



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

December 14, 2015

The Honorable
The Committee on Finance
and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2013-2017 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Association, we request your approval of amendments to Part I, Section 4 of the Salary Ordinance.

**SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Police Association)**

1. EFFECTIVE PAY PERIOD 1, 2013 (December 23, 2012)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,464.87 1,953.16 2,138.81 2,379.02 2,471.16 2,613.02

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2013, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 1,969.37, 2,155.01, 2,395.23, 2,487.37, 2,629.23."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 2013, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 1,989.62, 2,175.28, 2,415.48, 2,507.64, 2,649.49."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Master's Degree or Higher shall be paid the



following biweekly rates: 1,997.73, 2,183.37, 2,423.59, 2,515.74, 2,657.60.”

Pay Range 804

Official Rate - Biweekly

2,539.94 2,619.47 2,702.40

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,556.15, 2,635.67, 2,718.61.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,576.42, 2,655.94, 2,738.87.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,584.52, 2,664.04, 2,746.97.”

Pay Range 808

Official Rate - Biweekly

2,672.68 2,776.91 2,885.40

Amend footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,688.88, 2,793.13, 2,901.60.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,709.15, 2,813.38, 2,921.87.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,717.25, 2,821.49, 2,929.97.”

Pay Range 812

Official Rate - Biweekly

2,887.25 2,982.89 3,078.58

Amend footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,903.47, 2,999.11, 3,094.78.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2013,

an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,923.73, 3,019.36, 3,115.06."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,931.84, 3,027.47, 3,123.16."

Pay Range 813

Official Rate - Biweekly

2,776.91	2,885.40	2,998.17	3,115.42	3,237.26	3,364.09
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Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2013, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,793.13, 2,901.60, 3,014.38, 3,131.63, 3,253.46, 3,380.30."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,813.38, 2,921.87, 3,034.64, 3,151.89, 3,273.72, 3,400.57."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2013, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,821.49, 2,929.97, 3,042.75, 3,160.00, 3,281.83, 3,408.67."

2. EFFECTIVE PAY PERIOD 14, 2013 (JUNE 23, 2013)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,472.20	1,962.93	2,149.50	2,390.92	2,483.52	2,626.09
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Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 1,979.22, 2,165.79, 2,407.21, 2,499.81, 2,642.38."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 1,999.57, 2,186.16, 2,427.56, 2,520.18, 2,662.74."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,007.72, 2,194.29, 2,435.71, 2,528.32, 2,670.89."

Pay Range 804

Official Rate - Biweekly

2,552.64 2,632.57 2,715.91

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,568.93, 2,648.85, 2,732.20."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,589.30, 2,669.22, 2,752.56."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,597.44, 2,677.36, 2,760.70."

Pay Range 808

Official Rate - Biweekly

2,686.04 2,790.79 2,899.83

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,702.32, 2,807.10, 2,916.11."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,722.70, 2,827.45, 2,936.48."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,730.84, 2,835.60, 2,944.62."

Pay Range 812

Official Rate - Biweekly

2,901.69 2,997.80 3,093.97

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,917.99, 3,014.11, 3,110.25."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor's Degree shall be paid the following

biweekly rates: 2,938.35, 3,034.46, 3,130.64.”

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,946.50, 3,042.61, 3,138.78.”

Pay Range 813

Official Rate - Biweekly

2,790.79 2,899.83 3,013.16 3,131.00 3,253.45 3,380.91

Amend footnote designation “1/” to read as follows: “1/ Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,807.10, 2,916.11, 3,029.45, 3,147.29, 3,269.73, 3,397.20.”

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,827.45, 2,936.48, 3,049.81, 3,167.65, 3,290.09, 3,417.57.”

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,835.60, 2,944.62, 3,057.96, 3,175.80, 3,298.24, 3,425.71.”

