

Wage Schedules

TIME INTERVAL BETWEEN STEPS – 6 MONTHS

Step	Weekly Wage Rate			
	2012	2013	2014	2015
1	\$423.50	\$423.50	\$423.50	\$423.50
2	\$449.00	\$450.00	\$451.50	\$452.50
3	\$475.50	\$478.50	\$481.00	\$483.50
4	\$504.00	\$508.50	\$513.00	\$516.50
5	\$534.50	\$540.50	\$546.50	\$552.00
6	\$566.50	\$574.00	\$583.00	\$590.00
7	\$600.50	\$610.00	\$621.00	\$630.50
8	\$636.00	\$648.50	\$662.00	\$673.50
9	\$674.50	\$689.50	\$706.00	\$720.00
10	\$714.50	\$732.50	\$752.50	\$769.50
11	\$757.50	\$778.50	\$802.00	\$822.00

The following wage schedule will apply to the Counties of Los Angeles, San Diego, San Francisco, Alameda, Contra Costa, Sacramento, San Joaquin, San Mateo, Solano, Sonoma, Santa Clara, Orange, Placer, Riverside, Ventura, Yolo, Fresno, Kern, Merced, Monterey, Napa, Stanislaus, Tulare, and Washoe:

Step	Weekly Wage Rate			
	2012	2013	2014	2015
1	\$563.50	\$563.50	\$563.50	\$563.50
2	\$594.00	\$596.00	\$597.50	\$599.00
3	\$626.50	\$630.00	\$634.00	\$637.00
4	\$661.00	\$666.50	\$672.00	\$677.00
5	\$697.00	\$704.50	\$713.00	\$720.00
6	\$735.00	\$745.00	\$756.00	\$765.50
7	\$775.00	\$788.00	\$802.00	\$814.00
8	\$817.50	\$833.00	\$850.50	\$865.50
9	\$862.00	\$881.00	\$902.00	\$920.00
10	\$909.00	\$931.50	\$956.50	\$978.00
11	\$958.50	\$985.00	\$1,014.50	\$1,040.00

Job Title
Premises Technician

Time in Title
30 months

Employees will be paid on a bi-weekly basis. Payment of wages for each two-week period will be made no later than the Friday following the end of the pay-period.

Wage Schedule 3

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00
2	392.50	384.50	373.50	365.00	2	394.00	386.00	375.00	366.50
3	449.00	440.00	427.50	418.00	3	452.00	443.00	430.50	421.00
4	514.00	504.00	489.50	478.50	4	519.00	509.00	494.50	483.00
5	588.00	576.50	560.50	547.50	5	596.00	584.50	568.00	555.00
6	673.00	660.00	641.50	626.50	6	684.00	671.50	652.50	637.50
7	770.00	755.50	734.00	717.00	7	785.50	771.00	749.00	732.00
8	881.00	865.00	840.00	821.00	8	902.00	885.50	860.50	840.50
9	1008.00	990.00	961.50	939.50	9	1035.50	1017.00	988.00	965.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00
2	395.50	387.50	376.50	367.50	2	396.50	388.50	377.50	369.00
3	455.50	446.50	434.00	424.00	3	458.50	449.00	436.50	426.50
4	525.00	514.50	500.00	488.50	4	529.50	519.50	504.50	493.00
5	605.00	593.50	576.50	563.00	5	612.50	600.50	583.50	570.50
6	697.00	684.00	664.50	649.50	6	707.50	694.50	674.50	659.50
7	803.00	788.50	766.00	748.50	7	818.00	803.00	780.00	762.50
8	925.50	908.50	882.50	862.50	8	945.50	928.50	902.00	881.50
9	1066.50	1047.50	1017.50	994.50	9	1093.00	1073.50	1043.00	1019.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
108	108	107	106

<u>Job Titles</u>	<u>Time in Title</u>
Operator	9
Translations Operator*	9

*Translations Operator title receives a \$25/week language payment in addition to their basic wage rate at all steps.

