

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

BOARD OF REGENTS OF THE UNIVERSITY OF WASHINGTON

AND THE

WASHINGTON FEDERATION OF STATE EMPLOYEES

(Campuswide Bargaining Unit, Library Bargaining Unit,
Custodial Supervisor Bargaining Unit, Harborview Medical Center Bargaining Unit,
Harborview Medical Center Security Officers Bargaining Unit, Skilled Trades
Bargaining Unit)

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PREAMBLE

Pursuant to provisions of RCW 41.80 and in order to establish harmonious employment relations through mutual cooperation, to promote the mission of the University, to recognize the value of employees and the necessary work they perform, to determine wages, hours, and other terms and conditions of employment, and to provide methods for the prompt and equitable resolution of disputes, the parties enter into this Agreement. This Agreement is made and entered into by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Washington Federation of State Employees, AFSCME Council 28, AFL-CIO hereinafter referred to as the Union.

ARTICLE 1 – UNION RECOGNITION

- 1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, and working conditions for all employees of the University of Washington in bargaining units certified by the Washington Personnel Resources Board, the Public Employment Relations Commission and/or the Department of Labor and Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of these units is as set forth in Appendix I of this Agreement – Bargaining Units Represented by the Washington Federation of State Employees.
- 1.2 The Employer recognizes the exclusivity of the Union as bargaining representative for employees in the bargaining unit. The Employer agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and Employer specifically agree to such Agreement.

ARTICLE 2 – NON-DISCRIMINATION

- 2.1 The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, has status as a protected veteran (disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran), military status, or because of age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, or membership or non-membership in a union. Unlawful harassment is included as a form of prohibited discrimination.
- 2.2 Sexual Harassment. No employee shall be subjected to discrimination in the form of sexual harassment, currently defined in the University of Washington Policy Directory 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.

2.3 Complaints:

Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible.

A formal complaint may be filed with the University Complaint Investigation and Resolution Office (UCIRO). Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 6 of this Agreement. In cases where an employee files both a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation the grievance will be suspended until the internal complaint process has been completed.

In accordance with Executive Order 31, retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.

2.4 The parties also agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee based on political affiliation, political belief or because of the participation or lack of participation in union activities.

2.5 Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.

ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES

3.1 The Employer and Union will comply with all relevant federal and state laws, regulations and executive orders and with the provisions of the Employer's policy in providing reasonable accommodations. The University and the Union are committed to providing reasonable accommodation to employees with disabilities.

3.2 An employee who believes that he or she suffers a disability and requires a reasonable accommodation to perform the essential functions of his or her position may request such an accommodation by filling out the Disability Accommodation Request form or otherwise informing the employee's supervisor of the need for accommodation.

- 3.3 Employees requesting accommodation must cooperate with the University in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.
- 3.4 The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided.
- 3.5 An employee who is unable to perform the essential function of his/her position due to disability may be separated from service after the Employer has made good faith efforts to reasonably accommodate the employee's disability in accordance with applicable state and federal law. Disability separation is not a corrective action.
- 3.6 Disability Leave. Disability leave may be a combination of the employee's accrued sick leave, vacation leave, personal holiday, compensatory time, and/or leave without pay, the combination of which may be determined by the employee. If disability leave is taken as leave 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. The interspersed paid leave will be applied to the first working day of the month. Periods of disability leave covered by the FMLA shall be deducted from the four (4) month period of eligibility to intersperse paid leave.

ARTICLE 4 – WORKPLACE BEHAVIOR

The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate behavior in the workplace does not promote the University's business, employee well being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.

Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. If an employee and/or the employee's union representative believes the employee has been subjected to inappropriate workplace behavior, the employee and/or the employee's representative is encouraged to report this behavior to the employee's supervisor, a manager in the employee's chain of command and/or the Human Resources Office. An employee or the employee's representative should identify complaints as inappropriate workplace behavior. The Employer will investigate the reported behavior and take appropriate action as necessary. The employee and/or union representative will be notified upon conclusion of the investigation.

Retaliation against employees who make a workplace behavior complaint will not be tolerated.

Grievances may be filed up to Step 3 Mediation.

ARTICLE 5 – AFFIRMATIVE ACTION

- 5.1 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.
- 5.2 Groups included in the affirmative action program are those covered by federal and state regulations, and are currently women, American Indians, Asian/Pacific Islanders, Blacks, Hispanics/Latinos, Vietnam era veterans, disabled veterans, persons with disabilities and persons 40 years of age and older.
- 5.3 Goals and Timetables. Upon request the Employer will provide the Union with its affirmative action reports which set forth the goals and timetables of the University for bargaining unit employees.
- 5.4 It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

ARTICLE 6 – GRIEVANCE PROCEDURE*

The Union and the Employer agree that it is in their best interest to resolve disputes at the earliest opportunity and at the lowest level. Whenever possible, disputes should be resolved informally prior to filing a formal written grievance. To that end, all supervisors and employees are encouraged to engage in free and open discussions about disputes.

- 6.1 Definition. A grievance, within the meaning of this Agreement, shall be defined as any dispute between the University and the Union, an employee, or a group of employees as to alleged misapplication or misinterpretation of the terms of this Agreement or the Employer's written personnel rules, policies or practices.
- 6.2 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.

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

6.4 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 union to comply with the time limitations without a request of time extension shall constitute withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall move the grievance to the next step of the grievance procedure. For the purpose of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or reasonably should have been aware, of the issue giving rise to the grievance. Saturdays, Sundays, and University 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.

6.5 Contents. The written grievance shall include the following information:

- a. The date upon which the grievance occurred.
- b. The specific Article(s) and Section(s) of the Agreement violated.
- c. The past practice, rule, policy violated.
- d. Specific remedy requested.
- e. The grievant(s) name.
- f. Name and signature of Union representative (Staff or Steward).
- g. The nature of the grievance.

Failure to include the above information shall not be a reason for invalidating the grievance.

6.6 Pay Status – Meetings. Meetings and discussions on the grievance held with the Employer in connection with this grievance procedure shall normally be held during the University's regular business hours, or as mutually agreeable, 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. The work schedule of the grievant will be seriously considered in the scheduling of the grievance meetings. 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.

6.7 Grievance Withdrawal. A grievance may be withdrawn by the Union in writing at

any time, and if withdrawn shall not be resubmitted.

6.8 Resolution

If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

6.9 Consolidation

Grievances arising out of the same set of facts may be consolidated by written agreement.

6.10 Filing and Processing

a. Filing A grievance must be filed within thirty (30) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. When possible the thirty (30) day periods above should be used to attempt to informally resolve the dispute. The union steward or staff representative will indicate when a discussion with the Employer is an attempt to informally resolve a dispute.

b. Alternative Resolution Methods Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.

c. Processing The Union and the Employer agree that in-person meetings are preferred at all steps of the grievance process and will make efforts to schedule in-person meetings, if possible.

6.11 Steps of the Grievance Procedure. All grievances shall be processed in accordance with the following procedure. Upon mutual agreement, Step One, Two or Three may be skipped. Grievances over final counseling or dismissal will begin at Step Two.

Step One: Supervisor, Manager or Designee

If the issue is not resolved informally, the Union may file a written grievance to the supervisor or designee, and the Labor Relations office (laborrel@uw.edu). The Employer will designate a supervisor, manager or designee who will meet in person or confer by telephone with a union steward and/or staff representative and the grievant. The date of the meeting will be mutually agreed upon within fifteen (15) calendar days of receipt of the grievance and when possible the meeting will take place within the aforementioned fifteen (15) calendar days. The format (face to face or by telephone) for the meeting will be by mutual agreement. The employer will respond in writing to the Union within fifteen (15) calendar days after the meeting. The Human Resources Consultant may also attend, if desired by the University. If the grievance is directed against the employee's immediate

supervisor, the grievance may be presented to the next higher level of supervision. In the event the employee's immediate supervisor does not have authority to resolve the grievance, the grievance will be presented at the level having authority to act as determined by the Employer.

Step Two: If a satisfactory settlement is not reached in Step One, said grievance may be moved to the Step Two by filing the written grievance, including a copy of the Step One decision to department head, 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 the meeting will be mutually agreed upon within fifteen (15) calendar days after notice of the filing at Step Two and when possible the meeting will take place within the aforementioned fifteen (15) calendar days. The grievant may be represented by a steward and a Union staff representative. The University will be represented by the appropriate management official(s) or designee(s), 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 fifteen (15) calendar days after the meeting.

Step Three: Grievance Mediation. If the grievance is not resolved at the Step Two, the Union may file a request for mediation with the Public Employment Relations Commission (PERC) in accordance with WAC 391-55-020, with a copy to the Labor Relations Office within thirty (30) days of receipt of the Step Two decision. In addition to all other filing requirements, the request must include a copy of the grievance and all previous responses. The Employer will inform the Union, in writing, and PERC within thirty (30) days of receipt of Mediation request if they are not in agreement. If those services are unavailable on a timely basis, the parties may request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS) or other agreed upon mediation provider. The cost of the mediation shall be borne equally by both parties.

Step Four: Arbitration. If a satisfactory settlement is not reached at the prior step, or the step was skipped, either of the signatory parties to this Agreement may submit the grievance to binding arbitration. Such submittal must be made within thirty (30) calendar days following the written notice that the employer does not agree to Step Three (3) Mediation or the conclusion of the prior step.

Panel of Arbitrators:

- A. Within sixty (60) calendar days of the execution of the Agreement, the parties, SEIU 925, WFSE 1488, and the Employer, agree to meet to establish a permanent panel of six (6) arbitrators. If the parties do not meet or if there is no agreement on the panel, the current panel will remain.
- B. 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 being contacted to request available arbitration dates either party may elect to go to the next arbitrator in the rotation. If no arbitrator can hear the case within

sixty (60) calendar days of being contacted, the case will be assigned to the arbitrator who can hear the case on the earliest date.

- C. The appointment to the panel will be for the life of the Agreement. If an arbitrator decides to remove his/her name from the panel the parties will meet to decide whether to substitute an additional name(s).

No later than seven (7) working days prior to the scheduled arbitration meeting, the parties will submit questions of arbitration eligibility to the arbitrator for preliminary determination, share the name of each witness intending to testify at the hearing, and attempt to agree upon the issue statement. A copy of written materials submitted to the arbitrator will be provided to the opposing party.

If either party raises an issue of procedural arbitrability, i.e. that any step of the grievance process or movement to arbitration was not pursued within the time limits proscribed in this article, the arbitrator shall make a determination on the arbitrability issue prior to proceeding to a hearing on the merits of the grievance. If the arbitrator determines the grievance is not arbitrable, then no hearing on the merits of the grievance will be held.

Authority of the Arbitrator

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 Union or the Employer will have the right to request the arbitrator to require the presence of witnesses and/or documents. 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 Employer did not agree to Step Three: Grievance Mediation, either party may request 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.

6.12 Arbitration Costs

1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room, will be shared equally by the parties.
2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.

3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.

4. Each party is responsible for all fees and costs of its staff representatives, attorneys, experts, witnesses –and all other costs related to the development and presentation of their case. Every effort will be made to avoid the presentation of repetitive witnesses.

- 6.13 Files. Grievance documents shall be maintained separately from employee personnel files. Employee personnel files will accurately reflect the final outcome of a grievance.

ARTICLE 7 – EMPLOYEE RIGHTS

7.1 Representation

Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which he/she reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The employer will provide reasonable time to allow an employee to secure a representative. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

7.2 Paid Release Time

Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to attend meetings or hearings scheduled by management for the following:

- a. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during his or her work time;
- b. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 36, Corrective Action, and;
- c. Negotiations in accordance with Article 40, Mandatory Subjects.
- d. Joint Labor Management meetings in accordance with Article 43.

- 7.3 When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if he or she appears during his or her work time, providing the testimony given is related to his or her job function or involves matters he or she has witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.
- 7.4 Notification
An employee will obtain prior approval from his or her supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-work hours will not be considered as time worked. An employee cannot use a state vehicle to travel to and from a worksite in order to attend a meeting or hearing unless authorized by the Employer.
- 7.5 Indemnification.
The University will indemnify employees for activities arising out of their employment in accordance with University policy.
- 7.6 Off the Job Activities.
The private and personal "off the job" lifestyle and activities of any employee shall not be legitimate grounds for corrective action initiated by Management except where such life style or activities, constitute a conflict of interest as set forth in RCW 42.18 or are detrimental to the employee's work performance.
- 7.7 Off Duty Employment.
Employees may engage in off duty employment that is consistent with University policy and state law.

ARTICLE 8 – EMPLOYEE FACILITIES

- 8.1 Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.
- (a) Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.
 - (b) The adequacy of employee facilities, including sanitary supply dispensers employees, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.

(c) Regarding the use of Gender Segregated Facilities:

- (1) Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity.

In such facilities where undressing in the presence of others occurs, the Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.

- (2) Cannot require use inconsistent with gender expression or gender identity. The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.
- (3) If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.

Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.

- (4) Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

ARTICLE 9 – HOURS OF WORK AND WORK SCHEDULES

9.1 General

- a. Hours of work for employees in the bargaining units listed in Appendix I shall be established by the Employer.
- b. Overtime may be assigned outside normally scheduled shifts and will be compensated in accordance with Article 10.

9.2 Definitions

- a. Full-time Employee. An employee scheduled to work forty (40) hours per week in a seven (7) day period; or designated hospital personnel scheduled to work eighty (80) hours in a fourteen (14) day period.
- b. Part-time Employee. An employee scheduled to work a minimum of twenty (20) hours per week but less than forty (40) hours per week in a seven (7) day period; or 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 that is determined by the state.
- c. Work Shift. The hours an employee is scheduled to work each workday in a workweek.
- d. Workday. One of seven (7) consecutive, twenty-four (24) hour periods in a workweek.
- e. Work Schedules. Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.

9.3 Rest, Meal and Clean-up Periods

Rest, Meal and Clean-up Periods will be scheduled by the supervisor as follows:

- a. Rest Periods. The Employer and Union agree to rest periods that vary from and supersede the rest periods required by WAC 296-126-092. Employees will be provided paid 15-minute rest periods for every four (4) hours worked. No employee will be required to work more than three consecutive hours without a rest period. Rest Periods do not require relief from duty; however, it is the employer's intention to provide uninterrupted rest periods. Employees must take scheduled rest periods. Where the nature of the work allows employees to take intermittent rest periods equivalent to 30 minutes within an 8-hour period, a scheduled rest period is not required. Rest periods may not be used for late arrival or early departure from work.
- b. Unpaid Meal Period. The Employer and Union agree to unpaid meal periods that vary from and supersede the unpaid meal period requirements required by WAC 296-126-092. Employees will be provided with one unpaid meal period of at least 30 minutes during any shift that exceeds five hours in length. When an employee's unpaid meal period is interrupted by work duties, the employee will be allowed to resume his or her unpaid meal period following the interruption, if possible, and to complete the 30-minute unpaid meal period. In the event the employee is unable to complete the 30-minute unpaid meal period due to operational necessity, the employee shall be entitled to appropriate compensation to be computed based on the actual number of minutes worked within the 30-minute unpaid meal period.

An employee whose shift is extended at least three (3) hours longer than a normal workday will be entitled to another 30-minute unpaid meal period. This second meal period must be given within five (5) hours from the end of the first meal period and for each five (5) hours worked thereafter. If the Employee chooses to waive the overtime meal period requirements, he/she will do so in writing.

- c. Paid Meal Period. The Employer and Union agree to paid meal periods that vary from and supersede the paid meal period required by WAC 296-126-092. Employees working straight shifts will not receive a paid meal period, but will be permitted to eat intermittently during paid time as time allows during their shift while remaining on duty.
- d. Clean-Up Time. Reasonable time for clean-up may be allowed at the end of the shift as determined necessary by the Employer (at the department level).
- e. Employee health and safety will be considered when scheduling rest, meal, and clean-up periods. Employees may not alter their scheduled rest or meal periods without supervisor approval. Employees who are unable to take scheduled rest or meal periods must report to their supervisor as soon as possible.

9.4 Work Schedules. The Employer will assign a work schedule to each employee.

- a. Scheduled work periods, within which there are two (2) work schedules:
 - (1) Regular Work Schedule. The regular work schedule for full-time employees shall consist of five (5) consecutive and uniformly scheduled eight (8) hour days in a seven (7) day period, with two (2) consecutive days off. Uniformly scheduled means a daily repetition of the same working hours and a weekly repetition of the same working days.
 - (2) Alternative Work Schedule. 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 for hospital personnel an eighty (80) hour workweek in a fourteen (14) day period and other mutually agreed upon schedules that comply with applicable federal and state law. Employee work schedules normally include two (2) consecutive days off.
- b. Nonscheduled Work Period. Positions for which the hours (shift length, shift times and workdays) cannot be regularly scheduled.
- c. Part-time Work 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 a seven (7) day period; or for designated hospital personnel forty (40) or more hours and less than eighty (80) hours in a fourteen (14) day period. Employee work schedules will normally include two (2) consecutive days off.

- d. The Union may propose other alternative schedules through the Joint Union/Management Committees.

9.5 Shift/Schedule Assignment Notification.

- a. The Employer agrees to provide as much notice as possible but no fewer than fourteen (14) calendar days notice to an employee in the event of an Employer-directed permanent change in the employee's work shift assignment or work schedule, with the day of notification constituting the first day of notice. A shorter notification period may be used with the concurrence of the employee(s) impacted.
- b. For temporary changes in work schedule assignment occurring within the employee's assigned workweek, 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, 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. Temporary shift changes within the workweek shall not be employed to avoid the accrual of overtime.
- c. The assignment of employees in various shifts within each work group or department shall be determined by the Employer. Provided that when qualifications are substantially equal and all other considerations are the same in the judgment of the employing department, seniority will be the tie-breaker in determining shift assignment for Employer required changes. This criterion does not apply to positions deemed by the Employer to require a rotational shift.
- d. In accordance with present and past practice, it is understood that employees in certain departments are on alternative work schedules and/or part-time schedules by reason of operational necessity and employee convenience. Such assignments/practices shall be recognized. When the Employer develops a new alternative work and/or teleworking/commuting schedule that affects two (2) or more employees, it will be done with the approval of a majority of the employees affected or informing the Union of these changes and holding a meeting, if requested, before any changes are made.

9.6 Telework/Commute. Requests for teleworking/commuting will be considered in accordance with University and/or departmental policy.

ARTICLE 10 – OVERTIME

10.1 Employees qualify for overtime compensation under the following conditions:

- a. Any one of the following constitutes overtime:

- (1) Work in excess of the daily work shift for full-time employees or part time scheduled 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. Employees assigned to excepted work period positions normally do not qualify for overtime pay. Positions exempt from overtime are listed in Appendix III. Under circumstances in which the employee is directed to work an excessive amount of overtime, the Human Resources Director may authorize additional compensation in cash or compensatory time off not to exceed one and one-half times the employee's regular rate. The employee may petition the Human Resources Director for compensation of the directed overtime.
- 10.2 All time that the employee is in a pay status, such as sick leave or annual leave, shall be used for purposes of calculating the work day and work week.
- 10.3 Overtime work must be approved in advance by the Employer and shall be paid at a rate of one and one-half (1-1/2) times the employee's straight time hourly rate. Overtime hours shall be compensated on a salary payment basis, unless the employee requests and is granted compensatory time off, (at the rate of one and one-half (1-1/2) times the hours worked) in lieu of pay. Such compensatory time off shall be scheduled at a time which is mutually acceptable to the employee and the supervisor. In general, employees shall be allowed to take requested compensatory time off unless it causes staffing to fall below a minimum staffing level as determined by the Employer.
- If compensation is paid to an employee for accrued compensatory time, such compensation 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.
- 10.4 Whenever overtime work is required, supervision shall determine the employees needed to work such overtime on the basis of their qualifications and availability. Overtime shall be distributed as equally as possible among the qualified and available employees.

For Public Safety Officers: The employer will ask for volunteers from the officers currently on shift or scheduled to come in for the next shift before mandatory overtime is assigned.

- 10.5 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.
- 10.6 All reported exception time worked will be paid in accordance to RCW 42.16.010.

ARTICLE 11 – TRAINING AND PROFESSIONAL DEVELOPMENT

- 11.1 The Employer will develop and maintain an employee training and development plan and provide such plan to the Union upon request. Staff training is intended to provide an opportunity for classified staff employees for training sponsored by the University Training and Development and the UW Medical Centers Organizational Development and Training. Education/Professional Leave is intended to facilitate employee access to continuing education opportunities. Training and educational/professional leave may be used for the purpose of improving job performance, maintaining and increasing proficiency, preparing staff for greater responsibility, or increasing promotional opportunities within the framework of staff positions available at the University.
- 11.2 Any release time for training for employees accepted for such classes shall be in accordance with the Executive Order (currently No. 52) governing this matter. In the event that two or more employees request the same training period and supervision must limit the number of persons who may participate at one time due to work requirements, the selection will be made on a mutually agreeable basis within the department.
- 11.3 The training program is a proper subject for discussion by either departmental or University-wide Joint Union/Management Committees.
- 11.4 If the Employer requires an employee to receive training, reimbursement will be provided in accordance with the University travel rules. Employee attendance at Employer required training, either during or outside working hours, will be considered time worked and compensated in accordance with the provisions of this Agreement.
- 11.5 Employee attendance at training not required by the Employer and not covered by Executive Order 52, either on approved leave from or outside of working hours, will be voluntary and not considered time worked.
- 11.6 Training – Layoff. Employees on layoff status are eligible to participate on a space available basis in Training and Development sponsored programs if they pay the costs associated with their attendance (e.g. materials).
- 11.7 Educational/Professional Leave. For Surgical Technologists and Hospital Central Services Technicians 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.

- 11.8 Education Support Funds. For Surgical Technologists and Hospital Central Services Technicians, \$200.00 per FTE, pro-rated for part-time, per fiscal year shall be made available to fund continuing education.

ARTICLE 12 – LICENSURE AND CERTIFICATION

- 12.1 The Employer will continue its current practices related to licensure and certification.
- 12.2 When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification. Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs.

ARTICLE 13 – TUITION EXEMPTION PROGRAM

- 13.1 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 the supervisor's discretion, employees may be permitted to use a flexible work arrangement to attend classes held during their scheduled work shift.
- 13.2 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.
- 13.3 Registration. Employees will be allowed to register for class on the same timeline as Access students.

ARTICLE 14 – HIRING, APPOINTMENTS, PROMOTIONS, AND TRANSFERS

- 14.1 An employee will attain permanent status in a job classification upon his or her successful completion of a probationary, trial service or transition review period.

Probation.

- A. Every part-time and full-time employee, following his or her initial appointment to a permanent position, will serve a probationary period of six (6) consecutive months. The Employer may extend the probationary period for an individual employee as long as the extension does not cause the total period to exceed twelve (12) months. Employees will be provided with a written explanation for the extension. If the extension is based on performance issues, the employee will receive a performance improvement plan. Extension of probation period shall not be a normal practice.

- B. Permanent employees at the University of Washington shall not be required to complete another probationary period.
 - C. The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) that the employee is on paid leave, leave without pay, or shared leave, except for leave taken for military service. For the purpose of calculating the completion date, an employee's probationary period shall not end on the employee's regularly scheduled weekend off or a scheduled holiday off. In those instances the completion date will be the next scheduled work day.
 - D. By mutual agreement, the probationary period for additional selected classes may be established for a period in excess of six (6) months but not to exceed twelve (12) months.
 - E. 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.
 - F. An employee who is appointed to a different position in a different classification prior to completing his or her initial probationary period will serve a new probationary period. The length of the new probationary period will be in accordance with Subsection 14.1(A) , unless adjusted by the Appointing Authority for time already served in probationary status. In no case, however, will the total probationary period be less than six (6) consecutive months.
 - G. Probationary Period Rejection. The Employer may reject an employee who has not completed a probationary period. Upon request by the employee, a meeting to explain such action shall be held with a representative of the Employer. At the request of the employee a representative of the Union shall attend such meeting. Such rejection is not subject to the grievance procedure, except in cases involving discrimination, under Article 2.
- 14.2 The Employer may convert a non-permanent appointment into a permanent appointment if the Employer used a competitive process to fill the non-permanent appointment or if the non-permanent appointment was filled using a veteran placement program. In such circumstances the employee will serve a probationary or trial service period whichever is applicable.
- 14.3 Filling Positions. The University will determine when a position will be filled, the type of appointment to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification. The University can fill a position on a full-time or part-time basis. Employees who are appointed as part-time or cyclic in classifications included in the WFSE bargaining units will also be included in the bargaining unit in accordance with the provisions of this Agreement. They will be eligible to receive medical benefits and retirement in accordance with state law and University policy.

Volunteers. Volunteers will not fill vacant bargaining unit positions.

14.4 Types of Appointments.

a. Regular Appointments for positions scheduled to work twelve (12) months per year.

b. Cyclic Appointments for positions scheduled to work less than twelve (12) full months each year due to known, recurring periods in the annual cycle when the position is not needed or due to known budgetary restraints.

(1) At least fifteen (15) calendar days before the start of each annual cycle, incumbents of cyclic positions will be informed in writing of their scheduled periods of leave without pay in the ensuing annual cycle. Such leave without pay will not:

(a) Constitute a break in service and will not be deducted from the employee's length of service in granting periodic increments.

(b) Be considered when computing the employee's vacation leave accrual rate.

(2) When additional work is required of a cyclic position during a period of which the position was scheduled for leave without pay, the temporary work will first be offered to the incumbent. The incumbent will be allowed at least three (3) working days in which to accept or decline the offer.

(3) When additional pre-scheduled work is available during the leave without pay period that is declined or cannot be completed by the incumbents, the work will be offered to Cyclic Appointment employees prior to internal employees, students, or external candidates. The work will be offered in the following order, based on seniority:

(a) Cyclic Appointments in the same job classification.

(b) Cyclic Appointment in different job classifications with the desired and abilities to perform the work.

(4) Employees who elect to accept work in a different job classification will be compensated at the rate of pay of the position they have accepted. However, if an employee accepts work in a lower classification and their current rate of compensation falls within the pay range for that classification, they will maintain their current rate of pay within the lower classification.

(5) Both the Employer and the Union are encouraged to utilize the Joint Union Management Committee process to resolve problems/concerns related to the cyclic leave without pay assignments.

14.5 Fixed Duration appointments 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 appointments prior to its originally intended expiration date, and will not be subject to Article 6 (Grievance Procedure) and Article 38 (Seniority, Layoff, Rehire) of the contract. Fixed duration appointments will not be made to replace current employees or to do the work of any 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 classified position without a break in service. Employees on a fixed duration appointment will be considered non-bargaining unit applicants when applying for bargaining unit positions and will be marked as internal applicants.

- (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.

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. The Employer may end a temporary appointment at any time and such decision is not subject to the grievance procedure.

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.

14.6 Promotions and Transfers

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. All employees will be informed of the processes and steps necessary for advancement. This may be done as part of the annual performance evaluation.

A. Definitions. For the purpose of this Article the following definitions apply:

- 1) Promotion – Movement to a position in a job class with a higher salary range.
- 2) Transfer – Movement to a position within another department in the same classification.
- 3) Lateral Movement – Movement of employee to a position in another class which has the same salary range maximum as the employee's current class.
- 4) 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 part of corrective action.

- 14.7 Upon request, department heads will share with designated Union representatives information about classified positions within the bargaining unit which are purportedly being abolished or held unfilled.
- 14.8 Cyclic year employees who have indicated a desire for a twelve month position will be considered for twelve (12) month positions available within their work unit so long as they comply with the requirements of the application process.
- 14.9 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) calendar 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.
- 14.10 It is the intent of the Employer to fill vacancies as soon as possible within budgetary limitations and where replacements are needed.
- 14.11 A. 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. Consistent with its current practices, the Employer will refer to the appropriate hiring authority all current bargaining unit applicants possessing the essential skills prior to referring any non-bargaining unit applications. 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 or disability accommodations will be considered when filling vacancies.

B. 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.

C. Applicants from within the bargaining unit who are not offered the position may request a non-grievable explanation as to why the position was not offered. Employees may grieve if they believe the requirements for posting or other hiring processes were not followed.

- 14.12 Movement between positions within the University: Employees who transfer, promote, move laterally, or voluntarily demote shall serve a trial service period. 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. Either the Employer or the employee may end the appointment by providing notice.
- 14.13 Promotion or Lateral Movement: Promotional or lateral movement appointees will serve a six (6) month trial service. During the first two (2) months of the trial service period, promotional or lateral movement employees have preemptive rights to their former position. After the first two (2) months but during remainder of trial service, employees who are not staying in the new position shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same class as their former class, or be placed on the rehire list.
- 14.14 Transfer: Transfer appointees will serve a six (6) week trial service. At any time during the six (6) weeks the employee has preemptive rights to their former position.
- 14.15 Demotion: Any employee who demotes to a classification in which they have previously held permanent status will serve a six (6) week trial service. At any time during the six (6) weeks the employee has preemptive rights to their former position.
- 14.16 An employee who demotes to a classification in which they have not previously held permanent status will serve a six (6) month trial service. During the first two (2) months on the new job, these employees have preemptive rights to their former position. After the first two (2) months but during the remainder of trial service, employees who are not staying in the new position shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same class as their former position, or be placed on the rehire list.
- 14.17 Temporary Assignment 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.

- 14.18 Employees shall receive reasonable paid release time for job interviews for University positions (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 15 – INTER-SYSTEM MOVEMENT

Permanent state employees who change employment without a break in service between Higher Education institutions, state agencies, state board, or other state funded entities will have their unused sick and vacation leave, retirement, and other state benefits transferred to their new place of employment to the extent allowed by state law and this Agreement.

Such employees will be allowed to use vacation leave during their probationary period or first six (6) months of employment at the University. Vacation leave will be approved or denied in accordance with Article 17 Vacation Leave.

Seniority for leave accrual purposes shall include all time credited to the employee up to the date of entering into the bargaining unit including prior state service credit as applicable. Unused sick and vacation leave balances of permanent status employees changing employment between bargaining unit and non-bargaining unit positions shall move with the employee.

ARTICLE 16 – HOLIDAYS

- 16.1 Holidays. The present holiday schedule includes the following ten (10) days with pay.

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

Holidays are prorated for part-time employees.

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

16.2 Holiday Pay Rules. The following applies to the holidays listed in this Article
Full Time Employee:

A. When the holiday falls on the full time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive eight (8) hours of holiday credit.

B. When the holiday falls on the full time employee's regularly scheduled work day and is not worked, the employee will be paid eight (8) hours at the employee's regular rate of pay. If the employee's shift is more than eight (8) hours, the employee will be allowed to use compensatory time, vacation leave, or leave without pay to complete the regularly scheduled work hours for the day.

C. When the holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

Part Time Employee:

D. When the holiday falls on the part time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive the prorated to full time number of hours of holiday credit.

E. When the holiday falls on the part time employee's regularly scheduled work day and is not worked, the employee will be paid the prorated to full time number of hours at the employee's regular rate of pay.

Night Shift Employees

The holiday for night shift employees whose work schedule begins on one calendar day and ends on the next will be the shift in which half or more of the hours fall on the calendar holiday. That shift will be treated as the holiday and paid in accordance with the above holiday pay rules.

Holiday Credit

A. Holiday credit will be used and scheduled by the employee in the same manner as vacation leave in Article 17. Holiday credit must be used before vacation leave unless doing so would cause the employee to exceed the two hundred forty (240) hour vacation leave accrual limit.

B. Holiday Credit Cash Out:

All holiday credit must be used by June 30th of each year. The employee's holiday credit balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee's holiday credit balance may be cashed out when the employee:

1. Transfers to a position in his or her department with different funding sources or,
2. Transfers to a position in another department.

16.3 Personal Holiday.

- A. Each employee may select one personal holiday each calendar year in accordance with the following:
- 1) The employee has been continuously employed by the University for more than four (4) months;
 - 2) The employee has requested and been approved to take the personal holiday in accordance with Article 17 Vacation Leave and,
- B. It is the employee’s responsibility to schedule the Personal Holiday before December 31st, if not requested it is forfeited.
- C. Entitlement to the holiday will not lapse when it is cancelled by the Employer and cannot be rescheduled before December 31st.
- D. Full-time employees shall receive eight (8) hours of regular pay for the personal holiday. Any differences between the scheduled shift for the day and eight (8) hours may be adjusted by use of use of compensatory time, use of vacation leave, or leave without pay.

Part-time employees shall be entitled to a pro-rated number of paid hours on a Personal Holiday based on their FTE.

ARTICLE 17 – VACATIONS

17.1 Accrual. Employees will accrue vacation leave during the new hire probationary period.

The current accrual schedule for full-time employees (prorated for part-time), to be credited monthly, is as follows:

Length of Service	Hours Per Month	Days/Hours Per Year
1 st year	8.00	12/96
2 nd year	8.67	13/104
3 rd year	9.33	14/112
4 th year	10.00	15/120
5 th year	10.67	16/128
6 th year	11.33	17/136

7 th year	12.00	18/144
8 th year	12.67	19/152
9 th years	13.33	20/160
10 th year	14.00	21/168
11 th year	14.67	22/176
12 th – 19 th year	15.33	23/184
20 th – 24 th year	16	24/192
25 th year or more	16.67	25/200

17.2 The annual vacation schedule in each work unit shall be established in the existing departmental manner or as follows:

- a. Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated to the bargaining unit employees. Each employee shall be given the opportunity to indicate his or her preference of a vacation time period for the subsequent six (6) months. Supervision shall endeavor to schedule vacations according to the employee's wishes. In the event that two or more bargaining unit employees from the same unit request the same vacation period and supervision must limit the number of persons who may take leave at one time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.
- b. Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months period, that is, June 1 through November 30, and December 1 through May 31, respectively. 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.
- c. Employees may make a supplemental vacation request (those made outside the provisions of 17.2(a) at any time. Such supplemental requests shall not take precedence over requests scheduled in accordance with 17.2(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.

- 17.3 Any bargaining unit employee who may be transferred to another unit or removed from the bargaining unit by promotion or transfer shall alter his/her preferred vacation period if in conflict with a previously established vacation schedule.
- 17.4 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 if available and deemed possible by the supervisor.
- 17.5 Vacation Cancellation. 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.
- 17.6 Holiday Rotation. Vacation requests filed in accordance with 17.2 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 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.
- 17.7 Vacation Leave Accumulation. An employee may accumulate a vacation balance which normally shall not exceed two hundred forty (240) hours. An employee may elect to accrue in excess of two hundred 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 forty (240).
- 17.8 Vacation Leave Cash Payment. Any employee who has been employed for at least six continuous months, who resigns or retires, is laid-off or is terminated by the University shall be entitled to accrued vacation pay.

ARTICLE 18 – SICK LEAVE

18.1 Sick Leave

a. Accrual.

Full-time employees (prorated for part-time) accrue eight (8) hours of sick leave for each month of completed regular monthly service. Sick leave accrues at a

rate of one (1) hour for every forty (40) hours worked when leave without pay exceeds eighty (80) hours (prorated for part-time) in any calendar month.

b. Sick Leave – Use. Sick leave shall be allowed an employee under the following conditions.

(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 a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care. The Vice President for Human Resources Operations may authorize sick leave use as provided in this subsection for other than family members.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship.

(4) Sick leave may also be used to provide emergency child care (as in Article 25) or because of condolence or bereavement (as in Article 26)

(5) For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the Employer.

c. 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. All available compensatory time must be used prior to accrued vacation leave, unless this will result in the loss of vacation time.

d. 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.

e. 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.

- f. Sick Leave Verification: The Employer will not require verification for absences of less than three (3) consecutive work days. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy. The Employer will not make unreasonable requests for sick leave verification.

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

In January of each year an employee whose sick leave balance at the end of the previous year exceeds four hundred 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 eighty (480) hours. Monetary compensation shall be paid at the rate of twenty-five percent and shall be based on the employee's current salary. All converted hours will be deducted from the 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.

18.3 Family Care 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 above) 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 19 – VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATIONS

In accordance with state and federal law, agencies and employees in bargaining units may agree to form Voluntary Employee Beneficiary Associations (tax-free medical spending accounts) funded by the retiree's sick leave cash out. Voluntary Employee Beneficiary Associations of employees covered by this Agreement will be implemented only by written agreement with the Union.

ARTICLE 20 – MISCELLANEOUS LEAVE

- 20.1 Leave Without Pay. In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve a leave without pay for the following reasons specified below. Leaves without pay must be approved or denied by the Employer in writing within fourteen (14) calendar days of the request when practicable and if denied will include the reason for denial. Approval will set a date for the employee's return to work. Modification of the return date must also be approved in writing by the Employer.
- 20.2 Leave without pay may be granted for the following reasons:
- a. Child or elder care emergencies
 - b. Governmental service
 - c. Citizen volunteer or community service
 - d. Conditions applicable for leave with pay
 - e. Education
 - f. Formal collective bargaining
 - g. Leave taken voluntarily to reduce the effect of a layoff
 - h. Union project activities
 - i. To accommodate annual work schedules of employees occupying cyclic year positions
 - j. As otherwise provided for in this Agreement
- 20.3 Leave without pay for the following reasons is not covered by this Article:
- a. Compensable work-related injury or illness, (Article 30)
 - b. Military service (Article 29)
 - c. Leave for serious health condition taken under the provisions of the Family and Medical Leave article (Article 21)
 - d. Leave authorized by the Employer as part of a plan to reasonably accommodate a person of disability (Article 3)
 - e. Disability due to pregnancy or childbirth (Article 21)
 - f. Parental leave (Article 21)
 - g. Union activities (Article 42)
- 20.4 Conditions Applicable to Leave without Pay:
- Employees must submit any request for a leave without pay in writing when feasible prior to the leave being used. Except as required by law, a request for leave without pay must meet the following conditions:
- a. The employee must be a permanent employee
 - b. The employee must have a bona fide intention of returning to work following the leave

- c. The leave without pay must not, in the discretion of the University, interfere with operational needs.
- 20.5 Cancellation of Leave Without Pay. The Employer may cancel a leave without pay upon finding that the employee is using the leave for purposes other than those specified at the time of approval, or where there are extreme circumstances requiring the employee's return to work. The Employer will provide written notice to the employee that a leave without pay has been cancelled. The notice will set a date for the employee's return to work. Unless mutually agreed, the employee's failure to return to work on the date prescribed will be considered job abandonment.
- 20.6 Benefits During Leave. Employees are encouraged to contact the Employer's Benefits Office (phone # 206-543-2800, benefits@uw.edu) prior to any leave without pay to understand impact on benefits and learn about other points to consider.
- 20.7 Returning Employee Rights. Employees returning to work following an approved leave without pay will be returned to the position they held prior to the leave without pay or to another position in the same classification in the same geographical area unit and organizational unit. In the event the employee's position is substantially impacted during the time the employee is on leave, he or she will be notified in writing and provided a time in which to exercise any rights available pursuant to this Agreement.
- 20.8 Educational Leave. After applicable accrued leave has been exhausted, Leave without pay may be granted for the duration of actual attendance in an educational program.
- 20.9 Government Service Leave. After applicable accrued leave has been exhausted, Leave without pay may be granted for government service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps.
- 20.10 Volunteer or Community Service Leave. After applicable accrued leave has been exhausted, Leave without pay may be granted for community volunteerism or service.
- 20.11 Formal Collective Bargaining Leave. Leave without pay may be granted to participate in formal collective bargaining sessions authorized by RCW 41.80 as mutually agreed by the parties.

ARTICLE 21 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE

- 21.1 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:

- a. parental leave to care for a newborn or newly placed adopted or foster child; or
- b. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
- c. family medical leave to care for a family member who suffers from a serious medical condition that requires care or supervision by the employee.

Family Member is defined as: 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.

- 21.2 The amount of family medical leave available to an employee is determined by using a rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA leave availability by "looking backward" from the date an employee begins FMLA leave, adding up any FMLA leave used in the previous twelve (12) months, and subtracting that amount from the employee's twelve (12) workweek FMLA leave entitlement. The remaining amount is available to the employee.
 - a. While on leave covered by FMLA, the employee must use accrued leave before leave without pay for the absence. . With respect to employees who receive workers' compensation time-loss benefits, employees may elect to receive time-loss exclusively, or may elect to receive a combination of time-loss and accrued leave as provided in Article 30.3. All other provisions of Article 21 shall apply to work-related injury leave that is designated as FMLA leave.
 - b. The Employer will not require the use of paid leave such that it would result in the employee having fewer than eighty (80) hours of accrued vacation leave or eighty (80) hours of accrued sick leave, counted separately, upon return to work. Vacation and sick leave that has been requested and approved prior to the request for the use of FMLA will not be considered when requiring employees to use leave during FMLA-covered leave.
- 21.3 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 parental leave approved beyond the FMLA period, or if the employee is not eligible for FMLA, 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 six (6) months.

- 21.4 FMLA leave may be taken intermittently or as part of a reduced work schedule when medically necessary
- 21.5 Parental Leave. Parental leave is defined as: up to four months of leave taken after the birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care. Parental leave may extend up to six (6) 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. Extensions beyond six (6) months may be approved by the Employer.

Parental leave not covered by FMLA may be a combination of the employee's accrued vacation leave, sick leave up to thirty (30), personal holiday, or compensatory time, the combination of which may be determined by the employee. Employees must use all applicable accrued leave prior to going on leave without pay.

ARTICLE 22 – CHILD/DEPENDENT CARE

- 22.1 The Employer and the Union recognize that family life has a significant impact upon employees' work lives. To help maintain a quality workforce, the Employer will continue to provide: referral assistance for daycare within the community, subsidized care for mildly ill children, child care assistance and, where feasible, will fairly consider space and support for childcare centers at UW worksites.
- 22.2 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 significantly reduce availability of University-sponsored child care programs.
- 22.3 Union members will continue to be notified annually of the availability of the Dependent Care Assistance Program (DCAP) offered through the State of Washington Department of Retirement Systems.

ARTICLE 23 – SHARED LEAVE

- 23.1 The purpose of this article is to inform employees of the basic provision of the leave-sharing program established by RCW 41.04.650- 41.04-670, as now or hereafter amended. In the event that there is any question as to leave sharing eligibility, entitlement or definition of terms, the language of the Revised Code of Washington is definitive.

The leave sharing program permits eligible state employees to donate a portion of their paid leave to financially aid other state employees who will need to take leave without pay or separate from employment because of:

- Having a severe or extraordinary illness; or
- Having caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- The employee is serving as an approved emergency worker; or,
- When voluntarily or involuntarily serving in one of the uniformed services; of the United States, or,
- Being a victim of domestic violence, sexual assault or stalking, or assisting a family member who is a victim of domestic violence, sexual assault or stalking.

23.2 Shared Leave Program. The shared leave program administered consistent with state law and University policy. Employees seeking to request shared leave or to donate shared leave to another employee will follow the procedures and use the forms that the Human Resources Department publishes for that purpose.

23.3 Uniformed Service Shared Leave Pool: Eligible state employees may donate leave to the uniformed services shared leave pool for use by state employees who have been called to active duty in one of the uniformed services of the United States. Employees may participate in this program in accordance with state law and University Policy.

(<http://www.washington.edu/admin/hr/roles/mgr/leaveholiday/shared-leave.html>)

23.4 Leave Related to Domestic Violence, Sexual Assault or Stalking: As required by state law, and in accordance with University policy, the University will grant time off to an employee who is a victim of domestic violence, sexual assault, or stalking or to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking.

ARTICLE 24 – 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.

ARTICLE 25 – LEAVE DUE TO CHILD CARE EMERGENCIES

- A. 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.
- B. An employee who is unable to report for or remain at work due to a child care emergency may use vacation leave, sick leave, or leave without pay up to a maximum of three (3) days of each type of leave per calendar year. Use of any of the above leave categories is dependent upon the employee's eligibility to use such leave. The employee upon returning from such leave shall designate to which leave category the absence will be charged.
- C. In accordance with RCW 49.46.210, sick leave may be used when an employee's child's school or place of care has been closed by order of a public official for any health-related reason. Health-related reason means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material.

ARTICLE 26 – CIVIL/JURY DUTY LEAVE AND BEREAVEMENT LEAVE

For the purposes of this Article, paid leave will be the salary the employee receives in his/her appointed position plus any additional monies (including, but not limited to shift differential and assignment pay) and benefits.

- 26.1 Civil Duty. Leave with pay will be granted for jury duty, to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions. Employees are not entitled to civil leave for civil legal actions that they initiate or when named as a defendant in a private legal action that is unrelated to their University employment. The employee will notify the Employer as soon as he/she becomes aware of the need for a civil duty leave.

Employees assigned to work evening shift, who are scheduled to work the evening of civil duty shall be considered to be scheduled for the day shift for that day.

Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty leave will be allowed to have their civil duty leave the day before or the day of civil duty service.

- 26.2 Bereavement Leave. An employee shall be granted up to three (3) continuous or non-continuous days of bereavement leave, as requested by the employee, for each death of a family member. Bereavement leave beyond three (3) days may be approved based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements, religious reasons and/or distance of travel out of the area. Upon the Employer's approval, the employee may choose to use the following types of leave for beyond the three (3) days: sick, vacation, comp time, or leave without pay.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship.

ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING

As required by state law, and in accordance with University policy, the University will grant time off to an employee who is a victim of domestic violence, sexual assault, or stalking or to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking. The parties will continue to work to promote knowledge of this employee right.

ARTICLE 28 – INCLEMENT WEATHER AND SUSPENDED OPERATIONS

- 28.1 Inclement Weather. When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, personal holiday, annual leave or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.
- 28.2 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions to report to work the following will govern: When prior notification of suspended operations has not

been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who do not work for the balance of the closure during suspended operations have the following options to account for hours not worked:

- a. Using annual leave.
- b. Accrued compensatory time.
- c. Using personal holiday. An employee must use personal holiday time as a full day or shift.
- d. Using leave without pay.
- e. If leave without pay is used, up to ninety (90) calendar days after operations resume to make up work time lost provided the following:
 - (1) Employees must request makeup time within five (5) working days after operations resume, and
 - (2) Reasonable work must exist and the supervisor must approve the request to work.

Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

UW parking in unrestricted spaces shall be provided at each campus for which suspended operations have been declared for any staff member designated by their supervisor as essential. Restricted spaces include but are not limited to: disability stalls, time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station parking), university vehicle stalls, metered stalls (restricted to pay meter parking) carpool stalls, UCAR Only stalls, electric vehicle charging stalls, motorcycle stalls, and department reserved stalls. Employees qualified to use a restricted space (for example disabled stalls) shall be able to use the appropriate space.

- 28.3 Public Health Suspended Operations. Accrued sick leave may also be used for the suspension of operations when the employee's workplace has been closed by a public health official for any health related reason.