3. EFFECTIVE PAY PERIOD 1, 2014 (December 22, 2013)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,501.64 2,002.19 2,192.49 2,438.74 2,533.19 2,678.61

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 1, 2014, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,018.80, 2,209.11, 2,455.35, 2,549.81, 2,695.23.”

Amend footnote designation “4/” to read as follows: “4/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,039.56, 2,229.88, 2,476.11, 2,570.58, 2,715.99.”

Amend footnote designation “5/” to read as follows: “5/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,047.87, 2,238.18, 2,484.42, 2,578.89, 2,724.31.”

Pay Range 804

Official Rate - Biweekly

2,603.69 2,685.22 2,770.23

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,620.31, 2,701.83, 2,786.84."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,641.09, 2,722.60, 2,807.61."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,649.39, 2,730.91, 2,815.91."

Pay Range 808

Official Rate - Biweekly

2,739.76 2,846.61 2,957.83

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,756.37, 2,863.24, 2,794.43."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,777.15, 2,884.00, 2,995.21."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2014, an employee who has attained or 2,799.39, 2,906.77, 3,018.53."

Pay Range 812

Official Rate - Biweekly

2,959.72 3,057.76 3,155.85

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,976.35, 3,074.39, 3,172.46."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,997.12, 3,095.15, 3,193.25."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,005.43, 3,103.46, 3,201.56."

Pay Range 813

Official Rate - Biweekly

2,846.61 2,957.83 3,073.42 3,193.62 3,318.52 3,448.53

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,863.24, 2,974.43, 3,090.04, 3,210.24, 3,335.12, 3,465.14."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,884.00, 2,995.21, 3,110.81, 3,231.00, 3,355.89, 3,485.92."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,892.31, 3,003.51, 3,119.12, 3,239.32, 3,364.20, 3,494.22."

4. EFFECTIVE PAY PERIOD 14, 2014 (JUNE 22, 2014)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,509.15 2,012.20 2,203.45 2,450.93 2,545.86 2,692.00

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,028.89, 2,220.16, 2,467.63, 2,562.56, 2,708.71."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,049.76, 2,241.03, 2,488.49, 2,583.43, 2,729.57."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,058.11, 2,249.37, 2,496.84, 2,591.78, 2,737.93."

Pay Range 804

Official Rate - Biweekly

2,616.71 2,698.65 2,784.08

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,633.41, 2,715.34, 2,800.77."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,654.30, 2,736.21, 2,821.65."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,662.64, 2,744.56, 2,829.99."

Pay Range 808

Official Rate - Biweekly

2,753.46 2,860.84 2,972.62

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,770.15, 2,877.56, 2,989.30."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,791.04, 2,898.42, 3,010.19."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,799.39, 2,906.77, 3,018.53."

Pay Range 812

Official Rate - Biweekly

2,974.52 3,073.05 3,171.63

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,991.23, 3,089.76, 3,188.32."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,012.11, 3,110.63, 3,209.22."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2014, an

employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,020.46, 3,118.98, 3,217.57.”

Pay Range 813

Official Rate - Biweekly

2,860.84 2,972.62 3,088.79 3,209.59 3,335.11 3,465.77

Amend footnote designation “1/” to read as follows: “1/ Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,877.56, 2,989.30, 3,105.49, 3,226.29, 3,351.80, 3,482.47.”

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,898.42, 3,010.19, 3,126.36, 3,247.16, 3,372.67, 3,503.35.”

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 14, 2014, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,906.77, 3,018.53, 3,134.72, 3,255.52, 3,381.02, 3,511.69.”

5. EFFECTIVE PAY PERIOD 1, 2015 (December 21, 2014)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,543.10 2,057.47 2,253.03 2,506.08 2,603.14 2,752.57

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,074.54, 2,270.11, 2,523.15, 2,620.22, 2,769.66.”

Amend footnote designation “4/” to read as follows: “4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,095.88, 2,291.45, 2,544.48, 2,641.56, 2,790.99.”

