

| Mechanic (Employees hired before 7/2/98) |         |         |         |
|--|---------|---------|---------|
| Steps                                    | 2010-11 | 2011-12 | 2012-13 |
| 1  | \$19.55 | \$19.85 | \$20.15 |
| 2  | \$20.13 | \$20.43 | \$20.73 |
| 3  | \$20.72 | \$21.02 | \$21.32 |
| 4  | \$21.31 | \$21.16 | \$21.91 |
| 5  | \$21.90 | \$22.20 | \$22.50 |
| 6  | \$22.49 | \$22.79 | \$23.09 |
| 7  | \$23.06 | \$23.36 | \$23.66 |
| 8  | \$23.65 | \$23.95 | \$24.25 |
| 9  | \$24.23 | \$24.53 | \$24.83 |
| 10                                       | \$24.82 | \$25.12 | \$25.42 |
| 11                                       | \$24.82 | \$25.12 | \$25.42 |
| 12                                       | \$24.82 | \$25.12 | \$25.42 |
| 13                                       | \$25.41 | \$25.71 | \$26.01 |
| 14                                       | \$25.41 | \$25.71 | \$26.01 |
| 15                                       | \$25.41 | \$25.71 | \$26.01 |
| 16                                       | \$25.99 | \$26.29 | \$26.59 |
| 17                                       | \$25.99 | \$26.29 | \$26.59 |
| 18                                       | \$25.99 | \$26.29 | \$26.59 |
| 19                                       | \$26.58 | \$26.88 | \$27.18 |
| 20*                                      | \$26.58 | \$26.88 | \$27.18 |

*\*Hired after 7/1/1998*

**\$22.46      \$22.76      \$23.11**

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Base Salary                    \$39,004

Increase                        2.25%

| YRS<br>EXP | BA<br>DEGREE | BA15<br>DEGREE | MA<br>DEGREE | MA15<br>DEGREE | MA30<br>DEGREE | MA45<br>DEGREE |
|------------|--------------|----------------|--------------|----------------|----------------|----------------|
|            | GROUP II     | GROUP III      | GROUP IV     | GROUP V        | GROUP VI       | GROUP VII      |
| 0          | 39,004       | 39,047         | 40,738       | 41,544         | 42,444         | 43,715         |
| 1          | 40,075       | 40,826         | 43,063       | 43,870         | 44,766         | 46,039         |
| 2          | 41,857       | 42,611         | 45,387       | 46,192         | 47,091         | 48,363         |
| 3          | 43,636       | 44,390         | 47,711       | 48,518         | 49,415         | 50,687         |
| 4          | 45,415       | 46,170         | 50,036       | 50,842         | 51,738         | 53,012         |
| 5          | 47,194       | 47,952         | 52,357       | 53,167         | 54,065         | 55,336         |
| 6          | 48,977       | 49,731         | 54,682       | 55,490         | 56,386         | 57,659         |
| 7          | 50,758       | 51,511         | 57,005       | 57,812         | 58,712         | 59,984         |
| 8          | 52,539       | 53,293         | 59,329       | 60,136         | 61,036         | 62,307         |
| 9          | 54,318       | 55,074         | 61,656       | 62,458         | 63,356         | 64,631         |
| 10         | 56,104       | 56,854         | 63,979       | 64,784         | 65,682         | 66,955         |
| 11         | 57,880       | 58,636         | 66,302       | 67,108         | 68,005         | 69,278         |
| 12         | 59,660       | 60,414         | 68,623       | 69,431         | 70,330         | 71,600         |
| 13         | 61,444       | 62,194         | 70,951       | 71,754         | 72,654         | 73,929         |
| 14         | 63,226       | 63,979         | 73,273       | 74,083         | 74,978         | 76,249         |
| 15         | 65,005       | 65,758         | 75,596       | 76,403         | 77,300         | 78,573         |
| 16         | 66,787       | 67,539         | 77,920       | 78,729         | 79,624         | 80,898         |
| 17         |              |                | 80,244       | 81,050         | 81,949         | 83,220         |
| 18         |              |                |              |                |                |                |
| 19         | 68,568       | 69,322         | 82,570       | 83,373         | 84,274         | 85,545         |
| 20         | 69,381       | 70,131         |              |                |                |                |
| 21         |              |                | 84,978       | 85,784         | 86,681         | 87,956         |
| 22         |              |                | 85,827       | 86,633         | 87,528         | 88,805         |
| 23         |              |                |              |                |                |                |
| 24         |              |                |              |                |                |                |
| 25         | 70,191       | 70,944         | 86,638       | 87,442         | 88,340         | 89,617         |

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Differences between two separate wage structures -Hourly and Salary

- Hourly covers 14 different job classifications; Salary covers one.
- Hourly pay is based on negotiated amount and seniority; Salary is based on negotiated amount, seniority and education attained.
- Hourly has two pay scales, for those hired before and after a certain date. Salary has no such distinction. A two-tiered pay schedule is used to control costs.
  - Those hired after 7/1/98 are paid about 15 percent less than those hired before the date.