ARTICLE 29 – MILITARY LEAVE

- 29.1 Military Leave will be approved in accordance with University of Washington Administrative Policy Statement 45.4, which is subordinate to the Uniformed Services Employment and Reemployment Rights Act, RCW 38.40, and RCW 49.77. Employees who are called to active duty in any of the uniformed services or their reserves shall receive 21 work days of paid military leave annually from October 1 through September 30. Such paid military leave shall be in addition to

any compensatory time, vacation or sick leave to which the employee might be otherwise entitled, and shall not involve the reduction of any benefits, performance rating, privileges or base pay. During the period of paid military leave, the employee shall receive his or her normal pay.

- 29.2 Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.
- 29.3 Employees who are called to active duty in one of the uniformed services of the United States or the State of Washington shall be granted a military leave of absence without pay for absence from work for up to 5 years in addition to any time covered by the provisions of Section 29.1. During an unpaid military leave of absence, an employee is entitled to receive:
- a. retirement benefits and service credit in accord with the provisions of the applicable retirement system;
 - b. paid medical and dental insurance if in pay status at least 8 hours per month. Other health plan coverage at the employee's request and expense for a limited period of time as determined by the Health Care Authority;
 - c. other length-of-service credits related to employment that would have been granted had the employee not been absent; provided that the employee returns to University service at the conclusion of the leave in accord with applicable Federal and State laws related to military leave; and
 - d. any additional benefit required by then-applicable state or federal law.
- 29.4 The employee should complete the Military Leave Request Form to request military leave. Unless prohibited by military necessity, the University shall be provided with a copy of an employee's orders at the time the employee requests military leave. Such request shall be made as soon as reasonably practical after the employee learns of the need for such leave.
- 29.5 Following release from military service, an employee shall have the right to return to his or her employment as provided by then-applicable state and federal law. The employee will provide a copy of employee's discharge papers and any other documentation permitted or required by military-leave laws to their supervisor and to Human Resources.
- 29.6 Employees who are spouses of members of the armed forces will be released for the provisions of the Military Family Leave Act RCW 49.77 when the service member has been notified of an impending call or order to active duty or when on leave from deployment.

ARTICLE 30 – WORK RELATED INJURY LEAVE

- 30.1 An employee who sustains a work-related illness or injury shall be granted a disability leave of absence in accordance with federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.
- 30.2 Employees who are in leave without pay status for up to six (6) months due to a work-related injury, upon written request and proof of continuing disability, shall maintain their seniority and annual increment date. Leave without pay exceeding six (6) months without loss of seniority or change in increment date may be granted at the option of the employing official.
- 30.3 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. Employees using accrued sick leave during a period in which they receive worker's 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.
- 30.4 The University's policies on family and medical leave, sick leave and disability accommodations apply to employees with work related injuries or illnesses.

ARTICLE 31 – HEALTH AND SAFETY

- 31.1 Health and Safety. It is the policy of the University of Washington to create and maintain a safe and healthful workplace free from recognized hazards that may cause harm to employees, consistent with and in compliance with applicable state and federal laws. Employees will play an active role in creating a safe and healthy workplace and will comply with all applicable health and safety rules. The Union and the Employer are jointly committed to the goal of implementing an effective health and safety program and accident prevention program that meets or exceeds WISHA requirements.
- 31.2 Safety. All work shall be performed in conformity with applicable health and safety standards. Employees are encouraged to immediately report any unsafe working conditions to their supervisor. If the matter is not resolved satisfactorily between the supervisor and employee, either may involve the Union Steward and request a decision from a medical center's Safety Officer, and/or the University's Department of Environmental Health & Safety or the Department of Labor & Industries. No other employee may do the work believed to present an imminent risk to life and safety until a risk assessment has been done by the Safety Officer and/or the University's Department of Environmental Health & Safety, or the Department of Labor & Industries, and it is confirmed that there is no imminent hazard. Once a risk assessment is completed and it is confirmed that there is no imminent hazard and conditions meet WISHA standards, the employee will be expected to perform the work.

Employees are encouraged to attempt to resolve the matter first with the supervisor, then the Safety Officer and/or the University's Department of Environmental Health & Safety prior to going outside the University.

No employee shall be disciplined or retaliated against for reporting any such condition.

- 31.3 Reporting. Employees in the bargaining units are encouraged to report immediately to their supervisor and/or designated safety official any apparent unsafe working condition. Employees shall use required safety devices and perform work according to required safety procedures.

If a supervisor, the Employer-designated safety official, Labor and Industries or Environmental Health and Safety (telephone 206-543-7262) declare 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 employee(s) home, those employees sent home will receive their regular pay for all time the employee(s) is scheduled to work on the day of the incident. For all subsequent days the employee(s) may use accrued leave as appropriate or request make up time as follows:

- a. Employees must request make up time within three (3) working days after operations resume.
- b. Reasonable work must exist and the supervisor must approve the request to work. The time must be made up within ninety (90) calendar days after operations resume.

- 31.4 Health Examinations. The Employer shall provide at no cost to the employee, such medical tests, health examinations and surveillance/monitoring as may be required as a condition of employment and/or as a result of regulated hazards encountered after employment.

- 31.5 Safety Committees. Joint employee-elected and Employer appointed safety committees shall be formed in accord with WISHA requirements and following University of Washington policy. The Union is entitled to representation on the University-wide or specific organizational or divisional committees where bargaining unit employees are working. Any department or unit committee also dealing with health and safety issues in work areas shall appropriately involve bargaining unit employees. Participation in safety and health committees, including meeting time, health and safety research, work on committee assignments, seminars, and classes will be considered time worked for all employees in accordance with University policy. Release time must be arranged with supervisors in advance.

When the committee makes a recommendation that requires action or approval beyond its scope of authority, the Employer will communicate its disposition of the formal written recommendation within thirty (30) days.

31.6 Ergonomics. The supervisor/manager will provide training and equipment for staff to safely perform job functions and avoid injury. Employees should contact their supervisor if job procedures, equipment or workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website www.ehs.washington.edu.

31.7 Workplace Review. Supervisors will periodically inspect the worksite for the identification of recognized hazards, including ergonomic conditions, and put in place appropriate and feasible mitigations for any identified conditions that may be hazardous to health and safety. Such mitigations may include the use of engineering controls, administrative controls, the use of personal protective equipment, and/or increased training. The organizational unit will determine the appropriate frequency of the inspections and such frequency shall be an appropriate topic for Union Management meetings.

In response to a DOSHA* (Department of Occupational Safety & Health Administration – Labor & Industries) inspection initiated by a bargaining unit employee complaint, the Employer will contact the designated Union representative to participate in the worksite inspection. Employees may also request a workplace review by the employing department and employees shall be given the results of the review.

31.8 WISHA Inspections. Each time there is a WISHA inspection of the Employer's property in an area where WFSE employees perform their duties, the Employer shall contact the Union Office to find out whom the Union designates as the employee representative. If the Union's representative is not present for the inspection, the Employer shall request that the WISHA inspector delay the inspection until the Union's representative can arrive.

31.9 Wellness. The Employer and the Union will encourage and support employee participation in appropriate programs including the UW Care Link Services through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. UW Care Link Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-833-3031 (24 hour line). No employee's job security will be placed in jeopardy as a result of seeking and following through with corrective treatment, counseling or advice providing that the employee's job performance meets supervisory expectations.

31.10 Tools and Equipment. The Employer will furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position, and will provide, during working hours, training on the safe operation and use of tools/equipment/supplies required to perform the employee's duties. The Employer agrees to provide transport for necessary equipment and supplies which cannot safely be transported by hand. The employees will properly use and

maintain all required tools/equipment/supplies and immediately report any defects or malfunctions to the supervisor.

31.11 Joint Union/Management Committee. It shall be appropriate for either the Union or the University to request that a Joint Union/Management committee be convened, with Environmental Health and Safety as a participating member, to discuss health and safety concerns and to explore options for addressing those concerns through appropriate training or other approaches.

31.12 Training. Training that is relevant to the business operations and hazards involved in the work activities will be provided in the workplace by qualified trained individuals to employees.

Training needs will be an appropriate topic at Joint Union/Management committee meetings. Assistance with interpretation may be requested by staff.

31.13 Safety and Health Grievances. Grievances arising out of violations of this Article will start at Step 2 of the grievance procedure.

*WISHA was renamed DOSHA (**Department of Occupational Safety & Health Administration – Labor & Industries**) in 2006. The term WISHA was left in because the parties felt that the WISHA name would be more recognizable by its members.

ARTICLE 32 – UNIFORMS AND SPECIAL CLOTHING

32.1 The Employer will provide and clean, at no cost to the employees, any designated uniforms or special clothing which is required by the Employer to be worn on the job. Such clothing will be mended or replaced by the Employer as necessary due to normal wear and tear.

32.2 Prior to any decision by a department head to purchase or modify uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color, fabric, and style of uniform to be worn. The department head shall consider seasonal temperatures in the selection of uniforms. The department head will consider the wishes of the employees in making a decision.

32.3 Any clothing which is furnished by the Employer shall be worn in accordance with the applicable rules or safety regulations.

32.4 The Employer will reimburse employees for personal uniforms, work clothing, and/or necessary personal items (e.g. eyeglasses, hearing aids, watches) damaged, torn, or destroyed during normal work activity or by patients, clients, or customers. Such reimbursement shall be based on estimated current value of the damaged article to a total of two hundred dollars (\$200).

ARTICLE 33 – TRANSPORTATION AND COMMUTE TRIP REDUCTION

- 33.1 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.
- 33.2 Flexible schedules to assist in commute trip reduction. Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to give serious consideration to employee requests for flexible schedules for commute trip reduction purposes. 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 operating, business, and customer needs.
- 33.3 The University will provide parking for employees when they are required to work at football games.

ARTICLE 34 – PERFORMANCE EVALUATION

- 34.1 Performance evaluations shall be performed 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 action; however, evaluations may serve as supporting documentation for personnel actions. A supervisor's failure to complete an annual performance evaluation will be construed to mean the employee has performed satisfactorily. Employee participation in the development of evaluation materials and rating factors is encouraged.
- 34.2 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:
- (a) quality of work (e.g. competence, accuracy, neatness thoroughness),
- (b) quantity of work (e.g. use of time, volume of work accomplished, ability to meet schedules, productivity levels),

- (c) job knowledge (e.g. degree of technical knowledge, understanding of job procedures and methods), and
 - (d) working relationships (e.g. cooperation and ability to work with supervisor, co-workers, students, and clients served).
- (2) Provision for identifying specific achievements of the employee, performance goals for the next evaluation period, identifying training needs to enhance the employee's skills and other comments.
 - (3) Provision for employee comments or objections to be attached to and/or included on the performance evaluation form.
 - (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.
 - c. Employees will be provided feedback during their probationary and/or trial service periods.

34.3 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 (normally within thirty (30) calendar days after appointment to the position) to allow the employee to meet the work expectations. The Employer will provide at least sixty (60) calendar days notice to employees before the evaluation when modifications that substantively alter performance expectations are made. Minor modifications that do not substantively alter performance expectations require no notice.

34.4 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 supervisor and to provide a written response.
 - c. The final evaluation, with employee comments attached, will be signed by the evaluator and the employee. The employee will be provided a copy at his/her request.
 - d. The evaluation shall be reviewed and signed by the employee's second level of supervision or management designee. If modification and/or comments are made at this level a copy will be provided to the employee.
 - e. A copy of the completed evaluation, signed by all appropriate individuals, will be provided to the employee upon request.
 - f. Performance evaluations shall be retained in the departmental file for no more than three (3) years.
- 34.5 Grievability. Employee performance evaluations are grievable only through Step Two of the Grievance Procedure.

ARTICLE 35 – PERSONNEL FILES

- 35.1 Files Relating to Employment. The Employer shall maintain files relating to employment in accordance with the applicable University policy and/or state or federal law. The personnel file for each employee will be maintained by the appropriate Human Resources Operations department and will accompany the employee throughout his or her service career at the University of Washington. The departmental file will be maintained by the department.
- Individual supervisors may create and retain documents in a supervisor file. Documents in the supervisor file will not be placed in the department or personnel file unless they are incorporated as part of an official action (such as a performance evaluation or a corrective action).
- 35.2 Employee Access to Files. Each employee has the right to review his or her personnel file, supervisory file, attendance file, payroll file and medical file. The Employer will determine the location of all employee files. Upon written request by an employee to their Human Resources Consultant (for personnel file) or department manager (for departmental file), the employee and/or representative may examine the employee's personnel file or departmental file. Review of employee files will be in the presence of an Employer representative during business hours. The employee and/or representative may request copies, which may be provided at no cost if the size of the request is reasonable. A copy of the written authorization will be retained in the employee's file.
- 35.3 Employee Response. A copy of any correspondence, adverse material, or letters issued and intended to be included in an employee's official personnel file shall be

mailed or given to the employee prior to becoming a permanent part of the file. An employee may insert a reasonable amount of job-related materials in his or her personnel file that reflects favorably on his or her job performance. An employee may provide a written rebuttal to any information in the files that he or she considers objectionable. The Employer will attach the rebuttal to the related document.

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.

- 35.4 Confidentiality. Unauthorized parties shall not have access to any employee's personnel or departmental file. A record will be retained in the HR personnel file of the names of individuals outside of HR who have reviewed the personnel file who do not have written authorization from the employee, except requests for records in accordance with the Public Records request process.
- 35.5 Medical Files. Medical information related to employment will be kept separate from all other employment files and confidential in accordance with state and federal law.
- 35.6 Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, and/or any documents removed pursuant to Article 36 Corrective Action, will be promptly removed from the employee's files. The Employer may retain this information in a legal defense file in accordance with the prevailing Washington State law. The Employer may retain information relating to employee misconduct or alleged misconduct if the employee requests that the information be retained.

ARTICLE 36 – CORRECTIVE ACTION/DISMISSAL

- 36.1 The parties will follow the "Corrective Action/Dismissal Process" outlined below. No employee shall be subject to the process except for just cause. The corrective action 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.
- 36.2 Representation.
 - (a) 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.

(b) Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. The employer will provide reasonable time to allow an employee to secure a representative.

The role of the union representative in regard to an Employer-initiated investigation is to provide assistance and counsel to the employee and not interfere with the Employer's right to conduct the investigation. Every effort will be made to cooperate in the investigation.

(c) An employee placed on an alternative assignment during an investigation will not be prohibited from contacting his or her union steward unless there is a conflict of interest, in which case the employee may contact another union steward. This does not preclude the Employer from restricting an employee's access to the Employer's premises.

(d) An interpreter can be requested by either party and will be provided.

36.3 Coaching. Informal discussion or instruction between employee and their immediate supervisor. Supervisor may follow up in writing which may include a simple action plan. This is not a form of corrective action.

36.4 Corrective Action/Dismissal Process. The Employer will make clear when formal or final counseling is being conducted and will inform the employee about their right to representation under the CBA. When counseling or dismissing an employee, the Employer will make every effort to protect the privacy of the employee. Translators may be requested by any party.

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. Prior to issuance of formal counseling, a meeting may be scheduled by the employer or requested by the employee to give the employee an opportunity to make his/her case before the final decision is made. Employee requests for such a meeting will be granted. An employee is entitled to representation at this meeting.

Final Counseling. Final counseling (may involve administrative personnel 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 Council representative present at the pre-determination meeting. At least five (5) days prior to the meeting, the employee will be informed in writing of the reasons for the contemplated dismissal and given referenced documentation. The employee will be furnished with written notification of the outcome of the pre-determination hearing.

Demotion: Demotion of Leads and/or Supervisors may be initiated by the Employer at any step of the Corrective Action process.

36.5 Removal of Records.

Upon written request by the employee, any formal or final 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.

Once a corrective action has been removed from the employee's file as outlined above, the information removed will not be used in subsequent corrective action, unless mutually agreed otherwise.

36.6 Grievability/Arbitrability.

Formal counseling may be grieved beginning at Step One or Step Two of the grievance procedure and up to Step Three Mediation only.

Final counseling, demotion, and dismissal may be grieved through every step of the grievance procedure beginning at Step Two.

ARTICLE 37 – EMPLOYEE ASSISTANCE PROGRAM

The Employer will continue to offer an Employer supported Employee Assistance Program for all employees covered by this Agreement. Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program.

The Employee Assistance Program will protect the confidentiality of those employees using their services.

ARTICLE 38 – SENIORITY, LAYOFF, REHIRE

38.1 a. Seniority.

Layoff seniority is defined as the continuous length of service in calendar days with the Employer 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. Time spent on military duty leave, paid or unpaid, or time spent on leave without pay to work for the union in accordance with Article 29, is included in seniority calculation. Probationary employees are not vested with seniority credits until successfully completing the probationary period.

Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, 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 this Agreement.

b. Department Seniority.

Department seniority is defined as continuous length of service in calendar days within the employee's department and where applicable, shall be used for internal department processes, such as vacation and schedule bids.

c. Layoff Seniority Tiebreaker.

For the purposes of layoff only, when it is necessary to determine the order of seniority among 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, the Union 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.

38.2 a. Layoff.

(1) Whenever it becomes necessary for the Employer to reduce its workforce due to lack of work, lack of funds, or good faith reorganization for efficiency

purposes, the Employer shall use the following procedure. The Employer will notify the Union of impending layoffs thirty (30) calendar days in advance of implementation so that reasonable alternative proposals can be considered. Whenever possible the Employer will provide more than minimum notice.

(2) The Employer shall not lay off bargaining unit employees in lieu of disciplinary action.

(3) Employees will be laid off in accordance with seniority, as defined in Article 38.1(a)

b. Employment Option.

The employee affected by the reduction in force shall be offered the following employment options in descending order, provided he or she meets the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements or credentialing) of the offered position:

1. A funded vacant position within the same job classification and layoff unit.
2. The opportunity to replace the most junior employee within the layoff/seniority unit (set forth in Appendix IV) in the same classification and in an FTE status within .2 FTE status of the employee affected by the reduction in force. (For example, if a .8 FTE position is being abolished, the employee affected is eligible to replace the most junior individual in a .6 to 1.0 FTE position)
3. The opportunity to replace the most junior employee in the same classification with a lower FTE status than their own within the layoff/seniority unit.
4. The opportunity to replace the most junior employee within the same department who is:
 - a. In a lower classification in the same series as the employee affected by the reduction in force; and
 - b. Within .2 FTE of the employee affected by the reduction in force.

c. Notice.

The Employer shall identify the positions to be abolished and the employee(s) to be affected and shall notify employees in these positions, with notice to the union, not less than thirty (30) calendar days prior to the abolishment of the positions, pay the employee in lieu of notice, or combine pay and notice. Whenever possible the Employer will provide more than minimum notice. The notice shall include:

(1) The effective date of the layoff and a reference to the employee's rights under this Article, and

(2) Identification of the employment option being offered, if applicable.

In accordance with 38.2.b. 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) calendar days to determine if he/she wants to replace the junior employee or be placed on the rehire list. Vacant positions or those held by probationary employees within the layoff/seniority unit will be considered a more junior position.

d. 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 reduction or increase will have the choice of staying in the reduced or increased 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 38.2. The employee must exercise this choice within three (3) working days of the increase or reduction notice.

e. Voluntary Layoff:

Appointing authorities will allow an employee in the same job classification and department where layoffs will occur to volunteer to be laid off provided that the employee is in a position requiring the same skills and abilities, as a position subject to layoff. Any volunteer for layoff shall have no formal layoff option. If the appointing authority accepts the employee's voluntary request for layoff, the employee will submit a non-revocable letter stating they are accepting a voluntary layoff from the University. The employee will be placed on all applicable rehire lists.

f. Rehire.

The Employer 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 Professional & Organizational Development (POD) courses on a space available basis upon payment of designated fees. Employees without employment options will be placed on the 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 request placement on the following rehire lists:

(1) For positions of a lower FTE status in the classification from which the employee was laid off (or equivalent if prior classification has been abolished); and

(2) For positions in other classifications in which the employee previously held permanent status; and

(3) Lower classes in the series from which the employee was laid off. The Employer 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. For classifications which have separate job codes in the Campuswide and Harborview Bargaining Units, Rehire lists will include both job codes. 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 Employer posting for competitive recruitment. From among these employees, offers will be made in seniority order, most senior person first. Job requests for positions for which there are employees on rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.

(4) The Employer will provide a copy of the Rehire List to the Union upon request.

(5) When the job classification the employee was laid off from is represented by both SEIU 925 and WFSE 1488 the employee will be placed on the rehire list for the specific job classification for both unions.

g. Rehire Trial Period.

Employees placed into vacant positions from the rehire list will serve a six (6) week 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 six (6) week rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

h. Corrective Action.

Final Counseling that occurs within the six (6) months prior to the layoff will be considered in effect should the employee be rehired. The employee will continue to be subject to any consequences of not following the directives and/or action plan(s) specified in the current corrective action.

i. 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. In such case, the employee will be removed from all other rehire lists and will have exhausted their rehire rights.

(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 for a position with the same FTE status and pay as the position from which the employee was laid off.

(5) Employees who reject two (2) offers 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.

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.

38.3 Rehire Wages and Increment Date.

When employees are rehired from layoff status the periodic increment date and annual leave accrual date will be reestablished 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.

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

38.5 Benefits and Temporary Services.

Employees on the rehire list who follow the rules prescribed by Temporary Services may be referred to temporary positions and can receive employer paid health benefit coverage if they meet the eligibility requirements as determined by the State.

ARTICLE 39 – RESIGNATION AND ABANDONMENT

39.1 Resignation. Employees are encouraged to provide at least two weeks' notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee's scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. The Employer may permit withdrawal of resignation at any time.

39.2 Presumption of Resignation/Abandonment.

- a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. 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 and departmental records.
- b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer's decision to not reinstate may be grieved according to the grievance procedure in Article 6.

39.3 Separated employees have the right to compensation for accrued vacation leave and compensation time according to University policy.

ARTICLE 40 – MANDATORY SUBJECT

The Employer shall satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the union staff representative in writing, with a copy to the Executive Director of the Union, of these changes. The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Vice President of Labor Relations of any demands to bargain. In the event the Union does not request discussions and/or negotiations within thirty (30) calendar days, the Employer may implement the changes without further discussions and/or negotiations. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer shall notify the Union as soon as possible.

Prior to making any change in written agency policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 40.

Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. If the union makes a request for information at the same time as the request to bargain, the thirty (30) calendar days will not begin until the information request has been fulfilled. Information requests made after the request to bargain will not delay the scheduling of discussion and/or negotiations. The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7)

calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

Release Time

- a. The Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, annual leave, or compensatory leave instead of leave without pay.
- b. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.
- c. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to travel to and from a bargaining session, unless authorized by the Employer for Business Purposes.

ARTICLE 41 – NEW EMPLOYEES

41.1 New Employees.

- (a) The Employer will distribute to each new employee in the bargaining units a copy of the dues deduction card.
- (b) A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation called by the University at which time the Union representative may address the new bargaining unit employees on matters concerning the rights and obligations of employees and the role of the Union as exclusive bargaining representative. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program. “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 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS

42.1 Staff Representatives

- a. Within thirty (30) calendar days from the effective date of this Agreement, the Union shall provide the Office of Labor Relations a list of staff representatives. The Union shall provide written notice to the Employer of any changes within thirty (30) calendar days of the change.
- b. Staff representatives may access University premises to carry out representational activities. The representative shall notify local management prior to their arrival and shall not interrupt the normal operations of the institution. The staff representative may meet with bargaining unit employees in non-work areas during non-work times.

It is understood that any such visits which require a meeting with an employee will be restricted to the non-working 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.

- c. Upon written request of the staff representative or steward to the Office of Labor Relations (laborrel@uw.edu), the Employer will provide relevant information necessary for conducting representational duties. The information will be provided within a reasonable timeframe and without requiring the Union to file with the Public Records Office.

42.2 Union Stewards

The Employer recognizes the right of the Union to designate up to 14 (fourteen) Union Stewards: one (1) from Tacoma Campus, one (1) from Bothell Campus, two (2) each from UWMC and HMC, two (2) from Plant Services Building, one (1) from Night Crews, two (2) from Central Maintenance Zone, one (1) from South West Maintenance Zone, one (1) from Health Sciences Maintenance Zone, and one (1) from Campus Operations. Article 9.2 applies in its entirety to the Skilled Trades Shop Stewards

- a. The Employer recognizes the right of the Union to designate union stewards who shall be permitted without unnecessary delay to devote reasonable periods of time (for example, time to travel to the meeting site, 10-15 minutes to confer with the employee prior to the meeting) during normal working hours to present any grievance to the supervisor or designated representative for which adjustment has been requested by an employee or group of employees.
- b. Time off for processing grievances shall be granted to a Union steward by supervision following a request but in consideration of any job responsibilities.

If permission for time off cannot be immediately granted, the supervisor will arrange for time off at the earliest possible time thereafter.

- c. The Union shall prevail upon all employees in the bargaining unit and especially Union 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 Union stewards and other Union representatives in the speedy resolution of any grievance that may arise.
- d. 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.
- e. 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.
- f. Union stewards shall primarily conduct representational duties only within their designated area of jurisdiction. Stewards may represent members in another jurisdiction if the steward designated for that other jurisdiction is unavailable (e.g. away on approved leave), has a conflict, or if there is no steward in that area. In the event that a steward is unavailable, the steward of the next geographically closest designated jurisdiction will be contacted to represent the employee. The number of stewards in a particular area and the jurisdiction they serve shall be an appropriate subject of discussion between the Union and the Employer.
- g. The Union agrees to submit an up-to-date list to the Office of Labor Relations once per month indicating the name of all Union stewards, their work locations, department, jurisdiction and designation as a Lead, Chief, or Officer. In any event, said list shall be submitted at least annually with changes noted as they occur. Union stewards shall be recognized when the Office of Labor Relations is informed of their appointment. Areas of jurisdiction are as follows: UWMC, South Campus HSB, HMC, Health Sciences, South Lake Union, Downtown, Airlift Northwest, UW Tower, Bothell Campus, Tacoma Campus, Seattle Campus, and Sandpoint. Stewards shall be assigned by the union. Lead Stewards, Chief Stewards, and Local/Chapter officers shall be recognized to have broader jurisdictions.
- h. Whereas it benefits the University to have Union stewards who understand the contract and are trained in administration of the contract, each of the Union's stewards shall be allowed a total of eight (8) working hours annually without loss of pay to participate in the Union's steward training program. Said time off shall be approved in advance by the employee's supervisor and shall be contingent upon the ability to provide coverage during the time off.

The Union shall submit to the Office of Labor Relations at least fifteen (15) days in advance the names of the employees (with their respective supervisors) that

are scheduled to participate in the training. The Union will confirm the employee's participation in the training upon completion.

- i. New Steward 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. No overtime or compensatory time will be earned for participation and no steward shall attend as a second steward more than once.

42.3 Training and Orientation

- a. Upon signing of this Agreement, the Employer and Union will make a good faith effort to conduct joint training on contract administration.

42.4 Union Business Activities

- a. 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 other authorized meetings at the Union's request, may do so with supervisory approval. The Employee may use paid or unpaid leave consistent with University policy.
- b. The employee shall request leave from the Employee's immediate supervisor at least two (2) weeks prior to the planned absence.

42.5 Use of State Facilities, Resources, and Equipment

- a. Meeting Space and Facilities. The Employer's campuses and facilities may be used by the Union to hold meetings subject to the University's policy and availability of the space. The Employer may provide private space for stewards and/or Union representatives to meet in confidence with those they represent on a space available basis. Staff representatives may reserve and utilize meeting rooms in accordance with University policy and procedure. Such requests will be subject to availability and all applicable fees.
- b. Supplies and Equipment. Union representatives may use University equipment for contract administration if there is no cost to the Employer, is brief in duration, limited in distribution, and does not disrupt or distract from University business in accordance with University policy and state law.
- c. Bulletin Boards and Distribution of Union Material. Upon request, space will be made available to the Union on bulletin boards in those areas where bargaining unit employees work or frequent, for the posting of notices and information pertaining to official business of the Union. Materials posted on Union bulletin boards without the signature of a recognized Union officer or representative may be removed.

Employees shall have the right to distribute official Union information materials during hours off work. Such distribution of official material shall not interfere

with the work assignments of employees who are on duty. Further, such distribution activities must be held in locations which cause no interference with the various departments normal operations or with any employees who may not be involved or interested.

42.6 Temporary Employment with the Union

With thirty (30) calendar days notice, unless agreed otherwise, employees may be granted leave without pay if the employee is elected or appointed to serve as an officer or staff member of a specified duration, not to exceed six (6) months, provided the employee's time off will not interfere with the operating needs of the Employer as determined by management. Upon request, the department may agree to an extension of leave without pay up to an additional six (6) months. The returning employee will be employed in a position in the same job classification, in the same layoff unit, and in the same geographical area, as determined by the Employer.

ARTICLE 43 – JOINT UNION/MANAGEMENT COMMITTEES

- 43.1 The Joint Union/Management Committee shall normally be composed of up to three members at the departmental level or six members at the University-wide level plus two Union staff representatives. The Employer shall be represented by a like number on the Committee.
- 43.2 The purpose of the Committee is to provide a forum for communication between the parties to this Agreement to deal with matters of general Union/Management concern. The Committee shall also function as a mechanism for resolving problems/concerns of a mutual nature; and/or any policy of the University which affects the bargaining unit and which either party requests be placed on the agenda. It is agreed by the parties that the Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees thirty (30) calendar days in advance of targeted implementation dates of said changes so that reasonable alternative proposals can be adequately discussed and considered by the Union/Management Committee.
- 43.3 Meetings of the Committee will be scheduled monthly. The Committee may meet more or less frequently as agreed by both parties. The Committee shall develop its own procedures with respect to these meetings including the role of the chair; however, at least one week's notice shall be given of the meeting and the topics to be discussed. The date of the meeting will be mutually agreed upon within 10 business days after receipt of notice. Issues of emergent nature shall be given agenda priority. Meetings of the Union/Management Committee shall normally be held during University business hours and at a mutually agreeable time and date. Participants shall experience no loss in salary for participating in the pre-meeting and meetings; however, such time is not construed as work time, and no overtime

shall be claimed or paid for meetings attended outside of an employee's regular work hours.

- 43.4 The Union/Management Committee shall have no bargaining authority; however, any agreements reached through this process shall be reduced to writing and supported by the Union representatives and Management.
- 43.5 The parties will alternate responsibility for chairing the meeting.
- 43.6 The parties will alternate responsibility for drafting minutes. After review and final editing, copies of agreed upon summary minutes shall be furnished to each member of the Committee.
- 43.7 The agenda shall be limited to items that are of a group rather than an individual interest or concern and shall not include individual grievances properly processed under the grievance procedure article. If a concern is not resolved and is also grievable, a grievance may be filed pursuant to Article 6. If the parties mutually agree, the matter will be submitted at Step 3 (mediation).
- 43.8 Disposition of matters covered in a Union/Management Committee shall not contradict, add to or otherwise modify the terms and conditions of the Agreement unless otherwise mutually agreed to in writing by the Executive Director for Labor Relations and the Union Business Representative.
- 43.9 With the understanding between the parties that problem solving can best be achieved at the lowest possible level, nothing in the foregoing paragraphs shall in any way preclude discussions and/or meetings between the Employer and Union Shop Stewards or staff representatives on matters appropriate for resolution at the department level. Such agreements shall not be considered precedent setting.

ARTICLE 44 – CLASSIFICATIONS AND RECLASSIFICATION

- 44.1 Employer will allocate positions on a "best fit" basis to the most appropriate classification at the University of Washington. Allocations shall be based on a position's duties, responsibilities, or qualifications.
- 44.2 Reallocations shall be based on a permanent and substantive change in the duties, responsibilities, or qualifications of a position or application of the professional exemption criteria set forth in RCW 41.06.070(2).
- 44.3 (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 forty-five (45) 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 Article 44, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 44.6 of this contract, to determine if the salary assigned to the classification is appropriate.

44.4 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. The Union and the Compensation office will meet and discuss the proposal within sixty (60) days. This review is not grievable.

44.5 The University agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions at least thirty (30) days prior to implementation.

44.6 Professional Staff Exemptions:

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. 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 this Article.

44.7 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. 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 this Article.

44.8 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 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS

45.1

- A. Effective July 1, 2017, each classification represented by the Union will continue to be assigned to the same Pay Table and Salary Range as it was assigned on June 30, 2017. Effective July 1, 2017, each employee will continue to be assigned to the same Salary Range and Step that he or she was assigned on June 30, 2017 unless otherwise agreed.
- B. Effective July 1, 2017, all Salary Ranges described in Section A above will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2017.
- C. Effective July 1, 2018, all Salary Ranges described in Section A above will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2018.
- D. Effective January 1, 2019, all Salary Ranges described in Section A above will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2018.
- E. Employees who are paid above the maximum for their range on the effective date of the increase described in B or C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay. Employees who are receiving a Red-lined (Y-rated) salary as of June 30, 2015 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I

- 45.2 Annual Salary Adjustment. Employees will receive an annual salary adjustment on their periodic increment date until such time as the employee reaches the top step of their salary range.

Employees who are hired at the minimum available step of their pay range will receive a two (2) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

Employees who are hired above the minimum available step of the pay range will receive a two (2) step increase to base salary following completion of twelve (12) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

Employees who are hired on the Health Care pay tables (Appendices III, V, and VIII) above the minimum available step of the pay range will receive increment increases at the rate of one (1) step each twelve (12) months until they reach the

top of the pay range. The date they receive that increase will be the employee's periodic increment date until they reach the top of the pay range.

Employees who are hired on the Health Care pay tables (Appendices III, V, and VIII) at the minimum available step in the pay range will receive a one (1) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a one (1) step increase annually, on their periodic increment date, until they reach the top of the pay range.

When a periodic increment date coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the periodic increment date will be applied first.

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.

- 45.3 Recruitment/Retention Compensation. The Employer may increase the salary of classifications that are experiencing recruitment/retention problems. Within thirty (30) days of the effective date of this Agreement, the parties will begin discussions on recruitment and retention issues within the Skill Trades bargaining unit.
- 45.4 Transfers/Lateral Movement. When an employee moves from one position to another position in the same or a different classification at the same salary range, the employee will retain his/her previous salary range and step.
- 45.5 Promotions/Reallocation/Reversion. Upon promotion or reallocation from a position under this contract to another position under this contract 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, except for positions on Health Care Professional/Technical pay tables, which shall receive a minimum increase of 6%.

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.

An employee who voluntarily reverts or is reverted by the Employer during the trial service period in his/her promoted position will have the previous salary range and step he/she was receiving prior to promotion reinstated.

- 45.6 Work Out of Class. When an employee is temporarily assigned by Management in writing, which may include e-mail, to perform the principal duties of a higher level position for a minimum period of one (1) working day, he/she shall be compensated at a salary which represents at least a five percent (5%) increase beyond the employee's current step but not to exceed the maximum of the range for the higher classification. Said increase shall be effective as of the first day of the assignment.

45.7 Downward Allocation Compensation. 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.

45.8 Shift Differential Premium Pay. Employees assigned to evening or night shifts shall receive a shift differential of at least \$1 per hour, except for those job titles listed in Appendix II, which shall receive the applicable rates. Employees in Skilled Trades job classifications assigned to evening or night shifts shall receive a shift differential of at least \$2.00 per hour.

For the purposes of this Agreement, evening shift is defined as a majority of time worked daily or weekly between 5:00 p.m. and 12:00 a.m. Night shifts 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 that qualifies. When an employee is regularly assigned to an evening or night shift that qualifies for shift differential, he/she shall continue to receive the shift differential during temporary assignment, not to exceed five (5) consecutive working days, to a shift that does not qualify.

When an employee is compensated for working overtime during hours for which shift differential premium pay is authorized, the overtime rate will be calculated including the shift differential premium pay for evening or night hours.

45.9 Stand-By Pay. Employees required to restrict their off-duty activities in order to be immediately available for duty when called, will be compensated for time spent in standby status. Rate of compensation for standby status will be compensated at a rate of \$1.00 per hour. Employees who, on the effective date of this Agreement, receive standby in excess of those rates shall continue to do so. In addition to the pay received while on standby, an employee called to work will be paid at his/her regular salary for all hours worked.

45.10 Call Back Pay. When an employee has left the 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. When the employee is provided at least eight (8) hours notice the call back premium does not apply. . An employee on standby status called to return to the work station does not qualify for call back pay.

45.11 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language and/or Braille, and the need for that skill is specified in the employee's position description, the employee shall receive a

premium pay of five percent (5%) above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

If the employee's position is allocated to a class that specifies these skills, the employee will receive a premium pay of five percent (5%) above the level normally assigned for that position only when the employee's position description states that the position has a bona fide requirement for regular use of competent skills in three (3) or more languages in addition to English.

If this requirement is not included in the employee's position description, refusal by the employee to interpret will not result in corrective action.

45.12 Assignment Pay. The Employer agrees to pay a premium rate of at least \$1.75 per hour above an employee's base salary for the time an employee works in any of the following assignments:

- a. While wearing a fall protection safety harness, when required by an approved Fall Protection Work Plan. While working with a fall protection monitor, when required by an approved Fall Protection Work Plan.
- b. While wearing a fitted, reusable respirator or supplied air respirator (PAPR, SCBA, etc.) when required by an approved Work Plan. Assignment Pay for respirator use does not apply to non-trades hospital staff.
- c. While working in a Permitted confined space, with appropriate permits.
- d. When wearing a fall protection safety harness as required for specific Aerial Personnel Lift equipment or suspended platforms in accordance with WISHA standards (currently 10').
- e. Skilled Trades Bargaining Unit Only: While using required personal protective equipment (PPE), above and beyond the standard uniform, to protect against arc flash when required by an approved Work Plan.

When an employee performs qualifying work less than 1 hour, they will be paid a minimum of one hour per day of assignment pay. Work exceeding one hour per day will be paid based on actual time worked.

45.13 Flexible Spending Account. The Employer agrees to allow insurance eligible employees, covered by this Agreement, to participate in a medical and dental expense reimbursement program to cover co-payments, deductibles and other medical and dental expenses, if employees have such costs, or expenses for services not covered by health or dental insurance on a pretax basis as permitted by law or regulation.

- 45.14 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 \$ 1.00 per hour for all time spent engaged in preceptor role responsibilities with/on behalf of the orienting employees.
- 45.15 Late Payroll Checks. Regular payroll checks, either hard copy or electronic, should be available to employees on payday. If the University is responsible for delay in receipt of a regular payroll check, the University will work with the employee to attempt to have any incurred fees waived.
- 45.16 Weekend Pay. All hours worked on weekends by employees in applicable job titles shall include a weekend pay premium in accordance with Appendix II.
- 45.17 HMC Public Safety Officer Premium. All Department of Public Safety Officers who have been trained and qualified to assist the clinical staff when requested in the proper restraint of patients will continue to 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.
- 45.18 Field Training Officer. When a Public Safety Officer has been designated as a Field Training Officer for a new employee he/she will receive a five percent (5%) increase for all the hours they provide direct training/instruction.
- 45.19 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.

CEGP steps on the respective pay tables (see Appendix V Pay Tables), 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 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.

Either employees or managers may initiate the CEGP application process. All CEGP applications shall be forwarded to the Compensation Office, regardless of approval or denial. If the application has been denied, the reason for the denial must be documented.

The Compensation Office will develop a system to track CEGP applications, grants, and denials. This tracking system will at a minimum capture the job class, department, employee id, the decision to grant or deny, and the documented reason for any denial. If denied, the employee may appeal to the decision-maker's supervisor.

The CEGP application form will be revised to allow the inclusion of up to three letters of recommendation, and record years of experience in the position or field, as well as years of service with the University in the Statement of Qualifications section. The union will have access to this information on request.

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 parties will utilize the JLM committee to review the CEGP program periodically with the goal to improve standards and accessibility.

The Career Enhancement/Growth program in its entirety is not subject to the grievance procedure (Article 6).

ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS

46. 1

- A. For the 2017-2019 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 (PEBB). 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 PEBB Board.

- C. Article 46.1 (B) will expire June 30, 2019.

46.2 The PEBB Program shall provide information on the .Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.

46.3 The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.

46.4 Wellness

- A. 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.
- B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers who register for the Smart Health Program and complete the Well-Being Assessment will be eligible to receive a twenty-five dollar (\$25) gift certificate. In addition, 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.

ARTICLE 47 – CONTRACTING

47.1 The Employer will not contract out work which results in the layoff of bargaining unit employees during the term of this Agreement without following the provisions of RCW 41.06.142. In addition, the Employer will not contract out work for the purpose of avoiding overtime or eroding the bargaining unit.

The Employer may contract for other work that does not result in a layoff under circumstances such as:

- a. Emergencies
 - b. Shortage of Resources
 - c. Deadlines
 - d. Specialty equipment and or expertise needed
 - e. Work that has been historically and customarily contracted.
- 47.2 The Employer will provide the Union with a monthly report of instances of contracting out along with the identifying code number of the applicable circumstance(s) listed in 47.1. This only applies to WFSE bargaining unit work.
- 47.3 If new work should be created that is the same as traditionally and historically performed by the Union, and the work is permanent, the amount of work is significant and implementation is planned sufficiently in the future to allow for collaborative discussions, the Employer will provide the Union with reasonable notice of such work prior to commencement of the work.
- 47.4 Bargaining Unit members are encouraged to propose ways to improve efficiencies at joint labor management meetings per Article 43.
- 47.5 Work presently contracted by the Employer remains unchanged by anything in this Article.

ARTICLE 48 – STAFFING CONCERNS

- 48.1 Individual Staffing Concerns. Employees are strongly encouraged to bring concerns about workload issues to the attention of their supervisor or designee. Upon request, the supervisor or designee will provide direction and guidance that may include the setting of priorities and the adjustment of workload.
- 48.2 Departmental Staffing Concerns. Workload, work area and staffing considerations will be appropriate subjects for Joint Union/Management meetings.
- 48.3 The Employer will ensure that the reporting authority for each employee is clearly defined.

- 48.4 Assignment of Additional Duties. An employee who is assigned, on a long term basis, 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.

ARTICLE 49 – PRIVACY

- 49.1 Personnel, medical records, and other employment related files containing personal employee information, will be kept confidential in accordance with state and federal law and University policy.
- 49.2 The Employer will make a reasonable attempt to notify affected current employees when a public disclosure request, in which they are named, is received for information from their personnel file. The Employer will copy the Union on the notification to the employee. This notification does not apply to any public disclosure request from the employee, a request from the Union, one that includes a release signed by the employee, or a request for information otherwise available to the public.

ARTICLE 50 – NO STRIKE/LOCKOUT

- 50.1 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.
- 50.2 Should the employees engage in any unauthorized concerted action, the 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.
- 50.3 There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.
- 50.4 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.

50.5 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 51 – BOARD OF REGENTS

The Union may submit proposed agenda items to the President's Office for consideration for submission to the University of Washington Board of Regents. Such agenda items are to be submitted in accordance with procedures of the Board.

ARTICLE 52 – TRADES APPRENTICESHIP PROGRAM

The Employer and the Union agree to form a University of Washington Trades Apprenticeship Committee. The Committee will be composed of up to six (6) Union representatives and up to six (6) Employer representatives. The Committee will design a proposed Trades Apprenticeship Program and will implement it only if and as agreed to by both parties. The Committee will conform to the standards of the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code).

ARTICLE 53 – TRADES SUPPLEMENTAL

In lieu of the provisions of Article 47 of the Collective Bargaining Agreement, the Employer will provide the Union with a monthly report of likely, prospective instances of contracting out along with the identifying code number of the applicable circumstance(s) listed in 47.1 for the Facilities Services Trade Shops. This only applies to WFSE bargaining unit work.

ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVING CLAUSE

Should any part of this Agreement or any provision contained herein be determined by a body of competent jurisdiction to be unlawful or invalid the remainder of the Agreement shall remain in full force and effect. Upon request from either party, the Union and Employer negotiating committee shall commence negotiations within thirty (30) days for the purpose of coming to agreement on a substitute provision for that which was declared unlawful or invalid.

Nothing in this Agreement shall be construed to limit or reduce the rights and privileges of the parties except where specifically modified herein.

ARTICLE 55 – CONTRACT PUBLICATION

- 55.1 **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 WFSE Local 1488.
- 55.2 The Employer will provide all current and new employees with a link to the new Agreement.
- 55.3 Each department or unit will maintain a paper copy of the contract accessible to all employees.
- 55.4 Each Human Resources Operations Office will maintain a paper copy of the agreement accessible to union members during normal business hours.
- 55.5 The Employer shall allow distribution through campus mail as needed.

ARTICLE 56 – UNION MEMBERSHIP DUES DEDUCTION, AND STATUS REPORTS

- 56.1 **Notification.**
The Employer shall notify each employee hired into a bargaining unit position that the position is included in a bargaining unit represented by a union through job posting, new employee orientation, or appointment letter.
- 56.2 **Dues Deduction.**
Upon written authorization to the Union by an individual employee to become a member of the Union and pay membership dues, the Employer shall provide for the semi-monthly payroll deductions of union dues which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent. The Employer will honor the terms and conditions of each employee's signed membership card upon authorization by the Union.
- A. The Union shall transmit to the Employer by the cut-off date for each payroll period, the name and Employee ID number of employees who have, since the previous payroll cut-off date, provided authorization for deduction of dues, PEOPLE, or have changed their authorization for deduction.
- 56.3 **Indemnification.**
The Union and each employee in a designated bargaining unit hereby undertakes to indemnify and hold the University, and its employees 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 or for any action taken under this Article.

56.4 Remittance of Dues.

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

56.5 Revocation.

An employee may revoke their authorization for payroll deduction of payments to the Union by written notice to the Employer and the Union in accordance with the terms and conditions of their signed membership card. Every effort will be made to end the deduction effective on the first payroll, and not later than the second payroll, after receipt by the Employer of confirmation from the Union that the terms of the employee's signed membership card regarding dues deduction revocation have been met.

56.6 Voluntary PEOPLE Deduction.

During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization for PEOPLE (Public Employees Organized to Promote Legislative). When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and an electronic roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by a separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

56.7 Listing of Employees.

a. Authorized Use - All Reports

The information contained in the requested reports would be provided to each Union for the sole and exclusive purpose of enabling the Union to fulfill their representational responsibilities as the collective bargaining representative for the UW employees about whom the information is requested. No personally identifiable data will be published or shared by any Union, except among those within each Union with a need-to-know for the purpose of enabling the Union to fulfill its representational responsibilities as the collective bargaining representative for the University employees about whom the data or information is requested.

Information provided pursuant to this Section will be maintained by the Union in confidence according to the law. The Union will indemnify the Employer for any violations of employee privacy committed by the Union pursuant to this Section.

