8,943	\$8,943	\$9,214	\$9,214	\$9,492	\$9,492	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021
\$/yr	87,048	89,700	92,424	95,256	98,088	101,112	104,148	107,316	107,316	107,316	110,568	110,568	113,904	113,904	113,904	117,360	120,924	124,596	128,364	132,252
\$/hr	41.85	43.13	44.43	45.80	47.16	48.61	50.07	51.59	51.59	51.59	53.16	53.16	54.76	54.76	54.76	56.42	58.14	59.90	61.71	63.58
21	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,032	\$9,032	\$9,305	\$9,305	\$9,588	\$9,588	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804	\$11,131
\$/yr	87,936	90,600	93,360	96,168	99,120	102,096	105,216	108,384	108,384	108,384	111,660	111,660	115,056	115,056	115,056	118,536	122,136	125,844	129,648	133,572
\$/hr	42.28	43.56	44.88	46.23	47.65	49.08	50.58	52.11	52.11	52.11	53.68	53.68	55.32	55.32	55.32	56.99	58.72	60.50	62.33	64.22
22	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,123	\$9,123	\$9,399	\$9,399	\$9,684	\$9,684	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912	\$11,242
\$/yr	88,824	91,512	94,284	97,164	100,080	103,140	106,248	109,476	109,476	109,476	112,788	112,788	116,208	116,208	116,208	119,724	123,372	127,092	130,944	134,904
\$/hr	42.70	44.00	45.33	46.71	48.12	49.59	51.08	52.63	52.63	52.63	54.23	54.23	55.87	55.87	55.87	57.56	59.31	61.10	62.95	64.86
23	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,214	\$9,214	\$9,492	\$9,492	\$9,780	\$9,780	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021	\$11,355
\$/yr	89,700	92,424	95,256	98,088	101,112	104,148	107,316	110,568	110,568	110,568	113,904	113,904	117,360	117,360	117,360	120,924	124,596	128,364	132,252	136,260
\$/hr	43.13	44.43	45.80	47.16	48.61	50.07	51.59	53.16	53.16	53.16	54.76	54.76	56.42	56.42	56.42	58.14	59.90	61.71	63.58	65.51
24	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,305	\$9,305	\$9,588	\$9,588	\$9,878	\$9,878	\$9,878	\$10,178	\$10,487	\$10,804	\$11,131	\$11,468
\$/yr	90,600	93,360	96,168	99,120	102,096	105,216	108,384	111,660	111,660	111,660	115,056	115,056	118,536	118,536	118,536	122,136	125,844	129,648	133,572	137,616
\$/hr	43.56	44.88	46.23	47.65	49.08	50.58	52.11	53.68	53.68	53.68	55.32	55.32	56.99	56.99	56.99	58.72	60.50	62.33	64.22	66.16
25	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,399	\$9,399	\$9,684	\$9,684	\$9,977	\$9,977	\$9,977	\$10,281	\$10,591	\$10,912	\$11,242	\$11,583
\$/yr	91,512	94,284	97,164	100,080	103,140	106,248	109,476	112,788	112,788	112,788	116,208	116,208	119,724	119,724	119,724	123,372	127,092	130,944	134,904	138,996
\$/hr	44.00	45.33	46.71	48.12	49.59	51.08	52.63	54.23	54.23	54.23	55.87	55.87	57.56	57.56	57.56	59.31	61.10	62.95	64.86	66.83
26	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,492	\$9,492	\$9,780	\$9,780	\$10,077	\$10,077	\$10,077	\$10,383	\$10,697	\$11,021	\$11,355	\$11,698
\$/yr	92,424	95,256	98,088	101,112	104,148	107,316	110,568	113,904	113,904	113,904	117,360	117,360	120,924	120,924	120,924	124,596	128,364	132,252	136,260	140,376
\$/hr	44.43	45.80	47.16	48.61	50.07	51.59	53.16	54.76	54.76	54.76	56.42	56.42	58.14	58.14	58.14	59.90	61.71	63.58	65.51	67.49
27	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,588	\$9,588	\$9,878	\$9,878	\$10,178	\$10,178	\$10,178	\$10,487	\$10,804	\$11,131	\$11,468	\$11,816
\$/yr	93,360	96,168	99,120	102,096	105,216	108,384	111,660	115,056	115,056	115,056	118,536	118,536	122,136	122,136	122,136	125,844	129,648	133,572	137,616	141,792
\$/hr	44.88	46.23	47.65	49.08	50.58	52.11	53.68	55.32	55.32	55.32	56.99	56.99	58.72	58.72	58.72	60.50	62.33	64.22	66.16	68.17
28	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,684	\$9,684	\$9,977	\$9,977	\$10,281	\$10,281	\$10,281	\$10,591	\$10,912	\$11,242	\$11,583	\$11,934
\$/yr	94,284	97,164	100,080	103,140	106,248	109,476	112,788	116,208	116,208	116,208	119,724	119,724	123,372	123,372	123,372	127,092	130,944	134,904	138,996	143,208

\$/hr	45.33	46.71	48.12	49.59	51.08	52.63	54.23	55.87	55.87	55.87	57.56	57.56	59.31	59.31	59.31	61.10	62.95	64.86	66.83	68.85
29	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$9,780	\$9,780	\$10,077	\$10,077	\$10,383	\$10,383	\$10,383	\$10,697	\$11,021	\$11,355	\$11,698	\$12,053
\$/yr	95,256	98,088	101,112	104,148	107,316	110,568	113,904	117,360	117,360	117,360	120,924	120,924	124,596	124,596	124,596	128,364	132,252	136,260	140,376	144,636
\$/hr	45.80	47.16	48.61	50.07	51.59	53.16	54.76	56.42	56.42	56.42	58.14	58.14	59.90	59.90	59.90	61.71	63.58	65.51	67.49	69.54
30	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$9,878	\$9,878	\$10,178	\$10,178	\$10,487	\$10,487	\$10,487	\$10,804	\$11,131	\$11,468	\$11,816	\$12,174
\$/yr	96,168	99,120	102,096	105,216	108,384	111,660	115,056	118,536	118,536	118,536	122,136	122,136	125,844	125,844	125,844	129,648	133,572	137,616	141,792	146,088
\$/hr	46.23	47.65	49.08	50.58	52.11	53.68	55.32	56.99	56.99	56.99	58.72	58.72	60.50	60.50	60.50	62.33	64.22	66.16	68.17	70.23
31	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$9,977	\$9,977	\$10,281	\$10,281	\$10,591	\$10,591	\$10,591	\$10,912	\$11,242	\$11,583	\$11,934	\$12,295
\$/yr	97,164	100,080	103,140	106,248	109,476	112,788	116,208	119,724	119,724	119,724	123,372	123,372	127,092	127,092	127,092	130,944	134,904	138,996	143,208	147,540
\$/hr	46.71	48.12	49.59	51.08	52.63	54.23	55.87	57.56	57.56	57.56	59.31	59.31	61.10	61.10	61.10	62.95	64.86	66.83	68.85	70.93
32	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,077	\$10,077	\$10,383	\$10,383	\$10,697	\$10,697	\$10,697	\$11,021	\$11,355	\$11,698	\$12,053	\$12,419
\$/yr	98,088	101,112	104,148	107,316	110,568	113,904	117,360	120,924	120,924	120,924	124,596	124,596	128,364	128,364	128,364	132,252	136,260	140,376	144,636	149,028
\$/hr	47.16	48.61	50.07	51.59	53.16	54.76	56.42	58.14	58.14	58.14	59.90	59.90	61.71	61.71	61.71	63.58	65.51	67.49	69.54	71.65
33	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,178	\$10,178	\$10,487	\$10,487	\$10,804	\$10,804	\$10,804	\$11,131	\$11,468	\$11,816	\$12,174	\$12,542
\$/yr	99,120	102,096	105,216	108,384	111,660	115,056	118,536	122,136	122,136	122,136	125,844	125,844	129,648	129,648	129,648	133,572	137,616	141,792	146,088	150,504
\$/hr	47.65	49.08	50.58	52.11	53.68	55.32	56.99	58.72	58.72	58.72	60.50	60.50	62.33	62.33	62.33	64.22	66.16	68.17	70.23	72.36
34	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,281	\$10,281	\$10,591	\$10,591	\$10,912	\$10,912	\$10,912	\$11,242	\$11,583	\$11,934	\$12,295	\$12,668
\$/yr	100,080	103,140	106,248	109,476	112,788	116,208	119,724	123,372	123,372	123,372	127,092	127,092	130,944	130,944	130,944	134,904	138,996	143,208	147,540	152,016
\$/hr	48.12	49.59	51.08	52.63	54.23	55.87	57.56	59.31	59.31	59.31	61.10	61.10	62.95	62.95	62.95	64.86	66.83	68.85	70.93	73.08
35	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,383	\$10,383	\$10,697	\$10,697	\$11,021	\$11,021	\$11,021	\$11,355	\$11,698	\$12,053	\$12,419	\$12,794
\$/yr	101,112	104,148	107,316	110,568	113,904	117,360	120,924	124,596	124,596	124,596	128,364	128,364	132,252	132,252	132,252	136,260	140,376	144,636	149,028	153,528
\$/hr	48.61	50.07	51.59	53.16	54.76	56.42	58.14	59.90	59.90	59.90	61.71	61.71	63.58	63.58	63.58	65.51	67.49	69.54	71.65	73.81
36	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,487	\$10,487	\$10,804	\$10,804	\$11,131	\$11,131	\$11,131	\$11,468	\$11,816	\$12,174	\$12,542	\$12,921
\$/yr	102,096	105,216	108,384	111,660	115,056	118,536	122,136	125,844	125,844	125,844	129,648	129,648	133,572	133,572	133,572	137,616	141,792	146,088	150,504	155,052
\$/hr	49.08	50.58	52.11	53.68	55.32	56.99	58.72	60.50	60.50	60.50	62.33	62.33	64.22	64.22	64.22	66.16	68.17	70.23	72.36	74.54
37	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,591	\$10,591	\$10,912	\$10,912	\$11,242	\$11,242	\$11,242	\$11,583	\$11,934	\$12,295	\$12,668	\$13,050
\$/yr	103,140	106,248	109,476	112,788	116,208	119,724	123,372	127,092	127,092	127,092	130,944	130,944	134,904	134,904	134,904	138,996	143,208	147,540	152,016	156,600
\$/hr	49.59	51.08	52.63	54.23	55.87	57.56	59.31	61.10	61.10	61.10	62.95	62.95	64.86	64.86	64.86	66.83	68.85	70.93	73.08	75.29
38	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$10,697	\$10,697	\$11,021	\$11,021	\$11,355	\$11,355	\$11,355	\$11,698	\$12,053	\$12,419	\$12,794	\$13,181
\$/yr	104,148	107,316	110,568	113,904	117,360	120,924	124,596	128,364	128,364	128,364	132,252	132,252	136,260	136,260	136,260	140,376	144,636	149,028	153,528	158,172
\$/hr	50.07	51.59	53.16	54.76	56.42	58.14	59.90	61.71	61.71	61.71	63.58	63.58	65.51	65.51	65.51	67.49	69.54	71.65	73.81	76.04
39	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804	\$10,804	\$10,804	\$11,131	\$11,131	\$11,468	\$11,468	\$11,468	\$11,816	\$12,174	\$12,542	\$12,921	\$13,313
\$/yr	105,216	108,384	111,660	115,056	118,536	122,136	125,844	129,648	129,648	129,648	133,572	133,572	137,616	137,616	137,616	141,792	146,088	150,504	155,052	159,756
\$/hr	50.58	52.11	53.68	55.32	56.99	58.72	60.50	62.33	62.33	62.33	64.22	64.22	66.16	66.16	66.16	68.17	70.23	72.36	74.54	76.81
40	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912	\$10,912	\$10,912	\$11,242	\$11,242	\$11,583	\$11,583	\$11,583	\$11,934	\$12,295	\$12,668	\$13,050	\$13,446
\$/yr	106,248	109,476	112,788	116,208	119,724	123,372	127,092	130,944	130,944	130,944	134,904	134,904	138,996	138,996	138,996	143,208	147,540	152,016	156,600	161,352

\$/hr	51.08	52.63	54.23	55.87	57.56	59.31	61.10	62.95	62.95	62.95	64.86	64.86	66.83	66.83	66.83	68.85	70.93	73.08	75.29	77.57
41	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021	\$11,021	\$11,021	\$11,355	\$11,355	\$11,698	\$11,698	\$11,698	\$12,053	\$12,419	\$12,794	\$13,181	\$13,581
\$/yr	107,316	110,568	113,904	117,360	120,924	124,596	128,364	132,252	132,252	132,252	136,260	136,260	140,376	140,376	140,376	144,636	149,028	153,528	158,172	162,972
\$/hr	51.59	53.16	54.76	56.42	58.14	59.90	61.71	63.58	63.58	63.58	65.51	65.51	67.49	67.49	67.49	69.54	71.65	73.81	76.04	78.35
42	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804	\$11,131	\$11,131	\$11,131	\$11,468	\$11,468	\$11,816	\$11,816	\$11,816	\$12,174	\$12,542	\$12,921	\$13,313	\$13,717
\$/yr	108,384	111,660	115,056	118,536	122,136	125,844	129,648	133,572	133,572	133,572	137,616	137,616	141,792	141,792	141,792	146,088	150,504	155,052	159,756	164,604
\$/hr	52.11	53.68	55.32	56.99	58.72	60.50	62.33	64.22	64.22	64.22	66.16	66.16	68.17	68.17	68.17	70.23	72.36	74.54	76.81	79.14
43	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912	\$11,242	\$11,242	\$11,242	\$11,583	\$11,583	\$11,934	\$11,934	\$11,934	\$12,295	\$12,668	\$13,050	\$13,446	\$13,854
\$/yr	109,476	112,788	116,208	119,724	123,372	127,092	130,944	134,904	134,904	134,904	138,996	138,996	143,208	143,208	143,208	147,540	152,016	156,600	161,352	166,248
\$/hr	52.63	54.23	55.87	57.56	59.31	61.10	62.95	64.86	64.86	64.86	66.83	66.83	68.85	68.85	68.85	70.93	73.08	75.29	77.57	79.93
44	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021	\$11,355	\$11,355	\$11,355	\$11,698	\$11,698	\$12,053	\$12,053	\$12,053	\$12,419	\$12,794	\$13,181	\$13,581	\$13,993
\$/yr	110,568	113,904	117,360	120,924	124,596	128,364	132,252	136,260	136,260	136,260	140,376	140,376	144,636	144,636	144,636	149,028	153,528	158,172	162,972	167,916
\$/hr	53.16	54.76	56.42	58.14	59.90	61.71	63.58	65.51	65.51	65.51	67.49	67.49	69.54	69.54	69.54	71.65	73.81	76.04	78.35	80.73

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BE

**University of Washington - Contract Classified
1199NW & SEIU Like Titles**

Payscale Table BE - Effective July 1, 2014

(At the time of this publication, SEIU 1199NW and UW have not concluded negotiations for a 2015-17 contract. Therefore, this pay table has not been updated beyond July 1, 2014. For relevant details, please see MOU – RESOLUTION OF “LIKE TITLES” GRIEVANCE)

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,224	\$2,291	\$2,358	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,768	\$2,796	\$2,821	\$2,852	\$2,910	\$2,910	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276
\$/yr	26,688	27,492	28,296	29,196	30,060	30,984	31,920	32,880	33,216	33,552	33,852	34,224	34,920	34,920	34,920	35,964	37,032	38,160	39,312
\$/hr	12.83	13.22	13.60	14.04	14.45	14.90	15.35	15.81	15.97	16.13	16.28	16.45	16.79	16.79	16.79	17.29	17.80	18.35	18.90
1	\$2,246	\$2,313	\$2,384	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,796	\$2,821	\$2,852	\$2,879	\$2,938	\$2,938	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310
\$/yr	26,952	27,756	28,608	29,460	30,372	31,248	32,232	33,216	33,552	33,852	34,224	34,548	35,256	35,256	35,256	36,324	37,416	38,568	39,720
\$/hr	12.96	13.34	13.75	14.16	14.60	15.02	15.50	15.97	16.13	16.28	16.45	16.61	16.95	16.95	16.95	17.46	17.99	18.54	19.10
2	\$2,267	\$2,337	\$2,406	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,821	\$2,852	\$2,879	\$2,910	\$2,967	\$2,967	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344
\$/yr	27,204	28,044	28,872	29,760	30,672	31,608	32,532	33,552	33,852	34,224	34,548	34,920	35,604	35,604	35,604	36,696	37,800	38,952	40,128
\$/hr	13.08	13.48	13.88	14.31	14.75	15.20	15.64	16.13	16.28	16.45	16.61	16.79	17.12	17.12	17.12	17.64	18.17	18.73	19.29
3	\$2,291	\$2,358	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,852	\$2,879	\$2,910	\$2,938	\$2,997	\$2,997	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377
\$/yr	27,492	28,296	29,196	30,060	30,984	31,920	32,880	33,852	34,224	34,548	34,920	35,256	35,964	35,964	35,964	37,032	38,160	39,312	40,524
\$/hr	13.22	13.60	14.04	14.45	14.90	15.35	15.81	16.28	16.45	16.61	16.79	16.95	17.29	17.29	17.29	17.80	18.35	18.90	19.48
4	\$2,313	\$2,384	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,879	\$2,910	\$2,938	\$2,967	\$3,027	\$3,027	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410
\$/yr	27,756	28,608	29,460	30,372	31,248	32,232	33,216	34,224	34,548	34,920	35,256	35,604	36,324	36,324	36,324	37,416	38,568	39,720	40,920
\$/hr	13.34	13.75	14.16	14.60	15.02	15.50	15.97	16.45	16.61	16.79	16.95	17.12	17.46	17.46	17.46	17.99	18.54	19.10	19.67
5	\$2,337	\$2,406	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,910	\$2,938	\$2,967	\$2,997	\$3,058	\$3,058	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445
\$/yr	28,044	28,872	29,760	30,672	31,608	32,532	33,552	34,548	34,920	35,256	35,604	35,964	36,696	36,696	36,696	37,800	38,952	40,128	41,340
\$/hr	13.48	13.88	14.31	14.75	15.20	15.64	16.13	16.61	16.79	16.95	17.12	17.29	17.64	17.64	17.64	18.17	18.73	19.29	19.88
6	\$2,358	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,938	\$2,967	\$2,997	\$3,027	\$3,086	\$3,086	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480
\$/yr	28,296	29,196	30,060	30,984	31,920	32,880	33,852	34,920	35,256	35,604	35,964	36,324	37,032	37,032	37,032	38,160	39,312	40,524	41,760
\$/hr	13.60	14.04	14.45	14.90	15.35	15.81	16.28	16.79	16.95	17.12	17.29	17.46	17.80	17.80	17.80	18.35	18.90	19.48	20.08

7	\$2,384	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$2,967	\$2,997	\$3,027	\$3,058	\$3,118	\$3,118	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514
\$/yr	28,608	29,460	30,372	31,248	32,232	33,216	34,224	35,256	35,604	35,964	36,324	36,696	37,416	37,416	37,416	38,568	39,720	40,920	42,168
\$/hr	13.75	14.16	14.60	15.02	15.50	15.97	16.45	16.95	17.12	17.29	17.46	17.64	17.99	17.99	17.99	18.54	19.10	19.67	20.27
8	\$2,406	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$2,997	\$3,027	\$3,058	\$3,086	\$3,150	\$3,150	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551
\$/yr	28,872	29,760	30,672	31,608	32,532	33,552	34,548	35,604	35,964	36,324	36,696	37,032	37,800	37,800	37,800	38,952	40,128	41,340	42,612
\$/hr	13.88	14.31	14.75	15.20	15.64	16.13	16.61	17.12	17.29	17.46	17.64	17.80	18.17	18.17	18.17	18.73	19.29	19.88	20.49
9	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,027	\$3,058	\$3,086	\$3,118	\$3,180	\$3,180	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584
\$/yr	29,196	30,060	30,984	31,920	32,880	33,852	34,920	35,964	36,324	36,696	37,032	37,416	38,160	38,160	38,160	39,312	40,524	41,760	43,008
\$/hr	14.04	14.45	14.90	15.35	15.81	16.28	16.79	17.29	17.46	17.64	17.80	17.99	18.35	18.35	18.35	18.90	19.48	20.08	20.68
10	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,058	\$3,086	\$3,118	\$3,150	\$3,214	\$3,214	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619
\$/yr	29,460	30,372	31,248	32,232	33,216	34,224	35,256	36,324	36,696	37,032	37,416	37,800	38,568	38,568	38,568	39,720	40,920	42,168	43,428
\$/hr	14.16	14.60	15.02	15.50	15.97	16.45	16.95	17.46	17.64	17.80	17.99	18.17	18.54	18.54	18.54	19.10	19.67	20.27	20.88
11	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,086	\$3,118	\$3,150	\$3,180	\$3,246	\$3,246	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657
\$/yr	29,760	30,672	31,608	32,532	33,552	34,548	35,604	36,696	37,032	37,416	37,800	38,160	38,952	38,952	38,952	40,128	41,340	42,612	43,884
\$/hr	14.31	14.75	15.20	15.64	16.13	16.61	17.12	17.64	17.80	17.99	18.17	18.35	18.73	18.73	18.73	19.29	19.88	20.49	21.10
12	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,118	\$3,150	\$3,180	\$3,214	\$3,276	\$3,276	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693
\$/yr	30,060	30,984	31,920	32,880	33,852	34,920	35,964	37,032	37,416	37,800	38,160	38,568	39,312	39,312	39,312	40,524	41,760	43,008	44,316
\$/hr	14.45	14.90	15.35	15.81	16.28	16.79	17.29	17.80	17.99	18.17	18.35	18.54	18.90	18.90	18.90	19.48	20.08	20.68	21.31
13	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,150	\$3,180	\$3,214	\$3,246	\$3,310	\$3,310	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731
\$/yr	30,372	31,248	32,232	33,216	34,224	35,256	36,324	37,416	37,800	38,160	38,568	38,952	39,720	39,720	39,720	40,920	42,168	43,428	44,772
\$/hr	14.60	15.02	15.50	15.97	16.45	16.95	17.46	17.99	18.17	18.35	18.54	18.73	19.10	19.10	19.10	19.67	20.27	20.88	21.53
14	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,180	\$3,214	\$3,246	\$3,276	\$3,344	\$3,344	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766
\$/yr	30,672	31,608	32,532	33,552	34,548	35,604	36,696	37,800	38,160	38,568	38,952	39,312	40,128	40,128	40,128	41,340	42,612	43,884	45,192
\$/hr	14.75	15.20	15.64	16.13	16.61	17.12	17.64	18.17	18.35	18.54	18.73	18.90	19.29	19.29	19.29	19.88	20.49	21.10	21.73
15	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,214	\$3,246	\$3,276	\$3,310	\$3,377	\$3,377	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804
\$/yr	30,984	31,920	32,880	33,852	34,920	35,964	37,032	38,160	38,568	38,952	39,312	39,720	40,524	40,524	40,524	41,760	43,008	44,316	45,648
\$/hr	14.90	15.35	15.81	16.28	16.79	17.29	17.80	18.35	18.54	18.73	18.90	19.10	19.48	19.48	19.48	20.08	20.68	21.31	21.95
16	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,246	\$3,276	\$3,310	\$3,344	\$3,410	\$3,410	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841
\$/yr	31,248	32,232	33,216	34,224	35,256	36,324	37,416	38,568	38,952	39,312	39,720	40,128	40,920	40,920	40,920	42,168	43,428	44,772	46,092
\$/hr	15.02	15.50	15.97	16.45	16.95	17.46	17.99	18.54	18.73	18.90	19.10	19.29	19.67	19.67	19.67	20.27	20.88	21.53	22.16
17	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,276	\$3,310	\$3,344	\$3,377	\$3,445	\$3,445	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880
\$/yr	31,608	32,532	33,552	34,548	35,604	36,696	37,800	38,952	39,312	39,720	40,128	40,524	41,340	41,340	41,340	42,612	43,884	45,192	46,560
\$/hr	15.20	15.64	16.13	16.61	17.12	17.64	18.17	18.73	18.90	19.10	19.29	19.48	19.88	19.88	19.88	20.49	21.10	21.73	22.38

18	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,310	\$3,344	\$3,377	\$3,410	\$3,480	\$3,480	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920
\$/yr	31,920	32,880	33,852	34,920	35,964	37,032	38,160	39,312	39,720	40,128	40,524	40,920	41,760	41,760	41,760	43,008	44,316	45,648	47,040
\$/hr	15.35	15.81	16.28	16.79	17.29	17.80	18.35	18.90	19.10	19.29	19.48	19.67	20.08	20.08	20.08	20.68	21.31	21.95	22.62
19	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,344	\$3,377	\$3,410	\$3,445	\$3,514	\$3,514	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960
\$/yr	32,232	33,216	34,224	35,256	36,324	37,416	38,568	39,720	40,128	40,524	40,920	41,340	42,168	42,168	42,168	43,428	44,772	46,092	47,520
\$/hr	15.50	15.97	16.45	16.95	17.46	17.99	18.54	19.10	19.29	19.48	19.67	19.88	20.27	20.27	20.27	20.88	21.53	22.16	22.85
20	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,377	\$3,410	\$3,445	\$3,480	\$3,551	\$3,551	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999
\$/yr	32,532	33,552	34,548	35,604	36,696	37,800	38,952	40,128	40,524	40,920	41,340	41,760	42,612	42,612	42,612	43,884	45,192	46,560	47,988
\$/hr	15.64	16.13	16.61	17.12	17.64	18.17	18.73	19.29	19.48	19.67	19.88	20.08	20.49	20.49	20.49	21.10	21.73	22.38	23.07
21	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,410	\$3,445	\$3,480	\$3,514	\$3,584	\$3,584	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039
\$/yr	32,880	33,852	34,920	35,964	37,032	38,160	39,312	40,524	40,920	41,340	41,760	42,168	43,008	43,008	43,008	44,316	45,648	47,040	48,468
\$/hr	15.81	16.28	16.79	17.29	17.80	18.35	18.90	19.48	19.67	19.88	20.08	20.27	20.68	20.68	20.68	21.31	21.95	22.62	23.30
22	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,445	\$3,480	\$3,514	\$3,551	\$3,619	\$3,619	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078
\$/yr	33,216	34,224	35,256	36,324	37,416	38,568	39,720	40,920	41,340	41,760	42,168	42,612	43,428	43,428	43,428	44,772	46,092	47,520	48,936
\$/hr	15.97	16.45	16.95	17.46	17.99	18.54	19.10	19.67	19.88	20.08	20.27	20.49	20.88	20.88	20.88	21.53	22.16	22.85	23.53
23	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,480	\$3,514	\$3,551	\$3,584	\$3,657	\$3,657	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120
\$/yr	33,552	34,548	35,604	36,696	37,800	38,952	40,128	41,340	41,760	42,168	42,612	43,008	43,884	43,884	43,884	45,192	46,560	47,988	49,440
\$/hr	16.13	16.61	17.12	17.64	18.17	18.73	19.29	19.88	20.08	20.27	20.49	20.68	21.10	21.10	21.10	21.73	22.38	23.07	23.77
24	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,514	\$3,551	\$3,584	\$3,619	\$3,693	\$3,693	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161
\$/yr	33,852	34,920	35,964	37,032	38,160	39,312	40,524	41,760	42,168	42,612	43,008	43,428	44,316	44,316	44,316	45,648	47,040	48,468	49,932
\$/hr	16.28	16.79	17.29	17.80	18.35	18.90	19.48	20.08	20.27	20.49	20.68	20.88	21.31	21.31	21.31	21.95	22.62	23.30	24.01
25	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,551	\$3,584	\$3,619	\$3,657	\$3,731	\$3,731	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202
\$/yr	34,224	35,256	36,324	37,416	38,568	39,720	40,920	42,168	42,612	43,008	43,428	43,884	44,772	44,772	44,772	46,092	47,520	48,936	50,424
\$/hr	16.45	16.95	17.46	17.99	18.54	19.10	19.67	20.27	20.49	20.68	20.88	21.10	21.53	21.53	21.53	22.16	22.85	23.53	24.24
26	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,584	\$3,619	\$3,657	\$3,693	\$3,766	\$3,766	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246
\$/yr	34,548	35,604	36,696	37,800	38,952	40,128	41,340	42,612	43,008	43,428	43,884	44,316	45,192	45,192	45,192	46,560	47,988	49,440	50,952
\$/hr	16.61	17.12	17.64	18.17	18.73	19.29	19.88	20.49	20.68	20.88	21.10	21.31	21.73	21.73	21.73	22.38	23.07	23.77	24.50
27	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,619	\$3,657	\$3,693	\$3,731	\$3,804	\$3,804	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288
\$/yr	34,920	35,964	37,032	38,160	39,312	40,524	41,760	43,008	43,428	43,884	44,316	44,772	45,648	45,648	45,648	47,040	48,468	49,932	51,456
\$/hr	16.79	17.29	17.80	18.35	18.90	19.48	20.08	20.68	20.88	21.10	21.31	21.53	21.95	21.95	21.95	22.62	23.30	24.01	24.74
28	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,657	\$3,693	\$3,731	\$3,766	\$3,841	\$3,841	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331
\$/yr	35,256	36,324	37,416	38,568	39,720	40,920	42,168	43,428	43,884	44,316	44,772	45,192	46,092	46,092	46,092	47,520	48,936	50,424	51,972
\$/hr	16.95	17.46	17.99	18.54	19.10	19.67	20.27	20.88	21.10	21.31	21.53	21.73	22.16	22.16	22.16	22.85	23.53	24.24	24.99

29	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,693	\$3,731	\$3,766	\$3,804	\$3,880	\$3,880	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375
\$/yr	35,604	36,696	37,800	38,952	40,128	41,340	42,612	43,884	44,316	44,772	45,192	45,648	46,560	46,560	46,560	47,988	49,440	50,952	52,500
\$/hr	17.12	17.64	18.17	18.73	19.29	19.88	20.49	21.10	21.31	21.53	21.73	21.95	22.38	22.38	22.38	23.07	23.77	24.50	25.24
30	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,731	\$3,766	\$3,804	\$3,841	\$3,920	\$3,920	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418
\$/yr	35,964	37,032	38,160	39,312	40,524	41,760	43,008	44,316	44,772	45,192	45,648	46,092	47,040	47,040	47,040	48,468	49,932	51,456	53,016
\$/hr	17.29	17.80	18.35	18.90	19.48	20.08	20.68	21.31	21.53	21.73	21.95	22.16	22.62	22.62	22.62	23.30	24.01	24.74	25.49
31	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,766	\$3,804	\$3,841	\$3,880	\$3,960	\$3,960	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464
\$/yr	36,324	37,416	38,568	39,720	40,920	42,168	43,428	44,772	45,192	45,648	46,092	46,560	47,520	47,520	47,520	48,936	50,424	51,972	53,568
\$/hr	17.46	17.99	18.54	19.10	19.67	20.27	20.88	21.53	21.73	21.95	22.16	22.38	22.85	22.85	22.85	23.53	24.24	24.99	25.75
32	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,804	\$3,841	\$3,880	\$3,920	\$3,999	\$3,999	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507
\$/yr	36,696	37,800	38,952	40,128	41,340	42,612	43,884	45,192	45,648	46,092	46,560	47,040	47,988	47,988	47,988	49,440	50,952	52,500	54,084
\$/hr	17.64	18.17	18.73	19.29	19.88	20.49	21.10	21.73	21.95	22.16	22.38	22.62	23.07	23.07	23.07	23.77	24.50	25.24	26.00
33	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,841	\$3,880	\$3,920	\$3,960	\$4,039	\$4,039	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553
\$/yr	37,032	38,160	39,312	40,524	41,760	43,008	44,316	45,648	46,092	46,560	47,040	47,520	48,468	48,468	48,468	49,932	51,456	53,016	54,636
\$/hr	17.80	18.35	18.90	19.48	20.08	20.68	21.31	21.95	22.16	22.38	22.62	22.85	23.30	23.30	23.30	24.01	24.74	25.49	26.27
34	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,880	\$3,920	\$3,960	\$3,999	\$4,078	\$4,078	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597
\$/yr	37,416	38,568	39,720	40,920	42,168	43,428	44,772	46,092	46,560	47,040	47,520	47,988	48,936	48,936	48,936	50,424	51,972	53,568	55,164
\$/hr	17.99	18.54	19.10	19.67	20.27	20.88	21.53	22.16	22.38	22.62	22.85	23.07	23.53	23.53	23.53	24.24	24.99	25.75	26.52
35	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,920	\$3,960	\$3,999	\$4,039	\$4,120	\$4,120	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644
\$/yr	37,800	38,952	40,128	41,340	42,612	43,884	45,192	46,560	47,040	47,520	47,988	48,468	49,440	49,440	49,440	50,952	52,500	54,084	55,728
\$/hr	18.17	18.73	19.29	19.88	20.49	21.10	21.73	22.38	22.62	22.85	23.07	23.30	23.77	23.77	23.77	24.50	25.24	26.00	26.79
36	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$3,960	\$3,999	\$4,039	\$4,078	\$4,161	\$4,161	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691
\$/yr	38,160	39,312	40,524	41,760	43,008	44,316	45,648	47,040	47,520	47,988	48,468	48,936	49,932	49,932	49,932	51,456	53,016	54,636	56,292
\$/hr	18.35	18.90	19.48	20.08	20.68	21.31	21.95	22.62	22.85	23.07	23.30	23.53	24.01	24.01	24.01	24.74	25.49	26.27	27.06
37	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$3,999	\$4,039	\$4,078	\$4,120	\$4,202	\$4,202	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736
\$/yr	38,568	39,720	40,920	42,168	43,428	44,772	46,092	47,520	47,988	48,468	48,936	49,440	50,424	50,424	50,424	51,972	53,568	55,164	56,832
\$/hr	18.54	19.10	19.67	20.27	20.88	21.53	22.16	22.85	23.07	23.30	23.53	23.77	24.24	24.24	24.24	24.99	25.75	26.52	27.32
38	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,039	\$4,078	\$4,120	\$4,161	\$4,246	\$4,246	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784
\$/yr	38,952	40,128	41,340	42,612	43,884	45,192	46,560	47,988	48,468	48,936	49,440	49,932	50,952	50,952	50,952	52,500	54,084	55,728	57,408
\$/hr	18.73	19.29	19.88	20.49	21.10	21.73	22.38	23.07	23.30	23.53	23.77	24.01	24.50	24.50	24.50	25.24	26.00	26.79	27.60
39	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,078	\$4,120	\$4,161	\$4,202	\$4,288	\$4,288	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831
\$/yr	39,312	40,524	41,760	43,008	44,316	45,648	47,040	48,468	48,936	49,440	49,932	50,424	51,456	51,456	51,456	53,016	54,636	56,292	57,972
\$/hr	18.90	19.48	20.08	20.68	21.31	21.95	22.62	23.30	23.53	23.77	24.01	24.24	24.74	24.74	24.74	25.49	26.27	27.06	27.87