Wage Schedule 4

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50
2	409.50	401.50	390.00	380.50	2	411.00	403.00	391.00	382.00
3	468.50	459.50	446.00	435.50	3	472.00	462.50	449.00	438.50
4	536.00	526.00	510.50	498.00	4	541.50	531.00	516.00	503.50
5	613.50	601.50	584.50	570.00	5	622.00	610.00	592.50	578.00
6	702.00	688.50	669.00	652.50	6	714.00	700.00	680.50	663.50
7	803.00	787.50	766.00	746.50	7	819.50	804.00	781.50	762.00
8	918.50	901.00	876.50	854.00	8	941.00	923.00	897.50	875.00
9	1051.00	1031.00	1003.50	977.50	9	1080.00	1059.50	1031.00	1004.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50
2	412.50	404.50	392.50	383.00	2	414.00	405.50	393.50	384.50
3	475.50	466.00	452.50	441.50	3	478.50	469.00	455.50	444.50
4	547.50	537.00	521.50	509.00	4	553.00	542.00	526.50	513.50
5	631.00	619.00	601.50	586.50	5	639.00	626.50	609.00	594.00
6	727.00	713.50	693.00	676.00	6	738.50	724.50	704.00	686.50
7	838.00	822.00	799.00	779.00	7	853.50	837.50	814.00	793.50
8	965.50	947.00	921.00	897.50	8	986.50	968.00	941.50	917.50
9	1112.50	1091.50	1062.00	1034.50	9	1140.50	1119.00	1088.50	1060.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
110	109	108	107

<u>Job Titles</u>	<u>Time in Title</u>
Cashier	12
Customer Associate	12
Customer Serv. Assoc.	12
Data Entry Associate	12
Garage Attendant	12
Information Processor	12

<u>Job Titles</u>	<u>Time in Title</u>
Messenger (Motorized)	12
Office Associate	12
Reports Associate	12
Services Specialist	12
Staff Associate	12

Wage Schedule 5

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50
2	411.50	403.00	392.00	384.00	2	413.00	404.50	393.50	385.50
3	471.00	461.50	448.50	439.50	3	474.00	464.50	451.50	442.50
4	539.00	528.00	513.50	503.00	4	544.50	533.50	518.50	508.50
5	617.00	604.50	587.50	576.00	5	625.50	612.50	595.50	584.00
6	706.00	692.00	672.50	659.50	6	718.00	704.00	684.00	670.50
7	808.00	792.00	769.50	755.00	7	824.50	808.50	785.50	770.00
8	925.00	907.00	881.00	864.00	8	947.00	928.50	902.00	884.50
9	1058.50	1038.00	1008.00	989.00	9	1087.50	1066.50	1035.50	1016.00

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50
2	414.50	406.00	395.00	387.00	2	415.50	407.00	396.00	388.00
3	477.50	468.00	455.00	446.00	3	480.50	471.00	458.00	448.50
4	550.50	539.50	524.50	514.00	4	555.50	544.50	529.00	518.50
5	634.50	622.00	604.50	592.50	5	642.50	629.50	612.00	600.00
6	731.50	717.00	696.50	683.00	6	743.00	728.00	707.50	693.50
7	843.00	826.50	803.00	787.50	7	859.00	842.00	818.00	802.00
8	971.50	953.00	925.50	908.00	8	993.00	973.50	945.50	927.50
9	1120.00	1098.50	1066.50	1046.50	9	1148.00	1126.00	1093.00	1072.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
110	109	108	108

<u>Job Titles</u>	<u>Time in Title</u>
Central Office Associate	12
HR Operations Associate	12
Service Assistant	12
Service Assistant-Bilingual*	12