Each pay period UW shall provide the following four reports electronically in EXCEL format

A. Total Compensation and deductions

Name
Home Address
Home phone
Cell phone
Work phone
Work location (building)
Work location (address)
Work station or office (suite and/or number)
Employee ID number
Personal Email
UW email
UW mailbox
Employment status
Employment status effective date
Job classification
Department
Pay grade
Pay step
Pay rate salary
Hourly rate
Supervisor
Supervisor email
Race
Gender
DOB
Date of hire
Job title
Job class code
Shift
Deduction amount dues
Deduction amount other
Deduction amount PEOPLE
Total wages for the pay period
Total base pay for pay period
Total overtime pay for pay period
Total overtime hours per pay period
Total hours worked in the pay period
Days in the pay period
Total hours for each class/type of differential and or/ premium pay for the pay period
Total wages for each class/type of differential and or/ premium pay for the pay period

Total wages year to date.
Pension plan enrollment (which plan)
Position number
Medical plan enrollment (which plan)
Bargaining Unit
Total FTE
Anniversary date (step date)
Employment status (regular fulltime, regular part time, hourly, fixed duration part time, fixed duration full time)

B. All appointment list

All information above with wages and codes organized by appointment including:

- a. Id by each worker.
- b. Appointment budget number(s)
- c. Beginning date
- d. End date
- e. Department and /or hiring unit
- f. College/Org name
- g. Job Classification
- h. Job Classification Code
- i. Full time salary or hourly rate
- j. Appointment/FTE Percentage
- k. Appointment status
- l. Appointment term
- m. Distribution line information.
- n. Position number
- o. Earnings in last pay cycle
- p. Hours worked in last pay cycle
- q. FTE in last pay cycle

C. Change Report

Name,
Job classification,
Job classification code,
Department,
Employee id,
Original hire date,
Status change date,
Termination/separation date if any,
Reason for status change, nature of status change,
Reason for termination/separation
LOA effective date,
Nature of LOA
New hire date
New Hire

D. Vacancy Report

Position Number,
Job Classification
Date of vacancy
Elimination date of vacancy
Reason for elimination (filled, deleted, transferred to a different classification/status)

56.8 Privacy Rights of Union Members

In recognition of the privacy interests of all persons covered under this Agreement, the Employer will not disclose any personally identifiable wage or deduction information, or membership status, concerning persons covered by this Agreement to any members of the public or to nongovernmental organizations except to the extent required by law, including the Public Disclosure Act and the Freedom of Information Act.

ARTICLE 57 – 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 58 – TERM OF AGREEMENT

This Agreement will be effective July 1, 2017, and will continue in full force and effect through June 30, 2019; provided that if this Agreement expires while negotiations between the parties are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.

Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than January 1, 2018, and no later than January 31, 2018, to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.

ARTICLE 59 – DRUG TESTING

- 59.1 Except as required by federal or state laws or as provided in this Agreement, the Employer will not perform or cause to be performed a drug test of any employee covered by this Agreement. The Union and the Employer recognize that the Employer currently performs drug and alcohol testing for Commercial Driver's License (CDL) holders as required by federal law in accordance with the Employer's Administrative Policy Statement 13.7, and that the Employer will continue to do so unless changes to federal law either eliminate or modify the requirement for drug and alcohol testing for CDL holders.
- 59.2 Should federal or state law either change or impose new requirements for drug and/or alcohol testing of bargaining unit employees, the Employer agrees that it will negotiate impact with the Union.
- 59.3 In the event that the University determines that additional drug testing is necessary, the Employer agrees that it will discuss any proposal with the Union and negotiate impact.

ARTICLE 60 – REPRESENTED REGULAR TEMPORARY EMPLOYEES

Only the following language in this article applies to the Represented Regular Temporary Employees and shall constitute the whole agreement between the union and the University regarding these employees.

- 60.1 Definition. The term Represented Regular Temporary Employee shall mean an hourly paid employee doing WFSE 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 or from July 1, 2005, whichever is later, exclusive of overtime worked.

INCLEMENT WEATHER AND SUSPENDED OPERATIONS

- 60.2 Inclement Weather. When the University is in operation an employee may request time off without pay to deal with unanticipated problems related to inclement weather conditions. However, employees designated by the Employer as "essential" must report to work.
- 60.3 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, employees designated by the Employer as "essential" must report to work.

TRANSPORTATION

- 60.4 The Employer and Union agree that the Employer shall continue to encourage but not require employees covered by this Appendix to use alternate means of transportation to commute to and from work in order to reduce traffic congestion, improve air quality and reduce the Employer's leased parking costs.
- 60.5 The Employer and Union agree transportation management including fee setting and permitting for parking are the discretion of the University. The Union may raise concerns at Joint Union/Management Committee meetings
- 60.6 Training. Employees shall be appropriately trained and or certified prior to being assigned to perform work requiring such training or certification, e.g., work with asbestos, lead, blood borne pathogens, and all other appropriate training required for safety and efficiency in the unit.

HOURS OF WORK AND OVERTIME

- 60.7 Hours of work for employees shall be established by the employing official. Work hours 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.
- 60.8 Assignment of hours or continuation of employment is at the discretion of the Employer and is not grievable.
- 60.9 Holiday Premium. Departments that have established the following practice may continue to do so.

If an employee works one of the following holidays, she/he will receive time and one half for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, the Day after Thanksgiving, and Christmas.

COMPENSATION

- 60.10 Compensation: All regular temporary employees under this Appendix shall be paid an hourly rate that falls within the salary range for the job that best fits the bargaining unit work.
- 60.11 SICK LEAVE:
- A. Employees will accrue one (1) hour of sick leave for every forty (40) hours worked (0.025 per hour).
 - B. Sick leave accrues at the end of the month and is available for use the following month.
 - C. Accrued sick leave may be used
 - 1) in accordance with Article 18.1(b), 18.1(e), and 18.1 (f);

- 2) for the suspension of operations when the employee's workplace has been closed by a public health official for any health related reason; and
 - 3) when the employee's child's school or day care has been closed by a public health official for any health related reason.
- D. Carryover and Separation: Employees may only carryover a maximum of forty (40) hours of accrued sick leave each calendar year. Accrued sick leave is not paid at separation.

60.12 OTHER PROVISIONS: The Following Articles in this Agreement apply to Represented Regular Temporary employees:

Preamble	
Article 1	Union Recognition
Article 2	Non-discrimination
Article 4	Workplace Behavior
Article 5	Affirmative Action
Article 6	Grievance Procedure (non-corrective action only)
Article 7	Employee Rights
Article 8	Employee Facilities
Article 20.11	Formal Collective Bargaining Leave
Article 22	Child/Dependent Care
Article 24	Unpaid Leave for a Reason of Faith or Conscience
Article 27	Leave Related to Domestic Violence, Sexual Assault or Stalking
Article 30	Work Related to Injury Leave (except 30.2)
Article 31	Health and Safety
Article 40	Mandatory Subjects
Article 42	Union Activities, Rights, and Stewards (except Article 42.6 Temporary Employment with the Union)
Article 43	Joint Union/Management Committees (except section 43.3)
Article 46	Health Care Benefits (if qualified for PEBB)
Article 49	Privacy
Article 50	No Strike/Lockout
Article 54	Subordination of Agreement and Saving Clause
Article 56	Union Membership, Fair Share, and Dues Deduction
Article 57	Management Rights and Responsibilities
Article 58	Term of Agreement
Appendix I	Job Classifications
Appendix III	Overtime Exempt Job Classifications
Appendix IV	Layoff Seniority Units
Appendix V	Pay Tables

APPENDIX I – JOB CLASSIFICATIONS

JOB CODE	WD Job Code	CLASSIFICATION	PAY TABLE	SALARY RANGE
		CAMPUSWIDE BARGAINING UNIT		
8507	18507	BAKER	BI	30
8508	18508	BAKER LEAD	BI	33
8536	18536	CARPET CLEANER	BI	33
8504	18504	CHECK STAND OPERATOR	BI	25
8505	18505	COOK	BI	33
8506	18506	COOK LEAD	BI	35
8532	18532	CUSTODIAN	BI	31
8533	18533	CUSTODIAN LEAD	BI	35
8570	18570	DIETARY UNIT AIDE	BK	01
8569	18569	DIETETIC TECHNICIAN	B0	19
8555	18555	DRIVER-WAREHOUSE WORKER	BI	35
8519	18519	ELECTRONICS TECHNICIAN 2 (Bioengineering Only)	BI	44
8521	18521	ENGINEERING TECHNICIAN 1 (Bioengineering Only)	BI	46
8512	18512	FOOD SERVICE PORTER	BI	28
8510	18510	FOOD SERVICE WORKER	BI	28
8511	18511	FOOD SERVICE WORKER LEAD	BI	30
8537	18537	GARDENER 1	BI	33
8538	18538	GARDENER 2	BI	37
8539	18539	GARDENER LEAD	BI	41
8540	18540	GREENHOUSE ATTENDANT	BI	34
8576	18576	HOSPITAL ASSISTANT	B0	03
8577	18577	HOSPITAL ASSISTANT LEAD	B0	10
8571	18571	HOSPITAL CENTRAL SERVICES TECHNICIAN TRAINEE	B0	05
8572	18572	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	B0	10
8574	18574	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	B0	19
8573	18573	HOSPITAL CENTRAL SERVICES TECHNICIAN LEAD	B0	26
8525	18525	INDUSTRIAL HYGIENIST 1	BI	52
8526	18526	INDUSTRIAL HYGIENIST 2	BI	56
8515	18515	LAUNDRY OPERATOR 1	BI	26
8516	18516	LAUNDRY OPERATOR 2	BI	29
8575	18575	LICENSED PRACTICAL NURSE	B0	43
8563	18563	MAIL CARRIER	BI	27
8564	18564	MAIL CARRIER-DRIVER A	BI	31
8565	18565	MAIL CARRIER-DRIVER B	BI	33
8567	18567	MAIL RATER	BI	33
8566	18566	MAIL SERVICES LEAD	BI	35
8543	18543	MAINTENANCE CUSTODIAN 1	BI	33

8531	18531	MASTER RESEARCH VESSEL	BI	48
8549	18549	MOTOR EQUIPMENT SERVICE ATTENDANT	BI	34
8541	18541	NURSERY WORKER	BI	41
8580	18580	PATIENT CARE TECHNICIAN	B0	08
8542	18542	PLANT COMMUNICATIONS COORDINATOR	BI	43
8503	18503	PROGRAM ASSISTANT (Bioengineering Only)	BI	35
8527	18527	RESEARCH AIDE 1 (Bioengineering Only)	BI	31
8528	18528	RESEARCH AIDE 2 (Bioengineering Only)	BI	37
8529	18529	RESEARCH TECHNOLOGIST 1 (Bioengineering Only)	BI	35
8530	18530	RESEARCH TECHNOLOGIST 2 (Bioengineering Only)	BI	40
8517	18517	SEAMSTRE	BI	25
8500	18500	SECRETARY (Bioengineering Only)	BI	33
8502	18502	SECRETARY LEAD (Bioengineering Only)	BI	39
8501	18501	SECRETARY SENIOR (Bioengineering Only)	BI	36
8509	18509	SNACK BAR LEAD	BI	30
8550	18550	SPRINKLER MAINTENANCE WORKER	BI	34
8561	18561	STOCKROOM ATTENDANT 1	BI	30
8562	18562	STOCKROOM ATTENDANT 2	BI	32
	18590	STOCKROOM ATTENDANT LEAD	BI	35
8587	18587	SUPPLY CHAIN TECHNICIAN 1	BI	35
8588	18588	SUPPLY CHAIN TECHNICIAN 2	BI	37
8589	18589	SUPPLY CHAIN TECHNICIAN LEAD	BI	40
8551	18551	TRANSPORTATION HELPER	BI	30
8553	18553	TRUCK DRIVER 1	BI	35
8554	18554	TRUCK DRIVER 2	BI	39
8552	18552	TRUCK DRIVER LEAD	BI	42
	18584	UNIT SUPPLY TECHNICIAN 1	BI	33
	18585	UNIT SUPPLY TECHNICIAN 2	BI	35
	18586	UNIT SUPPLY TECHNICIAN LEAD	BI	38
8547	18547	UTILITY WORKER 1	BI	29
8548	18548	UTILITY WORKER 2	BI	33
8546	18546	UTILITY WORKER LEAD	BI	36
8558	18558	WAREHOUSE WORKER 1	BI	32
8560	18560	WAREHOUSE WORKER 2	BI	34
8559	18559	WAREHOUSE WORKR LEAD	BI	35
8513	18513	WASHROOM EQUIPMENT OPERATOR 1	BI	27
8514	18514	WASHROOM EQUIPMENT OPERATOR 2	BI	31
8556	18556	WASTE COLLECTOR	BI	40
8534	18534	WINDOW WASHER	BI	32
8535	18535	WINDOW WASHER LEAD	BI	35
CUSTODIAL SUPERVISORS BARGAINING UNIT				
8776	18776	CUSTODIAN SUPERVISOR 1	BI	41
8777	18777	CUSTODIAN SUPERVISOR 2	BI	45
HARBORVIEW MEDICAL CENTER BARGAINING UNIT				
8696	18696	ALCOHOLISM THERAPIST 1	B0	64
8711	18711	ANESTHESIOLOGY TECHNICIAN 1	BA	10

8712	18714	CARDIAC MONITOR TECHNICIAN	BI	36
8635	18635	CASHIER 1	BI	28
8636	18636	CHECK STAND OPERATOR	BI	25
8718	18718	CLINICAL LABORATORY TECHNICIAN 1-HMC	BV	30
8719	18719	CLINICAL LABORATORY TECHNICIAN 2-HMC	BV	36
8720	18720	CLINICAL LABORATORY TECHNICIAN LEAD-HMC	BV	46
8641	18641	COOK	BI	33
8642	18642	COOK LEAD	BI	35
8639	18639	COPY MACHINE OPERATOR	BI	24
8640	18640	COPY MACHINE OPERATOR LEAD	BI	28
8658	18658	CUSTODIAN	BI	31
8659	18659	CUSTODIAN LEAD	BI	35
8680	18680	DIETARY UNIT AIDE	BK	01
8678	18678	DIETARY UNIT CLERK	B0	01
8713	18713	ELECTROCARDIOGRAPH TECHNICIAN 1	BV	33
8714	18714	ELECTROCARDIOGRAPH TECHNICIAN 2	BV	43
	18751	ELECTROCARDIOGRAPH TECHNICIAN LEAD	BV	51
8649	18649	ELECTRONICS TECHNICIAN 1	BI	38
8650	18650	ELECTRONICS TECHNICIAN 2	BI	44
8688	18688	FINANCIAL SERVICES COUNSELOR	BI	37
8633	18633	FISCAL TECHNICIAN 1	BI	30
8634	18634	FISCAL TECHNICIAN 2	BI	33
8646	18646	FOOD SERVICE PORTER	BI	28
8644	18644	FOOD SERVICE WORKER	BI	28
8645	18645	FOOD SERVICE WORKER LEAD	BI	30
8662	18662	GARDENER 1	BI	33
8663	18663	GARDENER 2	BI	37
8708	18708	HOSPITAL ASSISTANT	B0	03
8709	18709	HOSPITAL ASSISTANT LEAD	B0	10
8682	18682	HOSPITAL CENTRAL SERVICES TECHNICIAN TRAINEE	B0	05
8683	18683	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	B0	10
8685	18685	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	B0	19
8684	18684	HOSPITAL CENTRAL SERVICES TECHNICIAN LEAD	B0	26
8717	18717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	B0	49
8652	18652	INDUSTRIAL HYGIENIST 1	BI	52
8653	18653	INDUSTRIAL HYGIENIST 2	BI	56
8654	18654	LABORATORY HELPER	BI	25
8655	18655	LABORATORY HELPER LEAD	BI	27
8656	18656	LABORATORY TECHNICIAN 1	BI	28
8657	18657	LABORATORY TECHNICIAN 2	BI	32
8647	18647	LAUNDRY OPERATOR 1	BI	26
8648	18648	LAUNDRY OPERATOR 2	BI	29
8707	18707	LICENSED PRACTICAL NURSE	B0	43
8676	18676	MAIL RATER	BI	33
8665	18665	MAINTENANCE CUSTODIAN 1	BI	33
8710	18710	MEDICAL ASSISTANT	BI	43
8681	18681	MEDICAL TRANSCRIPTIONIST 1	B0	13

8700	18700	MENTAL HEALTH PRACTITIONER	B0	67
8705	18705	MENTAL HEALTH SPECIALIST 1	BI	36
8706	18706	MENTAL HEALTH SPECIALIST 2	BI	40
8626	18626	OFFICE ASSISTANT 1	BI	28
8627	18627	OFFICE ASSISTANT 2	BI	31
8628	18628	OFFICE ASSISTANT 3	BI	34
8637	18637	OFFSET DUPLICATOR OPERATOR	BI	26
8638	18638	OFFSET DUPLICATOR OPERATOR LEAD	BI	29
8672	18672	ORDER SERVICE COORDINATOR	BI	32
8703	18703	ORTHOAEDIC TECHNICIAN 1	B0	39
8704	18704	ORTHOAEDIC TECHNICIAN 2	B0	46
8690	18690	PATIENT SERVICES COORDINATOR	BI	37
8691	18691	PATIENT SERVICES LEAD	BI	37
8689	18689	PATIENT SERVICES REPRESENTATIVE	BI	34
8721	18721	PATIENT SERVICES SPECIALIST 1-TRAINEE	BI	34
8722	18722	PATIENT SERVICES SPECIALIST 2	BI	37
8723	18723	PATIENT SERVICES SPECIALIST 3	BI	39
8725	18725	PATIENT SERVICES SPECIALIST EDU-QA	BI	44
8724	18724	PATIENT SERVICES SPECIALIST LEAD	BI	44
8692	18692	PATIENT SERVICES SPECIALIST-CALL CENTER	BI	42
8698	18698	REHABILITATION COUNSELOR 1	BI	54
8699	18699	REHABILITATION COUNSELOR 2	BI	58
8625	18625	RESEARCH ANALYST 1	BI	37
8702	18702	RESPIRATORY CARE ASSISTANT	BABB	25
8629	18629	SECRETARY	BI	33
8643	18643	SNACK BAR LEAD	BI	30
8693	18693	SOCIAL WORK ASSISTANT 1	BABB	38
8686	18686	SPECIMEN PROCESSING TECHNICIAN	B0	13
8687	18687	SPECIMEN PROCESSING TECHNICIAN LEAD	B0	25
8673	18673	STOCKROOM ATTENDANT 1	BI	30
8674	18674	STOCKROOM ATTENDANT 2	BI	32
8675	18675	STOCKROOM ATTENDANT LEAD	BI	35
8617	18617	SUPPLY CHAIN TECHNICIAN 1	BI	35
8618	18618	SUPPLY CHAIN TECHNICIAN 2	BI	37
8619	18619	SUPPLY CHAIN TECHNICIAN LEAD	BI	40
8716	18716	SURGICAL TECHNOLOGIST	BABB	47
8631	18631	TELEPHONE COMMUNICATIONS OPERATOR	BI	26
8632	18632	TELEPHONE COMMUNICATIONS OPERATOR-HOSPITAL	BK	03
8670	18670	TRUCK DRIVER 1	BI	35
8671	18671	TRUCK DRIVER 2	BI	39
8667	18667	TRUCK DRIVER LEAD	BI	42
8624	18624	UNIT SUPPLY INVENTORY CONTROL SPECIALIST	BI	41
8621	18621	UNIT SUPPLY TECHNICIAN 1	BI	33
8622	18622	UNIT SUPPLY TECHNICIAN 2	BI	35
8623	18623	UNIT SUPPLY TECHNICIAN LEAD	BI	38
8668	18668	UTILITY WORKER 1	BI	29
8669	18669	UTILITY WORKER 2	BI	33
8660	18660	WINDOW WASHER	BI	32

8661	18661	WINDOW WASHER LEAD	BI	35
8630	18630	WORD PROCESSING OPERATOR 2	BI	33
HARBORVIEW MEDICAL CENTER SECURITY OFFICERS BARGAINING UNIT				
8770	18770	CAMPUS SECURITY OFFICER	BI	41
LIBRARY BARGAINING UNIT				
8750	18750	FISCAL TECHNICIAN	BI	30
8751	18751	FISCAL TECHNICIAN 2	BI	33
8761	18761	LIBRARY & ARCHIVE PARAPROFESSIONAL 1- BOTANICAL GARDENS	BI	34
8762	18762	LIBRARY & ARCHIVE PARAPROFESSIONAL 2- BOTANICAL GARDENS	BI	40
8763	18763	LIBRARY & ARCHIVE PARAPROFESSIONAL 3- BOTANICAL GARDENS	BI	44
8752	18752	LIBRARY SPECIALIST I	BI	40
8753	18753	LIBRARY SPECIALIST II	BI	44
8754	18754	LIBRARY TECHNICIAN I	BI	28
8755	18755	LIBRARY TECHNICIAN II	BI	32
8756	18756	LIBRARY TECHNICIAN III	BI	34
8757	18757	LIBRARY TECHNICIAN LEAD	BI	36
8740	18740	OFFICE ASSISTANT 1	BI	28
8741	18741	OFFICE ASSISTANT 2	BI	31
8742	18742	OFFICE ASSISTANT 3	BI	34
8746	18746	PROGRAM ASSISTANT	BI	35
8747	18747	PROGRAM COORDINATOR	BI	40
8743	18743	SECRETARY	BI	33
8745	18745	SECRETARY LEAD	BI	39
8744	18744	SECRETARY SENIOR	BI	36
8748	18748	WORD PROCESSING OPERATOR 2	BI	33
8749	18749	WORD PROCESSING OPERATOR LEAD	BI	37
SKILLED TRADES BARGAINING UNIT				
8874	18874	ASSISTANT STEAM ENGINEER	BL	46
8875	18875	BOILER OPERATOR	BL	42
8825	18825	CARPENTER	BL	47
8824	18824	CARPENTER APPRENTICE	BM	01
8826	18826	CARPENTER LEAD	BL	50
8817	18817	CONSTRUCTION AND MAINTENANCE MECHANIC	BL	48
8827	18827	CONTROL TECHNICIAN TRAINEE	BM	05
8828	18828	CONTROL TECHNICIAN	BL	55
8829	18829	CONTROL TECHNICIAN LEAD	BL	58
8833	18833	ELECTRICIAN APPRENTICE	BM	05
8832	18832	ELECTRICIAN TRADE TRAINEE	BM	05
8834	18834	ELECTRICIAN	BL	55
8835	18835	ELECTRICIAN LEAD	BL	58
8830	18830	ELECTRICIAN-HIGH VOLTAGE	BL	57
8831	18831	ELECTRICIAN LEAD-HIGH VOLTAGE	BL	62

8836	18836	ELEVATOR MECHANIC	BL	66
8837	18837	ELEVATOR MECHANIC LEAD	BL	69
8810	18810	FACILITIES OPERATIONS MAINTENANCE SPECIALIST	BL	58
8838	18838	FLOORLAYER	BL	45
8853	18853	FURNITURE REPAIR WORKER	BL	45
8840	18840	GLAZIER	BL	45
8841	18841	GLAZIER LEAD	BL	48
8821	18821	HEAVY EQUIPMENT OPERATOR	BL	51
8822	18822	HEAVY EQUIPMENT OPERATOR LEAD	BL	54
8819	18819	HOSPITAL SHIFT ENGINEER	BL	43
8842	18842	INSULATION WORKER	BL	54
8843	18843	INSULATION WORKER LEAD	BL	57
8823	18823	LIGHTING & FILTER MAINTENANCE TECHNICIAN	BL	33
8820	18820	LIGHTING MAINTENANCE TECHNICIAN	BL	32
8844	18844	LOCKSMITH	BL	45
8845	18845	LOCKSMITH LEAD	BL	48
8812	18812	MACHINERY MASTER MECHANIC	BL	51
8811	18811	MACHINERY MECHANIC	BL	50
8813	18813	MACHINERY MECHANIC LEAD	BL	53
8846	18846	MACHINIST	BL	39
8814	18814	MAINTENANCE MECHANIC 1	BL	37
8815	18815	MAINTENANCE MECHANIC 2	BL	43
8818	18818	MAINTENANCE MECHANIC DOOR SPECIALIST	BL	53
8816	18816	MAINTENANCE MECHANIC LEAD	BL	53
8847	18847	MASON TRADE TRAINEE	BM	04
8848	18848	MASON/PLASTERER	BL	46
8849	18849	MASON/PLASTERER LEAD	BL	49
8851	18851	MOTOR EQUIPMENT MECHANIC	BL	50
8852	18852	MOTOR EQUIPMENT MECHANIC LEAD	BL	53
8850	18850	MOTOR EQUIPMENT MECHANIC TRADE TRAINEE	BL	39
8855	18855	PAINTER	BL	45
8854	18854	PAINTER APPRENTICE	BM	02
8856	18856	PAINTER LEAD	BL	48
8857	18857	PLUMBER/PIPEFITTER/STEAMFITTER TRADE TRAINEE	BM	07
8858	18858	PLUMBER/PIPEFITTER/STEAMFITTER	BL	55
8859	18859	PLUMBER/PIPEFITTER/STEAMFITTER LEAD	BL	58
8808	18808	POWER PLANT ELECTRICIAN-HIGH VOLTAGE	BL	66
8809	18809	POWER PLANT ELECTRICIAN LEAD-HIGH VOLTAGE	BL	69
8880	18880	POWER PLANT MASTER MECHANIC	BL	56
8879	18879	POWER PLANT MECHANIC	BL	55
8881	18881	POWER PLANT MECHANIC LEAD	BL	58
8876	18876	POWER PLANT OPERATING ENGINEER 1	BL	50
8877	18877	POWER PLANT OPERATING ENGINEER 2	BL	54
8878	18878	POWER PLANT OPERATING ENGINEER LEAD	BL	58
8860	18860	REFRIGERATION MECHANIC	BL	56
8861	18861	REFRIGERATION MECHANIC LEAD	BL	59

8862	18862	ROOFER	BL	45
8863	18863	ROOFER LEAD	BL	48
8866	18866	SHEET METAL MECHANIC	BL	50
8865	18865	SHEET METAL MECHANIC APPRENTICE	BM	06
8867	18867	SHEET METAL MECHANIC LEAD	BL	53
8864	18864	SHEET METAL MECHANIC TRADE TRAINEE	BM	06
8868	18868	SIGN PAINTER	BL	45
8869	18869	SIGN PAINTER LEAD	BL	48
8873	18873	STEAM ENGINEER	BL	50
8870	18870	TRADES HELPER	BL	29
8871	18871	WELDER-FABRICATOR	BL	50

APPENDIX II – DIFFERENTIALS

WFSE Campuswide and WFSE HMC Health Care Professional/Technical Classifications Effective 7/1/09

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8696	ALCOHOLISM THERAPIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8711	ANESTHESIOLOGY TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8712	CARDIAC MONITOR TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8570	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.00	\$1.50
8680	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.00	\$1.50
8678	DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.00	\$1.50
8713	ELECTROCARDIOGRAPH TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8714	ELECTROCARDIOGRAPH TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8688	FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.00	\$1.50
8576	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8708	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8577	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8709	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8571	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8682	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8572	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8683	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8574	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8685	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8573	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.50	\$2.25	\$3.00	\$1.50
8684	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.50	\$2.25	\$3.00	\$1.50
8717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.00	\$1.50
8575	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.00	\$1.50
8707	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.00	\$1.50
8710	MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8681	MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8700	MENTAL HEALTH PRACTITIONER	\$1.50	\$2.25	\$3.00	\$1.50
8705	MENTAL HEALTH SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8706	MENTAL HEALTH SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8703	ORTHOAEDIC TECHNICIAN I	\$1.50	\$2.25	\$3.00	\$1.50
8704	ORTHOAEDIC TECHNICIAN II	\$1.50	\$2.25	\$3.00	\$1.50
8580	PATIENT CARE TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8690	PATIENT SERVICES COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50

**WFSE Campuswide and WFSE HMC
Health Care Professional/Technical Classifications
Effective 7/1/09**

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8689	PATIENT SERVICES REP	\$1.50	\$2.25	\$3.00	\$1.50
8722	PATIENT SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8723	PATIENT SERVICES SPECIALIST 3	\$1.50	\$2.25	\$3.00	\$1.50
8725	PATIENT SERVICES SPECIALIST EDU-QA	\$1.50	\$2.25	\$3.00	\$1.50
8724	PATIENT SERVICES SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8692	PATIENT SERVICES SPECIALIST- CALL CENTER	\$1.50	\$2.25	\$3.00	\$1.50
8691	PATIENT SERVICES LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8698	REHABILITATION COUNSELOR 1	\$1.50	\$2.25	\$3.00	\$1.50
8699	REHABILITATION COUNSELOR 2	\$1.50	\$2.25	\$3.00	\$1.50
8702	RESPIRATORY CARE ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8693	SOCIAL WORK ASSISTANT 1	\$1.50	\$2.25	\$3.00	\$1.50
8686	SPECIMEN PROCESSING TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8687	SPECIMEN PROCESSING TECHNICIAN LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8587	SUPPLY CHAIN TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8617	SUPPLY CHAIN TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8618	SUPPLY CHAIN TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8588	SUPPLY CHAIN TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8619	SUPPLY CHAIN TECHNICIAN LEAD 1	\$1.50	\$2.25	\$3.00	\$1.50
8589	SUPPLY CHAIN TECHNICIAN LEAD 2	\$1.50	\$2.25	\$3.00	\$1.50
8716	SURGICAL TECHNOLOGIST	\$1.50	\$2.25	\$3.00	\$1.50
8632	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	\$1.50	\$2.25	\$3.00	\$1.50
8621	UNIT SUPPLY TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8622	UNIT SUPPLY TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8623	UNIT SUPPLY TECHNICIAN LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8624	UNIT SUPPLY INVENTORY CONTROL SPECIALIST	\$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 III – OVERTIME EXEMPT JOB CLASSIFICATIONS

Job Code	Job Classification	Bargaining Unit Name
8526	INDUSTRIAL HYGENIST 2	WFSE CAMPUSWIDE
8530	RESEARCH TECHNOLOGIST 2- BIOENGR ONLY	WFSE CAMPUSWIDE
8653	INDUSTRIAL HYGENIST 2	WFSE HMC
8698	REHABILITATION COUNSELOR 1	WFSE HMC
8699	REHABILITATION COUNSELOR 2	WFSE HMC
8700	MENTAL HEALTH PRACTITIONER	WFSE HMC
8777	CUSTODIAN SUPERVISOR 2	WFSE CUSTODIAL SUPERVISORS

APPENDIX IV – LAYOFF SENIORITY UNITS

<u>Unit Number</u>	<u>Organization</u>
1	Office of the President including: <ul style="list-style-type: none">• Ombudsman's Office• Assistant Attorney General's Division
2	Applied Physics Laboratory
3	Provost's Office including: <ul style="list-style-type: none">• Vice Provost for Research• Vice Provost for the Graduate School• Vice President for Educational Outreach• Equal Opportunity Office• Undergraduate Academic Affairs• ROTC• UW Bothell• UW Tacoma
4	Libraries (excluding Law Library)
5	Finance and Facilities: <ul style="list-style-type: none">• Financial Management
6	Finance and Facilities: <ul style="list-style-type: none">• Capital Projects• Facilities Services
7	Vice President for Computing
8	Vice President for Minority Affairs
9	Vice President for Student Affairs Vice President for University Advancement Intercollegiate Athletics Vice President for External Affairs
10	College of Arts and Sciences
11	College of Environment <ul style="list-style-type: none">• Aquatic and Fishery Sciences• Oceanography• Earth and Space Sciences• Atmospheric Sciences• Forest Resources (Excluding Applied Physics Lab)
12	College of Engineering
13	College of Built Environments School of Law and Law Library Evans School of Public Affairs School of Social Work Foster School of Business

College of Education

<u>Unit Number</u>	<u>Organization</u>
14	Health Sciences Administration
15	School of Dentistry
	School of Nursing
	School of Pharmacy
	School of Public Health and Community Medicine
16	University Medical Centers' Shared Services
17	Harborview Medical Center
18	University of Washington Medical Center
19	School of Medicine
	Vice President for Medical Affairs
20	Special Employment Programs

THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488

PAY TABLE PARITY

Effective October 1, 2017:

- I. The values on Pay Table BI will be increased so that all of the values on the table are equal to the values on Pay Table B4.
- II. The values on Pay Table BA will be increased so that all of the values on the table are equal to the values on Pay Table BG.
- III. The values on Pay Table BV will be increased so that all of the values on the table are equal to the values on Pay Table B8.
- IV. The values on Pay Table B7 will be increased so that all of the values on the table are equal to the values on Pay Table BO.

APPENDIX V – PAY TABLES

University of Washington - Contract Classified WFSE HEALTH CARE PROFESSIONAL TECHNICAL

PAY TABLE B0 Effective July 1, 2017

Range	<--- STEP --->																	CEGP Steps		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0						\$2,602	\$2,681	\$2,761	\$2,761	\$2,761	\$2,845	\$2,845	\$2,931	\$2,931	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402
\$/yr						31,224	32,172	33,132	33,132	33,132	34,140	34,140	35,172	35,172	35,172	36,240	37,344	38,460	39,612	40,824
\$/hr						15.01	15.47	15.93	15.93	15.93	16.41	16.41	16.91	16.91	16.91	17.42	17.95	18.49	19.04	19.63
1						\$2,625	\$2,707	\$2,789	\$2,789	\$2,789	\$2,873	\$2,873	\$2,961	\$2,961	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436
\$/yr						31,500	32,484	33,468	33,468	33,468	34,476	34,476	35,532	35,532	35,532	36,600	37,692	38,832	40,032	41,232
\$/hr						15.14	15.62	16.09	16.09	16.09	16.58	16.58	17.08	17.08	17.08	17.60	18.12	18.67	19.25	19.82
2						\$2,654	\$2,735	\$2,818	\$2,818	\$2,818	\$2,901	\$2,901	\$2,993	\$2,993	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472
\$/yr						31,848	32,820	33,816	33,816	33,816	34,812	34,812	35,916	35,916	35,916	36,936	38,100	39,252	40,428	41,664
\$/hr						15.31	15.78	16.26	16.26	16.26	16.74	16.74	17.27	17.27	17.27	17.76	18.32	18.87	19.44	20.03
3					\$2,602	\$2,681	\$2,761	\$2,845	\$2,845	\$2,845	\$2,931	\$2,931	\$3,020	\$3,020	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506
\$/yr					31,224	32,172	33,132	34,140	34,140	34,140	35,172	35,172	36,240	36,240	36,240	37,344	38,460	39,612	40,824	42,072
\$/hr					15.01	15.47	15.93	16.41	16.41	16.41	16.91	16.91	17.42	17.42	17.42	17.95	18.49	19.04	19.63	20.23
4					\$2,625	\$2,707	\$2,789	\$2,873	\$2,873	\$2,873	\$2,961	\$2,961	\$3,050	\$3,050	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541
\$/yr					31,500	32,484	33,468	34,476	34,476	34,476	35,532	35,532	36,600	36,600	36,600	37,692	38,832	40,032	41,232	42,492
\$/hr					15.14	15.62	16.09	16.58	16.58	16.58	17.08	17.08	17.60	17.60	17.60	18.12	18.67	19.25	19.82	20.43
5					\$2,654	\$2,735	\$2,818	\$2,901	\$2,901	\$2,901	\$2,993	\$2,993	\$3,078	\$3,078	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576
\$/yr					31,848	32,820	33,816	34,812	34,812	34,812	35,916	35,916	36,936	36,936	36,936	38,100	39,252	40,428	41,664	42,912
\$/hr					15.31	15.78	16.26	16.74	16.74	16.74	17.27	17.27	17.76	17.76	17.76	18.32	18.87	19.44	20.03	20.63
6				\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$2,931	\$2,931	\$3,020	\$3,020	\$3,112	\$3,112	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611
\$/yr				31,224	32,172	33,132	34,140	35,172	35,172	35,172	36,240	36,240	37,344	37,344	37,344	38,460	39,612	40,824	42,072	43,332
\$/hr				15.01	15.47	15.93	16.41	16.91	16.91	16.91	17.42	17.42	17.95	17.95	17.95	18.49	19.04	19.63	20.23	20.83
7				\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$2,961	\$2,961	\$3,050	\$3,050	\$3,141	\$3,141	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647
\$/yr				31,500	32,484	33,468	34,476	35,532	35,532	35,532	36,600	36,600	37,692	37,692	37,692	38,832	40,032	41,232	42,492	43,764

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/hr				15.14	15.62	16.09	16.58	17.08	17.08	17.08	17.60	17.60	18.12	18.12	18.12	18.67	19.25	19.82	20.43	21.04
8				\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$2,993	\$2,993	\$3,078	\$3,078	\$3,175	\$3,175	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683
\$/yr				31,848	32,820	33,816	34,812	35,916	35,916	35,916	36,936	36,936	38,100	38,100	38,100	39,252	40,428	41,664	42,912	44,196
\$/hr				15.31	15.78	16.26	16.74	17.27	17.27	17.27	17.76	17.76	18.32	18.32	18.32	18.87	19.44	20.03	20.63	21.25
9			\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,020	\$3,020	\$3,112	\$3,112	\$3,205	\$3,205	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721
\$/yr			31,224	32,172	33,132	34,140	35,172	36,240	36,240	36,240	37,344	37,344	38,460	38,460	38,460	39,612	40,824	42,072	43,332	44,652
\$/hr			15.01	15.47	15.93	16.41	16.91	17.42	17.42	17.42	17.95	17.95	18.49	18.49	18.49	19.04	19.63	20.23	20.83	21.47
10			\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,050	\$3,050	\$3,141	\$3,141	\$3,236	\$3,236	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757
\$/yr			31,500	32,484	33,468	34,476	35,532	36,600	36,600	36,600	37,692	37,692	38,832	38,832	38,832	40,032	41,232	42,492	43,764	45,084
\$/hr			15.14	15.62	16.09	16.58	17.08	17.60	17.60	17.60	18.12	18.12	18.67	18.67	18.67	19.25	19.82	20.43	21.04	21.68
11			\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,078	\$3,078	\$3,175	\$3,175	\$3,271	\$3,271	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794
\$/yr			31,848	32,820	33,816	34,812	35,916	36,936	36,936	36,936	38,100	38,100	39,252	39,252	39,252	40,428	41,664	42,912	44,196	45,528
\$/hr			15.31	15.78	16.26	16.74	17.27	17.76	17.76	17.76	18.32	18.32	18.87	18.87	18.87	19.44	20.03	20.63	21.25	21.89
12		\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,112	\$3,112	\$3,205	\$3,205	\$3,301	\$3,301	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833
\$/yr		31,224	32,172	33,132	34,140	35,172	36,240	37,344	37,344	37,344	38,460	38,460	39,612	39,612	39,612	40,824	42,072	43,332	44,652	45,996
\$/hr		15.01	15.47	15.93	16.41	16.91	17.42	17.95	17.95	17.95	18.49	18.49	19.04	19.04	19.04	19.63	20.23	20.83	21.47	22.11
13		\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,141	\$3,141	\$3,236	\$3,236	\$3,336	\$3,336	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871
\$/yr		31,500	32,484	33,468	34,476	35,532	36,600	37,692	37,692	37,692	38,832	38,832	40,032	40,032	40,032	41,232	42,492	43,764	45,084	46,452
\$/hr		15.14	15.62	16.09	16.58	17.08	17.60	18.12	18.12	18.12	18.67	18.67	19.25	19.25	19.25	19.82	20.43	21.04	21.68	22.33
14		\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,175	\$3,175	\$3,271	\$3,271	\$3,369	\$3,369	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910
\$/yr		31,848	32,820	33,816	34,812	35,916	36,936	38,100	38,100	38,100	39,252	39,252	40,428	40,428	40,428	41,664	42,912	44,196	45,528	46,920
\$/hr		15.31	15.78	16.26	16.74	17.27	17.76	18.32	18.32	18.32	18.87	18.87	19.44	19.44	19.44	20.03	20.63	21.25	21.89	22.56
15	\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,205	\$3,205	\$3,301	\$3,301	\$3,402	\$3,402	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950
\$/yr	31,224	32,172	33,132	34,140	35,172	36,240	37,344	38,460	38,460	38,460	39,612	39,612	40,824	40,824	40,824	42,072	43,332	44,652	45,996	47,400
\$/hr	15.01	15.47	15.93	16.41	16.91	17.42	17.95	18.49	18.49	18.49	19.04	19.04	19.63	19.63	19.63	20.23	20.83	21.47	22.11	22.79
16	\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,236	\$3,236	\$3,336	\$3,336	\$3,436	\$3,436	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991
\$/yr	31,500	32,484	33,468	34,476	35,532	36,600	37,692	38,832	38,832	38,832	40,032	40,032	41,232	41,232	41,232	42,492	43,764	45,084	46,452	47,892
\$/hr	15.14	15.62	16.09	16.58	17.08	17.60	18.12	18.67	18.67	18.67	19.25	19.25	19.82	19.82	19.82	20.43	21.04	21.68	22.33	23.03
17	\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,271	\$3,271	\$3,369	\$3,369	\$3,472	\$3,472	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/yr	31,848	32,820	33,816	34,812	35,916	36,936	38,100	39,252	39,252	39,252	40,428	40,428	41,664	41,664	41,664	42,912	44,196	45,528	46,920	48,348
\$/hr	15.31	15.78	16.26	16.74	17.27	17.76	18.32	18.87	18.87	18.87	19.44	19.44	20.03	20.03	20.03	20.63	21.25	21.89	22.56	23.24
18	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,301	\$3,301	\$3,402	\$3,402	\$3,506	\$3,506	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070
\$/yr	32,172	33,132	34,140	35,172	36,240	37,344	38,460	39,612	39,612	39,612	40,824	40,824	42,072	42,072	42,072	43,332	44,652	45,996	47,400	48,840
\$/hr	15.47	15.93	16.41	16.91	17.42	17.95	18.49	19.04	19.04	19.04	19.63	19.63	20.23	20.23	20.23	20.83	21.47	22.11	22.79	23.48
19	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,336	\$3,336	\$3,436	\$3,436	\$3,541	\$3,541	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110
\$/yr	32,484	33,468	34,476	35,532	36,600	37,692	38,832	40,032	40,032	40,032	41,232	41,232	42,492	42,492	42,492	43,764	45,084	46,452	47,892	49,320
\$/hr	15.62	16.09	16.58	17.08	17.60	18.12	18.67	19.25	19.25	19.25	19.82	19.82	20.43	20.43	20.43	21.04	21.68	22.33	23.03	23.71
20	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,369	\$3,369	\$3,472	\$3,472	\$3,576	\$3,576	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150
\$/yr	32,820	33,816	34,812	35,916	36,936	38,100	39,252	40,428	40,428	40,428	41,664	41,664	42,912	42,912	42,912	44,196	45,528	46,920	48,348	49,800
\$/hr	15.78	16.26	16.74	17.27	17.76	18.32	18.87	19.44	19.44	19.44	20.03	20.03	20.63	20.63	20.63	21.25	21.89	22.56	23.24	23.94
21	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,402	\$3,402	\$3,506	\$3,506	\$3,611	\$3,611	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193
\$/yr	33,132	34,140	35,172	36,240	37,344	38,460	39,612	40,824	40,824	40,824	42,072	42,072	43,332	43,332	43,332	44,652	45,996	47,400	48,840	50,316
\$/hr	15.93	16.41	16.91	17.42	17.95	18.49	19.04	19.63	19.63	19.63	20.23	20.23	20.83	20.83	20.83	21.47	22.11	22.79	23.48	24.19
22	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,436	\$3,436	\$3,541	\$3,541	\$3,647	\$3,647	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234
\$/yr	33,468	34,476	35,532	36,600	37,692	38,832	40,032	41,232	41,232	41,232	42,492	42,492	43,764	43,764	43,764	45,084	46,452	47,892	49,320	50,808
\$/hr	16.09	16.58	17.08	17.60	18.12	18.67	19.25	19.82	19.82	19.82	20.43	20.43	21.04	21.04	21.04	21.68	22.33	23.03	23.71	24.43
23	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,472	\$3,472	\$3,576	\$3,576	\$3,683	\$3,683	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277
\$/yr	33,816	34,812	35,916	36,936	38,100	39,252	40,428	41,664	41,664	41,664	42,912	42,912	44,196	44,196	44,196	45,528	46,920	48,348	49,800	51,324
\$/hr	16.26	16.74	17.27	17.76	18.32	18.87	19.44	20.03	20.03	20.03	20.63	20.63	21.25	21.25	21.25	21.89	22.56	23.24	23.94	24.68
24	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,506	\$3,506	\$3,611	\$3,611	\$3,721	\$3,721	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321
\$/yr	34,140	35,172	36,240	37,344	38,460	39,612	40,824	42,072	42,072	42,072	43,332	43,332	44,652	44,652	44,652	45,996	47,400	48,840	50,316	51,852
\$/hr	16.41	16.91	17.42	17.95	18.49	19.04	19.63	20.23	20.23	20.23	20.83	20.83	21.47	21.47	21.47	22.11	22.79	23.48	24.19	24.93
25	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,541	\$3,541	\$3,647	\$3,647	\$3,757	\$3,757	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366
\$/yr	34,476	35,532	36,600	37,692	38,832	40,032	41,232	42,492	42,492	42,492	43,764	43,764	45,084	45,084	45,084	46,452	47,892	49,320	50,808	52,392
\$/hr	16.58	17.08	17.60	18.12	18.67	19.25	19.82	20.43	20.43	20.43	21.04	21.04	21.68	21.68	21.68	22.33	23.03	23.71	24.43	25.19
26	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,576	\$3,576	\$3,683	\$3,683	\$3,794	\$3,794	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408
\$/yr	34,812	35,916	36,936	38,100	39,252	40,428	41,664	42,912	42,912	42,912	44,196	44,196	45,528	45,528	45,528	46,920	48,348	49,800	51,324	52,896
\$/hr	16.74	17.27	17.76	18.32	18.87	19.44	20.03	20.63	20.63	20.63	21.25	21.25	21.89	21.89	21.89	22.56	23.24	23.94	24.68	25.43