40	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,120	\$4,161	\$4,202	\$4,246	\$4,331	\$4,331	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881
\$/yr	39,720	40,920	42,168	43,428	44,772	46,092	47,520	48,936	49,440	49,932	50,424	50,952	51,972	51,972	51,972	53,568	55,164	56,832	58,572
\$/hr	19.10	19.67	20.27	20.88	21.53	22.16	22.85	23.53	23.77	24.01	24.24	24.50	24.99	24.99	24.99	25.75	26.52	27.32	28.16
41	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,161	\$4,202	\$4,246	\$4,288	\$4,375	\$4,375	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931
\$/yr	40,128	41,340	42,612	43,884	45,192	46,560	47,988	49,440	49,932	50,424	50,952	51,456	52,500	52,500	52,500	54,084	55,728	57,408	59,172
\$/hr	19.29	19.88	20.49	21.10	21.73	22.38	23.07	23.77	24.01	24.24	24.50	24.74	25.24	25.24	25.24	26.00	26.79	27.60	28.45
42	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,202	\$4,246	\$4,288	\$4,331	\$4,418	\$4,418	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979
\$/yr	40,524	41,760	43,008	44,316	45,648	47,040	48,468	49,932	50,424	50,952	51,456	51,972	53,016	53,016	53,016	54,636	56,292	57,972	59,748
\$/hr	19.48	20.08	20.68	21.31	21.95	22.62	23.30	24.01	24.24	24.50	24.74	24.99	25.49	25.49	25.49	26.27	27.06	27.87	28.73
43	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,246	\$4,288	\$4,331	\$4,375	\$4,464	\$4,464	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032
\$/yr	40,920	42,168	43,428	44,772	46,092	47,520	48,936	50,424	50,952	51,456	51,972	52,500	53,568	53,568	53,568	55,164	56,832	58,572	60,384
\$/hr	19.67	20.27	20.88	21.53	22.16	22.85	23.53	24.24	24.50	24.74	24.99	25.24	25.75	25.75	25.75	26.52	27.32	28.16	29.03
44	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,288	\$4,331	\$4,375	\$4,418	\$4,507	\$4,507	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079
\$/yr	41,340	42,612	43,884	45,192	46,560	47,988	49,440	50,952	51,456	51,972	52,500	53,016	54,084	54,084	54,084	55,728	57,408	59,172	60,948
\$/hr	19.88	20.49	21.10	21.73	22.38	23.07	23.77	24.50	24.74	24.99	25.24	25.49	26.00	26.00	26.00	26.79	27.60	28.45	29.30
45	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,331	\$4,375	\$4,418	\$4,464	\$4,553	\$4,553	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131
\$/yr	41,760	43,008	44,316	45,648	47,040	48,468	49,932	51,456	51,972	52,500	53,016	53,568	54,636	54,636	54,636	56,292	57,972	59,748	61,572
\$/hr	20.08	20.68	21.31	21.95	22.62	23.30	24.01	24.74	24.99	25.24	25.49	25.75	26.27	26.27	26.27	27.06	27.87	28.73	29.60
46	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,375	\$4,418	\$4,464	\$4,507	\$4,597	\$4,597	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183
\$/yr	42,168	43,428	44,772	46,092	47,520	48,936	50,424	51,972	52,500	53,016	53,568	54,084	55,164	55,164	55,164	56,832	58,572	60,384	62,196
\$/hr	20.27	20.88	21.53	22.16	22.85	23.53	24.24	24.99	25.24	25.49	25.75	26.00	26.52	26.52	26.52	27.32	28.16	29.03	29.90
47	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,418	\$4,464	\$4,507	\$4,553	\$4,644	\$4,644	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233
\$/yr	42,612	43,884	45,192	46,560	47,988	49,440	50,952	52,500	53,016	53,568	54,084	54,636	55,728	55,728	55,728	57,408	59,172	60,948	62,796
\$/hr	20.49	21.10	21.73	22.38	23.07	23.77	24.50	25.24	25.49	25.75	26.00	26.27	26.79	26.79	26.79	27.60	28.45	29.30	30.19
48	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,464	\$4,507	\$4,553	\$4,597	\$4,691	\$4,691	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288
\$/yr	43,008	44,316	45,648	47,040	48,468	49,932	51,456	53,016	53,568	54,084	54,636	55,164	56,292	56,292	56,292	57,972	59,748	61,572	63,456
\$/hr	20.68	21.31	21.95	22.62	23.30	24.01	24.74	25.49	25.75	26.00	26.27	26.52	27.06	27.06	27.06	27.87	28.73	29.60	30.51
49	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,507	\$4,553	\$4,597	\$4,644	\$4,736	\$4,736	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341
\$/yr	43,428	44,772	46,092	47,520	48,936	50,424	51,972	53,568	54,084	54,636	55,164	55,728	56,832	56,832	56,832	58,572	60,384	62,196	64,092
\$/hr	20.88	21.53	22.16	22.85	23.53	24.24	24.99	25.75	26.00	26.27	26.52	26.79	27.32	27.32	27.32	28.16	29.03	29.90	30.81
50	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,553	\$4,597	\$4,644	\$4,691	\$4,784	\$4,784	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394
\$/yr	43,884	45,192	46,560	47,988	49,440	50,952	52,500	54,084	54,636	55,164	55,728	56,292	57,408	57,408	57,408	59,172	60,948	62,796	64,728
\$/hr	21.10	21.73	22.38	23.07	23.77	24.50	25.24	26.00	26.27	26.52	26.79	27.06	27.60	27.60	27.60	28.45	29.30	30.19	31.12

51	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,597	\$4,644	\$4,691	\$4,736	\$4,831	\$4,831	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447
\$/yr	44,316	45,648	47,040	48,468	49,932	51,456	53,016	54,636	55,164	55,728	56,292	56,832	57,972	57,972	57,972	59,748	61,572	63,456	65,364
\$/hr	21.31	21.95	22.62	23.30	24.01	24.74	25.49	26.27	26.52	26.79	27.06	27.32	27.87	27.87	27.87	28.73	29.60	30.51	31.43
52	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,644	\$4,691	\$4,736	\$4,784	\$4,881	\$4,881	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503
\$/yr	44,772	46,092	47,520	48,936	50,424	51,972	53,568	55,164	55,728	56,292	56,832	57,408	58,572	58,572	58,572	60,384	62,196	64,092	66,036
\$/hr	21.53	22.16	22.85	23.53	24.24	24.99	25.75	26.52	26.79	27.06	27.32	27.60	28.16	28.16	28.16	29.03	29.90	30.81	31.75
53	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,691	\$4,736	\$4,784	\$4,831	\$4,931	\$4,931	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556
\$/yr	45,192	46,560	47,988	49,440	50,952	52,500	54,084	55,728	56,292	56,832	57,408	57,972	59,172	59,172	59,172	60,948	62,796	64,728	66,672
\$/hr	21.73	22.38	23.07	23.77	24.50	25.24	26.00	26.79	27.06	27.32	27.60	27.87	28.45	28.45	28.45	29.30	30.19	31.12	32.05
54	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,736	\$4,784	\$4,831	\$4,881	\$4,979	\$4,979	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612
\$/yr	45,648	47,040	48,468	49,932	51,456	53,016	54,636	56,292	56,832	57,408	57,972	58,572	59,748	59,748	59,748	61,572	63,456	65,364	67,344
\$/hr	21.95	22.62	23.30	24.01	24.74	25.49	26.27	27.06	27.32	27.60	27.87	28.16	28.73	28.73	28.73	29.60	30.51	31.43	32.38
55	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,784	\$4,831	\$4,881	\$4,931	\$5,032	\$5,032	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668
\$/yr	46,092	47,520	48,936	50,424	51,972	53,568	55,164	56,832	57,408	57,972	58,572	59,172	60,384	60,384	60,384	62,196	64,092	66,036	68,016
\$/hr	22.16	22.85	23.53	24.24	24.99	25.75	26.52	27.32	27.60	27.87	28.16	28.45	29.03	29.03	29.03	29.90	30.81	31.75	32.70
56	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,831	\$4,881	\$4,931	\$4,979	\$5,079	\$5,079	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723
\$/yr	46,560	47,988	49,440	50,952	52,500	54,084	55,728	57,408	57,972	58,572	59,172	59,748	60,948	60,948	60,948	62,796	64,728	66,672	68,676
\$/hr	22.38	23.07	23.77	24.50	25.24	26.00	26.79	27.60	27.87	28.16	28.45	28.73	29.30	29.30	29.30	30.19	31.12	32.05	33.02
57	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,881	\$4,931	\$4,979	\$5,032	\$5,131	\$5,131	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781
\$/yr	47,040	48,468	49,932	51,456	53,016	54,636	56,292	57,972	58,572	59,172	59,748	60,384	61,572	61,572	61,572	63,456	65,364	67,344	69,372
\$/hr	22.62	23.30	24.01	24.74	25.49	26.27	27.06	27.87	28.16	28.45	28.73	29.03	29.60	29.60	29.60	30.51	31.43	32.38	33.35
58	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$4,931	\$4,979	\$5,032	\$5,079	\$5,183	\$5,183	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841
\$/yr	47,520	48,936	50,424	51,972	53,568	55,164	56,832	58,572	59,172	59,748	60,384	60,948	62,196	62,196	62,196	64,092	66,036	68,016	70,092
\$/hr	22.85	23.53	24.24	24.99	25.75	26.52	27.32	28.16	28.45	28.73	29.03	29.30	29.90	29.90	29.90	30.81	31.75	32.70	33.70
59	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$4,979	\$5,032	\$5,079	\$5,131	\$5,233	\$5,233	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897
\$/yr	47,988	49,440	50,952	52,500	54,084	55,728	57,408	59,172	59,748	60,384	60,948	61,572	62,796	62,796	62,796	64,728	66,672	68,676	70,764
\$/hr	23.07	23.77	24.50	25.24	26.00	26.79	27.60	28.45	28.73	29.03	29.30	29.60	30.19	30.19	30.19	31.12	32.05	33.02	34.02
60	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,032	\$5,079	\$5,131	\$5,183	\$5,288	\$5,288	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958
\$/yr	48,468	49,932	51,456	53,016	54,636	56,292	57,972	59,748	60,384	60,948	61,572	62,196	63,456	63,456	63,456	65,364	67,344	69,372	71,496
\$/hr	23.30	24.01	24.74	25.49	26.27	27.06	27.87	28.73	29.03	29.30	29.60	29.90	30.51	30.51	30.51	31.43	32.38	33.35	34.37
61	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,079	\$5,131	\$5,183	\$5,233	\$5,341	\$5,341	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016
\$/yr	48,936	50,424	51,972	53,568	55,164	56,832	58,572	60,384	60,948	61,572	62,196	62,796	64,092	64,092	64,092	66,036	68,016	70,092	72,192
\$/hr	23.53	24.24	24.99	25.75	26.52	27.32	28.16	29.03	29.30	29.60	29.90	30.19	30.81	30.81	30.81	31.75	32.70	33.70	34.71

62	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,131	\$5,183	\$5,233	\$5,288	\$5,394	\$5,394	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079
\$/yr	49,440	50,952	52,500	54,084	55,728	57,408	59,172	60,948	61,572	62,196	62,796	63,456	64,728	64,728	64,728	66,672	68,676	70,764	72,948
\$/hr	23.77	24.50	25.24	26.00	26.79	27.60	28.45	29.30	29.60	29.90	30.19	30.51	31.12	31.12	31.12	32.05	33.02	34.02	35.07
63	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,183	\$5,233	\$5,288	\$5,341	\$5,447	\$5,447	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139
\$/yr	49,932	51,456	53,016	54,636	56,292	57,972	59,748	61,572	62,196	62,796	63,456	64,092	65,364	65,364	65,364	67,344	69,372	71,496	73,668
\$/hr	24.01	24.74	25.49	26.27	27.06	27.87	28.73	29.60	29.90	30.19	30.51	30.81	31.43	31.43	31.43	32.38	33.35	34.37	35.42
64	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,233	\$5,288	\$5,341	\$5,394	\$5,503	\$5,503	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198
\$/yr	50,424	51,972	53,568	55,164	56,832	58,572	60,384	62,196	62,796	63,456	64,092	64,728	66,036	66,036	66,036	68,016	70,092	72,192	74,376
\$/hr	24.24	24.99	25.75	26.52	27.32	28.16	29.03	29.90	30.19	30.51	30.81	31.12	31.75	31.75	31.75	32.70	33.70	34.71	35.76
65	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,288	\$5,341	\$5,394	\$5,447	\$5,556	\$5,556	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261
\$/yr	50,952	52,500	54,084	55,728	57,408	59,172	60,948	62,796	63,456	64,092	64,728	65,364	66,672	66,672	66,672	68,676	70,764	72,948	75,132
\$/hr	24.50	25.24	26.00	26.79	27.60	28.45	29.30	30.19	30.51	30.81	31.12	31.43	32.05	32.05	32.05	33.02	34.02	35.07	36.12
66	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,341	\$5,394	\$5,447	\$5,503	\$5,612	\$5,612	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324
\$/yr	51,456	53,016	54,636	56,292	57,972	59,748	61,572	63,456	64,092	64,728	65,364	66,036	67,344	67,344	67,344	69,372	71,496	73,668	75,888
\$/hr	24.74	25.49	26.27	27.06	27.87	28.73	29.60	30.51	30.81	31.12	31.43	31.75	32.38	32.38	32.38	33.35	34.37	35.42	36.48
67	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,394	\$5,447	\$5,503	\$5,556	\$5,668	\$5,668	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386
\$/yr	51,972	53,568	55,164	56,832	58,572	60,384	62,196	64,092	64,728	65,364	66,036	66,672	68,016	68,016	68,016	70,092	72,192	74,376	76,632
\$/hr	24.99	25.75	26.52	27.32	28.16	29.03	29.90	30.81	31.12	31.43	31.75	32.05	32.70	32.70	32.70	33.70	34.71	35.76	36.84
68	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,447	\$5,503	\$5,556	\$5,612	\$5,723	\$5,723	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448
\$/yr	52,500	54,084	55,728	57,408	59,172	60,948	62,796	64,728	65,364	66,036	66,672	67,344	68,676	68,676	68,676	70,764	72,948	75,132	77,376
\$/hr	25.24	26.00	26.79	27.60	28.45	29.30	30.19	31.12	31.43	31.75	32.05	32.38	33.02	33.02	33.02	34.02	35.07	36.12	37.20
69	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,503	\$5,556	\$5,612	\$5,668	\$5,781	\$5,781	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514
\$/yr	53,016	54,636	56,292	57,972	59,748	61,572	63,456	65,364	66,036	66,672	67,344	68,016	69,372	69,372	69,372	71,496	73,668	75,888	78,168
\$/hr	25.49	26.27	27.06	27.87	28.73	29.60	30.51	31.43	31.75	32.05	32.38	32.70	33.35	33.35	33.35	34.37	35.42	36.48	37.58
70	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,556	\$5,612	\$5,668	\$5,723	\$5,841	\$5,841	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579
\$/yr	53,568	55,164	56,832	58,572	60,384	62,196	64,092	66,036	66,672	67,344	68,016	68,676	70,092	70,092	70,092	72,192	74,376	76,632	78,948
\$/hr	25.75	26.52	27.32	28.16	29.03	29.90	30.81	31.75	32.05	32.38	32.70	33.02	33.70	33.70	33.70	34.71	35.76	36.84	37.96
71	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,612	\$5,668	\$5,723	\$5,781	\$5,897	\$5,897	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645
\$/yr	54,084	55,728	57,408	59,172	60,948	62,796	64,728	66,672	67,344	68,016	68,676	69,372	70,764	70,764	70,764	72,948	75,132	77,376	79,740
\$/hr	26.00	26.79	27.60	28.45	29.30	30.19	31.12	32.05	32.38	32.70	33.02	33.35	34.02	34.02	34.02	35.07	36.12	37.20	38.34
72	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,668	\$5,723	\$5,781	\$5,841	\$5,958	\$5,958	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710
\$/yr	54,636	56,292	57,972	59,748	61,572	63,456	65,364	67,344	68,016	68,676	69,372	70,092	71,496	71,496	71,496	73,668	75,888	78,168	80,520
\$/hr	26.27	27.06	27.87	28.73	29.60	30.51	31.43	32.38	32.70	33.02	33.35	33.70	34.37	34.37	34.37	35.42	36.48	37.58	38.71

73	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,723	\$5,781	\$5,841	\$5,897	\$6,016	\$6,016	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777
\$/yr	55,164	56,832	58,572	60,384	62,196	64,092	66,036	68,016	68,676	69,372	70,092	70,764	72,192	72,192	72,192	74,376	76,632	78,948	81,324
\$/hr	26.52	27.32	28.16	29.03	29.90	30.81	31.75	32.70	33.02	33.35	33.70	34.02	34.71	34.71	34.71	35.76	36.84	37.96	39.10
74	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,781	\$5,841	\$5,897	\$5,958	\$6,079	\$6,079	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846
\$/yr	55,728	57,408	59,172	60,948	62,796	64,728	66,672	68,676	69,372	70,092	70,764	71,496	72,948	72,948	72,948	75,132	77,376	79,740	82,152
\$/hr	26.79	27.60	28.45	29.30	30.19	31.12	32.05	33.02	33.35	33.70	34.02	34.37	35.07	35.07	35.07	36.12	37.20	38.34	39.50
75	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,841	\$5,897	\$5,958	\$6,016	\$6,139	\$6,139	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914
\$/yr	56,292	57,972	59,748	61,572	63,456	65,364	67,344	69,372	70,092	70,764	71,496	72,192	73,668	73,668	73,668	75,888	78,168	80,520	82,968
\$/hr	27.06	27.87	28.73	29.60	30.51	31.43	32.38	33.35	33.70	34.02	34.37	34.71	35.42	35.42	35.42	36.48	37.58	38.71	39.89
76	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$5,897	\$5,958	\$6,016	\$6,079	\$6,198	\$6,198	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986
\$/yr	56,832	58,572	60,384	62,196	64,092	66,036	68,016	70,092	70,764	71,496	72,192	72,948	74,376	74,376	74,376	76,632	78,948	81,324	83,832
\$/hr	27.32	28.16	29.03	29.90	30.81	31.75	32.70	33.70	34.02	34.37	34.71	35.07	35.76	35.76	35.76	36.84	37.96	39.10	40.30
77	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$5,958	\$6,016	\$6,079	\$6,139	\$6,261	\$6,261	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054
\$/yr	57,408	59,172	60,948	62,796	64,728	66,672	68,676	70,764	71,496	72,192	72,948	73,668	75,132	75,132	75,132	77,376	79,740	82,152	84,648
\$/hr	27.60	28.45	29.30	30.19	31.12	32.05	33.02	34.02	34.37	34.71	35.07	35.42	36.12	36.12	36.12	37.20	38.34	39.50	40.70
78	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,016	\$6,079	\$6,139	\$6,198	\$6,324	\$6,324	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125
\$/yr	57,972	59,748	61,572	63,456	65,364	67,344	69,372	71,496	72,192	72,948	73,668	74,376	75,888	75,888	75,888	78,168	80,520	82,968	85,500
\$/hr	27.87	28.73	29.60	30.51	31.43	32.38	33.35	34.37	34.71	35.07	35.42	35.76	36.48	36.48	36.48	37.58	38.71	39.89	41.11
79	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,079	\$6,139	\$6,198	\$6,261	\$6,386	\$6,386	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194
\$/yr	58,572	60,384	62,196	64,092	66,036	68,016	70,092	72,192	72,948	73,668	74,376	75,132	76,632	76,632	76,632	78,948	81,324	83,832	86,328
\$/hr	28.16	29.03	29.90	30.81	31.75	32.70	33.70	34.71	35.07	35.42	35.76	36.12	36.84	36.84	36.84	37.96	39.10	40.30	41.50
80	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,139	\$6,198	\$6,261	\$6,324	\$6,448	\$6,448	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269
\$/yr	59,172	60,948	62,796	64,728	66,672	68,676	70,764	72,948	73,668	74,376	75,132	75,888	77,376	77,376	77,376	79,740	82,152	84,648	87,228
\$/hr	28.45	29.30	30.19	31.12	32.05	33.02	34.02	35.07	35.42	35.76	36.12	36.48	37.20	37.20	37.20	38.34	39.50	40.70	41.94
81	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,198	\$6,261	\$6,324	\$6,386	\$6,514	\$6,514	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340
\$/yr	59,748	61,572	63,456	65,364	67,344	69,372	71,496	73,668	74,376	75,132	75,888	76,632	78,168	78,168	78,168	80,520	82,968	85,500	88,080
\$/hr	28.73	29.60	30.51	31.43	32.38	33.35	34.37	35.42	35.76	36.12	36.48	36.84	37.58	37.58	37.58	38.71	39.89	41.11	42.35
82	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,261	\$6,324	\$6,386	\$6,448	\$6,579	\$6,579	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413
\$/yr	60,384	62,196	64,092	66,036	68,016	70,092	72,192	74,376	75,132	75,888	76,632	77,376	78,948	78,948	78,948	81,324	83,832	86,328	88,956
\$/hr	29.03	29.90	30.81	31.75	32.70	33.70	34.71	35.76	36.12	36.48	36.84	37.20	37.96	37.96	37.96	39.10	40.30	41.50	42.77
83	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,324	\$6,386	\$6,448	\$6,514	\$6,645	\$6,645	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487
\$/yr	60,948	62,796	64,728	66,672	68,676	70,764	72,948	75,132	75,888	76,632	77,376	78,168	79,740	79,740	79,740	82,152	84,648	87,228	89,844
\$/hr	29.30	30.19	31.12	32.05	33.02	34.02	35.07	36.12	36.48	36.84	37.20	37.58	38.34	38.34	38.34	39.50	40.70	41.94	43.19

84	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,386	\$6,448	\$6,514	\$6,579	\$6,710	\$6,710	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563
\$/yr	61,572	63,456	65,364	67,344	69,372	71,496	73,668	75,888	76,632	77,376	78,168	78,948	80,520	80,520	80,520	82,968	85,500	88,080	90,756
\$/hr	29.60	30.51	31.43	32.38	33.35	34.37	35.42	36.48	36.84	37.20	37.58	37.96	38.71	38.71	38.71	39.89	41.11	42.35	43.63
85	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,448	\$6,514	\$6,579	\$6,645	\$6,777	\$6,777	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639
\$/yr	62,196	64,092	66,036	68,016	70,092	72,192	74,376	76,632	77,376	78,168	78,948	79,740	81,324	81,324	81,324	83,832	86,328	88,956	91,668
\$/hr	29.90	30.81	31.75	32.70	33.70	34.71	35.76	36.84	37.20	37.58	37.96	38.34	39.10	39.10	39.10	40.30	41.50	42.77	44.07
86	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,514	\$6,579	\$6,645	\$6,710	\$6,846	\$6,846	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713
\$/yr	62,796	64,728	66,672	68,676	70,764	72,948	75,132	77,376	78,168	78,948	79,740	80,520	82,152	82,152	82,152	84,648	87,228	89,844	92,556
\$/hr	30.19	31.12	32.05	33.02	34.02	35.07	36.12	37.20	37.58	37.96	38.34	38.71	39.50	39.50	39.50	40.70	41.94	43.19	44.50
87	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,579	\$6,645	\$6,710	\$6,777	\$6,914	\$6,914	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793
\$/yr	63,456	65,364	67,344	69,372	71,496	73,668	75,888	78,168	78,948	79,740	80,520	81,324	82,968	82,968	82,968	85,500	88,080	90,756	93,516
\$/hr	30.51	31.43	32.38	33.35	34.37	35.42	36.48	37.58	37.96	38.34	38.71	39.10	39.89	39.89	39.89	41.11	42.35	43.63	44.96
88	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,645	\$6,710	\$6,777	\$6,846	\$6,986	\$6,986	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869
\$/yr	64,092	66,036	68,016	70,092	72,192	74,376	76,632	78,948	79,740	80,520	81,324	82,152	83,832	83,832	83,832	86,328	88,956	91,668	94,428
\$/hr	30.81	31.75	32.70	33.70	34.71	35.76	36.84	37.96	38.34	38.71	39.10	39.50	40.30	40.30	40.30	41.50	42.77	44.07	45.40
89	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,710	\$6,777	\$6,846	\$6,914	\$7,054	\$7,054	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950
\$/yr	64,728	66,672	68,676	70,764	72,948	75,132	77,376	79,740	80,520	81,324	82,152	82,968	84,648	84,648	84,648	87,228	89,844	92,556	95,400
\$/hr	31.12	32.05	33.02	34.02	35.07	36.12	37.20	38.34	38.71	39.10	39.50	39.89	40.70	40.70	40.70	41.94	43.19	44.50	45.87
90	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,777	\$6,846	\$6,914	\$6,986	\$7,125	\$7,125	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029
\$/yr	65,364	67,344	69,372	71,496	73,668	75,888	78,168	80,520	81,324	82,152	82,968	83,832	85,500	85,500	85,500	88,080	90,756	93,516	96,348
\$/hr	31.43	32.38	33.35	34.37	35.42	36.48	37.58	38.71	39.10	39.50	39.89	40.30	41.11	41.11	41.11	42.35	43.63	44.96	46.32
91	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,846	\$6,914	\$6,986	\$7,054	\$7,194	\$7,194	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109
\$/yr	66,036	68,016	70,092	72,192	74,376	76,632	78,948	81,324	82,152	82,968	83,832	84,648	86,328	86,328	86,328	88,956	91,668	94,428	97,308
\$/hr	31.75	32.70	33.70	34.71	35.76	36.84	37.96	39.10	39.50	39.89	40.30	40.70	41.50	41.50	41.50	42.77	44.07	45.40	46.78
92	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$6,914	\$6,986	\$7,054	\$7,125	\$7,269	\$7,269	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190
\$/yr	66,672	68,676	70,764	72,948	75,132	77,376	79,740	82,152	82,968	83,832	84,648	85,500	87,228	87,228	87,228	89,844	92,556	95,400	98,280
\$/hr	32.05	33.02	34.02	35.07	36.12	37.20	38.34	39.50	39.89	40.30	40.70	41.11	41.94	41.94	41.94	43.19	44.50	45.87	47.25
93	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$6,986	\$7,054	\$7,125	\$7,194	\$7,340	\$7,340	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271
\$/yr	67,344	69,372	71,496	73,668	75,888	78,168	80,520	82,968	83,832	84,648	85,500	86,328	88,080	88,080	88,080	90,756	93,516	96,348	99,252
\$/hr	32.38	33.35	34.37	35.42	36.48	37.58	38.71	39.89	40.30	40.70	41.11	41.50	42.35	42.35	42.35	43.63	44.96	46.32	47.72
94	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,054	\$7,125	\$7,194	\$7,269	\$7,413	\$7,413	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354
\$/yr	68,016	70,092	72,192	74,376	76,632	78,948	81,324	83,832	84,648	85,500	86,328	87,228	88,956	88,956	88,956	91,668	94,428	97,308	100,248
\$/hr	32.70	33.70	34.71	35.76	36.84	37.96	39.10	40.30	40.70	41.11	41.50	41.94	42.77	42.77	42.77	44.07	45.40	46.78	48.20

95	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,125	\$7,194	\$7,269	\$7,340	\$7,487	\$7,487	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438
\$/yr	68,676	70,764	72,948	75,132	77,376	79,740	82,152	84,648	85,500	86,328	87,228	88,080	89,844	89,844	89,844	92,556	95,400	98,280	101,256
\$/hr	33.02	34.02	35.07	36.12	37.20	38.34	39.50	40.70	41.11	41.50	41.94	42.35	43.19	43.19	43.19	44.50	45.87	47.25	48.68
96	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,194	\$7,269	\$7,340	\$7,413	\$7,563	\$7,563	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523
\$/yr	69,372	71,496	73,668	75,888	78,168	80,520	82,968	85,500	86,328	87,228	88,080	88,956	90,756	90,756	90,756	93,516	96,348	99,252	102,276
\$/hr	33.35	34.37	35.42	36.48	37.58	38.71	39.89	41.11	41.50	41.94	42.35	42.77	43.63	43.63	43.63	44.96	46.32	47.72	49.17
97	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,269	\$7,340	\$7,413	\$7,487	\$7,639	\$7,639	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606
\$/yr	70,092	72,192	74,376	76,632	78,948	81,324	83,832	86,328	87,228	88,080	88,956	89,844	91,668	91,668	91,668	94,428	97,308	100,248	103,272
\$/hr	33.70	34.71	35.76	36.84	37.96	39.10	40.30	41.50	41.94	42.35	42.77	43.19	44.07	44.07	44.07	45.40	46.78	48.20	49.65
98	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,340	\$7,413	\$7,487	\$7,563	\$7,713	\$7,713	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693
\$/yr	70,764	72,948	75,132	77,376	79,740	82,152	84,648	87,228	88,080	88,956	89,844	90,756	92,556	92,556	92,556	95,400	98,280	101,256	104,316
\$/hr	34.02	35.07	36.12	37.20	38.34	39.50	40.70	41.94	42.35	42.77	43.19	43.63	44.50	44.50	44.50	45.87	47.25	48.68	50.15
99	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,413	\$7,487	\$7,563	\$7,639	\$7,793	\$7,793	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782
\$/yr	71,496	73,668	75,888	78,168	80,520	82,968	85,500	88,080	88,956	89,844	90,756	91,668	93,516	93,516	93,516	96,348	99,252	102,276	105,384
\$/hr	34.37	35.42	36.48	37.58	38.71	39.89	41.11	42.35	42.77	43.19	43.63	44.07	44.96	44.96	44.96	46.32	47.72	49.17	50.67

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BF

University of Washington - Contract Classified 1199NW & SEIU Like Titles Payscale Table BF - Effective July 1, 2014

(At the time of this publication, SEIU 1199NW and UW have not concluded negotiations for a 2015-17 contract. Therefore, this pay table has not been updated beyond July 1, 2014. For relevant details, please see MOU – RESOLUTION OF “LIKE TITLES” GRIEVANCE)

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,487	\$7,563	\$7,639	\$7,713	\$7,869	\$7,869	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868
\$/yr	72,192	74,376	76,632	78,948	81,324	83,832	86,328	88,956	89,844	90,756	91,668	92,556	94,428	94,428	94,428	97,308	100,248	103,272	106,416
\$/hr	34.71	35.76	36.84	37.96	39.10	40.30	41.50	42.77	43.19	43.63	44.07	44.50	45.40	45.40	45.40	46.78	48.20	49.65	51.16
1	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,563	\$7,639	\$7,713	\$7,793	\$7,950	\$7,950	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959
\$/yr	72,948	75,132	77,376	79,740	82,152	84,648	87,228	89,844	90,756	91,668	92,556	93,516	95,400	95,400	95,400	98,280	101,256	104,316	107,508
\$/hr	35.07	36.12	37.20	38.34	39.50	40.70	41.94	43.19	43.63	44.07	44.50	44.96	45.87	45.87	45.87	47.25	48.68	50.15	51.69
2	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,639	\$7,713	\$7,793	\$7,869	\$8,029	\$8,029	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047
\$/yr	73,668	75,888	78,168	80,520	82,968	85,500	88,080	90,756	91,668	92,556	93,516	94,428	96,348	96,348	96,348	99,252	102,276	105,384	108,564
\$/hr	35.42	36.48	37.58	38.71	39.89	41.11	42.35	43.63	44.07	44.50	44.96	45.40	46.32	46.32	46.32	47.72	49.17	50.67	52.19
3	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,713	\$7,793	\$7,869	\$7,950	\$8,109	\$8,109	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137
\$/yr	74,376	76,632	78,948	81,324	83,832	86,328	88,956	91,668	92,556	93,516	94,428	95,400	97,308	97,308	97,308	100,248	103,272	106,416	109,644
\$/hr	35.76	36.84	37.96	39.10	40.30	41.50	42.77	44.07	44.50	44.96	45.40	45.87	46.78	46.78	46.78	48.20	49.65	51.16	52.71
4	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,793	\$7,869	\$7,950	\$8,029	\$8,190	\$8,190	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228
\$/yr	75,132	77,376	79,740	82,152	84,648	87,228	89,844	92,556	93,516	94,428	95,400	96,348	98,280	98,280	98,280	101,256	104,316	107,508	110,736
\$/hr	36.12	37.20	38.34	39.50	40.70	41.94	43.19	44.50	44.96	45.40	45.87	46.32	47.25	47.25	47.25	48.68	50.15	51.69	53.24
5	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$7,869	\$7,950	\$8,029	\$8,109	\$8,271	\$8,271	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320
\$/yr	75,888	78,168	80,520	82,968	85,500	88,080	90,756	93,516	94,428	95,400	96,348	97,308	99,252	99,252	99,252	102,276	105,384	108,564	111,840
\$/hr	36.48	37.58	38.71	39.89	41.11	42.35	43.63	44.96	45.40	45.87	46.32	46.78	47.72	47.72	47.72	49.17	50.67	52.19	53.77
6	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$7,950	\$8,029	\$8,109	\$8,190	\$8,354	\$8,354	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414
\$/yr	76,632	78,948	81,324	83,832	86,328	88,956	91,668	94,428	95,400	96,348	97,308	98,280	100,248	100,248	100,248	103,272	106,416	109,644	112,968

\$/hr	36.84	37.96	39.10	40.30	41.50	42.77	44.07	45.40	45.87	46.32	46.78	47.25	48.20	48.20	48.20	49.65	51.16	52.71	54.31
7	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,029	\$8,109	\$8,190	\$8,271	\$8,438	\$8,438	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509
\$/yr	77,376	79,740	82,152	84,648	87,228	89,844	92,556	95,400	96,348	97,308	98,280	99,252	101,256	101,256	101,256	104,316	107,508	110,736	114,108
\$/hr	37.20	38.34	39.50	40.70	41.94	43.19	44.50	45.87	46.32	46.78	47.25	47.72	48.68	48.68	48.68	50.15	51.69	53.24	54.86
8	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,109	\$8,190	\$8,271	\$8,354	\$8,523	\$8,523	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603
\$/yr	78,168	80,520	82,968	85,500	88,080	90,756	93,516	96,348	97,308	98,280	99,252	100,248	102,276	102,276	102,276	105,384	108,564	111,840	115,236
\$/hr	37.58	38.71	39.89	41.11	42.35	43.63	44.96	46.32	46.78	47.25	47.72	48.20	49.17	49.17	49.17	50.67	52.19	53.77	55.40
9	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,190	\$8,271	\$8,354	\$8,438	\$8,606	\$8,606	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698
\$/yr	78,948	81,324	83,832	86,328	88,956	91,668	94,428	97,308	98,280	99,252	100,248	101,256	103,272	103,272	103,272	106,416	109,644	112,968	116,376
\$/hr	37.96	39.10	40.30	41.50	42.77	44.07	45.40	46.78	47.25	47.72	48.20	48.68	49.65	49.65	49.65	51.16	52.71	54.31	55.95
10	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,271	\$8,354	\$8,438	\$8,523	\$8,693	\$8,693	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796
\$/yr	79,740	82,152	84,648	87,228	89,844	92,556	95,400	98,280	99,252	100,248	101,256	102,276	104,316	104,316	104,316	107,508	110,736	114,108	117,552
\$/hr	38.34	39.50	40.70	41.94	43.19	44.50	45.87	47.25	47.72	48.20	48.68	49.17	50.15	50.15	50.15	51.69	53.24	54.86	56.52
11	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,354	\$8,438	\$8,523	\$8,606	\$8,782	\$8,782	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893
\$/yr	80,520	82,968	85,500	88,080	90,756	93,516	96,348	99,252	100,248	101,256	102,276	103,272	105,384	105,384	105,384	108,564	111,840	115,236	118,716
\$/hr	38.71	39.89	41.11	42.35	43.63	44.96	46.32	47.72	48.20	48.68	49.17	49.65	50.67	50.67	50.67	52.19	53.77	55.40	57.08
12	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,438	\$8,523	\$8,606	\$8,693	\$8,868	\$8,868	\$8,868	\$9,137	\$9,414	\$9,698	\$9,994
\$/yr	81,324	83,832	86,328	88,956	91,668	94,428	97,308	100,248	101,256	102,276	103,272	104,316	106,416	106,416	106,416	109,644	112,968	116,376	119,928
\$/hr	39.10	40.30	41.50	42.77	44.07	45.40	46.78	48.20	48.68	49.17	49.65	50.15	51.16	51.16	51.16	52.71	54.31	55.95	57.66
13	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,523	\$8,606	\$8,693	\$8,782	\$8,959	\$8,959	\$8,959	\$9,228	\$9,509	\$9,796	\$10,093
\$/yr	82,152	84,648	87,228	89,844	92,556	95,400	98,280	101,256	102,276	103,272	104,316	105,384	107,508	107,508	107,508	110,736	114,108	117,552	121,116
\$/hr	39.50	40.70	41.94	43.19	44.50	45.87	47.25	48.68	49.17	49.65	50.15	50.67	51.69	51.69	51.69	53.24	54.86	56.52	58.23
14	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,606	\$8,693	\$8,782	\$8,868	\$9,047	\$9,047	\$9,047	\$9,320	\$9,603	\$9,893	\$10,195
\$/yr	82,968	85,500	88,080	90,756	93,516	96,348	99,252	102,276	103,272	104,316	105,384	106,416	108,564	108,564	108,564	111,840	115,236	118,716	122,340
\$/hr	39.89	41.11	42.35	43.63	44.96	46.32	47.72	49.17	49.65	50.15	50.67	51.16	52.19	52.19	52.19	53.77	55.40	57.08	58.82
15	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,693	\$8,782	\$8,868	\$8,959	\$9,137	\$9,137	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295
\$/yr	83,832	86,328	88,956	91,668	94,428	97,308	100,248	103,272	104,316	105,384	106,416	107,508	109,644	109,644	109,644	112,968	116,376	119,928	123,540
\$/hr	40.30	41.50	42.77	44.07	45.40	46.78	48.20	49.65	50.15	50.67	51.16	51.69	52.71	52.71	52.71	54.31	55.95	57.66	59.39
16	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,782	\$8,868	\$8,959	\$9,047	\$9,228	\$9,228	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399
\$/yr	84,648	87,228	89,844	92,556	95,400	98,280	101,256	104,316	105,384	106,416	107,508	108,564	110,736	110,736	110,736	114,108	117,552	121,116	124,788
\$/hr	40.70	41.94	43.19	44.50	45.87	47.25	48.68	50.15	50.67	51.16	51.69	52.19	53.24	53.24	53.24	54.86	56.52	58.23	59.99