*Service Assistant-Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 6

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00
2	430.00	422.50	409.50	400.50	2	431.50	424.00	411.00	402.00
3	492.00	483.50	468.50	458.00	3	495.50	487.00	472.00	461.00
4	563.50	553.50	536.50	524.00	4	569.50	559.00	542.00	529.50
5	645.00	633.50	613.50	599.50	5	654.00	642.00	622.00	607.50
6	738.50	725.00	702.00	686.00	6	751.50	737.50	714.00	697.50
7	845.50	830.00	803.50	784.50	7	863.00	847.00	820.00	800.50
8	968.00	950.00	919.50	897.50	8	991.50	973.00	941.50	919.00
9	1108.50	1087.50	1052.00	1027.00	9	1139.00	1117.50	1081.00	1055.00

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00
2	433.00	425.50	412.50	403.00	2	434.50	426.50	414.00	404.50
3	499.00	490.50	475.50	464.50	3	502.50	493.50	478.50	467.50
4	575.50	565.50	548.00	535.00	4	581.00	570.50	553.00	540.00
5	663.50	651.50	631.50	616.50	5	672.00	660.00	639.50	624.50
6	765.00	751.50	727.50	710.50	6	777.00	763.00	739.00	721.50
7	882.50	866.00	838.50	818.50	7	899.00	882.50	854.00	833.50
8	1017.50	998.50	966.00	943.00	8	1039.50	1020.50	987.50	963.50
9	1173.00	1151.00	1113.50	1086.50	9	1202.50	1180.00	1141.50	1113.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
112	111	110	109

<u>Job Titles</u>	<u>Time in Title</u>
Accounting Associate	12
Computer Operator	12
Data Administrator	12
Engineering Administrator	12

<u>Job Titles</u>	<u>Time in Title</u>
Medical Assistant	12
Operations Administrator	12
Order Writer	12
Supervisor's Assistant	12

Wage Schedule 7

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00
2	444.50	435.00	423.50	414.50	2	446.00	436.50	425.00	416.00
3	508.50	497.50	484.50	474.50	3	512.00	501.00	488.00	477.50
4	582.00	569.50	554.50	543.00	4	588.00	575.50	560.00	548.50
5	665.50	652.00	634.50	621.50	5	675.00	661.00	643.00	630.00
6	761.50	746.00	726.00	711.50	6	774.50	759.00	738.50	723.50
7	871.50	854.00	830.50	814.50	7	889.50	871.50	847.50	831.00
8	997.00	977.50	950.50	932.00	8	1021.00	1001.00	973.50	954.50
9	1140.50	1118.50	1087.50	1067.00	9	1172.00	1149.50	1117.50	1096.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00
2	447.50	438.00	426.50	417.50	2	449.00	439.50	427.50	418.50
3	516.00	505.00	491.50	481.00	3	519.00	508.00	494.50	484.00
4	594.50	582.00	566.50	554.50	4	600.00	587.50	571.50	560.00
5	685.00	671.00	652.50	639.50	5	693.00	679.00	661.00	647.50
6	789.00	773.00	752.00	737.00	6	801.00	785.00	764.00	748.50
7	909.00	891.00	866.50	850.00	7	926.00	908.00	883.00	865.50
8	1047.50	1027.00	999.00	979.50	8	1070.50	1049.50	1021.00	1001.00
9	1207.00	1184.00	1151.00	1129.50	9	1237.00	1213.50	1180.00	1157.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
113	112	111	110

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Collection Representative	15	Customer Representative-Bilingual*	15
Collection Representative-Bilingual*	15	Engineering Cost Associate	15
Customer Representative	15		

*Collection Representative-Bilingual and Customer Representative-Bilingual titles receive a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 8