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
27	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,611	\$3,611	\$3,721	\$3,721	\$3,833	\$3,833	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452
\$/yr	35,172	36,240	37,344	38,460	39,612	40,824	42,072	43,332	43,332	43,332	44,652	44,652	45,996	45,996	45,996	47,400	48,840	50,316	51,852	53,424
\$/hr	16.91	17.42	17.95	18.49	19.04	19.63	20.23	20.83	20.83	20.83	21.47	21.47	22.11	22.11	22.11	22.79	23.48	24.19	24.93	25.68
28	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,647	\$3,647	\$3,757	\$3,757	\$3,871	\$3,871	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496
\$/yr	35,532	36,600	37,692	38,832	40,032	41,232	42,492	43,764	43,764	43,764	45,084	45,084	46,452	46,452	46,452	47,892	49,320	50,808	52,392	53,952
\$/hr	17.08	17.60	18.12	18.67	19.25	19.82	20.43	21.04	21.04	21.04	21.68	21.68	22.33	22.33	22.33	23.03	23.71	24.43	25.19	25.94
29	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,683	\$3,683	\$3,794	\$3,794	\$3,910	\$3,910	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541
\$/yr	35,916	36,936	38,100	39,252	40,428	41,664	42,912	44,196	44,196	44,196	45,528	45,528	46,920	46,920	46,920	48,348	49,800	51,324	52,896	54,492
\$/hr	17.27	17.76	18.32	18.87	19.44	20.03	20.63	21.25	21.25	21.25	21.89	21.89	22.56	22.56	22.56	23.24	23.94	24.68	25.43	26.20
30	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,721	\$3,721	\$3,833	\$3,833	\$3,950	\$3,950	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587
\$/yr	36,240	37,344	38,460	39,612	40,824	42,072	43,332	44,652	44,652	44,652	45,996	45,996	47,400	47,400	47,400	48,840	50,316	51,852	53,424	55,044
\$/hr	17.42	17.95	18.49	19.04	19.63	20.23	20.83	21.47	21.47	21.47	22.11	22.11	22.79	22.79	22.79	23.48	24.19	24.93	25.68	26.46
31	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,757	\$3,757	\$3,871	\$3,871	\$3,991	\$3,991	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632
\$/yr	36,600	37,692	38,832	40,032	41,232	42,492	43,764	45,084	45,084	45,084	46,452	46,452	47,892	47,892	47,892	49,320	50,808	52,392	53,952	55,584
\$/hr	17.60	18.12	18.67	19.25	19.82	20.43	21.04	21.68	21.68	21.68	22.33	22.33	23.03	23.03	23.03	23.71	24.43	25.19	25.94	26.72
32	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,794	\$3,794	\$3,910	\$3,910	\$4,029	\$4,029	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681
\$/yr	36,936	38,100	39,252	40,428	41,664	42,912	44,196	45,528	45,528	45,528	46,920	46,920	48,348	48,348	48,348	49,800	51,324	52,896	54,492	56,172
\$/hr	17.76	18.32	18.87	19.44	20.03	20.63	21.25	21.89	21.89	21.89	22.56	22.56	23.24	23.24	23.24	23.94	24.68	25.43	26.20	27.01
33	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,833	\$3,833	\$3,950	\$3,950	\$4,070	\$4,070	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726
\$/yr	37,344	38,460	39,612	40,824	42,072	43,332	44,652	45,996	45,996	45,996	47,400	47,400	48,840	48,840	48,840	50,316	51,852	53,424	55,044	56,712
\$/hr	17.95	18.49	19.04	19.63	20.23	20.83	21.47	22.11	22.11	22.11	22.79	22.79	23.48	23.48	23.48	24.19	24.93	25.68	26.46	27.27
34	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,871	\$3,871	\$3,991	\$3,991	\$4,110	\$4,110	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774
\$/yr	37,692	38,832	40,032	41,232	42,492	43,764	45,084	46,452	46,452	46,452	47,892	47,892	49,320	49,320	49,320	50,808	52,392	53,952	55,584	57,288
\$/hr	18.12	18.67	19.25	19.82	20.43	21.04	21.68	22.33	22.33	22.33	23.03	23.03	23.71	23.71	23.71	24.43	25.19	25.94	26.72	27.54
35	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$3,910	\$3,910	\$4,029	\$4,029	\$4,150	\$4,150	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821
\$/yr	38,100	39,252	40,428	41,664	42,912	44,196	45,528	46,920	46,920	46,920	48,348	48,348	49,800	49,800	49,800	51,324	52,896	54,492	56,172	57,852
\$/hr	18.32	18.87	19.44	20.03	20.63	21.25	21.89	22.56	22.56	22.56	23.24	23.24	23.94	23.94	23.94	24.68	25.43	26.20	27.01	27.81
36	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$3,950	\$3,950	\$4,070	\$4,070	\$4,193	\$4,193	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869
\$/yr	38,460	39,612	40,824	42,072	43,332	44,652	45,996	47,400	47,400	47,400	48,840	48,840	50,316	50,316	50,316	51,852	53,424	55,044	56,712	58,428

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/hr	18.49	19.04	19.63	20.23	20.83	21.47	22.11	22.79	22.79	22.79	23.48	23.48	24.19	24.19	24.19	24.93	25.68	26.46	27.27	28.09
37	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$3,991	\$3,991	\$4,110	\$4,110	\$4,234	\$4,234	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919
\$/yr	38,832	40,032	41,232	42,492	43,764	45,084	46,452	47,892	47,892	47,892	49,320	49,320	50,808	50,808	50,808	52,392	53,952	55,584	57,288	59,028
\$/hr	18.67	19.25	19.82	20.43	21.04	21.68	22.33	23.03	23.03	23.03	23.71	23.71	24.43	24.43	24.43	25.19	25.94	26.72	27.54	28.38
38	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,029	\$4,029	\$4,150	\$4,150	\$4,277	\$4,277	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966
\$/yr	39,252	40,428	41,664	42,912	44,196	45,528	46,920	48,348	48,348	48,348	49,800	49,800	51,324	51,324	51,324	52,896	54,492	56,172	57,852	59,592
\$/hr	18.87	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.24	23.24	23.94	23.94	24.68	24.68	24.68	25.43	26.20	27.01	27.81	28.65
39	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,070	\$4,070	\$4,193	\$4,193	\$4,321	\$4,321	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015
\$/yr	39,612	40,824	42,072	43,332	44,652	45,996	47,400	48,840	48,840	48,840	50,316	50,316	51,852	51,852	51,852	53,424	55,044	56,712	58,428	60,180
\$/hr	19.04	19.63	20.23	20.83	21.47	22.11	22.79	23.48	23.48	23.48	24.19	24.19	24.93	24.93	24.93	25.68	26.46	27.27	28.09	28.93
40	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,110	\$4,110	\$4,234	\$4,234	\$4,366	\$4,366	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067
\$/yr	40,032	41,232	42,492	43,764	45,084	46,452	47,892	49,320	49,320	49,320	50,808	50,808	52,392	52,392	52,392	53,952	55,584	57,288	59,028	60,804
\$/hr	19.25	19.82	20.43	21.04	21.68	22.33	23.03	23.71	23.71	23.71	24.43	24.43	25.19	25.19	25.19	25.94	26.72	27.54	28.38	29.23
41	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,150	\$4,150	\$4,277	\$4,277	\$4,408	\$4,408	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118
\$/yr	40,428	41,664	42,912	44,196	45,528	46,920	48,348	49,800	49,800	49,800	51,324	51,324	52,896	52,896	52,896	54,492	56,172	57,852	59,592	61,416
\$/hr	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.94	23.94	23.94	24.68	24.68	25.43	25.43	25.43	26.20	27.01	27.81	28.65	29.53
42	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,193	\$4,193	\$4,321	\$4,321	\$4,452	\$4,452	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169
\$/yr	40,824	42,072	43,332	44,652	45,996	47,400	48,840	50,316	50,316	50,316	51,852	51,852	53,424	53,424	53,424	55,044	56,712	58,428	60,180	62,028
\$/hr	19.63	20.23	20.83	21.47	22.11	22.79	23.48	24.19	24.19	24.19	24.93	24.93	25.68	25.68	25.68	26.46	27.27	28.09	28.93	29.82
43	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,234	\$4,234	\$4,366	\$4,366	\$4,496	\$4,496	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221
\$/yr	41,232	42,492	43,764	45,084	46,452	47,892	49,320	50,808	50,808	50,808	52,392	52,392	53,952	53,952	53,952	55,584	57,288	59,028	60,804	62,652
\$/hr	19.82	20.43	21.04	21.68	22.33	23.03	23.71	24.43	24.43	24.43	25.19	25.19	25.94	25.94	25.94	26.72	27.54	28.38	29.23	30.12
44	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,277	\$4,277	\$4,408	\$4,408	\$4,541	\$4,541	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275
\$/yr	41,664	42,912	44,196	45,528	46,920	48,348	49,800	51,324	51,324	51,324	52,896	52,896	54,492	54,492	54,492	56,172	57,852	59,592	61,416	63,300
\$/hr	20.03	20.63	21.25	21.89	22.56	23.24	23.94	24.68	24.68	24.68	25.43	25.43	26.20	26.20	26.20	27.01	27.81	28.65	29.53	30.43
45	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,321	\$4,321	\$4,452	\$4,452	\$4,587	\$4,587	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324
\$/yr	42,072	43,332	44,652	45,996	47,400	48,840	50,316	51,852	51,852	51,852	53,424	53,424	55,044	55,044	55,044	56,712	58,428	60,180	62,028	63,888
\$/hr	20.23	20.83	21.47	22.11	22.79	23.48	24.19	24.93	24.93	24.93	25.68	25.68	26.46	26.46	26.46	27.27	28.09	28.93	29.82	30.72
46	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,366	\$4,366	\$4,496	\$4,496	\$4,632	\$4,632	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/yr	42,492	43,764	45,084	46,452	47,892	49,320	50,808	52,392	52,392	52,392	53,952	53,952	55,584	55,584	55,584	57,288	59,028	60,804	62,652	64,572
\$/hr	20.43	21.04	21.68	22.33	23.03	23.71	24.43	25.19	25.19	25.19	25.94	25.94	26.72	26.72	26.72	27.54	28.38	29.23	30.12	31.04
47	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,408	\$4,408	\$4,541	\$4,541	\$4,681	\$4,681	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433
\$/yr	42,912	44,196	45,528	46,920	48,348	49,800	51,324	52,896	52,896	52,896	54,492	54,492	56,172	56,172	56,172	57,852	59,592	61,416	63,300	65,196
\$/hr	20.63	21.25	21.89	22.56	23.24	23.94	24.68	25.43	25.43	25.43	26.20	26.20	27.01	27.01	27.01	27.81	28.65	29.53	30.43	31.34
48	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,452	\$4,452	\$4,587	\$4,587	\$4,726	\$4,726	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490
\$/yr	43,332	44,652	45,996	47,400	48,840	50,316	51,852	53,424	53,424	53,424	55,044	55,044	56,712	56,712	56,712	58,428	60,180	62,028	63,888	65,880
\$/hr	20.83	21.47	22.11	22.79	23.48	24.19	24.93	25.68	25.68	25.68	26.46	26.46	27.27	27.27	27.27	28.09	28.93	29.82	30.72	31.67
49	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,496	\$4,496	\$4,632	\$4,632	\$4,774	\$4,774	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542
\$/yr	43,764	45,084	46,452	47,892	49,320	50,808	52,392	53,952	53,952	53,952	55,584	55,584	57,288	57,288	57,288	59,028	60,804	62,652	64,572	66,504
\$/hr	21.04	21.68	22.33	23.03	23.71	24.43	25.19	25.94	25.94	25.94	26.72	26.72	27.54	27.54	27.54	28.38	29.23	30.12	31.04	31.97
50	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,541	\$4,541	\$4,681	\$4,681	\$4,821	\$4,821	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598
\$/yr	44,196	45,528	46,920	48,348	49,800	51,324	52,896	54,492	54,492	54,492	56,172	56,172	57,852	57,852	57,852	59,592	61,416	63,300	65,196	67,176
\$/hr	21.25	21.89	22.56	23.24	23.94	24.68	25.43	26.20	26.20	26.20	27.01	27.01	27.81	27.81	27.81	28.65	29.53	30.43	31.34	32.30
51	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,587	\$4,587	\$4,726	\$4,726	\$4,869	\$4,869	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653
\$/yr	44,652	45,996	47,400	48,840	50,316	51,852	53,424	55,044	55,044	55,044	56,712	56,712	58,428	58,428	58,428	60,180	62,028	63,888	65,880	67,836
\$/hr	21.47	22.11	22.79	23.48	24.19	24.93	25.68	26.46	26.46	26.46	27.27	27.27	28.09	28.09	28.09	28.93	29.82	30.72	31.67	32.61
52	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,632	\$4,632	\$4,774	\$4,774	\$4,919	\$4,919	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712
\$/yr	45,084	46,452	47,892	49,320	50,808	52,392	53,952	55,584	55,584	55,584	57,288	57,288	59,028	59,028	59,028	60,804	62,652	64,572	66,504	68,544
\$/hr	21.68	22.33	23.03	23.71	24.43	25.19	25.94	26.72	26.72	26.72	27.54	27.54	28.38	28.38	28.38	29.23	30.12	31.04	31.97	32.95
53	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,681	\$4,681	\$4,821	\$4,821	\$4,966	\$4,966	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766
\$/yr	45,528	46,920	48,348	49,800	51,324	52,896	54,492	56,172	56,172	56,172	57,852	57,852	59,592	59,592	59,592	61,416	63,300	65,196	67,176	69,192
\$/hr	21.89	22.56	23.24	23.94	24.68	25.43	26.20	27.01	27.01	27.01	27.81	27.81	28.65	28.65	28.65	29.53	30.43	31.34	32.30	33.27
54	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,726	\$4,726	\$4,869	\$4,869	\$5,015	\$5,015	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824
\$/yr	45,996	47,400	48,840	50,316	51,852	53,424	55,044	56,712	56,712	56,712	58,428	58,428	60,180	60,180	60,180	62,028	63,888	65,880	67,836	69,888
\$/hr	22.11	22.79	23.48	24.19	24.93	25.68	26.46	27.27	27.27	27.27	28.09	28.09	28.93	28.93	28.93	29.82	30.72	31.67	32.61	33.60
55	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,774	\$4,774	\$4,919	\$4,919	\$5,067	\$5,067	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884
\$/yr	46,452	47,892	49,320	50,808	52,392	53,952	55,584	57,288	57,288	57,288	59,028	59,028	60,804	60,804	60,804	62,652	64,572	66,504	68,544	70,608
\$/hr	22.33	23.03	23.71	24.43	25.19	25.94	26.72	27.54	27.54	27.54	28.38	28.38	29.23	29.23	29.23	30.12	31.04	31.97	32.95	33.95

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
56	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,821	\$4,966	\$4,966	\$5,118	\$5,118	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	
\$/yr	46,920	48,348	49,800	51,324	52,896	54,492	56,172	57,852	57,852	59,592	59,592	61,416	61,416	61,416	63,300	65,196	67,176	69,192	71,328	
\$/hr	22.56	23.24	23.94	24.68	25.43	26.20	27.01	27.81	27.81	28.65	28.65	29.53	29.53	29.53	30.43	31.34	32.30	33.27	34.29	
57	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$4,869	\$4,869	\$5,015	\$5,015	\$5,169	\$5,169	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004
\$/yr	47,400	48,840	50,316	51,852	53,424	55,044	56,712	58,428	58,428	58,428	60,180	60,180	62,028	62,028	62,028	63,888	65,880	67,836	69,888	72,048
\$/hr	22.79	23.48	24.19	24.93	25.68	26.46	27.27	28.09	28.09	28.09	28.93	28.93	29.82	29.82	29.82	30.72	31.67	32.61	33.60	34.64
58	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$4,919	\$4,919	\$5,067	\$5,067	\$5,221	\$5,221	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064
\$/yr	47,892	49,320	50,808	52,392	53,952	55,584	57,288	59,028	59,028	59,028	60,804	60,804	62,652	62,652	62,652	64,572	66,504	68,544	70,608	72,768
\$/hr	23.03	23.71	24.43	25.19	25.94	26.72	27.54	28.38	28.38	28.38	29.23	29.23	30.12	30.12	30.12	31.04	31.97	32.95	33.95	34.98
59	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$4,966	\$4,966	\$5,118	\$5,118	\$5,275	\$5,275	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124
\$/yr	48,348	49,800	51,324	52,896	54,492	56,172	57,852	59,592	59,592	59,592	61,416	61,416	63,300	63,300	63,300	65,196	67,176	69,192	71,328	73,488
\$/hr	23.24	23.94	24.68	25.43	26.20	27.01	27.81	28.65	28.65	28.65	29.53	29.53	30.43	30.43	30.43	31.34	32.30	33.27	34.29	35.33
60	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,015	\$5,015	\$5,169	\$5,169	\$5,324	\$5,324	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185
\$/yr	48,840	50,316	51,852	53,424	55,044	56,712	58,428	60,180	60,180	60,180	62,028	62,028	63,888	63,888	63,888	65,880	67,836	69,888	72,048	74,220
\$/hr	23.48	24.19	24.93	25.68	26.46	27.27	28.09	28.93	28.93	28.93	29.82	29.82	30.72	30.72	30.72	31.67	32.61	33.60	34.64	35.68
61	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,067	\$5,067	\$5,221	\$5,221	\$5,381	\$5,381	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245
\$/yr	49,320	50,808	52,392	53,952	55,584	57,288	59,028	60,804	60,804	60,804	62,652	62,652	64,572	64,572	64,572	66,504	68,544	70,608	72,768	74,940
\$/hr	23.71	24.43	25.19	25.94	26.72	27.54	28.38	29.23	29.23	29.23	30.12	30.12	31.04	31.04	31.04	31.97	32.95	33.95	34.98	36.03
62	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,118	\$5,118	\$5,275	\$5,275	\$5,433	\$5,433	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309
\$/yr	49,800	51,324	52,896	54,492	56,172	57,852	59,592	61,416	61,416	61,416	63,300	63,300	65,196	65,196	65,196	67,176	69,192	71,328	73,488	75,708
\$/hr	23.94	24.68	25.43	26.20	27.01	27.81	28.65	29.53	29.53	29.53	30.43	30.43	31.34	31.34	31.34	32.30	33.27	34.29	35.33	36.40
63	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,169	\$5,169	\$5,324	\$5,324	\$5,490	\$5,490	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373
\$/yr	50,316	51,852	53,424	55,044	56,712	58,428	60,180	62,028	62,028	62,028	63,888	63,888	65,880	65,880	65,880	67,836	69,888	72,048	74,220	76,476
\$/hr	24.19	24.93	25.68	26.46	27.27	28.09	28.93	29.82	29.82	29.82	30.72	30.72	31.67	31.67	31.67	32.61	33.60	34.64	35.68	36.77
64	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,221	\$5,221	\$5,381	\$5,381	\$5,542	\$5,542	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434
\$/yr	50,808	52,392	53,952	55,584	57,288	59,028	60,804	62,652	62,652	62,652	64,572	64,572	66,504	66,504	66,504	68,544	70,608	72,768	74,940	77,208
\$/hr	24.43	25.19	25.94	26.72	27.54	28.38	29.23	30.12	30.12	30.12	31.04	31.04	31.97	31.97	31.97	32.95	33.95	34.98	36.03	37.12
65	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,275	\$5,275	\$5,433	\$5,433	\$5,598	\$5,598	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498
\$/yr	51,324	52,896	54,492	56,172	57,852	59,592	61,416	63,300	63,300	63,300	65,196	65,196	67,176	67,176	67,176	69,192	71,328	73,488	75,708	77,976

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
66	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,324	\$5,324	\$5,490	\$5,490	\$5,653	\$5,653	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564
\$/hr	24.68	25.43	26.20	27.01	27.81	28.65	29.53	30.43	30.43	30.43	31.34	31.34	32.30	32.30	32.30	33.27	34.29	35.33	36.40	37.49
\$/yr	51,852	53,424	55,044	56,712	58,428	60,180	62,028	63,888	63,888	63,888	65,880	65,880	67,836	67,836	67,836	69,888	72,048	74,220	76,476	78,768
67	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,381	\$5,381	\$5,542	\$5,542	\$5,712	\$5,712	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629
\$/hr	25.19	25.94	26.72	27.54	28.38	29.23	30.12	31.04	31.04	31.04	31.97	31.97	32.95	32.95	32.95	33.95	34.98	36.03	37.12	38.24
\$/yr	52,392	53,952	55,584	57,288	59,028	60,804	62,652	64,572	64,572	64,572	66,504	66,504	68,544	68,544	68,544	70,608	72,768	74,940	77,208	79,548
68	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,433	\$5,433	\$5,598	\$5,598	\$5,766	\$5,766	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696
\$/hr	25.43	26.20	27.01	27.81	28.65	29.53	30.43	31.34	31.34	31.34	32.30	32.30	33.27	33.27	33.27	34.29	35.33	36.40	37.49	38.63
\$/yr	52,896	54,492	56,172	57,852	59,592	61,416	63,300	65,196	65,196	65,196	67,176	67,176	69,192	69,192	69,192	71,328	73,488	75,708	77,976	80,352
69	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,490	\$5,490	\$5,653	\$5,653	\$5,824	\$5,824	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762
\$/hr	25.68	26.46	27.27	28.09	28.93	29.82	30.72	31.67	31.67	31.67	32.61	32.61	33.60	33.60	33.60	34.64	35.68	36.77	37.87	39.01
\$/yr	53,424	55,044	56,712	58,428	60,180	62,028	63,888	65,880	65,880	65,880	67,836	67,836	69,888	69,888	69,888	72,048	74,220	76,476	78,768	81,144
70	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,542	\$5,542	\$5,712	\$5,712	\$5,884	\$5,884	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830
\$/hr	25.94	26.72	27.54	28.38	29.23	30.12	31.04	31.97	31.97	31.97	32.95	32.95	33.95	33.95	33.95	34.98	36.03	37.12	38.24	39.40
\$/yr	53,952	55,584	57,288	59,028	60,804	62,652	64,572	66,504	66,504	66,504	68,544	68,544	70,608	70,608	70,608	72,768	74,940	77,208	79,548	81,960
71	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,598	\$5,598	\$5,766	\$5,766	\$5,944	\$5,944	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898
\$/hr	26.20	27.01	27.81	28.65	29.53	30.43	31.34	32.30	32.30	32.30	33.27	33.27	34.29	34.29	34.29	35.33	36.40	37.49	38.63	39.80
\$/yr	54,492	56,172	57,852	59,592	61,416	63,300	65,196	67,176	67,176	67,176	69,192	69,192	71,328	71,328	71,328	73,488	75,708	77,976	80,352	82,776
72	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,653	\$5,653	\$5,824	\$5,824	\$6,004	\$6,004	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967
\$/hr	26.46	27.27	28.09	28.93	29.82	30.72	31.67	32.61	32.61	32.61	33.60	33.60	34.64	34.64	34.64	35.68	36.77	37.87	39.01	40.19
\$/yr	55,044	56,712	58,428	60,180	62,028	63,888	65,880	67,836	67,836	67,836	69,888	69,888	72,048	72,048	72,048	74,220	76,476	78,768	81,144	83,604
73	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,712	\$5,712	\$5,884	\$5,884	\$6,064	\$6,064	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037
\$/hr	26.72	27.54	28.38	29.23	30.12	31.04	31.97	32.95	32.95	32.95	33.95	33.95	34.98	34.98	34.98	36.03	37.12	38.24	39.40	40.60
\$/yr	55,584	57,288	59,028	60,804	62,652	64,572	66,504	68,544	68,544	68,544	70,608	70,608	72,768	72,768	72,768	74,940	77,208	79,548	81,960	84,444
74	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,766	\$5,766	\$5,944	\$5,944	\$6,124	\$6,124	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108
\$/hr	27.01	27.81	28.65	29.53	30.43	31.34	32.30	33.27	33.27	33.27	34.29	34.29	35.33	35.33	35.33	36.40	37.49	38.63	39.80	41.01
\$/yr	56,172	57,852	59,592	61,416	63,300	65,196	67,176	69,192	69,192	69,192	71,328	71,328	73,488	73,488	73,488	75,708	77,976	80,352	82,776	85,296
75	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$5,824	\$5,824	\$6,004	\$6,004	\$6,185	\$6,185	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/yr	56,712	58,428	60,180	62,028	63,888	65,880	67,836	69,888	69,888	69,888	72,048	72,048	74,220	74,220	74,220	76,476	78,768	81,144	83,604	86,148
\$/hr	27.27	28.09	28.93	29.82	30.72	31.67	32.61	33.60	33.60	33.60	34.64	34.64	35.68	35.68	35.68	36.77	37.87	39.01	40.19	41.42
76	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$5,884	\$5,884	\$6,064	\$6,064	\$6,245	\$6,245	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251
\$/yr	57,288	59,028	60,804	62,652	64,572	66,504	68,544	70,608	70,608	70,608	72,768	72,768	74,940	74,940	74,940	77,208	79,548	81,960	84,444	87,012
\$/hr	27.54	28.38	29.23	30.12	31.04	31.97	32.95	33.95	33.95	33.95	34.98	34.98	36.03	36.03	36.03	37.12	38.24	39.40	40.60	41.83
77	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$5,944	\$5,944	\$6,124	\$6,124	\$6,309	\$6,309	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323
\$/yr	57,852	59,592	61,416	63,300	65,196	67,176	69,192	71,328	71,328	71,328	73,488	73,488	75,708	75,708	75,708	77,976	80,352	82,776	85,296	87,876
\$/hr	27.81	28.65	29.53	30.43	31.34	32.30	33.27	34.29	34.29	34.29	35.33	35.33	36.40	36.40	36.40	37.49	38.63	39.80	41.01	42.25
78	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,004	\$6,004	\$6,185	\$6,185	\$6,373	\$6,373	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395
\$/yr	58,428	60,180	62,028	63,888	65,880	67,836	69,888	72,048	72,048	72,048	74,220	74,220	76,476	76,476	76,476	78,768	81,144	83,604	86,148	88,740
\$/hr	28.09	28.93	29.82	30.72	31.67	32.61	33.60	34.64	34.64	34.64	35.68	35.68	36.77	36.77	36.77	37.87	39.01	40.19	41.42	42.66
79	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,064	\$6,064	\$6,245	\$6,245	\$6,434	\$6,434	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470
\$/yr	59,028	60,804	62,652	64,572	66,504	68,544	70,608	72,768	72,768	72,768	74,940	74,940	77,208	77,208	77,208	79,548	81,960	84,444	87,012	89,640
\$/hr	28.38	29.23	30.12	31.04	31.97	32.95	33.95	34.98	34.98	34.98	36.03	36.03	37.12	37.12	37.12	38.24	39.40	40.60	41.83	43.10
80	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,124	\$6,124	\$6,309	\$6,309	\$6,498	\$6,498	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545
\$/yr	59,592	61,416	63,300	65,196	67,176	69,192	71,328	73,488	73,488	73,488	75,708	75,708	77,976	77,976	77,976	80,352	82,776	85,296	87,876	90,540
\$/hr	28.65	29.53	30.43	31.34	32.30	33.27	34.29	35.33	35.33	35.33	36.40	36.40	37.49	37.49	37.49	38.63	39.80	41.01	42.25	43.53
81	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,185	\$6,185	\$6,373	\$6,373	\$6,564	\$6,564	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619
\$/yr	60,180	62,028	63,888	65,880	67,836	69,888	72,048	74,220	74,220	74,220	76,476	76,476	78,768	78,768	78,768	81,144	83,604	86,148	88,740	91,428
\$/hr	28.93	29.82	30.72	31.67	32.61	33.60	34.64	35.68	35.68	35.68	36.77	36.77	37.87	37.87	37.87	39.01	40.19	41.42	42.66	43.96
82	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,245	\$6,245	\$6,434	\$6,434	\$6,629	\$6,629	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696
\$/yr	60,804	62,652	64,572	66,504	68,544	70,608	72,768	74,940	74,940	74,940	77,208	77,208	79,548	79,548	79,548	81,960	84,444	87,012	89,640	92,352
\$/hr	29.23	30.12	31.04	31.97	32.95	33.95	34.98	36.03	36.03	36.03	37.12	37.12	38.24	38.24	38.24	39.40	40.60	41.83	43.10	44.40
83	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,309	\$6,309	\$6,498	\$6,498	\$6,696	\$6,696	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772
\$/yr	61,416	63,300	65,196	67,176	69,192	71,328	73,488	75,708	75,708	75,708	77,976	77,976	80,352	80,352	80,352	82,776	85,296	87,876	90,540	93,264
\$/hr	29.53	30.43	31.34	32.30	33.27	34.29	35.33	36.40	36.40	36.40	37.49	37.49	38.63	38.63	38.63	39.80	41.01	42.25	43.53	44.84
84	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,373	\$6,373	\$6,564	\$6,564	\$6,762	\$6,762	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852
\$/yr	62,028	63,888	65,880	67,836	69,888	72,048	74,220	76,476	76,476	76,476	78,768	78,768	81,144	81,144	81,144	83,604	86,148	88,740	91,428	94,224
\$/hr	29.82	30.72	31.67	32.61	33.60	34.64	35.68	36.77	36.77	36.77	37.87	37.87	39.01	39.01	39.01	40.19	41.42	42.66	43.96	45.30

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
85	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,434	\$6,434	\$6,629	\$6,629	\$6,830	\$6,830	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928
\$/yr	62,652	64,572	66,504	68,544	70,608	72,768	74,940	77,208	77,208	77,208	79,548	79,548	81,960	81,960	81,960	84,444	87,012	89,640	92,352	95,136
\$/hr	30.12	31.04	31.97	32.95	33.95	34.98	36.03	37.12	37.12	37.12	38.24	38.24	39.40	39.40	39.40	40.60	41.83	43.10	44.40	45.74
86	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,498	\$6,498	\$6,696	\$6,696	\$6,898	\$6,898	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009
\$/yr	63,300	65,196	67,176	69,192	71,328	73,488	75,708	77,976	77,976	77,976	80,352	80,352	82,776	82,776	82,776	85,296	87,876	90,540	93,264	96,108
\$/hr	30.43	31.34	32.30	33.27	34.29	35.33	36.40	37.49	37.49	37.49	38.63	38.63	39.80	39.80	39.80	41.01	42.25	43.53	44.84	46.21
87	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,564	\$6,564	\$6,762	\$6,762	\$6,967	\$6,967	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092
\$/yr	63,888	65,880	67,836	69,888	72,048	74,220	76,476	78,768	78,768	78,768	81,144	81,144	83,604	83,604	83,604	86,148	88,740	91,428	94,224	97,104
\$/hr	30.72	31.67	32.61	33.60	34.64	35.68	36.77	37.87	37.87	37.87	39.01	39.01	40.19	40.19	40.19	41.42	42.66	43.96	45.30	46.68
88	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,629	\$6,629	\$6,830	\$6,830	\$7,037	\$7,037	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172
\$/yr	64,572	66,504	68,544	70,608	72,768	74,940	77,208	79,548	79,548	79,548	81,960	81,960	84,444	84,444	84,444	87,012	89,640	92,352	95,136	98,064
\$/hr	31.04	31.97	32.95	33.95	34.98	36.03	37.12	38.24	38.24	38.24	39.40	39.40	40.60	40.60	40.60	41.83	43.10	44.40	45.74	47.15
89	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,696	\$6,696	\$6,898	\$6,898	\$7,108	\$7,108	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253
\$/yr	65,196	67,176	69,192	71,328	73,488	75,708	77,976	80,352	80,352	80,352	82,776	82,776	85,296	85,296	85,296	87,876	90,540	93,264	96,108	99,036
\$/hr	31.34	32.30	33.27	34.29	35.33	36.40	37.49	38.63	38.63	38.63	39.80	39.80	41.01	41.01	41.01	42.25	43.53	44.84	46.21	47.61
90	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,762	\$6,762	\$6,967	\$6,967	\$7,179	\$7,179	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336
\$/yr	65,880	67,836	69,888	72,048	74,220	76,476	78,768	81,144	81,144	81,144	83,604	83,604	86,148	86,148	86,148	88,740	91,428	94,224	97,104	100,032
\$/hr	31.67	32.61	33.60	34.64	35.68	36.77	37.87	39.01	39.01	39.01	40.19	40.19	41.42	41.42	41.42	42.66	43.96	45.30	46.68	48.09
91	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$6,830	\$6,830	\$7,037	\$7,037	\$7,251	\$7,251	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419
\$/yr	66,504	68,544	70,608	72,768	74,940	77,208	79,548	81,960	81,960	81,960	84,444	84,444	87,012	87,012	87,012	89,640	92,352	95,136	98,064	101,028
\$/hr	31.97	32.95	33.95	34.98	36.03	37.12	38.24	39.40	39.40	39.40	40.60	40.60	41.83	41.83	41.83	43.10	44.40	45.74	47.15	48.57
92	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$6,898	\$6,898	\$7,108	\$7,108	\$7,323	\$7,323	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504
\$/yr	67,176	69,192	71,328	73,488	75,708	77,976	80,352	82,776	82,776	82,776	85,296	85,296	87,876	87,876	87,876	90,540	93,264	96,108	99,036	102,048
\$/hr	32.30	33.27	34.29	35.33	36.40	37.49	38.63	39.80	39.80	39.80	41.01	41.01	42.25	42.25	42.25	43.53	44.84	46.21	47.61	49.06
93	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$6,967	\$6,967	\$7,179	\$7,179	\$7,395	\$7,395	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586
\$/yr	67,836	69,888	72,048	74,220	76,476	78,768	81,144	83,604	83,604	83,604	86,148	86,148	88,740	88,740	88,740	91,428	94,224	97,104	100,032	103,032
\$/hr	32.61	33.60	34.64	35.68	36.77	37.87	39.01	40.19	40.19	40.19	41.42	41.42	42.66	42.66	42.66	43.96	45.30	46.68	48.09	49.53
94	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,037	\$7,037	\$7,251	\$7,251	\$7,470	\$7,470	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674
\$/yr	68,544	70,608	72,768	74,940	77,208	79,548	81,960	84,444	84,444	84,444	87,012	87,012	89,640	89,640	89,640	92,352	95,136	98,064	101,028	104,088

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/hr	32.95	33.95	34.98	36.03	37.12	38.24	39.40	40.60	40.60	40.60	41.83	41.83	43.10	43.10	43.10	44.40	45.74	47.15	48.57	50.04
95	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,108	\$7,108	\$7,323	\$7,323	\$7,545	\$7,545	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760
\$/yr	69,192	71,328	73,488	75,708	77,976	80,352	82,776	85,296	85,296	85,296	87,876	87,876	90,540	90,540	90,540	93,264	96,108	99,036	102,048	105,120
\$/hr	33.27	34.29	35.33	36.40	37.49	38.63	39.80	41.01	41.01	41.01	42.25	42.25	43.53	43.53	43.53	44.84	46.21	47.61	49.06	50.54
96	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,179	\$7,179	\$7,395	\$7,395	\$7,619	\$7,619	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850
\$/yr	69,888	72,048	74,220	76,476	78,768	81,144	83,604	86,148	86,148	86,148	88,740	88,740	91,428	91,428	91,428	94,224	97,104	100,032	103,032	106,200
\$/hr	33.60	34.64	35.68	36.77	37.87	39.01	40.19	41.42	41.42	41.42	42.66	42.66	43.96	43.96	43.96	45.30	46.68	48.09	49.53	51.06
97	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,251	\$7,251	\$7,470	\$7,470	\$7,696	\$7,696	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936
\$/yr	70,608	72,768	74,940	77,208	79,548	81,960	84,444	87,012	87,012	87,012	89,640	89,640	92,352	92,352	92,352	95,136	98,064	101,028	104,088	107,232
\$/hr	33.95	34.98	36.03	37.12	38.24	39.40	40.60	41.83	41.83	41.83	43.10	43.10	44.40	44.40	44.40	45.74	47.15	48.57	50.04	51.55
98	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,323	\$7,323	\$7,545	\$7,545	\$7,772	\$7,772	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027
\$/yr	71,328	73,488	75,708	77,976	80,352	82,776	85,296	87,876	87,876	87,876	90,540	90,540	93,264	93,264	93,264	96,108	99,036	102,048	105,120	108,324
\$/hr	34.29	35.33	36.40	37.49	38.63	39.80	41.01	42.25	42.25	42.25	43.53	43.53	44.84	44.84	44.84	46.21	47.61	49.06	50.54	52.08
99	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,395	\$7,395	\$7,619	\$7,619	\$7,852	\$7,852	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116
\$/yr	72,048	74,220	76,476	78,768	81,144	83,604	86,148	88,740	88,740	88,740	91,428	91,428	94,224	94,224	94,224	97,104	100,032	103,032	106,200	109,392
\$/hr	34.64	35.68	36.77	37.87	39.01	40.19	41.42	42.66	42.66	42.66	43.96	43.96	45.30	45.30	45.30	46.68	48.09	49.53	51.06	52.59

**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**

**University of Washington - Contract Classified
WFSE SELECTED HEALTH CARE PROFESSIONAL TECHNICAL**

**PAY TABLE BABB
Effective July 1, 2017**

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
0						\$2,602	\$2,681	\$2,761	\$2,761	\$2,761	\$2,845	\$2,845	\$2,931	\$2,931	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506
\$/yr						31,224	32,172	33,132	33,132	33,132	34,140	34,140	35,172	35,172	35,172	36,240	37,344	38,460	39,612	40,824	42,072
\$/hr						15.01	15.47	15.93	15.93	15.93	16.41	16.41	16.91	16.91	16.91	17.42	17.95	18.49	19.04	19.63	20.23
1						\$2,625	\$2,707	\$2,789	\$2,789	\$2,789	\$2,873	\$2,873	\$2,961	\$2,961	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541
\$/yr						31,500	32,484	33,468	33,468	33,468	34,476	34,476	35,532	35,532	35,532	36,600	37,692	38,832	40,032	41,232	42,492
\$/hr						15.14	15.62	16.09	16.09	16.09	16.58	16.58	17.08	17.08	17.08	17.60	18.12	18.67	19.25	19.82	20.43
2						\$2,654	\$2,735	\$2,818	\$2,818	\$2,818	\$2,901	\$2,901	\$2,993	\$2,993	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576
\$/yr						31,848	32,820	33,816	33,816	33,816	34,812	34,812	35,916	35,916	35,916	36,936	38,100	39,252	40,428	41,664	42,912
\$/hr						15.31	15.78	16.26	16.26	16.26	16.74	16.74	17.27	17.27	17.27	17.76	18.32	18.87	19.44	20.03	20.63
3					\$2,602	\$2,681	\$2,761	\$2,845	\$2,845	\$2,845	\$2,931	\$2,931	\$3,020	\$3,020	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611
\$/yr					31,224	32,172	33,132	34,140	34,140	34,140	35,172	35,172	36,240	36,240	36,240	37,344	38,460	39,612	40,824	42,072	43,332
\$/hr					15.01	15.47	15.93	16.41	16.41	16.41	16.91	16.91	17.42	17.42	17.42	17.95	18.49	19.04	19.63	20.23	20.83
4					\$2,625	\$2,707	\$2,789	\$2,873	\$2,873	\$2,873	\$2,961	\$2,961	\$3,050	\$3,050	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647
\$/yr					31,500	32,484	33,468	34,476	34,476	34,476	35,532	35,532	36,600	36,600	36,600	37,692	38,832	40,032	41,232	42,492	43,764
\$/hr					15.14	15.62	16.09	16.58	16.58	16.58	17.08	17.08	17.60	17.60	17.60	18.12	18.67	19.25	19.82	20.43	21.04
5					\$2,654	\$2,735	\$2,818	\$2,901	\$2,901	\$2,901	\$2,993	\$2,993	\$3,078	\$3,078	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683
\$/yr					31,848	32,820	33,816	34,812	34,812	34,812	35,916	35,916	36,936	36,936	36,936	38,100	39,252	40,428	41,664	42,912	44,196
\$/hr					15.31	15.78	16.26	16.74	16.74	16.74	17.27	17.27	17.76	17.76	17.76	18.32	18.87	19.44	20.03	20.63	21.25
6				\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$2,931	\$2,931	\$3,020	\$3,020	\$3,112	\$3,112	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721
\$/yr				31,224	32,172	33,132	34,140	35,172	35,172	35,172	36,240	36,240	37,344	37,344	37,344	38,460	39,612	40,824	42,072	43,332	44,652
\$/hr				15.01	15.47	15.93	16.41	16.91	16.91	16.91	17.42	17.42	17.95	17.95	17.95	18.49	19.04	19.63	20.23	20.83	21.47
7				\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$2,961	\$2,961	\$3,050	\$3,050	\$3,141	\$3,141	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757
\$/yr				31,500	32,484	33,468	34,476	35,532	35,532	35,532	36,600	36,600	37,692	37,692	37,692	38,832	40,032	41,232	42,492	43,764	45,084
\$/hr				15.14	15.62	16.09	16.58	17.08	17.08	17.08	17.60	17.60	18.12	18.12	18.12	18.67	19.25	19.82	20.43	21.04	21.68
8				\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$2,993	\$2,993	\$3,078	\$3,078	\$3,175	\$3,175	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr				31,848	32,820	33,816	34,812	35,916	35,916	35,916	36,936	36,936	38,100	38,100	38,100	39,252	40,428	41,664	42,912	44,196	45,528
\$/hr				15.31	15.78	16.26	16.74	17.27	17.27	17.27	17.76	17.76	18.32	18.32	18.32	18.87	19.44	20.03	20.63	21.25	21.89
9			\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,020	\$3,020	\$3,112	\$3,112	\$3,205	\$3,205	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833
\$/yr			31,224	32,172	33,132	34,140	35,172	36,240	36,240	36,240	37,344	37,344	38,460	38,460	38,460	39,612	40,824	42,072	43,332	44,652	45,996
\$/hr			15.01	15.47	15.93	16.41	16.91	17.42	17.42	17.42	17.95	17.95	18.49	18.49	18.49	19.04	19.63	20.23	20.83	21.47	22.11
10			\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,050	\$3,050	\$3,141	\$3,141	\$3,236	\$3,236	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871
\$/yr			31,500	32,484	33,468	34,476	35,532	36,600	36,600	36,600	37,692	37,692	38,832	38,832	38,832	40,032	41,232	42,492	43,764	45,084	46,452
\$/hr			15.14	15.62	16.09	16.58	17.08	17.60	17.60	17.60	18.12	18.12	18.67	18.67	18.67	19.25	19.82	20.43	21.04	21.68	22.33
11			\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,078	\$3,078	\$3,175	\$3,175	\$3,271	\$3,271	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910
\$/yr			31,848	32,820	33,816	34,812	35,916	36,936	36,936	36,936	38,100	38,100	39,252	39,252	39,252	40,428	41,664	42,912	44,196	45,528	46,920
\$/hr			15.31	15.78	16.26	16.74	17.27	17.76	17.76	17.76	18.32	18.32	18.87	18.87	18.87	19.44	20.03	20.63	21.25	21.89	22.56
12		\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,112	\$3,112	\$3,205	\$3,205	\$3,301	\$3,301	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950
\$/yr		31,224	32,172	33,132	34,140	35,172	36,240	37,344	37,344	37,344	38,460	38,460	39,612	39,612	39,612	40,824	42,072	43,332	44,652	45,996	47,400
\$/hr		15.01	15.47	15.93	16.41	16.91	17.42	17.95	17.95	17.95	18.49	18.49	19.04	19.04	19.04	19.63	20.23	20.83	21.47	22.11	22.79
13		\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,141	\$3,141	\$3,236	\$3,236	\$3,336	\$3,336	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991
\$/yr		31,500	32,484	33,468	34,476	35,532	36,600	37,692	37,692	37,692	38,832	38,832	40,032	40,032	40,032	41,232	42,492	43,764	45,084	46,452	47,892
\$/hr		15.14	15.62	16.09	16.58	17.08	17.60	18.12	18.12	18.12	18.67	18.67	19.25	19.25	19.25	19.82	20.43	21.04	21.68	22.33	23.03
14		\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,175	\$3,175	\$3,271	\$3,271	\$3,369	\$3,369	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029
\$/yr		31,848	32,820	33,816	34,812	35,916	36,936	38,100	38,100	38,100	39,252	39,252	40,428	40,428	40,428	41,664	42,912	44,196	45,528	46,920	48,348
\$/hr		15.31	15.78	16.26	16.74	17.27	17.76	18.32	18.32	18.32	18.87	18.87	19.44	19.44	19.44	20.03	20.63	21.25	21.89	22.56	23.24
15	\$2,602	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,205	\$3,205	\$3,301	\$3,301	\$3,402	\$3,402	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070
\$/yr	31,224	32,172	33,132	34,140	35,172	36,240	37,344	38,460	38,460	38,460	39,612	39,612	40,824	40,824	40,824	42,072	43,332	44,652	45,996	47,400	48,840
\$/hr	15.01	15.47	15.93	16.41	16.91	17.42	17.95	18.49	18.49	18.49	19.04	19.04	19.63	19.63	19.63	20.23	20.83	21.47	22.11	22.79	23.48
16	\$2,625	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,236	\$3,236	\$3,336	\$3,336	\$3,436	\$3,436	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110
\$/yr	31,500	32,484	33,468	34,476	35,532	36,600	37,692	38,832	38,832	38,832	40,032	40,032	41,232	41,232	41,232	42,492	43,764	45,084	46,452	47,892	49,320
\$/hr	15.14	15.62	16.09	16.58	17.08	17.60	18.12	18.67	18.67	18.67	19.25	19.25	19.82	19.82	19.82	20.43	21.04	21.68	22.33	23.03	23.71
17	\$2,654	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,271	\$3,271	\$3,369	\$3,369	\$3,472	\$3,472	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150
\$/yr	31,848	32,820	33,816	34,812	35,916	36,936	38,100	39,252	39,252	39,252	40,428	40,428	41,664	41,664	41,664	42,912	44,196	45,528	46,920	48,348	49,800