17	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$8,868	\$8,959	\$9,047	\$9,137	\$9,320	\$9,320	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503
\$/yr	85,500	88,080	90,756	93,516	96,348	99,252	102,276	105,384	106,416	107,508	108,564	109,644	111,840	111,840	111,840	115,236	118,716	122,340	126,036
\$/hr	41.11	42.35	43.63	44.96	46.32	47.72	49.17	50.67	51.16	51.69	52.19	52.71	53.77	53.77	53.77	55.40	57.08	58.82	60.59
18	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$8,959	\$9,047	\$9,137	\$9,228	\$9,414	\$9,414	\$9,414	\$9,698	\$9,994	\$10,295	\$10,607
\$/yr	86,328	88,956	91,668	94,428	97,308	100,248	103,272	106,416	107,508	108,564	109,644	110,736	112,968	112,968	112,968	116,376	119,928	123,540	127,284
\$/hr	41.50	42.77	44.07	45.40	46.78	48.20	49.65	51.16	51.69	52.19	52.71	53.24	54.31	54.31	54.31	55.95	57.66	59.39	61.19
19	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,047	\$9,137	\$9,228	\$9,320	\$9,509	\$9,509	\$9,509	\$9,796	\$10,093	\$10,399	\$10,714
\$/yr	87,228	89,844	92,556	95,400	98,280	101,256	104,316	107,508	108,564	109,644	110,736	111,840	114,108	114,108	114,108	117,552	121,116	124,788	128,568
\$/hr	41.94	43.19	44.50	45.87	47.25	48.68	50.15	51.69	52.19	52.71	53.24	53.77	54.86	54.86	54.86	56.52	58.23	59.99	61.81
20	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,137	\$9,228	\$9,320	\$9,414	\$9,603	\$9,603	\$9,603	\$9,893	\$10,195	\$10,503	\$10,821
\$/yr	88,080	90,756	93,516	96,348	99,252	102,276	105,384	108,564	109,644	110,736	111,840	112,968	115,236	115,236	115,236	118,716	122,340	126,036	129,852
\$/hr	42.35	43.63	44.96	46.32	47.72	49.17	50.67	52.19	52.71	53.24	53.77	54.31	55.40	55.40	55.40	57.08	58.82	60.59	62.43
21	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,228	\$9,320	\$9,414	\$9,509	\$9,698	\$9,698	\$9,698	\$9,994	\$10,295	\$10,607	\$10,928
\$/yr	88,956	91,668	94,428	97,308	100,248	103,272	106,416	109,644	110,736	111,840	112,968	114,108	116,376	116,376	116,376	119,928	123,540	127,284	131,136
\$/hr	42.77	44.07	45.40	46.78	48.20	49.65	51.16	52.71	53.24	53.77	54.31	54.86	55.95	55.95	55.95	57.66	59.39	61.19	63.05
22	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,320	\$9,414	\$9,509	\$9,603	\$9,796	\$9,796	\$9,796	\$10,093	\$10,399	\$10,714	\$11,040
\$/yr	89,844	92,556	95,400	98,280	101,256	104,316	107,508	110,736	111,840	112,968	114,108	115,236	117,552	117,552	117,552	121,116	124,788	128,568	132,480
\$/hr	43.19	44.50	45.87	47.25	48.68	50.15	51.69	53.24	53.77	54.31	54.86	55.40	56.52	56.52	56.52	58.23	59.99	61.81	63.69
23	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,414	\$9,509	\$9,603	\$9,698	\$9,893	\$9,893	\$9,893	\$10,195	\$10,503	\$10,821	\$11,149
\$/yr	90,756	93,516	96,348	99,252	102,276	105,384	108,564	111,840	112,968	114,108	115,236	116,376	118,716	118,716	118,716	122,340	126,036	129,852	133,788
\$/hr	43.63	44.96	46.32	47.72	49.17	50.67	52.19	53.77	54.31	54.86	55.40	55.95	57.08	57.08	57.08	58.82	60.59	62.43	64.32
24	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414	\$9,509	\$9,603	\$9,698	\$9,796	\$9,994	\$9,994	\$9,994	\$10,295	\$10,607	\$10,928	\$11,259
\$/yr	91,668	94,428	97,308	100,248	103,272	106,416	109,644	112,968	114,108	115,236	116,376	117,552	119,928	119,928	119,928	123,540	127,284	131,136	135,108
\$/hr	44.07	45.40	46.78	48.20	49.65	51.16	52.71	54.31	54.86	55.40	55.95	56.52	57.66	57.66	57.66	59.39	61.19	63.05	64.96
25	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509	\$9,603	\$9,698	\$9,796	\$9,893	\$10,093	\$10,093	\$10,093	\$10,399	\$10,714	\$11,040	\$11,373
\$/yr	92,556	95,400	98,280	101,256	104,316	107,508	110,736	114,108	115,236	116,376	117,552	118,716	121,116	121,116	121,116	124,788	128,568	132,480	136,476
\$/hr	44.50	45.87	47.25	48.68	50.15	51.69	53.24	54.86	55.40	55.95	56.52	57.08	58.23	58.23	58.23	59.99	61.81	63.69	65.61
26	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603	\$9,698	\$9,796	\$9,893	\$9,994	\$10,195	\$10,195	\$10,195	\$10,503	\$10,821	\$11,149	\$11,486
\$/yr	93,516	96,348	99,252	102,276	105,384	108,564	111,840	115,236	116,376	117,552	118,716	119,928	122,340	122,340	122,340	126,036	129,852	133,788	137,832
\$/hr	44.96	46.32	47.72	49.17	50.67	52.19	53.77	55.40	55.95	56.52	57.08	57.66	58.82	58.82	58.82	60.59	62.43	64.32	66.27
27	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698	\$9,796	\$9,893	\$9,994	\$10,093	\$10,295	\$10,295	\$10,295	\$10,607	\$10,928	\$11,259	\$11,603
\$/yr	94,428	97,308	100,248	103,272	106,416	109,644	112,968	116,376	117,552	118,716	119,928	121,116	123,540	123,540	123,540	127,284	131,136	135,108	139,236
\$/hr	45.40	46.78	48.20	49.65	51.16	52.71	54.31	55.95	56.52	57.08	57.66	58.23	59.39	59.39	59.39	61.19	63.05	64.96	66.94
28	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796	\$9,893	\$9,994	\$10,093	\$10,195	\$10,399	\$10,399	\$10,399	\$10,714	\$11,040	\$11,373	\$11,717

\$/yr	95,400	98,280	101,256	104,316	107,508	110,736	114,108	117,552	118,716	119,928	121,116	122,340	124,788	124,788	124,788	128,568	132,480	136,476	140,604
\$/hr	45.87	47.25	48.68	50.15	51.69	53.24	54.86	56.52	57.08	57.66	58.23	58.82	59.99	59.99	59.99	61.81	63.69	65.61	67.60
29	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893	\$9,994	\$10,093	\$10,195	\$10,295	\$10,503	\$10,503	\$10,503	\$10,821	\$11,149	\$11,486	\$11,833
\$/yr	96,348	99,252	102,276	105,384	108,564	111,840	115,236	118,716	119,928	121,116	122,340	123,540	126,036	126,036	126,036	129,852	133,788	137,832	141,996
\$/hr	46.32	47.72	49.17	50.67	52.19	53.77	55.40	57.08	57.66	58.23	58.82	59.39	60.59	60.59	60.59	62.43	64.32	66.27	68.27
30	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698	\$9,994	\$10,093	\$10,195	\$10,295	\$10,399	\$10,607	\$10,607	\$10,607	\$10,928	\$11,259	\$11,603	\$11,953
\$/yr	97,308	100,248	103,272	106,416	109,644	112,968	116,376	119,928	121,116	122,340	123,540	124,788	127,284	127,284	127,284	131,136	135,108	139,236	143,436
\$/hr	46.78	48.20	49.65	51.16	52.71	54.31	55.95	57.66	58.23	58.82	59.39	59.99	61.19	61.19	61.19	63.05	64.96	66.94	68.96
31	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796	\$10,093	\$10,195	\$10,295	\$10,399	\$10,503	\$10,714	\$10,714	\$10,714	\$11,040	\$11,373	\$11,717	\$12,073
\$/yr	98,280	101,256	104,316	107,508	110,736	114,108	117,552	121,116	122,340	123,540	124,788	126,036	128,568	128,568	128,568	132,480	136,476	140,604	144,876
\$/hr	47.25	48.68	50.15	51.69	53.24	54.86	56.52	58.23	58.82	59.39	59.99	60.59	61.81	61.81	61.81	63.69	65.61	67.60	69.65
32	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893	\$10,195	\$10,295	\$10,399	\$10,503	\$10,607	\$10,821	\$10,821	\$10,821	\$11,149	\$11,486	\$11,833	\$12,192
\$/yr	99,252	102,276	105,384	108,564	111,840	115,236	118,716	122,340	123,540	124,788	126,036	127,284	129,852	129,852	129,852	133,788	137,832	141,996	146,304
\$/hr	47.72	49.17	50.67	52.19	53.77	55.40	57.08	58.82	59.39	59.99	60.59	61.19	62.43	62.43	62.43	64.32	66.27	68.27	70.34
33	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295	\$10,399	\$10,503	\$10,607	\$10,714	\$10,928	\$10,928	\$10,928	\$11,259	\$11,603	\$11,953	\$12,314
\$/yr	100,248	103,272	106,416	109,644	112,968	116,376	119,928	123,540	124,788	126,036	127,284	128,568	131,136	131,136	131,136	135,108	139,236	143,436	147,768
\$/hr	48.20	49.65	51.16	52.71	54.31	55.95	57.66	59.39	59.99	60.59	61.19	61.81	63.05	63.05	63.05	64.96	66.94	68.96	71.04
34	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399	\$10,503	\$10,607	\$10,714	\$10,821	\$11,040	\$11,040	\$11,040	\$11,373	\$11,717	\$12,073	\$12,439
\$/yr	101,256	104,316	107,508	110,736	114,108	117,552	121,116	124,788	126,036	127,284	128,568	129,852	132,480	132,480	132,480	136,476	140,604	144,876	149,268
\$/hr	48.68	50.15	51.69	53.24	54.86	56.52	58.23	59.99	60.59	61.19	61.81	62.43	63.69	63.69	63.69	65.61	67.60	69.65	71.76
35	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503	\$10,607	\$10,714	\$10,821	\$10,928	\$11,149	\$11,149	\$11,149	\$11,486	\$11,833	\$12,192	\$12,565
\$/yr	102,276	105,384	108,564	111,840	115,236	118,716	122,340	126,036	127,284	128,568	129,852	131,136	133,788	133,788	133,788	137,832	141,996	146,304	150,780
\$/hr	49.17	50.67	52.19	53.77	55.40	57.08	58.82	60.59	61.19	61.81	62.43	63.05	64.32	64.32	64.32	66.27	68.27	70.34	72.49
36	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295	\$10,607	\$10,714	\$10,821	\$10,928	\$11,040	\$11,259	\$11,259	\$11,259	\$11,603	\$11,953	\$12,314	\$12,691
\$/yr	103,272	106,416	109,644	112,968	116,376	119,928	123,540	127,284	128,568	129,852	131,136	132,480	135,108	135,108	135,108	139,236	143,436	147,768	152,292
\$/hr	49.65	51.16	52.71	54.31	55.95	57.66	59.39	61.19	61.81	62.43	63.05	63.69	64.96	64.96	64.96	66.94	68.96	71.04	73.22
37	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399	\$10,714	\$10,821	\$10,928	\$11,040	\$11,149	\$11,373	\$11,373	\$11,373	\$11,717	\$12,073	\$12,439	\$12,816
\$/yr	104,316	107,508	110,736	114,108	117,552	121,116	124,788	128,568	129,852	131,136	132,480	133,788	136,476	136,476	136,476	140,604	144,876	149,268	153,792
\$/hr	50.15	51.69	53.24	54.86	56.52	58.23	59.99	61.81	62.43	63.05	63.69	64.32	65.61	65.61	65.61	67.60	69.65	71.76	73.94
38	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503	\$10,821	\$10,928	\$11,040	\$11,149	\$11,259	\$11,486	\$11,486	\$11,486	\$11,833	\$12,192	\$12,565	\$12,943
\$/yr	105,384	108,564	111,840	115,236	118,716	122,340	126,036	129,852	131,136	132,480	133,788	135,108	137,832	137,832	137,832	141,996	146,304	150,780	155,316
\$/hr	50.67	52.19	53.77	55.40	57.08	58.82	60.59	62.43	63.05	63.69	64.32	64.96	66.27	66.27	66.27	68.27	70.34	72.49	74.67
39	\$8,868	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295	\$10,607	\$10,928	\$11,040	\$11,149	\$11,259	\$11,373	\$11,603	\$11,603	\$11,603	\$11,953	\$12,314	\$12,691	\$13,074
\$/yr	106,416	109,644	112,968	116,376	119,928	123,540	127,284	131,136	132,480	133,788	135,108	136,476	139,236	139,236	139,236	143,436	147,768	152,292	156,888
\$/hr	51.16	52.71	54.31	55.95	57.66	59.39	61.19	63.05	63.69	64.32	64.96	65.61	66.94	66.94	66.94	68.96	71.04	73.22	75.43
40	\$8,959	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399	\$10,714	\$11,040	\$11,149	\$11,259	\$11,373	\$11,486	\$11,717	\$11,717	\$11,717	\$12,073	\$12,439	\$12,816	\$13,207

\$/yr	107,508	110,736	114,108	117,552	121,116	124,788	128,568	132,480	133,788	135,108	136,476	137,832	140,604	140,604	140,604	144,876	149,268	153,792	158,484
\$/hr	51.69	53.24	54.86	56.52	58.23	59.99	61.81	63.69	64.32	64.96	65.61	66.27	67.60	67.60	67.60	69.65	71.76	73.94	76.19
41	\$9,047	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503	\$10,821	\$11,149	\$11,259	\$11,373	\$11,486	\$11,603	\$11,833	\$11,833	\$11,833	\$12,192	\$12,565	\$12,943	\$13,337
\$/yr	108,564	111,840	115,236	118,716	122,340	126,036	129,852	133,788	135,108	136,476	137,832	139,236	141,996	141,996	141,996	146,304	150,780	155,316	160,044
\$/hr	52.19	53.77	55.40	57.08	58.82	60.59	62.43	64.32	64.96	65.61	66.27	66.94	68.27	68.27	68.27	70.34	72.49	74.67	76.94
42	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295	\$10,607	\$10,928	\$11,259	\$11,373	\$11,486	\$11,603	\$11,717	\$11,953	\$11,953	\$11,953	\$12,314	\$12,691	\$13,074	\$13,473
\$/yr	109,644	112,968	116,376	119,928	123,540	127,284	131,136	135,108	136,476	137,832	139,236	140,604	143,436	143,436	143,436	147,768	152,292	156,888	161,676
\$/hr	52.71	54.31	55.95	57.66	59.39	61.19	63.05	64.96	65.61	66.27	66.94	67.60	68.96	68.96	68.96	71.04	73.22	75.43	77.73
43	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399	\$10,714	\$11,040	\$11,373	\$11,486	\$11,603	\$11,717	\$11,833	\$12,073	\$12,073	\$12,073	\$12,439	\$12,816	\$13,207	\$13,607
\$/yr	110,736	114,108	117,552	121,116	124,788	128,568	132,480	136,476	137,832	139,236	140,604	141,996	144,876	144,876	144,876	149,268	153,792	158,484	163,284
\$/hr	53.24	54.86	56.52	58.23	59.99	61.81	63.69	65.61	66.27	66.94	67.60	68.27	69.65	69.65	69.65	71.76	73.94	76.19	78.50
44	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503	\$10,821	\$11,149	\$11,486	\$11,603	\$11,717	\$11,833	\$11,953	\$12,192	\$12,192	\$12,192	\$12,565	\$12,943	\$13,337	\$13,741
\$/yr	111,840	115,236	118,716	122,340	126,036	129,852	133,788	137,832	139,236	140,604	141,996	143,436	146,304	146,304	146,304	150,780	155,316	160,044	164,892
\$/hr	53.77	55.40	57.08	58.82	60.59	62.43	64.32	66.27	66.94	67.60	68.27	68.96	70.34	70.34	70.34	72.49	74.67	76.94	79.28

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BG

**University of Washington - Contract Classified
SEIU ADDITIONAL HEALTH CARE PROFESSIONAL TECHNICAL
Payscale Table BG - Effective July 1, 2015**

Range	<---- Step ---->																		CEGP Steps
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
0	\$2,173	\$2,241	\$2,308	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,708	\$2,734	\$2,761	\$2,788	\$2,844	\$2,875	\$2,903	\$2,932	\$3,019	\$3,111	\$3,205
\$/yr	26,076	26,892	27,696	28,536	29,412	30,300	31,236	32,148	32,496	32,808	33,132	33,456	34,128	34,500	34,836	35,184	36,228	37,332	38,460
\$/hr	12.54	12.93	13.32	13.72	14.14	14.57	15.02	15.46	15.62	15.77	15.93	16.08	16.41	16.59	16.75	16.92	17.42	17.95	18.49
1	\$2,197	\$2,264	\$2,329	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,734	\$2,761	\$2,788	\$2,817	\$2,875	\$2,903	\$2,932	\$2,958	\$3,050	\$3,142	\$3,238
\$/yr	26,364	27,168	27,948	28,812	29,688	30,588	31,500	32,496	32,808	33,132	33,456	33,804	34,500	34,836	35,184	35,496	36,600	37,704	38,856
\$/hr	12.68	13.06	13.44	13.85	14.27	14.71	15.14	15.62	15.77	15.93	16.08	16.25	16.59	16.75	16.92	17.07	17.60	18.13	18.68
2	\$2,217	\$2,286	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,761	\$2,788	\$2,817	\$2,844	\$2,903	\$2,932	\$2,958	\$2,989	\$3,083	\$3,172	\$3,270
\$/yr	26,604	27,432	28,260	29,100	30,012	30,900	31,848	32,808	33,132	33,456	33,804	34,128	34,836	35,184	35,496	35,868	36,996	38,064	39,240
\$/hr	12.79	13.19	13.59	13.99	14.43	14.86	15.31	15.77	15.93	16.08	16.25	16.41	16.75	16.92	17.07	17.24	17.79	18.30	18.87
3	\$2,241	\$2,308	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,788	\$2,817	\$2,844	\$2,875	\$2,932	\$2,958	\$2,989	\$3,019	\$3,111	\$3,205	\$3,303
\$/yr	26,892	27,696	28,536	29,412	30,300	31,236	32,148	33,132	33,456	33,804	34,128	34,500	35,184	35,496	35,868	36,228	37,332	38,460	39,636
\$/hr	12.93	13.32	13.72	14.14	14.57	15.02	15.46	15.93	16.08	16.25	16.41	16.59	16.92	17.07	17.24	17.42	17.95	18.49	19.06
4	\$2,264	\$2,329	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,817	\$2,844	\$2,875	\$2,903	\$2,958	\$2,989	\$3,019	\$3,050	\$3,142	\$3,238	\$3,336
\$/yr	27,168	27,948	28,812	29,688	30,588	31,500	32,496	33,456	33,804	34,128	34,500	34,836	35,496	35,868	36,228	36,600	37,704	38,856	40,032
\$/hr	13.06	13.44	13.85	14.27	14.71	15.14	15.62	16.08	16.25	16.41	16.59	16.75	17.07	17.24	17.42	17.60	18.13	18.68	19.25
5	\$2,286	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,844	\$2,875	\$2,903	\$2,932	\$2,989	\$3,019	\$3,050	\$3,083	\$3,172	\$3,270	\$3,370
\$/yr	27,432	28,260	29,100	30,012	30,900	31,848	32,808	33,804	34,128	34,500	34,836	35,184	35,868	36,228	36,600	36,996	38,064	39,240	40,440
\$/hr	13.19	13.59	13.99	14.43	14.86	15.31	15.77	16.25	16.41	16.59	16.75	16.92	17.24	17.42	17.60	17.79	18.30	18.87	19.44
6	\$2,308	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,875	\$2,903	\$2,932	\$2,958	\$3,019	\$3,050	\$3,083	\$3,111	\$3,205	\$3,303	\$3,403
\$/yr	27,696	28,536	29,412	30,300	31,236	32,148	33,132	34,128	34,500	34,836	35,184	35,496	36,228	36,600	36,996	37,332	38,460	39,636	40,836
\$/hr	13.32	13.72	14.14	14.57	15.02	15.46	15.93	16.41	16.59	16.75	16.92	17.07	17.42	17.60	17.79	17.95	18.49	19.06	19.63
7	\$2,329	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,903	\$2,932	\$2,958	\$2,989	\$3,050	\$3,083	\$3,111	\$3,142	\$3,238	\$3,336	\$3,436

\$/yr	27,948	28,812	29,688	30,588	31,500	32,496	33,456	34,500	34,836	35,184	35,496	35,868	36,600	36,996	37,332	37,704	38,856	40,032	41,232
\$/hr	13.44	13.85	14.27	14.71	15.14	15.62	16.08	16.59	16.75	16.92	17.07	17.24	17.60	17.79	17.95	18.13	18.68	19.25	19.82
8	\$2,355	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,932	\$2,958	\$2,989	\$3,019	\$3,083	\$3,111	\$3,142	\$3,172	\$3,270	\$3,370	\$3,471
\$/yr	28,260	29,100	30,012	30,900	31,848	32,808	33,804	34,836	35,184	35,496	35,868	36,228	36,996	37,332	37,704	38,064	39,240	40,440	41,652
\$/hr	13.59	13.99	14.43	14.86	15.31	15.77	16.25	16.75	16.92	17.07	17.24	17.42	17.79	17.95	18.13	18.30	18.87	19.44	20.03
9	\$2,378	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$2,958	\$2,989	\$3,019	\$3,050	\$3,111	\$3,142	\$3,172	\$3,205	\$3,303	\$3,403	\$3,504
\$/yr	28,536	29,412	30,300	31,236	32,148	33,132	34,128	35,184	35,496	35,868	36,228	36,600	37,332	37,704	38,064	38,460	39,636	40,836	42,048
\$/hr	13.72	14.14	14.57	15.02	15.46	15.93	16.41	16.92	17.07	17.24	17.42	17.60	17.95	18.13	18.30	18.49	19.06	19.63	20.22
10	\$2,401	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$2,989	\$3,019	\$3,050	\$3,083	\$3,142	\$3,172	\$3,205	\$3,238	\$3,336	\$3,436	\$3,539
\$/yr	28,812	29,688	30,588	31,500	32,496	33,456	34,500	35,496	35,868	36,228	36,600	36,996	37,704	38,064	38,460	38,856	40,032	41,232	42,468
\$/hr	13.85	14.27	14.71	15.14	15.62	16.08	16.59	17.07	17.24	17.42	17.60	17.79	18.13	18.30	18.49	18.68	19.25	19.82	20.42
11	\$2,425	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,019	\$3,050	\$3,083	\$3,111	\$3,172	\$3,205	\$3,238	\$3,270	\$3,370	\$3,471	\$3,575
\$/yr	29,100	30,012	30,900	31,848	32,808	33,804	34,836	35,868	36,228	36,600	36,996	37,332	38,064	38,460	38,856	39,240	40,440	41,652	42,900
\$/hr	13.99	14.43	14.86	15.31	15.77	16.25	16.75	17.24	17.42	17.60	17.79	17.95	18.30	18.49	18.68	18.87	19.44	20.03	20.63
12	\$2,451	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,050	\$3,083	\$3,111	\$3,142	\$3,205	\$3,238	\$3,270	\$3,303	\$3,403	\$3,504	\$3,611
\$/yr	29,412	30,300	31,236	32,148	33,132	34,128	35,184	36,228	36,600	36,996	37,332	37,704	38,460	38,856	39,240	39,636	40,836	42,048	43,332
\$/hr	14.14	14.57	15.02	15.46	15.93	16.41	16.92	17.42	17.60	17.79	17.95	18.13	18.49	18.68	18.87	19.06	19.63	20.22	20.83
13	\$2,474	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,083	\$3,111	\$3,142	\$3,172	\$3,238	\$3,270	\$3,303	\$3,336	\$3,436	\$3,539	\$3,646
\$/yr	29,688	30,588	31,500	32,496	33,456	34,500	35,496	36,600	36,996	37,332	37,704	38,064	38,856	39,240	39,636	40,032	41,232	42,468	43,752
\$/hr	14.27	14.71	15.14	15.62	16.08	16.59	17.07	17.60	17.79	17.95	18.13	18.30	18.68	18.87	19.06	19.25	19.82	20.42	21.03
14	\$2,501	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,111	\$3,142	\$3,172	\$3,205	\$3,270	\$3,303	\$3,336	\$3,370	\$3,471	\$3,575	\$3,683
\$/yr	30,012	30,900	31,848	32,808	33,804	34,836	35,868	36,996	37,332	37,704	38,064	38,460	39,240	39,636	40,032	40,440	41,652	42,900	44,196
\$/hr	14.43	14.86	15.31	15.77	16.25	16.75	17.24	17.79	17.95	18.13	18.30	18.49	18.87	19.06	19.25	19.44	20.03	20.63	21.25
15	\$2,525	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,142	\$3,172	\$3,205	\$3,238	\$3,303	\$3,336	\$3,370	\$3,403	\$3,504	\$3,611	\$3,720
\$/yr	30,300	31,236	32,148	33,132	34,128	35,184	36,228	37,332	37,704	38,064	38,460	38,856	39,636	40,032	40,440	40,836	42,048	43,332	44,640
\$/hr	14.57	15.02	15.46	15.93	16.41	16.92	17.42	17.95	18.13	18.30	18.49	18.68	19.06	19.25	19.44	19.63	20.22	20.83	21.46
16	\$2,549	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,172	\$3,205	\$3,238	\$3,270	\$3,336	\$3,370	\$3,403	\$3,436	\$3,539	\$3,646	\$3,758
\$/yr	30,588	31,500	32,496	33,456	34,500	35,496	36,600	37,704	38,064	38,460	38,856	39,240	40,032	40,440	40,836	41,232	42,468	43,752	45,096
\$/hr	14.71	15.14	15.62	16.08	16.59	17.07	17.60	18.13	18.30	18.49	18.68	18.87	19.25	19.44	19.63	19.82	20.42	21.03	21.68
17	\$2,575	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,205	\$3,238	\$3,270	\$3,303	\$3,370	\$3,403	\$3,436	\$3,471	\$3,575	\$3,683	\$3,795
\$/yr	30,900	31,848	32,808	33,804	34,836	35,868	36,996	38,064	38,460	38,856	39,240	39,636	40,440	40,836	41,232	41,652	42,900	44,196	45,540
\$/hr	14.86	15.31	15.77	16.25	16.75	17.24	17.79	18.30	18.49	18.68	18.87	19.06	19.44	19.63	19.82	20.03	20.63	21.25	21.89
18	\$2,603	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,238	\$3,270	\$3,303	\$3,336	\$3,403	\$3,436	\$3,471	\$3,504	\$3,611	\$3,720	\$3,835

\$/yr	31,236	32,148	33,132	34,128	35,184	36,228	37,332	38,460	38,856	39,240	39,636	40,032	40,836	41,232	41,652	42,048	43,332	44,640	46,020
\$/hr	15.02	15.46	15.93	16.41	16.92	17.42	17.95	18.49	18.68	18.87	19.06	19.25	19.63	19.82	20.03	20.22	20.83	21.46	22.13
19	\$2,625	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,270	\$3,303	\$3,336	\$3,370	\$3,436	\$3,471	\$3,504	\$3,539	\$3,646	\$3,758	\$3,873
\$/yr	31,500	32,496	33,456	34,500	35,496	36,600	37,704	38,856	39,240	39,636	40,032	40,440	41,232	41,652	42,048	42,468	43,752	45,096	46,476
\$/hr	15.14	15.62	16.08	16.59	17.07	17.60	18.13	18.68	18.87	19.06	19.25	19.44	19.82	20.03	20.22	20.42	21.03	21.68	22.34
20	\$2,654	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,303	\$3,336	\$3,370	\$3,403	\$3,471	\$3,504	\$3,539	\$3,575	\$3,683	\$3,795	\$3,910
\$/yr	31,848	32,808	33,804	34,836	35,868	36,996	38,064	39,240	39,636	40,032	40,440	40,836	41,652	42,048	42,468	42,900	44,196	45,540	46,920
\$/hr	15.31	15.77	16.25	16.75	17.24	17.79	18.30	18.87	19.06	19.25	19.44	19.63	20.03	20.22	20.42	20.63	21.25	21.89	22.56
21	\$2,679	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,336	\$3,370	\$3,403	\$3,436	\$3,504	\$3,539	\$3,575	\$3,611	\$3,720	\$3,835	\$3,950
\$/yr	32,148	33,132	34,128	35,184	36,228	37,332	38,460	39,636	40,032	40,440	40,836	41,232	42,048	42,468	42,900	43,332	44,640	46,020	47,400
\$/hr	15.46	15.93	16.41	16.92	17.42	17.95	18.49	19.06	19.25	19.44	19.63	19.82	20.22	20.42	20.63	20.83	21.46	22.13	22.79
22	\$2,708	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,370	\$3,403	\$3,436	\$3,471	\$3,539	\$3,575	\$3,611	\$3,646	\$3,758	\$3,873	\$3,988
\$/yr	32,496	33,456	34,500	35,496	36,600	37,704	38,856	40,032	40,440	40,836	41,232	41,652	42,468	42,900	43,332	43,752	45,096	46,476	47,856
\$/hr	15.62	16.08	16.59	17.07	17.60	18.13	18.68	19.25	19.44	19.63	19.82	20.03	20.42	20.63	20.83	21.03	21.68	22.34	23.01
23	\$2,734	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,403	\$3,436	\$3,471	\$3,504	\$3,575	\$3,611	\$3,646	\$3,683	\$3,795	\$3,910	\$4,029
\$/yr	32,808	33,804	34,836	35,868	36,996	38,064	39,240	40,440	40,836	41,232	41,652	42,048	42,900	43,332	43,752	44,196	45,540	46,920	48,348
\$/hr	15.77	16.25	16.75	17.24	17.79	18.30	18.87	19.44	19.63	19.82	20.03	20.22	20.63	20.83	21.03	21.25	21.89	22.56	23.24
24	\$2,761	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,436	\$3,471	\$3,504	\$3,539	\$3,611	\$3,646	\$3,683	\$3,720	\$3,835	\$3,950	\$4,070
\$/yr	33,132	34,128	35,184	36,228	37,332	38,460	39,636	40,836	41,232	41,652	42,048	42,468	43,332	43,752	44,196	44,640	46,020	47,400	48,840
\$/hr	15.93	16.41	16.92	17.42	17.95	18.49	19.06	19.63	19.82	20.03	20.22	20.42	20.83	21.03	21.25	21.46	22.13	22.79	23.48
25	\$2,788	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,471	\$3,504	\$3,539	\$3,575	\$3,646	\$3,683	\$3,720	\$3,758	\$3,873	\$3,988	\$4,111
\$/yr	33,456	34,500	35,496	36,600	37,704	38,856	40,032	41,232	41,652	42,048	42,468	42,900	43,752	44,196	44,640	45,096	46,476	47,856	49,332
\$/hr	16.08	16.59	17.07	17.60	18.13	18.68	19.25	19.82	20.03	20.22	20.42	20.63	21.03	21.25	21.46	21.68	22.34	23.01	23.72
26	\$2,817	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,504	\$3,539	\$3,575	\$3,611	\$3,683	\$3,720	\$3,758	\$3,795	\$3,910	\$4,029	\$4,151
\$/yr	33,804	34,836	35,868	36,996	38,064	39,240	40,440	41,652	42,048	42,468	42,900	43,332	44,196	44,640	45,096	45,540	46,920	48,348	49,812
\$/hr	16.25	16.75	17.24	17.79	18.30	18.87	19.44	20.03	20.22	20.42	20.63	20.83	21.25	21.46	21.68	21.89	22.56	23.24	23.95
27	\$2,844	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,539	\$3,575	\$3,611	\$3,646	\$3,720	\$3,758	\$3,795	\$3,835	\$3,950	\$4,070	\$4,193
\$/yr	34,128	35,184	36,228	37,332	38,460	39,636	40,836	42,048	42,468	42,900	43,332	43,752	44,640	45,096	45,540	46,020	47,400	48,840	50,316
\$/hr	16.41	16.92	17.42	17.95	18.49	19.06	19.63	20.22	20.42	20.63	20.83	21.03	21.46	21.68	21.89	22.13	22.79	23.48	24.19
28	\$2,875	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,575	\$3,611	\$3,646	\$3,683	\$3,758	\$3,795	\$3,835	\$3,873	\$3,988	\$4,111	\$4,237
\$/yr	34,500	35,496	36,600	37,704	38,856	40,032	41,232	42,468	42,900	43,332	43,752	44,196	45,096	45,540	46,020	46,476	47,856	49,332	50,844
\$/hr	16.59	17.07	17.60	18.13	18.68	19.25	19.82	20.42	20.63	20.83	21.03	21.25	21.68	21.89	22.13	22.34	23.01	23.72	24.44
29	\$2,903	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,611	\$3,646	\$3,683	\$3,720	\$3,795	\$3,835	\$3,873	\$3,910	\$4,029	\$4,151	\$4,278

\$/yr	34,836	35,868	36,996	38,064	39,240	40,440	41,652	42,900	43,332	43,752	44,196	44,640	45,540	46,020	46,476	46,920	48,348	49,812	51,336
\$/hr	16.75	17.24	17.79	18.30	18.87	19.44	20.03	20.63	20.83	21.03	21.25	21.46	21.89	22.13	22.34	22.56	23.24	23.95	24.68
30	\$2,932	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,646	\$3,683	\$3,720	\$3,758	\$3,835	\$3,873	\$3,910	\$3,950	\$4,070	\$4,193	\$4,321
\$/yr	35,184	36,228	37,332	38,460	39,636	40,836	42,048	43,332	43,752	44,196	44,640	45,096	46,020	46,476	46,920	47,400	48,840	50,316	51,852
\$/hr	16.92	17.42	17.95	18.49	19.06	19.63	20.22	20.83	21.03	21.25	21.46	21.68	22.13	22.34	22.56	22.79	23.48	24.19	24.93
31	\$2,958	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,683	\$3,720	\$3,758	\$3,795	\$3,873	\$3,910	\$3,950	\$3,988	\$4,111	\$4,237	\$4,364
\$/yr	35,496	36,600	37,704	38,856	40,032	41,232	42,468	43,752	44,196	44,640	45,096	45,540	46,476	46,920	47,400	47,856	49,332	50,844	52,368
\$/hr	17.07	17.60	18.13	18.68	19.25	19.82	20.42	21.03	21.25	21.46	21.68	21.89	22.34	22.56	22.79	23.01	23.72	24.44	25.18
32	\$2,989	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,720	\$3,758	\$3,795	\$3,835	\$3,910	\$3,950	\$3,988	\$4,029	\$4,151	\$4,278	\$4,408
\$/yr	35,868	36,996	38,064	39,240	40,440	41,652	42,900	44,196	44,640	45,096	45,540	46,020	46,920	47,400	47,856	48,348	49,812	51,336	52,896
\$/hr	17.24	17.79	18.30	18.87	19.44	20.03	20.63	21.25	21.46	21.68	21.89	22.13	22.56	22.79	23.01	23.24	23.95	24.68	25.43
33	\$3,019	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,758	\$3,795	\$3,835	\$3,873	\$3,950	\$3,988	\$4,029	\$4,070	\$4,193	\$4,321	\$4,453
\$/yr	36,228	37,332	38,460	39,636	40,836	42,048	43,332	44,640	45,096	45,540	46,020	46,476	47,400	47,856	48,348	48,840	50,316	51,852	53,436
\$/hr	17.42	17.95	18.49	19.06	19.63	20.22	20.83	21.46	21.68	21.89	22.13	22.34	22.79	23.01	23.24	23.48	24.19	24.93	25.69
34	\$3,050	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,795	\$3,835	\$3,873	\$3,910	\$3,988	\$4,029	\$4,070	\$4,111	\$4,237	\$4,364	\$4,496
\$/yr	36,600	37,704	38,856	40,032	41,232	42,468	43,752	45,096	45,540	46,020	46,476	46,920	47,856	48,348	48,840	49,332	50,844	52,368	53,952
\$/hr	17.60	18.13	18.68	19.25	19.82	20.42	21.03	21.68	21.89	22.13	22.34	22.56	23.01	23.24	23.48	23.72	24.44	25.18	25.94
35	\$3,083	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,835	\$3,873	\$3,910	\$3,950	\$4,029	\$4,070	\$4,111	\$4,151	\$4,278	\$4,408	\$4,542
\$/yr	36,996	38,064	39,240	40,440	41,652	42,900	44,196	45,540	46,020	46,476	46,920	47,400	48,348	48,840	49,332	49,812	51,336	52,896	54,504
\$/hr	17.79	18.30	18.87	19.44	20.03	20.63	21.25	21.89	22.13	22.34	22.56	22.79	23.24	23.48	23.72	23.95	24.68	25.43	26.20
36	\$3,111	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,873	\$3,910	\$3,950	\$3,988	\$4,070	\$4,111	\$4,151	\$4,193	\$4,321	\$4,453	\$4,588
\$/yr	37,332	38,460	39,636	40,836	42,048	43,332	44,640	46,020	46,476	46,920	47,400	47,856	48,840	49,332	49,812	50,316	51,852	53,436	55,056
\$/hr	17.95	18.49	19.06	19.63	20.22	20.83	21.46	22.13	22.34	22.56	22.79	23.01	23.48	23.72	23.95	24.19	24.93	25.69	26.47
37	\$3,142	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,910	\$3,950	\$3,988	\$4,029	\$4,111	\$4,151	\$4,193	\$4,237	\$4,364	\$4,496	\$4,632
\$/yr	37,704	38,856	40,032	41,232	42,468	43,752	45,096	46,476	46,920	47,400	47,856	48,348	49,332	49,812	50,316	50,844	52,368	53,952	55,584
\$/hr	18.13	18.68	19.25	19.82	20.42	21.03	21.68	22.34	22.56	22.79	23.01	23.24	23.72	23.95	24.19	24.44	25.18	25.94	26.72
38	\$3,172	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$3,950	\$3,988	\$4,029	\$4,070	\$4,151	\$4,193	\$4,237	\$4,278	\$4,408	\$4,542	\$4,678
\$/yr	38,064	39,240	40,440	41,652	42,900	44,196	45,540	46,920	47,400	47,856	48,348	48,840	49,812	50,316	50,844	51,336	52,896	54,504	56,136
\$/hr	18.30	18.87	19.44	20.03	20.63	21.25	21.89	22.56	22.79	23.01	23.24	23.48	23.95	24.19	24.44	24.68	25.43	26.20	26.99
39	\$3,205	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$3,988	\$4,029	\$4,070	\$4,111	\$4,193	\$4,237	\$4,278	\$4,321	\$4,453	\$4,588	\$4,726
\$/yr	38,460	39,636	40,836	42,048	43,332	44,640	46,020	47,400	47,856	48,348	48,840	49,332	50,316	50,844	51,336	51,852	53,436	55,056	56,712
\$/hr	18.49	19.06	19.63	20.22	20.83	21.46	22.13	22.79	23.01	23.24	23.48	23.72	24.19	24.44	24.68	24.93	25.69	26.47	27.27
40	\$3,238	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,029	\$4,070	\$4,111	\$4,151	\$4,237	\$4,278	\$4,321	\$4,364	\$4,496	\$4,632	\$4,774