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00
2	408.50	401.00	391.00	382.00	2	409.50	402.00	392.00	383.50
3	459.50	450.50	439.50	429.50	3	462.00	453.00	442.00	432.00
4	516.50	506.50	494.00	483.00	4	520.50	510.50	498.00	487.00
5	580.50	569.50	555.00	543.00	5	586.50	575.50	561.00	549.00
6	652.50	640.00	624.00	610.50	6	661.50	648.50	632.50	618.50
7	733.50	719.50	701.00	686.00	7	745.50	731.00	712.50	697.50
8	824.50	809.00	788.00	771.50	8	840.00	824.50	803.00	786.00
9	926.50	909.00	885.50	867.00	9	947.00	929.00	905.00	886.00
10	1041.50	1022.00	995.00	975.00	10	1067.50	1047.50	1020.00	999.00
11	1171.00	1149.00	1118.50	1096.00	11	1203.00	1180.50	1149.50	1126.00

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00
2	411.00	403.00	393.50	384.50	2	412.00	404.00	394.50	385.50
3	464.50	455.50	444.50	434.50	3	467.00	458.00	447.00	436.50
4	525.00	515.00	502.50	491.50	4	529.00	519.00	506.00	495.00
5	593.50	582.50	568.00	555.50	5	599.50	588.00	573.50	561.00
6	671.00	658.50	642.00	628.00	6	679.50	666.50	650.00	636.00
7	758.50	744.50	725.50	710.00	7	770.00	755.50	736.50	720.50
8	857.50	841.50	820.00	802.50	8	872.50	856.50	834.50	816.50
9	969.50	951.50	927.00	907.50	9	989.00	970.50	945.50	925.50
10	1096.00	1075.50	1047.50	1026.00	10	1120.50	1100.00	1071.00	1049.00
11	1239.00	1216.00	1184.00	1160.00	11	1270.00	1246.50	1213.50	1189.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
114	113	112	111

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Accounting Specialist	15	Maintenance Administrator - Bilingual	15
Data Specialist	15	Operations Specialist	15
Driver	15	Provisioning Specialist	15
Maintenance Administrator	15		

* Maintenance Administrator - Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 9

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00
2	412.50	405.00	395.00	388.00	2	413.50	406.50	396.00	389.00
3	464.00	455.50	444.00	436.00	3	466.50	458.00	446.50	438.50
4	521.50	512.00	499.50	490.00	4	525.50	516.00	503.50	494.00
5	586.00	575.50	561.50	551.00	5	592.50	581.50	567.50	557.00
6	659.00	647.00	631.00	619.50	6	668.00	655.50	640.00	628.00
7	741.00	727.00	709.50	696.50	7	753.00	739.00	721.00	707.50
8	833.00	817.00	798.00	782.50	8	849.00	833.00	813.00	797.50
9	936.50	918.50	897.00	880.00	9	957.00	938.50	916.50	899.00
10	1052.50	1032.50	1008.50	989.00	10	1078.50	1058.00	1033.00	1013.50
11	1183.50	1160.50	1133.50	1112.00	11	1216.00	1192.50	1164.50	1142.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00
2	415.00	407.50	397.50	390.00	2	416.00	408.50	398.50	391.00
3	469.00	460.50	449.50	441.00	3	471.50	463.00	451.50	443.00
4	530.50	521.00	508.00	498.50	4	534.50	524.50	512.00	502.50
5	599.50	588.50	574.50	563.50	5	605.50	594.50	580.00	569.00
6	678.00	665.50	649.50	637.00	6	686.50	673.50	657.50	645.00
7	766.50	752.50	734.00	720.50	7	778.00	763.50	745.00	731.00
8	866.50	850.50	830.00	814.50	8	882.00	865.00	844.50	828.50
9	980.00	961.50	938.50	921.00	9	999.50	980.50	957.00	939.50
10	1108.00	1086.50	1061.00	1041.00	10	1133.00	1111.00	1085.00	1064.50
11	1252.50	1228.50	1199.50	1177.00	11	1284.00	1259.00	1229.50	1206.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
114	113	112	112

<u>Job Titles</u>	<u>Time in Title</u>
Cable Locator	18
Collector	18
Facilities Technician	18

<u>Job Titles</u>	<u>Time in Title</u>
RCMA Administrator	18
Supply Service Attendant	18

