

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

Under Pay Ranges 831 through 842 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 831**

Official Rate - Biweekly

2,881.52    2,990.06    3,103.07    3,220.52    3,342.65    3,469.74

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: 2,900.31, 3,008.89, 3,121.89, 3,239.35, 3,361.46, 3,488.56.”

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: 2,923.85, 3,032.44, 3,145.40, 3,262.87, 3,385.01, 3,512.10.”

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: 2,933.27, 3,041.85, 3,154.83, 3,272.28, 3,394.42, 3,521.51.”

**Pay Range 835**

Official Rate - Biweekly

3,109.84    3,229.92    3,354.88    3,484.72    3,619.82    3,760.12

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: 3,128.38, 3,248.42, 3,373.37, 3,503.23, 3,638.34, 3,778.63.”

Replace footnote designation “(2)” with the following: “(2) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,151.51, 3,271.57, 3,396.52, 3,526.38, 3,661.46, 3,801.78.”

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: 3,160.76, 3,280.80, 3,405.75, 3,535.62, 3,670.73, 3,811.00.”

**Pay Range 836**

Official Rate - Biweekly

3,229.92    3,354.88    3,484.72    3,619.82    3,760.12    3,906.22

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: 3,248.42, 3,373.37, 3,503.23, 3,638.34, 3,778.63, 3,924.74.”

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: 3,271.57, 3,396.52, 3,526.38, 3,661.46, 3,801.78, 3,947.87.”

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: 3,280.80, 3,405.75, 3,535.62, 3,670.73, 3,811.00, 3,957.14.”

#### Pay Range 839

Official Rate - Biweekly

3,619.82	3,760.12	3,906.22	4,058.13	4,216.17	4,380.45
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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: 3,638.34, 3,778.63, 3,924.74, 4,076.63, 4,234.71, 4,398.96.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,661.46, 3,801.78, 3,947.87, 4,099.76, 4,257.81, 4,422.09.”

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: 3,670.73, 3,811.00, 3,957.14, 4,109.01, 4,267.08, 4,431.36.”

#### Pay Range 842

Official Rate - Biweekly

4,058.13	4,216.17	4,380.45	4,551.38	4,729.10	4,913.94
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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: 4,076.63, 4,234.71, 4,398.96, 4,569.87, 4,747.59, 4,932.44.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,099.76, 4,257.81, 4,422.09, 4,593.02, 4,770.75, 4,955.57.”

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: 4,109.01, 4,267.08, 4,431.36, 4,602.27, 4,780.00, 4,964.83.”

\*Pursuant to the Negotiation Note dated December 4, 2015

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

Under Pay Ranges 831 through 842 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 831

Official Rate - Biweekly

2,723.55    2,826.15    2,932.96    3,043.98    3,159.40    3,279.54

Amend footnote designation “(3)” which should 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: 2,741.32, 2,843.94, 2,950.74, 3,061.76, 3,177.19, 3,297.31.”

Amend footnote designation “(4)” which should 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: 2,763.56, 2,866.20, 2,972.96, 3,084.00, 3,199.45, 3,319.56.”

Amend footnote designation “(5)” which should 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: 2,772.47, 2,875.09, 2,981.88, 3,092.89, 3,208.33, 3,328.46.”

Pay Range 835

Official Rate - Biweekly

2,939.36    3,052.85    3,170.97    3,293.69    3,421.38    3,553.99

Amend footnote designation “(1)” which should 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: 2,956.87, 3,070.35, 3,188.44, 3,311.14, 3,438.89, 3,571.49.”

Amend footnote designation “(2)” which should 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: 2,978.74, 3,092.22, 3,210.32, 3,333.06, 3,460.73, 3,593.36.”

Amend footnote designation “(3)” which should 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: 2,987.49, 3,100.95, 3,219.06, 3,341.78, 3,469.50, 3,602.09.”

Pay Range 836

Official Rate - Biweekly

3,052.85    3,170.97    3,293.69    3,421.38    3,553.99    3,692.08

Amend footnote designation “(3)” which should 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: 3,070.35, 3,188.44, 3,311.17, 3,438.89, 3,571.49, 3,709.58.”

Amend footnote designation “(4)” which should 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: 3,092.22, 3,210.32, 3,333.06, 3,460.73, 3,593.36, 3,371.45.”

Amend footnote designation “(5)” which should 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: 3,100.95, 3,219.06, 3,341.78, 3,469.50, 3,602.09, 3,740.21.”

#### Pay Range 839

Official Rate - Biweekly

3,421.38	3,553.99	3,692.08	3,835.67	3,985.05	4,140.31
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Amend footnote designation “(2)” which should 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: 3,438.89, 3,571.49, 3,709.58, 3,853.14, 4,002.55, 4,157.81.”

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,460.73, 3,593.36, 3,731.45, 3,875.01, 4,024.40, 4,179.66.”

Amend footnote designation “(4)” which should 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: 3,469.50, 3,602.09, 3,740.21, 3,883.75, 4,033.16, 4,188.43.”

#### Pay Range 842

Official Rate - Biweekly

3,835.67	3,985.05	4,140.31	4,301.87	4,469.85	4,644.55
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Amend footnote designation “(2)” which should read as follows: “(2) Effective Pay Period 25, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,853.14, 4,002.55, 4,157.81, 4,319.35, 4,487.33, 4,662.05.”

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 25, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,875.01, 4,024.40, 4,179.66, 4,341.24, 4,509.21, 4,683.90.”

Amend footnote designation “(4)” which should read as follows: “(4) Effective Pay Period 25, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,883.75, 4,033.16, 4,188.43, 4,349.97, 4,517.96, 4,692.66.”

\*Pursuant to the Negotiation Note dated December 4, 2015