\$/yr	38,856	40,032	41,232	42,468	43,752	45,096	46,476	47,856	48,348	48,840	49,332	49,812	50,844	51,336	51,852	52,368	53,952	55,584	57,288
\$/hr	18.68	19.25	19.82	20.42	21.03	21.68	22.34	23.01	23.24	23.48	23.72	23.95	24.44	24.68	24.93	25.18	25.94	26.72	27.54
41	\$3,270	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,070	\$4,111	\$4,151	\$4,193	\$4,278	\$4,321	\$4,364	\$4,408	\$4,542	\$4,678	\$4,821
\$/yr	39,240	40,440	41,652	42,900	44,196	45,540	46,920	48,348	48,840	49,332	49,812	50,316	51,336	51,852	52,368	52,896	54,504	56,136	57,852
\$/hr	18.87	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.48	23.72	23.95	24.19	24.68	24.93	25.18	25.43	26.20	26.99	27.81
42	\$3,303	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,111	\$4,151	\$4,193	\$4,237	\$4,321	\$4,364	\$4,408	\$4,453	\$4,588	\$4,726	\$4,869
\$/yr	39,636	40,836	42,048	43,332	44,640	46,020	47,400	48,840	49,332	49,812	50,316	50,844	51,852	52,368	52,896	53,436	55,056	56,712	58,428
\$/hr	19.06	19.63	20.22	20.83	21.46	22.13	22.79	23.48	23.72	23.95	24.19	24.44	24.93	25.18	25.43	25.69	26.47	27.27	28.09
43	\$3,336	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,151	\$4,193	\$4,237	\$4,278	\$4,364	\$4,408	\$4,453	\$4,496	\$4,632	\$4,774	\$4,919
\$/yr	40,032	41,232	42,468	43,752	45,096	46,476	47,856	49,332	49,812	50,316	50,844	51,336	52,368	52,896	53,436	53,952	55,584	57,288	59,028
\$/hr	19.25	19.82	20.42	21.03	21.68	22.34	23.01	23.72	23.95	24.19	24.44	24.68	25.18	25.43	25.69	25.94	26.72	27.54	28.38
44	\$3,370	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,193	\$4,237	\$4,278	\$4,321	\$4,408	\$4,453	\$4,496	\$4,542	\$4,678	\$4,821	\$4,969
\$/yr	40,440	41,652	42,900	44,196	45,540	46,920	48,348	49,812	50,316	50,844	51,336	51,852	52,896	53,436	53,952	54,504	56,136	57,852	59,628
\$/hr	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.95	24.19	24.44	24.68	24.93	25.43	25.69	25.94	26.20	26.99	27.81	28.67
45	\$3,403	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,237	\$4,278	\$4,321	\$4,364	\$4,453	\$4,496	\$4,542	\$4,588	\$4,726	\$4,869	\$5,017
\$/yr	40,836	42,048	43,332	44,640	46,020	47,400	48,840	50,316	50,844	51,336	51,852	52,368	53,436	53,952	54,504	55,056	56,712	58,428	60,204
\$/hr	19.63	20.22	20.83	21.46	22.13	22.79	23.48	24.19	24.44	24.68	24.93	25.18	25.69	25.94	26.20	26.47	27.27	28.09	28.94
46	\$3,436	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,278	\$4,321	\$4,364	\$4,408	\$4,496	\$4,542	\$4,588	\$4,632	\$4,774	\$4,919	\$5,068
\$/yr	41,232	42,468	43,752	45,096	46,476	47,856	49,332	50,844	51,336	51,852	52,368	52,896	53,952	54,504	55,056	55,584	57,288	59,028	60,816
\$/hr	19.82	20.42	21.03	21.68	22.34	23.01	23.72	24.44	24.68	24.93	25.18	25.43	25.94	26.20	26.47	26.72	27.54	28.38	29.24
47	\$3,471	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,321	\$4,364	\$4,408	\$4,453	\$4,542	\$4,588	\$4,632	\$4,678	\$4,821	\$4,969	\$5,119
\$/yr	41,652	42,900	44,196	45,540	46,920	48,348	49,812	51,336	51,852	52,368	52,896	53,436	54,504	55,056	55,584	56,136	57,852	59,628	61,428
\$/hr	20.03	20.63	21.25	21.89	22.56	23.24	23.95	24.68	24.93	25.18	25.43	25.69	26.20	26.47	26.72	26.99	27.81	28.67	29.53
48	\$3,504	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,364	\$4,408	\$4,453	\$4,496	\$4,588	\$4,632	\$4,678	\$4,726	\$4,869	\$5,017	\$5,166
\$/yr	42,048	43,332	44,640	46,020	47,400	48,840	50,316	51,852	52,368	52,896	53,436	53,952	55,056	55,584	56,136	56,712	58,428	60,204	61,992
\$/hr	20.22	20.83	21.46	22.13	22.79	23.48	24.19	24.93	25.18	25.43	25.69	25.94	26.47	26.72	26.99	27.27	28.09	28.94	29.80
49	\$3,539	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,408	\$4,453	\$4,496	\$4,542	\$4,632	\$4,678	\$4,726	\$4,774	\$4,919	\$5,068	\$5,221
\$/yr	42,468	43,752	45,096	46,476	47,856	49,332	50,844	52,368	52,896	53,436	53,952	54,504	55,584	56,136	56,712	57,288	59,028	60,816	62,652
\$/hr	20.42	21.03	21.68	22.34	23.01	23.72	24.44	25.18	25.43	25.69	25.94	26.20	26.72	26.99	27.27	27.54	28.38	29.24	30.12
50	\$3,575	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,453	\$4,496	\$4,542	\$4,588	\$4,678	\$4,726	\$4,774	\$4,821	\$4,969	\$5,119	\$5,273
\$/yr	42,900	44,196	45,540	46,920	48,348	49,812	51,336	52,896	53,436	53,952	54,504	55,056	56,136	56,712	57,288	57,852	59,628	61,428	63,276
\$/hr	20.63	21.25	21.89	22.56	23.24	23.95	24.68	25.43	25.69	25.94	26.20	26.47	26.99	27.27	27.54	27.81	28.67	29.53	30.42
51	\$3,611	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,496	\$4,542	\$4,588	\$4,632	\$4,726	\$4,774	\$4,821	\$4,869	\$5,017	\$5,166	\$5,327

\$/yr	43,332	44,640	46,020	47,400	48,840	50,316	51,852	53,436	53,952	54,504	55,056	55,584	56,712	57,288	57,852	58,428	60,204	61,992	63,924
\$/hr	20.83	21.46	22.13	22.79	23.48	24.19	24.93	25.69	25.94	26.20	26.47	26.72	27.27	27.54	27.81	28.09	28.94	29.80	30.73
52	\$3,646	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,542	\$4,588	\$4,632	\$4,678	\$4,774	\$4,821	\$4,869	\$4,919	\$5,068	\$5,221	\$5,379
\$/yr	43,752	45,096	46,476	47,856	49,332	50,844	52,368	53,952	54,504	55,056	55,584	56,136	57,288	57,852	58,428	59,028	60,816	62,652	64,548
\$/hr	21.03	21.68	22.34	23.01	23.72	24.44	25.18	25.94	26.20	26.47	26.72	26.99	27.54	27.81	28.09	28.38	29.24	30.12	31.03
53	\$3,683	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,588	\$4,632	\$4,678	\$4,726	\$4,821	\$4,869	\$4,919	\$4,969	\$5,119	\$5,273	\$5,433
\$/yr	44,196	45,540	46,920	48,348	49,812	51,336	52,896	54,504	55,056	55,584	56,136	56,712	57,852	58,428	59,028	59,628	61,428	63,276	65,196
\$/hr	21.25	21.89	22.56	23.24	23.95	24.68	25.43	26.20	26.47	26.72	26.99	27.27	27.81	28.09	28.38	28.67	29.53	30.42	31.34
54	\$3,720	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,632	\$4,678	\$4,726	\$4,774	\$4,869	\$4,919	\$4,969	\$5,017	\$5,166	\$5,327	\$5,487
\$/yr	44,640	46,020	47,400	48,840	50,316	51,852	53,436	55,056	55,584	56,136	56,712	57,288	58,428	59,028	59,628	60,204	61,992	63,924	65,844
\$/hr	21.46	22.13	22.79	23.48	24.19	24.93	25.69	26.47	26.72	26.99	27.27	27.54	28.09	28.38	28.67	28.94	29.80	30.73	31.66
55	\$3,758	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,678	\$4,726	\$4,774	\$4,821	\$4,919	\$4,969	\$5,017	\$5,068	\$5,221	\$5,379	\$5,544
\$/yr	45,096	46,476	47,856	49,332	50,844	52,368	53,952	55,584	56,136	56,712	57,288	57,852	59,028	59,628	60,204	60,816	62,652	64,548	66,528
\$/hr	21.68	22.34	23.01	23.72	24.44	25.18	25.94	26.72	26.99	27.27	27.54	27.81	28.38	28.67	28.94	29.24	30.12	31.03	31.98
56	\$3,795	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,726	\$4,774	\$4,821	\$4,869	\$4,969	\$5,017	\$5,068	\$5,119	\$5,273	\$5,433	\$5,597
\$/yr	45,540	46,920	48,348	49,812	51,336	52,896	54,504	56,136	56,712	57,288	57,852	58,428	59,628	60,204	60,816	61,428	63,276	65,196	67,164
\$/hr	21.89	22.56	23.24	23.95	24.68	25.43	26.20	26.99	27.27	27.54	27.81	28.09	28.67	28.94	29.24	29.53	30.42	31.34	32.29
57	\$3,835	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,774	\$4,821	\$4,869	\$4,919	\$5,017	\$5,068	\$5,119	\$5,166	\$5,327	\$5,487	\$5,655
\$/yr	46,020	47,400	48,840	50,316	51,852	53,436	55,056	56,712	57,288	57,852	58,428	59,028	60,204	60,816	61,428	61,992	63,924	65,844	67,860
\$/hr	22.13	22.79	23.48	24.19	24.93	25.69	26.47	27.27	27.54	27.81	28.09	28.38	28.94	29.24	29.53	29.80	30.73	31.66	32.63
58	\$3,873	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,821	\$4,869	\$4,919	\$4,969	\$5,068	\$5,119	\$5,166	\$5,221	\$5,379	\$5,544	\$5,711
\$/yr	46,476	47,856	49,332	50,844	52,368	53,952	55,584	57,288	57,852	58,428	59,028	59,628	60,816	61,428	61,992	62,652	64,548	66,528	68,532
\$/hr	22.34	23.01	23.72	24.44	25.18	25.94	26.72	27.54	27.81	28.09	28.38	28.67	29.24	29.53	29.80	30.12	31.03	31.98	32.95
59	\$3,910	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,869	\$4,919	\$4,969	\$5,017	\$5,119	\$5,166	\$5,221	\$5,273	\$5,433	\$5,597	\$5,769
\$/yr	46,920	48,348	49,812	51,336	52,896	54,504	56,136	57,852	58,428	59,028	59,628	60,204	61,428	61,992	62,652	63,276	65,196	67,164	69,228
\$/hr	22.56	23.24	23.95	24.68	25.43	26.20	26.99	27.81	28.09	28.38	28.67	28.94	29.53	29.80	30.12	30.42	31.34	32.29	33.28
60	\$3,950	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$4,919	\$4,969	\$5,017	\$5,068	\$5,166	\$5,221	\$5,273	\$5,327	\$5,487	\$5,655	\$5,827
\$/yr	47,400	48,840	50,316	51,852	53,436	55,056	56,712	58,428	59,028	59,628	60,204	60,816	61,992	62,652	63,276	63,924	65,844	67,860	69,924
\$/hr	22.79	23.48	24.19	24.93	25.69	26.47	27.27	28.09	28.38	28.67	28.94	29.24	29.80	30.12	30.42	30.73	31.66	32.63	33.62
61	\$3,988	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$4,969	\$5,017	\$5,068	\$5,119	\$5,221	\$5,273	\$5,327	\$5,379	\$5,544	\$5,711	\$5,884
\$/yr	47,856	49,332	50,844	52,368	53,952	55,584	57,288	59,028	59,628	60,204	60,816	61,428	62,652	63,276	63,924	64,548	66,528	68,532	70,608
\$/hr	23.01	23.72	24.44	25.18	25.94	26.72	27.54	28.38	28.67	28.94	29.24	29.53	30.12	30.42	30.73	31.03	31.98	32.95	33.95
62	\$4,029	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,017	\$5,068	\$5,119	\$5,166	\$5,273	\$5,327	\$5,379	\$5,433	\$5,597	\$5,769	\$5,944

\$/yr	48,348	49,812	51,336	52,896	54,504	56,136	57,852	59,628	60,204	60,816	61,428	61,992	63,276	63,924	64,548	65,196	67,164	69,228	71,328
\$/hr	23.24	23.95	24.68	25.43	26.20	26.99	27.81	28.67	28.94	29.24	29.53	29.80	30.42	30.73	31.03	31.34	32.29	33.28	34.29
63	\$4,070	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,068	\$5,119	\$5,166	\$5,221	\$5,327	\$5,379	\$5,433	\$5,487	\$5,655	\$5,827	\$6,003
\$/yr	48,840	50,316	51,852	53,436	55,056	56,712	58,428	60,204	60,816	61,428	61,992	62,652	63,924	64,548	65,196	65,844	67,860	69,924	72,036
\$/hr	23.48	24.19	24.93	25.69	26.47	27.27	28.09	28.94	29.24	29.53	29.80	30.12	30.73	31.03	31.34	31.66	32.63	33.62	34.63
64	\$4,111	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,119	\$5,166	\$5,221	\$5,273	\$5,379	\$5,433	\$5,487	\$5,544	\$5,711	\$5,884	\$6,062
\$/yr	49,332	50,844	52,368	53,952	55,584	57,288	59,028	60,816	61,428	61,992	62,652	63,276	64,548	65,196	65,844	66,528	68,532	70,608	72,744
\$/hr	23.72	24.44	25.18	25.94	26.72	27.54	28.38	29.24	29.53	29.80	30.12	30.42	31.03	31.34	31.66	31.98	32.95	33.95	34.97
65	\$4,151	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,166	\$5,221	\$5,273	\$5,327	\$5,433	\$5,487	\$5,544	\$5,597	\$5,769	\$5,944	\$6,123
\$/yr	49,812	51,336	52,896	54,504	56,136	57,852	59,628	61,428	61,992	62,652	63,276	63,924	65,196	65,844	66,528	67,164	69,228	71,328	73,476
\$/hr	23.95	24.68	25.43	26.20	26.99	27.81	28.67	29.53	29.80	30.12	30.42	30.73	31.34	31.66	31.98	32.29	33.28	34.29	35.33
66	\$4,193	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,221	\$5,273	\$5,327	\$5,379	\$5,487	\$5,544	\$5,597	\$5,655	\$5,827	\$6,003	\$6,185
\$/yr	50,316	51,852	53,436	55,056	56,712	58,428	60,204	61,992	62,652	63,276	63,924	64,548	65,844	66,528	67,164	67,860	69,924	72,036	74,220
\$/hr	24.19	24.93	25.69	26.47	27.27	28.09	28.94	29.80	30.12	30.42	30.73	31.03	31.66	31.98	32.29	32.63	33.62	34.63	35.68
67	\$4,237	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,273	\$5,327	\$5,379	\$5,433	\$5,544	\$5,597	\$5,655	\$5,711	\$5,884	\$6,062	\$6,246
\$/yr	50,844	52,368	53,952	55,584	57,288	59,028	60,816	62,652	63,276	63,924	64,548	65,196	66,528	67,164	67,860	68,532	70,608	72,744	74,952
\$/hr	24.44	25.18	25.94	26.72	27.54	28.38	29.24	30.12	30.42	30.73	31.03	31.34	31.98	32.29	32.63	32.95	33.95	34.97	36.03
68	\$4,278	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,327	\$5,379	\$5,433	\$5,487	\$5,597	\$5,655	\$5,711	\$5,769	\$5,944	\$6,123	\$6,307
\$/yr	51,336	52,896	54,504	56,136	57,852	59,628	61,428	63,276	63,924	64,548	65,196	65,844	67,164	67,860	68,532	69,228	71,328	73,476	75,684
\$/hr	24.68	25.43	26.20	26.99	27.81	28.67	29.53	30.42	30.73	31.03	31.34	31.66	32.29	32.63	32.95	33.28	34.29	35.33	36.39
69	\$4,321	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,379	\$5,433	\$5,487	\$5,544	\$5,655	\$5,711	\$5,769	\$5,827	\$6,003	\$6,185	\$6,371
\$/yr	51,852	53,436	55,056	56,712	58,428	60,204	61,992	63,924	64,548	65,196	65,844	66,528	67,860	68,532	69,228	69,924	72,036	74,220	76,452
\$/hr	24.93	25.69	26.47	27.27	28.09	28.94	29.80	30.73	31.03	31.34	31.66	31.98	32.63	32.95	33.28	33.62	34.63	35.68	36.76
70	\$4,364	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,433	\$5,487	\$5,544	\$5,597	\$5,711	\$5,769	\$5,827	\$5,884	\$6,062	\$6,246	\$6,433
\$/yr	52,368	53,952	55,584	57,288	59,028	60,816	62,652	64,548	65,196	65,844	66,528	67,164	68,532	69,228	69,924	70,608	72,744	74,952	77,196
\$/hr	25.18	25.94	26.72	27.54	28.38	29.24	30.12	31.03	31.34	31.66	31.98	32.29	32.95	33.28	33.62	33.95	34.97	36.03	37.11
71	\$4,408	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,487	\$5,544	\$5,597	\$5,655	\$5,769	\$5,827	\$5,884	\$5,944	\$6,123	\$6,307	\$6,499
\$/yr	52,896	54,504	56,136	57,852	59,628	61,428	63,276	65,196	65,844	66,528	67,164	67,860	69,228	69,924	70,608	71,328	73,476	75,684	77,988
\$/hr	25.43	26.20	26.99	27.81	28.67	29.53	30.42	31.34	31.66	31.98	32.29	32.63	33.28	33.62	33.95	34.29	35.33	36.39	37.49
72	\$4,453	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,544	\$5,597	\$5,655	\$5,711	\$5,827	\$5,884	\$5,944	\$6,003	\$6,185	\$6,371	\$6,562
\$/yr	53,436	55,056	56,712	58,428	60,204	61,992	63,924	65,844	66,528	67,164	67,860	68,532	69,924	70,608	71,328	72,036	74,220	76,452	78,744
\$/hr	25.69	26.47	27.27	28.09	28.94	29.80	30.73	31.66	31.98	32.29	32.63	32.95	33.62	33.95	34.29	34.63	35.68	36.76	37.86
73	\$4,496	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,597	\$5,655	\$5,711	\$5,769	\$5,884	\$5,944	\$6,003	\$6,062	\$6,246	\$6,433	\$6,629

\$/yr	53,952	55,584	57,288	59,028	60,816	62,652	64,548	66,528	67,164	67,860	68,532	69,228	70,608	71,328	72,036	72,744	74,952	77,196	79,548
\$/hr	25.94	26.72	27.54	28.38	29.24	30.12	31.03	31.98	32.29	32.63	32.95	33.28	33.95	34.29	34.63	34.97	36.03	37.11	38.24
74	\$4,542	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,655	\$5,711	\$5,769	\$5,827	\$5,944	\$6,003	\$6,062	\$6,123	\$6,307	\$6,499	\$6,695
\$/yr	54,504	56,136	57,852	59,628	61,428	63,276	65,196	67,164	67,860	68,532	69,228	69,924	71,328	72,036	72,744	73,476	75,684	77,988	80,340
\$/hr	26.20	26.99	27.81	28.67	29.53	30.42	31.34	32.29	32.63	32.95	33.28	33.62	34.29	34.63	34.97	35.33	36.39	37.49	38.63
75	\$4,588	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,711	\$5,769	\$5,827	\$5,884	\$6,003	\$6,062	\$6,123	\$6,185	\$6,371	\$6,562	\$6,762
\$/yr	55,056	56,712	58,428	60,204	61,992	63,924	65,844	67,860	68,532	69,228	69,924	70,608	72,036	72,744	73,476	74,220	76,452	78,744	81,144
\$/hr	26.47	27.27	28.09	28.94	29.80	30.73	31.66	32.63	32.95	33.28	33.62	33.95	34.63	34.97	35.33	35.68	36.76	37.86	39.01
76	\$4,632	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,769	\$5,827	\$5,884	\$5,944	\$6,062	\$6,123	\$6,185	\$6,246	\$6,433	\$6,629	\$6,830
\$/yr	55,584	57,288	59,028	60,816	62,652	64,548	66,528	68,532	69,228	69,924	70,608	71,328	72,744	73,476	74,220	74,952	77,196	79,548	81,960
\$/hr	26.72	27.54	28.38	29.24	30.12	31.03	31.98	32.95	33.28	33.62	33.95	34.29	34.97	35.33	35.68	36.03	37.11	38.24	39.40
77	\$4,678	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,827	\$5,884	\$5,944	\$6,003	\$6,123	\$6,185	\$6,246	\$6,307	\$6,499	\$6,695	\$6,899
\$/yr	56,136	57,852	59,628	61,428	63,276	65,196	67,164	69,228	69,924	70,608	71,328	72,036	73,476	74,220	74,952	75,684	77,988	80,340	82,788
\$/hr	26.99	27.81	28.67	29.53	30.42	31.34	32.29	33.28	33.62	33.95	34.29	34.63	35.33	35.68	36.03	36.39	37.49	38.63	39.80
78	\$4,726	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$5,884	\$5,944	\$6,003	\$6,062	\$6,185	\$6,246	\$6,307	\$6,371	\$6,562	\$6,762	\$6,968
\$/yr	56,712	58,428	60,204	61,992	63,924	65,844	67,860	69,924	70,608	71,328	72,036	72,744	74,220	74,952	75,684	76,452	78,744	81,144	83,616
\$/hr	27.27	28.09	28.94	29.80	30.73	31.66	32.63	33.62	33.95	34.29	34.63	34.97	35.68	36.03	36.39	36.76	37.86	39.01	40.20
79	\$4,774	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$5,944	\$6,003	\$6,062	\$6,123	\$6,246	\$6,307	\$6,371	\$6,433	\$6,629	\$6,830	\$7,037
\$/yr	57,288	59,028	60,816	62,652	64,548	66,528	68,532	70,608	71,328	72,036	72,744	73,476	74,952	75,684	76,452	77,196	79,548	81,960	84,444
\$/hr	27.54	28.38	29.24	30.12	31.03	31.98	32.95	33.95	34.29	34.63	34.97	35.33	36.03	36.39	36.76	37.11	38.24	39.40	40.60
80	\$4,821	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,003	\$6,062	\$6,123	\$6,185	\$6,307	\$6,371	\$6,433	\$6,499	\$6,695	\$6,899	\$7,107
\$/yr	57,852	59,628	61,428	63,276	65,196	67,164	69,228	71,328	72,036	72,744	73,476	74,220	75,684	76,452	77,196	77,988	80,340	82,788	85,284
\$/hr	27.81	28.67	29.53	30.42	31.34	32.29	33.28	34.29	34.63	34.97	35.33	35.68	36.39	36.76	37.11	37.49	38.63	39.80	41.00
81	\$4,869	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,062	\$6,123	\$6,185	\$6,246	\$6,371	\$6,433	\$6,499	\$6,562	\$6,762	\$6,968	\$7,178
\$/yr	58,428	60,204	61,992	63,924	65,844	67,860	69,924	72,036	72,744	73,476	74,220	74,952	76,452	77,196	77,988	78,744	81,144	83,616	86,136
\$/hr	28.09	28.94	29.80	30.73	31.66	32.63	33.62	34.63	34.97	35.33	35.68	36.03	36.76	37.11	37.49	37.86	39.01	40.20	41.41
82	\$4,919	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,123	\$6,185	\$6,246	\$6,307	\$6,433	\$6,499	\$6,562	\$6,629	\$6,830	\$7,037	\$7,250
\$/yr	59,028	60,816	62,652	64,548	66,528	68,532	70,608	72,744	73,476	74,220	74,952	75,684	77,196	77,988	78,744	79,548	81,960	84,444	87,000
\$/hr	28.38	29.24	30.12	31.03	31.98	32.95	33.95	34.97	35.33	35.68	36.03	36.39	37.11	37.49	37.86	38.24	39.40	40.60	41.83
83	\$4,969	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,185	\$6,246	\$6,307	\$6,371	\$6,499	\$6,562	\$6,629	\$6,695	\$6,899	\$7,107	\$7,323
\$/yr	59,628	61,428	63,276	65,196	67,164	69,228	71,328	73,476	74,220	74,952	75,684	76,452	77,988	78,744	79,548	80,340	82,788	85,284	87,876
\$/hr	28.67	29.53	30.42	31.34	32.29	33.28	34.29	35.33	35.68	36.03	36.39	36.76	37.49	37.86	38.24	38.63	39.80	41.00	42.25
84	\$5,017	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,246	\$6,307	\$6,371	\$6,433	\$6,562	\$6,629	\$6,695	\$6,762	\$6,968	\$7,178	\$7,396

\$/yr	60,204	61,992	63,924	65,844	67,860	69,924	72,036	74,220	74,952	75,684	76,452	77,196	78,744	79,548	80,340	81,144	83,616	86,136	88,752
\$/hr	28.94	29.80	30.73	31.66	32.63	33.62	34.63	35.68	36.03	36.39	36.76	37.11	37.86	38.24	38.63	39.01	40.20	41.41	42.67
85	\$5,068	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,307	\$6,371	\$6,433	\$6,499	\$6,629	\$6,695	\$6,762	\$6,830	\$7,037	\$7,250	\$7,470
\$/yr	60,816	62,652	64,548	66,528	68,532	70,608	72,744	74,952	75,684	76,452	77,196	77,988	79,548	80,340	81,144	81,960	84,444	87,000	89,640
\$/hr	29.24	30.12	31.03	31.98	32.95	33.95	34.97	36.03	36.39	36.76	37.11	37.49	38.24	38.63	39.01	39.40	40.60	41.83	43.10
86	\$5,119	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,371	\$6,433	\$6,499	\$6,562	\$6,695	\$6,762	\$6,830	\$6,899	\$7,107	\$7,323	\$7,545
\$/yr	61,428	63,276	65,196	67,164	69,228	71,328	73,476	75,684	76,452	77,196	77,988	78,744	80,340	81,144	81,960	82,788	85,284	87,876	90,540
\$/hr	29.53	30.42	31.34	32.29	33.28	34.29	35.33	36.39	36.76	37.11	37.49	37.86	38.63	39.01	39.40	39.80	41.00	42.25	43.53
87	\$5,166	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,433	\$6,499	\$6,562	\$6,629	\$6,762	\$6,830	\$6,899	\$6,968	\$7,178	\$7,396	\$7,620
\$/yr	61,992	63,924	65,844	67,860	69,924	72,036	74,220	76,452	77,196	77,988	78,744	79,548	81,144	81,960	82,788	83,616	86,136	88,752	91,440
\$/hr	29.80	30.73	31.66	32.63	33.62	34.63	35.68	36.76	37.11	37.49	37.86	38.24	39.01	39.40	39.80	40.20	41.41	42.67	43.96
88	\$5,221	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,499	\$6,562	\$6,629	\$6,695	\$6,830	\$6,899	\$6,968	\$7,037	\$7,250	\$7,470	\$7,697
\$/yr	62,652	64,548	66,528	68,532	70,608	72,744	74,952	77,196	77,988	78,744	79,548	80,340	81,960	82,788	83,616	84,444	87,000	89,640	92,364
\$/hr	30.12	31.03	31.98	32.95	33.95	34.97	36.03	37.11	37.49	37.86	38.24	38.63	39.40	39.80	40.20	40.60	41.83	43.10	44.41
89	\$5,273	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,562	\$6,629	\$6,695	\$6,762	\$6,899	\$6,968	\$7,037	\$7,107	\$7,323	\$7,545	\$7,772
\$/yr	63,276	65,196	67,164	69,228	71,328	73,476	75,684	77,988	78,744	79,548	80,340	81,144	82,788	83,616	84,444	85,284	87,876	90,540	93,264
\$/hr	30.42	31.34	32.29	33.28	34.29	35.33	36.39	37.49	37.86	38.24	38.63	39.01	39.80	40.20	40.60	41.00	42.25	43.53	44.84
90	\$5,327	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,629	\$6,695	\$6,762	\$6,830	\$6,968	\$7,037	\$7,107	\$7,178	\$7,396	\$7,620	\$7,854
\$/yr	63,924	65,844	67,860	69,924	72,036	74,220	76,452	78,744	79,548	80,340	81,144	81,960	83,616	84,444	85,284	86,136	88,752	91,440	94,248
\$/hr	30.73	31.66	32.63	33.62	34.63	35.68	36.76	37.86	38.24	38.63	39.01	39.40	40.20	40.60	41.00	41.41	42.67	43.96	45.31
91	\$5,379	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,695	\$6,762	\$6,830	\$6,899	\$7,037	\$7,107	\$7,178	\$7,250	\$7,470	\$7,697	\$7,931
\$/yr	64,548	66,528	68,532	70,608	72,744	74,952	77,196	79,548	80,340	81,144	81,960	82,788	84,444	85,284	86,136	87,000	89,640	92,364	95,172
\$/hr	31.03	31.98	32.95	33.95	34.97	36.03	37.11	38.24	38.63	39.01	39.40	39.80	40.60	41.00	41.41	41.83	43.10	44.41	45.76
92	\$5,433	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,762	\$6,830	\$6,899	\$6,968	\$7,107	\$7,178	\$7,250	\$7,323	\$7,545	\$7,772	\$8,011
\$/yr	65,196	67,164	69,228	71,328	73,476	75,684	77,988	80,340	81,144	81,960	82,788	83,616	85,284	86,136	87,000	87,876	90,540	93,264	96,132
\$/hr	31.34	32.29	33.28	34.29	35.33	36.39	37.49	38.63	39.01	39.40	39.80	40.20	41.00	41.41	41.83	42.25	43.53	44.84	46.22
93	\$5,487	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,830	\$6,899	\$6,968	\$7,037	\$7,178	\$7,250	\$7,323	\$7,396	\$7,620	\$7,854	\$8,091
\$/yr	65,844	67,860	69,924	72,036	74,220	76,452	78,744	81,144	81,960	82,788	83,616	84,444	86,136	87,000	87,876	88,752	91,440	94,248	97,092
\$/hr	31.66	32.63	33.62	34.63	35.68	36.76	37.86	39.01	39.40	39.80	40.20	40.60	41.41	41.83	42.25	42.67	43.96	45.31	46.68
94	\$5,544	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$6,899	\$6,968	\$7,037	\$7,107	\$7,250	\$7,323	\$7,396	\$7,470	\$7,697	\$7,931	\$8,172
\$/yr	66,528	68,532	70,608	72,744	74,952	77,196	79,548	81,960	82,788	83,616	84,444	85,284	87,000	87,876	88,752	89,640	92,364	95,172	98,064
\$/hr	31.98	32.95	33.95	34.97	36.03	37.11	38.24	39.40	39.80	40.20	40.60	41.00	41.83	42.25	42.67	43.10	44.41	45.76	47.15
95	\$5,597	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$6,968	\$7,037	\$7,107	\$7,178	\$7,323	\$7,396	\$7,470	\$7,545	\$7,772	\$8,011	\$8,252

\$/yr	67,164	69,228	71,328	73,476	75,684	77,988	80,340	82,788	83,616	84,444	85,284	86,136	87,876	88,752	89,640	90,540	93,264	96,132	99,024
\$/hr	32.29	33.28	34.29	35.33	36.39	37.49	38.63	39.80	40.20	40.60	41.00	41.41	42.25	42.67	43.10	43.53	44.84	46.22	47.61
96	\$5,655	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,037	\$7,107	\$7,178	\$7,250	\$7,396	\$7,470	\$7,545	\$7,620	\$7,854	\$8,091	\$8,336
\$/yr	67,860	69,924	72,036	74,220	76,452	78,744	81,144	83,616	84,444	85,284	86,136	87,000	88,752	89,640	90,540	91,440	94,248	97,092	100,032
\$/hr	32.63	33.62	34.63	35.68	36.76	37.86	39.01	40.20	40.60	41.00	41.41	41.83	42.67	43.10	43.53	43.96	45.31	46.68	48.09
97	\$5,711	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,107	\$7,178	\$7,250	\$7,323	\$7,470	\$7,545	\$7,620	\$7,697	\$7,931	\$8,172	\$8,417
\$/yr	68,532	70,608	72,744	74,952	77,196	79,548	81,960	84,444	85,284	86,136	87,000	87,876	89,640	90,540	91,440	92,364	95,172	98,064	101,004
\$/hr	32.95	33.95	34.97	36.03	37.11	38.24	39.40	40.60	41.00	41.41	41.83	42.25	43.10	43.53	43.96	44.41	45.76	47.15	48.56
98	\$5,769	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,178	\$7,250	\$7,323	\$7,396	\$7,545	\$7,620	\$7,697	\$7,772	\$8,011	\$8,252	\$8,504
\$/yr	69,228	71,328	73,476	75,684	77,988	80,340	82,788	85,284	86,136	87,000	87,876	88,752	90,540	91,440	92,364	93,264	96,132	99,024	102,048
\$/hr	33.28	34.29	35.33	36.39	37.49	38.63	39.80	41.00	41.41	41.83	42.25	42.67	43.53	43.96	44.41	44.84	46.22	47.61	49.06
99	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,250	\$7,323	\$7,396	\$7,470	\$7,620	\$7,697	\$7,772	\$7,854	\$8,091	\$8,336	\$8,587
\$/yr	69,924	72,036	74,220	76,452	78,744	81,144	83,616	86,136	87,000	87,876	88,752	89,640	91,440	92,364	93,264	94,248	97,092	100,032	103,044
\$/hr	33.62	34.63	35.68	36.76	37.86	39.01	40.20	41.41	41.83	42.25	42.67	43.10	43.96	44.41	44.84	45.31	46.68	48.09	49.54

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BH

**University of Washington - Contract Classified
SEIU ADDITIONAL HEALTH CARE PROFESSIONAL TECHNICAL
Payscale Table BH - Effective July 1, 2015**

Range	<---- Step ---->																		CEGP Steps
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
0	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,323	\$7,396	\$7,470	\$7,545	\$7,697	\$7,772	\$7,854	\$7,931	\$8,172	\$8,417	\$8,674
\$/yr	70,608	72,744	74,952	77,196	79,548	81,960	84,444	87,000	87,876	88,752	89,640	90,540	92,364	93,264	94,248	95,172	98,064	101,004	104,088
\$/hr	33.95	34.97	36.03	37.11	38.24	39.40	40.60	41.83	42.25	42.67	43.10	43.53	44.41	44.84	45.31	45.76	47.15	48.56	50.04
1	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,396	\$7,470	\$7,545	\$7,620	\$7,772	\$7,854	\$7,931	\$8,011	\$8,252	\$8,504	\$8,761
\$/yr	71,328	73,476	75,684	77,988	80,340	82,788	85,284	87,876	88,752	89,640	90,540	91,440	93,264	94,248	95,172	96,132	99,024	102,048	105,132
\$/hr	34.29	35.33	36.39	37.49	38.63	39.80	41.00	42.25	42.67	43.10	43.53	43.96	44.84	45.31	45.76	46.22	47.61	49.06	50.54
2	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,470	\$7,545	\$7,620	\$7,697	\$7,854	\$7,931	\$8,011	\$8,091	\$8,336	\$8,587	\$8,847
\$/yr	72,036	74,220	76,452	78,744	81,144	83,616	86,136	88,752	89,640	90,540	91,440	92,364	94,248	95,172	96,132	97,092	100,032	103,044	106,164
\$/hr	34.63	35.68	36.76	37.86	39.01	40.20	41.41	42.67	43.10	43.53	43.96	44.41	45.31	45.76	46.22	46.68	48.09	49.54	51.04
3	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,545	\$7,620	\$7,697	\$7,772	\$7,931	\$8,011	\$8,091	\$8,172	\$8,417	\$8,674	\$8,936
\$/yr	72,744	74,952	77,196	79,548	81,960	84,444	87,000	89,640	90,540	91,440	92,364	93,264	95,172	96,132	97,092	98,064	101,004	104,088	107,232
\$/hr	34.97	36.03	37.11	38.24	39.40	40.60	41.83	43.10	43.53	43.96	44.41	44.84	45.76	46.22	46.68	47.15	48.56	50.04	51.55
4	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,545	\$7,620	\$7,697	\$7,772	\$7,854	\$8,011	\$8,091	\$8,172	\$8,252	\$8,504	\$8,761	\$9,026
\$/yr	73,476	75,684	77,988	80,340	82,788	85,284	87,876	90,540	91,440	92,364	93,264	94,248	96,132	97,092	98,064	99,024	102,048	105,132	108,312
\$/hr	35.33	36.39	37.49	38.63	39.80	41.00	42.25	43.53	43.96	44.41	44.84	45.31	46.22	46.68	47.15	47.61	49.06	50.54	52.07
5	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,620	\$7,697	\$7,772	\$7,854	\$7,931	\$8,091	\$8,172	\$8,252	\$8,336	\$8,587	\$8,847	\$9,116
\$/yr	74,220	76,452	78,744	81,144	83,616	86,136	88,752	91,440	92,364	93,264	94,248	95,172	97,092	98,064	99,024	100,032	103,044	106,164	109,392
\$/hr	35.68	36.76	37.86	39.01	40.20	41.41	42.67	43.96	44.41	44.84	45.31	45.76	46.68	47.15	47.61	48.09	49.54	51.04	52.59
6	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,697	\$7,772	\$7,854	\$7,931	\$8,011	\$8,172	\$8,252	\$8,336	\$8,417	\$8,674	\$8,936	\$9,207
\$/yr	74,952	77,196	79,548	81,960	84,444	87,000	89,640	92,364	93,264	94,248	95,172	96,132	98,064	99,024	100,032	101,004	104,088	107,232	110,484
\$/hr	36.03	37.11	38.24	39.40	40.60	41.83	43.10	44.41	44.84	45.31	45.76	46.22	47.15	47.61	48.09	48.56	50.04	51.55	53.12

