

**HOURLY SALARY SCHEDULE**  
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE  
 BOARD OF DIRECTORS ON JUNE 27, 2017

Salary Grades	RANGE NUMBER	STEP					Longevity Steps			
		A	B	C	D	E	L1	L2	L3	L4
	50	59.88	62.87	66.02	69.32	72.78	74.60	76.47	78.38	80.34
	49	58.42	61.34	64.41	67.63	71.01	72.78	74.60	76.47	78.38
	48	56.99	59.84	62.84	65.98	69.28	71.01	72.78	74.60	76.47
	47	55.60	58.38	61.30	64.37	67.59	69.28	71.01	72.78	74.60
	46	54.25	56.96	59.81	62.80	65.94	67.59	69.28	71.01	72.78
	45	52.93	55.57	58.35	61.27	64.33	65.94	67.59	69.28	71.01
	44	51.63	54.22	56.93	59.77	62.76	64.33	65.94	67.59	69.28
	43	50.37	52.89	55.54	58.32	61.23	62.76	64.33	65.94	67.59
	42	49.15	51.60	54.18	56.89	59.74	61.23	62.76	64.33	65.94
	41	47.95	50.34	52.86	55.51	58.28	59.74	61.23	62.76	64.33
	40	46.78	49.12	51.57	54.15	56.86	58.28	59.74	61.23	62.76
	39	45.64	47.92	50.31	52.83	55.47	56.86	58.28	59.74	61.23
	38	44.52	46.75	49.09	51.54	54.12	55.47	56.86	58.28	59.74
	37	43.44	45.61	47.89	50.28	52.80	54.12	55.47	56.86	58.28
	36	42.38	44.50	46.72	49.06	51.51	52.80	54.12	55.47	56.86
	35	41.34	43.41	45.58	47.86	50.25	51.51	52.80	54.12	55.47
	34	40.34	42.35	44.47	46.69	49.03	50.25	51.51	52.80	54.12
	33	39.35	41.32	43.39	45.56	47.83	49.03	50.26	51.51	52.80
	32	38.39	40.31	42.33	44.44	46.67	47.83	49.03	50.25	51.51
	31	37.46	39.33	41.30	43.36	45.53	46.67	47.83	49.03	50.25
	30	36.54	38.37	40.29	42.30	44.42	45.53	46.67	47.83	49.03
	29	35.65	37.43	39.31	41.27	43.33	44.42	45.53	46.67	47.83
	28	34.78	36.52	38.35	40.26	42.28	43.33	44.42	45.53	46.67
	27	33.93	35.63	37.41	39.28	41.25	42.28	43.34	44.42	45.53
	26	33.11	34.76	36.50	38.32	40.24	41.25	42.28	43.33	44.42
	25	32.30	33.91	35.61	37.39	39.26	40.24	41.25	42.28	43.34
	24	31.51	33.09	34.74	36.48	38.30	39.26	40.24	41.25	42.28
	23	30.74	32.28	33.89	35.59	37.37	38.30	39.26	40.24	41.25
	22	29.99	31.49	33.07	34.72	36.46	37.37	38.30	39.26	40.24
	21	29.26	30.72	32.26	33.87	35.57	36.46	37.37	38.30	39.26
	20	28.55	29.97	31.47	33.05	34.70	35.57	36.46	37.37	38.30
	19	27.85	29.24	30.71	32.24	33.85	34.70	35.57	36.46	37.37
	18	27.17	28.53	29.96	31.45	33.03	33.85	34.70	35.57	36.46
	17	26.51	27.83	29.23	30.69	32.22	33.03	33.85	34.70	35.57
	16	25.86	27.16	28.51	29.94	31.44	32.22	33.03	33.85	34.70
	15	25.23	26.49	27.82	29.21	30.67	31.44	32.22	33.03	33.85
	14	24.62	25.85	27.14	28.50	29.92	30.67	31.44	32.22	33.03
	13	24.02	25.22	26.48	27.80	29.19	29.92	30.67	31.44	32.22
	12	23.43	24.60	25.83	27.12	28.48	29.19	29.92	30.67	31.44
	11	22.86	24.00	25.20	26.46	27.79	28.48	29.19	29.92	30.67
	10	22.30	23.42	24.59	25.82	27.11	27.79	28.48	29.19	29.92
	9	21.76	22.85	23.99	25.19	26.45	27.11	27.78	28.48	29.19
	8	21.23	22.29	23.40	24.57	25.80	26.45	27.11	27.78	28.48
	7	20.71	21.74	22.83	23.97	25.17	25.80	26.45	27.11	27.78
	6	20.20	21.21	22.27	23.39	24.56	25.17	25.80	26.45	27.11
	5	19.71	20.70	21.73	22.82	23.96	24.56	25.17	25.80	26.45
	4	19.23	20.19	21.20	22.26	23.37	23.96	24.56	25.17	25.80
	3	18.76	19.70	20.68	21.72	22.80	23.37	23.96	24.56	25.17
	2	18.30	19.22	20.18	21.19	22.25	22.80	23.37	23.96	24.56
	1	17.86	18.75	19.69	20.67	21.71	22.25	22.80	23.37	23.96

Office Manager  
Field Supervisor  
Serviceman - Lead  
Serviceman  
Customer Service Representative

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Part-Time/Seasonal Schedule

Salary Grades	RANGE NUMBER	STEP					Longevity Steps			
		A	B	C	D	E	L1	L2	L3	L4
	20	17.42	18.30	19.21	20.17	21.18	21.71	22.25	22.81	23.38
	19	17.00	17.85	18.74	19.68	20.66	21.18	21.71	22.25	22.81
	18	16.58	17.41	18.28	19.20	20.16	20.66	21.18	21.71	22.25
	17	16.18	16.99	17.84	18.73	19.67	20.16	20.66	21.18	21.71
	16	15.79	16.57	17.40	18.27	19.19	19.67	20.16	20.66	21.18
	15	15.40	16.17	16.98	17.83	18.72	19.19	19.67	20.16	20.66
	14	15.02	15.78	16.56	17.39	18.26	18.72	19.19	19.67	20.16
	13	14.66	15.39	16.16	16.97	17.82	18.26	18.72	19.19	19.67
	12	14.30	15.02	15.77	16.55	17.38	17.82	18.26	18.72	19.19
	11	13.95	14.65	15.38	16.15	16.96	17.38	17.82	18.26	18.72
	10	13.61	14.29	15.01	15.76	16.54	16.96	17.38	17.82	18.26
	9	13.28	13.94	14.64	15.37	16.14	16.54	16.96	17.38	17.82
	8	12.96	13.60	14.28	15.00	15.75	16.14	16.54	16.96	17.38
	7	12.64	13.27	13.94	14.63	15.36	15.75	16.14	16.54	16.96
	6	12.33	12.95	13.60	14.27	14.99	15.36	15.75	16.14	16.54
	5	12.03	12.63	13.26	13.93	14.62	14.99	15.36	15.75	16.14
	4	11.74	12.32	12.94	13.59	14.27	14.62	14.99	15.36	15.75
	3	11.45	12.02	12.62	13.26	13.92	14.27	14.62	14.99	15.36
	2	11.17	11.73	12.32	12.93	13.58	13.92	14.27	14.62	14.99
	1	10.90	11.44	12.02	12.62	13.25	13.58	13.92	14.27	14.62