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/hr	15.31	15.78	16.26	16.74	17.27	17.76	18.32	18.87	18.87	18.87	19.44	19.44	20.03	20.03	20.03	20.63	21.25	21.89	22.56	23.24	23.94
18	\$2,681	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,301	\$3,301	\$3,402	\$3,402	\$3,506	\$3,506	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193
\$/yr	32,172	33,132	34,140	35,172	36,240	37,344	38,460	39,612	39,612	39,612	40,824	40,824	42,072	42,072	42,072	43,332	44,652	45,996	47,400	48,840	50,316
\$/hr	15.47	15.93	16.41	16.91	17.42	17.95	18.49	19.04	19.04	19.04	19.63	19.63	20.23	20.23	20.23	20.83	21.47	22.11	22.79	23.48	24.19
19	\$2,707	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,336	\$3,336	\$3,436	\$3,436	\$3,541	\$3,541	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234
\$/yr	32,484	33,468	34,476	35,532	36,600	37,692	38,832	40,032	40,032	40,032	41,232	41,232	42,492	42,492	42,492	43,764	45,084	46,452	47,892	49,320	50,808
\$/hr	15.62	16.09	16.58	17.08	17.60	18.12	18.67	19.25	19.25	19.25	19.82	19.82	20.43	20.43	20.43	21.04	21.68	22.33	23.03	23.71	24.43
20	\$2,735	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,369	\$3,369	\$3,472	\$3,472	\$3,576	\$3,576	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277
\$/yr	32,820	33,816	34,812	35,916	36,936	38,100	39,252	40,428	40,428	40,428	41,664	41,664	42,912	42,912	42,912	44,196	45,528	46,920	48,348	49,800	51,324
\$/hr	15.78	16.26	16.74	17.27	17.76	18.32	18.87	19.44	19.44	19.44	20.03	20.03	20.63	20.63	20.63	21.25	21.89	22.56	23.24	23.94	24.68
21	\$2,761	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,402	\$3,402	\$3,506	\$3,506	\$3,611	\$3,611	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321
\$/yr	33,132	34,140	35,172	36,240	37,344	38,460	39,612	40,824	40,824	40,824	42,072	42,072	43,332	43,332	43,332	44,652	45,996	47,400	48,840	50,316	51,852
\$/hr	15.93	16.41	16.91	17.42	17.95	18.49	19.04	19.63	19.63	19.63	20.23	20.23	20.83	20.83	20.83	21.47	22.11	22.79	23.48	24.19	24.93
22	\$2,789	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,436	\$3,436	\$3,541	\$3,541	\$3,647	\$3,647	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366
\$/yr	33,468	34,476	35,532	36,600	37,692	38,832	40,032	41,232	41,232	41,232	42,492	42,492	43,764	43,764	43,764	45,084	46,452	47,892	49,320	50,808	52,392
\$/hr	16.09	16.58	17.08	17.60	18.12	18.67	19.25	19.82	19.82	19.82	20.43	20.43	21.04	21.04	21.04	21.68	22.33	23.03	23.71	24.43	25.19
23	\$2,818	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,472	\$3,472	\$3,576	\$3,576	\$3,683	\$3,683	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408
\$/yr	33,816	34,812	35,916	36,936	38,100	39,252	40,428	41,664	41,664	41,664	42,912	42,912	44,196	44,196	44,196	45,528	46,920	48,348	49,800	51,324	52,896
\$/hr	16.26	16.74	17.27	17.76	18.32	18.87	19.44	20.03	20.03	20.03	20.63	20.63	21.25	21.25	21.25	21.89	22.56	23.24	23.94	24.68	25.43
24	\$2,845	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,506	\$3,506	\$3,611	\$3,611	\$3,721	\$3,721	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452
\$/yr	34,140	35,172	36,240	37,344	38,460	39,612	40,824	42,072	42,072	42,072	43,332	43,332	44,652	44,652	44,652	45,996	47,400	48,840	50,316	51,852	53,424
\$/hr	16.41	16.91	17.42	17.95	18.49	19.04	19.63	20.23	20.23	20.23	20.83	20.83	21.47	21.47	21.47	22.11	22.79	23.48	24.19	24.93	25.68
25	\$2,873	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,541	\$3,541	\$3,647	\$3,647	\$3,757	\$3,757	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496
\$/yr	34,476	35,532	36,600	37,692	38,832	40,032	41,232	42,492	42,492	42,492	43,764	43,764	45,084	45,084	45,084	46,452	47,892	49,320	50,808	52,392	53,952
\$/hr	16.58	17.08	17.60	18.12	18.67	19.25	19.82	20.43	20.43	20.43	21.04	21.04	21.68	21.68	21.68	22.33	23.03	23.71	24.43	25.19	25.94
26	\$2,901	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,576	\$3,576	\$3,683	\$3,683	\$3,794	\$3,794	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541
\$/yr	34,812	35,916	36,936	38,100	39,252	40,428	41,664	42,912	42,912	42,912	44,196	44,196	45,528	45,528	45,528	46,920	48,348	49,800	51,324	52,896	54,492
\$/hr	16.74	17.27	17.76	18.32	18.87	19.44	20.03	20.63	20.63	20.63	21.25	21.25	21.89	21.89	21.89	22.56	23.24	23.94	24.68	25.43	26.20

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
27	\$2,931	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,611	\$3,611	\$3,721	\$3,721	\$3,833	\$3,833	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587
\$/yr	35,172	36,240	37,344	38,460	39,612	40,824	42,072	43,332	43,332	43,332	44,652	44,652	45,996	45,996	45,996	47,400	48,840	50,316	51,852	53,424	55,044
\$/hr	16.91	17.42	17.95	18.49	19.04	19.63	20.23	20.83	20.83	20.83	21.47	21.47	22.11	22.11	22.11	22.79	23.48	24.19	24.93	25.68	26.46
28	\$2,961	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,647	\$3,647	\$3,757	\$3,757	\$3,871	\$3,871	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632
\$/yr	35,532	36,600	37,692	38,832	40,032	41,232	42,492	43,764	43,764	43,764	45,084	45,084	46,452	46,452	46,452	47,892	49,320	50,808	52,392	53,952	55,584
\$/hr	17.08	17.60	18.12	18.67	19.25	19.82	20.43	21.04	21.04	21.04	21.68	21.68	22.33	22.33	22.33	23.03	23.71	24.43	25.19	25.94	26.72
29	\$2,993	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,683	\$3,683	\$3,794	\$3,794	\$3,910	\$3,910	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681
\$/yr	35,916	36,936	38,100	39,252	40,428	41,664	42,912	44,196	44,196	44,196	45,528	45,528	46,920	46,920	46,920	48,348	49,800	51,324	52,896	54,492	56,172
\$/hr	17.27	17.76	18.32	18.87	19.44	20.03	20.63	21.25	21.25	21.25	21.89	21.89	22.56	22.56	22.56	23.24	23.94	24.68	25.43	26.20	27.01
30	\$3,020	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,721	\$3,721	\$3,833	\$3,833	\$3,950	\$3,950	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726
\$/yr	36,240	37,344	38,460	39,612	40,824	42,072	43,332	44,652	44,652	44,652	45,996	45,996	47,400	47,400	47,400	48,840	50,316	51,852	53,424	55,044	56,712
\$/hr	17.42	17.95	18.49	19.04	19.63	20.23	20.83	21.47	21.47	21.47	22.11	22.11	22.79	22.79	22.79	23.48	24.19	24.93	25.68	26.46	27.27
31	\$3,050	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,757	\$3,757	\$3,871	\$3,871	\$3,991	\$3,991	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774
\$/yr	36,600	37,692	38,832	40,032	41,232	42,492	43,764	45,084	45,084	45,084	46,452	46,452	47,892	47,892	47,892	49,320	50,808	52,392	53,952	55,584	57,288
\$/hr	17.60	18.12	18.67	19.25	19.82	20.43	21.04	21.68	21.68	21.68	22.33	22.33	23.03	23.03	23.03	23.71	24.43	25.19	25.94	26.72	27.54
32	\$3,078	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,794	\$3,794	\$3,910	\$3,910	\$4,029	\$4,029	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821
\$/yr	36,936	38,100	39,252	40,428	41,664	42,912	44,196	45,528	45,528	45,528	46,920	46,920	48,348	48,348	48,348	49,800	51,324	52,896	54,492	56,172	57,852
\$/hr	17.76	18.32	18.87	19.44	20.03	20.63	21.25	21.89	21.89	21.89	22.56	22.56	23.24	23.24	23.24	23.94	24.68	25.43	26.20	27.01	27.81
33	\$3,112	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,833	\$3,833	\$3,950	\$3,950	\$4,070	\$4,070	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869
\$/yr	37,344	38,460	39,612	40,824	42,072	43,332	44,652	45,996	45,996	45,996	47,400	47,400	48,840	48,840	48,840	50,316	51,852	53,424	55,044	56,712	58,428
\$/hr	17.95	18.49	19.04	19.63	20.23	20.83	21.47	22.11	22.11	22.11	22.79	22.79	23.48	23.48	23.48	24.19	24.93	25.68	26.46	27.27	28.09
34	\$3,141	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,871	\$3,871	\$3,991	\$3,991	\$4,110	\$4,110	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919
\$/yr	37,692	38,832	40,032	41,232	42,492	43,764	45,084	46,452	46,452	46,452	47,892	47,892	49,320	49,320	49,320	50,808	52,392	53,952	55,584	57,288	59,028
\$/hr	18.12	18.67	19.25	19.82	20.43	21.04	21.68	22.33	22.33	22.33	23.03	23.03	23.71	23.71	23.71	24.43	25.19	25.94	26.72	27.54	28.38
35	\$3,175	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$3,910	\$3,910	\$4,029	\$4,029	\$4,150	\$4,150	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966
\$/yr	38,100	39,252	40,428	41,664	42,912	44,196	45,528	46,920	46,920	46,920	48,348	48,348	49,800	49,800	49,800	51,324	52,896	54,492	56,172	57,852	59,592
\$/hr	18.32	18.87	19.44	20.03	20.63	21.25	21.89	22.56	22.56	22.56	23.24	23.24	23.94	23.94	23.94	24.68	25.43	26.20	27.01	27.81	28.65
36	\$3,205	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$3,950	\$3,950	\$4,070	\$4,070	\$4,193	\$4,193	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr	38,460	39,612	40,824	42,072	43,332	44,652	45,996	47,400	47,400	47,400	48,840	48,840	50,316	50,316	50,316	51,852	53,424	55,044	56,712	58,428	60,180
\$/hr	18.49	19.04	19.63	20.23	20.83	21.47	22.11	22.79	22.79	22.79	23.48	23.48	24.19	24.19	24.19	24.93	25.68	26.46	27.27	28.09	28.93
37	\$3,236	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$3,991	\$3,991	\$4,110	\$4,110	\$4,234	\$4,234	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067
\$/yr	38,832	40,032	41,232	42,492	43,764	45,084	46,452	47,892	47,892	47,892	49,320	49,320	50,808	50,808	50,808	52,392	53,952	55,584	57,288	59,028	60,804
\$/hr	18.67	19.25	19.82	20.43	21.04	21.68	22.33	23.03	23.03	23.03	23.71	23.71	24.43	24.43	24.43	25.19	25.94	26.72	27.54	28.38	29.23
38	\$3,271	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,029	\$4,029	\$4,150	\$4,150	\$4,277	\$4,277	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118
\$/yr	39,252	40,428	41,664	42,912	44,196	45,528	46,920	48,348	48,348	48,348	49,800	49,800	51,324	51,324	51,324	52,896	54,492	56,172	57,852	59,592	61,416
\$/hr	18.87	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.24	23.24	23.94	23.94	24.68	24.68	24.68	25.43	26.20	27.01	27.81	28.65	29.53
39	\$3,301	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,070	\$4,070	\$4,193	\$4,193	\$4,321	\$4,321	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169
\$/yr	39,612	40,824	42,072	43,332	44,652	45,996	47,400	48,840	48,840	48,840	50,316	50,316	51,852	51,852	51,852	53,424	55,044	56,712	58,428	60,180	62,028
\$/hr	19.04	19.63	20.23	20.83	21.47	22.11	22.79	23.48	23.48	23.48	24.19	24.19	24.93	24.93	24.93	25.68	26.46	27.27	28.09	28.93	29.82
40	\$3,336	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,110	\$4,110	\$4,234	\$4,234	\$4,366	\$4,366	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221
\$/yr	40,032	41,232	42,492	43,764	45,084	46,452	47,892	49,320	49,320	49,320	50,808	50,808	52,392	52,392	52,392	53,952	55,584	57,288	59,028	60,804	62,652
\$/hr	19.25	19.82	20.43	21.04	21.68	22.33	23.03	23.71	23.71	23.71	24.43	24.43	25.19	25.19	25.19	25.94	26.72	27.54	28.38	29.23	30.12
41	\$3,369	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,150	\$4,150	\$4,277	\$4,277	\$4,408	\$4,408	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275
\$/yr	40,428	41,664	42,912	44,196	45,528	46,920	48,348	49,800	49,800	49,800	51,324	51,324	52,896	52,896	52,896	54,492	56,172	57,852	59,592	61,416	63,300
\$/hr	19.44	20.03	20.63	21.25	21.89	22.56	23.24	23.94	23.94	23.94	24.68	24.68	25.43	25.43	25.43	26.20	27.01	27.81	28.65	29.53	30.43
42	\$3,402	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,193	\$4,193	\$4,321	\$4,321	\$4,452	\$4,452	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324
\$/yr	40,824	42,072	43,332	44,652	45,996	47,400	48,840	50,316	50,316	50,316	51,852	51,852	53,424	53,424	53,424	55,044	56,712	58,428	60,180	62,028	63,888
\$/hr	19.63	20.23	20.83	21.47	22.11	22.79	23.48	24.19	24.19	24.19	24.93	24.93	25.68	25.68	25.68	26.46	27.27	28.09	28.93	29.82	30.72
43	\$3,436	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,234	\$4,234	\$4,366	\$4,366	\$4,496	\$4,496	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381
\$/yr	41,232	42,492	43,764	45,084	46,452	47,892	49,320	50,808	50,808	50,808	52,392	52,392	53,952	53,952	53,952	55,584	57,288	59,028	60,804	62,652	64,572
\$/hr	19.82	20.43	21.04	21.68	22.33	23.03	23.71	24.43	24.43	24.43	25.19	25.19	25.94	25.94	25.94	26.72	27.54	28.38	29.23	30.12	31.04
44	\$3,472	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,277	\$4,277	\$4,408	\$4,408	\$4,541	\$4,541	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433
\$/yr	41,664	42,912	44,196	45,528	46,920	48,348	49,800	51,324	51,324	51,324	52,896	52,896	54,492	54,492	54,492	56,172	57,852	59,592	61,416	63,300	65,196
\$/hr	20.03	20.63	21.25	21.89	22.56	23.24	23.94	24.68	24.68	24.68	25.43	25.43	26.20	26.20	26.20	27.01	27.81	28.65	29.53	30.43	31.34
45	\$3,506	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,321	\$4,321	\$4,452	\$4,452	\$4,587	\$4,587	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490
\$/yr	42,072	43,332	44,652	45,996	47,400	48,840	50,316	51,852	51,852	51,852	53,424	53,424	55,044	55,044	55,044	56,712	58,428	60,180	62,028	63,888	65,880

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/hr	20.23	20.83	21.47	22.11	22.79	23.48	24.19	24.93	24.93	24.93	25.68	25.68	26.46	26.46	26.46	27.27	28.09	28.93	29.82	30.72	31.67
46	\$3,541	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,366	\$4,366	\$4,496	\$4,496	\$4,632	\$4,632	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542
\$/yr	42,492	43,764	45,084	46,452	47,892	49,320	50,808	52,392	52,392	52,392	53,952	53,952	55,584	55,584	55,584	57,288	59,028	60,804	62,652	64,572	66,504
\$/hr	20.43	21.04	21.68	22.33	23.03	23.71	24.43	25.19	25.19	25.19	25.94	25.94	26.72	26.72	26.72	27.54	28.38	29.23	30.12	31.04	31.97
47	\$3,576	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,408	\$4,408	\$4,541	\$4,541	\$4,681	\$4,681	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598
\$/yr	42,912	44,196	45,528	46,920	48,348	49,800	51,324	52,896	52,896	52,896	54,492	54,492	56,172	56,172	56,172	57,852	59,592	61,416	63,300	65,196	67,176
\$/hr	20.63	21.25	21.89	22.56	23.24	23.94	24.68	25.43	25.43	25.43	26.20	26.20	27.01	27.01	27.01	27.81	28.65	29.53	30.43	31.34	32.30
48	\$3,611	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,452	\$4,452	\$4,587	\$4,587	\$4,726	\$4,726	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653
\$/yr	43,332	44,652	45,996	47,400	48,840	50,316	51,852	53,424	53,424	53,424	55,044	55,044	56,712	56,712	56,712	58,428	60,180	62,028	63,888	65,880	67,836
\$/hr	20.83	21.47	22.11	22.79	23.48	24.19	24.93	25.68	25.68	25.68	26.46	26.46	27.27	27.27	27.27	28.09	28.93	29.82	30.72	31.67	32.61
49	\$3,647	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,496	\$4,496	\$4,632	\$4,632	\$4,774	\$4,774	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712
\$/yr	43,764	45,084	46,452	47,892	49,320	50,808	52,392	53,952	53,952	53,952	55,584	55,584	57,288	57,288	57,288	59,028	60,804	62,652	64,572	66,504	68,544
\$/hr	21.04	21.68	22.33	23.03	23.71	24.43	25.19	25.94	25.94	25.94	26.72	26.72	27.54	27.54	27.54	28.38	29.23	30.12	31.04	31.97	32.95
50	\$3,683	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,541	\$4,541	\$4,681	\$4,681	\$4,821	\$4,821	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766
\$/yr	44,196	45,528	46,920	48,348	49,800	51,324	52,896	54,492	54,492	54,492	56,172	56,172	57,852	57,852	57,852	59,592	61,416	63,300	65,196	67,176	69,192
\$/hr	21.25	21.89	22.56	23.24	23.94	24.68	25.43	26.20	26.20	26.20	27.01	27.01	27.81	27.81	27.81	28.65	29.53	30.43	31.34	32.30	33.27
51	\$3,721	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,587	\$4,587	\$4,726	\$4,726	\$4,869	\$4,869	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824
\$/yr	44,652	45,996	47,400	48,840	50,316	51,852	53,424	55,044	55,044	55,044	56,712	56,712	58,428	58,428	58,428	60,180	62,028	63,888	65,880	67,836	69,888
\$/hr	21.47	22.11	22.79	23.48	24.19	24.93	25.68	26.46	26.46	26.46	27.27	27.27	28.09	28.09	28.09	28.93	29.82	30.72	31.67	32.61	33.60
52	\$3,757	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,632	\$4,632	\$4,774	\$4,774	\$4,919	\$4,919	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884
\$/yr	45,084	46,452	47,892	49,320	50,808	52,392	53,952	55,584	55,584	55,584	57,288	57,288	59,028	59,028	59,028	60,804	62,652	64,572	66,504	68,544	70,608
\$/hr	21.68	22.33	23.03	23.71	24.43	25.19	25.94	26.72	26.72	26.72	27.54	27.54	28.38	28.38	28.38	29.23	30.12	31.04	31.97	32.95	33.95
53	\$3,794	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,681	\$4,681	\$4,821	\$4,821	\$4,966	\$4,966	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944
\$/yr	45,528	46,920	48,348	49,800	51,324	52,896	54,492	56,172	56,172	56,172	57,852	57,852	59,592	59,592	59,592	61,416	63,300	65,196	67,176	69,192	71,328
\$/hr	21.89	22.56	23.24	23.94	24.68	25.43	26.20	27.01	27.01	27.01	27.81	27.81	28.65	28.65	28.65	29.53	30.43	31.34	32.30	33.27	34.29
54	\$3,833	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,726	\$4,726	\$4,869	\$4,869	\$5,015	\$5,015	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004
\$/yr	45,996	47,400	48,840	50,316	51,852	53,424	55,044	56,712	56,712	56,712	58,428	58,428	60,180	60,180	60,180	62,028	63,888	65,880	67,836	69,888	72,048
\$/hr	22.11	22.79	23.48	24.19	24.93	25.68	26.46	27.27	27.27	27.27	28.09	28.09	28.93	28.93	28.93	29.82	30.72	31.67	32.61	33.60	34.64
55	\$3,871	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,774	\$4,774	\$4,919	\$4,919	\$5,067	\$5,067	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064
\$/yr	46,452	47,892	49,320	50,808	52,392	53,952	55,584	57,288	57,288	57,288	59,028	59,028	60,804	60,804	60,804	62,652	64,572	66,504	68,544	70,608	72,768
\$/hr	22.33	23.03	23.71	24.43	25.19	25.94	26.72	27.54	27.54	27.54	28.38	28.38	29.23	29.23	29.23	30.12	31.04	31.97	32.95	33.95	34.98
56	\$3,910	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,821	\$4,821	\$4,966	\$4,966	\$5,118	\$5,118	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr	46,920	48,348	49,800	51,324	52,896	54,492	56,172	57,852	57,852	57,852	59,592	59,592	61,416	61,416	61,416	63,300	65,196	67,176	69,192	71,328	73,488
\$/hr	22.56	23.24	23.94	24.68	25.43	26.20	27.01	27.81	27.81	27.81	28.65	28.65	29.53	29.53	29.53	30.43	31.34	32.30	33.27	34.29	35.33
57	\$3,950	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$4,869	\$4,869	\$5,015	\$5,015	\$5,169	\$5,169	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185
\$/yr	47,400	48,840	50,316	51,852	53,424	55,044	56,712	58,428	58,428	58,428	60,180	60,180	62,028	62,028	62,028	63,888	65,880	67,836	69,888	72,048	74,220
\$/hr	22.79	23.48	24.19	24.93	25.68	26.46	27.27	28.09	28.09	28.09	28.93	28.93	29.82	29.82	29.82	30.72	31.67	32.61	33.60	34.64	35.68
58	\$3,991	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$4,919	\$4,919	\$5,067	\$5,067	\$5,221	\$5,221	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245
\$/yr	47,892	49,320	50,808	52,392	53,952	55,584	57,288	59,028	59,028	59,028	60,804	60,804	62,652	62,652	62,652	64,572	66,504	68,544	70,608	72,768	74,940
\$/hr	23.03	23.71	24.43	25.19	25.94	26.72	27.54	28.38	28.38	28.38	29.23	29.23	30.12	30.12	30.12	31.04	31.97	32.95	33.95	34.98	36.03
59	\$4,029	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$4,966	\$4,966	\$5,118	\$5,118	\$5,275	\$5,275	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309
\$/yr	48,348	49,800	51,324	52,896	54,492	56,172	57,852	59,592	59,592	59,592	61,416	61,416	63,300	63,300	63,300	65,196	67,176	69,192	71,328	73,488	75,708
\$/hr	23.24	23.94	24.68	25.43	26.20	27.01	27.81	28.65	28.65	28.65	29.53	29.53	30.43	30.43	30.43	31.34	32.30	33.27	34.29	35.33	36.40
60	\$4,070	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,015	\$5,015	\$5,169	\$5,169	\$5,324	\$5,324	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373
\$/yr	48,840	50,316	51,852	53,424	55,044	56,712	58,428	60,180	60,180	60,180	62,028	62,028	63,888	63,888	63,888	65,880	67,836	69,888	72,048	74,220	76,476
\$/hr	23.48	24.19	24.93	25.68	26.46	27.27	28.09	28.93	28.93	28.93	29.82	29.82	30.72	30.72	30.72	31.67	32.61	33.60	34.64	35.68	36.77
61	\$4,110	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,067	\$5,067	\$5,221	\$5,221	\$5,381	\$5,381	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434
\$/yr	49,320	50,808	52,392	53,952	55,584	57,288	59,028	60,804	60,804	60,804	62,652	62,652	64,572	64,572	64,572	66,504	68,544	70,608	72,768	74,940	77,208
\$/hr	23.71	24.43	25.19	25.94	26.72	27.54	28.38	29.23	29.23	29.23	30.12	30.12	31.04	31.04	31.04	31.97	32.95	33.95	34.98	36.03	37.12
62	\$4,150	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,118	\$5,118	\$5,275	\$5,275	\$5,433	\$5,433	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498
\$/yr	49,800	51,324	52,896	54,492	56,172	57,852	59,592	61,416	61,416	61,416	63,300	63,300	65,196	65,196	65,196	67,176	69,192	71,328	73,488	75,708	77,976
\$/hr	23.94	24.68	25.43	26.20	27.01	27.81	28.65	29.53	29.53	29.53	30.43	30.43	31.34	31.34	31.34	32.30	33.27	34.29	35.33	36.40	37.49
63	\$4,193	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,169	\$5,169	\$5,324	\$5,324	\$5,490	\$5,490	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564
\$/yr	50,316	51,852	53,424	55,044	56,712	58,428	60,180	62,028	62,028	62,028	63,888	63,888	65,880	65,880	65,880	67,836	69,888	72,048	74,220	76,476	78,768
\$/hr	24.19	24.93	25.68	26.46	27.27	28.09	28.93	29.82	29.82	29.82	30.72	30.72	31.67	31.67	31.67	32.61	33.60	34.64	35.68	36.77	37.87
64	\$4,234	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,221	\$5,221	\$5,381	\$5,381	\$5,542	\$5,542	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629
\$/yr	50,808	52,392	53,952	55,584	57,288	59,028	60,804	62,652	62,652	62,652	64,572	64,572	66,504	66,504	66,504	68,544	70,608	72,768	74,940	77,208	79,548
\$/hr	24.43	25.19	25.94	26.72	27.54	28.38	29.23	30.12	30.12	30.12	31.04	31.04	31.97	31.97	31.97	32.95	33.95	34.98	36.03	37.12	38.24
65	\$4,277	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,275	\$5,275	\$5,433	\$5,433	\$5,598	\$5,598	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696
\$/yr	51,324	52,896	54,492	56,172	57,852	59,592	61,416	63,300	63,300	63,300	65,196	65,196	67,176	67,176	67,176	69,192	71,328	73,488	75,708	77,976	80,352
\$/hr	24.68	25.43	26.20	27.01	27.81	28.65	29.53	30.43	30.43	30.43	31.34	31.34	32.30	32.30	32.30	33.27	34.29	35.33	36.40	37.49	38.63
66	\$4,321	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,324	\$5,324	\$5,490	\$5,490	\$5,653	\$5,653	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762
\$/yr	51,852	53,424	55,044	56,712	58,428	60,180	62,028	63,888	63,888	63,888	65,880	65,880	67,836	67,836	67,836	69,888	72,048	74,220	76,476	78,768	81,144
\$/hr	24.93	25.68	26.46	27.27	28.09	28.93	29.82	30.72	30.72	30.72	31.67	31.67	32.61	32.61	32.61	33.60	34.64	35.68	36.77	37.87	39.01
67	\$4,366	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,381	\$5,381	\$5,542	\$5,542	\$5,712	\$5,712	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr	52,392	53,952	55,584	57,288	59,028	60,804	62,652	64,572	64,572	64,572	66,504	66,504	68,544	68,544	68,544	70,608	72,768	74,940	77,208	79,548	81,960
\$/hr	25.19	25.94	26.72	27.54	28.38	29.23	30.12	31.04	31.04	31.04	31.97	31.97	32.95	32.95	32.95	33.95	34.98	36.03	37.12	38.24	39.40
68	\$4,408	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,433	\$5,433	\$5,598	\$5,598	\$5,766	\$5,766	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898
\$/yr	52,896	54,492	56,172	57,852	59,592	61,416	63,300	65,196	65,196	65,196	67,176	67,176	69,192	69,192	69,192	71,328	73,488	75,708	77,976	80,352	82,776
\$/hr	25.43	26.20	27.01	27.81	28.65	29.53	30.43	31.34	31.34	31.34	32.30	32.30	33.27	33.27	33.27	34.29	35.33	36.40	37.49	38.63	39.80
69	\$4,452	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,490	\$5,490	\$5,653	\$5,653	\$5,824	\$5,824	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967
\$/yr	53,424	55,044	56,712	58,428	60,180	62,028	63,888	65,880	65,880	65,880	67,836	67,836	69,888	69,888	69,888	72,048	74,220	76,476	78,768	81,144	83,604
\$/hr	25.68	26.46	27.27	28.09	28.93	29.82	30.72	31.67	31.67	31.67	32.61	32.61	33.60	33.60	33.60	34.64	35.68	36.77	37.87	39.01	40.19
70	\$4,496	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,542	\$5,542	\$5,712	\$5,712	\$5,884	\$5,884	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037
\$/yr	53,952	55,584	57,288	59,028	60,804	62,652	64,572	66,504	66,504	66,504	68,544	68,544	70,608	70,608	70,608	72,768	74,940	77,208	79,548	81,960	84,444
\$/hr	25.94	26.72	27.54	28.38	29.23	30.12	31.04	31.97	31.97	31.97	32.95	32.95	33.95	33.95	33.95	34.98	36.03	37.12	38.24	39.40	40.60
71	\$4,541	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,598	\$5,598	\$5,766	\$5,766	\$5,944	\$5,944	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108
\$/yr	54,492	56,172	57,852	59,592	61,416	63,300	65,196	67,176	67,176	67,176	69,192	69,192	71,328	71,328	71,328	73,488	75,708	77,976	80,352	82,776	85,296
\$/hr	26.20	27.01	27.81	28.65	29.53	30.43	31.34	32.30	32.30	32.30	33.27	33.27	34.29	34.29	34.29	35.33	36.40	37.49	38.63	39.80	41.01
72	\$4,587	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,653	\$5,653	\$5,824	\$5,824	\$6,004	\$6,004	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179
\$/yr	55,044	56,712	58,428	60,180	62,028	63,888	65,880	67,836	67,836	67,836	69,888	69,888	72,048	72,048	72,048	74,220	76,476	78,768	81,144	83,604	86,148
\$/hr	26.46	27.27	28.09	28.93	29.82	30.72	31.67	32.61	32.61	32.61	33.60	33.60	34.64	34.64	34.64	35.68	36.77	37.87	39.01	40.19	41.42
73	\$4,632	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,712	\$5,712	\$5,884	\$5,884	\$6,064	\$6,064	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251
\$/yr	55,584	57,288	59,028	60,804	62,652	64,572	66,504	68,544	68,544	68,544	70,608	70,608	72,768	72,768	72,768	74,940	77,208	79,548	81,960	84,444	87,012
\$/hr	26.72	27.54	28.38	29.23	30.12	31.04	31.97	32.95	32.95	32.95	33.95	33.95	34.98	34.98	34.98	36.03	37.12	38.24	39.40	40.60	41.83
74	\$4,681	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,766	\$5,766	\$5,944	\$5,944	\$6,124	\$6,124	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323
\$/yr	56,172	57,852	59,592	61,416	63,300	65,196	67,176	69,192	69,192	69,192	71,328	71,328	73,488	73,488	73,488	75,708	77,976	80,352	82,776	85,296	87,876
\$/hr	27.01	27.81	28.65	29.53	30.43	31.34	32.30	33.27	33.27	33.27	34.29	34.29	35.33	35.33	35.33	36.40	37.49	38.63	39.80	41.01	42.25
75	\$4,726	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$5,824	\$5,824	\$6,004	\$6,004	\$6,185	\$6,185	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395
\$/yr	56,712	58,428	60,180	62,028	63,888	65,880	67,836	69,888	69,888	69,888	72,048	72,048	74,220	74,220	74,220	76,476	78,768	81,144	83,604	86,148	88,740
\$/hr	27.27	28.09	28.93	29.82	30.72	31.67	32.61	33.60	33.60	33.60	34.64	34.64	35.68	35.68	35.68	36.77	37.87	39.01	40.19	41.42	42.66
76	\$4,774	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$5,884	\$5,884	\$6,064	\$6,064	\$6,245	\$6,245	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470
\$/yr	57,288	59,028	60,804	62,652	64,572	66,504	68,544	70,608	70,608	70,608	72,768	72,768	74,940	74,940	74,940	77,208	79,548	81,960	84,444	87,012	89,640
\$/hr	27.54	28.38	29.23	30.12	31.04	31.97	32.95	33.95	33.95	33.95	34.98	34.98	36.03	36.03	36.03	37.12	38.24	39.40	40.60	41.83	43.10
77	\$4,821	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$5,944	\$5,944	\$6,124	\$6,124	\$6,309	\$6,309	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545
\$/yr	57,852	59,592	61,416	63,300	65,196	67,176	69,192	71,328	71,328	71,328	73,488	73,488	75,708	75,708	75,708	77,976	80,352	82,776	85,296	87,876	90,540
\$/hr	27.81	28.65	29.53	30.43	31.34	32.30	33.27	34.29	34.29	34.29	35.33	35.33	36.40	36.40	36.40	37.49	38.63	39.80	41.01	42.25	43.53
78	\$4,869	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,004	\$6,004	\$6,185	\$6,185	\$6,373	\$6,373	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr	58,428	60,180	62,028	63,888	65,880	67,836	69,888	72,048	72,048	72,048	74,220	74,220	76,476	76,476	76,476	78,768	81,144	83,604	86,148	88,740	91,428
\$/hr	28.09	28.93	29.82	30.72	31.67	32.61	33.60	34.64	34.64	34.64	35.68	35.68	36.77	36.77	36.77	37.87	39.01	40.19	41.42	42.66	43.96
79	\$4,919	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,064	\$6,064	\$6,245	\$6,245	\$6,434	\$6,434	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696
\$/yr	59,028	60,804	62,652	64,572	66,504	68,544	70,608	72,768	72,768	72,768	74,940	74,940	77,208	77,208	77,208	79,548	81,960	84,444	87,012	89,640	92,352
\$/hr	28.38	29.23	30.12	31.04	31.97	32.95	33.95	34.98	34.98	34.98	36.03	36.03	37.12	37.12	37.12	38.24	39.40	40.60	41.83	43.10	44.40
80	\$4,966	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,124	\$6,124	\$6,309	\$6,309	\$6,498	\$6,498	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772
\$/yr	59,592	61,416	63,300	65,196	67,176	69,192	71,328	73,488	73,488	73,488	75,708	75,708	77,976	77,976	77,976	80,352	82,776	85,296	87,876	90,540	93,264
\$/hr	28.65	29.53	30.43	31.34	32.30	33.27	34.29	35.33	35.33	35.33	36.40	36.40	37.49	37.49	37.49	38.63	39.80	41.01	42.25	43.53	44.84
81	\$5,015	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,185	\$6,185	\$6,373	\$6,373	\$6,564	\$6,564	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852
\$/yr	60,180	62,028	63,888	65,880	67,836	69,888	72,048	74,220	74,220	74,220	76,476	76,476	78,768	78,768	78,768	81,144	83,604	86,148	88,740	91,428	94,224
\$/hr	28.93	29.82	30.72	31.67	32.61	33.60	34.64	35.68	35.68	35.68	36.77	36.77	37.87	37.87	37.87	39.01	40.19	41.42	42.66	43.96	45.30
82	\$5,067	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,245	\$6,245	\$6,434	\$6,434	\$6,629	\$6,629	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928
\$/yr	60,804	62,652	64,572	66,504	68,544	70,608	72,768	74,940	74,940	74,940	77,208	77,208	79,548	79,548	79,548	81,960	84,444	87,012	89,640	92,352	95,136
\$/hr	29.23	30.12	31.04	31.97	32.95	33.95	34.98	36.03	36.03	36.03	37.12	37.12	38.24	38.24	38.24	39.40	40.60	41.83	43.10	44.40	45.74
83	\$5,118	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,309	\$6,309	\$6,498	\$6,498	\$6,696	\$6,696	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009
\$/yr	61,416	63,300	65,196	67,176	69,192	71,328	73,488	75,708	75,708	75,708	77,976	77,976	80,352	80,352	80,352	82,776	85,296	87,876	90,540	93,264	96,108
\$/hr	29.53	30.43	31.34	32.30	33.27	34.29	35.33	36.40	36.40	36.40	37.49	37.49	38.63	38.63	38.63	39.80	41.01	42.25	43.53	44.84	46.21
84	\$5,169	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,373	\$6,373	\$6,564	\$6,564	\$6,762	\$6,762	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092
\$/yr	62,028	63,888	65,880	67,836	69,888	72,048	74,220	76,476	76,476	76,476	78,768	78,768	81,144	81,144	81,144	83,604	86,148	88,740	91,428	94,224	97,104
\$/hr	29.82	30.72	31.67	32.61	33.60	34.64	35.68	36.77	36.77	36.77	37.87	37.87	39.01	39.01	39.01	40.19	41.42	42.66	43.96	45.30	46.68
85	\$5,221	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,434	\$6,434	\$6,629	\$6,629	\$6,830	\$6,830	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172
\$/yr	62,652	64,572	66,504	68,544	70,608	72,768	74,940	77,208	77,208	77,208	79,548	79,548	81,960	81,960	81,960	84,444	87,012	89,640	92,352	95,136	98,064
\$/hr	30.12	31.04	31.97	32.95	33.95	34.98	36.03	37.12	37.12	37.12	38.24	38.24	39.40	39.40	39.40	40.60	41.83	43.10	44.40	45.74	47.15
86	\$5,275	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,498	\$6,498	\$6,696	\$6,696	\$6,898	\$6,898	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253
\$/yr	63,300	65,196	67,176	69,192	71,328	73,488	75,708	77,976	77,976	77,976	80,352	80,352	82,776	82,776	82,776	85,296	87,876	90,540	93,264	96,108	99,036
\$/hr	30.43	31.34	32.30	33.27	34.29	35.33	36.40	37.49	37.49	37.49	38.63	38.63	39.80	39.80	39.80	41.01	42.25	43.53	44.84	46.21	47.61
87	\$5,324	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,564	\$6,564	\$6,762	\$6,762	\$6,967	\$6,967	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336
\$/yr	63,888	65,880	67,836	69,888	72,048	74,220	76,476	78,768	78,768	78,768	81,144	81,144	83,604	83,604	83,604	86,148	88,740	91,428	94,224	97,104	100,032
\$/hr	30.72	31.67	32.61	33.60	34.64	35.68	36.77	37.87	37.87	37.87	39.01	39.01	40.19	40.19	40.19	41.42	42.66	43.96	45.30	46.68	48.09
88	\$5,381	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,629	\$6,629	\$6,830	\$6,830	\$7,037	\$7,037	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419
\$/yr	64,572	66,504	68,544	70,608	72,768	74,940	77,208	79,548	79,548	79,548	81,960	81,960	84,444	84,444	84,444	87,012	89,640	92,352	95,136	98,064	101,028
\$/hr	31.04	31.97	32.95	33.95	34.98	36.03	37.12	38.24	38.24	38.24	39.40	39.40	40.60	40.60	40.60	41.83	43.10	44.40	45.74	47.15	48.57
89	\$5,433	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,696	\$6,696	\$6,898	\$6,898	\$7,108	\$7,108	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr	65,196	67,176	69,192	71,328	73,488	75,708	77,976	80,352	80,352	80,352	82,776	82,776	85,296	85,296	85,296	87,876	90,540	93,264	96,108	99,036	102,048
\$/hr	31.34	32.30	33.27	34.29	35.33	36.40	37.49	38.63	38.63	38.63	39.80	39.80	41.01	41.01	41.01	42.25	43.53	44.84	46.21	47.61	49.06
90	\$5,490	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,762	\$6,762	\$6,967	\$6,967	\$7,179	\$7,179	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586
\$/yr	65,880	67,836	69,888	72,048	74,220	76,476	78,768	81,144	81,144	81,144	83,604	83,604	86,148	86,148	86,148	88,740	91,428	94,224	97,104	100,032	103,032
\$/hr	31.67	32.61	33.60	34.64	35.68	36.77	37.87	39.01	39.01	39.01	40.19	40.19	41.42	41.42	41.42	42.66	43.96	45.30	46.68	48.09	49.53
91	\$5,542	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$6,830	\$6,830	\$7,037	\$7,037	\$7,251	\$7,251	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674
\$/yr	66,504	68,544	70,608	72,768	74,940	77,208	79,548	81,960	81,960	81,960	84,444	84,444	87,012	87,012	87,012	89,640	92,352	95,136	98,064	101,028	104,088
\$/hr	31.97	32.95	33.95	34.98	36.03	37.12	38.24	39.40	39.40	39.40	40.60	40.60	41.83	41.83	41.83	43.10	44.40	45.74	47.15	48.57	50.04
92	\$5,598	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$6,898	\$6,898	\$7,108	\$7,108	\$7,323	\$7,323	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760
\$/yr	67,176	69,192	71,328	73,488	75,708	77,976	80,352	82,776	82,776	82,776	85,296	85,296	87,876	87,876	87,876	90,540	93,264	96,108	99,036	102,048	105,120
\$/hr	32.30	33.27	34.29	35.33	36.40	37.49	38.63	39.80	39.80	39.80	41.01	41.01	42.25	42.25	42.25	43.53	44.84	46.21	47.61	49.06	50.54
93	\$5,653	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$6,967	\$6,967	\$7,179	\$7,179	\$7,395	\$7,395	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850
\$/yr	67,836	69,888	72,048	74,220	76,476	78,768	81,144	83,604	83,604	83,604	86,148	86,148	88,740	88,740	88,740	91,428	94,224	97,104	100,032	103,032	106,200
\$/hr	32.61	33.60	34.64	35.68	36.77	37.87	39.01	40.19	40.19	40.19	41.42	41.42	42.66	42.66	42.66	43.96	45.30	46.68	48.09	49.53	51.06
94	\$5,712	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,037	\$7,037	\$7,251	\$7,251	\$7,470	\$7,470	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936
\$/yr	68,544	70,608	72,768	74,940	77,208	79,548	81,960	84,444	84,444	84,444	87,012	87,012	89,640	89,640	89,640	92,352	95,136	98,064	101,028	104,088	107,232
\$/hr	32.95	33.95	34.98	36.03	37.12	38.24	39.40	40.60	40.60	40.60	41.83	41.83	43.10	43.10	43.10	44.40	45.74	47.15	48.57	50.04	51.55
95	\$5,766	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,108	\$7,108	\$7,323	\$7,323	\$7,545	\$7,545	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027
\$/yr	69,192	71,328	73,488	75,708	77,976	80,352	82,776	85,296	85,296	85,296	87,876	87,876	90,540	90,540	90,540	93,264	96,108	99,036	102,048	105,120	108,324
\$/hr	33.27	34.29	35.33	36.40	37.49	38.63	39.80	41.01	41.01	41.01	42.25	42.25	43.53	43.53	43.53	44.84	46.21	47.61	49.06	50.54	52.08
96	\$5,824	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,179	\$7,179	\$7,395	\$7,395	\$7,619	\$7,619	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116
\$/yr	69,888	72,048	74,220	76,476	78,768	81,144	83,604	86,148	86,148	86,148	88,740	88,740	91,428	91,428	91,428	94,224	97,104	100,032	103,032	106,200	109,392
\$/hr	33.60	34.64	35.68	36.77	37.87	39.01	40.19	41.42	41.42	41.42	42.66	42.66	43.96	43.96	43.96	45.30	46.68	48.09	49.53	51.06	52.59
97	\$5,884	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,251	\$7,251	\$7,470	\$7,470	\$7,696	\$7,696	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207
\$/yr	70,608	72,768	74,940	77,208	79,548	81,960	84,444	87,012	87,012	87,012	89,640	89,640	92,352	92,352	92,352	95,136	98,064	101,028	104,088	107,232	110,484
\$/hr	33.95	34.98	36.03	37.12	38.24	39.40	40.60	41.83	41.83	41.83	43.10	43.10	44.40	44.40	44.40	45.74	47.15	48.57	50.04	51.55	53.12
98	\$5,944	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,323	\$7,323	\$7,545	\$7,545	\$7,772	\$7,772	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300
\$/yr	71,328	73,488	75,708	77,976	80,352	82,776	85,296	87,876	87,876	87,876	90,540	90,540	93,264	93,264	93,264	96,108	99,036	102,048	105,120	108,324	111,600
\$/hr	34.29	35.33	36.40	37.49	38.63	39.80	41.01	42.25	42.25	42.25	43.53	43.53	44.84	44.84	44.84	46.21	47.61	49.06	50.54	52.08	53.65
99	\$6,004	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,395	\$7,395	\$7,619	\$7,619	\$7,852	\$7,852	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391
\$/yr	72,048	74,220	76,476	78,768	81,144	83,604	86,148	88,740	88,740	88,740	91,428	91,428	94,224	94,224	94,224	97,104	100,032	103,032	106,200	109,392	112,692
\$/hr	34.64	35.68	36.77	37.87	39.01	40.19	41.42	42.66	42.66	42.66	43.96	43.96	45.30	45.30	45.30	46.68	48.09	49.53	51.06	52.59	54.18
100	\$6,064	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,470	\$7,470	\$7,696	\$7,696	\$7,928	\$7,928	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487
\$/yr	72,768	74,940	77,208	79,548	81,960	84,444	87,012	89,640	89,640	89,640	92,352	92,352	95,136	95,136	95,136	98,064	101,028	104,088	107,232	110,484	113,844