7	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,545	\$7,772	\$7,854	\$7,931	\$8,011	\$8,091	\$8,252	\$8,336	\$8,417	\$8,504	\$8,761	\$9,026	\$9,300
\$/yr	75,684	77,988	80,340	82,788	85,284	87,876	90,540	93,264	94,248	95,172	96,132	97,092	99,024	100,032	101,004	102,048	105,132	108,312	111,600
\$/hr	36.39	37.49	38.63	39.80	41.00	42.25	43.53	44.84	45.31	45.76	46.22	46.68	47.61	48.09	48.56	49.06	50.54	52.07	53.65
8	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,620	\$7,854	\$7,931	\$8,011	\$8,091	\$8,172	\$8,336	\$8,417	\$8,504	\$8,587	\$8,847	\$9,116	\$9,393
\$/yr	76,452	78,744	81,144	83,616	86,136	88,752	91,440	94,248	95,172	96,132	97,092	98,064	100,032	101,004	102,048	103,044	106,164	109,392	112,716
\$/hr	36.76	37.86	39.01	40.20	41.41	42.67	43.96	45.31	45.76	46.22	46.68	47.15	48.09	48.56	49.06	49.54	51.04	52.59	54.19
9	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,697	\$7,931	\$8,011	\$8,091	\$8,172	\$8,252	\$8,417	\$8,504	\$8,587	\$8,674	\$8,936	\$9,207	\$9,485
\$/yr	77,196	79,548	81,960	84,444	87,000	89,640	92,364	95,172	96,132	97,092	98,064	99,024	101,004	102,048	103,044	104,088	107,232	110,484	113,820
\$/hr	37.11	38.24	39.40	40.60	41.83	43.10	44.41	45.76	46.22	46.68	47.15	47.61	48.56	49.06	49.54	50.04	51.55	53.12	54.72
10	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,545	\$7,772	\$8,011	\$8,091	\$8,172	\$8,252	\$8,336	\$8,504	\$8,587	\$8,674	\$8,761	\$9,026	\$9,300	\$9,580
\$/yr	77,988	80,340	82,788	85,284	87,876	90,540	93,264	96,132	97,092	98,064	99,024	100,032	102,048	103,044	104,088	105,132	108,312	111,600	114,960
\$/hr	37.49	38.63	39.80	41.00	42.25	43.53	44.84	46.22	46.68	47.15	47.61	48.09	49.06	49.54	50.04	50.54	52.07	53.65	55.27
11	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,620	\$7,854	\$8,091	\$8,172	\$8,252	\$8,336	\$8,417	\$8,587	\$8,674	\$8,761	\$8,847	\$9,116	\$9,393	\$9,677
\$/yr	78,744	81,144	83,616	86,136	88,752	91,440	94,248	97,092	98,064	99,024	100,032	101,004	103,044	104,088	105,132	106,164	109,392	112,716	116,124
\$/hr	37.86	39.01	40.20	41.41	42.67	43.96	45.31	46.68	47.15	47.61	48.09	48.56	49.54	50.04	50.54	51.04	52.59	54.19	55.83
12	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,697	\$7,931	\$8,172	\$8,252	\$8,336	\$8,417	\$8,504	\$8,674	\$8,761	\$8,847	\$8,936	\$9,207	\$9,485	\$9,774
\$/yr	79,548	81,960	84,444	87,000	89,640	92,364	95,172	98,064	99,024	100,032	101,004	102,048	104,088	105,132	106,164	107,232	110,484	113,820	117,288
\$/hr	38.24	39.40	40.60	41.83	43.10	44.41	45.76	47.15	47.61	48.09	48.56	49.06	50.04	50.54	51.04	51.55	53.12	54.72	56.39
13	\$6,695	\$6,899	\$7,107	\$7,323	\$7,545	\$7,772	\$8,011	\$8,252	\$8,336	\$8,417	\$8,504	\$8,587	\$8,761	\$8,847	\$8,936	\$9,026	\$9,300	\$9,580	\$9,869
\$/yr	80,340	82,788	85,284	87,876	90,540	93,264	96,132	99,024	100,032	101,004	102,048	103,044	105,132	106,164	107,232	108,312	111,600	114,960	118,428
\$/hr	38.63	39.80	41.00	42.25	43.53	44.84	46.22	47.61	48.09	48.56	49.06	49.54	50.54	51.04	51.55	52.07	53.65	55.27	56.94
14	\$6,762	\$6,968	\$7,178	\$7,396	\$7,620	\$7,854	\$8,091	\$8,336	\$8,417	\$8,504	\$8,587	\$8,674	\$8,847	\$8,936	\$9,026	\$9,116	\$9,393	\$9,677	\$9,970
\$/yr	81,144	83,616	86,136	88,752	91,440	94,248	97,092	100,032	101,004	102,048	103,044	104,088	106,164	107,232	108,312	109,392	112,716	116,124	119,640
\$/hr	39.01	40.20	41.41	42.67	43.96	45.31	46.68	48.09	48.56	49.06	49.54	50.04	51.04	51.55	52.07	52.59	54.19	55.83	57.52
15	\$6,830	\$7,037	\$7,250	\$7,470	\$7,697	\$7,931	\$8,172	\$8,417	\$8,504	\$8,587	\$8,674	\$8,761	\$8,936	\$9,026	\$9,116	\$9,207	\$9,485	\$9,774	\$10,070
\$/yr	81,960	84,444	87,000	89,640	92,364	95,172	98,064	101,004	102,048	103,044	104,088	105,132	107,232	108,312	109,392	110,484	113,820	117,288	120,840
\$/hr	39.40	40.60	41.83	43.10	44.41	45.76	47.15	48.56	49.06	49.54	50.04	50.54	51.55	52.07	52.59	53.12	54.72	56.39	58.10
16	\$6,899	\$7,107	\$7,323	\$7,545	\$7,772	\$8,011	\$8,252	\$8,504	\$8,587	\$8,674	\$8,761	\$8,847	\$9,026	\$9,116	\$9,207	\$9,300	\$9,580	\$9,869	\$10,170
\$/yr	82,788	85,284	87,876	90,540	93,264	96,132	99,024	102,048	103,044	104,088	105,132	106,164	108,312	109,392	110,484	111,600	114,960	118,428	122,040
\$/hr	39.80	41.00	42.25	43.53	44.84	46.22	47.61	49.06	49.54	50.04	50.54	51.04	52.07	52.59	53.12	53.65	55.27	56.94	58.67
17	\$6,968	\$7,178	\$7,396	\$7,620	\$7,854	\$8,091	\$8,336	\$8,587	\$8,674	\$8,761	\$8,847	\$8,936	\$9,116	\$9,207	\$9,300	\$9,393	\$9,677	\$9,970	\$10,272

\$/yr	83,616	86,136	88,752	91,440	94,248	97,092	100,032	103,044	104,088	105,132	106,164	107,232	109,392	110,484	111,600	112,716	116,124	119,640	123,264
\$/hr	40.20	41.41	42.67	43.96	45.31	46.68	48.09	49.54	50.04	50.54	51.04	51.55	52.59	53.12	53.65	54.19	55.83	57.52	59.26
18	\$7,037	\$7,250	\$7,470	\$7,697	\$7,931	\$8,172	\$8,417	\$8,674	\$8,761	\$8,847	\$8,936	\$9,026	\$9,207	\$9,300	\$9,393	\$9,485	\$9,774	\$10,070	\$10,373
\$/yr	84,444	87,000	89,640	92,364	95,172	98,064	101,004	104,088	105,132	106,164	107,232	108,312	110,484	111,600	112,716	113,820	117,288	120,840	124,476
\$/hr	40.60	41.83	43.10	44.41	45.76	47.15	48.56	50.04	50.54	51.04	51.55	52.07	53.12	53.65	54.19	54.72	56.39	58.10	59.84
19	\$7,107	\$7,323	\$7,545	\$7,772	\$8,011	\$8,252	\$8,504	\$8,761	\$8,847	\$8,936	\$9,026	\$9,116	\$9,300	\$9,393	\$9,485	\$9,580	\$9,869	\$10,170	\$10,478
\$/yr	85,284	87,876	90,540	93,264	96,132	99,024	102,048	105,132	106,164	107,232	108,312	109,392	111,600	112,716	113,820	114,960	118,428	122,040	125,736
\$/hr	41.00	42.25	43.53	44.84	46.22	47.61	49.06	50.54	51.04	51.55	52.07	52.59	53.65	54.19	54.72	55.27	56.94	58.67	60.45
20	\$7,178	\$7,396	\$7,620	\$7,854	\$8,091	\$8,336	\$8,587	\$8,847	\$8,936	\$9,026	\$9,116	\$9,207	\$9,393	\$9,485	\$9,580	\$9,677	\$9,970	\$10,272	\$10,583
\$/yr	86,136	88,752	91,440	94,248	97,092	100,032	103,044	106,164	107,232	108,312	109,392	110,484	112,716	113,820	114,960	116,124	119,640	123,264	126,996
\$/hr	41.41	42.67	43.96	45.31	46.68	48.09	49.54	51.04	51.55	52.07	52.59	53.12	54.19	54.72	55.27	55.83	57.52	59.26	61.06
21	\$7,250	\$7,470	\$7,697	\$7,931	\$8,172	\$8,417	\$8,674	\$8,936	\$9,026	\$9,116	\$9,207	\$9,300	\$9,485	\$9,580	\$9,677	\$9,774	\$10,070	\$10,373	\$10,690
\$/yr	87,000	89,640	92,364	95,172	98,064	101,004	104,088	107,232	108,312	109,392	110,484	111,600	113,820	114,960	116,124	117,288	120,840	124,476	128,280
\$/hr	41.83	43.10	44.41	45.76	47.15	48.56	50.04	51.55	52.07	52.59	53.12	53.65	54.72	55.27	55.83	56.39	58.10	59.84	61.67
22	\$7,323	\$7,545	\$7,772	\$8,011	\$8,252	\$8,504	\$8,761	\$9,026	\$9,116	\$9,207	\$9,300	\$9,393	\$9,580	\$9,677	\$9,774	\$9,869	\$10,170	\$10,478	\$10,795
\$/yr	87,876	90,540	93,264	96,132	99,024	102,048	105,132	108,312	109,392	110,484	111,600	112,716	114,960	116,124	117,288	118,428	122,040	125,736	129,540
\$/hr	42.25	43.53	44.84	46.22	47.61	49.06	50.54	52.07	52.59	53.12	53.65	54.19	55.27	55.83	56.39	56.94	58.67	60.45	62.28
23	\$7,396	\$7,620	\$7,854	\$8,091	\$8,336	\$8,587	\$8,847	\$9,116	\$9,207	\$9,300	\$9,393	\$9,485	\$9,677	\$9,774	\$9,869	\$9,970	\$10,272	\$10,583	\$10,905
\$/yr	88,752	91,440	94,248	97,092	100,032	103,044	106,164	109,392	110,484	111,600	112,716	113,820	116,124	117,288	118,428	119,640	123,264	126,996	130,860
\$/hr	42.67	43.96	45.31	46.68	48.09	49.54	51.04	52.59	53.12	53.65	54.19	54.72	55.83	56.39	56.94	57.52	59.26	61.06	62.91
24	\$7,470	\$7,697	\$7,931	\$8,172	\$8,417	\$8,674	\$8,936	\$9,207	\$9,300	\$9,393	\$9,485	\$9,580	\$9,774	\$9,869	\$9,970	\$10,070	\$10,373	\$10,690	\$11,013
\$/yr	89,640	92,364	95,172	98,064	101,004	104,088	107,232	110,484	111,600	112,716	113,820	114,960	117,288	118,428	119,640	120,840	124,476	128,280	132,156
\$/hr	43.10	44.41	45.76	47.15	48.56	50.04	51.55	53.12	53.65	54.19	54.72	55.27	56.39	56.94	57.52	58.10	59.84	61.67	63.54
25	\$7,545	\$7,772	\$8,011	\$8,252	\$8,504	\$8,761	\$9,026	\$9,300	\$9,393	\$9,485	\$9,580	\$9,677	\$9,869	\$9,970	\$10,070	\$10,170	\$10,478	\$10,795	\$11,123
\$/yr	90,540	93,264	96,132	99,024	102,048	105,132	108,312	111,600	112,716	113,820	114,960	116,124	118,428	119,640	120,840	122,040	125,736	129,540	133,476
\$/hr	43.53	44.84	46.22	47.61	49.06	50.54	52.07	53.65	54.19	54.72	55.27	55.83	56.94	57.52	58.10	58.67	60.45	62.28	64.17
26	\$7,620	\$7,854	\$8,091	\$8,336	\$8,587	\$8,847	\$9,116	\$9,393	\$9,485	\$9,580	\$9,677	\$9,774	\$9,970	\$10,070	\$10,170	\$10,272	\$10,583	\$10,905	\$11,234
\$/yr	91,440	94,248	97,092	100,032	103,044	106,164	109,392	112,716	113,820	114,960	116,124	117,288	119,640	120,840	122,040	123,264	126,996	130,860	134,808
\$/hr	43.96	45.31	46.68	48.09	49.54	51.04	52.59	54.19	54.72	55.27	55.83	56.39	57.52	58.10	58.67	59.26	61.06	62.91	64.81
27	\$7,697	\$7,931	\$8,172	\$8,417	\$8,674	\$8,936	\$9,207	\$9,485	\$9,580	\$9,677	\$9,774	\$9,869	\$10,070	\$10,170	\$10,272	\$10,373	\$10,690	\$11,013	\$11,346
\$/yr	92,364	95,172	98,064	101,004	104,088	107,232	110,484	113,820	114,960	116,124	117,288	118,428	120,840	122,040	123,264	124,476	128,280	132,156	136,152
\$/hr	44.41	45.76	47.15	48.56	50.04	51.55	53.12	54.72	55.27	55.83	56.39	56.94	58.10	58.67	59.26	59.84	61.67	63.54	65.46
28	\$7,772	\$8,011	\$8,252	\$8,504	\$8,761	\$9,026	\$9,300	\$9,580	\$9,677	\$9,774	\$9,869	\$9,970	\$10,170	\$10,272	\$10,373	\$10,478	\$10,795	\$11,123	\$11,459
\$/yr	93,264	96,132	99,024	102,048	105,132	108,312	111,600	114,960	116,124	117,288	118,428	119,640	122,040	123,264	124,476	125,736	129,540	133,476	137,508

\$/hr	44.84	46.22	47.61	49.06	50.54	52.07	53.65	55.27	55.83	56.39	56.94	57.52	58.67	59.26	59.84	60.45	62.28	64.17	66.11
29	\$7,854	\$8,091	\$8,336	\$8,587	\$8,847	\$9,116	\$9,393	\$9,677	\$9,774	\$9,869	\$9,970	\$10,070	\$10,272	\$10,373	\$10,478	\$10,583	\$10,905	\$11,234	\$11,574
\$/yr	94,248	97,092	100,032	103,044	106,164	109,392	112,716	116,124	117,288	118,428	119,640	120,840	123,264	124,476	125,736	126,996	130,860	134,808	138,888
\$/hr	45.31	46.68	48.09	49.54	51.04	52.59	54.19	55.83	56.39	56.94	57.52	58.10	59.26	59.84	60.45	61.06	62.91	64.81	66.77
30	\$7,931	\$8,172	\$8,417	\$8,674	\$8,936	\$9,207	\$9,485	\$9,774	\$9,869	\$9,970	\$10,070	\$10,170	\$10,373	\$10,478	\$10,583	\$10,690	\$11,013	\$11,346	\$11,691
\$/yr	95,172	98,064	101,004	104,088	107,232	110,484	113,820	117,288	118,428	119,640	120,840	122,040	124,476	125,736	126,996	128,280	132,156	136,152	140,292
\$/hr	45.76	47.15	48.56	50.04	51.55	53.12	54.72	56.39	56.94	57.52	58.10	58.67	59.84	60.45	61.06	61.67	63.54	65.46	67.45
31	\$8,011	\$8,252	\$8,504	\$8,761	\$9,026	\$9,300	\$9,580	\$9,869	\$9,970	\$10,070	\$10,170	\$10,272	\$10,478	\$10,583	\$10,690	\$10,795	\$11,123	\$11,459	\$11,807
\$/yr	96,132	99,024	102,048	105,132	108,312	111,600	114,960	118,428	119,640	120,840	122,040	123,264	125,736	126,996	128,280	129,540	133,476	137,508	141,684
\$/hr	46.22	47.61	49.06	50.54	52.07	53.65	55.27	56.94	57.52	58.10	58.67	59.26	60.45	61.06	61.67	62.28	64.17	66.11	68.12
32	\$8,091	\$8,336	\$8,587	\$8,847	\$9,116	\$9,393	\$9,677	\$9,970	\$10,070	\$10,170	\$10,272	\$10,373	\$10,583	\$10,690	\$10,795	\$10,905	\$11,234	\$11,574	\$11,926
\$/yr	97,092	100,032	103,044	106,164	109,392	112,716	116,124	119,640	120,840	122,040	123,264	124,476	126,996	128,280	129,540	130,860	134,808	138,888	143,112
\$/hr	46.68	48.09	49.54	51.04	52.59	54.19	55.83	57.52	58.10	58.67	59.26	59.84	61.06	61.67	62.28	62.91	64.81	66.77	68.80
33	\$8,172	\$8,417	\$8,674	\$8,936	\$9,207	\$9,485	\$9,774	\$10,070	\$10,170	\$10,272	\$10,373	\$10,478	\$10,690	\$10,795	\$10,905	\$11,013	\$11,346	\$11,691	\$12,045
\$/yr	98,064	101,004	104,088	107,232	110,484	113,820	117,288	120,840	122,040	123,264	124,476	125,736	128,280	129,540	130,860	132,156	136,152	140,292	144,540
\$/hr	47.15	48.56	50.04	51.55	53.12	54.72	56.39	58.10	58.67	59.26	59.84	60.45	61.67	62.28	62.91	63.54	65.46	67.45	69.49
34	\$8,252	\$8,504	\$8,761	\$9,026	\$9,300	\$9,580	\$9,869	\$10,170	\$10,272	\$10,373	\$10,478	\$10,583	\$10,795	\$10,905	\$11,013	\$11,123	\$11,459	\$11,807	\$12,166
\$/yr	99,024	102,048	105,132	108,312	111,600	114,960	118,428	122,040	123,264	124,476	125,736	126,996	129,540	130,860	132,156	133,476	137,508	141,684	145,992
\$/hr	47.61	49.06	50.54	52.07	53.65	55.27	56.94	58.67	59.26	59.84	60.45	61.06	62.28	62.91	63.54	64.17	66.11	68.12	70.19
35	\$8,336	\$8,587	\$8,847	\$9,116	\$9,393	\$9,677	\$9,970	\$10,272	\$10,373	\$10,478	\$10,583	\$10,690	\$10,905	\$11,013	\$11,123	\$11,234	\$11,574	\$11,926	\$12,287
\$/yr	100,032	103,044	106,164	109,392	112,716	116,124	119,640	123,264	124,476	125,736	126,996	128,280	130,860	132,156	133,476	134,808	138,888	143,112	147,444
\$/hr	48.09	49.54	51.04	52.59	54.19	55.83	57.52	59.26	59.84	60.45	61.06	61.67	62.91	63.54	64.17	64.81	66.77	68.80	70.89
36	\$8,417	\$8,674	\$8,936	\$9,207	\$9,485	\$9,774	\$10,070	\$10,373	\$10,478	\$10,583	\$10,690	\$10,795	\$11,013	\$11,123	\$11,234	\$11,346	\$11,691	\$12,045	\$12,412
\$/yr	101,004	104,088	107,232	110,484	113,820	117,288	120,840	124,476	125,736	126,996	128,280	129,540	132,156	133,476	134,808	136,152	140,292	144,540	148,944
\$/hr	48.56	50.04	51.55	53.12	54.72	56.39	58.10	59.84	60.45	61.06	61.67	62.28	63.54	64.17	64.81	65.46	67.45	69.49	71.61
37	\$8,504	\$8,761	\$9,026	\$9,300	\$9,580	\$9,869	\$10,170	\$10,478	\$10,583	\$10,690	\$10,795	\$10,905	\$11,123	\$11,234	\$11,346	\$11,459	\$11,807	\$12,166	\$12,535
\$/yr	102,048	105,132	108,312	111,600	114,960	118,428	122,040	125,736	126,996	128,280	129,540	130,860	133,476	134,808	136,152	137,508	141,684	145,992	150,420
\$/hr	49.06	50.54	52.07	53.65	55.27	56.94	58.67	60.45	61.06	61.67	62.28	62.91	64.17	64.81	65.46	66.11	68.12	70.19	72.32
38	\$8,587	\$8,847	\$9,116	\$9,393	\$9,677	\$9,970	\$10,272	\$10,583	\$10,690	\$10,795	\$10,905	\$11,013	\$11,234	\$11,346	\$11,459	\$11,574	\$11,926	\$12,287	\$12,660
\$/yr	103,044	106,164	109,392	112,716	116,124	119,640	123,264	126,996	128,280	129,540	130,860	132,156	134,808	136,152	137,508	138,888	143,112	147,444	151,920
\$/hr	49.54	51.04	52.59	54.19	55.83	57.52	59.26	61.06	61.67	62.28	62.91	63.54	64.81	65.46	66.11	66.77	68.80	70.89	73.04
39	\$8,674	\$8,936	\$9,207	\$9,485	\$9,774	\$10,070	\$10,373	\$10,690	\$10,795	\$10,905	\$11,013	\$11,123	\$11,346	\$11,459	\$11,574	\$11,691	\$12,045	\$12,412	\$12,787
\$/yr	104,088	107,232	110,484	113,820	117,288	120,840	124,476	128,280	129,540	130,860	132,156	133,476	136,152	137,508	138,888	140,292	144,540	148,944	153,444
\$/hr	50.04	51.55	53.12	54.72	56.39	58.10	59.84	61.67	62.28	62.91	63.54	64.17	65.46	66.11	66.77	67.45	69.49	71.61	73.77
40	\$8,761	\$9,026	\$9,300	\$9,580	\$9,869	\$10,170	\$10,478	\$10,795	\$10,905	\$11,013	\$11,123	\$11,234	\$11,459	\$11,574	\$11,691	\$11,807	\$12,166	\$12,535	\$12,915
\$/yr	105,132	108,312	111,600	114,960	118,428	122,040	125,736	129,540	130,860	132,156	133,476	134,808	137,508	138,888	140,292	141,684	145,992	150,420	154,980

\$/hr	50.54	52.07	53.65	55.27	56.94	58.67	60.45	62.28	62.91	63.54	64.17	64.81	66.11	66.77	67.45	68.12	70.19	72.32	74.51
41	\$8,847	\$9,116	\$9,393	\$9,677	\$9,970	\$10,272	\$10,583	\$10,905	\$11,013	\$11,123	\$11,234	\$11,346	\$11,574	\$11,691	\$11,807	\$11,926	\$12,287	\$12,660	\$13,044
\$/yr	106,164	109,392	112,716	116,124	119,640	123,264	126,996	130,860	132,156	133,476	134,808	136,152	138,888	140,292	141,684	143,112	147,444	151,920	156,528
\$/hr	51.04	52.59	54.19	55.83	57.52	59.26	61.06	62.91	63.54	64.17	64.81	65.46	66.77	67.45	68.12	68.80	70.89	73.04	75.25
42	\$8,936	\$9,207	\$9,485	\$9,774	\$10,070	\$10,373	\$10,690	\$11,013	\$11,123	\$11,234	\$11,346	\$11,459	\$11,691	\$11,807	\$11,926	\$12,045	\$12,412	\$12,787	\$13,174
\$/yr	107,232	110,484	113,820	117,288	120,840	124,476	128,280	132,156	133,476	134,808	136,152	137,508	140,292	141,684	143,112	144,540	148,944	153,444	158,088
\$/hr	51.55	53.12	54.72	56.39	58.10	59.84	61.67	63.54	64.17	64.81	65.46	66.11	67.45	68.12	68.80	69.49	71.61	73.77	76.00
43	\$9,026	\$9,300	\$9,580	\$9,869	\$10,170	\$10,478	\$10,795	\$11,123	\$11,234	\$11,346	\$11,459	\$11,574	\$11,807	\$11,926	\$12,045	\$12,166	\$12,535	\$12,915	\$13,306
\$/yr	108,312	111,600	114,960	118,428	122,040	125,736	129,540	133,476	134,808	136,152	137,508	138,888	141,684	143,112	144,540	145,992	150,420	154,980	159,672
\$/hr	52.07	53.65	55.27	56.94	58.67	60.45	62.28	64.17	64.81	65.46	66.11	66.77	68.12	68.80	69.49	70.19	72.32	74.51	76.77
44	\$9,116	\$9,393	\$9,677	\$9,970	\$10,272	\$10,583	\$10,905	\$11,234	\$11,346	\$11,459	\$11,574	\$11,691	\$11,926	\$12,045	\$12,166	\$12,287	\$12,660	\$13,044	\$13,439
\$/yr	109,392	112,716	116,124	119,640	123,264	126,996	130,860	134,808	136,152	137,508	138,888	140,292	143,112	144,540	145,992	147,444	151,920	156,528	161,268
\$/hr	52.59	54.19	55.83	57.52	59.26	61.06	62.91	64.81	65.46	66.11	66.77	67.45	68.80	69.49	70.19	70.89	73.04	75.25	77.53

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BS

**University of Washington - Contract Classified
1199NW & SEIU Like Titles
Payscale Table BS - Effective July 1, 2014**

(At the time of this publication, SEIU 1199NW and UW have not concluded negotiations for a 2015-17 contract. Therefore, this pay table has not been updated beyond July 1, 2014. For relevant details, please see MOU – RESOLUTION OF “LIKE TITLES” GRIEVANCE)

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,202	\$2,270	\$2,336	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,743	\$2,767	\$2,796	\$2,822	\$2,880	\$2,880	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245
\$/yr	26,424	27,240	28,032	28,896	29,784	30,660	31,632	32,544	32,916	33,204	33,552	33,864	34,560	34,560	34,560	35,616	36,672	37,800	38,940
\$/hr	12.70	13.10	13.48	13.89	14.32	14.74	15.21	15.65	15.83	15.96	16.13	16.28	16.62	16.62	16.62	17.12	17.63	18.17	18.72
1	\$2,225	\$2,291	\$2,361	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,767	\$2,796	\$2,822	\$2,853	\$2,910	\$2,910	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278
\$/yr	26,700	27,492	28,332	29,196	30,048	30,972	31,896	32,916	33,204	33,552	33,864	34,236	34,920	34,920	34,920	35,964	37,044	38,184	39,336
\$/hr	12.84	13.22	13.62	14.04	14.45	14.89	15.33	15.83	15.96	16.13	16.28	16.46	16.79	16.79	16.79	17.29	17.81	18.36	18.91
2	\$2,244	\$2,315	\$2,384	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,796	\$2,822	\$2,853	\$2,880	\$2,937	\$2,937	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311
\$/yr	26,928	27,780	28,608	29,436	30,396	31,272	32,244	33,204	33,552	33,864	34,236	34,560	35,244	35,244	35,244	36,324	37,440	38,568	39,732
\$/hr	12.95	13.36	13.75	14.15	14.61	15.03	15.50	15.96	16.13	16.28	16.46	16.62	16.94	16.94	16.94	17.46	18.00	18.54	19.10
3	\$2,270	\$2,336	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,822	\$2,853	\$2,880	\$2,910	\$2,968	\$2,968	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344
\$/yr	27,240	28,032	28,896	29,784	30,660	31,632	32,544	33,552	33,864	34,236	34,560	34,920	35,616	35,616	35,616	36,672	37,800	38,940	40,128
\$/hr	13.10	13.48	13.89	14.32	14.74	15.21	15.65	16.13	16.28	16.46	16.62	16.79	17.12	17.12	17.12	17.63	18.17	18.72	19.29
4	\$2,291	\$2,361	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,853	\$2,880	\$2,910	\$2,937	\$2,997	\$2,997	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377
\$/yr	27,492	28,332	29,196	30,048	30,972	31,896	32,916	33,864	34,236	34,560	34,920	35,244	35,964	35,964	35,964	37,044	38,184	39,336	40,524
\$/hr	13.22	13.62	14.04	14.45	14.89	15.33	15.83	16.28	16.46	16.62	16.79	16.94	17.29	17.29	17.29	17.81	18.36	18.91	19.48
5	\$2,315	\$2,384	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,880	\$2,910	\$2,937	\$2,968	\$3,027	\$3,027	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412
\$/yr	27,780	28,608	29,436	30,396	31,272	32,244	33,204	34,236	34,560	34,920	35,244	35,616	36,324	36,324	36,324	37,440	38,568	39,732	40,944
\$/hr	13.36	13.75	14.15	14.61	15.03	15.50	15.96	16.46	16.62	16.79	16.94	17.12	17.46	17.46	17.46	18.00	18.54	19.10	19.68
6	\$2,336	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,910	\$2,937	\$2,968	\$2,997	\$3,056	\$3,056	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446
\$/yr	28,032	28,896	29,784	30,660	31,632	32,544	33,552	34,560	34,920	35,244	35,616	35,964	36,672	36,672	36,672	37,800	38,940	40,128	41,352
\$/hr	13.48	13.89	14.32	14.74	15.21	15.65	16.13	16.62	16.79	16.94	17.12	17.29	17.63	17.63	17.63	18.17	18.72	19.29	19.88

7	\$2,361	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,937	\$2,968	\$2,997	\$3,027	\$3,087	\$3,087	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479
\$/yr	28,332	29,196	30,048	30,972	31,896	32,916	33,864	34,920	35,244	35,616	35,964	36,324	37,044	37,044	37,044	38,184	39,336	40,524	41,748
\$/hr	13.62	14.04	14.45	14.89	15.33	15.83	16.28	16.79	16.94	17.12	17.29	17.46	17.81	17.81	17.81	18.36	18.91	19.48	20.07
8	\$2,384	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$2,968	\$2,997	\$3,027	\$3,056	\$3,120	\$3,120	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516
\$/yr	28,608	29,436	30,396	31,272	32,244	33,204	34,236	35,244	35,616	35,964	36,324	36,672	37,440	37,440	37,440	38,568	39,732	40,944	42,192
\$/hr	13.75	14.15	14.61	15.03	15.50	15.96	16.46	16.94	17.12	17.29	17.46	17.63	18.00	18.00	18.00	18.54	19.10	19.68	20.28
9	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$2,997	\$3,027	\$3,056	\$3,087	\$3,150	\$3,150	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550
\$/yr	28,896	29,784	30,660	31,632	32,544	33,552	34,560	35,616	35,964	36,324	36,672	37,044	37,800	37,800	37,800	38,940	40,128	41,352	42,600
\$/hr	13.89	14.32	14.74	15.21	15.65	16.13	16.62	17.12	17.29	17.46	17.63	17.81	18.17	18.17	18.17	18.72	19.29	19.88	20.48
10	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,027	\$3,056	\$3,087	\$3,120	\$3,182	\$3,182	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584
\$/yr	29,196	30,048	30,972	31,896	32,916	33,864	34,920	35,964	36,324	36,672	37,044	37,440	38,184	38,184	38,184	39,336	40,524	41,748	43,008
\$/hr	14.04	14.45	14.89	15.33	15.83	16.28	16.79	17.29	17.46	17.63	17.81	18.00	18.36	18.36	18.36	18.91	19.48	20.07	20.68
11	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,056	\$3,087	\$3,120	\$3,150	\$3,214	\$3,214	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622
\$/yr	29,436	30,396	31,272	32,244	33,204	34,236	35,244	36,324	36,672	37,044	37,440	37,800	38,568	38,568	38,568	39,732	40,944	42,192	43,464
\$/hr	14.15	14.61	15.03	15.50	15.96	16.46	16.94	17.46	17.63	17.81	18.00	18.17	18.54	18.54	18.54	19.10	19.68	20.28	20.90
12	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,087	\$3,120	\$3,150	\$3,182	\$3,245	\$3,245	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657
\$/yr	29,784	30,660	31,632	32,544	33,552	34,560	35,616	36,672	37,044	37,440	37,800	38,184	38,940	38,940	38,940	40,128	41,352	42,600	43,884
\$/hr	14.32	14.74	15.21	15.65	16.13	16.62	17.12	17.63	17.81	18.00	18.17	18.36	18.72	18.72	18.72	19.29	19.88	20.48	21.10
13	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,120	\$3,150	\$3,182	\$3,214	\$3,278	\$3,278	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694
\$/yr	30,048	30,972	31,896	32,916	33,864	34,920	35,964	37,044	37,440	37,800	38,184	38,568	39,336	39,336	39,336	40,524	41,748	43,008	44,328
\$/hr	14.45	14.89	15.33	15.83	16.28	16.79	17.29	17.81	18.00	18.17	18.36	18.54	18.91	18.91	18.91	19.48	20.07	20.68	21.31
14	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,150	\$3,182	\$3,214	\$3,245	\$3,311	\$3,311	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730
\$/yr	30,396	31,272	32,244	33,204	34,236	35,244	36,324	37,440	37,800	38,184	38,568	38,940	39,732	39,732	39,732	40,944	42,192	43,464	44,760
\$/hr	14.61	15.03	15.50	15.96	16.46	16.94	17.46	18.00	18.17	18.36	18.54	18.72	19.10	19.10	19.10	19.68	20.28	20.90	21.52
15	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,182	\$3,214	\$3,245	\$3,278	\$3,344	\$3,344	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767
\$/yr	30,660	31,632	32,544	33,552	34,560	35,616	36,672	37,800	38,184	38,568	38,940	39,336	40,128	40,128	40,128	41,352	42,600	43,884	45,204
\$/hr	14.74	15.21	15.65	16.13	16.62	17.12	17.63	18.17	18.36	18.54	18.72	18.91	19.29	19.29	19.29	19.88	20.48	21.10	21.73
16	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,214	\$3,245	\$3,278	\$3,311	\$3,377	\$3,377	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805
\$/yr	30,972	31,896	32,916	33,864	34,920	35,964	37,044	38,184	38,568	38,940	39,336	39,732	40,524	40,524	40,524	41,748	43,008	44,328	45,660
\$/hr	14.89	15.33	15.83	16.28	16.79	17.29	17.81	18.36	18.54	18.72	18.91	19.10	19.48	19.48	19.48	20.07	20.68	21.31	21.95
17	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,245	\$3,278	\$3,311	\$3,344	\$3,412	\$3,412	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842
\$/yr	31,272	32,244	33,204	34,236	35,244	36,324	37,440	38,568	38,940	39,336	39,732	40,128	40,944	40,944	40,944	42,192	43,464	44,760	46,104
\$/hr	15.03	15.50	15.96	16.46	16.94	17.46	18.00	18.54	18.72	18.91	19.10	19.29	19.68	19.68	19.68	20.28	20.90	21.52	22.17