Wage Schedule 10

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	481.50	473.00	458.50	444.00	2	483.50	474.50	460.00	445.50
3	551.00	541.00	524.50	508.50	3	555.00	544.50	528.00	512.00
4	630.50	619.00	600.00	582.00	4	637.00	625.00	606.50	588.00
5	721.50	708.00	686.50	666.00	5	731.50	717.50	696.00	675.00
6	825.50	810.00	786.00	762.50	6	839.50	823.50	799.50	775.50
7	944.50	926.50	899.00	872.50	7	964.00	945.50	918.00	890.50
8	1080.50	1059.50	1029.00	999.00	8	1106.50	1085.00	1054.00	1023.00
9	1236.50	1212.00	1177.50	1143.50	9	1270.50	1245.50	1210.00	1175.00

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	485.00	476.50	461.50	447.50	2	486.50	478.00	463.00	448.50
3	559.00	549.00	532.00	515.50	3	562.50	552.00	535.00	519.00
4	644.00	632.00	613.00	594.50	4	650.00	638.00	618.50	600.00
5	742.00	728.50	706.50	685.50	5	751.50	737.50	715.50	694.00
6	855.00	839.00	814.50	790.00	6	868.50	852.00	827.00	802.50
7	985.50	966.50	938.50	911.00	7	1004.00	984.50	956.00	928.00
8	1135.50	1113.50	1081.50	1050.00	8	1160.00	1138.00	1105.00	1073.00
9	1308.50	1283.00	1246.50	1210.50	9	1341.00	1315.00	1277.50	1241.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
116	115	114	113

Job Titles

Network Maintenance Specialist
 Supply Specialist - Nevada

Time in Title

18
 18

Wage Schedule V

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	501.15	492.18	477.56	463.32	1	515.00	505.64	490.62	476.00
2	538.45	528.82	513.11	497.81	2	553.33	543.28	527.14	511.43
3	578.54	568.18	551.30	534.86	3	594.52	583.72	566.38	549.50
4	621.60	610.47	592.34	574.68	4	638.78	627.17	608.54	590.40
5	667.87	655.92	636.43	617.46	5	686.32	673.85	653.84	634.35
6	717.58	704.74	683.80	663.42	6	737.41	724.01	702.51	681.57
7	771.00	757.20	734.70	712.80	7	792.30	777.90	754.80	732.30

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	530.40	520.85	505.25	490.23	1	543.66	533.91	517.92	502.52
2	569.88	559.62	542.86	526.72	2	584.13	573.65	556.47	539.93
3	612.30	601.28	583.27	565.93	3	627.61	616.35	597.89	580.12
4	657.88	646.03	626.68	608.06	4	674.33	662.23	642.40	623.30
5	706.85	694.12	673.33	653.32	5	724.52	711.53	690.22	669.69
6	759.47	745.79	723.45	701.95	6	778.45	764.49	741.60	719.54
7	816.00	801.30	777.30	754.20	7	836.40	821.40	796.80	773.10

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
117	116	115	114

<u>Job Titles</u>	<u>Time in Title</u>
Sales Consultant	24
Sales Consultant - Bilingual*	24