Amend footnote designation “5/” to read as follows: “5/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,104.42, 2,299.98, 2,553.02, 2,650.10, 2,799.53.”

Pay Range 804

Official Rate - Biweekly

2,675.59 2,759.37 2,846.72

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,692.66, 2,776.44, 2,863.79."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,714.02, 2,797.77, 2,885.14."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,722.55, 2,806.31, 2,893.66."

Pay Range 808

Official Rate - Biweekly

2,815.41 2,925.21 3,039.50

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,832.48, 2,942.31, 3,056.56."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,853.84, 2,963.63, 3,077.92."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,862.38, 2,972.17, 3,086.45."

Pay Range 812

Official Rate - Biweekly

3,041.45 3,142.19 3,242.99

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,058.53, 3,159.28, 3,260.06."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,079.88, 3,180.62, 3,281.43."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the

following biweekly rates: 3,088.42, 3,189.16, 3,289.97.”

Pay Range 813

Official Rate - Biweekly

2,925.21 3,039.50 3,158.29 3,281.81 3,410.15 3,543.75

Amend footnote designation “1/” to read as follows: “1/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,942.31, 3,056.56, 3,175.36, 3,298.88, 3,427.22, 3,560.83.”

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,963.63, 3,077.92, 3,196.70, 3,320.22, 3,448.56, 3,582.18.”

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,972.17, 3,086.45, 3,205.25, 3,328.77, 3,457.09, 3,590.70.”

6. EFFECTIVE PAY PERIOD 14, 2015 (JUNE 21, 2015)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,546.96 2,062.61 2,258.66 2,512.35 2,609.65 2,759.45

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,079.73, 2,275.79, 2,529.46, 2,626.77, 2,776.58.”

Amend footnote designation “4/” to read as follows: “4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,101.12, 2,297.18, 2,550.84, 2,648.16, 2,797.97.”

Amend footnote designation “5/” to read as follows: “5/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,109.68, 2,305.73, 2,559.40, 2,656.73, 2,806.53.”

Pay Range 804

Official Rate - Biweekly

2,682.28 2,766.27 2,853.84

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,699.39, 2,783.38, 2,870.95."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,720.81, 2,804.76, 2,892.35."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,729.36, 2,813.33, 2,900.89."

Pay Range 808

Official Rate - Biweekly

2,822.45 2,932.52 3,047.10

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,839.56, 2,949.67, 3,064.20."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,860.97, 2,971.04, 3,085.61."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,869.54, 2,979.60, 3,094.17."

Pay Range 812

Official Rate - Biweekly

3,049.05 3,150.05 3,251.10

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,066.18, 3,167.18, 3,268.21."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,087.58, 3,188.57, 3,289.63."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,096.14, 3,197.13, 3,298.19."

Pay Range 813

Official Rate - Biweekly

2,932.52 3,047.10 3,166.19 3,290.01 3,418.68 3,552.61

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,949.67, 3,064.20, 3,183.30, 3,307.13, 3,435.79, 3,569.73."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,971.04, 3,085.61, 3,204.69, 3,328.52, 3,457.18, 3,591.14."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,979.60, 3,094.17, 3,213.26, 3,337.09, 3,465.73, 3,599.68."

7. EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)*

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired prior to October 3, 2011:

Pay Range 801

Official Rate - Biweekly

2,093.55 2,292.54 2,550.04 2,648.79 2,800.84

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,110.93, 2,309.93, 2,567.40, 2,666.17, 2,818.23."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,132.64, 2,331.64, 2,589.10, 2,687.88, 2,839.94."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,141.33, 2,340.32, 2,597.79, 2,696.58, 2,848.63."

Pay Range 804

Official Rate - Biweekly

2,722.51 2,807.76 2,896.65

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,739.88, 2,825.13, 2,914.01."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,761.62, 2,846.83, 2,935.74."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,770.30, 2,855.53, 2,944.40."