18	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,278	\$3,311	\$3,344	\$3,377	\$3,446	\$3,446	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882
\$/yr	31,632	32,544	33,552	34,560	35,616	36,672	37,800	38,940	39,336	39,732	40,128	40,524	41,352	41,352	41,352	42,600	43,884	45,204	46,584
\$/hr	15.21	15.65	16.13	16.62	17.12	17.63	18.17	18.72	18.91	19.10	19.29	19.48	19.88	19.88	19.88	20.48	21.10	21.73	22.40
19	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,311	\$3,344	\$3,377	\$3,412	\$3,479	\$3,479	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920
\$/yr	31,896	32,916	33,864	34,920	35,964	37,044	38,184	39,336	39,732	40,128	40,524	40,944	41,748	41,748	41,748	43,008	44,328	45,660	47,040
\$/hr	15.33	15.83	16.28	16.79	17.29	17.81	18.36	18.91	19.10	19.29	19.48	19.68	20.07	20.07	20.07	20.68	21.31	21.95	22.62
20	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,344	\$3,377	\$3,412	\$3,446	\$3,516	\$3,516	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961
\$/yr	32,244	33,204	34,236	35,244	36,324	37,440	38,568	39,732	40,128	40,524	40,944	41,352	42,192	42,192	42,192	43,464	44,760	46,104	47,532
\$/hr	15.50	15.96	16.46	16.94	17.46	18.00	18.54	19.10	19.29	19.48	19.68	19.88	20.28	20.28	20.28	20.90	21.52	22.17	22.85
21	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,377	\$3,412	\$3,446	\$3,479	\$3,550	\$3,550	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998
\$/yr	32,544	33,552	34,560	35,616	36,672	37,800	38,940	40,128	40,524	40,944	41,352	41,748	42,600	42,600	42,600	43,884	45,204	46,584	47,976
\$/hr	15.65	16.13	16.62	17.12	17.63	18.17	18.72	19.29	19.48	19.68	19.88	20.07	20.48	20.48	20.48	21.10	21.73	22.40	23.07
22	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,412	\$3,446	\$3,479	\$3,516	\$3,584	\$3,584	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039
\$/yr	32,916	33,864	34,920	35,964	37,044	38,184	39,336	40,524	40,944	41,352	41,748	42,192	43,008	43,008	43,008	44,328	45,660	47,040	48,468
\$/hr	15.83	16.28	16.79	17.29	17.81	18.36	18.91	19.48	19.68	19.88	20.07	20.28	20.68	20.68	20.68	21.31	21.95	22.62	23.30
23	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,446	\$3,479	\$3,516	\$3,550	\$3,622	\$3,622	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079
\$/yr	33,204	34,236	35,244	36,324	37,440	38,568	39,732	40,944	41,352	41,748	42,192	42,600	43,464	43,464	43,464	44,760	46,104	47,532	48,948
\$/hr	15.96	16.46	16.94	17.46	18.00	18.54	19.10	19.68	19.88	20.07	20.28	20.48	20.90	20.90	20.90	21.52	22.17	22.85	23.53
24	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,479	\$3,516	\$3,550	\$3,584	\$3,657	\$3,657	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121
\$/yr	33,552	34,560	35,616	36,672	37,800	38,940	40,128	41,352	41,748	42,192	42,600	43,008	43,884	43,884	43,884	45,204	46,584	47,976	49,452
\$/hr	16.13	16.62	17.12	17.63	18.17	18.72	19.29	19.88	20.07	20.28	20.48	20.68	21.10	21.10	21.10	21.73	22.40	23.07	23.78
25	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,516	\$3,550	\$3,584	\$3,622	\$3,694	\$3,694	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161
\$/yr	33,864	34,920	35,964	37,044	38,184	39,336	40,524	41,748	42,192	42,600	43,008	43,464	44,328	44,328	44,328	45,660	47,040	48,468	49,932
\$/hr	16.28	16.79	17.29	17.81	18.36	18.91	19.48	20.07	20.28	20.48	20.68	20.90	21.31	21.31	21.31	21.95	22.62	23.30	24.01
26	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,550	\$3,584	\$3,622	\$3,657	\$3,730	\$3,730	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204
\$/yr	34,236	35,244	36,324	37,440	38,568	39,732	40,944	42,192	42,600	43,008	43,464	43,884	44,760	44,760	44,760	46,104	47,532	48,948	50,448
\$/hr	16.46	16.94	17.46	18.00	18.54	19.10	19.68	20.28	20.48	20.68	20.90	21.10	21.52	21.52	21.52	22.17	22.85	23.53	24.25
27	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,584	\$3,622	\$3,657	\$3,694	\$3,767	\$3,767	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246
\$/yr	34,560	35,616	36,672	37,800	38,940	40,128	41,352	42,600	43,008	43,464	43,884	44,328	45,204	45,204	45,204	46,584	47,976	49,452	50,952
\$/hr	16.62	17.12	17.63	18.17	18.72	19.29	19.88	20.48	20.68	20.90	21.10	21.31	21.73	21.73	21.73	22.40	23.07	23.78	24.50
28	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,622	\$3,657	\$3,694	\$3,730	\$3,805	\$3,805	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288
\$/yr	34,920	35,964	37,044	38,184	39,336	40,524	41,748	43,008	43,464	43,884	44,328	44,760	45,660	45,660	45,660	47,040	48,468	49,932	51,456
\$/hr	16.79	17.29	17.81	18.36	18.91	19.48	20.07	20.68	20.90	21.10	21.31	21.52	21.95	21.95	21.95	22.62	23.30	24.01	24.74

29	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,657	\$3,694	\$3,730	\$3,767	\$3,842	\$3,842	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332
\$/yr	35,244	36,324	37,440	38,568	39,732	40,944	42,192	43,464	43,884	44,328	44,760	45,204	46,104	46,104	46,104	47,532	48,948	50,448	51,984
\$/hr	16.94	17.46	18.00	18.54	19.10	19.68	20.28	20.90	21.10	21.31	21.52	21.73	22.17	22.17	22.17	22.85	23.53	24.25	24.99
30	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,694	\$3,730	\$3,767	\$3,805	\$3,882	\$3,882	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374
\$/yr	35,616	36,672	37,800	38,940	40,128	41,352	42,600	43,884	44,328	44,760	45,204	45,660	46,584	46,584	46,584	47,976	49,452	50,952	52,488
\$/hr	17.12	17.63	18.17	18.72	19.29	19.88	20.48	21.10	21.31	21.52	21.73	21.95	22.40	22.40	22.40	23.07	23.78	24.50	25.23
31	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,730	\$3,767	\$3,805	\$3,842	\$3,920	\$3,920	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420
\$/yr	35,964	37,044	38,184	39,336	40,524	41,748	43,008	44,328	44,760	45,204	45,660	46,104	47,040	47,040	47,040	48,468	49,932	51,456	53,040
\$/hr	17.29	17.81	18.36	18.91	19.48	20.07	20.68	21.31	21.52	21.73	21.95	22.17	22.62	22.62	22.62	23.30	24.01	24.74	25.50
32	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,767	\$3,805	\$3,842	\$3,882	\$3,961	\$3,961	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463
\$/yr	36,324	37,440	38,568	39,732	40,944	42,192	43,464	44,760	45,204	45,660	46,104	46,584	47,532	47,532	47,532	48,948	50,448	51,984	53,556
\$/hr	17.46	18.00	18.54	19.10	19.68	20.28	20.90	21.52	21.73	21.95	22.17	22.40	22.85	22.85	22.85	23.53	24.25	24.99	25.75
33	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,805	\$3,842	\$3,882	\$3,920	\$3,998	\$3,998	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508
\$/yr	36,672	37,800	38,940	40,128	41,352	42,600	43,884	45,204	45,660	46,104	46,584	47,040	47,976	47,976	47,976	49,452	50,952	52,488	54,096
\$/hr	17.63	18.17	18.72	19.29	19.88	20.48	21.10	21.73	21.95	22.17	22.40	22.62	23.07	23.07	23.07	23.78	24.50	25.23	26.01
34	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,842	\$3,882	\$3,920	\$3,961	\$4,039	\$4,039	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552
\$/yr	37,044	38,184	39,336	40,524	41,748	43,008	44,328	45,660	46,104	46,584	47,040	47,532	48,468	48,468	48,468	49,932	51,456	53,040	54,624
\$/hr	17.81	18.36	18.91	19.48	20.07	20.68	21.31	21.95	22.17	22.40	22.62	22.85	23.30	23.30	23.30	24.01	24.74	25.50	26.26
35	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,882	\$3,920	\$3,961	\$3,998	\$4,079	\$4,079	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598
\$/yr	37,440	38,568	39,732	40,944	42,192	43,464	44,760	46,104	46,584	47,040	47,532	47,976	48,948	48,948	48,948	50,448	51,984	53,556	55,176
\$/hr	18.00	18.54	19.10	19.68	20.28	20.90	21.52	22.17	22.40	22.62	22.85	23.07	23.53	23.53	23.53	24.25	24.99	25.75	26.53
36	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,920	\$3,961	\$3,998	\$4,039	\$4,121	\$4,121	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646
\$/yr	37,800	38,940	40,128	41,352	42,600	43,884	45,204	46,584	47,040	47,532	47,976	48,468	49,452	49,452	49,452	50,952	52,488	54,096	55,752
\$/hr	18.17	18.72	19.29	19.88	20.48	21.10	21.73	22.40	22.62	22.85	23.07	23.30	23.78	23.78	23.78	24.50	25.23	26.01	26.80
37	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$3,961	\$3,998	\$4,039	\$4,079	\$4,161	\$4,161	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690
\$/yr	38,184	39,336	40,524	41,748	43,008	44,328	45,660	47,040	47,532	47,976	48,468	48,948	49,932	49,932	49,932	51,456	53,040	54,624	56,280
\$/hr	18.36	18.91	19.48	20.07	20.68	21.31	21.95	22.62	22.85	23.07	23.30	23.53	24.01	24.01	24.01	24.74	25.50	26.26	27.06
38	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$3,998	\$4,039	\$4,079	\$4,121	\$4,204	\$4,204	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738
\$/yr	38,568	39,732	40,944	42,192	43,464	44,760	46,104	47,532	47,976	48,468	48,948	49,452	50,448	50,448	50,448	51,984	53,556	55,176	56,856
\$/hr	18.54	19.10	19.68	20.28	20.90	21.52	22.17	22.85	23.07	23.30	23.53	23.78	24.25	24.25	24.25	24.99	25.75	26.53	27.33
39	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,039	\$4,079	\$4,121	\$4,161	\$4,246	\$4,246	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784
\$/yr	38,940	40,128	41,352	42,600	43,884	45,204	46,584	47,976	48,468	48,948	49,452	49,932	50,952	50,952	50,952	52,488	54,096	55,752	57,408
\$/hr	18.72	19.29	19.88	20.48	21.10	21.73	22.40	23.07	23.30	23.53	23.78	24.01	24.50	24.50	24.50	25.23	26.01	26.80	27.60

40	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,079	\$4,121	\$4,161	\$4,204	\$4,288	\$4,288	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834
\$/yr	39,336	40,524	41,748	43,008	44,328	45,660	47,040	48,468	48,948	49,452	49,932	50,448	51,456	51,456	51,456	53,040	54,624	56,280	58,008
\$/hr	18.91	19.48	20.07	20.68	21.31	21.95	22.62	23.30	23.53	23.78	24.01	24.25	24.74	24.74	24.74	25.50	26.26	27.06	27.89
41	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,121	\$4,161	\$4,204	\$4,246	\$4,332	\$4,332	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882
\$/yr	39,732	40,944	42,192	43,464	44,760	46,104	47,532	48,948	49,452	49,932	50,448	50,952	51,984	51,984	51,984	53,556	55,176	56,856	58,584
\$/hr	19.10	19.68	20.28	20.90	21.52	22.17	22.85	23.53	23.78	24.01	24.25	24.50	24.99	24.99	24.99	25.75	26.53	27.33	28.17
42	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,161	\$4,204	\$4,246	\$4,288	\$4,374	\$4,374	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930
\$/yr	40,128	41,352	42,600	43,884	45,204	46,584	47,976	49,452	49,932	50,448	50,952	51,456	52,488	52,488	52,488	54,096	55,752	57,408	59,160
\$/hr	19.29	19.88	20.48	21.10	21.73	22.40	23.07	23.78	24.01	24.25	24.50	24.74	25.23	25.23	25.23	26.01	26.80	27.60	28.44
43	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,204	\$4,246	\$4,288	\$4,332	\$4,420	\$4,420	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982
\$/yr	40,524	41,748	43,008	44,328	45,660	47,040	48,468	49,932	50,448	50,952	51,456	51,984	53,040	53,040	53,040	54,624	56,280	58,008	59,784
\$/hr	19.48	20.07	20.68	21.31	21.95	22.62	23.30	24.01	24.25	24.50	24.74	24.99	25.50	25.50	25.50	26.26	27.06	27.89	28.74
44	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,246	\$4,288	\$4,332	\$4,374	\$4,463	\$4,463	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029
\$/yr	40,944	42,192	43,464	44,760	46,104	47,532	48,948	50,448	50,952	51,456	51,984	52,488	53,556	53,556	53,556	55,176	56,856	58,584	60,348
\$/hr	19.68	20.28	20.90	21.52	22.17	22.85	23.53	24.25	24.50	24.74	24.99	25.23	25.75	25.75	25.75	26.53	27.33	28.17	29.01
45	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,288	\$4,332	\$4,374	\$4,420	\$4,508	\$4,508	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081
\$/yr	41,352	42,600	43,884	45,204	46,584	47,976	49,452	50,952	51,456	51,984	52,488	53,040	54,096	54,096	54,096	55,752	57,408	59,160	60,972
\$/hr	19.88	20.48	21.10	21.73	22.40	23.07	23.78	24.50	24.74	24.99	25.23	25.50	26.01	26.01	26.01	26.80	27.60	28.44	29.31
46	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,332	\$4,374	\$4,420	\$4,463	\$4,552	\$4,552	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133
\$/yr	41,748	43,008	44,328	45,660	47,040	48,468	49,932	51,456	51,984	52,488	53,040	53,556	54,624	54,624	54,624	56,280	58,008	59,784	61,596
\$/hr	20.07	20.68	21.31	21.95	22.62	23.30	24.01	24.74	24.99	25.23	25.50	25.75	26.26	26.26	26.26	27.06	27.89	28.74	29.61
47	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,374	\$4,420	\$4,463	\$4,508	\$4,598	\$4,598	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183
\$/yr	42,192	43,464	44,760	46,104	47,532	48,948	50,448	51,984	52,488	53,040	53,556	54,096	55,176	55,176	55,176	56,856	58,584	60,348	62,196
\$/hr	20.28	20.90	21.52	22.17	22.85	23.53	24.25	24.99	25.23	25.50	25.75	26.01	26.53	26.53	26.53	27.33	28.17	29.01	29.90
48	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,420	\$4,463	\$4,508	\$4,552	\$4,646	\$4,646	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236
\$/yr	42,600	43,884	45,204	46,584	47,976	49,452	50,952	52,488	53,040	53,556	54,096	54,624	55,752	55,752	55,752	57,408	59,160	60,972	62,832
\$/hr	20.48	21.10	21.73	22.40	23.07	23.78	24.50	25.23	25.50	25.75	26.01	26.26	26.80	26.80	26.80	27.60	28.44	29.31	30.21
49	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,463	\$4,508	\$4,552	\$4,598	\$4,690	\$4,690	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289
\$/yr	43,008	44,328	45,660	47,040	48,468	49,932	51,456	53,040	53,556	54,096	54,624	55,176	56,280	56,280	56,280	58,008	59,784	61,596	63,468
\$/hr	20.68	21.31	21.95	22.62	23.30	24.01	24.74	25.50	25.75	26.01	26.26	26.53	27.06	27.06	27.06	27.89	28.74	29.61	30.51
50	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,508	\$4,552	\$4,598	\$4,646	\$4,738	\$4,738	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342
\$/yr	43,464	44,760	46,104	47,532	48,948	50,448	51,984	53,556	54,096	54,624	55,176	55,752	56,856	56,856	56,856	58,584	60,348	62,196	64,104
\$/hr	20.90	21.52	22.17	22.85	23.53	24.25	24.99	25.75	26.01	26.26	26.53	26.80	27.33	27.33	27.33	28.17	29.01	29.90	30.82

51	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,552	\$4,598	\$4,646	\$4,690	\$4,784	\$4,784	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395
\$/yr	43,884	45,204	46,584	47,976	49,452	50,952	52,488	54,096	54,624	55,176	55,752	56,280	57,408	57,408	57,408	59,160	60,972	62,832	64,740
\$/hr	21.10	21.73	22.40	23.07	23.78	24.50	25.23	26.01	26.26	26.53	26.80	27.06	27.60	27.60	27.60	28.44	29.31	30.21	31.13
52	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,598	\$4,646	\$4,690	\$4,738	\$4,834	\$4,834	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451
\$/yr	44,328	45,660	47,040	48,468	49,932	51,456	53,040	54,624	55,176	55,752	56,280	56,856	58,008	58,008	58,008	59,784	61,596	63,468	65,412
\$/hr	21.31	21.95	22.62	23.30	24.01	24.74	25.50	26.26	26.53	26.80	27.06	27.33	27.89	27.89	27.89	28.74	29.61	30.51	31.45
53	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,646	\$4,690	\$4,738	\$4,784	\$4,882	\$4,882	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502
\$/yr	44,760	46,104	47,532	48,948	50,448	51,984	53,556	55,176	55,752	56,280	56,856	57,408	58,584	58,584	58,584	60,348	62,196	64,104	66,024
\$/hr	21.52	22.17	22.85	23.53	24.25	24.99	25.75	26.53	26.80	27.06	27.33	27.60	28.17	28.17	28.17	29.01	29.90	30.82	31.74
54	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,690	\$4,738	\$4,784	\$4,834	\$4,930	\$4,930	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558
\$/yr	45,204	46,584	47,976	49,452	50,952	52,488	54,096	55,752	56,280	56,856	57,408	58,008	59,160	59,160	59,160	60,972	62,832	64,740	66,696
\$/hr	21.73	22.40	23.07	23.78	24.50	25.23	26.01	26.80	27.06	27.33	27.60	27.89	28.44	28.44	28.44	29.31	30.21	31.13	32.07
55	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,738	\$4,784	\$4,834	\$4,882	\$4,982	\$4,982	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614
\$/yr	45,660	47,040	48,468	49,932	51,456	53,040	54,624	56,280	56,856	57,408	58,008	58,584	59,784	59,784	59,784	61,596	63,468	65,412	67,368
\$/hr	21.95	22.62	23.30	24.01	24.74	25.50	26.26	27.06	27.33	27.60	27.89	28.17	28.74	28.74	28.74	29.61	30.51	31.45	32.39
56	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,784	\$4,834	\$4,882	\$4,930	\$5,029	\$5,029	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668
\$/yr	46,104	47,532	48,948	50,448	51,984	53,556	55,176	56,856	57,408	58,008	58,584	59,160	60,348	60,348	60,348	62,196	64,104	66,024	68,016
\$/hr	22.17	22.85	23.53	24.25	24.99	25.75	26.53	27.33	27.60	27.89	28.17	28.44	29.01	29.01	29.01	29.90	30.82	31.74	32.70
57	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,834	\$4,882	\$4,930	\$4,982	\$5,081	\$5,081	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725
\$/yr	46,584	47,976	49,452	50,952	52,488	54,096	55,752	57,408	58,008	58,584	59,160	59,784	60,972	60,972	60,972	62,832	64,740	66,696	68,700
\$/hr	22.40	23.07	23.78	24.50	25.23	26.01	26.80	27.60	27.89	28.17	28.44	28.74	29.31	29.31	29.31	30.21	31.13	32.07	33.03
58	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,882	\$4,930	\$4,982	\$5,029	\$5,133	\$5,133	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784
\$/yr	47,040	48,468	49,932	51,456	53,040	54,624	56,280	58,008	58,584	59,160	59,784	60,348	61,596	61,596	61,596	63,468	65,412	67,368	69,408
\$/hr	22.62	23.30	24.01	24.74	25.50	26.26	27.06	27.89	28.17	28.44	28.74	29.01	29.61	29.61	29.61	30.51	31.45	32.39	33.37
59	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$4,930	\$4,982	\$5,029	\$5,081	\$5,183	\$5,183	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840
\$/yr	47,532	48,948	50,448	51,984	53,556	55,176	56,856	58,584	59,160	59,784	60,348	60,972	62,196	62,196	62,196	64,104	66,024	68,016	70,080
\$/hr	22.85	23.53	24.25	24.99	25.75	26.53	27.33	28.17	28.44	28.74	29.01	29.31	29.90	29.90	29.90	30.82	31.74	32.70	33.69
60	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$4,982	\$5,029	\$5,081	\$5,133	\$5,236	\$5,236	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899
\$/yr	47,976	49,452	50,952	52,488	54,096	55,752	57,408	59,160	59,784	60,348	60,972	61,596	62,832	62,832	62,832	64,740	66,696	68,700	70,788
\$/hr	23.07	23.78	24.50	25.23	26.01	26.80	27.60	28.44	28.74	29.01	29.31	29.61	30.21	30.21	30.21	31.13	32.07	33.03	34.03
61	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,029	\$5,081	\$5,133	\$5,183	\$5,289	\$5,289	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958
\$/yr	48,468	49,932	51,456	53,040	54,624	56,280	58,008	59,784	60,348	60,972	61,596	62,196	63,468	63,468	63,468	65,412	67,368	69,408	71,496
\$/hr	23.30	24.01	24.74	25.50	26.26	27.06	27.89	28.74	29.01	29.31	29.61	29.90	30.51	30.51	30.51	31.45	32.39	33.37	34.37

62	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,081	\$5,133	\$5,183	\$5,236	\$5,342	\$5,342	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019
\$/yr	48,948	50,448	51,984	53,556	55,176	56,856	58,584	60,348	60,972	61,596	62,196	62,832	64,104	64,104	64,104	66,024	68,016	70,080	72,228
\$/hr	23.53	24.25	24.99	25.75	26.53	27.33	28.17	29.01	29.31	29.61	29.90	30.21	30.82	30.82	30.82	31.74	32.70	33.69	34.73
63	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,133	\$5,183	\$5,236	\$5,289	\$5,395	\$5,395	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079
\$/yr	49,452	50,952	52,488	54,096	55,752	57,408	59,160	60,972	61,596	62,196	62,832	63,468	64,740	64,740	64,740	66,696	68,700	70,788	72,948
\$/hr	23.78	24.50	25.23	26.01	26.80	27.60	28.44	29.31	29.61	29.90	30.21	30.51	31.13	31.13	31.13	32.07	33.03	34.03	35.07
64	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,183	\$5,236	\$5,289	\$5,342	\$5,451	\$5,451	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137
\$/yr	49,932	51,456	53,040	54,624	56,280	58,008	59,784	61,596	62,196	62,832	63,468	64,104	65,412	65,412	65,412	67,368	69,408	71,496	73,644
\$/hr	24.01	24.74	25.50	26.26	27.06	27.89	28.74	29.61	29.90	30.21	30.51	30.82	31.45	31.45	31.45	32.39	33.37	34.37	35.41
65	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,236	\$5,289	\$5,342	\$5,395	\$5,502	\$5,502	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201
\$/yr	50,448	51,984	53,556	55,176	56,856	58,584	60,348	62,196	62,832	63,468	64,104	64,740	66,024	66,024	66,024	68,016	70,080	72,228	74,412
\$/hr	24.25	24.99	25.75	26.53	27.33	28.17	29.01	29.90	30.21	30.51	30.82	31.13	31.74	31.74	31.74	32.70	33.69	34.73	35.78
66	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,289	\$5,342	\$5,395	\$5,451	\$5,558	\$5,558	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262
\$/yr	50,952	52,488	54,096	55,752	57,408	59,160	60,972	62,832	63,468	64,104	64,740	65,412	66,696	66,696	66,696	68,700	70,788	72,948	75,144
\$/hr	24.50	25.23	26.01	26.80	27.60	28.44	29.31	30.21	30.51	30.82	31.13	31.45	32.07	32.07	32.07	33.03	34.03	35.07	36.13
67	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,342	\$5,395	\$5,451	\$5,502	\$5,614	\$5,614	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325
\$/yr	51,456	53,040	54,624	56,280	58,008	59,784	61,596	63,468	64,104	64,740	65,412	66,024	67,368	67,368	67,368	69,408	71,496	73,644	75,900
\$/hr	24.74	25.50	26.26	27.06	27.89	28.74	29.61	30.51	30.82	31.13	31.45	31.74	32.39	32.39	32.39	33.37	34.37	35.41	36.49
68	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,395	\$5,451	\$5,502	\$5,558	\$5,668	\$5,668	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385
\$/yr	51,984	53,556	55,176	56,856	58,584	60,348	62,196	64,104	64,740	65,412	66,024	66,696	68,016	68,016	68,016	70,080	72,228	74,412	76,620
\$/hr	24.99	25.75	26.53	27.33	28.17	29.01	29.90	30.82	31.13	31.45	31.74	32.07	32.70	32.70	32.70	33.69	34.73	35.78	36.84
69	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,451	\$5,502	\$5,558	\$5,614	\$5,725	\$5,725	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450
\$/yr	52,488	54,096	55,752	57,408	59,160	60,972	62,832	64,740	65,412	66,024	66,696	67,368	68,700	68,700	68,700	70,788	72,948	75,144	77,400
\$/hr	25.23	26.01	26.80	27.60	28.44	29.31	30.21	31.13	31.45	31.74	32.07	32.39	33.03	33.03	33.03	34.03	35.07	36.13	37.21
70	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,502	\$5,558	\$5,614	\$5,668	\$5,784	\$5,784	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515
\$/yr	53,040	54,624	56,280	58,008	59,784	61,596	63,468	65,412	66,024	66,696	67,368	68,016	69,408	69,408	69,408	71,496	73,644	75,900	78,180
\$/hr	25.50	26.26	27.06	27.89	28.74	29.61	30.51	31.45	31.74	32.07	32.39	32.70	33.37	33.37	33.37	34.37	35.41	36.49	37.59
71	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,558	\$5,614	\$5,668	\$5,725	\$5,840	\$5,840	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581
\$/yr	53,556	55,176	56,856	58,584	60,348	62,196	64,104	66,024	66,696	67,368	68,016	68,700	70,080	70,080	70,080	72,228	74,412	76,620	78,972
\$/hr	25.75	26.53	27.33	28.17	29.01	29.90	30.82	31.74	32.07	32.39	32.70	33.03	33.69	33.69	33.69	34.73	35.78	36.84	37.97
72	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,614	\$5,668	\$5,725	\$5,784	\$5,899	\$5,899	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645
\$/yr	54,096	55,752	57,408	59,160	60,972	62,832	64,740	66,696	67,368	68,016	68,700	69,408	70,788	70,788	70,788	72,948	75,144	77,400	79,740
\$/hr	26.01	26.80	27.60	28.44	29.31	30.21	31.13	32.07	32.39	32.70	33.03	33.37	34.03	34.03	34.03	35.07	36.13	37.21	38.34

73	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,668	\$5,725	\$5,784	\$5,840	\$5,958	\$5,958	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711
\$/yr	54,624	56,280	58,008	59,784	61,596	63,468	65,412	67,368	68,016	68,700	69,408	70,080	71,496	71,496	71,496	73,644	75,900	78,180	80,532
\$/hr	26.26	27.06	27.89	28.74	29.61	30.51	31.45	32.39	32.70	33.03	33.37	33.69	34.37	34.37	34.37	35.41	36.49	37.59	38.72
74	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,725	\$5,784	\$5,840	\$5,899	\$6,019	\$6,019	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779
\$/yr	55,176	56,856	58,584	60,348	62,196	64,104	66,024	68,016	68,700	69,408	70,080	70,788	72,228	72,228	72,228	74,412	76,620	78,972	81,348
\$/hr	26.53	27.33	28.17	29.01	29.90	30.82	31.74	32.70	33.03	33.37	33.69	34.03	34.73	34.73	34.73	35.78	36.84	37.97	39.11
75	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,784	\$5,840	\$5,899	\$5,958	\$6,079	\$6,079	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847
\$/yr	55,752	57,408	59,160	60,972	62,832	64,740	66,696	68,700	69,408	70,080	70,788	71,496	72,948	72,948	72,948	75,144	77,400	79,740	82,164
\$/hr	26.80	27.60	28.44	29.31	30.21	31.13	32.07	33.03	33.37	33.69	34.03	34.37	35.07	35.07	35.07	36.13	37.21	38.34	39.50
76	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,840	\$5,899	\$5,958	\$6,019	\$6,137	\$6,137	\$6,137	\$6,325	\$6,515	\$6,711	\$6,917
\$/yr	56,280	58,008	59,784	61,596	63,468	65,412	67,368	69,408	70,080	70,788	71,496	72,228	73,644	73,644	73,644	75,900	78,180	80,532	83,004
\$/hr	27.06	27.89	28.74	29.61	30.51	31.45	32.39	33.37	33.69	34.03	34.37	34.73	35.41	35.41	35.41	36.49	37.59	38.72	39.91
77	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$5,899	\$5,958	\$6,019	\$6,079	\$6,201	\$6,201	\$6,201	\$6,385	\$6,581	\$6,779	\$6,986
\$/yr	56,856	58,584	60,348	62,196	64,104	66,024	68,016	70,080	70,788	71,496	72,228	72,948	74,412	74,412	74,412	76,620	78,972	81,348	83,832
\$/hr	27.33	28.17	29.01	29.90	30.82	31.74	32.70	33.69	34.03	34.37	34.73	35.07	35.78	35.78	35.78	36.84	37.97	39.11	40.30
78	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$5,958	\$6,019	\$6,079	\$6,137	\$6,262	\$6,262	\$6,262	\$6,450	\$6,645	\$6,847	\$7,055
\$/yr	57,408	59,160	60,972	62,832	64,740	66,696	68,700	70,788	71,496	72,228	72,948	73,644	75,144	75,144	75,144	77,400	79,740	82,164	84,660
\$/hr	27.60	28.44	29.31	30.21	31.13	32.07	33.03	34.03	34.37	34.73	35.07	35.41	36.13	36.13	36.13	37.21	38.34	39.50	40.70
79	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,019	\$6,079	\$6,137	\$6,201	\$6,325	\$6,325	\$6,325	\$6,515	\$6,711	\$6,917	\$7,125
\$/yr	58,008	59,784	61,596	63,468	65,412	67,368	69,408	71,496	72,228	72,948	73,644	74,412	75,900	75,900	75,900	78,180	80,532	83,004	85,500
\$/hr	27.89	28.74	29.61	30.51	31.45	32.39	33.37	34.37	34.73	35.07	35.41	35.78	36.49	36.49	36.49	37.59	38.72	39.91	41.11
80	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,079	\$6,137	\$6,201	\$6,262	\$6,385	\$6,385	\$6,385	\$6,581	\$6,779	\$6,986	\$7,197
\$/yr	58,584	60,348	62,196	64,104	66,024	68,016	70,080	72,228	72,948	73,644	74,412	75,144	76,620	76,620	76,620	78,972	81,348	83,832	86,364
\$/hr	28.17	29.01	29.90	30.82	31.74	32.70	33.69	34.73	35.07	35.41	35.78	36.13	36.84	36.84	36.84	37.97	39.11	40.30	41.52
81	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,137	\$6,201	\$6,262	\$6,325	\$6,450	\$6,450	\$6,450	\$6,645	\$6,847	\$7,055	\$7,269
\$/yr	59,160	60,972	62,832	64,740	66,696	68,700	70,788	72,948	73,644	74,412	75,144	75,900	77,400	77,400	77,400	79,740	82,164	84,660	87,228
\$/hr	28.44	29.31	30.21	31.13	32.07	33.03	34.03	35.07	35.41	35.78	36.13	36.49	37.21	37.21	37.21	38.34	39.50	40.70	41.94
82	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,201	\$6,262	\$6,325	\$6,385	\$6,515	\$6,515	\$6,515	\$6,711	\$6,917	\$7,125	\$7,341
\$/yr	59,784	61,596	63,468	65,412	67,368	69,408	71,496	73,644	74,412	75,144	75,900	76,620	78,180	78,180	78,180	80,532	83,004	85,500	88,092
\$/hr	28.74	29.61	30.51	31.45	32.39	33.37	34.37	35.41	35.78	36.13	36.49	36.84	37.59	37.59	37.59	38.72	39.91	41.11	42.35
83	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,262	\$6,325	\$6,385	\$6,450	\$6,581	\$6,581	\$6,581	\$6,779	\$6,986	\$7,197	\$7,414
\$/yr	60,348	62,196	64,104	66,024	68,016	70,080	72,228	74,412	75,144	75,900	76,620	77,400	78,972	78,972	78,972	81,348	83,832	86,364	88,968
\$/hr	29.01	29.90	30.82	31.74	32.70	33.69	34.73	35.78	36.13	36.49	36.84	37.21	37.97	37.97	37.97	39.11	40.30	41.52	42.77

84	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,325	\$6,385	\$6,450	\$6,515	\$6,645	\$6,645	\$6,645	\$6,847	\$7,055	\$7,269	\$7,489
\$/yr	60,972	62,832	64,740	66,696	68,700	70,788	72,948	75,144	75,900	76,620	77,400	78,180	79,740	79,740	79,740	82,164	84,660	87,228	89,868
\$/hr	29.31	30.21	31.13	32.07	33.03	34.03	35.07	36.13	36.49	36.84	37.21	37.59	38.34	38.34	38.34	39.50	40.70	41.94	43.21
85	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,385	\$6,450	\$6,515	\$6,581	\$6,711	\$6,711	\$6,711	\$6,917	\$7,125	\$7,341	\$7,564
\$/yr	61,596	63,468	65,412	67,368	69,408	71,496	73,644	75,900	76,620	77,400	78,180	78,972	80,532	80,532	80,532	83,004	85,500	88,092	90,768
\$/hr	29.61	30.51	31.45	32.39	33.37	34.37	35.41	36.49	36.84	37.21	37.59	37.97	38.72	38.72	38.72	39.91	41.11	42.35	43.64
86	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,450	\$6,515	\$6,581	\$6,645	\$6,779	\$6,779	\$6,779	\$6,986	\$7,197	\$7,414	\$7,639
\$/yr	62,196	64,104	66,024	68,016	70,080	72,228	74,412	76,620	77,400	78,180	78,972	79,740	81,348	81,348	81,348	83,832	86,364	88,968	91,668
\$/hr	29.90	30.82	31.74	32.70	33.69	34.73	35.78	36.84	37.21	37.59	37.97	38.34	39.11	39.11	39.11	40.30	41.52	42.77	44.07
87	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,515	\$6,581	\$6,645	\$6,711	\$6,847	\$6,847	\$6,847	\$7,055	\$7,269	\$7,489	\$7,716
\$/yr	62,832	64,740	66,696	68,700	70,788	72,948	75,144	77,400	78,180	78,972	79,740	80,532	82,164	82,164	82,164	84,660	87,228	89,868	92,592
\$/hr	30.21	31.13	32.07	33.03	34.03	35.07	36.13	37.21	37.59	37.97	38.34	38.72	39.50	39.50	39.50	40.70	41.94	43.21	44.52
88	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,581	\$6,645	\$6,711	\$6,779	\$6,917	\$6,917	\$6,917	\$7,125	\$7,341	\$7,564	\$7,794
\$/yr	63,468	65,412	67,368	69,408	71,496	73,644	75,900	78,180	78,972	79,740	80,532	81,348	83,004	83,004	83,004	85,500	88,092	90,768	93,528
\$/hr	30.51	31.45	32.39	33.37	34.37	35.41	36.49	37.59	37.97	38.34	38.72	39.11	39.91	39.91	39.91	41.11	42.35	43.64	44.97
89	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,645	\$6,711	\$6,779	\$6,847	\$6,986	\$6,986	\$6,986	\$7,197	\$7,414	\$7,639	\$7,871
\$/yr	64,104	66,024	68,016	70,080	72,228	74,412	76,620	78,972	79,740	80,532	81,348	82,164	83,832	83,832	83,832	86,364	88,968	91,668	94,452
\$/hr	30.82	31.74	32.70	33.69	34.73	35.78	36.84	37.97	38.34	38.72	39.11	39.50	40.30	40.30	40.30	41.52	42.77	44.07	45.41
90	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,711	\$6,779	\$6,847	\$6,917	\$7,055	\$7,055	\$7,055	\$7,269	\$7,489	\$7,716	\$7,952
\$/yr	64,740	66,696	68,700	70,788	72,948	75,144	77,400	79,740	80,532	81,348	82,164	83,004	84,660	84,660	84,660	87,228	89,868	92,592	95,424
\$/hr	31.13	32.07	33.03	34.03	35.07	36.13	37.21	38.34	38.72	39.11	39.50	39.91	40.70	40.70	40.70	41.94	43.21	44.52	45.88
91	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711	\$6,779	\$6,847	\$6,917	\$6,986	\$7,125	\$7,125	\$7,125	\$7,341	\$7,564	\$7,794	\$8,028
\$/yr	65,412	67,368	69,408	71,496	73,644	75,900	78,180	80,532	81,348	82,164	83,004	83,832	85,500	85,500	85,500	88,092	90,768	93,528	96,336
\$/hr	31.45	32.39	33.37	34.37	35.41	36.49	37.59	38.72	39.11	39.50	39.91	40.30	41.11	41.11	41.11	42.35	43.64	44.97	46.32
92	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779	\$6,847	\$6,917	\$6,986	\$7,055	\$7,197	\$7,197	\$7,197	\$7,414	\$7,639	\$7,871	\$8,111
\$/yr	66,024	68,016	70,080	72,228	74,412	76,620	78,972	81,348	82,164	83,004	83,832	84,660	86,364	86,364	86,364	88,968	91,668	94,452	97,332
\$/hr	31.74	32.70	33.69	34.73	35.78	36.84	37.97	39.11	39.50	39.91	40.30	40.70	41.52	41.52	41.52	42.77	44.07	45.41	46.79
93	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847	\$6,917	\$6,986	\$7,055	\$7,125	\$7,269	\$7,269	\$7,269	\$7,489	\$7,716	\$7,952	\$8,190
\$/yr	66,696	68,700	70,788	72,948	75,144	77,400	79,740	82,164	83,004	83,832	84,660	85,500	87,228	87,228	87,228	89,868	92,592	95,424	98,280
\$/hr	32.07	33.03	34.03	35.07	36.13	37.21	38.34	39.50	39.91	40.30	40.70	41.11	41.94	41.94	41.94	43.21	44.52	45.88	47.25
94	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711	\$6,917	\$6,986	\$7,055	\$7,125	\$7,197	\$7,341	\$7,341	\$7,341	\$7,564	\$7,794	\$8,028	\$8,273
\$/yr	67,368	69,408	71,496	73,644	75,900	78,180	80,532	83,004	83,832	84,660	85,500	86,364	88,092	88,092	88,092	90,768	93,528	96,336	99,276
\$/hr	32.39	33.37	34.37	35.41	36.49	37.59	38.72	39.91	40.30	40.70	41.11	41.52	42.35	42.35	42.35	43.64	44.97	46.32	47.73