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/hr	34.98	36.03	37.12	38.24	39.40	40.60	41.83	43.10	43.10	43.10	44.40	44.40	45.74	45.74	45.74	47.15	48.57	50.04	51.55	53.12	54.73
101	\$6,124	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,545	\$7,545	\$7,772	\$7,772	\$8,009	\$8,009	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581
\$/yr	73,488	75,708	77,976	80,352	82,776	85,296	87,876	90,540	90,540	90,540	93,264	93,264	96,108	96,108	96,108	99,036	102,048	105,120	108,324	111,600	114,972
\$/hr	35.33	36.40	37.49	38.63	39.80	41.01	42.25	43.53	43.53	43.53	44.84	44.84	46.21	46.21	46.21	47.61	49.06	50.54	52.08	53.65	55.28
102	\$6,185	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,619	\$7,619	\$7,852	\$7,852	\$8,092	\$8,092	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678
\$/yr	74,220	76,476	78,768	81,144	83,604	86,148	88,740	91,428	91,428	91,428	94,224	94,224	97,104	97,104	97,104	100,032	103,032	106,200	109,392	112,692	116,136
\$/hr	35.68	36.77	37.87	39.01	40.19	41.42	42.66	43.96	43.96	43.96	45.30	45.30	46.68	46.68	46.68	48.09	49.53	51.06	52.59	54.18	55.83
103	\$6,245	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,696	\$7,696	\$7,928	\$7,928	\$8,172	\$8,172	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773
\$/yr	74,940	77,208	79,548	81,960	84,444	87,012	89,640	92,352	92,352	92,352	95,136	95,136	98,064	98,064	98,064	101,028	104,088	107,232	110,484	113,844	117,276
\$/hr	36.03	37.12	38.24	39.40	40.60	41.83	43.10	44.40	44.40	44.40	45.74	45.74	47.15	47.15	47.15	48.57	50.04	51.55	53.12	54.73	56.38
104	\$6,309	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$7,772	\$7,772	\$8,009	\$8,009	\$8,253	\$8,253	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872
\$/yr	75,708	77,976	80,352	82,776	85,296	87,876	90,540	93,264	93,264	93,264	96,108	96,108	99,036	99,036	99,036	102,048	105,120	108,324	111,600	114,972	118,464
\$/hr	36.40	37.49	38.63	39.80	41.01	42.25	43.53	44.84	44.84	44.84	46.21	46.21	47.61	47.61	47.61	49.06	50.54	52.08	53.65	55.28	56.95
105	\$6,373	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$7,852	\$7,852	\$8,092	\$8,092	\$8,336	\$8,336	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969
\$/yr	76,476	78,768	81,144	83,604	86,148	88,740	91,428	94,224	94,224	94,224	97,104	97,104	100,032	100,032	100,032	103,032	106,200	109,392	112,692	116,136	119,628
\$/hr	36.77	37.87	39.01	40.19	41.42	42.66	43.96	45.30	45.30	45.30	46.68	46.68	48.09	48.09	48.09	49.53	51.06	52.59	54.18	55.83	57.51
106	\$6,434	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$7,928	\$7,928	\$8,172	\$8,172	\$8,419	\$8,419	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070
\$/yr	77,208	79,548	81,960	84,444	87,012	89,640	92,352	95,136	95,136	95,136	98,064	98,064	101,028	101,028	101,028	104,088	107,232	110,484	113,844	117,276	120,840
\$/hr	37.12	38.24	39.40	40.60	41.83	43.10	44.40	45.74	45.74	45.74	47.15	47.15	48.57	48.57	48.57	50.04	51.55	53.12	54.73	56.38	58.10
107	\$6,498	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,009	\$8,009	\$8,253	\$8,253	\$8,504	\$8,504	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168
\$/yr	77,976	80,352	82,776	85,296	87,876	90,540	93,264	96,108	96,108	96,108	99,036	99,036	102,048	102,048	102,048	105,120	108,324	111,600	114,972	118,464	122,016
\$/hr	37.49	38.63	39.80	41.01	42.25	43.53	44.84	46.21	46.21	46.21	47.61	47.61	49.06	49.06	49.06	50.54	52.08	53.65	55.28	56.95	58.66
108	\$6,564	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,092	\$8,092	\$8,336	\$8,336	\$8,586	\$8,586	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272
\$/yr	78,768	81,144	83,604	86,148	88,740	91,428	94,224	97,104	97,104	97,104	100,032	100,032	103,032	103,032	103,032	106,200	109,392	112,692	116,136	119,628	123,264
\$/hr	37.87	39.01	40.19	41.42	42.66	43.96	45.30	46.68	46.68	46.68	48.09	48.09	49.53	49.53	49.53	51.06	52.59	54.18	55.83	57.51	59.26
109	\$6,629	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,172	\$8,172	\$8,419	\$8,419	\$8,674	\$8,674	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373
\$/yr	79,548	81,960	84,444	87,012	89,640	92,352	95,136	98,064	98,064	98,064	101,028	101,028	104,088	104,088	104,088	107,232	110,484	113,844	117,276	120,840	124,476
\$/hr	38.24	39.40	40.60	41.83	43.10	44.40	45.74	47.15	47.15	47.15	48.57	48.57	50.04	50.04	50.04	51.55	53.12	54.73	56.38	58.10	59.84
110	\$6,696	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,253	\$8,253	\$8,504	\$8,504	\$8,760	\$8,760	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477
\$/yr	80,352	82,776	85,296	87,876	90,540	93,264	96,108	99,036	99,036	99,036	102,048	102,048	105,120	105,120	105,120	108,324	111,600	114,972	118,464	122,016	125,724
\$/hr	38.63	39.80	41.01	42.25	43.53	44.84	46.21	47.61	47.61	47.61	49.06	49.06	50.54	50.54	50.54	52.08	53.65	55.28	56.95	58.66	60.44
111	\$6,762	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,336	\$8,336	\$8,586	\$8,586	\$8,850	\$8,850	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583
\$/yr	81,144	83,604	86,148	88,740	91,428	94,224	97,104	100,032	100,032	100,032	103,032	103,032	106,200	106,200	106,200	109,392	112,692	116,136	119,628	123,264	126,996
\$/hr	39.01	40.19	41.42	42.66	43.96	45.30	46.68	48.09	48.09	48.09	49.53	49.53	51.06	51.06	51.06	52.59	54.18	55.83	57.51	59.26	61.06
112	\$6,830	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,419	\$8,419	\$8,674	\$8,674	\$8,936	\$8,936	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373	\$10,688
\$/yr	81,960	84,444	87,012	89,640	92,352	95,136	98,064	101,028	101,028	101,028	104,088	104,088	107,232	107,232	107,232	110,484	113,844	117,276	120,840	124,476	128,256
\$/hr	39.40	40.60	41.83	43.10	44.40	45.74	47.15	48.57	48.57	48.57	50.04	50.04	51.55	51.55	51.55	53.12	54.73	56.38	58.10	59.84	61.66

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
113	\$6,898	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,504	\$8,504	\$8,760	\$8,760	\$9,027	\$9,027	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477	\$10,797
\$/yr	82,776	85,296	87,876	90,540	93,264	96,108	99,036	102,048	102,048	102,048	105,120	105,120	108,324	108,324	108,324	111,600	114,972	118,464	122,016	125,724	129,564
\$/hr	39.80	41.01	42.25	43.53	44.84	46.21	47.61	49.06	49.06	49.06	50.54	50.54	52.08	52.08	52.08	53.65	55.28	56.95	58.66	60.44	62.29
114	\$6,967	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,586	\$8,586	\$8,850	\$8,850	\$9,116	\$9,116	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583	\$10,905
\$/yr	83,604	86,148	88,740	91,428	94,224	97,104	100,032	103,032	103,032	103,032	106,200	106,200	109,392	109,392	109,392	112,692	116,136	119,628	123,264	126,996	130,860
\$/hr	40.19	41.42	42.66	43.96	45.30	46.68	48.09	49.53	49.53	49.53	51.06	51.06	52.59	52.59	52.59	54.18	55.83	57.51	59.26	61.06	62.91
115	\$7,037	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,674	\$8,674	\$8,936	\$8,936	\$9,207	\$9,207	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373	\$10,688	\$11,014
\$/yr	84,444	87,012	89,640	92,352	95,136	98,064	101,028	104,088	104,088	104,088	107,232	107,232	110,484	110,484	110,484	113,844	117,276	120,840	124,476	128,256	132,168
\$/hr	40.60	41.83	43.10	44.40	45.74	47.15	48.57	50.04	50.04	50.04	51.55	51.55	53.12	53.12	53.12	54.73	56.38	58.10	59.84	61.66	63.54
116	\$7,108	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$8,760	\$8,760	\$9,027	\$9,027	\$9,300	\$9,300	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477	\$10,797	\$11,124
\$/yr	85,296	87,876	90,540	93,264	96,108	99,036	102,048	105,120	105,120	105,120	108,324	108,324	111,600	111,600	111,600	114,972	118,464	122,016	125,724	129,564	133,488
\$/hr	41.01	42.25	43.53	44.84	46.21	47.61	49.06	50.54	50.54	50.54	52.08	52.08	53.65	53.65	53.65	55.28	56.95	58.66	60.44	62.29	64.18
117	\$7,179	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$8,850	\$8,850	\$9,116	\$9,116	\$9,391	\$9,391	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583	\$10,905	\$11,236
\$/yr	86,148	88,740	91,428	94,224	97,104	100,032	103,032	106,200	106,200	106,200	109,392	109,392	112,692	112,692	112,692	116,136	119,628	123,264	126,996	130,860	134,832
\$/hr	41.42	42.66	43.96	45.30	46.68	48.09	49.53	51.06	51.06	51.06	52.59	52.59	54.18	54.18	54.18	55.83	57.51	59.26	61.06	62.91	64.82
118	\$7,251	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936	\$8,936	\$8,936	\$9,207	\$9,207	\$9,487	\$9,487	\$9,487	\$9,773	\$10,070	\$10,373	\$10,688	\$11,014	\$11,348
\$/yr	87,012	89,640	92,352	95,136	98,064	101,028	104,088	107,232	107,232	107,232	110,484	110,484	113,844	113,844	113,844	117,276	120,840	124,476	128,256	132,168	136,176
\$/hr	41.83	43.10	44.40	45.74	47.15	48.57	50.04	51.55	51.55	51.55	53.12	53.12	54.73	54.73	54.73	56.38	58.10	59.84	61.66	63.54	65.47
119	\$7,323	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027	\$9,027	\$9,027	\$9,300	\$9,300	\$9,581	\$9,581	\$9,581	\$9,872	\$10,168	\$10,477	\$10,797	\$11,124	\$11,461
\$/yr	87,876	90,540	93,264	96,108	99,036	102,048	105,120	108,324	108,324	108,324	111,600	111,600	114,972	114,972	114,972	118,464	122,016	125,724	129,564	133,488	137,532
\$/hr	42.25	43.53	44.84	46.21	47.61	49.06	50.54	52.08	52.08	52.08	53.65	53.65	55.28	55.28	55.28	56.95	58.66	60.44	62.29	64.18	66.12
120	\$7,395	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116	\$9,116	\$9,116	\$9,391	\$9,391	\$9,678	\$9,678	\$9,678	\$9,969	\$10,272	\$10,583	\$10,905	\$11,236	\$11,576
\$/yr	88,740	91,428	94,224	97,104	100,032	103,032	106,200	109,392	109,392	109,392	112,692	112,692	116,136	116,136	116,136	119,628	123,264	126,996	130,860	134,832	138,912
\$/hr	42.66	43.96	45.30	46.68	48.09	49.53	51.06	52.59	52.59	52.59	54.18	54.18	55.83	55.83	55.83	57.51	59.26	61.06	62.91	64.82	66.78
121	\$7,470	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207	\$9,207	\$9,207	\$9,487	\$9,487	\$9,773	\$9,773	\$9,773	\$10,070	\$10,373	\$10,688	\$11,014	\$11,348	\$11,691
\$/yr	89,640	92,352	95,136	98,064	101,028	104,088	107,232	110,484	110,484	110,484	113,844	113,844	117,276	117,276	117,276	120,840	124,476	128,256	132,168	136,176	140,292
\$/hr	43.10	44.40	45.74	47.15	48.57	50.04	51.55	53.12	53.12	53.12	54.73	54.73	56.38	56.38	56.38	58.10	59.84	61.66	63.54	65.47	67.45
122	\$7,545	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300	\$9,300	\$9,300	\$9,581	\$9,581	\$9,872	\$9,872	\$9,872	\$10,168	\$10,477	\$10,797	\$11,124	\$11,461	\$11,808
\$/yr	90,540	93,264	96,108	99,036	102,048	105,120	108,324	111,600	111,600	111,600	114,972	114,972	118,464	118,464	118,464	122,016	125,724	129,564	133,488	137,532	141,696
\$/hr	43.53	44.84	46.21	47.61	49.06	50.54	52.08	53.65	53.65	53.65	55.28	55.28	56.95	56.95	56.95	58.66	60.44	62.29	64.18	66.12	68.12
123	\$7,619	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391	\$9,391	\$9,391	\$9,678	\$9,678	\$9,969	\$9,969	\$9,969	\$10,272	\$10,583	\$10,905	\$11,236	\$11,576	\$11,925
\$/yr	91,428	94,224	97,104	100,032	103,032	106,200	109,392	112,692	112,692	112,692	116,136	116,136	119,628	119,628	119,628	123,264	126,996	130,860	134,832	138,912	143,100
\$/hr	43.96	45.30	46.68	48.09	49.53	51.06	52.59	54.18	54.18	54.18	55.83	55.83	57.51	57.51	57.51	59.26	61.06	62.91	64.82	66.78	68.80
124	\$7,696	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487	\$9,487	\$9,487	\$9,773	\$9,773	\$10,070	\$10,070	\$10,070	\$10,373	\$10,688	\$11,014	\$11,348	\$11,691	\$12,044
\$/yr	92,352	95,136	98,064	101,028	104,088	107,232	110,484	113,844	113,844	113,844	117,276	117,276	120,840	120,840	120,840	124,476	128,256	132,168	136,176	140,292	144,528
\$/hr	44.40	45.74	47.15	48.57	50.04	51.55	53.12	54.73	54.73	54.73	56.38	56.38	58.10	58.10	58.10	59.84	61.66	63.54	65.47	67.45	69.48
125	\$7,772	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581	\$9,581	\$9,581	\$9,872	\$9,872	\$10,168	\$10,168	\$10,168	\$10,477	\$10,797	\$11,124	\$11,461	\$11,808	\$12,166

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/yr	93,264	96,108	99,036	102,048	105,120	108,324	111,600	114,972	114,972	114,972	118,464	118,464	122,016	122,016	122,016	125,724	129,564	133,488	137,532	141,696	145,992
\$/hr	44.84	46.21	47.61	49.06	50.54	52.08	53.65	55.28	55.28	55.28	56.95	56.95	58.66	58.66	58.66	60.44	62.29	64.18	66.12	68.12	70.19
126	\$7,852	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678	\$9,678	\$9,678	\$9,969	\$9,969	\$10,272	\$10,272	\$10,272	\$10,583	\$10,905	\$11,236	\$11,576	\$11,925	\$12,287
\$/yr	94,224	97,104	100,032	103,032	106,200	109,392	112,692	116,136	116,136	116,136	119,628	119,628	123,264	123,264	123,264	126,996	130,860	134,832	138,912	143,100	147,444
\$/hr	45.30	46.68	48.09	49.53	51.06	52.59	54.18	55.83	55.83	55.83	57.51	57.51	59.26	59.26	59.26	61.06	62.91	64.82	66.78	68.80	70.89
127	\$7,928	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773	\$9,773	\$9,773	\$10,070	\$10,070	\$10,373	\$10,373	\$10,373	\$10,688	\$11,014	\$11,348	\$11,691	\$12,044	\$12,410
\$/yr	95,136	98,064	101,028	104,088	107,232	110,484	113,844	117,276	117,276	117,276	120,840	120,840	124,476	124,476	124,476	128,256	132,168	136,176	140,292	144,528	148,920
\$/hr	45.74	47.15	48.57	50.04	51.55	53.12	54.73	56.38	56.38	56.38	58.10	58.10	59.84	59.84	59.84	61.66	63.54	65.47	67.45	69.48	71.60
128	\$8,009	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872	\$9,872	\$9,872	\$10,168	\$10,168	\$10,477	\$10,477	\$10,477	\$10,797	\$11,124	\$11,461	\$11,808	\$12,166	\$12,534
\$/yr	96,108	99,036	102,048	105,120	108,324	111,600	114,972	118,464	118,464	118,464	122,016	122,016	125,724	125,724	125,724	129,564	133,488	137,532	141,696	145,992	150,408
\$/hr	46.21	47.61	49.06	50.54	52.08	53.65	55.28	56.95	56.95	56.95	58.66	58.66	60.44	60.44	60.44	62.29	64.18	66.12	68.12	70.19	72.31
129	\$8,092	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969	\$9,969	\$9,969	\$10,272	\$10,272	\$10,583	\$10,583	\$10,583	\$10,905	\$11,236	\$11,576	\$11,925	\$12,287	\$12,659
\$/yr	97,104	100,032	103,032	106,200	109,392	112,692	116,136	119,628	119,628	119,628	123,264	123,264	126,996	126,996	126,996	130,860	134,832	138,912	143,100	147,444	151,908
\$/hr	46.68	48.09	49.53	51.06	52.59	54.18	55.83	57.51	57.51	57.51	59.26	59.26	61.06	61.06	61.06	62.91	64.82	66.78	68.80	70.89	73.03
130	\$8,172	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070	\$10,070	\$10,070	\$10,373	\$10,373	\$10,688	\$10,688	\$10,688	\$11,014	\$11,348	\$11,691	\$12,044	\$12,410	\$12,788
\$/yr	98,064	101,028	104,088	107,232	110,484	113,844	117,276	120,840	120,840	120,840	124,476	124,476	128,256	128,256	128,256	132,168	136,176	140,292	144,528	148,920	153,456
\$/hr	47.15	48.57	50.04	51.55	53.12	54.73	56.38	58.10	58.10	58.10	59.84	59.84	61.66	61.66	61.66	63.54	65.47	67.45	69.48	71.60	73.78
131	\$8,253	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168	\$10,168	\$10,168	\$10,477	\$10,477	\$10,797	\$10,797	\$10,797	\$11,124	\$11,461	\$11,808	\$12,166	\$12,534	\$12,914
\$/yr	99,036	102,048	105,120	108,324	111,600	114,972	118,464	122,016	122,016	122,016	125,724	125,724	129,564	129,564	129,564	133,488	137,532	141,696	145,992	150,408	154,968
\$/hr	47.61	49.06	50.54	52.08	53.65	55.28	56.95	58.66	58.66	58.66	60.44	60.44	62.29	62.29	62.29	64.18	66.12	68.12	70.19	72.31	74.50
132	\$8,336	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272	\$10,272	\$10,272	\$10,583	\$10,583	\$10,905	\$10,905	\$10,905	\$11,236	\$11,576	\$11,925	\$12,287	\$12,659	\$13,044
\$/yr	100,032	103,032	106,200	109,392	112,692	116,136	119,628	123,264	123,264	123,264	126,996	126,996	130,860	130,860	130,860	134,832	138,912	143,100	147,444	151,908	156,528
\$/hr	48.09	49.53	51.06	52.59	54.18	55.83	57.51	59.26	59.26	59.26	61.06	61.06	62.91	62.91	62.91	64.82	66.78	68.80	70.89	73.03	75.25
133	\$8,419	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373	\$10,373	\$10,373	\$10,688	\$10,688	\$11,014	\$11,014	\$11,014	\$11,348	\$11,691	\$12,044	\$12,410	\$12,788	\$13,174
\$/yr	101,028	104,088	107,232	110,484	113,844	117,276	120,840	124,476	124,476	124,476	128,256	128,256	132,168	132,168	132,168	136,176	140,292	144,528	148,920	153,456	158,088
\$/hr	48.57	50.04	51.55	53.12	54.73	56.38	58.10	59.84	59.84	59.84	61.66	61.66	63.54	63.54	63.54	65.47	67.45	69.48	71.60	73.78	76.00
134	\$8,504	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477	\$10,477	\$10,477	\$10,797	\$10,797	\$11,124	\$11,124	\$11,124	\$11,461	\$11,808	\$12,166	\$12,534	\$12,914	\$13,306
\$/yr	102,048	105,120	108,324	111,600	114,972	118,464	122,016	125,724	125,724	125,724	129,564	129,564	133,488	133,488	133,488	137,532	141,696	145,992	150,408	154,968	159,672
\$/hr	49.06	50.54	52.08	53.65	55.28	56.95	58.66	60.44	60.44	60.44	62.29	62.29	64.18	64.18	64.18	66.12	68.12	70.19	72.31	74.50	76.77
135	\$8,586	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583	\$10,583	\$10,583	\$10,905	\$10,905	\$11,236	\$11,236	\$11,236	\$11,576	\$11,925	\$12,287	\$12,659	\$13,044	\$13,439
\$/yr	103,032	106,200	109,392	112,692	116,136	119,628	123,264	126,996	126,996	126,996	130,860	130,860	134,832	134,832	134,832	138,912	143,100	147,444	151,908	156,528	161,268
\$/hr	49.53	51.06	52.59	54.18	55.83	57.51	59.26	61.06	61.06	61.06	62.91	62.91	64.82	64.82	64.82	66.78	68.80	70.89	73.03	75.25	77.53
136	\$8,674	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373	\$10,688	\$10,688	\$10,688	\$11,014	\$11,014	\$11,348	\$11,348	\$11,348	\$11,691	\$12,044	\$12,410	\$12,788	\$13,174	\$13,573
\$/yr	104,088	107,232	110,484	113,844	117,276	120,840	124,476	128,256	128,256	128,256	132,168	132,168	136,176	136,176	136,176	140,292	144,528	148,920	153,456	158,088	162,876
\$/hr	50.04	51.55	53.12	54.73	56.38	58.10	59.84	61.66	61.66	61.66	63.54	63.54	65.47	65.47	65.47	67.45	69.48	71.60	73.78	76.00	78.31
137	\$8,760	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477	\$10,797	\$10,797	\$10,797	\$11,124	\$11,124	\$11,461	\$11,461	\$11,461	\$11,808	\$12,166	\$12,534	\$12,914	\$13,306	\$13,709
\$/yr	105,120	108,324	111,600	114,972	118,464	122,016	125,724	129,564	129,564	129,564	133,488	133,488	137,532	137,532	137,532	141,696	145,992	150,408	154,968	159,672	164,508

Range	<---- Step ---->																			CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
\$/hr	50.54	52.08	53.65	55.28	56.95	58.66	60.44	62.29	62.29	62.29	64.18	64.18	66.12	66.12	66.12	68.12	70.19	72.31	74.50	76.77	79.09
138	\$8,850	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583	\$10,905	\$10,905	\$10,905	\$11,236	\$11,236	\$11,576	\$11,576	\$11,576	\$11,925	\$12,287	\$12,659	\$13,044	\$13,439	\$13,846
\$/yr	106,200	109,392	112,692	116,136	119,628	123,264	126,996	130,860	130,860	130,860	134,832	134,832	138,912	138,912	138,912	143,100	147,444	151,908	156,528	161,268	166,152
\$/hr	51.06	52.59	54.18	55.83	57.51	59.26	61.06	62.91	62.91	62.91	64.82	64.82	66.78	66.78	66.78	68.80	70.89	73.03	75.25	77.53	79.88
139	\$8,936	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373	\$10,688	\$11,014	\$11,014	\$11,014	\$11,348	\$11,348	\$11,691	\$11,691	\$11,691	\$12,044	\$12,410	\$12,788	\$13,174	\$13,573	\$13,984
\$/yr	107,232	110,484	113,844	117,276	120,840	124,476	128,256	132,168	132,168	132,168	136,176	136,176	140,292	140,292	140,292	144,528	148,920	153,456	158,088	162,876	167,808
\$/hr	51.55	53.12	54.73	56.38	58.10	59.84	61.66	63.54	63.54	63.54	65.47	65.47	67.45	67.45	67.45	69.48	71.60	73.78	76.00	78.31	80.68
140	\$9,027	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477	\$10,797	\$11,124	\$11,124	\$11,124	\$11,461	\$11,461	\$11,808	\$11,808	\$11,808	\$12,166	\$12,534	\$12,914	\$13,306	\$13,709	\$14,124
\$/yr	108,324	111,600	114,972	118,464	122,016	125,724	129,564	133,488	133,488	133,488	137,532	137,532	141,696	141,696	141,696	145,992	150,408	154,968	159,672	164,508	169,488
\$/hr	52.08	53.65	55.28	56.95	58.66	60.44	62.29	64.18	64.18	64.18	66.12	66.12	68.12	68.12	68.12	70.19	72.31	74.50	76.77	79.09	81.48
141	\$9,116	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583	\$10,905	\$11,236	\$11,236	\$11,236	\$11,576	\$11,576	\$11,925	\$11,925	\$11,925	\$12,287	\$12,659	\$13,044	\$13,439	\$13,846	\$14,265
\$/yr	109,392	112,692	116,136	119,628	123,264	126,996	130,860	134,832	134,832	134,832	138,912	138,912	143,100	143,100	143,100	147,444	151,908	156,528	161,268	166,152	171,180
\$/hr	52.59	54.18	55.83	57.51	59.26	61.06	62.91	64.82	64.82	64.82	66.78	66.78	68.80	68.80	68.80	70.89	73.03	75.25	77.53	79.88	82.30
142	\$9,207	\$9,487	\$9,773	\$10,070	\$10,373	\$10,688	\$11,014	\$11,348	\$11,348	\$11,348	\$11,691	\$11,691	\$12,044	\$12,044	\$12,044	\$12,410	\$12,788	\$13,174	\$13,573	\$13,984	\$14,408
\$/yr	110,484	113,844	117,276	120,840	124,476	128,256	132,168	136,176	136,176	136,176	140,292	140,292	144,528	144,528	144,528	148,920	153,456	158,088	162,876	167,808	172,896
\$/hr	53.12	54.73	56.38	58.10	59.84	61.66	63.54	65.47	65.47	65.47	67.45	67.45	69.48	69.48	69.48	71.60	73.78	76.00	78.31	80.68	83.12
143	\$9,300	\$9,581	\$9,872	\$10,168	\$10,477	\$10,797	\$11,124	\$11,461	\$11,461	\$11,461	\$11,808	\$11,808	\$12,166	\$12,166	\$12,166	\$12,534	\$12,914	\$13,306	\$13,709	\$14,124	\$14,552
\$/yr	111,600	114,972	118,464	122,016	125,724	129,564	133,488	137,532	137,532	137,532	141,696	141,696	145,992	145,992	145,992	150,408	154,968	159,672	164,508	169,488	174,624
\$/hr	53.65	55.28	56.95	58.66	60.44	62.29	64.18	66.12	66.12	66.12	68.12	68.12	70.19	70.19	70.19	72.31	74.50	76.77	79.09	81.48	83.95
144	\$9,391	\$9,678	\$9,969	\$10,272	\$10,583	\$10,905	\$11,236	\$11,576	\$11,576	\$11,576	\$11,925	\$11,925	\$12,287	\$12,287	\$12,287	\$12,659	\$13,044	\$13,439	\$13,846	\$14,265	\$14,698
\$/yr	112,692	116,136	119,628	123,264	126,996	130,860	134,832	138,912	138,912	138,912	143,100	143,100	147,444	147,444	147,444	151,908	156,528	161,268	166,152	171,180	176,376
\$/hr	54.18	55.83	57.51	59.26	61.06	62.91	64.82	66.78	66.78	66.78	68.80	68.80	70.89	70.89	70.89	73.03	75.25	77.53	79.88	82.30	84.80

**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**

**University of Washington - Contract Classified
REPRESENTED REGULAR**

**PAY TABLE BI
Effective July 1, 2017**

Range	<--- STEP --->													CEGP Steps			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
21																	\$2,642
\$/yr																	31,704
\$/hr																	15.24
22																\$2,642	\$2,706
\$/yr																31,704	32,472
\$/hr																15.24	15.61
23													\$2,642			\$2,706	\$2,767
\$/yr													31,704			32,472	33,204
\$/hr													15.24			15.61	15.96
24												\$2,642	\$2,706			\$2,767	\$2,834
\$/yr												31,704	32,472			33,204	34,008
\$/hr												15.24	15.61			15.96	16.35
25											\$2,642	\$2,706	\$2,767			\$2,834	\$2,897
\$/yr											31,704	32,472	33,204			34,008	34,764
\$/hr											15.24	15.61	15.96			16.35	16.71
26										\$2,642	\$2,706	\$2,767	\$2,834			\$2,897	\$2,968
\$/yr										31,704	32,472	33,204	34,008			34,764	35,616
\$/hr										15.24	15.61	15.96	16.35			16.71	17.12
27									\$2,642	\$2,706	\$2,767	\$2,834	\$2,897			\$2,968	\$3,037
\$/yr									31,704	32,472	33,204	34,008	34,764			35,616	36,444
\$/hr									15.24	15.61	15.96	16.35	16.71			17.12	17.52
28								\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968			\$3,037	\$3,110
\$/yr								31,704	32,472	33,204	34,008	34,764	35,616			36,444	37,320
\$/hr								15.24	15.61	15.96	16.35	16.71	17.12			17.52	17.94
29						\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037				\$3,110	\$3,182
\$/yr						31,704	32,472	33,204	34,008	34,764	35,616	36,444				37,320	38,184
\$/hr						15.24	15.61	15.96	16.35	16.71	17.12	17.52				17.94	18.36
30						\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110			\$3,182	\$3,256
\$/yr						31,704	32,472	33,204	34,008	34,764	35,616	36,444	37,320			38,184	39,072
\$/hr						15.24	15.61	15.96	16.35	16.71	17.12	17.52	17.94			18.36	18.78
31					\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182			\$3,256	\$3,337

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/yr					31,704	32,472	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044
\$/hr					15.24	15.61	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25
32				\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415
\$/yr				31,704	32,472	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980
\$/hr				15.24	15.61	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70
33			\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496
\$/yr			31,704	32,472	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952
\$/hr			15.24	15.61	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17
34		\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582
\$/yr		31,704	32,472	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984
\$/hr		15.24	15.61	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67
35	\$2,642	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672
\$/yr	31,704	32,472	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064
\$/hr	15.24	15.61	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18
36	\$2,706	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765
\$/yr	32,472	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180
\$/hr	15.61	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72
37	\$2,767	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857
\$/yr	33,204	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284
\$/hr	15.96	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25
38	\$2,834	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957
\$/yr	34,008	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484
\$/hr	16.35	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83
39	\$2,897	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048
\$/yr	34,764	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576
\$/hr	16.71	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35
40	\$2,968	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154
\$/yr	35,616	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848
\$/hr	17.12	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97
41	\$3,037	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257
\$/yr	36,444	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084
\$/hr	17.52	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56
42	\$3,110	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368
\$/yr	37,320	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416
\$/hr	17.94	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20
43	\$3,182	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475
\$/yr	38,184	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700
\$/hr	18.36	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
44	\$3,256	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586
\$/yr	39,072	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032
\$/hr	18.78	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46
45	\$3,337	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698
\$/yr	40,044	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376
\$/hr	19.25	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10
46	\$3,415	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818
\$/yr	40,980	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816
\$/hr	19.70	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80
47	\$3,496	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938
\$/yr	41,952	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256
\$/hr	20.17	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49
48	\$3,582	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064
\$/yr	42,984	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768
\$/hr	20.67	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22
49	\$3,672	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188
\$/yr	44,064	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256
\$/hr	21.18	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93
50	\$3,765	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317
\$/yr	45,180	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804
\$/hr	21.72	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68
51	\$3,857	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451
\$/yr	46,284	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412
\$/hr	22.25	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45
52	\$3,957	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585
\$/yr	47,484	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020
\$/hr	22.83	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22
53	\$4,048	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726
\$/yr	48,576	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712
\$/hr	23.35	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03
54	\$4,154	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870
\$/yr	49,848	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440
\$/hr	23.97	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87
55	\$4,257	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015
\$/yr	51,084	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180
\$/hr	24.56	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70
56	\$4,368	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172
\$/yr	52,416	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/hr	25.20	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61
57	\$4,475	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319
\$/yr	53,700	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828
\$/hr	25.82	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46
58	\$4,586	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481
\$/yr	55,032	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772
\$/hr	26.46	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39
59	\$4,698	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643
\$/yr	56,376	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716
\$/hr	27.10	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33
60	\$4,818	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807
\$/yr	57,816	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684
\$/hr	27.80	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27
61	\$4,938	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976
\$/yr	59,256	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712
\$/hr	28.49	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25
62	\$5,064	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153
\$/yr	60,768	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836
\$/hr	29.22	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27
63	\$5,188	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331
\$/yr	62,256	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972
\$/hr	29.93	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29
64	\$5,317	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515
\$/yr	63,804	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180
\$/hr	30.68	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36
65	\$5,451	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702
\$/yr	65,412	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424
\$/hr	31.45	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43
66	\$5,585	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896
\$/yr	67,020	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752
\$/hr	32.22	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55
67	\$5,726	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093
\$/yr	68,712	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116
\$/hr	33.03	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69
68	\$5,870	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295
\$/yr	70,440	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540
\$/hr	33.87	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86
69	\$6,015	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/yr	72,180	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048
\$/hr	34.70	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06
70	\$6,172	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716
\$/yr	74,064	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592
\$/hr	35.61	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28
71	\$6,319	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932
\$/yr	75,828	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184
\$/hr	36.46	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53
72	\$6,481	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159
\$/yr	77,772	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908
\$/hr	37.39	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84
73	\$6,643	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384
\$/yr	79,716	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608
\$/hr	38.33	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14
74	\$6,807	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619
\$/yr	81,684	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428
\$/hr	39.27	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49
75	\$6,976	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860
\$/yr	83,712	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320
\$/hr	40.25	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88
76	\$7,153	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107
\$/yr	85,836	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284
\$/hr	41.27	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31
77	\$7,331	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357
\$/yr	87,972	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284
\$/hr	42.29	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75
78	\$7,515	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614
\$/yr	90,180	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368
\$/hr	43.36	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23
79	\$7,702	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882
\$/yr	92,424	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584
\$/hr	44.43	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78
80	\$7,896	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153
\$/yr	94,752	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836
\$/hr	45.55	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34
81	\$8,093	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431
\$/yr	97,116	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172
\$/hr	46.69	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
82	\$8,295	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720
\$/yr	99,540	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640
\$/hr	47.86	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62
83	\$8,504	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008
\$/yr	102,048	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096
\$/hr	49.06	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28
84	\$8,716	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313
\$/yr	104,592	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756
\$/hr	50.28	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04
85	\$8,932	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313	\$12,623
\$/yr	107,184	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756	151,476
\$/hr	51.53	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04	72.83
86	\$9,159	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313	\$12,623	\$12,938
\$/yr	109,908	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756	151,476	155,256
\$/hr	52.84	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04	72.83	74.64
87	\$9,384	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313	\$12,623	\$12,938	\$13,263
\$/yr	112,608	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756	151,476	155,256	159,156
\$/hr	54.14	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04	72.83	74.64	76.52
88	\$9,619	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313	\$12,623	\$12,938	\$13,263	\$13,589
\$/yr	115,428	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756	151,476	155,256	159,156	163,068
\$/hr	55.49	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04	72.83	74.64	76.52	78.40
89	\$9,860	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313	\$12,623	\$12,938	\$13,263	\$13,589	\$13,929
\$/yr	118,320	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756	151,476	155,256	159,156	163,068	167,148
\$/hr	56.88	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04	72.83	74.64	76.52	78.40	80.36
90	\$10,107	\$10,357	\$10,614	\$10,882	\$11,153	\$11,431	\$11,720	\$12,008	\$12,313	\$12,623	\$12,938	\$13,263	\$13,589	\$13,929	\$14,277
\$/yr	121,284	124,284	127,368	130,584	133,836	137,172	140,640	144,096	147,756	151,476	155,256	159,156	163,068	167,148	171,324
\$/hr	58.31	59.75	61.23	62.78	64.34	65.95	67.62	69.28	71.04	72.83	74.64	76.52	78.40	80.36	82.37

**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**

**University of Washington - Contract Classified
WFSE HEALTH CARE PROFESSIONAL TECHNICAL**

**PAY TABLE BK
Effective July 1, 2017**

Range	<---STEP--->																CEGP Steps			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1							\$2,602	\$2,681	\$2,681	\$2,681	\$2,761	\$2,761	\$2,845	\$2,845	\$2,845	\$2,931	\$3,019	\$3,110	\$3,203	\$3,299
\$/yr							31,224	32,172	32,172	32,172	33,132	33,132	34,140	34,140	34,140	35,172	36,228	37,320	38,436	39,588
\$/hr							15.01	15.47	15.47	15.47	15.93	15.93	16.41	16.41	16.41	16.91	17.42	17.94	18.48	19.03
3							\$2,654	\$2,735	\$2,735	\$2,735	\$2,818	\$2,818	\$2,901	\$2,901	\$2,901	\$2,993	\$3,078	\$3,172	\$3,267	\$3,365
\$/yr							31,848	32,820	32,820	32,820	33,816	33,816	34,812	34,812	34,812	35,916	36,936	38,064	39,204	40,380
\$/hr							15.31	15.78	15.78	15.78	16.26	16.26	16.74	16.74	16.74	17.27	17.76	18.30	18.85	19.41

**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**

**University of Washington - Contract Classified
WFSE SKILLED TRADES**

**PAY TABLE BL
Effective July 1, 2017**

Range	<--- STEP --->														CEGP Steps		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
19																	\$2,612
\$/yr																	31,344
\$/hr																	15.07
20																\$2,612	\$2,668
\$/yr																31,344	32,016
\$/hr																15.07	15.39
21														\$2,612		\$2,668	\$2,723
\$/yr														31,344		32,016	32,676
\$/hr														15.07		15.39	15.71
22													\$2,612	\$2,668		\$2,723	\$2,784
\$/yr													31,344	32,016		32,676	33,408
\$/hr													15.07	15.39		15.71	16.06
23												\$2,612	\$2,668	\$2,723		\$2,784	\$2,844
\$/yr												31,344	32,016	32,676		33,408	34,128
\$/hr												15.07	15.39	15.71		16.06	16.41
24											\$2,612	\$2,668	\$2,723	\$2,784		\$2,844	\$2,905
\$/yr											31,344	32,016	32,676	33,408		34,128	34,860
\$/hr											15.07	15.39	15.71	16.06		16.41	16.76
25										\$2,612	\$2,668	\$2,723	\$2,784	\$2,844		\$2,905	\$2,965
\$/yr										31,344	32,016	32,676	33,408	34,128		34,860	35,580
\$/hr										15.07	15.39	15.71	16.06	16.41		16.76	17.11
26									\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905		\$2,965	\$3,035
\$/yr									31,344	32,016	32,676	33,408	34,128	34,860		35,580	36,420
\$/hr									15.07	15.39	15.71	16.06	16.41	16.76		17.11	17.51
27							\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965			\$3,035	\$3,102
\$/yr							31,344	32,016	32,676	33,408	34,128	34,860	35,580			36,420	37,224
\$/hr							15.07	15.39	15.71	16.06	16.41	16.76	17.11			17.51	17.90
28						\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035			\$3,102	\$3,168
\$/yr						31,344	32,016	32,676	33,408	34,128	34,860	35,580	36,420			37,224	38,016
\$/hr						15.07	15.39	15.71	16.06	16.41	16.76	17.11	17.51			17.90	18.28
29					\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102			\$3,168	\$3,237
\$/yr					31,344	32,016	32,676	33,408	34,128	34,860	35,580	36,420	37,224			38,016	38,844

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/hr					15.07	15.39	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68
30				\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308
\$/yr				31,344	32,016	32,676	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696
\$/hr				15.07	15.39	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08
31			\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386
\$/yr			31,344	32,016	32,676	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632
\$/hr			15.07	15.39	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53
32		\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460
\$/yr		31,344	32,016	32,676	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520
\$/hr		15.07	15.39	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96
33	\$2,612	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536
\$/yr	31,344	32,016	32,676	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432
\$/hr	15.07	15.39	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40
34	\$2,668	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620
\$/yr	32,016	32,676	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440
\$/hr	15.39	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88
35	\$2,723	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705
\$/yr	32,676	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460
\$/hr	15.71	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38
36	\$2,784	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792
\$/yr	33,408	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504
\$/hr	16.06	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88
37	\$2,844	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882
\$/yr	34,128	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584
\$/hr	16.41	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40
38	\$2,905	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975
\$/yr	34,860	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700
\$/hr	16.76	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93
39	\$2,965	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066
\$/yr	35,580	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792
\$/hr	17.11	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46
40	\$3,035	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166
\$/yr	36,420	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992
\$/hr	17.51	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03
41	\$3,102	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263
\$/yr	37,224	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156
\$/hr	17.90	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59
42	\$3,168	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/yr	38,016	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416
\$/hr	18.28	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20
43	\$3,237	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472
\$/yr	38,844	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664
\$/hr	18.68	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80
44	\$3,308	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578
\$/yr	39,696	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936
\$/hr	19.08	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41
45	\$3,386	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684
\$/yr	40,632	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208
\$/hr	19.53	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02
46	\$3,460	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798
\$/yr	41,520	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576
\$/hr	19.96	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68
47	\$3,536	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912
\$/yr	42,432	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944
\$/hr	20.40	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34
48	\$3,620	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033
\$/yr	43,440	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396
\$/hr	20.88	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04
49	\$3,705	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150
\$/yr	44,460	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800
\$/hr	21.38	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71
50	\$3,792	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276
\$/yr	45,504	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312
\$/hr	21.88	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44
51	\$3,882	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400
\$/yr	46,584	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800
\$/hr	22.40	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15
52	\$3,975	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530
\$/yr	47,700	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360
\$/hr	22.93	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90
53	\$4,066	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665
\$/yr	48,792	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980
\$/hr	23.46	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68
54	\$4,166	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802
\$/yr	49,992	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624
\$/hr	24.03	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
55	\$4,263	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939
\$/yr	51,156	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268
\$/hr	24.59	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26
56	\$4,368	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087
\$/yr	52,416	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044
\$/hr	25.20	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12
57	\$4,472	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231
\$/yr	53,664	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772
\$/hr	25.80	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95
58	\$4,578	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384
\$/yr	54,936	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608
\$/hr	26.41	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83
59	\$4,684	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538
\$/yr	56,208	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456
\$/hr	27.02	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72
60	\$4,798	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695
\$/yr	57,576	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340
\$/hr	27.68	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63
61	\$4,912	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856
\$/yr	58,944	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272
\$/hr	28.34	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55
62	\$5,033	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027
\$/yr	60,396	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324
\$/hr	29.04	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54
63	\$5,150	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194
\$/yr	61,800	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328
\$/hr	29.71	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50
64	\$5,276	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372
\$/yr	63,312	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464
\$/hr	30.44	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53
65	\$5,400	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549
\$/yr	64,800	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588
\$/hr	31.15	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55
66	\$5,530	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736
\$/yr	66,360	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832
\$/hr	31.90	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63
67	\$5,665	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920
\$/yr	67,980	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/hr	32.68	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69
68	\$5,802	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114
\$/yr	69,624	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368
\$/hr	33.47	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81
69	\$5,939	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313
\$/yr	71,268	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756
\$/hr	34.26	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96
70	\$6,087	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516
\$/yr	73,044	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192
\$/hr	35.12	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13
71	\$6,231	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722
\$/yr	74,772	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664
\$/hr	35.95	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32
72	\$6,384	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938
\$/yr	76,608	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256
\$/hr	36.83	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57
73	\$6,538	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152
\$/yr	78,456	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824
\$/hr	37.72	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80
74	\$6,695	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378
\$/yr	80,340	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536
\$/hr	38.63	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10
75	\$6,856	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608
\$/yr	82,272	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296
\$/hr	39.55	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43
76	\$7,027	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842
\$/yr	84,324	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104
\$/hr	40.54	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78
77	\$7,194	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081
\$/yr	86,328	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972
\$/hr	41.50	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16
78	\$7,372	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329
\$/yr	88,464	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948
\$/hr	42.53	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59
79	\$7,549	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583
\$/yr	90,588	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996
\$/hr	43.55	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06
80	\$7,736	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840

Range	<--- STEP --->													CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
\$/yr	92,832	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080
\$/hr	44.63	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54
81	\$7,920	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105
\$/yr	95,040	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260
\$/hr	45.69	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07
82	\$8,114	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381
\$/yr	97,368	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572
\$/hr	46.81	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66
83	\$8,313	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657
\$/yr	99,756	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884
\$/hr	47.96	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25
84	\$8,516	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946
\$/yr	102,192	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352
\$/hr	49.13	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92
85	\$8,722	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946	\$12,243
\$/yr	104,664	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352	146,916
\$/hr	50.32	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92	70.63
86	\$8,938	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946	\$12,243	\$12,541
\$/yr	107,256	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352	146,916	150,492
\$/hr	51.57	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92	70.63	72.35
87	\$9,152	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946	\$12,243	\$12,541	\$12,792
\$/yr	109,824	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352	146,916	150,492	153,504
\$/hr	52.80	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92	70.63	72.35	73.80
88	\$9,378	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946	\$12,243	\$12,541	\$12,792	\$13,112
\$/yr	112,536	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352	146,916	150,492	153,504	157,344
\$/hr	54.10	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92	70.63	72.35	73.80	75.65
89	\$9,608	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946	\$12,243	\$12,541	\$12,792	\$13,112	\$13,440
\$/yr	115,296	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352	146,916	150,492	153,504	157,344	161,280
\$/hr	55.43	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92	70.63	72.35	73.80	75.65	77.54
90	\$9,842	\$10,081	\$10,329	\$10,583	\$10,840	\$11,105	\$11,381	\$11,657	\$11,946	\$12,243	\$12,541	\$12,792	\$13,112	\$13,440	\$13,776
\$/yr	118,104	120,972	123,948	126,996	130,080	133,260	136,572	139,884	143,352	146,916	150,492	153,504	157,344	161,280	165,312
\$/hr	56.78	58.16	59.59	61.06	62.54	64.07	65.66	67.25	68.92	70.63	72.35	73.80	75.65	77.54	79.48

**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**

**University of Washington - Contract Classified
WFSE SKILLED TRADES APPRENTICES (Non-Standard Pay Rates)**

**PAY TABLE BM
Effective July 1, 2017**

Range	<--- STEP --->							
	A	B	C	D	E	F	G	H
1	\$3,242	\$3,438	\$3,635	\$3,831	\$4,028	\$4,224	\$4,421	\$4,617
\$/yr	38,904	41,256	43,620	45,972	48,336	50,688	53,052	55,404
\$/hr	18.70	19.83	20.97	22.10	23.24	24.37	25.51	26.64
2	\$3,091	\$3,372	\$3,654	\$3,935	\$4,216	\$4,497		
\$/yr	37,092	40,464	43,848	47,220	50,592	53,964		
\$/hr	17.83	19.45	21.08	22.70	24.32	25.94		
4	\$3,167	\$3,455	\$3,742	\$4,030	\$4,318	\$4,606		
\$/yr	38,004	41,460	44,904	48,360	51,816	55,272		
\$/hr	18.27	19.93	21.59	23.25	24.91	26.57		
5	\$3,920	\$4,157	\$4,395	\$4,632	\$4,870	\$5,108	\$5,345	\$5,583
\$/yr	47,040	49,884	52,740	55,584	58,440	61,296	64,140	66,996
\$/hr	22.62	23.98	25.36	26.72	28.10	29.47	30.84	32.21
6	\$3,482	\$3,693	\$3,904	\$4,115	\$4,326	\$4,537	\$4,748	\$4,959
\$/yr	41,784	44,316	46,848	49,380	51,912	54,444	56,976	59,508
\$/hr	20.09	21.31	22.52	23.74	24.96	26.18	27.39	28.61
7	\$3,920	\$4,157	\$4,395	\$4,632	\$4,870	\$5,108	\$5,345	\$5,583
\$/yr	47,040	49,884	52,740	55,584	58,440	61,296	64,140	66,996
\$/hr	22.62	23.98	25.36	26.72	28.10	29.47	30.84	32.21