Pay Range 808

Official Rate - Biweekly

2,864.79 2,976.51 3,092.81

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,882.15, 2,993.92, 3,110.16."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,903.88, 3,015.61, 3,131.89."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,912.58, 3,024.29, 3,140.58."

Pay Range 812

Official Rate - Biweekly

3,094.79 3,179.30 3,299.87

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,112.17, 3,214.69, 3,317.23."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,133.89, 3,236.40, 3,338.97."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,142.58, 3,245.09, 3,347.66."

Pay Range 813

Official Rate - Biweekly

2,976.51 3,092.81 3,213.68 3,339.36 3,469.96 3,605.90

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,993.92, 3,110.16, 3,231.05, 3,356.74, 3,487.33, 3,623.28."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,015.61, 3,131.89, 3,252.76, 3,378.45, 3,509.04, 3,645.01."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,024.29, 3,140.58, 3,261.46, 3,387.15, 3,517.72, 3,653.68."

*Rates are dependent upon pending litigation

8. EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)*

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for employees hired prior to October 3, 2011:

Pay Range 801

Official Rate - Biweekly

2,104.02 2,304.00 2,562.79 2,662.03 2,814.84

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,121.48, 2,321.48, 2,580.24, 2,679.50, 2,832.32."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,143.30, 2,343.30, 2,602.05, 2,701.32, 2,854.14."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,152.04, 2,352.02, 2,610.78, 2,710.06, 2,862.87."

Pay Range 804

Official Rate - Biweekly

2,736.12 2,821.80 2,911.13

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,753.58, 2,839.26, 2,928.58."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,775.43, 2,861.06, 2,950.42."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,784.15, 2,869.81, 2,959.12."

Pay Range 808

Official Rate - Biweekly

2,879.11 2,991.39 3,108.27

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,896.56, 3,008.89, 3,125.71."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,918.40, 3,030.69, 3,147.55."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,927.14, 3,039.41, 3,156.28."

Pay Range 812

Official Rate - Biweekly

3,110.26 3,213.29 3,316.37

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,127.73, 3,230.76, 3,333.82"

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,149.56, 3,252.58, 3,355.66."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an

employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,158.29, 3,261.32, 3,364.40."

Pay Range 813

Official Rate - Biweekly

2,991.39 3,108.27 3,229.75 3,356.06 3,487.31 3,623.93

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,008.89, 3,125.71, 3,247.21, 3,373.52, 3,504.77, 3,641.40."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,030.69, 3,147.55, 3,269.02, 3,395.34, 3,526.59, 3,663.24."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,039.41, 3,156.28, 3,277.77, 3,404.09, 3,535.31, 3,671.95."

*Rates are dependent upon pending litigation

9. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)*

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for employees hired prior to October 3, 2011:

Pay Range 801

Official Rate - Biweekly

2,114.54 2,315.52 2,575.60 2,675.34 2,828.91

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,132.09, 2,333.09, 2,593.14, 2,692.90, 2,846.48."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,154.02, 2,355.02, 2,615.06, 2,714.83, 2,868.41."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,162.80, 2,363.78, 2,623.83, 2,723.61, 2,877.18."

Pay Range 804

Official Rate - Biweekly

2,749.80 2,835.91 2,925.69

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,767.35, 2,853.46, 2,943.22."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,789.31, 2,875.37, 2,965.17."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,798.07, 2,884.16, 2,973.92."

Pay Range 808

Official Rate - Biweekly

2,893.51 3,006.35 3,123.81

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,911.04, 3,023.93, 3,141.34."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,932.99, 3,045.84, 3,163.29."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,941.78, 3,054.61, 3,172.06."

Pay Range 812

Official Rate - Biweekly

3,125.81 3,229.36 3,332.95

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,143.37, 3,246.91, 3,350.49

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,165.31, 3,268.84, 3,372.44."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,174.08, 3,277.63, 3,381.22."