95	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779	\$6,986	\$7,055	\$7,125	\$7,197	\$7,269	\$7,414	\$7,414	\$7,414	\$7,639	\$7,871	\$8,111	\$8,356
\$/yr	68,016	70,080	72,228	74,412	76,620	78,972	81,348	83,832	84,660	85,500	86,364	87,228	88,968	88,968	88,968	91,668	94,452	97,332	100,272
\$/hr	32.70	33.69	34.73	35.78	36.84	37.97	39.11	40.30	40.70	41.11	41.52	41.94	42.77	42.77	42.77	44.07	45.41	46.79	48.21
96	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847	\$7,055	\$7,125	\$7,197	\$7,269	\$7,341	\$7,489	\$7,489	\$7,489	\$7,716	\$7,952	\$8,190	\$8,439
\$/yr	68,700	70,788	72,948	75,144	77,400	79,740	82,164	84,660	85,500	86,364	87,228	88,092	89,868	89,868	89,868	92,592	95,424	98,280	101,268
\$/hr	33.03	34.03	35.07	36.13	37.21	38.34	39.50	40.70	41.11	41.52	41.94	42.35	43.21	43.21	43.21	44.52	45.88	47.25	48.69
97	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711	\$6,917	\$7,125	\$7,197	\$7,269	\$7,341	\$7,414	\$7,564	\$7,564	\$7,564	\$7,794	\$8,028	\$8,273	\$8,522
\$/yr	69,408	71,496	73,644	75,900	78,180	80,532	83,004	85,500	86,364	87,228	88,092	88,968	90,768	90,768	90,768	93,528	96,336	99,276	102,264
\$/hr	33.37	34.37	35.41	36.49	37.59	38.72	39.91	41.11	41.52	41.94	42.35	42.77	43.64	43.64	43.64	44.97	46.32	47.73	49.17
98	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779	\$6,986	\$7,197	\$7,269	\$7,341	\$7,414	\$7,489	\$7,639	\$7,639	\$7,639	\$7,871	\$8,111	\$8,356	\$8,608
\$/yr	70,080	72,228	74,412	76,620	78,972	81,348	83,832	86,364	87,228	88,092	88,968	89,868	91,668	91,668	91,668	94,452	97,332	100,272	103,296
\$/hr	33.69	34.73	35.78	36.84	37.97	39.11	40.30	41.52	41.94	42.35	42.77	43.21	44.07	44.07	44.07	45.41	46.79	48.21	49.66
99	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847	\$7,055	\$7,269	\$7,341	\$7,414	\$7,489	\$7,564	\$7,716	\$7,716	\$7,716	\$7,952	\$8,190	\$8,439	\$8,697
\$/yr	70,788	72,948	75,144	77,400	79,740	82,164	84,660	87,228	88,092	88,968	89,868	90,768	92,592	92,592	92,592	95,424	98,280	101,268	104,364
\$/hr	34.03	35.07	36.13	37.21	38.34	39.50	40.70	41.94	42.35	42.77	43.21	43.64	44.52	44.52	44.52	45.88	47.25	48.69	50.18

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

PAY TABLE BX

University of Washington - Contract Classified SEIU Local 925/UW Collective Bargaining Agreements Payscale Table BX - Effective July 1, 2015

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$5,827	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,250	\$7,323	\$7,396	\$7,470	\$7,620	\$7,697	\$7,772	\$7,854	\$8,091	\$8,336	\$8,587
\$/yr	69,924	72,036	74,220	76,452	78,744	81,144	83,616	86,136	87,000	87,876	88,752	89,640	91,440	92,364	93,264	94,248	97,092	100,032	103,044
\$/hr	33.62	34.63	35.68	36.76	37.86	39.01	40.20	41.41	41.83	42.25	42.67	43.10	43.96	44.41	44.84	45.31	46.68	48.09	49.54
1	\$5,884	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,323	\$7,396	\$7,470	\$7,545	\$7,697	\$7,772	\$7,854	\$7,931	\$8,172	\$8,417	\$8,674
\$/yr	70,608	72,744	74,952	77,196	79,548	81,960	84,444	87,000	87,876	88,752	89,640	90,540	92,364	93,264	94,248	95,172	98,064	101,004	104,088
\$/hr	33.95	34.97	36.03	37.11	38.24	39.40	40.60	41.83	42.25	42.67	43.10	43.53	44.41	44.84	45.31	45.76	47.15	48.56	50.04
2	\$5,944	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,396	\$7,470	\$7,545	\$7,620	\$7,772	\$7,854	\$7,931	\$8,011	\$8,252	\$8,504	\$8,761
\$/yr	71,328	73,476	75,684	77,988	80,340	82,788	85,284	87,876	88,752	89,640	90,540	91,440	93,264	94,248	95,172	96,132	99,024	102,048	105,132
\$/hr	34.29	35.33	36.39	37.49	38.63	39.80	41.00	42.25	42.67	43.10	43.53	43.96	44.84	45.31	45.76	46.22	47.61	49.06	50.54
3	\$6,003	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,470	\$7,545	\$7,620	\$7,697	\$7,854	\$7,931	\$8,011	\$8,091	\$8,336	\$8,587	\$8,847
\$/yr	72,036	74,220	76,452	78,744	81,144	83,616	86,136	88,752	89,640	90,540	91,440	92,364	94,248	95,172	96,132	97,092	100,032	103,044	106,164
\$/hr	34.63	35.68	36.76	37.86	39.01	40.20	41.41	42.67	43.10	43.53	43.96	44.41	45.31	45.76	46.22	46.68	48.09	49.54	51.04
4	\$6,062	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,545	\$7,620	\$7,697	\$7,772	\$7,931	\$8,011	\$8,091	\$8,172	\$8,417	\$8,674	\$8,936
\$/yr	72,744	74,952	77,196	79,548	81,960	84,444	87,000	89,640	90,540	91,440	92,364	93,264	95,172	96,132	97,092	98,064	101,004	104,088	107,232
\$/hr	34.97	36.03	37.11	38.24	39.40	40.60	41.83	43.10	43.53	43.96	44.41	44.84	45.76	46.22	46.68	47.15	48.56	50.04	51.55
5	\$6,123	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,545	\$7,620	\$7,697	\$7,772	\$7,854	\$8,011	\$8,091	\$8,172	\$8,252	\$8,504	\$8,761	\$9,026
\$/yr	73,476	75,684	77,988	80,340	82,788	85,284	87,876	90,540	91,440	92,364	93,264	94,248	96,132	97,092	98,064	99,024	102,048	105,132	108,312

\$/hr	35.33	36.39	37.49	38.63	39.80	41.00	42.25	43.53	43.96	44.41	44.84	45.31	46.22	46.68	47.15	47.61	49.06	50.54	52.07
6	\$6,185	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,620	\$7,697	\$7,772	\$7,854	\$7,931	\$8,091	\$8,172	\$8,252	\$8,336	\$8,587	\$8,847	\$9,116
\$/yr	74,220	76,452	78,744	81,144	83,616	86,136	88,752	91,440	92,364	93,264	94,248	95,172	97,092	98,064	99,024	100,032	103,044	106,164	109,392
\$/hr	35.68	36.76	37.86	39.01	40.20	41.41	42.67	43.96	44.41	44.84	45.31	45.76	46.68	47.15	47.61	48.09	49.54	51.04	52.59
7	\$6,246	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,697	\$7,772	\$7,854	\$7,931	\$8,011	\$8,172	\$8,252	\$8,336	\$8,417	\$8,674	\$8,936	\$9,207
\$/yr	74,952	77,196	79,548	81,960	84,444	87,000	89,640	92,364	93,264	94,248	95,172	96,132	98,064	99,024	100,032	101,004	104,088	107,232	110,484
\$/hr	36.03	37.11	38.24	39.40	40.60	41.83	43.10	44.41	44.84	45.31	45.76	46.22	47.15	47.61	48.09	48.56	50.04	51.55	53.12
8	\$6,307	\$6,499	\$6,695	\$6,899	\$7,107	\$7,323	\$7,545	\$7,772	\$7,854	\$7,931	\$8,011	\$8,091	\$8,252	\$8,336	\$8,417	\$8,504	\$8,761	\$9,026	\$9,300
\$/yr	75,684	77,988	80,340	82,788	85,284	87,876	90,540	93,264	94,248	95,172	96,132	97,092	99,024	100,032	101,004	102,048	105,132	108,312	111,600
\$/hr	36.39	37.49	38.63	39.80	41.00	42.25	43.53	44.84	45.31	45.76	46.22	46.68	47.61	48.09	48.56	49.06	50.54	52.07	53.65
9	\$6,371	\$6,562	\$6,762	\$6,968	\$7,178	\$7,396	\$7,620	\$7,854	\$7,931	\$8,011	\$8,091	\$8,172	\$8,336	\$8,417	\$8,504	\$8,587	\$8,847	\$9,116	\$9,393
\$/yr	76,452	78,744	81,144	83,616	86,136	88,752	91,440	94,248	95,172	96,132	97,092	98,064	100,032	101,004	102,048	103,044	106,164	109,392	112,716
\$/hr	36.76	37.86	39.01	40.20	41.41	42.67	43.96	45.31	45.76	46.22	46.68	47.15	48.09	48.56	49.06	49.54	51.04	52.59	54.19
10	\$6,433	\$6,629	\$6,830	\$7,037	\$7,250	\$7,470	\$7,697	\$7,931	\$8,011	\$8,091	\$8,172	\$8,252	\$8,417	\$8,504	\$8,587	\$8,674	\$8,936	\$9,207	\$9,485
\$/yr	77,196	79,548	81,960	84,444	87,000	89,640	92,364	95,172	96,132	97,092	98,064	99,024	101,004	102,048	103,044	104,088	107,232	110,484	113,820
\$/hr	37.11	38.24	39.40	40.60	41.83	43.10	44.41	45.76	46.22	46.68	47.15	47.61	48.56	49.06	49.54	50.04	51.55	53.12	54.72

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX III – DIFFERENTIALS

University-wide Nonsupervisory Bargaining Unit

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8340	ADVANCED CARDIAC TECHNOLOGIST	\$1.50	\$2.25	\$3.00	\$1.50
8341	ADVANCED CARDIAC TECHNOLOGIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8364	CLINICAL DATA SPECIALIST - CODER	\$1.50	\$2.25	\$3.00	\$1.50
8365	CLINICAL DATA SPECIALIST - UTIL MGMT	\$1.50	\$2.25	\$3.00	\$1.50
8367	CLINICAL DATA SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8363	CLINICAL DATA SPECIALIST TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8366	CLINICAL DATA SPECIALIST-CODER/UTIL MGMT	\$1.50	\$2.25	\$3.00	\$1.50
8456	CLINICAL EMBRYOLOGIST	\$1.50	\$2.25	\$3.00	\$1.50
8457	CLINICAL EMBRYOLOGIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8455	CLINICAL EMBRYOLOGIST TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8391	CLINICAL LABORATORY ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
7378	COMMUNICATIONS TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
7379	COMMUNICATIONS TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
7380	COMMUNICATIONS TECHNICIAN 3	\$1.50	\$2.25	\$3.00	\$1.50
8470	DENTAL ASSISTANT 1	\$1.50	\$2.25	\$3.00	\$1.50
8471	DENTAL ASSISTANT 2	\$1.50	\$2.25	\$3.00	\$1.50
8351	DIALYSIS/PHARESIS	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
	TECHNICIAN				
8354	DIALYSIS/PHARESIS TECHNICIAN LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8004	DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.00	\$1.50
8073	FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.00	\$1.50
8074	FINANCIAL SERVICES SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8075	FINANCIAL SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8256	HEALTH INFORMATION LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8222	HEALTH INFORMATION TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8255	HEALTH INFORMATION TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8254	HEALTH INFORMATION TECHNICIAN 3	\$1.50	\$2.25	\$3.00	\$1.50
8474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.00	\$1.50
8085	MEDICAL AIR LIFT COMMUNICATIONS SPEC	\$1.50	\$2.25	\$3.00	\$1.50
8265	MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8266	MEDICAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8087	MEDICAL INTERPRETER 1	\$1.50	\$2.25	\$3.00	\$1.50
8088	MEDICAL INTERPRETER 2	\$1.50	\$2.25	\$3.00	\$1.50
8089	MEDICAL INTERPRETR CSEWRKR-CULTRL MEDIAT	\$1.50	\$2.25	\$3.00	\$1.50
8021	MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8022	MEDICAL TRANSCRIPTIONIST 2	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8023	MEDICAL TRANSCRIPTIONIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8433	OPHTHALMIC TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8160	ORTHOTIST-PROSTHETIST TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8072	PATIENT CARE COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
8066	PATIENT COLLECTIONS LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8065	PATIENT COLLECTIONS REPRESENTATIVE	\$1.50	\$2.25	\$3.00	\$1.50
8081	PATIENT FINANCIAL SERVICES SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8082	PATIENT FINANCIAL SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8010	PATIENT REGISTRATION REPRESENTATIVE	\$1.50	\$2.25	\$3.00	\$1.50
8070	PATIENT REPRESENTATIVE	\$1.50	\$2.25	\$3.00	\$1.50
8077	PATIENT SERVICES REP	\$1.50	\$2.25	\$3.00	\$1.50
8078	PATIENT SERVICES REP COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
8079	PATIENTS SERVICES REP LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8241	QUALITY ASSURANCE COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
7281	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	\$1.50	\$2.25	\$3.00	\$1.50
7285	TELEPHONE	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
	COMMUNICATIONS OPR LEAD-HOSP				

For the most current information regarding earnings types applicable to Health Care Professional/Technical classes, please refer to the Employment Earnings Type Information on the web at:

<http://www.washington.edu/admin/hr/ocpsp/earnings/ern.pgs/>

University-wide Supervisory Bargaining Unit

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8343	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8368	CLINICAL DATA SPECIALIST SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8076	FINANCIAL SERVICES SPECIALIST SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8257	HEALTH INFORMATION SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8024	MEDICAL TRANSCRIPTION SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8069	PATIENT CARE COORDINATOR SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8083	PATIENT FINANCIAL SERVICES SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8011	PATIENT REGISTRATION REPRESENTATIVE LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8012	PATIENT REGISTRATION REPRESENTATIVE SUPV	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8071	PATIENT REPRESENTATIVE SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8080	PATIENT SERVICES REP SUPV	\$1.50	\$2.25	\$3.00	\$1.50
7286	TELEPHONE COMMUNICATIONS SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50

For the most current information regarding earnings types applicable to Health Care Professional/Technical classes, please refer to the Employment Earnings Type Information on the web at:

<http://www.washington.edu/admin/hr/ocpsp/earnings/ern.pgs/>

APPENDIX IV – OVERTIME EXEMPT JOB CLASSIFICATIONS

University-wide Nonsupervisory Bargaining Unit

Job Code	Job Classification
7301	ACCOUNTANT 2
7302	ACCOUNTANT, SENIOR
7336	BUDGET/FISCAL ANALYST
7337	BUDGET/FISCAL ANALYST LEAD
7122	BUYER 3
7683	FIRE PROTECTION ENGINEER
7684	FIRE PROTECTION ENGINEER LEAD
7504	HEALTH EDUCATION RESOURCES COORDINATOR 2
7762	HEALTH PHYSICIST 1
7763	HEALTH PHYSICIST 2
7043	HUMAN SUBJECTS REVIEW COORDINATOR
7511	MEDICAL ILLUSTRATOR
7205	PLANNING ANALYST 2
7206	PLANNING ANALYST 3
7688	SAFETY PROFESSIONAL 2
7507	SCIENTIFIC INSTRUCTION DESIGNER 2
7287	TELECOMMUNICATIONS ANALYST 3

University-wide Supervisory Bargaining Unit

Job Code	Job Classification
7011	ACCOUNTING SUPERVISOR
7553	BROADCAST TECHNICIAN SUPERVISOR
7339	BUDGET/FISCAL OPERATIONS SUPERVISOR
7338	BUDGET/FISCAL UNIT SUPERVISOR
8342	CARDIAC TECHNOLOGIST SUPERVISOR
8368	CLINICAL DATA SPECIALIST SUPERVISOR
7382	COMMUNICATIONS TECHNICIAN SUPERVISOR
7956	COMPUTER OPERATOR SUPERVISOR
7345	CREDIT MANAGER B
7362	DATA CONTROL SUPERVISOR
8477	DENTAL CLINIC SUPERVISOR 1
8478	DENTAL CLINIC SUPERVISOR 2
8347	DIAGNOSTIC MEDICAL SONOGRAPHER SUPV

Job Code	Job Classification
8076	FINANCIAL SERVICES SPECIALIST SUPERVISOR
7516	GRAPHIC DESIGNER/ILLUSTRATOR SUPERVISOR
7210	GROUPS SUPERVISOR
8257	HEALTH INFORMATION SUPERVISOR
8279	IMAGING TECHNOLOGIST-SUPERVISOR
7313	LIBRARY SPECIALIST II - SUPERVISOR
7321	LIBRARY SUPERVISOR II
7794	MAIL SERVICES SUPERVISOR
7208	MAINTENANCE SUPERVISOR 1
7209	MAINTENANCE SUPERVISOR 2
7173	MANAGER - SWIMMING POOLS
7541	MEDIA ENGINEER B
7532	MEDIA MAINTENANCE SUPERVISOR
8414	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR
7216	OFFICE SUPPORT SUPERVISOR 2
8436	OPHTHALMIC TECHNICIAN SUPERVISOR
7653	PARKING SUPERVISOR 2
7651	PARKING SUPERVISOR 3
8083	PATIENT FINANCIAL SERVICES SUPERVISOR
8071	PATIENT REPRESENTATIVE SUPERVISOR
7782	PHOTOGRAPHY SUPERVISOR
7015	PROGRAM MANAGER A
7259	PROGRAM SUPPORT SUPERVISOR I
7257	PROGRAM SUPPORT SUPERVISOR II
7768	STOCKROOM SUPERVISOR
7509	SUPERVISOR - MEDIA TECHNICAL SERVICES
7548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR

APPENDIX V – LAYOFF SENIORITY UNITS

1. Office of the President (includes Attorney General's Office and Intercollegiate Athletics)
2. Applied Physics Laboratory
3. Libraries (excludes Law Library)
4. Office of Minority Affairs and Diversity
5. College of Engineering
6. College of Built Environments
7. School of Law
8. Evans School of Public Affairs
9. School of Social Work
10. College of the Environment, Global Health, Information School
11. Foster School of Business
12. College of Education except for Experimental Education Unit
13. Experimental Education Unit
14. Undergraduate Academic Affairs
15. School of Dentistry
16. School of Nursing
17. School of Pharmacy
18. School of Public Health and Community Medicine
19. Facilities Services and Capital Projects
20. Arts and Sciences – Arts
21. Arts and Sciences – Humanities
22. Arts and Sciences – Social Sciences
23. Arts and Sciences – Natural Sciences
24. Arts and Sciences – Biology, Psychology, Speech and Hearing Sciences
25. Arts and Sciences – Dean's Office and Burke Museum
26. Vice President of Student Affairs except Housing and Food Services
27. Housing and Food Services
28. Vice President for External Affairs
29. Vice President for University Advancement
30. Vice President for Human Resources
31. Creative Communications
32. Purchasing and Stores
33. Financial Accounting
34. Payables Administration, Travel
35. Student Fiscal Services
36. Grant & Contract Accounting, Payroll, Management Accounting & Analysis, Treasury, Controller's Office, Equipment Inventory Office, Other Financial Management Units
37. Special Employment Programs
38. Health Sciences Administration: HS Academic Services and Facilities
39. Health Sciences Administration: Alcohol and Drug Abuse Institute Administration – Center on Human Development and Disability

40. Health Sciences Administration – Hall Health; Environmental Health and Safety
41. Health Sciences Administration – Washington National Primate Research Center
42. Health Sciences Administration – All Other –Finance and Administration, Health Sciences and Medical Affairs, News and Community Relations, Institute on Aging, Office of the Executive Director
43. Office of the Vice President for Medical Affairs and Dean of School of Medicine administrative/program units including the Interdisciplinary Graduate Programs: Biomolecular Structure & Design Program, Molecular and Cell Biology Program, and Program for Neurobiology and Behavior

School of Medicine Departments to be broken down as follows:

44. Anesthesiology and Pain Medicine
45. Biochemistry
46. Biological Structure, Bioengineering, Microbiology, Genome Sciences, Department of Neurology
47. Clinical Research Center
48. Comparative Medicine
49. Family Medicine
50. Immunology
51. Laboratory Medicine
52. Medical History and Ethics, Medical Education
53. Medicine
54. Neurological Surgery
55. Obstetrics/Gynecology
56. Ophthalmology
57. Orthopedics
58. Otolaryngology
59. Pathology
60. Pediatrics
61. Pharmacology
62. Physiology and Biophysics
63. Psychiatry and Behavioral Sciences
64. Radiation Oncology, Radiology
65. Rehabilitation Medicine
66. Surgery
67. Urology

UW Technology:

68. Office of the VP, Business & Finance
69. IT Infrastructure
70. Office of Information Management

UW Medical Centers Shared Services

71. Information Technology

72. Patient Financial Services
73. UW Medicine Contact Center

Harborview Medical Center

74. Executive Director – Compliance, Community Relations, Development, Chief Operating Officer, Hiring authority for HMC and all other units not listed below
75. Associate Administrator – Clinical Support Services
76. Associate Administrator – Ambulatory Care and Allied Care Services
77. Associate Administrator – Patient Care Service
78. Associate Administrator – Finance
79. Medical Director

UW Medical Center

80. Executive Director, UWMC and all other units not listed below
81. Associate Administrator – Chief Nursing Officer
82. Senior Associate Administrator – Planning, Marketing, Design & Construction
83. Associate Administrator – Chief Financial Officer
84. Associate Administrator for Support Services
85. Associate Administrator – Ambulatory Services
86. Medical Director's Office

Provost Units, UW Bothell, UW Tacoma

87. Planning and Budgeting – Vice Provost for
88. Provost, Office of the – all Provost's units not delineated as separate units
89. Educational Outreach – Vice President for
90. Vice Provost for Research and Dean of Graduate School
91. University of Washington, Bothell
92. University of Washington, Tacoma

APPENDIX VI – REGULAR TEMPORARY EMPLOYEES

Definition. The term Regular Temporary Employee shall mean an hourly paid employee doing bargaining unit work for more than 350 hours but less than 1,050 hours in any twelve (12) consecutive month period from an individual's original employment date in an hourly paid bargaining unit classification or from January 1, 2004, whichever is later, exclusive of overtime worked.

Only the following language from Articles of the Agreement applies to Regular Temporary Employees:

PREAMBLE AND PURPOSE

Includes Regular Temporary Employees for purposes of description of bargaining unit.

NONDISCRIMINATION/AFFIRMATIVE ACTION

Nondiscrimination. Neither the Employer nor the Union shall discriminate against any employee by reason of the following status: age, sex (except where age or sex is a bona fide occupational qualification), race or ethnic origin, color, creed, national origin, religion, disability, disabled or Vietnam era veteran, political affiliation, marital status, sexual orientation, or membership or nonmembership in a union.

Applicable Law. The Union and the Employer agree to abide by and support the applicable statutory and administrative laws pertaining to equal opportunity and elimination of employment inequities. In order to promote this policy, the Employer will continue its affirmative action program for qualified women, ethnic and racial minorities, persons of disability, persons age forty (40) and over, disabled veterans, and Vietnam era veterans.

Sexual Harassment. No employee shall be subjected to discrimination in the form of sexual harassment, currently defined in the University of Washington Handbook (Volume 4, Part 1, Chapter 2) as the use of one's authority or power, either explicitly or implicitly, to coerce another into unwanted sexual relations or to punish another for his or her refusal, or as the creation by a member of the University community of an intimidating, hostile, or offensive working or educational environment, through verbal or physical conduct of a sexual nature.

Complaints. A discrimination complaint may be filed with the University Complaint Investigation and Resolution Office and/or as a grievance in accordance with Article 4 of this Agreement. Employees may also file discrimination complaints with appropriate federal or state agencies. The parties agree to encourage the filing of discrimination complaints through the University Complaint Investigation and Resolution Office.

UNION MEMBERSHIP, FAIR SHARE AND DUES DEDUCTION

Union Membership and Fair Share Fee. The Union shall fairly represent all employees covered by this Agreement. Therefore, as a condition of employment, Regular Temporary Employees shall, within sixty (60) days of having worked more than 350 hours from an individual's original date of employment into an hourly paid bargaining unit classification, or from January 1, 2004, whichever is later, either execute a union membership and payroll deduction form or a fair share payroll deduction form and shall have the appropriate fee deducted from their payroll checks. Any employee who is a member of the Union may voluntarily withdraw their membership from the Union and pay a fair share fee by giving written notice to the Union within thirty (30) days prior to the expiration date of this Agreement.

After initial inclusion in a Local 925 bargaining unit, an employee will continue to be included in the bargaining unit in subsequent years if the 350 hour threshold was met in the previous year.

The University will give a Union-provided "Welcome Letter" and a Union-provided payroll deduction form to each member of the bargaining unit as they cross the 350-hour threshold.

The Union and the University agree that an employee signature on a Union Payroll Deduction form is valid from year to year as long as a regular temporary employee remains in the bargaining unit.

Employees who are determined by the Public Employment Relations Commission (PERC) to satisfy the religious exemption requirements of RCW 41.80.100 shall make payments to the Union equivalent to regular union dues and initiation fees for purposes within the program of the Union as designated by the employee that would be in harmony with his or her conscience.

Dues Deduction. Upon written authorization by an individual employee, the Employer shall provide for the semi-monthly payroll deductions of union dues and fair share fees which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent.

Indemnification. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the University harmless from all claims, demands, suits or other forms of liability that may arise against the University for or on account of any deductions made from the wages of such employees.

Remittance of Dues. The Employer shall electronically transmit to the Union on the first bank working day after each payday all dues and fair share fees

deducted for that pay period in those bargaining units for which the Union is the exclusive bargaining representative.

Listing of Employees. The Employer shall provide the Union with a semi-monthly listing of all employees with union dues or fair share fee deductions in the designated bargaining units and a monthly listing of all employees in the designated bargaining units who terminated their employment, or changed their employment status, classification or work location. The employer shall provide this information electronically along with bargaining unit pay rates and home addresses.

GRIEVANCE PROCEDURE

Definition. A grievance, within the meaning of this Agreement, shall be defined as any alleged misapplication or misinterpretation of the terms of this Agreement.

A grievant, within the meaning of this Agreement, shall be defined as an employee within a bargaining unit covered by this Agreement who alleges a grievance, the Union alleging a grievance, or the Employer under the terms and conditions of this Agreement. An individual grievant may not invoke Steps Three or Four of the grievance procedure without authorization from the Union. Grievances involving discipline shall be submitted to the level of supervision or designee having authority to act.

Responsibilities. The Union shall prevail upon all employees in the bargaining units and especially stewards to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the stewards and other Union representatives in the prompt resolution of any grievances that may arise.

Employee Grievance Rights. Any employee who believes he/she has been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances the employees shall be safe from restraint, interference, discrimination, or reprisal.

Time Limitations. An extension of the time limitations as stipulated in the respective steps below may be obtained by mutual consent of the parties. Failure of the employee to comply with the time limitations without a request for time extension shall constitute automatic withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall establish the right of the employee to proceed to the next step of the grievance procedure. For the purposes of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or should have reasonably been aware of the issue giving rise to the grievance.

Saturdays, Sundays and holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday or holiday but will end at the close of the first working day following the Saturday, Sunday or holiday.

Pay Status - Meetings. Meetings and discussions on the grievance held in connection with this grievance procedure shall normally be held during the University's regular business hours, and no deduction in pay status shall be made for the grievant or steward for reasonable time spent in such meetings or discussions during the employee's scheduled duty hours. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.

Grievance Withdrawal. A grievance may be withdrawn in writing at any time by mutual agreement of both parties and if withdrawn shall not be resubmitted.

Employee Representation. The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters.

The parties agree that decisions rendered under the prior HEPB process shall not be determinative or precedential for any issue raised under the grievance procedure.

Steps of the Grievance Procedure. All grievances shall be processed only through Step 2, except grievances alleging inaccurate or untimely payment of hourly wages, or failure by the Employer to follow the terms of Article 30 below, which may be processed through Step 4. As long as the hourly rate paid is not lower than the lowest step in the salary range for a position's assigned classification, and the Employer has followed the terms of Article 30 below, the hourly rate paid is not subject to the grievance procedure.

Step One: Presentation. Within thirty (30) calendar days of the occurrence of a situation, condition, or action which caused the grievance, the employee(s) affected and/or the steward or Union representative shall present the grievance to the employee's immediate supervisor for resolution. Presentation of the grievance shall include a short written description of the subject of the grievance and the contract Articles allegedly violated. If the grievance is directed against the employee's immediate supervisor, the grievance may be presented to the next higher level of supervision. The parties shall attempt to meet to resolve the grievance within fifteen (15) calendar days. The supervisor will respond within five (5) calendar days of the meeting.

Step Two: If a satisfactory settlement is not reached in Step One, and the employee wishes to pursue the matter further, said grievance shall be put into

writing on the authorized grievance form and referred to the department head or designee or to the next appropriate level of management and the Office of Labor Relations within fifteen (15) calendar days after the decision from Step One. The date of alleged occurrence of the grievance shall be specified. The parties shall attempt to meet to resolve the grievance within fifteen (15) calendar days following the date of written submittal. At this step the Union agrees to cite all known sections of the Agreement which allegedly have been violated and to provide a copy to the Human Resources Office and Office of Labor Relations. The grievant may be represented by a steward and union staff representative. The University will be represented by the appropriate management official, or designee, a representative from the Office of Labor Relations and a human resources consultant, if desired by the University. The University will respond in writing within ten (10) calendar days.

Step Three: Grievance Mediation. If a satisfactory settlement is not reached at Step Two, the grievant with authorization from the Union may submit the written grievance to the Office of Labor Relations requesting grievance mediation within fifteen (15) calendar days.

Upon mutual agreement, the Employer and the Union shall request, within ten (10) calendar days, grievance mediation services of the Public Employment Relations Commission (PERC). If those services are unavailable on a timely basis, the parties shall immediately request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS). The cost of the mediation shall be borne equally by both parties.

Step Four: Arbitration. If a satisfactory settlement is not reached at Step Two or Step Three, either of the signatory parties to this Agreement may submit the grievance to binding arbitration. Such submittal must be made within fifteen (15) calendar days following the conclusion of Step Two or Step Three. Within sixty (60) calendar days of the execution of the Agreement, the parties agree to meet to establish a permanent panel of three (3) – five (5) arbitrators. These arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is not available to hear the case within sixty (60) calendar days of the decision by either party to go to arbitration, the parties will contact the next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60) calendar days, the case will be assigned to the arbitrator who can hear the case on the earliest date. The appointment to the panel will be for the first eighteen (18) months of the Agreement at which time either party may decide not to continue the appointment. If an individual arbitrator decides to remove his/her name from the panel or if one or more members of the panel are not continued by either party, the parties will meet to decide whether to substitute an additional name(s).

Until the panel is implemented, the parties will select an arbitrator using the procedure in the November 16, 1999-November 15, 2002 contract. The parties

agree that the arbitrator shall have no power to render a decision that adds to, subtracts from, alters or modifies in any way the terms and conditions of the Agreement. The parties further agree that the decision of the arbitrator will be final and binding upon all parties. The cost of the arbitration shall be borne equally by the parties and each party shall bear the full cost of presenting its own case. The arbitrator's decision shall be made in writing and the arbitrator shall be encouraged to render the decision within thirty (30) calendar days of the close of the arbitration.

In cases where a grievance is moved to arbitration, and the parties did not avail themselves of Step Three: Grievance Mediation, the moving party shall have the unilateral right to demand a pre-arbitration settlement conference. These conferences shall not delay the arbitration process, and may be held with or without the presence of the arbitrator, at the option of the moving party. In the event that an arbitrator is present, the cost of the arbitrator's participation shall be borne equally by the parties.

HOURS OF WORK AND OVERTIME

Hours of work for Regular Temporary Employees shall be established by the employing official. Work assigned in excess of forty (40) hours in a seven (7) day work week constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's straight time hourly rate.

EMPLOYMENT

Policy. It is the policy of the University to encourage job advancement. It is the responsibility of each employee seeking employment to provide the employer with complete information regarding the employee's skills and qualifications relative to the position sought. The Employer will make the application process, necessary submittals and the essential skills of the vacant position clear to prospective applicants.

Notice that applications are being accepted for bargaining unit positions will be published by the Employer and will be made available in places intended to reach bargaining unit employees for a minimum of seven (7) days prior to the closing of the application period. The University may limit the scope of the posting area if applications only from within the posting area are accepted. Active Regular Temporary Employees may apply for department/unit specific openings if they have worked in the department/unit within the past calendar year.

The Employer will determine if applicants possess the essential skills required of the position. Essential skills are the minimum qualifications listed in the job description for the classification and any specific position requirements. The Employer will refer all bargaining unit applicants (including Regular Temporary

Employees) possessing the essential skills prior to referring any non-bargaining unit applicants. In accordance with applicable law, affirmative action goals will be considered when filling vacancies.

PROBATIONARY PERIOD

Regular Temporary Employees are subject to all terms of the Agreement at such time as a Regular Temporary Employee is appointed to a monthly paid bargaining unit position. This includes the requirement to serve a probationary period.

A Regular Temporary Employee who is hired into the same job without a break in service, in the same unit through open recruitment will have their Regular Temporary hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.

HEALTH AND SAFETY

Policies. It is the Employer's intent to make reasonable and proper provisions for the maintenance of appropriate standards of health and safety within the workplace. The Employer shall comply with applicable Federal and State health and safety legislation and regulations and has designated the University's Environmental Health and Safety (EH&S) Department to advise and monitor compliance with such standards.

When it is established through medical documentation that a disabling condition or physical limitation prohibits continued performance of the employee's assigned duties, the employer will attempt to assist the employee through reassignment, transfer, or reconfiguration of job duties.

Employees who believe that working conditions present a hazard to their health should first alert their supervisor. All employees are encouraged to contact Environmental Health and Safety to report hazardous conditions. If a supervisor or Environmental Health and Safety declares a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified. If assignment to an alternative work site is not possible and the supervisor decides to send the employees home, those employees sent home will receive their regular pay for all time the employee is scheduled to work on the day of the incident. For all subsequent days the employee(s) may use accrued leave as appropriate.

Health Examinations. The Employer shall provide at no cost to the employee, such medical tests or health examinations as may be required as a condition of employment.

Safety. All work shall be performed in conformity with applicable safety standards. Employees are encouraged to immediately report any unsafe working conditions to their supervisor. No employee shall be disciplined for reporting any such condition nor be required to work or to operate equipment when he/she has reasonable grounds to believe such action would result in immediate danger to life or safety until the condition has been reviewed by a Union Steward and a higher level of supervision. If the matter is not resolved satisfactorily, the supervisor or employee may request a decision from the University's Department of Environmental Health and Safety or the Department of Labor and Industries.

Safety Committees. Bargaining unit employees shall be appropriately represented on any organizational health and safety committees for areas in which they are employed, as detailed in Administrative Policy Statements 10.11. Any department or unit committee also dealing with health and safety issues in work areas shall appropriately involve bargaining unit employees. It shall also be appropriate for either party to raise health and safety concerns at the Joint Union/Management Committee.

Ergonomics. The Employer shall maintain a separate section in the Administrative Policy Statements that reference the ergonomic requirements of WAC 296-62-051. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety department website www.ehs.washington.edu.

Workplace Review. The parties recognize that there are several elements in a work site which may affect individual health, comfort and productivity. The Employer shall conduct routine hazard assessments of any worksite that may contain health hazards as required by WAC. The Employer shall provide awareness education to help reduce identified hazards. Employees may also request a workplace review by the employing department and employees shall be given the results of the review.

RECORDS

Bargaining Unit. A current list of names, classifications, and departments of all bargaining unit employees will be provided annually to the Union at cost.

Personnel File. To the extent personnel records are kept for Regular Temporary Employees, upon written request by an employee to their area Human Resources Office (official personnel file) or department manager (departmental file), the employee or employee's representative shall have access to the employee's official or departmental personnel file for review. Upon the employee's request, the employee may receive copies of any materials in the file (requests for reasonable numbers of copies will be provided at no cost to the employee; employees may be charged a fee for requests for large numbers of copies). Prior to such review the Director or designee may remove any letters of reference which were obtained through assurances of confidentiality to a third

party. Such letters shall only be used for the purposes of hiring and/or promotional application.

Employees shall be provided a copy of all adverse material placed in the official file at the time the material is included in the file.

- (a) Information shall be retained as long as it has a reasonable bearing on the employee's job performance or upon the efficient and effective management of the institution.

Adverse material or information related to employee misconduct or alleged misconduct which is determined to be false and all such information in situations where the employee has been fully exonerated of wrong doing shall be promptly destroyed.

- (b) Notwithstanding subsection (1) of this section, an institution may retain information relating to employee misconduct or alleged misconduct, if:
 - (1) The employee requests that the information be retained; or
 - (2) The information is related to pending legal action or legal actions may reasonable be expected to result.

The employee shall have the right to have placed in his/her own personnel file a statement of rebuttal or correction of information contained in the file within a reasonable period of time after the employee becomes aware that the information has been placed in the file.