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

**University of Washington - Contract Classified
WFSE SELECTED HEALTH CARE PROFESSIONAL TECHNICAL**

**PAY TABLE BV
Effective July 1, 2017**

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0						\$2,602	\$2,680	\$2,761	\$2,788	\$2,817	\$2,845	\$2,872	\$2,930	\$2,930	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300
\$/yr						31,224	32,160	33,132	33,456	33,804	34,140	34,464	35,160	35,160	35,160	36,240	37,320	38,496	39,600
\$/hr						15.01	15.46	15.93	16.08	16.25	16.41	16.57	16.90	16.90	16.90	17.42	17.94	18.51	19.04
1						\$2,628	\$2,708	\$2,788	\$2,817	\$2,845	\$2,872	\$2,901	\$2,959	\$2,959	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334
\$/yr						31,536	32,496	33,456	33,804	34,140	34,464	34,812	35,508	35,508	35,508	36,612	37,692	38,832	40,008
\$/hr						15.16	15.62	16.08	16.25	16.41	16.57	16.74	17.07	17.07	17.07	17.60	18.12	18.67	19.23
2						\$2,652	\$2,732	\$2,817	\$2,845	\$2,872	\$2,901	\$2,930	\$2,992	\$2,992	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369
\$/yr						31,824	32,784	33,804	34,140	34,464	34,812	35,160	35,904	35,904	35,904	36,924	38,076	39,228	40,428
\$/hr						15.30	15.76	16.25	16.41	16.57	16.74	16.90	17.26	17.26	17.26	17.75	18.31	18.86	19.44
3					\$2,602	\$2,680	\$2,761	\$2,845	\$2,872	\$2,901	\$2,930	\$2,959	\$3,020	\$3,020	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402
\$/yr					31,224	32,160	33,132	34,140	34,464	34,812	35,160	35,508	36,240	36,240	36,240	37,320	38,496	39,600	40,824
\$/hr					15.01	15.46	15.93	16.41	16.57	16.74	16.90	17.07	17.42	17.42	17.42	17.94	18.51	19.04	19.63
4					\$2,628	\$2,708	\$2,788	\$2,872	\$2,901	\$2,930	\$2,959	\$2,992	\$3,051	\$3,051	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436
\$/yr					31,536	32,496	33,456	34,464	34,812	35,160	35,508	35,904	36,612	36,612	36,612	37,692	38,832	40,008	41,232
\$/hr					15.16	15.62	16.08	16.57	16.74	16.90	17.07	17.26	17.60	17.60	17.60	18.12	18.67	19.23	19.82
5					\$2,652	\$2,732	\$2,817	\$2,901	\$2,930	\$2,959	\$2,992	\$3,020	\$3,077	\$3,077	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471
\$/yr					31,824	32,784	33,804	34,812	35,160	35,508	35,904	36,240	36,924	36,924	36,924	38,076	39,228	40,428	41,652
\$/hr					15.30	15.76	16.25	16.74	16.90	17.07	17.26	17.42	17.75	17.75	17.75	18.31	18.86	19.44	20.03
6				\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$2,959	\$2,992	\$3,020	\$3,051	\$3,110	\$3,110	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506
\$/yr				31,224	32,160	33,132	34,140	35,160	35,508	35,904	36,240	36,612	37,320	37,320	37,320	38,496	39,600	40,824	42,072
\$/hr				15.01	15.46	15.93	16.41	16.90	17.07	17.26	17.42	17.60	17.94	17.94	17.94	18.51	19.04	19.63	20.23
7				\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$2,992	\$3,020	\$3,051	\$3,077	\$3,141	\$3,141	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540
\$/yr				31,536	32,496	33,456	34,464	35,508	35,904	36,240	36,612	36,924	37,692	37,692	37,692	38,832	40,008	41,232	42,480
\$/hr				15.16	15.62	16.08	16.57	17.07	17.26	17.42	17.60	17.75	18.12	18.12	18.12	18.67	19.23	19.82	20.42

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
8				\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,020	\$3,051	\$3,077	\$3,110	\$3,173	\$3,173	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575
\$/yr				31,824	32,784	33,804	34,812	35,904	36,240	36,612	36,924	37,320	38,076	38,076	38,076	39,228	40,428	41,652	42,900
\$/hr				15.30	15.76	16.25	16.74	17.26	17.42	17.60	17.75	17.94	18.31	18.31	18.31	18.86	19.44	20.03	20.63
9			\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,051	\$3,077	\$3,110	\$3,141	\$3,208	\$3,208	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611
\$/yr			31,224	32,160	33,132	34,140	35,160	36,240	36,612	36,924	37,320	37,692	38,496	38,496	38,496	39,600	40,824	42,072	43,332
\$/hr			15.01	15.46	15.93	16.41	16.90	17.42	17.60	17.75	17.94	18.12	18.51	18.51	18.51	19.04	19.63	20.23	20.83
10			\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,077	\$3,110	\$3,141	\$3,173	\$3,236	\$3,236	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645
\$/yr			31,536	32,496	33,456	34,464	35,508	36,612	36,924	37,320	37,692	38,076	38,832	38,832	38,832	40,008	41,232	42,480	43,740
\$/hr			15.16	15.62	16.08	16.57	17.07	17.60	17.75	17.94	18.12	18.31	18.67	18.67	18.67	19.23	19.82	20.42	21.03
11			\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,110	\$3,141	\$3,173	\$3,208	\$3,269	\$3,269	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682
\$/yr			31,824	32,784	33,804	34,812	35,904	36,924	37,320	37,692	38,076	38,496	39,228	39,228	39,228	40,428	41,652	42,900	44,184
\$/hr			15.30	15.76	16.25	16.74	17.26	17.75	17.94	18.12	18.31	18.51	18.86	18.86	18.86	19.44	20.03	20.63	21.24
12		\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,141	\$3,173	\$3,208	\$3,236	\$3,300	\$3,300	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720
\$/yr		31,224	32,160	33,132	34,140	35,160	36,240	37,320	37,692	38,076	38,496	38,832	39,600	39,600	39,600	40,824	42,072	43,332	44,640
\$/hr		15.01	15.46	15.93	16.41	16.90	17.42	17.94	18.12	18.31	18.51	18.67	19.04	19.04	19.04	19.63	20.23	20.83	21.46
13		\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,173	\$3,208	\$3,236	\$3,269	\$3,334	\$3,334	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757
\$/yr		31,536	32,496	33,456	34,464	35,508	36,612	37,692	38,076	38,496	38,832	39,228	40,008	40,008	40,008	41,232	42,480	43,740	45,084
\$/hr		15.16	15.62	16.08	16.57	17.07	17.60	18.12	18.31	18.51	18.67	18.86	19.23	19.23	19.23	19.82	20.42	21.03	21.68
14		\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,208	\$3,236	\$3,269	\$3,300	\$3,369	\$3,369	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793
\$/yr		31,824	32,784	33,804	34,812	35,904	36,924	38,076	38,496	38,832	39,228	39,600	40,428	40,428	40,428	41,652	42,900	44,184	45,516
\$/hr		15.30	15.76	16.25	16.74	17.26	17.75	18.31	18.51	18.67	18.86	19.04	19.44	19.44	19.44	20.03	20.63	21.24	21.88
15	\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,236	\$3,269	\$3,300	\$3,334	\$3,402	\$3,402	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832
\$/yr	31,224	32,160	33,132	34,140	35,160	36,240	37,320	38,496	38,832	39,228	39,600	40,008	40,824	40,824	40,824	42,072	43,332	44,640	45,984
\$/hr	15.01	15.46	15.93	16.41	16.90	17.42	17.94	18.51	18.67	18.86	19.04	19.23	19.63	19.63	19.63	20.23	20.83	21.46	22.11
16	\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,269	\$3,300	\$3,334	\$3,369	\$3,436	\$3,436	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870
\$/yr	31,536	32,496	33,456	34,464	35,508	36,612	37,692	38,832	39,228	39,600	40,008	40,428	41,232	41,232	41,232	42,480	43,740	45,084	46,440
\$/hr	15.16	15.62	16.08	16.57	17.07	17.60	18.12	18.67	18.86	19.04	19.23	19.44	19.82	19.82	19.82	20.42	21.03	21.68	22.33
17	\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,300	\$3,334	\$3,369	\$3,402	\$3,471	\$3,471	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
\$/yr	31,824	32,784	33,804	34,812	35,904	36,924	38,076	39,228	39,600	40,008	40,428	40,824	41,652	41,652	41,652	42,900	44,184	45,516	46,920	
\$/hr	15.30	15.76	16.25	16.74	17.26	17.75	18.31	18.86	19.04	19.23	19.44	19.63	20.03	20.03	20.03	20.63	21.24	21.88	22.56	
18	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,334	\$3,369	\$3,402	\$3,436	\$3,506	\$3,506	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	
\$/yr	32,160	33,132	34,140	35,160	36,240	37,320	38,496	39,600	40,008	40,428	40,824	41,232	42,072	42,072	42,072	43,332	44,640	45,984	47,376	
\$/hr	15.46	15.93	16.41	16.90	17.42	17.94	18.51	19.04	19.23	19.44	19.63	19.82	20.23	20.23	20.23	20.83	21.46	22.11	22.78	
19	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,369	\$3,402	\$3,436	\$3,471	\$3,540	\$3,540	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	
\$/yr	32,496	33,456	34,464	35,508	36,612	37,692	38,832	40,008	40,428	40,824	41,232	41,652	42,480	42,480	42,480	43,740	45,084	46,440	47,880	
\$/hr	15.62	16.08	16.57	17.07	17.60	18.12	18.67	19.23	19.44	19.63	19.82	20.03	20.42	20.42	20.42	21.03	21.68	22.33	23.02	
20	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,402	\$3,436	\$3,471	\$3,506	\$3,575	\$3,575	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	
\$/yr	32,784	33,804	34,812	35,904	36,924	38,076	39,228	40,428	40,824	41,232	41,652	42,072	42,900	42,900	42,900	44,184	45,516	46,920	48,348	
\$/hr	15.76	16.25	16.74	17.26	17.75	18.31	18.86	19.44	19.63	19.82	20.03	20.23	20.63	20.63	20.63	21.24	21.88	22.56	23.24	
21	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,436	\$3,471	\$3,506	\$3,540	\$3,611	\$3,611	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	
\$/yr	33,132	34,140	35,160	36,240	37,320	38,496	39,600	40,824	41,232	41,652	42,072	42,480	43,332	43,332	43,332	44,640	45,984	47,376	48,816	
\$/hr	15.93	16.41	16.90	17.42	17.94	18.51	19.04	19.63	19.82	20.03	20.23	20.42	20.83	20.83	20.83	21.46	22.11	22.78	23.47	
22	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,471	\$3,506	\$3,540	\$3,575	\$3,645	\$3,645	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	
\$/yr	33,456	34,464	35,508	36,612	37,692	38,832	40,008	41,232	41,652	42,072	42,480	42,900	43,740	43,740	43,740	45,084	46,440	47,880	49,320	
\$/hr	16.08	16.57	17.07	17.60	18.12	18.67	19.23	19.82	20.03	20.23	20.42	20.63	21.03	21.03	21.03	21.68	22.33	23.02	23.71	
23	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,506	\$3,540	\$3,575	\$3,611	\$3,682	\$3,682	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	
\$/yr	33,804	34,812	35,904	36,924	38,076	39,228	40,428	41,652	42,072	42,480	42,900	43,332	44,184	44,184	44,184	45,516	46,920	48,348	49,788	
\$/hr	16.25	16.74	17.26	17.75	18.31	18.86	19.44	20.03	20.23	20.42	20.63	20.83	21.24	21.24	21.24	21.88	22.56	23.24	23.94	
24	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,540	\$3,575	\$3,611	\$3,645	\$3,720	\$3,720	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	
\$/yr	34,140	35,160	36,240	37,320	38,496	39,600	40,824	42,072	42,480	42,900	43,332	43,740	44,640	44,640	44,640	45,984	47,376	48,816	50,304	
\$/hr	16.41	16.90	17.42	17.94	18.51	19.04	19.63	20.23	20.42	20.63	20.83	21.03	21.46	21.46	21.46	22.11	22.78	23.47	24.18	
25	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,575	\$3,611	\$3,645	\$3,682	\$3,757	\$3,757	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	
\$/yr	34,464	35,508	36,612	37,692	38,832	40,008	41,232	42,480	42,900	43,332	43,740	44,184	45,084	45,084	45,084	46,440	47,880	49,320	50,808	
\$/hr	16.57	17.07	17.60	18.12	18.67	19.23	19.82	20.42	20.63	20.83	21.03	21.24	21.68	21.68	21.68	22.33	23.02	23.71	24.43	
26	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,611	\$3,645	\$3,682	\$3,720	\$3,793	\$3,793	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	
\$/yr	34,812	35,904	36,924	38,076	39,228	40,428	41,652	42,900	43,332	43,740	44,184	44,640	45,516	45,516	45,516	46,920	48,348	49,788	51,324	

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
\$/hr	16.74	17.26	17.75	18.31	18.86	19.44	20.03	20.63	20.83	21.03	21.24	21.46	21.88	21.88	21.88	22.56	23.24	23.94	24.68	
27	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,645	\$3,682	\$3,720	\$3,757	\$3,832	\$3,832	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	
\$/yr	35,160	36,240	37,320	38,496	39,600	40,824	42,072	43,332	43,740	44,184	44,640	45,084	45,984	45,984	45,984	47,376	48,816	50,304	51,828	
\$/hr	16.90	17.42	17.94	18.51	19.04	19.63	20.23	20.83	21.03	21.24	21.46	21.68	22.11	22.11	22.11	22.78	23.47	24.18	24.92	
28	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,682	\$3,720	\$3,757	\$3,793	\$3,870	\$3,870	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	
\$/yr	35,508	36,612	37,692	38,832	40,008	41,232	42,480	43,740	44,184	44,640	45,084	45,516	46,440	46,440	46,440	47,880	49,320	50,808	52,356	
\$/hr	17.07	17.60	18.12	18.67	19.23	19.82	20.42	21.03	21.24	21.46	21.68	21.88	22.33	22.33	22.33	23.02	23.71	24.43	25.17	
29	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,720	\$3,757	\$3,793	\$3,832	\$3,910	\$3,910	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	
\$/yr	35,904	36,924	38,076	39,228	40,428	41,652	42,900	44,184	44,640	45,084	45,516	45,984	46,920	46,920	46,920	48,348	49,788	51,324	52,896	
\$/hr	17.26	17.75	18.31	18.86	19.44	20.03	20.63	21.24	21.46	21.68	21.88	22.11	22.56	22.56	22.56	23.24	23.94	24.68	25.43	
30	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,757	\$3,793	\$3,832	\$3,870	\$3,948	\$3,948	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	
\$/yr	36,240	37,320	38,496	39,600	40,824	42,072	43,332	44,640	45,084	45,516	45,984	46,440	47,376	47,376	47,376	48,816	50,304	51,828	53,412	
\$/hr	17.42	17.94	18.51	19.04	19.63	20.23	20.83	21.46	21.68	21.88	22.11	22.33	22.78	22.78	22.78	23.47	24.18	24.92	25.68	
31	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,793	\$3,832	\$3,870	\$3,910	\$3,990	\$3,990	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	
\$/yr	36,612	37,692	38,832	40,008	41,232	42,480	43,740	45,084	45,516	45,984	46,440	46,920	47,880	47,880	47,880	49,320	50,808	52,356	53,940	
\$/hr	17.60	18.12	18.67	19.23	19.82	20.42	21.03	21.68	21.88	22.11	22.33	22.56	23.02	23.02	23.02	23.71	24.43	25.17	25.93	
32	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,832	\$3,870	\$3,910	\$3,948	\$4,029	\$4,029	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	
\$/yr	36,924	38,076	39,228	40,428	41,652	42,900	44,184	45,516	45,984	46,440	46,920	47,376	48,348	48,348	48,348	49,788	51,324	52,896	54,480	
\$/hr	17.75	18.31	18.86	19.44	20.03	20.63	21.24	21.88	22.11	22.33	22.56	22.78	23.24	23.24	23.24	23.94	24.68	25.43	26.19	
33	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,870	\$3,910	\$3,948	\$3,990	\$4,068	\$4,068	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	
\$/yr	37,320	38,496	39,600	40,824	42,072	43,332	44,640	45,984	46,440	46,920	47,376	47,880	48,816	48,816	48,816	50,304	51,828	53,412	55,032	
\$/hr	17.94	18.51	19.04	19.63	20.23	20.83	21.46	22.11	22.33	22.56	22.78	23.02	23.47	23.47	23.47	24.18	24.92	25.68	26.46	
34	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,910	\$3,948	\$3,990	\$4,029	\$4,110	\$4,110	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	
\$/yr	37,692	38,832	40,008	41,232	42,480	43,740	45,084	46,440	46,920	47,376	47,880	48,348	49,320	49,320	49,320	50,808	52,356	53,940	55,596	
\$/hr	18.12	18.67	19.23	19.82	20.42	21.03	21.68	22.33	22.56	22.78	23.02	23.24	23.71	23.71	23.71	24.43	25.17	25.93	26.73	
35	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$3,948	\$3,990	\$4,029	\$4,068	\$4,149	\$4,149	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	
\$/yr	38,076	39,228	40,428	41,652	42,900	44,184	45,516	46,920	47,376	47,880	48,348	48,816	49,788	49,788	49,788	51,324	52,896	54,480	56,136	
\$/hr	18.31	18.86	19.44	20.03	20.63	21.24	21.88	22.56	22.78	23.02	23.24	23.47	23.94	23.94	23.94	24.68	25.43	26.19	26.99	

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
36	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$3,990	\$4,029	\$4,068	\$4,110	\$4,192	\$4,192	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726
\$/yr	38,496	39,600	40,824	42,072	43,332	44,640	45,984	47,376	47,880	48,348	48,816	49,320	50,304	50,304	50,304	51,828	53,412	55,032	56,712
\$/hr	18.51	19.04	19.63	20.23	20.83	21.46	22.11	22.78	23.02	23.24	23.47	23.71	24.18	24.18	24.18	24.92	25.68	26.46	27.27
37	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,029	\$4,068	\$4,110	\$4,149	\$4,234	\$4,234	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774
\$/yr	38,832	40,008	41,232	42,480	43,740	45,084	46,440	47,880	48,348	48,816	49,320	49,788	50,808	50,808	50,808	52,356	53,940	55,596	57,288
\$/hr	18.67	19.23	19.82	20.42	21.03	21.68	22.33	23.02	23.24	23.47	23.71	23.94	24.43	24.43	24.43	25.17	25.93	26.73	27.54
38	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,068	\$4,110	\$4,149	\$4,192	\$4,277	\$4,277	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820
\$/yr	39,228	40,428	41,652	42,900	44,184	45,516	46,920	48,348	48,816	49,320	49,788	50,304	51,324	51,324	51,324	52,896	54,480	56,136	57,840
\$/hr	18.86	19.44	20.03	20.63	21.24	21.88	22.56	23.24	23.47	23.71	23.94	24.18	24.68	24.68	24.68	25.43	26.19	26.99	27.81
39	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,110	\$4,149	\$4,192	\$4,234	\$4,319	\$4,319	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867
\$/yr	39,600	40,824	42,072	43,332	44,640	45,984	47,376	48,816	49,320	49,788	50,304	50,808	51,828	51,828	51,828	53,412	55,032	56,712	58,404
\$/hr	19.04	19.63	20.23	20.83	21.46	22.11	22.78	23.47	23.71	23.94	24.18	24.43	24.92	24.92	24.92	25.68	26.46	27.27	28.08
40	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,149	\$4,192	\$4,234	\$4,277	\$4,363	\$4,363	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917
\$/yr	40,008	41,232	42,480	43,740	45,084	46,440	47,880	49,320	49,788	50,304	50,808	51,324	52,356	52,356	52,356	53,940	55,596	57,288	59,004
\$/hr	19.23	19.82	20.42	21.03	21.68	22.33	23.02	23.71	23.94	24.18	24.43	24.68	25.17	25.17	25.17	25.93	26.73	27.54	28.37
41	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,192	\$4,234	\$4,277	\$4,319	\$4,408	\$4,408	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966
\$/yr	40,428	41,652	42,900	44,184	45,516	46,920	48,348	49,788	50,304	50,808	51,324	51,828	52,896	52,896	52,896	54,480	56,136	57,840	59,592
\$/hr	19.44	20.03	20.63	21.24	21.88	22.56	23.24	23.94	24.18	24.43	24.68	24.92	25.43	25.43	25.43	26.19	26.99	27.81	28.65
42	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,234	\$4,277	\$4,319	\$4,363	\$4,451	\$4,451	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015
\$/yr	40,824	42,072	43,332	44,640	45,984	47,376	48,816	50,304	50,808	51,324	51,828	52,356	53,412	53,412	53,412	55,032	56,712	58,404	60,180
\$/hr	19.63	20.23	20.83	21.46	22.11	22.78	23.47	24.18	24.43	24.68	24.92	25.17	25.68	25.68	25.68	26.46	27.27	28.08	28.93
43	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,277	\$4,319	\$4,363	\$4,408	\$4,495	\$4,495	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065
\$/yr	41,232	42,480	43,740	45,084	46,440	47,880	49,320	50,808	51,324	51,828	52,356	52,896	53,940	53,940	53,940	55,596	57,288	59,004	60,780
\$/hr	19.82	20.42	21.03	21.68	22.33	23.02	23.71	24.43	24.68	24.92	25.17	25.43	25.93	25.93	25.93	26.73	27.54	28.37	29.22
44	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,319	\$4,363	\$4,408	\$4,451	\$4,540	\$4,540	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117
\$/yr	41,652	42,900	44,184	45,516	46,920	48,348	49,788	51,324	51,828	52,356	52,896	53,412	54,480	54,480	54,480	56,136	57,840	59,592	61,404
\$/hr	20.03	20.63	21.24	21.88	22.56	23.24	23.94	24.68	24.92	25.17	25.43	25.68	26.19	26.19	26.19	26.99	27.81	28.65	29.52
45	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,363	\$4,408	\$4,451	\$4,495	\$4,586	\$4,586	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
\$/yr	42,072	43,332	44,640	45,984	47,376	48,816	50,304	51,828	52,356	52,896	53,412	53,940	55,032	55,032	55,032	56,712	58,404	60,180	62,028	
\$/hr	20.23	20.83	21.46	22.11	22.78	23.47	24.18	24.92	25.17	25.43	25.68	25.93	26.46	26.46	26.46	27.27	28.08	28.93	29.82	
46	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,408	\$4,451	\$4,495	\$4,540	\$4,633	\$4,633	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	
\$/yr	42,480	43,740	45,084	46,440	47,880	49,320	50,808	52,356	52,896	53,412	53,940	54,480	55,596	55,596	55,596	57,288	59,004	60,780	62,628	
\$/hr	20.42	21.03	21.68	22.33	23.02	23.71	24.43	25.17	25.43	25.68	25.93	26.19	26.73	26.73	26.73	27.54	28.37	29.22	30.11	
47	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,451	\$4,495	\$4,540	\$4,586	\$4,678	\$4,678	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	
\$/yr	42,900	44,184	45,516	46,920	48,348	49,788	51,324	52,896	53,412	53,940	54,480	55,032	56,136	56,136	56,136	57,840	59,592	61,404	63,264	
\$/hr	20.63	21.24	21.88	22.56	23.24	23.94	24.68	25.43	25.68	25.93	26.19	26.46	26.99	26.99	26.99	27.81	28.65	29.52	30.42	
48	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,495	\$4,540	\$4,586	\$4,633	\$4,726	\$4,726	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	
\$/yr	43,332	44,640	45,984	47,376	48,816	50,304	51,828	53,412	53,940	54,480	55,032	55,596	56,712	56,712	56,712	58,404	60,180	62,028	63,900	
\$/hr	20.83	21.46	22.11	22.78	23.47	24.18	24.92	25.68	25.93	26.19	26.46	26.73	27.27	27.27	27.27	28.08	28.93	29.82	30.72	
49	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,540	\$4,586	\$4,633	\$4,678	\$4,774	\$4,774	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	
\$/yr	43,740	45,084	46,440	47,880	49,320	50,808	52,356	53,940	54,480	55,032	55,596	56,136	57,288	57,288	57,288	59,004	60,780	62,628	64,488	
\$/hr	21.03	21.68	22.33	23.02	23.71	24.43	25.17	25.93	26.19	26.46	26.73	26.99	27.54	27.54	27.54	28.37	29.22	30.11	31.00	
50	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,586	\$4,633	\$4,678	\$4,726	\$4,820	\$4,820	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	
\$/yr	44,184	45,516	46,920	48,348	49,788	51,324	52,896	54,480	55,032	55,596	56,136	56,712	57,840	57,840	57,840	59,592	61,404	63,264	65,184	
\$/hr	21.24	21.88	22.56	23.24	23.94	24.68	25.43	26.19	26.46	26.73	26.99	27.27	27.81	27.81	27.81	28.65	29.52	30.42	31.34	
51	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,633	\$4,678	\$4,726	\$4,774	\$4,867	\$4,867	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	
\$/yr	44,640	45,984	47,376	48,816	50,304	51,828	53,412	55,032	55,596	56,136	56,712	57,288	58,404	58,404	58,404	60,180	62,028	63,900	65,832	
\$/hr	21.46	22.11	22.78	23.47	24.18	24.92	25.68	26.46	26.73	26.99	27.27	27.54	28.08	28.08	28.08	28.93	29.82	30.72	31.65	
52	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,678	\$4,726	\$4,774	\$4,820	\$4,917	\$4,917	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	
\$/yr	45,084	46,440	47,880	49,320	50,808	52,356	53,940	55,596	56,136	56,712	57,288	57,840	59,004	59,004	59,004	60,780	62,628	64,488	66,516	
\$/hr	21.68	22.33	23.02	23.71	24.43	25.17	25.93	26.73	26.99	27.27	27.54	27.81	28.37	28.37	28.37	29.22	30.11	31.00	31.98	
53	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,726	\$4,774	\$4,820	\$4,867	\$4,966	\$4,966	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	
\$/yr	45,516	46,920	48,348	49,788	51,324	52,896	54,480	56,136	56,712	57,288	57,840	58,404	59,592	59,592	59,592	61,404	63,264	65,184	67,164	
\$/hr	21.88	22.56	23.24	23.94	24.68	25.43	26.19	26.99	27.27	27.54	27.81	28.08	28.65	28.65	28.65	29.52	30.42	31.34	32.29	
54	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,774	\$4,820	\$4,867	\$4,917	\$5,015	\$5,015	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	
\$/yr	45,984	47,376	48,816	50,304	51,828	53,412	55,032	56,712	57,288	57,840	58,404	59,004	60,180	60,180	60,180	62,028	63,900	65,832	67,836	

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
\$/hr	22.11	22.78	23.47	24.18	24.92	25.68	26.46	27.27	27.54	27.81	28.08	28.37	28.93	28.93	28.93	29.82	30.72	31.65	32.61	
55	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,820	\$4,867	\$4,917	\$4,966	\$5,065	\$5,065	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	
\$/yr	46,440	47,880	49,320	50,808	52,356	53,940	55,596	57,288	57,840	58,404	59,004	59,592	60,780	60,780	60,780	62,628	64,488	66,516	68,508	
\$/hr	22.33	23.02	23.71	24.43	25.17	25.93	26.73	27.54	27.81	28.08	28.37	28.65	29.22	29.22	29.22	30.11	31.00	31.98	32.94	
56	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,867	\$4,917	\$4,966	\$5,015	\$5,117	\$5,117	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	
\$/yr	46,920	48,348	49,788	51,324	52,896	54,480	56,136	57,840	58,404	59,004	59,592	60,180	61,404	61,404	61,404	63,264	65,184	67,164	69,216	
\$/hr	22.56	23.24	23.94	24.68	25.43	26.19	26.99	27.81	28.08	28.37	28.65	28.93	29.52	29.52	29.52	30.42	31.34	32.29	33.28	
57	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$4,917	\$4,966	\$5,015	\$5,065	\$5,169	\$5,169	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	
\$/yr	47,376	48,816	50,304	51,828	53,412	55,032	56,712	58,404	59,004	59,592	60,180	60,780	62,028	62,028	62,028	63,900	65,832	67,836	69,876	
\$/hr	22.78	23.47	24.18	24.92	25.68	26.46	27.27	28.08	28.37	28.65	28.93	29.22	29.82	29.82	29.82	30.72	31.65	32.61	33.59	
58	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$4,966	\$5,015	\$5,065	\$5,117	\$5,219	\$5,219	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	
\$/yr	47,880	49,320	50,808	52,356	53,940	55,596	57,288	59,004	59,592	60,180	60,780	61,404	62,628	62,628	62,628	64,488	66,516	68,508	70,596	
\$/hr	23.02	23.71	24.43	25.17	25.93	26.73	27.54	28.37	28.65	28.93	29.22	29.52	30.11	30.11	30.11	31.00	31.98	32.94	33.94	
59	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,015	\$5,065	\$5,117	\$5,169	\$5,272	\$5,272	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	
\$/yr	48,348	49,788	51,324	52,896	54,480	56,136	57,840	59,592	60,180	60,780	61,404	62,028	63,264	63,264	63,264	65,184	67,164	69,216	71,304	
\$/hr	23.24	23.94	24.68	25.43	26.19	26.99	27.81	28.65	28.93	29.22	29.52	29.82	30.42	30.42	30.42	31.34	32.29	33.28	34.28	
60	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,065	\$5,117	\$5,169	\$5,219	\$5,325	\$5,325	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	
\$/yr	48,816	50,304	51,828	53,412	55,032	56,712	58,404	60,180	60,780	61,404	62,028	62,628	63,900	63,900	63,900	65,832	67,836	69,876	72,024	
\$/hr	23.47	24.18	24.92	25.68	26.46	27.27	28.08	28.93	29.22	29.52	29.82	30.11	30.72	30.72	30.72	31.65	32.61	33.59	34.63	
61	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,117	\$5,169	\$5,219	\$5,272	\$5,374	\$5,374	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	
\$/yr	49,320	50,808	52,356	53,940	55,596	57,288	59,004	60,780	61,404	62,028	62,628	63,264	64,488	64,488	64,488	66,516	68,508	70,596	72,756	
\$/hr	23.71	24.43	25.17	25.93	26.73	27.54	28.37	29.22	29.52	29.82	30.11	30.42	31.00	31.00	31.00	31.98	32.94	33.94	34.98	
62	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,169	\$5,219	\$5,272	\$5,325	\$5,432	\$5,432	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	
\$/yr	49,788	51,324	52,896	54,480	56,136	57,840	59,592	61,404	62,028	62,628	63,264	63,900	65,184	65,184	65,184	67,164	69,216	71,304	73,464	
\$/hr	23.94	24.68	25.43	26.19	26.99	27.81	28.65	29.52	29.82	30.11	30.42	30.72	31.34	31.34	31.34	32.29	33.28	34.28	35.32	
63	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,219	\$5,272	\$5,325	\$5,374	\$5,486	\$5,486	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	
\$/yr	50,304	51,828	53,412	55,032	56,712	58,404	60,180	62,028	62,628	63,264	63,900	64,488	65,832	65,832	65,832	67,836	69,876	72,024	74,208	
\$/hr	24.18	24.92	25.68	26.46	27.27	28.08	28.93	29.82	30.11	30.42	30.72	31.00	31.65	31.65	31.65	32.61	33.59	34.63	35.68	

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
64	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,272	\$5,325	\$5,374	\$5,432	\$5,543	\$5,543	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	
\$/yr	50,808	52,356	53,940	55,596	57,288	59,004	60,780	62,628	63,264	63,900	64,488	65,184	66,516	66,516	66,516	68,508	70,596	72,756	74,940	
\$/hr	24.43	25.17	25.93	26.73	27.54	28.37	29.22	30.11	30.42	30.72	31.00	31.34	31.98	31.98	31.98	32.94	33.94	34.98	36.03	
65	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,325	\$5,374	\$5,432	\$5,486	\$5,597	\$5,597	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	
\$/yr	51,324	52,896	54,480	56,136	57,840	59,592	61,404	63,264	63,900	64,488	65,184	65,832	67,164	67,164	67,164	69,216	71,304	73,464	75,684	
\$/hr	24.68	25.43	26.19	26.99	27.81	28.65	29.52	30.42	30.72	31.00	31.34	31.65	32.29	32.29	32.29	33.28	34.28	35.32	36.39	
66	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,374	\$5,432	\$5,486	\$5,543	\$5,653	\$5,653	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	
\$/yr	51,828	53,412	55,032	56,712	58,404	60,180	62,028	63,900	64,488	65,184	65,832	66,516	67,836	67,836	67,836	69,876	72,024	74,208	76,440	
\$/hr	24.92	25.68	26.46	27.27	28.08	28.93	29.82	30.72	31.00	31.34	31.65	31.98	32.61	32.61	32.61	33.59	34.63	35.68	36.75	
67	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,432	\$5,486	\$5,543	\$5,597	\$5,709	\$5,709	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	
\$/yr	52,356	53,940	55,596	57,288	59,004	60,780	62,628	64,488	65,184	65,832	66,516	67,164	68,508	68,508	68,508	70,596	72,756	74,940	77,220	
\$/hr	25.17	25.93	26.73	27.54	28.37	29.22	30.11	31.00	31.34	31.65	31.98	32.29	32.94	32.94	32.94	33.94	34.98	36.03	37.13	
68	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,486	\$5,543	\$5,597	\$5,653	\$5,768	\$5,768	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	
\$/yr	52,896	54,480	56,136	57,840	59,592	61,404	63,264	65,184	65,832	66,516	67,164	67,836	69,216	69,216	69,216	71,304	73,464	75,684	77,976	
\$/hr	25.43	26.19	26.99	27.81	28.65	29.52	30.42	31.34	31.65	31.98	32.29	32.61	33.28	33.28	33.28	34.28	35.32	36.39	37.49	
69	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,543	\$5,597	\$5,653	\$5,709	\$5,823	\$5,823	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	
\$/yr	53,412	55,032	56,712	58,404	60,180	62,028	63,900	65,832	66,516	67,164	67,836	68,508	69,876	69,876	69,876	72,024	74,208	76,440	78,744	
\$/hr	25.68	26.46	27.27	28.08	28.93	29.82	30.72	31.65	31.98	32.29	32.61	32.94	33.59	33.59	33.59	34.63	35.68	36.75	37.86	
70	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,597	\$5,653	\$5,709	\$5,768	\$5,883	\$5,883	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	
\$/yr	53,940	55,596	57,288	59,004	60,780	62,628	64,488	66,516	67,164	67,836	68,508	69,216	70,596	70,596	70,596	72,756	74,940	77,220	79,536	
\$/hr	25.93	26.73	27.54	28.37	29.22	30.11	31.00	31.98	32.29	32.61	32.94	33.28	33.94	33.94	33.94	34.98	36.03	37.13	38.24	
71	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,653	\$5,709	\$5,768	\$5,823	\$5,942	\$5,942	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	
\$/yr	54,480	56,136	57,840	59,592	61,404	63,264	65,184	67,164	67,836	68,508	69,216	69,876	71,304	71,304	71,304	73,464	75,684	77,976	80,316	
\$/hr	26.19	26.99	27.81	28.65	29.52	30.42	31.34	32.29	32.61	32.94	33.28	33.59	34.28	34.28	34.28	35.32	36.39	37.49	38.61	
72	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,709	\$5,768	\$5,823	\$5,883	\$6,002	\$6,002	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	
\$/yr	55,032	56,712	58,404	60,180	62,028	63,900	65,832	67,836	68,508	69,216	69,876	70,596	72,024	72,024	72,024	74,208	76,440	78,744	81,144	
\$/hr	26.46	27.27	28.08	28.93	29.82	30.72	31.65	32.61	32.94	33.28	33.59	33.94	34.63	34.63	34.63	35.68	36.75	37.86	39.01	
73	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,768	\$5,823	\$5,883	\$5,942	\$6,063	\$6,063	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
\$/yr	55,596	57,288	59,004	60,780	62,628	64,488	66,516	68,508	69,216	69,876	70,596	71,304	72,756	72,756	72,756	74,940	77,220	79,536	81,924	
\$/hr	26.73	27.54	28.37	29.22	30.11	31.00	31.98	32.94	33.28	33.59	33.94	34.28	34.98	34.98	34.98	36.03	37.13	38.24	39.39	
74	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,823	\$5,883	\$5,942	\$6,002	\$6,122	\$6,122	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	
\$/yr	56,136	57,840	59,592	61,404	63,264	65,184	67,164	69,216	69,876	70,596	71,304	72,024	73,464	73,464	73,464	75,684	77,976	80,316	82,764	
\$/hr	26.99	27.81	28.65	29.52	30.42	31.34	32.29	33.28	33.59	33.94	34.28	34.63	35.32	35.32	35.32	36.39	37.49	38.61	39.79	
75	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$5,883	\$5,942	\$6,002	\$6,063	\$6,184	\$6,184	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	
\$/yr	56,712	58,404	60,180	62,028	63,900	65,832	67,836	69,876	70,596	71,304	72,024	72,756	74,208	74,208	74,208	76,440	78,744	81,144	83,592	
\$/hr	27.27	28.08	28.93	29.82	30.72	31.65	32.61	33.59	33.94	34.28	34.63	34.98	35.68	35.68	35.68	36.75	37.86	39.01	40.19	
76	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$5,942	\$6,002	\$6,063	\$6,122	\$6,245	\$6,245	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	
\$/yr	57,288	59,004	60,780	62,628	64,488	66,516	68,508	70,596	71,304	72,024	72,756	73,464	74,940	74,940	74,940	77,220	79,536	81,924	84,420	
\$/hr	27.54	28.37	29.22	30.11	31.00	31.98	32.94	33.94	34.28	34.63	34.98	35.32	36.03	36.03	36.03	37.13	38.24	39.39	40.59	
77	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,002	\$6,063	\$6,122	\$6,184	\$6,307	\$6,307	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	
\$/yr	57,840	59,592	61,404	63,264	65,184	67,164	69,216	71,304	72,024	72,756	73,464	74,208	75,684	75,684	75,684	77,976	80,316	82,764	85,272	
\$/hr	27.81	28.65	29.52	30.42	31.34	32.29	33.28	34.28	34.63	34.98	35.32	35.68	36.39	36.39	36.39	37.49	38.61	39.79	41.00	
78	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,063	\$6,122	\$6,184	\$6,245	\$6,370	\$6,370	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	
\$/yr	58,404	60,180	62,028	63,900	65,832	67,836	69,876	72,024	72,756	73,464	74,208	74,940	76,440	76,440	76,440	78,744	81,144	83,592	86,136	
\$/hr	28.08	28.93	29.82	30.72	31.65	32.61	33.59	34.63	34.98	35.32	35.68	36.03	36.75	36.75	36.75	37.86	39.01	40.19	41.41	
79	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,122	\$6,184	\$6,245	\$6,307	\$6,435	\$6,435	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	
\$/yr	59,004	60,780	62,628	64,488	66,516	68,508	70,596	72,756	73,464	74,208	74,940	75,684	77,220	77,220	77,220	79,536	81,924	84,420	86,988	
\$/hr	28.37	29.22	30.11	31.00	31.98	32.94	33.94	34.98	35.32	35.68	36.03	36.39	37.13	37.13	37.13	38.24	39.39	40.59	41.82	
80	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,184	\$6,245	\$6,307	\$6,370	\$6,498	\$6,498	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	
\$/yr	59,592	61,404	63,264	65,184	67,164	69,216	71,304	73,464	74,208	74,940	75,684	76,440	77,976	77,976	77,976	80,316	82,764	85,272	87,864	
\$/hr	28.65	29.52	30.42	31.34	32.29	33.28	34.28	35.32	35.68	36.03	36.39	36.75	37.49	37.49	37.49	38.61	39.79	41.00	42.24	
81	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,245	\$6,307	\$6,370	\$6,435	\$6,562	\$6,562	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	
\$/yr	60,180	62,028	63,900	65,832	67,836	69,876	72,024	74,208	74,940	75,684	76,440	77,220	78,744	78,744	78,744	81,144	83,592	86,136	88,728	
\$/hr	28.93	29.82	30.72	31.65	32.61	33.59	34.63	35.68	36.03	36.39	36.75	37.13	37.86	37.86	37.86	39.01	40.19	41.41	42.66	
82	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,307	\$6,370	\$6,435	\$6,498	\$6,628	\$6,628	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	
\$/yr	60,780	62,628	64,488	66,516	68,508	70,596	72,756	74,940	75,684	76,440	77,220	77,976	79,536	79,536	79,536	81,924	84,420	86,988	89,616	

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
\$/hr	29.22	30.11	31.00	31.98	32.94	33.94	34.98	36.03	36.39	36.75	37.13	37.49	38.24	38.24	38.24	39.39	40.59	41.82	43.08	
83	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,370	\$6,435	\$6,498	\$6,562	\$6,693	\$6,693	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	
\$/yr	61,404	63,264	65,184	67,164	69,216	71,304	73,464	75,684	76,440	77,220	77,976	78,744	80,316	80,316	80,316	82,764	85,272	87,864	90,516	
\$/hr	29.52	30.42	31.34	32.29	33.28	34.28	35.32	36.39	36.75	37.13	37.49	37.86	38.61	38.61	38.61	39.79	41.00	42.24	43.52	
84	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,435	\$6,498	\$6,562	\$6,628	\$6,762	\$6,762	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	
\$/yr	62,028	63,900	65,832	67,836	69,876	72,024	74,208	76,440	77,220	77,976	78,744	79,536	81,144	81,144	81,144	83,592	86,136	88,728	91,416	
\$/hr	29.82	30.72	31.65	32.61	33.59	34.63	35.68	36.75	37.13	37.49	37.86	38.24	39.01	39.01	39.01	40.19	41.41	42.66	43.95	
85	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,498	\$6,562	\$6,628	\$6,693	\$6,827	\$6,827	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	
\$/yr	62,628	64,488	66,516	68,508	70,596	72,756	74,940	77,220	77,976	78,744	79,536	80,316	81,924	81,924	81,924	84,420	86,988	89,616	92,340	
\$/hr	30.11	31.00	31.98	32.94	33.94	34.98	36.03	37.13	37.49	37.86	38.24	38.61	39.39	39.39	39.39	40.59	41.82	43.08	44.39	
86	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,562	\$6,628	\$6,693	\$6,762	\$6,897	\$6,897	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	
\$/yr	63,264	65,184	67,164	69,216	71,304	73,464	75,684	77,976	78,744	79,536	80,316	81,144	82,764	82,764	82,764	85,272	87,864	90,516	93,252	
\$/hr	30.42	31.34	32.29	33.28	34.28	35.32	36.39	37.49	37.86	38.24	38.61	39.01	39.79	39.79	39.79	41.00	42.24	43.52	44.83	
87	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,628	\$6,693	\$6,762	\$6,827	\$6,966	\$6,966	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	
\$/yr	63,900	65,832	67,836	69,876	72,024	74,208	76,440	78,744	79,536	80,316	81,144	81,924	83,592	83,592	83,592	86,136	88,728	91,416	94,200	
\$/hr	30.72	31.65	32.61	33.59	34.63	35.68	36.75	37.86	38.24	38.61	39.01	39.39	40.19	40.19	40.19	41.41	42.66	43.95	45.29	
88	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,693	\$6,762	\$6,827	\$6,897	\$7,035	\$7,035	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	
\$/yr	64,488	66,516	68,508	70,596	72,756	74,940	77,220	79,536	80,316	81,144	81,924	82,764	84,420	84,420	84,420	86,988	89,616	92,340	95,124	
\$/hr	31.00	31.98	32.94	33.94	34.98	36.03	37.13	38.24	38.61	39.01	39.39	39.79	40.59	40.59	40.59	41.82	43.08	44.39	45.73	
89	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,762	\$6,827	\$6,897	\$6,966	\$7,106	\$7,106	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	
\$/yr	65,184	67,164	69,216	71,304	73,464	75,684	77,976	80,316	81,144	81,924	82,764	83,592	85,272	85,272	85,272	87,864	90,516	93,252	96,096	
\$/hr	31.34	32.29	33.28	34.28	35.32	36.39	37.49	38.61	39.01	39.39	39.79	40.19	41.00	41.00	41.00	42.24	43.52	44.83	46.20	
90	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,827	\$6,897	\$6,966	\$7,035	\$7,178	\$7,178	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	
\$/yr	65,832	67,836	69,876	72,024	74,208	76,440	78,744	81,144	81,924	82,764	83,592	84,420	86,136	86,136	86,136	88,728	91,416	94,200	97,032	
\$/hr	31.65	32.61	33.59	34.63	35.68	36.75	37.86	39.01	39.39	39.79	40.19	40.59	41.41	41.41	41.41	42.66	43.95	45.29	46.65	
91	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$6,897	\$6,966	\$7,035	\$7,106	\$7,249	\$7,249	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	
\$/yr	66,516	68,508	70,596	72,756	74,940	77,220	79,536	81,924	82,764	83,592	84,420	85,272	86,988	86,988	86,988	89,616	92,340	95,124	98,052	
\$/hr	31.98	32.94	33.94	34.98	36.03	37.13	38.24	39.39	39.79	40.19	40.59	41.00	41.82	41.82	41.82	43.08	44.39	45.73	47.14	

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
92	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$6,966	\$7,035	\$7,106	\$7,178	\$7,322	\$7,322	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	
\$/yr	67,164	69,216	71,304	73,464	75,684	77,976	80,316	82,764	83,592	84,420	85,272	86,136	87,864	87,864	87,864	90,516	93,252	96,096	99,024	
\$/hr	32.29	33.28	34.28	35.32	36.39	37.49	38.61	39.79	40.19	40.59	41.00	41.41	42.24	42.24	42.24	43.52	44.83	46.20	47.61	
93	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,035	\$7,106	\$7,178	\$7,249	\$7,394	\$7,394	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	
\$/yr	67,836	69,876	72,024	74,208	76,440	78,744	81,144	83,592	84,420	85,272	86,136	86,988	88,728	88,728	88,728	91,416	94,200	97,032	100,008	
\$/hr	32.61	33.59	34.63	35.68	36.75	37.86	39.01	40.19	40.59	41.00	41.41	41.82	42.66	42.66	42.66	43.95	45.29	46.65	48.08	
94	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,106	\$7,178	\$7,249	\$7,322	\$7,468	\$7,468	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	
\$/yr	68,508	70,596	72,756	74,940	77,220	79,536	81,924	84,420	85,272	86,136	86,988	87,864	89,616	89,616	89,616	92,340	95,124	98,052	101,016	
\$/hr	32.94	33.94	34.98	36.03	37.13	38.24	39.39	40.59	41.00	41.41	41.82	42.24	43.08	43.08	43.08	44.39	45.73	47.14	48.57	
95	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,178	\$7,249	\$7,322	\$7,394	\$7,543	\$7,543	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	
\$/yr	69,216	71,304	73,464	75,684	77,976	80,316	82,764	85,272	86,136	86,988	87,864	88,728	90,516	90,516	90,516	93,252	96,096	99,024	102,024	
\$/hr	33.28	34.28	35.32	36.39	37.49	38.61	39.79	41.00	41.41	41.82	42.24	42.66	43.52	43.52	43.52	44.83	46.20	47.61	49.05	
96	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,249	\$7,322	\$7,394	\$7,468	\$7,618	\$7,618	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	
\$/yr	69,876	72,024	74,208	76,440	78,744	81,144	83,592	86,136	86,988	87,864	88,728	89,616	91,416	91,416	91,416	94,200	97,032	100,008	103,020	
\$/hr	33.59	34.63	35.68	36.75	37.86	39.01	40.19	41.41	41.82	42.24	42.66	43.08	43.95	43.95	43.95	45.29	46.65	48.08	49.53	
97	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,322	\$7,394	\$7,468	\$7,543	\$7,695	\$7,695	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	
\$/yr	70,596	72,756	74,940	77,220	79,536	81,924	84,420	86,988	87,864	88,728	89,616	90,516	92,340	92,340	92,340	95,124	98,052	101,016	104,076	
\$/hr	33.94	34.98	36.03	37.13	38.24	39.39	40.59	41.82	42.24	42.66	43.08	43.52	44.39	44.39	44.39	45.73	47.14	48.57	50.04	
98	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,394	\$7,468	\$7,543	\$7,618	\$7,771	\$7,771	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	
\$/yr	71,304	73,464	75,684	77,976	80,316	82,764	85,272	87,864	88,728	89,616	90,516	91,416	93,252	93,252	93,252	96,096	99,024	102,024	105,084	
\$/hr	34.28	35.32	36.39	37.49	38.61	39.79	41.00	42.24	42.66	43.08	43.52	43.95	44.83	44.83	44.83	46.20	47.61	49.05	50.52	
99	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,468	\$7,543	\$7,618	\$7,695	\$7,850	\$7,850	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	
\$/yr	72,024	74,208	76,440	78,744	81,144	83,592	86,136	88,728	89,616	90,516	91,416	92,340	94,200	94,200	94,200	97,032	100,008	103,020	106,164	
\$/hr	34.63	35.68	36.75	37.86	39.01	40.19	41.41	42.66	43.08	43.52	43.95	44.39	45.29	45.29	45.29	46.65	48.08	49.53	51.04	

**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**

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – ADMINISTRATIVE CLASSIFICATION TITLE CONSOLIDATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Administrative Classification Titles below:

DATA ENTRY OPERATOR 1	ADMINISTRATIVE ASSISTANT A-SUPV
DATA ENTRY OPERATOR 2	OFFICE SUPPORT SUPERVISOR 1
DATA ENTRY OPERATOR-CONTACT CENTER	OFFICE SUPPORT SUPERVISOR 2
OFFICE ASSISTANT 1	
WORD PROCESSING OPERATOR 1	
WORD PROCESSING OPERATOR 2	SECRETARY SUPERVISOR
OFFICE ASSISTANT 2	SECRETARY
DATA ENTRY OPERATOR 3	SECRETARY - BIOENGR ONLY
STATISTICAL TYPIST	TECHNICAL SECRETARY
ADMINISTRATIVE ASSISTANT A	OFFICE ASSISTANT 3
ADMINISTRATIVE ASSISTANT B	SECRETARY SENIOR
ADMINISTRATIVE COORD	SECRETARY SENIOR - BIOENGR ONLY
ADMINISTRATIVE COORD-CONTACT CTR	SECRETARY LEAD
DATA ENTRY OPERATOR LEAD	SECRETARY LEAD - BIOENGR ONLY
OFFICE ASSISTANT LEAD	WORD PROCESSING OPERATOR LEAD

- I. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT 1 job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 33:
 - A. DATA ENTRY OPERATOR 1
 - B. DATA ENTRY OPERATOR 2

- C. DATA ENTRY OPERATOR-CONTACT CENTER
 - D. OFFICE ASSISTANT 1
 - E. WORD PROCESSING OPERATOR 1
 - F. WORD PROCESSING OPERATOR 2
- II. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT 2 job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 37:
- A. OFFICE ASSISTANT 2
 - B. DATA ENTRY OPERATOR 3
 - C. STATISTICAL TYPIST
 - D. SECRETARY
 - E. SECRETARY - BIOENGR ONLY
 - F. TECHNICAL SECRETARY
- III. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT 3 job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 41:
- A. OFFICE ASSISTANT 3
 - B. SECRETARY SENIOR
 - C. SECRETARY SENIOR - BIOENGR ONLY
 - D. ADMINISTRATIVE ASSISTANT A
 - E. ADMINISTRATIVE ASSISTANT B
 - F. ADMINISTRATIVE COORD
 - G. ADMINISTRATIVE COORD-CONTACT CTR
- IV. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT LEAD job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 43:
- A. DATA ENTRY OPERATOR LEAD
 - B. OFFICE ASSISTANT LEAD
 - C. WORD PROCESSING OPERATOR LEAD
 - D. SECRETARY LEAD
 - E. SECRETARY LEAD - BIOENGR ONLY
- V. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT SUPERVISOR job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 48:
- A. ADMINISTRATIVE ASSISTANT A-SUPV
 - B. OFFICE SUPPORT SUPERVISOR 1
 - C. OFFICE SUPPORT SUPERVISOR 2
 - D. SECRETARY SUPERVISOR

- VI. On July 1, 2018, all employees will be placed on the step in the new Pay Range that is closest to but not less than the value of their current step plus one additional step.