Pay Range 813

Official Rate - Biweekly

3,006.35 3,123.81 3,245.90 3,372.84 3,504.75 3,642.05

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,023.93, 3,141.34, 3,263.45, 3,390.39, 3,522.29, 3,659.61."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,045.84, 3,163.29, 3,285.37, 3,412.32, 3,544.22, 3,681.56."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,054.61, 3,172.06, 3,294.16, 3,421.11, 3,552.99, 3,690.31."

*Rates are dependent upon pending litigation

10. EFFECTIVE PAY PERIOD 1, 2017 (January 1, 2017)*

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for employees hired prior to October 3, 2011:

Pay Range 801

Official Rate - Biweekly

2,156.83 2,361.83 2,627.11 2,728.85 2,885.49

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,174.73, 2,379.75, 2,645.00, 2,746.76, 2,903.41."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,197.10, 2,402.12, 2,667.36, 2,769.13, 2,925.78."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the

following biweekly rates: 2,206.06, 2,411.06, 2,676.31, 2,778.08, 2,934.72.”

Pay Range 804

Official Rate - Biweekly

2,804.80 2,892.63 2,984.20

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,822.70, 2,910.53, 3,002.08.”

Replace footnote designation “3/” with the following: “3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,845.10, 2,932.88, 3,024.47.”

Amend footnote designation “4/” to read as follows: “4/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,854.03, 2,941.84, 3,033.40.”

Pay Range 808

Official Rate - Biweekly

2,951.38 3,066.48 3,186.29

Amend footnote designation “1/” to read as follows: “1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,969.26, 3,084.41, 3,204.17.”

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,991.65, 3,106.76, 3,226.56.”

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,000.62, 3,115.70, 3,235.50.”

Pay Range 812

Official Rate - Biweekly

3,188.33 3,293.95 3,399.61

Amend footnote designation “1/” to read as follows: “1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,206.24, 3,311.85, 3,417.50.”

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 1, 2017, an

employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,228.62, 3,334.22, 3,439.89."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,237.56, 3,434.18, 3,448.84."

Pay Range 813

Official Rate - Biweekly

3,066.48 3,186.29 3,310.82 3,440.30 3,574.85 3,714.89

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,084.41, 3,204.17, 3,328.72, 3,458.20, 3,592.74, 3,732.80."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,106.76, 3,226.56, 3,351.08, 3,480.57, 3,615.10, 3,755.19."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,115.70, 3,235.50, 3,360.04, 3,489.53, 3,624.05, 3,764.12."

*Rates are dependent upon pending litigation

11. EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired on or after October 3, 2011:

Pay Range 801

Official Rate - Biweekly

1,607.75 2,143.66 2,344.62 2,604.65 2,704.38 2,857.93

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,161.21, 2,362.17, 2,622.19, 2,721.93, 2,875.48."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,183.14, 2,384.10, 2,644.10, 2,743.85, 2,897.41."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,191.91, 2,392.86, 2,652.87, 2,752.64, 2,906.18."

Pay Range 804

Official Rate - Biweekly

2,778.83 2,864.92 2,954.68

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,796.36, 2,882.45, 2,972.21."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,818.32, 2,904.37, 2,994.15."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,827.08, 2,913.15, 3,002.90."

Pay Range 808

Official Rate - Biweekly

2,922.50 3,035.32 3,152.77

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,940.04, 3,052.90, 3,170.29."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,961.98, 3,074.81, 3,192.24."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,970.77, 3,083.58, 3,201.01."

Pay Range 812

Official Rate - Biweekly

3,154.77 3,258.29 3,361.87

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,172.32, 3,275.85, 3,379.40."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,194.26, 3,297.77, 3,401.36."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,203.03, 3,306.55, 3,410.13."

Pay Range 813

Official Rate - Biweekly

3,035.32 3,152.77 3,274.83 3,401.75 3,533.64 3,670.91

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,052.90, 3,170.29, 3,292.37, 3,419.30, 3,551.17, 3,688.46."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,074.81, 3,192.24, 3,314.30, 3,441.22, 3,573.10, 3,710.41."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,083.58, 3,201.01, 3,323.08, 3,450.01, 3,581.86, 3,719.16."

12. EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for employees hired on or after October 3, 2011:

Pay Range 801

Official Rate - Biweekly

1,615.79 2,154.38 2,356.34 2,617.67 2,717.90 2,872.22

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,172.02, 2,373.98, 2,635.30, 2,735.54, 2,889.86."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,194.06, 2,396.02, 2,657.32, 2,757.57, 2,911.90."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,202.87, 2,404.82, 2,666.13, 2,766.40, 2,920.71."

Pay Range 804

Official Rate - Biweekly

2,792.72 2,879.24 2,969.45

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,810.34, 2,896.86, 2,987.07."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,832.41, 2,918.89, 3,009.12."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,841.22, 2,927.72, 3,017.91."

Pay Range 808

Official Rate - Biweekly

2,937.11 3,050.50 3,168.53

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,954.74, 3,068.16, 3,186.14."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,976.79, 3,090.18, 3,208.20."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,985.62, 3,099.00, 3,217.02."

Pay Range 812

Official Rate - Biweekly

3,170.54 3,274.58 3,378.68

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,188.18, 3,292.23, 3,396.30."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,210.23, 3,314.26, 3,418.37."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,219.05, 3,323.08, 3,427.18."

Pay Range 813

Official Rate - Biweekly

3,050.50 3,168.53 3,291.20 3,418.76 3,551.31 3,689.26

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,068.16, 3,186.14, 3,308.83, 3,436.40, 3,568.93, 3,706.90."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,090.18, 3,208.20, 3,330.87, 3,458.43, 3,590.97, 3,728.96."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,099.00, 3,217.02, 3,339.70, 3,467.26, 3,599.77, 3,737.76."

13. EFFECTIVE PAY PERIOD 1, 2017 (January 1, 2017)

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for employees hired on or after October 3, 2011:

Pay Range 801

Official Rate - Biweekly

1,648.10 2,197.47 2,403.47 2,670.02 2,772.26 2,929.66

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,215.46, 2,421.46, 2,688.01, 2,790.25, 2,947.66."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,237.94, 2,443.94, 2,710.47, 2,812.72, 2,970.14."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,246.93, 2,452.92, 2,719.45, 2,821.73, 2,979.12."

Pay Range 804

Official Rate - Biweekly

2,848.57 2,936.82 3,028.84

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,866.55, 2,954.80, 3,046.81."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,889.06, 2,977.27, 3,069.30."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,898.04, 2,986.27, 3,078.27."

Pay Range 808

Official Rate - Biweekly

2,995.85 3,111.51 3,231.90

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,013.83, 3,129.52, 3,249.86."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,036.33, 3,151.98, 3,272.36."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,045.33, 3,160.98, 3,281.36."

Pay Range 812

Official Rate - Biweekly

3,233.95 3,340.07 3,446.25

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,251.94, 3,358.07, 3,464.23."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,274.43, 3,380.55, 3,486.74."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,283.43, 3,389.54, 3,495.72."

Pay Range 813

Official Rate - Biweekly

3,111.51 3,231.90 3,357.02 3,487.14 3,622.34 3,763.05

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,129.52, 3,249.86, 3,375.01, 3,505.13, 3,640.31, 3,781.04."

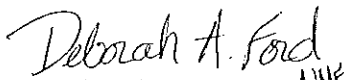
Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,151.98, 3,272.36, 3,397.49, 3,527.60, 3,662.79, 3,803.54."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,160.98, 3,281.36, 3,406.49, 3,536.61, 3,671.77, 3,812.52."

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 101158.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,


Deborah A. Ford ^{NMF}
Labor Negotiator

cc: Cynthia Ratliff
Faranda Wragg
Michelle Stein
Renee Keinert