*Sales Consultant-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule X

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	484.00	475.50	460.50	446.50	2	485.50	477.00	462.00	448.00
3	556.50	546.50	529.50	513.00	3	560.50	550.00	533.00	516.50
4	640.00	628.50	609.00	590.50	4	646.50	634.50	615.00	596.50
5	735.50	722.50	700.50	679.00	5	745.50	732.00	710.00	688.00
6	845.50	830.50	805.50	781.00	6	860.00	844.50	819.00	794.00
7	972.00	955.00	926.00	898.00	7	992.50	974.50	945.00	916.50
8	1117.50	1097.50	1065.00	1033.00	8	1144.50	1124.00	1090.50	1057.50
9	1285.00	1262.00	1224.50	1188.00	9	1320.50	1296.50	1258.00	1220.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	487.50	479.00	464.00	449.50	2	489.00	480.00	465.00	451.00
3	564.50	554.50	537.00	520.50	3	568.00	558.00	540.50	524.00
4	653.50	642.00	622.00	603.00	4	659.50	648.00	628.00	608.50
5	756.50	743.00	720.50	698.50	5	766.00	752.50	729.50	707.00
6	876.00	860.50	834.00	809.00	6	890.00	874.00	847.00	821.50
7	1014.50	996.00	966.00	937.00	7	1033.50	1015.00	984.00	954.50
8	1174.50	1153.50	1118.50	1085.00	8	1200.00	1178.50	1143.00	1109.00
9	1360.00	1335.50	1295.50	1257.00	9	1394.00	1369.00	1328.00	1288.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
117	116	115	114

Job Titles

Sales and Service Representative - Bilingual*
 Service Representative

Time in Title

24
 24

*Sales and Service Representative-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 11

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00
2	486.00	478.50	466.00	456.50	2	487.50	479.50	467.00	457.50
3	546.50	537.50	523.50	513.00	3	549.50	540.50	526.50	516.00
4	614.50	604.00	588.50	577.00	4	619.50	609.00	593.50	581.50
5	691.00	679.00	661.50	648.50	5	698.50	686.50	668.50	655.50
6	776.50	763.50	743.50	729.00	6	787.50	773.50	753.50	739.00
7	873.50	858.00	835.50	819.50	7	887.50	872.00	849.50	833.00
8	981.50	964.50	939.00	921.50	8	1000.50	983.00	957.00	939.00
9	1103.50	1084.00	1055.50	1036.00	9	1128.00	1107.50	1078.50	1058.50
10	1241.00	1218.50	1186.50	1164.50	10	1271.50	1248.50	1215.50	1193.00
11	1395.00	1369.50	1333.50	1309.00	11	1433.50	1407.00	1370.00	1345.00

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00
2	489.00	481.00	468.50	459.00	2	490.00	482.00	469.50	460.00
3	553.00	543.50	529.50	519.00	3	555.50	546.50	532.00	521.50
4	625.00	614.50	598.50	586.50	4	630.00	619.00	603.00	591.00
5	707.00	694.50	676.50	663.50	5	714.00	701.50	683.50	670.00
6	799.00	785.00	765.00	750.00	6	809.00	795.00	774.50	759.50
7	903.50	887.50	864.50	848.00	7	917.00	900.50	877.50	860.50
8	1021.50	1003.50	977.00	958.50	8	1039.50	1020.50	994.00	975.50
9	1155.00	1134.00	1104.50	1084.00	9	1178.00	1156.50	1126.50	1105.50
10	1306.00	1282.00	1248.50	1225.50	10	1335.50	1310.50	1276.50	1253.00
11	1476.50	1449.00	1411.00	1385.50	11	1513.50	1485.00	1446.50	1420.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
121	120	119	118

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Assignment Administrator	18	Field Job Administrator	18
Building Mechanic	18	Garage Mechanic	18
Facilities Administrator	18	Outside Plant Tech	18
FACS Administrator*	18	Services Technician	18

*FACS Administrator receives a \$5/week basic wage job differential at top step.