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 (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488 (WFSE)**

MOU – COALITION JOINT-LABOR MANAGEMENT

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding a WFSE, SEIU, and University Joint Labor Management Communication Committee (The Committee).

1. The Parties agree to participate in a joint training on union management communications committee participation to be provided by the Public Employment Relations Commission.
2. For the duration of the 2017-2019 collective bargaining agreement, the Parties agree that the following will be implemented in lieu of the contract language contained in WFSE 1488 Article 6 and SEIU 925 Article 43.
3. The Parties agree to form a Joint Labor Management Committee, including members from both WFSE, SEIU, and the University to provide a forum for communications between the three (3) parties and to deal with matters of general Union/Employer concern. The Committee shall also function as a mechanism for resolving problems/concerns of a mutual nature; and/or any policy of the University which affects both WFSE and SEIU and which either party requests be placed on the agenda. The committee's function will be limited to an advisory capacity and shall not include any decision-making or collective bargaining authority.
4. The Committee shall meet quarterly, unless there are insufficient agenda items. The parties may also meet more often by mutual agreement.
5. WFSE shall be represented by up to six (6) members on paid release time and up to two (2) union staff, SEIU shall be represented by up to six (6) members on paid release time and up to two (2) union staff, the Employer will be represented by up to an equal number of representatives and at least one (1) representative from Labor Relations will also attend the meeting. Paid release time for the above will include thirty (30) minutes for pre-meeting time. Other Union member and Employer representatives may attend by mutual agreement.
6. Will be considered as work time but no overtime shall be claimed or paid for pre-meetings or meetings attended outside the employee members' regular working hours.

7. The agenda shall be limited to items that are of a group rather than an individual interest or concern and shall not include grievances.
8. Agenda items must be provided at least fourteen (14) days in advance of the meeting. If agenda items are not provided at least fourteen (14) days in advance of the meeting either party may cancel the meeting for the quarter.
9. Both WFSE and SEIU must be submit release requests at least fourteen (14) days in advance of the meeting. If either WFSE or SEIU does not provide a release request at least fourteen (14) days in advance of the meeting either party may cancel the meeting for the quarter.
10. The Union/Management Committee shall have no bargaining authority; however, any agreements reached through this process shall be reduced to writing and supported by the Union representatives and Management.
11. The date of the meetings will be mutually agreed upon.
The Parties agree that Joint Labor Management Meetings may be scheduled for individual unions at the departmental level. 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). The Unions 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.
12. In addition to the above, WFSE will have eight (8) JLMs annually scheduled as follows:

The Joint Labor Management Communication Committee shall normally be composed of up to three members on paid release time plus two Union staff representatives. The Employer shall be represented by a like number on the Committee. Additional staff of the Union and the Labor Relations Office may also attend. If agreed to by both parties, additional representatives may be added.

- A. Facilities Services- Includes Building Services, Campus Engineering & Operations, Facilities Maintenance & Construction, Finance and Business Services, and Transportation Services.
- B. Housing and Food Services
- C. University of Washington Medical Center
- D. Harborview Medical Center

Committees and meetings for Bothell and Tacoma campuses will be formed and scheduled as needed and upon mutual agreement.

13. SEIU will have eight (8) Employer wide JLMs annually in areas determined by the agenda items.

14. This Memorandum expires on June 30, 2019.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – EXPEDITED ARBITRATION PILOT

The parties to this agreement are the University of Washington (Employer), SEIU Local 925 (SEIU), and WFSE Local 1488 (WFSE). During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding an expedited arbitration pilot.

1. Beginning January 1, 2017, upon mutual agreement, the parties will utilize the expedited arbitration format within this agreement.
2. Either party may request an expedited arbitration for any grievance already timely moved to the arbitration step by submitting such request by email to the other party. The responding party will reply by email and accept or decline expedited arbitration within ten (10) days.
3. Expedited arbitration hearings format will be as follows:
 - a. The parties will utilize the panel of arbitrators referred to in the Grievance Procedure of the collective bargaining agreements for the parties to determine the arbitrator.
 - b. The hearing will be held within sixty (60) days of acceptance.
 - c. Transcripts of the hearing shall be made available.
 - d. Briefs shall be waived unless the parties mutually agree that they shall be presented.
 - e. The award will be completed within seven (7) business days after the hearing or submission of briefs. The award is expected to be brief, concise, and not require extensive written opinion or research time.
4. Except as contradicted within this agreement, all other conditions of the Grievance Procedure article contained in the collective bargaining agreements for the parties apply.

The pilot and this agreement expire on June 30, 2019. However, if a request for an expedited arbitration is made and accepted prior to June 30, 2019, the hearing may be scheduled after the expiration of this agreement.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488 (WFSE)**

MOU – HOUSING AND FOOD SERVICES COMPENSATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Food Service Worker, Food Service Worker Lead, Food Service Porter, Snack Bar Lead, Cook, Cook Lead, Truck Driver 1, Baker, Baker Lead, Food Service Worker Supervisor 1, and Food Service Worker Supervisor 2 job classifications.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Food Service Worker (Job Codes 8510 and 8644), on Pay Table BI at Pay Range 25 will be moved to Pay Table BI at Pay Range 28.
- II. The job classification Food Service Worker Lead (Job Codes 8511 and 8645), on Pay Table BI at Pay Range 27 will be moved to Pay Table BI at Pay Range 30.
- III. The job classification Food Service Porter (Job Codes 8512 and 8646), on Pay Table BI at Pay Range 25 will be moved to Pay Table BI at Pay Range 28.
- IV. The job classification Cook (Job Codes 8505 and 8641), on Pay Table BI at Pay Range 30 will be moved to Pay Table BI at Pay Range 33.
- V. The job classification Cook Lead (Job Codes 8506 and 8642), on Pay Table BI at Pay Range 33 will be moved to Pay Table BI at Pay Range 35.
- VI. During the life of the 2017-2019 collective bargaining agreement, the Employer will review, update, and potentially consolidate classifications such as: Snack Bar Lead, Baker, Baker Lead, Food Service Worker Supervisor 1, Food Service Worker Supervisor 2, other food service related job classifications, and Truck Driver 1 use within Housing and Food Services. The Employer will provide the union notice of the proposed changes in accordance with the collective bargaining agreement.
- VII. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

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BETWEEN
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THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
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THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – MINIMUM WAGE

The parties reached agreement on the following regarding Minimum Hourly Wage for Union-represented Employees:

1. Effective January 1, 2016, all employees represented by the Union whose salaries are less than \$13.00 per hour will be placed onto the next pay step on their current pay range that is not less than \$13.00 per hour.
2. Effective January 1, 2017, all employees represented by the Union whose salaries are less than \$15.00 per hour will be placed onto the next pay step on their current pay range that is not less than \$15.00 per hour.
3. Effective January 1, 2017, job code 7176, Sports Equipment Attendant 1 will be moved from range B4-18 to B4-24. Effective January 1, 2017, job code 7177, Sports Equipment Attendant 2 will be moved from range B4-19 to B4-25.
4. The parties commit to discuss any issues related to wage compression during the next round of RCW 41.80 contract negotiations. Additionally, the parties commit to add one hour devoted to discussing compression to the existing quarterly market/compensation meetings in January of 2016, March of 2016 (currently scheduled for March 22, 2016), and June of 2016 (currently scheduled for June 22, 2016), and will also meet once in May of 2016 to discuss the topic of compression. The Union will send agenda items to the Labor Relations and Compensation offices for each compression discussion at least two weeks prior to each meeting.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
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THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – NEW EMPLOYEE ORIENTATION

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding New Employee Orientation.

Beginning January 1, 2017, the Employer will require all new employees to attend the new employee benefits orientation.

Beginning January 1, 2018 or six (6) months after the go live date for HR Payroll modernization (HRP), whichever is later, the Employer will offer a regularly scheduled, in-person, all day new employee orientation which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office and the Employer will require new employees to attend.

This agreement expires on June 30, 2019.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – PANEL OF ARBITRATORS

The parties to this agreement are the University of Washington (Employer), SEIU Local 925 (SEIU), and WFSE Local 1488 (WFSE). During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the panel of arbitrators for the 2015-2017 collective bargaining agreement only.

1. Within ninety (90) calendar days of the ratification, the parties, SEIU, WFSE, and the Employer, agree to meet to establish a permanent panel of six (6) arbitrators.
2. If there is no agreement on the panel of arbitrators, the parties shall strike names from the existing panel of arbitrators until there are only six (6) arbitrators remaining.
3. If the parties do not meet, the entire current panel of arbitrators will remain in place for the remainder of the 2015-2017 collective bargaining agreement.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
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THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – PAY TABLE PARITY

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the pay tables in SEIU 925 and WFSE 1488-UW 2017-2019 collective bargaining agreement.

On October 1, 2017, the employer will implement the following:

- V. The values on Pay Table BI will be increased so that all of the values on the table are equal to the values on Pay Table B4.
- VI. The values on Pay Table BA will be increased so that all of the values on the table are equal to the values on Pay Table BG.
- VII. The values on Pay Table BV will be increased so that all of the values on the table are equal to the values on Pay Table B8.
- VIII. The values on Pay Table B7 will be increased so that all of the values on the table are equal to the values on Pay Table BO.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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MOU – PROGRAM SERIES COMPENSATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Program Assistant, Program Coordinator, Program Support Supervisor 1, and Program Support Supervisor 2 job classifications.

In accordance with the aforementioned agreement, on July 1, 2018, the University agrees to implement the following for the 2017-2019 collective bargaining agreement:

- I. The job classification Program Assistant (Job Code 17255, 18101, 20382, and 20640), on Pay Table B4 at Pay Range 35 will be moved to Pay Table B4 at Pay Range 37.
- II. The job classification Program Assistant (Job Code 18746, 18503, 20944, and 20775), on Pay Table BI at Pay Range 35 will be moved to Pay Table BI at Pay Range 37.
- III. The job classification Program Coordinator (Job Code 17256 and 20383), on Pay Table B4 at Pay Range 40 will be moved to Pay Table B4 at Pay Range 42.
- IV. The job classification Program Coordinator (Job Code 18747 and 20945), on Pay Table BI at Pay Range 40 will be moved to Pay Table BI at Pay Range 42.
- V. The job classification Program Supervisor 1 (Job Code 17259, 17817, and 20385), on Pay Table B4 at Pay Range 44 will be moved to Pay Table B4 at Pay Range 46.
- VI. The job classification Program Supervisor 2 (Job Code 17257, 17816, and 20384), on Pay Table B4 at Pay Range 47 will be moved to Pay Table B4 at Pay Range 49.
- VII. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.
- VIII. If an hourly workers rate of pay falls below the value of the new minimum step, their rate will be increased to match the value of the new minimum step.

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MOU – SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding Scholarship Funds for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) for academic year 2018 and 2019, only to be implemented upon ratification:

In recognition of the commitment of HMC and UWMC to the delivery of excellent patient care as well as the enhancement of employees' professional skills, the Employer will provide annually a pool of up to a total of \$100,000 (maximum \$4,000.00 per employee) for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) to obtain a degree or certification required for employment in a healthcare field within the hospital.

The parties agree to form two Committee, one at HMC and UWMC, and split the funding equitably with \$50,000 allocated to each medical center. Each Committee will be comprised of at least one management representative, one member from WFSE and one member from SEIU at HMC and one member from WFSE and one member from SEIU at UWMC. The Committee will be established to research the availability of funds and to recommend the policies and guidelines regarding fund disbursement to the Administration.

In accordance with the above, the Committee will be in charge of administering scholarships. To be eligible, the employee must have a minimum of one (1) year at HMC/UWMC prior to submission of scholarship application. After completion of the program, there is an expected three (3) year commitment to HMC/UWMC. If the employee voluntarily terminates employment prior to the end of the three (3) year commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC and may be deducted from the employee's pay.

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MOU – SENIORITY CALCULATIONS AND FMLA

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the effects of Human Resources Payroll modernization on unpaid FMLA leave and the calculation of seniority.

Upon request by either party, the parties agree to meet during the life of this agreement, and following the implementation of the Human Resources Payroll modernization program, to discuss the potential effects on the calculation of seniority as it pertains to unpaid FMLA leave.

This agreement expires on June 30, 2019.

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MOU – SKILLED TRADES JOB CLASSIFICATIONS

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Skilled Trades Job Classifications in WFSE 1488 Skilled Trades Bargaining Unit and the SEIU 925 University Wide Non-Supervisory Bargaining Unit and Supervisory Bargaining Unit.

- A. In accordance with the aforementioned agreement, on January 1, 2017, the University agrees to implement the Pay Range assignments outlined in Attachment A.
- B. All employees will be placed on the new pay range at an available pay step nearest to but not less than their current rate of pay, plus one (1) step, not to exceed the top automatic step. However, if an employee is currently placed off step at a value that is above the top step of the new range, the employee will be placed on the top automatic step of the new range.
- C. The economic terms of this agreement are conditional upon achieving legislative approval and funding authorization as outlined in RCW 41.80. Should any aspect of this agreement fail to meet any of the conditions dictated in RCW 41.80, that section will be withdrawn from the agreement and no on-going responsibility for continued payment will reside with either party. In addition to the foregoing, the parties acknowledge and agree that this agreement expires on June 30, 2017 and the range placement specified in SEIU 925 Article 30 and/or WFSE 1488 Article 45 will no longer apply from that date forward.

**MOU – SKILLED TRADES JOB CLASSIFICATIONS
ATTACHMENT A**

Job Code	Classification	UW Headcount	Pay Table	CURRENT				PROPOSED				Range Increase Percentage
				Salary Range	Min Step	Min Step Value	Max Step Value	Salary Range	Min Step	Min Step Value	Max Step Value	
7621	FACILITIES/PROJECT COST ENGINEER		B4	61	A	4888	6576	67	A	5669	7626	16.0%
7211	MAINT CONSTR COORD A	3	B4	60	G	5529	6416	66	A	5529	7440	16.0%
7208	MAINTENANCE SUPV 1	1	B4	58	G	5263	6109	64	A	5263	7082	15.9%
7209	MAINTENANCE SUPV 2	26	B4	62	G	5812	6738	68	A	5812	7816	16.0%
8874	ASSISTANT STEAM ENGINEER		BL	46	G	3897	4488	52	A	3897	5173	15.3%
8875	BOILER OPERATOR		BL	42	G	3549	4084	48	A	3549	4704	15.2%
8825	CARPENTER	30	BL	47	G	3986	4592	53	A	3986	5294	15.3%
8826	CARPENTER LEAD	2	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8817	CONSTRUCTION AND MAINTENANCE MECHANIC	8	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8828	CONTROL TECHNICIAN	28	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8829	CONTROL TECHNICIAN LEAD	7	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8834	ELECTRICIAN	38	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8835	ELECTRICIAN LEAD	12	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8831	ELECTRICIAN LEAD-HIGH VOLTAGE		BL	62	G	5688	6564	68	A	5688	7584	15.5%
8830	ELECTRICIAN-HIGH VOLTAGE		BL	57	G	5049	5823	63	A	5049	6722	15.4%
8836	ELEVATOR MECHANIC	5	BL	66	G	6259	7227	72	A	6259	8349	15.5%
8837	ELEVATOR MECHANIC LEAD	1	BL	69	G	6722	7765	75	A	6722	8973	15.6%
8810	FACILITIES OPERATIONS MAINTENANCE SPECIALIST	43	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8838	FLOORLAYER	4	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8853	FURNITURE REPAIR WORKER	2	BL	45	G	3806	4384	51	A	3806	5049	15.2%

8840	GLAZIER	2	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8841	GLAZIER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8821	HEAVY EQUIPMENT OPERATOR	2	BL	51	G	4384	5049	57	A	4384	5823	15.3%
8822	HEAVY EQUIPMENT OPERATOR LEAD	1	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8819	HOSPITAL SHIFT ENGINEER		BL	43	G	3632	4179	49	A	3632	4816	15.2%
8842	INSULATION WORKER	3	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8843	INSULATION WORKER LEAD	1	BL	57	G	5049	5823	63	A	5049	6722	15.4%
8823	LIGHTING & FILTER MAINTENANCE TECH	10	BL	33	G	2907	3320	39	A	2907	3806	14.6%
8820	LIGHTING MAINTENANCE TECHNICIAN		BL	32	G	2848	3243	38	A	2848	3718	14.6%
8844	LOCKSMITH	6	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8845	LOCKSMITH LEAD	1	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8812	MACHINERY MASTER MECHANIC	2	BL	51	G	4384	5049	57	A	4384	5823	15.3%
8811	MACHINERY MECHANIC	13	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8813	MACHINERY MECHANIC LEAD	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8846	MACHINIST		BL	39	G	3320	3806	45	A	3320	4384	15.2%
8814	MAINTENANCE MECHANIC 1	31	BL	37	C	2907	3632	39	A	2907	3806	4.8%
8815	MAINTENANCE MECHANIC 2	46	BL	43	G	3632	4179	49	A	3632	4816	15.2%
8818	MAINTENANCE MECHANIC DOOR SPECIALIST	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8816	MAINTENANCE MECHANIC LEAD	20	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8848	MASON/PLASTERER	11	BL	46	G	3897	4488	52	A	3897	5173	15.3%
8849	MASON/PLASTERER LEAD		BL	49	G	4179	4816	55	A	4179	5554	15.3%
8851	MOTOR EQUIPMENT MECHANIC	2	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8852	MOTOR EQUIPMENT MECHANIC LEAD	2	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8855	PAINTER	23	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8856	PAINTER LEAD	6	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8858	PLUMBER/PIPEFITTER/STEAMFITTER	27	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8859	PLUMBER/PIPEFITTER/STEAMFITTER LEAD	8	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8809	POWER PLANT ELECTRICIAN LD-HIGH VOLTAGE	1	BL	69	G	6722	7765	75	A	6722	8973	15.6%

8808	POWER PLANT ELECTRICIAN-HIGH VOLTAGE	2	BL	66	G	6259	7227	72	A	6259	8349	15.5%
8880	POWER PLANT MASTER MECHANIC		BL	56	G	4934	5688	62	A	4934	6564	15.4%
8879	POWER PLANT MECHANIC	3	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8881	POWER PLANT MECHANIC LEAD	1	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8876	POWER PLANT OPERATING ENGINEER 1	5	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8877	POWER PLANT OPERATING ENGINEER 2	5	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8878	POWER PLANT OPERATING ENGINEER LEAD	5	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8860	REFRIGERATION MECHANIC	9	BL	56	G	4934	5688	62	A	4934	6564	15.4%
8861	REFRIGERATION MECHANIC LEAD	3	BL	59	G	5294	6109	65	A	5294	7053	15.5%
8862	ROOFER	3	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8863	ROOFER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8866	SHEET METAL MECHANIC	8	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8867	SHEET METAL MECHANIC LEAD	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8868	SIGN PAINTER	1	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8869	SIGN PAINTER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8873	STEAM ENGINEER		BL	50	G	4282	4934	56	A	4282	5688	15.3%
8870	TRADES HELPER	4	BL	29	G	2670	3041	35	A	2670	3467	14.0%
8871	WELDER-FABRICATOR	1	BL	50	G	4282	4934	56	A	4282	5688	15.3%

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MOU – STUDENT LOAN DEBT

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Student Loan Debt.

1. Within ninety (90) days of the effective date of this Agreement, the Employer and the Union shall, one (1) time, jointly email all bargaining unit employees information from the UW Benefits website regarding the Public Service Loan Forgiveness (PSLF) program.
2. Information regarding the PSLF will be included in the UW Benefits orientation.

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MOU – SURGICAL TECHNOLOGISTS

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Surgical Technologists at Harborview in WFSE Harborview Bargaining Unit and UW Medical Center in the SEIU 925 Healthcare Professional/Laboratory Technical Bargaining Unit.

In order to recognize the need for professional development, continuing education, and ongoing credentialing, and in accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following for the 2017-2019 collective bargaining agreements:

- I. Surgical Technologists who obtain and maintain their Certified Surgical Technologist (CST) certification through the National Board of Surgical Technology and Surgical Assisting (HBSTSA) will be paid one dollar (\$1.00) per hour premium for all hours in paid status.
- II. Employees will be eligible for the premium if:
 - A. The certification has been presented to and approved by management;
 - B. The employee continues to meet all educational and other requirements to keep the certification current and in good standing;
 - C. The employee is working in the area of certification.

Once the above criteria are satisfied, the employee will begin earning the certification premium at the beginning of the next available pay period.

- III. An employee is eligible for only one certification premium regardless of other certifications the employee may have.
- IV. Employees will notify their Appointing Authority or designee if their certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.
- V. 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.

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**MOU – TRANSPORTATION: PROGRAM AND RATE STRUCTURES
OF FACULTY/STAFF UPASS AND PARKING AT THE UNIVERSITY OF
WASHINGTON (UW)**

The Administration of the University and the undersigned unions recognize the importance of a well-reasoned, deliberative and collaborative process to review the program and rate structures of faculty/staff UPASS and parking at the University of Washington, and reaching timely resolution on program design(s) and rate structure(s) that are both financially sustainable and adequately meet the transportation needs of classified employees.

The Parties agree as follows:

1. In coordination with existing University Transportation Committee (UTC) process, a subcommittee of the UTC will be established for unions representing UW classified employees.
2. The composition of the subcommittee shall include the unions currently on the UTC and may include unions who represent UW classified staff but are not currently represented on the UTC. The proportion of individual union representation is the purview of the unions signed to this agreement. The committee will work with representatives of UW Transportation services staff and representatives of the President's office.
3. Subcommittee meetings will be open to other members of the UTC who are interested in the discussions.
4. In reviewing overall UPASS and parking programs and rate structures, the subcommittee will also design, review and seek solutions to items that the unions have proposed in bargaining including transit integration, parking costs and carve outs to address particular staff needs, shuttle service to address staff needs and safety, bicycle storage.
5. Meetings of the subcommittee shall take place at least twice monthly in addition to regular meetings of the UTC. Meetings may be added or cancelled by mutual agreement between management and the unions signed to this agreement.

6. Initial draft proposals of program and/or rate structure changes will be finalized by January 2017. Proposals shall be presented to the full UTC by February 2017, or in advance of any consideration of UTC proposals by the President or Provost. The subcommittee shall also have the opportunity to report regularly to the UTC on ongoing progress.
7. Final decisions about UPASS and parking program structures and rates are ultimately subject to UW Board of Regent approval. Final approval of any changes is anticipated in accordance with normal rate-setting processes in April 2017 (information item) and May 2017 (action item).
8. The unions retain the right to bargain.

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MOU – UPDATING CLASSIFICATIONS

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the review of classification specifications effective upon ratification.

1. Beginning January 1, 2017, the parties shall establish a joint committee to review and potentially update and revise classification specifications.
 - a. The committee will mutually agree upon which classification specifications will be submitted to the Compensation office for review.
 - b. The parties will plan employee engagement in the review process and the union will encourage employees/members to participate.
 - c. Committee members may be provided paid release time for jointly agreed assignments related to this process. Release will be subject to departmental approval.
2. The committee will meet quarterly.
3. The parties may also establish sub-committees of the individual unions which may meet in the months between the quarterly meetings to discuss the classifications that are unique to one union.
4. The Employer will provide paid release time for up to four (4) total union members to attend each meeting. No additional union members will attend, unless mutually agreed by the parties.
5. Up to two (2) paid union staff may also attend each meeting.
6. Classification change proposals made solely by the union will be reviewed by the Compensation Office which will accept, reject, or modify proposed classification specifications in accordance with the collective bargaining agreement. This review will not be grievable.
7. Updating and revising the classification specification or series will not automatically include the evaluation of the wages.
8. The Compensation office will present its findings to the committee.

This agreement expires on June 30, 2019.

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MOU – CUSTODIAN COMPENSATION

- I. The WFSE and UW agree that within Harborview Medical Center and UW Medical Center, patient safety and satisfaction and infection control are core to their missions as health care organizations. The training, responsibilities and performance expectations of Environmental Services staff have grown over the years to incorporate new technologies and procedures to reduce infection rates and improve patient satisfaction. To that end, the parties agree that:
 - A. Effective July 1, 2013, the employer will revise the job classification Custodian, Custodial Supervisor 1 and 2 to better reflect typical work and duties performed in the medical centers environment.
 - B. Effective January 1, 2014, an Infection Control Premium pay of \$1.00 per hour will be created. It will only be available to Custodians, Custodians in lead assignments, and Custodian Supervisors working in the medical centers who have successfully met all the required competencies for the position, as outlined in Attachment A. Between the date of this agreement and the effective date, the Employer will evaluate medical center custodians and provide them feedback and/or additional training as determined necessary by the Employer. Custodians who do not satisfactorily meet the required competencies may be reassigned to non-patient care areas. Any test results themselves will not be used to justify corrective action, discipline or layoff.
 - C. Employees who successfully pass the modules regarding Infection Control and Patient Safety, which include handling and cleaning of biomedical equipment, cleaning of contact and respiratory isolation rooms, discharge cleaning and appropriate use of chemicals will be eligible to be paid for the premium including applicable retroactive payments from the time that they successfully pass those modules. The \$1.00 per hour premium commences the first full pay period thereafter and will be paid retroactively to January 1, 2014, provided that employees pass the test by March 21, 2014. Employees who pass the test after March 21, 2014 will be paid from the date they pass the test.
 - D. Employees will receive adequate notice of the date for the taking of any of the tests contemplated in this Agreement. Employees may take the test when they are ready on or before either March 21, 2014, and/or any subsequent later date that re-testing may occur.
 - E. The Employer will continue to manage all custodians based in its medical centers according to the required competencies and failure to meet them may be subject to corrective action. The parties further agree that management

assessments of employee competencies to qualify for the Infection Control Premium Pay are only grievable up to Step 2 of the grievance procedure as provided in Article 6.

- II. To further advance the effective management of all University facilities, the UW and WFSE agree that:
 - A. The job classification Custodian – Lead will be converted to an assignment, per the employer’s proposal dated 7/27/12. (See Attachment B). The premium associated with such lead assignments will be \$1.65 per hour. Affected leads working in the medical centers must meet required competencies as outlined on Attachment A to retain their lead responsibilities.
 - B. The job classification Custodian Supervisor 1 will be placed on Pay Table BI at Salary Range 37 in Appendix I Job Classifications. The job classification Custodian Supervisor 2 will be placed on Pay Table BI at Salary Range 41 in Appendix I Job Classifications.

Attachment A:

The following are examples, and not an exhaustive list of the competencies expected of employees to achieve an Infection Control Premium.

- I. Demonstrated ability to properly handle and clean biomedical patient care equipment.
- II. Demonstrate competency to abide by UW Medicine Service Culture Guidelines, including AIDET.
- III. Required to obtain annual flu immunization in accordance with UW Medicine policy.
- IV. Demonstrate computer literacy as pertains to:
 - a. Annual Competencies- Learning Management System
 - b. EPIC System (bed management system)
 - c. KRONOS (Timekeeping system)
- V. Ability to consistently pass audits, including:
 - a. ATP
 - b. Visual
- VI. Demonstrated skill in cleaning isolations rooms of various types.
 - a. Contact Isolation
 - b. Respiratory Isolation
 - c. Others
- VII. Demonstrated ability to select appropriate chemicals for infection control.
- VIII. Demonstrated ability to identify and appropriately handle various waste streams.
 - a. Chemotherapy waste
 - b. Biohazard Waste
 - c. Others

Attachment B:

- I. Custodian Lead Assignment. Custodians assigned lead duties by the Employer will be paid \$1.65 per hour for the duration of the assignment. A lead is one who

is assigned lead responsibilities as defined by management but does not have supervisory authority. A lead assignment is delegated responsibility for training, assigning, organizing and scheduling work and reviewing completed work assignments.

- II. Lead assignment pay may be for an indefinite period, solely determined by the Employer and it shall not provide the basis for an allocation or reallocation under Article 44.
- III. Existing lead custodian positions may be converted to lead assignments when vacant, at management's option. Management decisions to create, modify, or end any lead assignments under this section after July 1, 2013 are not grievable. Employees holding lead job classifications as of July 1, 2013 will not be affected by this section.

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MOU – CUSTODIAN SERIES RANGE INCREASES

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Custodian, Custodian Lead, Maintenance Custodian, Carpet Cleaner, Custodian Supervisor 1, and Custodian Supervisor 2 job classifications.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Custodian (Job Codes 8532 & 8658), on Pay Table BI at Pay Range 27 will be moved to Pay Table BI at Pay Range 31.
- II. The job classification Custodian Lead (Job Codes 8533 & 8659), on Pay Table BI at Pay Range 31 will be moved to Pay Table BI at Pay Range 35.
- III. The job classification Maintenance Custodian 1 (Job Codes 8665 & 8543), on Pay Table BI at Pay Range 29 will be moved to Pay Table BI at Pay Range 33.
- IV. The job classification Carpet Cleaner (Job Codes 8536), on Pay Table BI at Pay Range 29 will be moved to Pay Table BI at Pay Range 33.
- V. The job classification Custodian Supervisor 1 (Job Code 8776), on Pay Table BI at Pay Range 37 will be moved to Pay Table BI at Pay Range 41.
- VI. The job classification Custodian Supervisor 2 (Job Code 8777), on Pay Table BI at Pay Range 41 will be moved to Pay Table BI at Pay Range 45.
- VII. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

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MOU – DIETETIC TECHNICIANS

The parties have agreed to the following regarding the inclusion of the Dietetic Technicians at the University of Washington into the WFSE Non-Supervisory Campus-Wide Bargaining Unit.

- I. On the first available paycheck following this agreement, the job classification Dietetic Technician, Job Code 6008 on Pay Table CO at Pay Range 19, will be moved to Job Code 8569 on Pay Table BO at Pay Range 19.
- II. All employees will be placed at their current Salary Step in the new Pay Range as reflected in Attachment A.
- III. On the February 25, 2016 paycheck, the Employer will provide a lump sum payment of \$1928 per impacted employee prorated by FTE percentage.

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.

MOU – DIETETIC TECHNICIANS – ATTACHMENT A

Union	Table	Range	<--- SALARY STEP --->																	
			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
CNU	C0	19	\$2,500	\$2,576	\$2,654	\$2,736	\$2,817	\$2,903	\$2,990	\$3,083	\$3,083	\$3,083	\$3,174	\$3,174	\$3,271	\$3,271	\$3,271	\$3,369	\$3,471	-
WFSE	B0	19	\$2,602	\$2,680	\$2,762	\$2,846	\$2,931	\$3,019	\$3,111	\$3,207	\$3,207	\$3,207	\$3,303	\$3,303	\$3,404	\$3,404	\$3,404	\$3,505	\$3,611	\$3,721

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MOU – HOSPITAL CENTRAL SERVICES TECHNICIANS

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Hospital Central Services Technicians in the Harborview and Campus Wide Bargaining Units.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following for the 2017-2019 collective bargaining agreement:

- I. Hospital Central Services Technicians who obtain the Certified Registered Central Service Tech (CRCST) certification through the International Association of Healthcare Central Service Material Management (IAHCSCMM) will be paid a one dollar (\$1.00) per hour premium for all hours in paid status.
- II. Employees will be eligible for the premium if:
 - A. The certification has been presented to and approved by management;
 - B. The employee continues to meet all educational and other requirements to keep the certification current and in good standing;
 - C. The employee is working in the area of certification.

Once the above criteria are satisfied, the employee will begin earning the certification premium at the beginning of the next available pay period.

- III. An employee is eligible for only one certification premium regardless of other certifications the employee may have.
- IV. Employees will notify their Appointing Authority or designee if their certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.
- V. 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
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – HR/PAYROLL SYSTEM BARGAINING

The parties acknowledge that the University of Washington (UW) 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. The parties recognize the need for bargaining impacts on the changes associated with the implementation of the HRP. 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, with the goal of having it completed no later than December, 2014.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON
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THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – INFECTION CONTROL PREMIUM-CONSOLIDATED LAUNDRY

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Washroom Equipment Operator 1 and Washroom Equipment Operator 2 in the WFSE Campus Wide Bargaining Unit and working in the Consolidated Laundry Only:

Effective July 1, 2017, an Infection Control Premium pay of \$1.00 per hour will be created. It will only be available to WASHROOM EQUIPMENT OPERATOR 1 (job code 8513) and WASHROOM EQUIPMENT OPERATOR 2 (job code 8514). Employees will only be eligible for the premium for hours worked in the Soiled Linen room.

Laundry Operator 1 (8515) and Laundry Operator 2 (8516) working on a temporary assignment as a Washroom Equipment Operator 1 or Washroom Equipment Operator 2 will also be eligible for the Infection Control Premium for all hours worked in the Soiled Linen Room.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – KRONOS IMPLEMENTATION

The Union recognizes the right of the University to continue to implement the KRONOS system. The University will provide written notice at least ninety (90) days prior to the planned implementation of actual time reporting in the KRONOS system. Upon request by the Union, the University will bargain the effects of the implementation on bargaining unit employees. Following implementation, the parties may meet to monitor the effectiveness and accuracy of the system.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – LAUNDRY SERIES INCREASES

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Laundry Operator 1, Laundry Operator 2, Washroom Equipment Operator 1, and Washroom Equipment Operator 2 job classifications.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Laundry Operator 1 (Job Code 8515), on Pay Table BI at Pay Range 24 will be moved to Pay Table BI at Pay Range 26.
- II. The job classification Laundry Operator 2 (Job Codes 8516), on Pay Table BI at Pay Range 27 will be moved to Pay Table BI at Pay Range 29.
- III. The job classification Washroom Equipment Operator 1 (Job Codes 8513), on Pay Table BI at Pay Range 25 will be moved to Pay Table BI at Pay Range 27.
- IV. The job classification Washroom Equipment Operator 2 (Job Codes 8514), on Pay Table BI at Pay Range 29 will be moved to Pay Table BI at Pay Range 31.
- V. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – LEAVE OF ABSENCE WFSE PRESIDENT

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding a leave of absence for an employee/union member elected to serve as an officer with the Union.

With thirty (30) calendar days' notice, unless agreed otherwise, an employee accepting a position as a Union Officer will be granted leave without pay for up to thirty-six (36) months. For the purpose and application of this agreement, Union Officer means President or Vice President. For example, AFSCME/WFSE Council 28 President.

As determined by the Employer, the returning employee will be employed in a funded vacant position in the same job classification and the same geographical area provided the employee has the necessary skills and abilities. If there is no funded vacant position available, the employee may request his/her name be placed on the rehire list.

This agreement expires on June 30, 2019.

MEMORANDUM OF UNDERSTANDING
BETWEEN
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AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488

MOU – PUBLIC RECORDS REQUESTS AND PRIVACY

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding Public Records Requests.

Effective thirty (30) days after the ratification of the 2017-2019 agreement, Labor Relations will notify the Union of public records requests for information received by the UW Office of Public Records that directly concern and encompass WFSE's members. Notification will be provided in order to allow for a ten (10) day protest period.

MEMORANDUM OF UNDERSTANDING
BETWEEN
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MOU – SUPPLY CHAIN-MATERIALS MANAGEMENT

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Unit Supply Technicians (1, 2, and Lead), Stockroom Attendant 2s, Driver-Warehouse Worker, Warehouse Operator (2 and 3), Truck Driver (1 and 2), Hospital Central Service Technician 1s, Data Control Technician 2, and Program Assistants in the Supply Chain-Materials Management Department only.

In accordance with the aforementioned agreement, on January 1, 2017, the University agrees to implement the following in the WFSE Harborview and WFSE Campus Wide Bargaining Units:

- I. All employees in the following classification titles in the Supply Chain-Materials Management Department will be moved to the Supply Chain Technician 1 job classification (Job Codes 8587 and 8617) and placed on Pay Table BI at Pay Range 35.
 - A. Unit Supply Technicians 1 (Currently Pay Table BI at Pay Range 33)
 - B. Stockroom Attendant 2 (Currently Pay Table BI at Pay Range 32)
 - C. Hospital Central Service Technician 1 (Currently Pay Table BO at Pay Range 10), and
- II. All employees in the following classification titles in the Supply Chain-Materials Management Department will be moved to the Supply Chain Technician 2 job classification (Job Codes 8618 and 8588) and placed on Pay Table BI at Pay Range 37.
 - A. Driver Warehouse Worker (Currently Pay Table BI at Pay Range 35)
 - B. Truck Driver 1 (Currently Pay Table BI at Pay Range 35)
 - C. Truck Driver 2 (Currently Pay Table BI at Pay Range 39)
 - D. Unit Supply Technician 2 (Currently Pay Table BI at Pay Range 35)
- III. All employees in the Unit Supply Technician Lead job classification (Currently Pay Table BI at Pay Range 38) will be moved to the Supply Chain Technician Lead job classification (Job Codes 8619 and 8589) and placed on Pay Table BI at Pay Range 40.

- IV. All employees will be placed on the new pay range at an available pay step nearest to their current rate of pay, plus one (1) step, not to exceed the top automatic step.
- V. In addition to the employees in the classifications listed above, the classified non-union employees working in the following classification titles in the Supply Chain-Materials Management Department will be moved to the Supply Chain Technician 2 job classification (Job Codes 8618 and 8588) and placed on Pay Table BI at Pay Range 37 within the WFSE Harborview Bargaining Unit.
 - A. Warehouse Operator 2 (Currently Pay Table CI at Pay Range 32)
 - B. Warehouse Operator 3 (Currently Pay Table CI at Pay Range 36)

The economic terms of this agreement are conditional upon achieving legislative approval and funding authorization as outlined in RCW 41.80. Should any aspect of this agreement fail to meet any of the conditions dictated in RCW 41.80, that section will be withdrawn from the agreement and no on-going responsibility for continued payment will reside with either party. In addition to the foregoing, the parties acknowledge and agree that this agreement expires on June 30, 2017 and the range placement specified in WFSE 1488 Article 41 will no longer apply from that date forward.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – GRIEVANCES RELATED TO CONTRACTING OUT

The parties have agreed to the following changes to Article 6.10 of the 2017-2019 collective bargaining agreement. The changes below will expire on June 30, 2018, however, this MOU may be terminated by the employer at any time and for any reason. To terminate this MOU the Employer must inform the union in writing and provide thirty (30) days notice.

6.10 Filing and Processing

a. Filing. A grievance must be filed within thirty (30) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. When possible the thirty (30) day periods above should be used to attempt to informally resolve the dispute. The union steward or staff representative will indicate when a discussion with the Employer is an attempt to informally resolve a dispute.

1) *A grievance involving only Article 47 Contracting must be filed within sixty (60) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. The sixty (60) day periods above must be used to attempt to informally resolve the dispute.*

b. Alternative Resolution Methods. Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.

c. Processing. The Union and the Employer agree that in-person meetings are preferred at all steps of the grievance process and will make efforts to schedule in-person meetings, if possible.

SIDE LETTER A – NEW CONTRACT JOINT COMMUNICATION

July 1, 2017

The parties shall create a joint e-mail communication with links to the new agreement to be sent to all employees electronically at the time the agreement is posted online.

SIDE LETTER B – PUBLIC TRANSPORTATION DELAYS

July 1, 2017

Employees who arrive late to work due to unforeseen or unavoidable delays in public transportation (for example- an accident or a bus break down) will not be subject to corrective action. Employees may use accumulated compensatory time, vacation leave, or leave without pay. Compensatory time must be used before vacation leave. If the employee has exhausted both compensatory time and vacation leave, leave without pay will be used.

The Employer may adjust the employees schedule to make up for the missed time. No overtime will be accrued for the adjustment of the employee's schedule unless the employee ends up working more than the total number of hours the employee was originally scheduled to work.

SIDE LETTER C – REGULAR TEMPORARY EMPLOYEES

July 1, 2017

The University of Washington and SEIU 925 and WFSE 1488 agree to work together to consolidate the regular temporary employee appendix.

SIDE LETTER D – SAFE STAFFING OF WORKPLACES

July 1, 2017

It is the Employer's intent to safely staff all workplaces and assign manageable workloads.

This Side Letter is not subject to the grievance procedure.


SIDE LETTER E – POLYGRAPH TESTING

The University will comply with State Law on Polygraph Testing.

Executed this date July 1, 2017
for and on behalf of:

UNIVERSITY OF WASHINGTON

WASHINGTON FEDERATION OF
STATE EMPLOYEES



Mindy Kornberg, JD
Vice President for Human Resources



Greg Devereux
Executive Director


Approved as to form:



Assistant Attorney General
State of Washington



Amy Spiegel
Director of Negotiations




Jennifer Dixon
Labor Advocate




Salvador Castillo



Catherine Corall




Joe Davenport



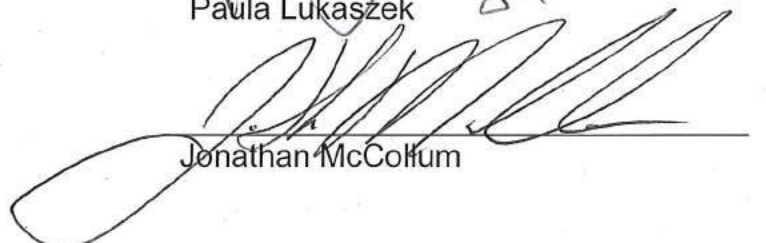
John Frazier



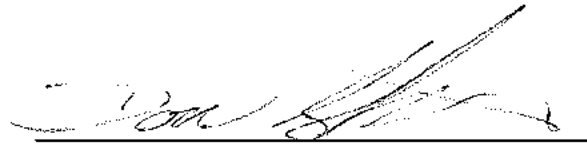
James Grady



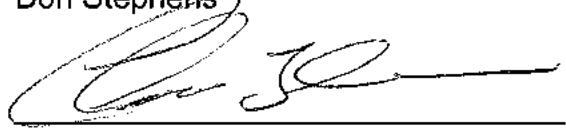
Paula Lukaszek



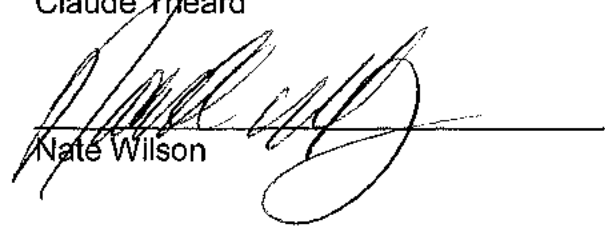
Jonathan McCollum



Don Stephens



Claude Theard



Nate Wilson