Request for Information. To the extent such records are kept for Regular Temporary Employees, the Employer shall make available to the Union, upon written request, records and reports regarding personnel issues, such as home addresses, employment date and reclassification requests, concerning those classifications in the bargaining units, provided that this shall not require the Employer to disclose any records not subject to disclosure under the Public Disclosure Act of the State of Washington or to maintain or assemble any data which it would not otherwise assemble for its own use. Information shall be provided electronically where feasible.

TRAVEL PAY AND WORK TIME

General. Any employee required to travel to a place of work other than his/her regular official duty station shall be reimbursed for travel costs if eligible, in accordance with University of Washington Administrative Policy Statements, Section 70.

FACILITIES

Meeting Facilities. The Union shall be permitted to use the Employer's facilities for meetings provided advance notice is given to the Employer, appropriate space is available on the date requested, and meetings are held in accordance with the Employer's policy on this subject.

Bulletin Boards.

- (a) Space shall be made available to the Union on bulletin boards in those areas where bargaining unit members work or frequent, for the posting of notices and information pertaining to official business of the Union. Such posted material is to be signed by a Union representative.
- (b) If it is established that adequate space is not available at a convenient location, the Union may provide for and have installed a bulletin board at its own expense, provided the size and location of said bulletin board shall be mutually agreeable to the Union representative and the Employer.

Employee Facilities.

- (a) Restrooms and attendant facilities shall be provided as required by the State of Washington Department of Labor and Industries. Dressing rooms and/or lockers shall be provided to employees in those classifications where a change of clothing is required by the Employer.
- (b) The adequacy of employee facilities, including sanitary supply dispensers for female employees, shall be a proper subject for discussion by the Joint Union-Management Committee.

JOINT UNION MANAGEMENT COMMITTEE

Committee Purpose and Membership. A Joint Union-Management Committee is established to provide a forum for communications between the two (2) parties and to deal with matters of general Union/Employer concern. The committee's function will be limited to an advisory capacity and shall not include any decision-making or collective bargaining authority.

Committee membership shall consist of three (3) bargaining unit employees and a Union staff representative and four (4) Employer representatives to include the Executive Director for Labor Relations or designee.

The Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees sufficiently in advance of the targeted implementation date of said changes so that reasonable alternative proposals can be adequately considered by the Joint Union-Management Committee. Diversity, child care and tuition

exemption shall be considered appropriate subjects for the Joint Union-Management Committee.

Meetings. Committee meetings may be requested by an authorized representative of either party. Requests for a quarterly meeting shall be honored; however, once convened, the committee may meet more or less frequently as mutually agreed between the parties.

At least one (1) week's notice shall be given to members of any agreed upon meeting and the agenda. Committee meetings shall normally be held during University business hours and at a mutually agreeable time and date. Employee members shall experience no loss in salary for meeting participation; however, meeting times are not construed as work time and no overtime shall be claimed or paid for meetings attended outside the employee members' regular working hours.

Limitations. Committee meeting topics shall be limited to subjects of group rather than individual concern, and the committee shall not discuss grievances properly processed under Article 4 of the Agreement. Further, it is not intended that this Article obligate in any way either party to negotiate on personnel matters covered in this Agreement or to alter, limit, restrict, or reduce prerogatives of either party otherwise provided in this Agreement.

Use of Temporary Employees. Issues concerning the use of temporary employees who work beyond 1,050 hours from the employee's original University of Washington temporary employment date, shall be an appropriate subject for discussion in the Joint Union Management Committee meeting. Such issues may include, but will not be limited to, the continuous and ongoing use of temporary employees as well as the possibility of alternate employment opportunities.

CONTRACT DISTRIBUTION

Prior to posting on the Labor Relations website, the University will submit to the Union the electronic version of the collective bargaining agreement between the University of Washington and the SEIU Local 925.

Distribution.

- (a) Each department or unit will maintain a paper copy of the contract accessible to all union members regardless of shift.
- (b) The Employer shall allow distribution through campus mail as needed.

New Employees

- (a) The Employer shall provide to the Union, at least monthly, a list of new employees in the bargaining units, including the employee's name, begin date, classification, department, and mail stop.
- (b) Upon request from the employee, the Employer will distribute to each new employee in the bargaining units a copy of the dues deduction card.
- (c) A bargaining unit member designated by the Union shall be granted paid release time to attend new employee orientation and/or new employee coffee hours scheduled by the University. Such release time will be subject to the operational needs of the department.

COMPENSATION

The Salary schedules for Regular Temporary Employees shall be incorporated into this Agreement as Appendix II.

The hourly rate for a Regular Temporary Employee under this Appendix must fall within the salary range for the classified title that best fits the work and may not be below the lowest step of that salary range. If the assigned salary range increases and the hourly rate paid to a temporary hourly employee falls below the lowest step of the salary range, then the hourly rate of that employee will be increased to at least the lowest step of the assigned salary range.

Individual departments may adjust temporary employee hourly rates, within the assigned salary range, unless prohibited by State Law and/or University of Washington policy.

If a bargaining unit Regular Temporary Employee leaves an appointment and is later reemployed by the same department/unit in the same or substantially similar appointment, the employee will be paid an hourly rate not less than their previous wage in the department/unit.

All positions filled by Regular Temporary Employees shall continue to receive the premiums and differentials they received prior to July 1, 2005, including any increases in the amounts of those premiums and differentials as provided for in this Agreement.

NO STRIKE/LOCKOUT

The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to

prevent or eliminate any conduct contrary to that objective. Therefore, during the life of the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

Should the employees engage in any unauthorized concerted action, a Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to disciplinary action.

There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

Any action of an employee in refusing to cross, for his/her own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part of provision of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

DURATION

This Agreement shall become effective July 1, 2015 and remain in force through June 30, 2017. Automatic renewal shall extend the terms of this Agreement for one year at a time, unless either party serves the other with written notice at least ninety (90) calendar days prior to the anniversary date of its intent to negotiate a new Agreement. Should notice be served, bargaining shall begin within thirty (30) calendar days following the date of the notice for the purpose of negotiating a new Agreement.

APPENDIX VII – SIDE LETTERS AND MEMORANDA

SIDE LETTER A – KRONOS

July 1, 2009

The University has the right to implement the “Kronos” timekeeping system sometime during the life of the Agreement. The University will notify the Union at least 60 days in advance and agrees to consult with the Union over implementation issues.

SIDE LETTER B – PROFESSIONAL STAFF EXEMPTIONS

July 1, 2009

The Union agrees to an expedited review of any future proposals for professional staff exemptions as follows:

1. The University will make reallocations based on application of the professional staff exemption criteria set forth in RCW 41.06.070 (including any permanent and substantive change in the duties, responsibilities, or qualifications of the position).
2. The Union and the University agree to a procedure that includes the provision of information by the University and a meeting with the Union to discuss and resolve issues regarding the transfer of work from the bargaining unit within four (4) weeks of the University's initial notice to the union for a proposed professional staff exemption.
3. All negotiations regarding transfer of any work from the bargaining unit shall be concluded by the meeting described above, unless both parties agree to an extension.
4. Disputes regarding professional staff exemptions shall be resolved by the classification review hearing officer in Article 14 of the collective bargaining agreement. The Hearing Officer shall make his/her decision based on the criteria outlined in paragraph one (1) above. If the employee appeals the exemption determination in any other forum the Union cannot pursue the determination through the process outlined in Article 14.

Joint Union Management Committee – The University and SEIU Local 925 have a shared interest in meeting to discuss the current framework in which University staff are reallocated from the bargaining unit to professional staff positions.

During the terms of the Agreement, the parties will work in good faith to mutually agree upon a framework that is more consistent with the interests of both parties.

SIDE LETTER C – REPRESENTATION

July 1, 2013

The University agrees not to oppose the Union's effort to add to the bargaining unit. The University will reply to Public Employment Relations Commission (PERC) requests for information within PERC's prescribed timeline. The University will also agree to any PERC hearing date within four (4) weeks of the filing of any petition. The parties can mutually agree to the extension of these deadlines.

**SIDE LETTER D – REGULAR TEMPORARY HARBORVIEW MEDICAL
CENTER INTERPRETERS**

July 1, 2009

The University will call hourly medical interpreters for in-person interpretation before calling an outside agency for in-person interpretation.

SIDE LETTER E – SEIU LOCAL 925/1199NW IDENTICAL TITLES

July 1, 2013

The parties agree that the following Local 925-represented employees at UW Medical Center in identical job classifications to those in bargaining units represented by SEIU District 1199NW at Harborview Medical Center shall receive the equivalent salary adjustments, market adjustments and premium pay rates agreed upon between the University and SEIU District 1199NW for those job classifications at Harborview Medical Center for the 2015 - 2017 agreement.

Job Code	Job Classification
8155	Respiratory Care Practitioner
8156	Respiratory Care Lead
8312	Anesthesiology Tech 2
8423	Cardiac Sonographer 2
8427	Cardiac Sonographer Lead
8345	Diagnostic Medical Sonographer
8346	Diagnostic Medical Sonographer Lead
8348	Diagnostic Medical Sonographer Specialist
8347	Diagnostic Medical Sonographer Supervisor
8370	Electroneurodiagnostic Technologist 1
8371	Electroneurodiagnostic Technologist 2
8373	Electroneurodiagnostic Technologist 3
8412	Nuclear Medical Technologist Lead
8415	Nuclear Medical Technologist 1
8416	Nuclear Medical Technologist 2
8271	Imaging Technologist 1
8272	Imaging Technologist 2
8273	Imaging Technologist Computed Tomography
8274	Imaging Technologist Angiography
8275	Imaging Technologist Magnetic Resonance Imaging

Job Code	Job Classification
8276	Imaging Tech Lead
8277	Imaging Technologist - Mammography
8112	Social Work Assistant 2
8435	Vascular Sonographer
8439	Vascular Sonographer Lead

Further, the parties agree to the following:

The SEIU 925 Nuclear Medicine PET Technologist (8405), Imaging Technologist - Educ/QA (8278), Respiratory Care Specialist (8151), and Respiratory Care Assistant (8153) job classifications are within one of the following job classification series: Nuclear Medicine Technologist, Imaging Technologist or Respiratory Care.

For the purpose of maintaining salary alignment within these class series, the above-named job classifications shall be placed on the like title pay tables and shall receive salary adjustments, market adjustments and premium pay rates equivalent to those agreed upon by the University and SEIU District 1199NW for the Nuclear Medicine, Imaging and Respiratory Care class series.

The positions in the SEIU 925 Cardiac Sonographer series listed below will receive only the equivalent base wage market adjustments agreed upon by the University and SEIU District 1199NW for the Diagnostic Medical Sonographer class series. The agreed-upon market adjustment will be made within the pay table to which the jobs below are currently assigned. The below job classifications will not be added to the like title pay tables.

Job Code	Job Classification
8422	Cardiac Sonographer 1
8424	Cardiac Sonographer Specialist
8428	Cardiac Sonographer Supervisor

The positions in the SEIU 925 Pulmonary Function Technologist series listed below will receive only the equivalent base wage market adjustments agreed upon by the University and SEIU District 1199NW for the Respiratory Care class series. The agreed-upon market adjustment will be made within the pay

table to which the jobs below are currently assigned. The below job classifications will not be added to the like title pay tables.

Job Code	Job Classification
8417	Pulmonary Function Technologist 1
8418	Pulmonary Function Technologist 2
8419	Pulmonary Function Technologist Lead

The positions in the SEIU 925 Nuclear Medicine Technologist series listed below will receive only the equivalent base wage market adjustments agreed upon by the University and SEIU District 1199NW for the Nuclear Medicine Technologist class series. The agreed-upon market adjustment will be made within the pay table to which the jobs below are currently assigned. The below job classifications will not be added to the like title pay tables.

Job Code	Job Classification
8414	Nuclear Medicine Technologist Supervisor

The positions in the SEIU 925 Imaging Technologist series listed below will receive only the equivalent base wage market adjustments agreed upon by the University and SEIU District 1199NW for the Imaging Technologist class series. The agreed-upon market adjustment will be made within the pay table to which the jobs below are currently assigned. The below job classifications will not be added to the like title pay tables.

Job Code	Job Classification
8279	Imaging Technologist Supervisor

Addendum, August 6, 2015

The above only applies to adjustments made to the SEIU 1199NW 2015-2017 collective bargaining agreement during the life of the contract. In the event the Employer provides salary adjustments, market adjustments, or premium increases to the titles listed above in the SEIU 1199NW bargaining unit, the Employer will apply only the increases to this bargaining unit. The Employer will

provide the union notice of the amount of increases and the implementation date. The union may request to meet and confer.

If higher premium rates are agreed to between SEIU 1199NW and the University as part of negotiations for the 2015-2017 successor agreement, the above titles will receive the same premium rate increases.

This Addendum expires on June 30, 2017.

SIDE LETTER F – ADVANCE CERTIFICATION/REGISTRATION PAY

Applicable only to HealthCare Professional/Laboratory Technical bargaining unit

July 1, 2009

Certain hospital technical employees certified in a specialty area by a national organization and working in that area of certification shall be paid a premium of seventy-five cents (\$0.75) per hour provided the particular certification has been approved by management, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective supervisor/manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the supervisor/manager.

AFFECTED TITLES:

Class Code	Job Title
8312	Anesthesiology Technician 2
8345	Diagnostic Medical Sonographer
8346	Diagnostic Medical Sonographer Lead
8348	Diagnostic Medical Sonographer Specialist
8347	Diagnostic Medical Sonographer Supervisor
8412	Nuclear Medical Technologist Lead
8415	Nuclear Medical Technologist 1
8416	Nuclear Medical Technologist 2
8405	Nuclear Medicine P. E.T. Technologist
8414	Nuclear Medicine Technologist Supervisor
8271	Imaging Technologist 1
8272	Imaging Technologist 2

Class Code	Job Title
8273	Imaging Technologist Computed Tomo & Mammo
8274	Imaging Technologist Angiography
8275	Imaging Technologist Mag Res Imaging
8276	Imaging Technologist Lead
8279	Imaging Technologist Supervisor
8277	Imaging Technologist - Mammography
8155	Respiratory Care Practitioner
8156	Respiratory Care Lead

Respiratory Care Practitioners. Effective July 1, 2009 and July 1, 2010, a Respiratory Care Practitioner registered as a Registered Respiratory Therapist (RRT) by the National Board for Respiratory Therapists, a national organization, shall be paid a premium of seventy-five cents (\$.75) and one dollar (\$1.00) respectively, provided the certification has been approved by the Respiratory Care Manager or designee. A Respiratory Care Practitioner is eligible for only one certification premium regardless of other certifications the employee may have. Employees registered as a RRT will notify their respective Supervisor/Manager in writing at the time the RRT certification is received, providing a copy of the original certification document. Current staff who do not have the original RRT certification document should provide reasonable proof to validate their RRT status. Certification pay for RRT will be effective the first full pay period after the date documentation/proof is received by the Supervisor/Manager.

Anesthesia Technicians. Effective July 1, 2009 and July 1, 2010, Anesthesia Technicians certified in their specialty area by a national organization and working in that area of certification shall be paid a premium of seventy-five cents (\$.75) and one dollar (\$1.00) respectively provided the particular certification has been approved by the Director of Perioperative Services, or designee, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective Supervisor/Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Supervisor/Manager.

Imaging Technologists/Sonographers. Effective July 1, 2009 and July 1, 2010, Imaging Technologists/ Sonographers, certified in a specialty area by a national organization and working in that area of certification shall be paid a premium of seventy-five cents (\$.75) and one dollar (\$1.00) respectively provided the particular certification has been approved by the Administrative Director,

Radiology, or designee, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective Supervisor/ Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Supervisor/Manager.

SIDE LETTER G – MODALITY PAY

Applicable only to HealthCare Professional/Laboratory Technical bargaining unit

July 1, 2009

The parties agree that Modality Pay 1, 2 and 3 shall be expanded to cover the following job titles:

AFFECTED TITLES:

Class Code	Job Title
8345	Diagnostic Medical Sonographer
8346	Diagnostic Medical Sonographer Lead
8428	Cardiac Sonographer Supervisor
8348	Diagnostic Medical Sonographer Specialist
8347	Diagnostic Medical Sonographer Supervisor
8298	Electrocardiograph Laboratory Supervisor
8412	Nuclear Medical Technologist Lead
8415	Nuclear Medical Technologist 1
8416	Nuclear Medical Technologist 2
8405	Nuclear Medicine P. E.T. Technologist
8414	Nuclear Medical Technologist Supervisor
8271	Imaging Technologist 1
8272	Imaging Technologist 2
8274	Imaging Technologist Angiography
8275	Imaging Technologist Mag Res Imaging
8276	Imaging Technologist Lead
8279	Imaging Technologist Supervisor

Memorandum of Understanding between SEIU Local 925 and the University of Washington

MOU – TRANSPORTATION SERVICES VIDEO/AUDIO SYSTEM

This Memorandum of Understanding is regarding the use of audio and video equipment in the University of Washington Transportation Services office.

1. It is agreed that the cameras/audio are not for the purpose of evaluation or monitoring of employees. The purpose of the camera/audio is for the security of property and for the protection of employees.
2. Management shall not use the camera/audio system to monitor work. When video or audio is reviewed in response to an incident, management will have the option to act upon issues revealed in the recording even if they are not central to the initial incident.
3. Audio shall be recorded in the Sales and Administration area only (including the hearing office).
4. The system shall not be subject to live monitoring without prior notice to the Union and an opportunity to meet and discuss potential impacts for employees.
5. If modifications are performed to the cameras or their field of vision, the Union will be informed and allowed to view the modifications.
6. Management shall maintain a written log of camera/audio system access, including date, time and reason for access, that will be available to the union for review.
7. If video/audio is downloaded it shall be noted in the log and copies of the footage shall be available for union review.

**Memorandum of Understanding between SEIU Local 925 and the University
of Washington**

MOU – PAY STEP INCREASES

For pay scales B2, B6, and B9, any step that does not result in a pay increase from the previous step will be adjusted such that it is worth 1% more than the previous step effective July 1, 2015.

**Memorandum of Understanding between the University of Washington and
SEIU Local 925**

MOU – MARKET ADJUSTMENTS

1. If, during negotiations for the 2015-2017 biennium, the Employer agrees to more favorable across-the-board salary or general increases (such as; top steps, across-the-board differentials, dead-step fill-ins and so on) for any SEIU 1199 NW or WSNA bargaining unit covered under RCW 41.80, then the Employer will apply such treatment to the SEIU Local 925 Healthcare Professional/Laboratory Technical bargaining unit salary schedules covered in this agreement.
2. Between July 2015 and June 2017, the parties will meet at least once every quarter, or more often if requested by either party, to address wage issues based on market rates, recruitment and retention issues, Advance Certification/Registration pay, and/or wage compression issues.

This MOU will remain in effect for the duration of the 2015-2017 CBA (07/01/2015-06/30/2017).

**Memorandum of Understanding between the University of Washington and
SEIU Local 925**

MOU – HEALTH CARE BARGAINING UNIT MERGER

The terms of the 2011 Agreement between the UW and SEIU Local 925 includes the following language:

“The parties further agree that the terms and conditions of the Healthcare Professional/Laboratory Technical collective bargaining agreement will apply to the Polysomnographic and Anatomic Pathology Bargaining Unit...”

The HMC Technical BU does not have its own contract, but instead follows the terms and conditions of the Healthcare Professional/Laboratory Technical contract.

Therefore, the University and the Union agree to merge the two contracts and to work together with PERC to merge the bargaining units.

The HMC Technical bargaining unit currently includes the following job classifications at Harborview Medical Center:

8495	Polysomnographic Technician 1
8496	Polysomnographic Technician 2
8145	Anatomic Pathology Technician Trainee
8146	Anatomic Pathology Technician
8147	Anatomic Pathology Technologist
8200	Clinical Technologist 1
8122	Clinical Autopsy Coordinator

**Memorandum of Understanding between the University of Washington and
SEIU Local 925**

**MOU – HEALTH CARE TECHNICAL TITLES BARGAINING UNIT
PLACEMENT**

1. The parties agree that the following job titles are health care technical titles:

- Cardiac Technologist, Code 8338 (Since reclassified to Advanced Cardiac Technologist, Code 8340)
- Cardiac Technologist Lead, Code 8339 (Since reclassified to Advanced Cardiac Technologist Lead, Code 8341)
- Dialysis/Phoresis Technician, Code 8351
- Dialysis/Phoresis Technician Lead, Code 8354
- Medical Interpreters 1, Code 8087
- Medical Interpreter 2, Code 8088
- Medical Interpreter Caseworker-Cultural Mediator, Code 8089
- Medical Interpreter, ASL, Code 8096
- Ophthalmic Technician 1, Code 8432
- Ophthalmic Technician 2, Code 8433
- Ophthalmic Technician Lead, Code 8434

2. The parties agree that these titles were included in the SEIU Local 925 campus-wide non-supervisory bargaining unit through the WPRB processes prior to the creation of the SEIU Local 925 healthcare professional/laboratory technical bargaining unit (healthcare bargaining unit) under PERC.

3. The parties agree that, as healthcare technical employees, the employees in the above job titles should be included in the healthcare bargaining unit with other healthcare technical employees.

4. The parties agree that the healthcare bargaining unit described in *University of Washington*, Decision 11083 (PSRA, 2011) will henceforth include the above-listed job titles, and employees in these titles will be covered by the collective bargaining agreement between the UW and Local 925 applicable to that bargaining unit. In addition, these titles will no longer be included in the Local 925 campus-wide non-supervisory bargaining unit.

**Memorandum of Understanding between the University of Washington and
SEIU Local 925**

MOU – MARKET WAGE ADJUSTMENTS EFFECTIVE JULY 1, 2015

Effective July 1, 2015, each classification title listed in the chart below will receive pay range adjustments up to 80% of the 50th percentile of the market as defined in the 2014 Milliman Classified Salary Study.

Job Code	Title	# of Rng Increase Effective 7/1/15	Approximate % Increase Effective 7/1/15	New Range Assignment Effective 7/1/15
7300	ACCOUNTANT 1	1	2.5%	41
7301	ACCOUNTANT 2	1	2.5%	45
7302	ACCOUNTANT, SENIOR	1	2.5%	51
7011	ACCOUNTING SUPERVISOR	1	2.5%	51
7075	BOOKKEEPING MACHINE OPERATOR	1	2.5%	30
7335	BUDGET ANALYST	1	2.5%	43
7336	BUDGET/FISCAL ANALYST	1	2.5%	47
7337	BUDGET/FISCAL ANALYST LEAD	1	2.5%	52
7339	BUDGET/FISCAL OPERATIONS SUPERVISOR	1	2.5%	58
7338	BUDGET/FISCAL UNIT SUPERVISOR	1	2.5%	55
7378	COMMUNICATIONS TECHNICIAN 1	1	2.5%	62
7379	COMMUNICATIONS TECHNICIAN 2	1	2.5%	66
7380	COMMUNICATIONS TECHNICIAN 3	1	2.5%	70
7382	COMMUNICATIONS TECHNICIAN SUPERVISOR	1	2.5%	74
7374	COMPUTER MAINTENANCE TECHNICIAN 1	1	2.5%	45
7375	COMPUTER MAINTENANCE TECHNICIAN 3	1	2.5%	61
7388	COMPUTER MAINTENANCE TECHNICIAN 4	1	2.5%	65
7377	COMPUTER MAINTENANCE TECHNICIAN LEAD	1	2.5%	63
7370	COMPUTER OPERATOR 1	2	5.0%	30
7371	COMPUTER OPERATOR 2	2	5.0%	36
7372	COMPUTER OPERATOR 3	2	5.0%	42
7373	COMPUTER OPERATOR LEAD	2	5.0%	45
7956	COMPUTER OPERATOR SUPERVISOR	2	5.0%	50
7945	COMPUTER SERVICES CONSULTANT 1	1	2.5%	57
7925	COMPUTER SUPPORT ANALYST 1	1	2.5%	49
7926	COMPUTER SUPPORT ANALYST 2	1	2.5%	55
7390	COMPUTER SUPPORT SPECIALIST 1	1	2.5%	48
7391	COMPUTER SUPPORT SPECIALIST 2	1	2.5%	54

7392	COMPUTER SUPPORT SPECIALIST LEAD	1	2.5%	60
7939	COMPUTER SUPPORT TECHNICIAN 1	1	2.5%	42
7940	COMPUTER SUPPORT TECHNICIAN 2	1	2.5%	48
7941	COMPUTER SUPPORT TECHNICIAN 3	1	2.5%	51
7344	CREDIT MANAGER A	1	2.5%	35
7345	CREDIT MANAGER B	1	2.5%	43
7362	DATA CONTROL SUPERVISOR	2	5.0%	50
7364	DATA CONTROL TECHNICIAN 1	2	5.0%	30
7365	DATA CONTROL TECHNICIAN 2	2	5.0%	36
7366	DATA CONTROL TECHNICIAN 3	2	5.0%	42
7367	DATA CONTROL TECHNICIAN LEAD	2	5.0%	45
7641	DRAFTING TECHNICIAN 2	1	2.5%	48
7642	DRAFTING TECHNICIAN 3	1	2.5%	52
7639	ENGINEERING ASSISTANT 1	1	2.5%	48
7640	ENGINEERING ASSISTANT 2	1	2.5%	54
7625	FACILITIES DRAFTING TECHNICIAN 2	1	2.5%	48
7621	FACILITIES/PROJECT COST ENGINEER	1	2.5%	61
7683	FIRE PROTECTION ENGINEER	1	2.5%	71
7684	FIRE PROTECTION ENGINEER-LEAD	1	2.5%	76
7036	FISCAL SPECIALIST 1	1	2.5%	40
7037	FISCAL SPECIALIST 2	1	2.5%	44
7068	FISCAL SPECIALIST SUPV	1	2.5%	47
7050	FISCAL TECHNICIAN 1	1	2.5%	30
7051	FISCAL TECHNICIAN 2	1	2.5%	33
7055	FISCAL TECHNICIAN 3	1	2.5%	36
7052	FISCAL TECHNICIAN LEAD	1	2.5%	37
7053	FISCAL TECHNICIAN SUPERVISOR	1	2.5%	40
7503	HEALTH EDUCATION RESOURCES COORDINATOR 1	1	2.5%	44
7504	HEALTH EDUCATION RESOURCES COORDINATOR 2	1	2.5%	48
7774	INFORMATION SPECIALIST 1	1	2.5%	41
7775	INFORMATION SPECIALIST 2	1	2.5%	46
7797	LABORATORY HELPER	1	2.5%	25
7798	LABORATORY HELPER LEAD	1	2.5%	27
7800	LABORATORY TECHNICIAN 1	1	2.5%	28
7801	LABORATORY TECHNICIAN 2	1	2.5%	32
7173	MANAGER-SWIMMING POOLS	4	10.0%	46
7557	MEDIA/FILM CLERK 1	3	7.5%	26
7558	MEDIA/FILM CLERK 2	3	7.5%	28
7559	MEDIA/FILM CLERK 3	3	7.5%	33
7511	MEDICAL ILLUSTRATOR	1	2.5%	53
7220	OFFICE ASSISTANT 1	3	7.5%	28

7221	OFFICE ASSISTANT 2	3	7.5%	31
7222	OFFICE ASSISTANT 3	3	7.5%	34
7223	OFFICE ASSISTANT LEAD	3	7.5%	36
7215	OFFICE SUPPORT SUPERVISOR 1	3	7.5%	42
7216	OFFICE SUPPORT SUPERVISOR 2	3	7.5%	46
7058	PAYROLL & BENEFITS COORDINATOR	1	2.5%	41
7060	PAYROLL TECHNICIAN 1	1	2.5%	26
7061	PAYROLL TECHNICIAN 2	1	2.5%	31
7062	PAYROLL TECHNICIAN LEAD	1	2.5%	33
7780	PHOTOGRAPHER 1	1	2.5%	41
7781	PHOTOGRAPHER 2	1	2.5%	45
7779	PHOTOGRAPHIC TECHNICIAN	1	2.5%	30
7782	PHOTOGRAPHY SUPERVISOR	1	2.5%	49
7168	RECREATION COORDINATOR 2	4	10.0%	48
7506	SCIENCE INSTRUCTION DESIGNER 1	1	2.5%	44
7507	SCIENCE INSTRUCTION DESIGNER 2	1	2.5%	49
7911	SYSTEMS ANALYST/PROGRAMMER 1	4	10.0%	51
7912	SYSTEMS ANALYST/PROGRAMMER 2	4	10.0%	57
7913	SYSTEMS ANALYST/PROGRAMMER 3	4	10.0%	63
7288	TELECOMMUNICATIONS ANALYST 1	1	2.5%	58
7289	TELECOMMUNICATIONS ANALYST 2	1	2.5%	62
7287	TELECOMMUNICATIONS ANALYST 3	1	2.5%	65
7260	WORD PROCESSING OPERATOR 1	3	7.5%	31
7261	WORD PROCESSING OPERATOR 2	3	7.5%	33
7262	WORD PROCESSING OPERATOR LEAD	3	7.5%	37

**Memorandum of Understanding between the University of Washington and
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**MOU – CARDIAC TECHNOLOGISTS AT THE UW MEDICINE REGIONAL
HEART CENTER**

During negotiations for the 2015-2017 successor agreement, the parties agreed to the following: The University agrees to create a new job classification for cardiac technologists at the UW Medicine Regional Heart Center. The basis for creating this new job classification is to recognize the specialized work performed by cardiac technologists at the UW Medicine Regional Heart Center. This reclassification will result in a pay increase. The University will conclude and have it implemented no later than February 1, 2015.

In accordance with the aforementioned agreement, on February 1, 2015, the University agrees to implement the following at the University of Washington Medical Center.

- I. In the SEIU Local 925 Healthcare Prof/Lab Tech Bargaining Unit:
 - a. The job classification Cardiac Technologist (Job Code 8338- Pay Table B7- Pay Range 79), will be reallocated to the newly created Advanced Cardiac Technologist job classification and placed on Pay Table B7 at Pay Range 98.
 - b. The job classification Cardiac Technologist Lead (Job Code 8339- Pay Table B7- Pay Range 84), will be reallocated to the newly created Advanced Cardiac Technologist Lead job classification and placed on Pay Table BX at Pay Range 3.

- II. In the SEIU Local 925 Supervisory Bargaining Unit:

The job classification Cardiac Technologist Supervisor (Job Code 8342- Pay Table B7- Pay Range 89), will be reallocated to the newly created Advanced Cardiac Technologist job classification and placed on Pay Table BX at Pay Range 8.

- III. All employees will be placed at their current Salary Step in the new Pay Range.

The parties agree that there are no written or oral representations, understandings, promises, or agreements directly or indirectly related to this Agreement that are not incorporated herein in full. Furthermore, this Agreement is not precedent setting and does not establish a practice.

**Memorandum of Understanding between the University of Washington and
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MOU – HR/PAYROLL SYSTEM BARGAINING

The parties acknowledge that the University of Washington is transitioning to a new integrated Human Resources and Payroll system (the “HRP”). The HRP is scheduled to be implemented on or around January 1, 2016, and will move from semi-monthly to biweekly (every two weeks) pay periods each year and will include actual time reporting. The UW has sent a demand to bargain to SEIU 925, and the parties acknowledge that such bargaining cannot be completed prior to the October 1 statutory deadline. As such, the parties agree to commence bargaining over the HRP in October 2014.

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MOU – CLINICAL DATA SPECIALIST COMPRESSION

Effective the first pay period following ratification, the University agrees to provide a pay adjustment of 3 ranges (from Pay Table B7 Range 76, to Pay Table B7 Range 79) to the Clinical Data Specialist Supervisor (job code 8368) classification.

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MOU – NUCLEAR MEDICINE P.E.T. TECH COMPRESSION

During negotiations for the 2015-2017 successor agreement, the parties agreed to the following regarding compression concerns in the Nuclear Medicine Technologist series: The University agrees to revisit the Nuclear Medicine P.E.T. Technologist (job code 8405), Nuclear Medicine Technologist Lead (job code 8412), and Nuclear Medicine Technologist Supervisor (job code 8414) job classifications, and if the pay range differential between any of those job classifications is less than 5% the University will make necessary adjustments, such that the differential between each of these classifications is no less than 5%, to be implemented effective January 1, 2015.

In accordance with the aforementioned agreement, on January 1, 2015, the University agrees to implement the following.

- I. In the SEIU Local 925 Healthcare Prof/Lab Tech Bargaining Unit:
The job classification Nuclear Med Tech Lead (Job Code 8412) will be placed on Pay Table BF at Pay Range 15.
- II. In the SEIU Local 925 Supervisory Bargaining Unit:
The job classification Nuclear Med Tech Supervisor (Job Code 8414) will be placed on Pay Table BH at Pay Range 32.
- III. All employees will be placed at their current Salary Step in the new Pay Range.

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MOU – MEDICAL ASSISTANT WAGES

During negotiations for the 2015-2017 successor agreement, the parties agreed to the following regarding recruitment and retention concerns in the Medical Assistant series: The University commits to move Medical Assistants to a healthcare pay table on a range that results in a pay increase and that is competitive with the peer labor market, effective January 1, 2015.

In accordance with the aforementioned agreement, on January 1, 2015, the University agrees to implement the following:

- I. The job classification Medical Assistant (Job Code 8265), on Pay Table B4 at Pay Range 37 will be moved to Pay Table B4 at Pay Range 43.
- II. The job classification Medical Assistant Lead (Job Code 8266), on Pay Table B4 at Pay Range 40 will be moved to Pay Table B4 at Pay Range 46.
- III. All employees will be placed at their current Salary Step in the new Pay Range.
- IV. Medical Assistants (Job Code 8265) will be moved to an SEIU 925 healthcare Pay Table to the pay step closest to their current pay without being less at that time, effective July 1, 2017.
- V. All employees currently employed as a Medical Assistant (Job Code 8265) and designated as Medical Assistant-Registered on July 1, 2013, which have not become Washington State Medical Assistant-Certified will not be required to do so. Those employees (MA-Rs) will be known and referred to as “grandfathered MAs” and have a narrower scope of practice as determined by the Employer and identified in RCW 18.360.050.

The parties agree that there are no written or oral representations, understandings, promises, or agreements directly or indirectly related to this Agreement that are not incorporated herein in full. Furthermore, this Agreement is not precedent setting and does not establish a practice.

**Memorandum of Understanding between the University of Washington and
SEIU Local 925**

MOU – MEDICAL INTERPRETER WAGES

Medical Interpreters-ASL (job code 8096) and Medical Interpreter - CCM (job code 8089) will receive pay range adjustments to resolve recruiting and retention issues experienced by the department. Effective July 1, 2015 the following range adjustments will be implemented:

Medical Interpreters-ASL (job code 8096) will move from Pay Table B4, Range 51, to Pay Table B4, Range 53.

Medical Interpreter - CCM (job code 8089) will move from Pay Table B4, Range 43, to Pay Table B4, Range 45.

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MOU – FILLER STEPS

For pay scales B2, B6, and B9, any step that does not result in a pay increase from the previous step will be adjusted such that it is worth 1% more than the previous step effective July 1, 2015.

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MOU – ERGONOMICS

The parties agree that upon ratification of this agreement, a joint committee of up to four union and four employer representatives (including two representatives from Environmental Health & Safety [“EH&S”]) will be formed to work together and, within 120 days, will recommend a plan for process improvement for the requesting and tracking of employee requests for ergonomics assessments. The committee will conclude upon delivery of its recommendation.

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MOU – ACCESS TO POLICIES AND PROCEDURES

The parties agree that within 120 days of ratification of this agreement, a joint committee of up to three union and 3 employer representatives will be established to meet on regularly established times, no less than once a month, to explore and propose methods to improve access to written and electronic policies and procedures. At their first meeting, the committee shall set the subsequent meeting dates for the next 21 months. The University reaffirms its obligation that with respect to any new policy or procedure, or modification of any existing policy or procedure that may impact wages, hours, or working conditions, will not be implemented without notice and the opportunity to first bargain with the Union.

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MOU – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE

Leave without pay will be granted for a reason of faith or conscience for up to two (2) workdays per calendar year as provided below.

- a) Leave without pay will be granted for up to two (2) workdays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. Leave without pay may only be denied if the employee's absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.
- b) The Employer will allow an employee to use compensatory time, personal holiday or vacation leave in lieu of leave without pay. All requests to use compensatory time, personal holiday or vacation leave requests must indicate the leave is being used in lieu of leave without pay for a reason of faith or conscience. An employee's personal holiday must be used in full workday increments.
- c) An employee's seniority date, probationary period or trial service period will not be affected by leave without pay taken for a reason of faith or conscience.
- d) Employees will only be required to identify that the request for leave is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

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MOU – RESOLUTION OF “LIKE TITLES” GRIEVANCE

For the purpose of resolving the grievance regarding Articles 1 and 30.9, filed on July 23, 2015, the parties agreed to the following:

- A. All impacted employees in job titles listed in Side Letter E will receive at least a three percent (3%) increase in base wage on the next available pay period. Increases will be implemented by placing impacted employees on the same salary step three (3) pay ranges higher on their current pay table.
- B. Any retroactive amounts going back to July 1, 2015, will be paid on a subsequent paycheck. The Employer will make every reasonable effort to provide retroactive payments on or before the October 9, 2015 payday.
- C. After SEIU 1199NW and the University have ratified a successor agreement at Harborview Medical Center, the parties will bargain over the process of realigning salaries between impacted employees for SEIU Local 925 that are listed in Side Letter E.

The memorandum of understanding expires June 30, 2017.