Wage Schedule 12

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00
2	504.50	494.50	481.00	471.00	2	506.00	496.00	482.50	472.50
3	567.50	556.00	541.00	529.50	3	570.50	559.00	543.50	532.50
4	638.00	625.00	608.00	595.50	4	643.00	630.00	613.00	600.50
5	717.00	702.50	683.00	669.50	5	725.00	710.00	690.50	677.00
6	806.00	789.50	768.00	753.00	6	817.00	800.50	778.50	763.00
7	906.00	887.50	863.00	846.50	7	921.00	902.00	877.50	860.00
8	1018.50	997.50	970.50	951.50	8	1038.00	1016.50	989.00	970.00
9	1144.50	1121.00	1090.50	1070.00	9	1170.00	1146.00	1114.50	1093.50
10	1287.00	1260.00	1226.00	1203.00	10	1319.00	1291.50	1256.50	1232.50
11	1446.50	1416.50	1378.00	1352.50	11	1486.50	1455.50	1416.00	1389.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00
2	507.50	497.50	484.00	474.00	2	509.00	498.50	485.00	475.00
3	574.00	562.00	547.00	535.50	3	576.50	565.00	549.50	538.50
4	648.50	635.50	618.50	605.50	4	653.50	640.50	623.00	610.00
5	733.50	718.50	699.00	685.00	5	740.50	725.50	706.00	691.50
6	829.00	812.00	790.00	774.50	6	839.50	822.00	800.00	784.00
7	937.50	918.00	893.00	875.50	7	951.50	932.00	906.50	888.50
8	1059.50	1038.00	1009.50	990.00	8	1078.00	1056.00	1027.50	1007.50
9	1198.00	1173.00	1141.50	1119.50	9	1222.00	1196.50	1164.00	1142.00
10	1354.50	1326.00	1290.00	1265.50	10	1385.00	1356.00	1319.00	1294.00
11	1531.00	1499.00	1458.50	1431.00	11	1569.50	1536.50	1495.00	1467.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
122	121	120	119

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Analyst	24	Equipment Specialist	24
Building Specialist	24	ENOC Technician	24
Combination Technician (Nevada Only)	24	Production Rep.	24
Communications Technician	24	Splicing Technician	24
Company Telecom Technician	24	Systems Technician	24
Copy Service Artist	24	Systems Technician - Data Communications	24
Engineering Assistant	24	Testing Technician	24
Equip. Installation Tech.	24		

Wage Schedule 30

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2012					Effective May 2013				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50
2	541.00	530.50	517.00	506.50	2	542.50	532.00	518.50	508.00
3	608.00	596.50	581.00	569.50	3	611.50	599.50	584.50	572.50
4	683.50	670.00	653.50	640.00	4	689.00	675.50	658.50	645.50
5	768.00	753.50	734.50	720.00	5	776.50	761.50	742.50	727.50
6	863.00	846.50	825.50	809.00	6	875.00	858.50	836.50	820.50
7	970.00	951.50	928.00	910.00	7	986.00	967.50	943.00	924.50
8	1090.00	1069.50	1043.00	1023.00	8	1111.00	1090.50	1062.50	1042.50
9	1225.00	1202.50	1172.00	1150.00	9	1252.00	1229.00	1198.00	1175.00
10	1377.00	1351.50	1317.50	1293.00	10	1411.00	1385.00	1350.00	1325.00
11	1547.50	1519.00	1481.00	1453.50	11	1590.00	1561.00	1521.50	1493.50

Effective April 2014					Effective April 2015				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50
2	544.00	533.50	520.00	509.50	2	545.50	535.00	521.50	510.50
3	615.00	603.00	588.00	576.00	3	618.00	606.00	590.50	579.00
4	695.00	682.00	664.50	651.00	4	700.50	687.00	669.50	656.00
5	785.50	770.50	751.00	736.50	5	793.50	778.50	758.50	743.50
6	888.00	871.00	849.00	832.50	6	899.00	882.00	859.50	843.00
7	1003.50	985.00	959.50	941.50	7	1018.50	999.50	974.00	955.50
8	1134.00	1113.00	1085.00	1064.50	8	1154.00	1132.50	1103.50	1083.00
9	1282.00	1258.50	1226.50	1203.50	9	1307.50	1283.50	1250.50	1227.50
10	1449.00	1422.50	1386.00	1360.50	10	1481.50	1454.50	1417.50	1391.50
11	1637.50	1608.00	1567.00	1538.50	11	1678.50	1648.00	1606.00	1577.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
125	124	123	122

Job Titles

Antenna Technician

Time in Title

36