

## Professional and Technical Employees - Local 17

### 2019 Hourly Matrix - Effective June 3, 2019 (+2.50%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
25	\$18.00	\$18.78	\$19.64	\$20.54	\$21.52	\$22.52	\$23.70	\$24.17	\$24.27	\$24.37	\$24.46	\$24.56	\$24.66	\$24.76	\$24.86
33	\$20.36	\$21.33	\$22.36	\$23.48	\$24.60	\$25.80	\$27.11	\$27.11	\$27.21	\$27.32	\$27.43	\$27.54	\$27.65	\$27.76	\$27.87
37	\$22.21	\$23.25	\$24.38	\$25.59	\$26.84	\$28.15	\$29.53	\$29.53	\$29.65	\$29.77	\$29.89	\$30.01	\$30.13	\$30.25	\$30.37
40	\$26.06	\$27.31	\$28.64	\$30.05	\$31.18	\$31.18	\$31.49	\$31.49	\$31.62	\$31.75	\$31.87	\$32.00	\$32.13	\$32.26	\$32.39
44	\$25.81	\$27.07	\$28.40	\$29.80	\$31.25	\$32.81	\$34.34	\$34.34	\$34.47	\$34.61	\$34.75	\$34.89	\$35.03	\$35.17	\$35.31
44A	\$28.40	\$29.80	\$31.25	\$32.81	\$34.02	\$35.32	\$37.00	\$37.74	\$37.89	\$38.05	\$38.20	\$38.35	\$38.50	\$38.66	\$38.81
44B	\$28.40	\$29.80	\$31.25	\$32.81	\$34.02	\$35.32	\$37.00	\$37.74	\$37.89	\$38.05	\$38.20	\$38.35	\$38.50	\$38.66	\$38.81
46A	\$27.33	\$28.64	\$30.02	\$31.51	\$32.99	\$34.64	\$36.28	\$37.00	\$37.15	\$37.29	\$37.44	\$37.59	\$37.74	\$37.90	\$38.05
48	\$30.31	\$31.81	\$33.37	\$35.01	\$36.36	\$37.73	\$39.49	\$40.27	\$40.43	\$40.59	\$40.75	\$40.92	\$41.08	\$41.25	\$41.41
51	\$33.06	\$34.67	\$36.41	\$38.18	\$39.64	\$41.14	\$43.04	\$43.91	\$44.09	\$44.27	\$44.44	\$44.62	\$44.80	\$44.98	\$45.16
51A	\$33.06	\$34.67	\$36.41	\$38.18	\$39.64	\$41.14	\$43.04	\$43.91	\$44.09	\$44.27	\$44.44	\$44.62	\$44.80	\$44.98	\$45.16

NOTE: Effective June 3, 2019, steps 9 through 15 are calculated with a .04% increase between each step.

### 2019 Monthly Matrix (for References Purposes Only)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
25	\$3,121	\$3,255	\$3,404	\$3,560	\$3,731	\$3,903	\$4,108	\$4,190	\$4,207	\$4,224	\$4,240	\$4,257	\$4,274	\$4,292	\$4,309
33	\$3,529	\$3,697	\$3,875	\$4,071	\$4,264	\$4,471	\$4,698	\$4,698	\$4,717	\$4,736	\$4,755	\$4,774	\$4,793	\$4,812	\$4,831
37	\$3,850	\$4,030	\$4,225	\$4,436	\$4,651	\$4,880	\$5,119	\$5,119	\$5,139	\$5,160	\$5,180	\$5,201	\$5,222	\$5,243	\$5,264
40	\$4,516	\$4,733	\$4,964	\$5,209	\$5,404	\$5,404	\$5,459	\$5,459	\$5,481	\$5,503	\$5,525	\$5,547	\$5,569	\$5,591	\$5,614
44	\$4,473	\$4,692	\$4,923	\$5,166	\$5,416	\$5,688	\$5,952	\$5,952	\$5,975	\$5,999	\$6,023	\$6,047	\$6,072	\$6,096	\$6,120
44A	\$4,923	\$5,166	\$5,416	\$5,688	\$5,897	\$6,122	\$6,413	\$6,542	\$6,568	\$6,594	\$6,621	\$6,647	\$6,674	\$6,701	\$6,727
44B	\$4,923	\$5,166	\$5,416	\$5,688	\$5,897	\$6,122	\$6,413	\$6,542	\$6,568	\$6,594	\$6,621	\$6,647	\$6,674	\$6,701	\$6,727
46A	\$4,737	\$4,964	\$5,203	\$5,461	\$5,719	\$6,004	\$6,288	\$6,413	\$6,439	\$6,464	\$6,490	\$6,516	\$6,542	\$6,568	\$6,595
48	\$5,254	\$5,514	\$5,783	\$6,069	\$6,302	\$6,540	\$6,845	\$6,980	\$7,008	\$7,036	\$7,064	\$7,092	\$7,121	\$7,149	\$7,178
51	\$5,731	\$6,010	\$6,311	\$6,618	\$6,870	\$7,130	\$7,461	\$7,611	\$7,642	\$7,672	\$7,703	\$7,734	\$7,765	\$7,796	\$7,827
51A	\$5,731	\$6,010	\$6,311	\$6,618	\$6,870	\$7,130	\$7,461	\$7,611	\$7,642	\$7,672	\$7,703	\$7,734	\$7,765	\$7,796	\$7,827

## Professional and Technical Employees - Local 17

**2020 Hourly Matrix - Effective January 2020 (+2.0%)**

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
25	\$18.36	\$19.16	\$20.03	\$20.95	\$21.95	\$22.97	\$24.17	\$24.66	\$24.76	\$24.85	\$24.95	\$25.05	\$25.15	\$25.25	\$25.36
33	\$20.77	\$21.76	\$22.80	\$23.95	\$25.09	\$26.31	\$27.65	\$27.65	\$27.76	\$27.87	\$27.98	\$28.09	\$28.21	\$28.32	\$28.43
37	\$22.65	\$23.71	\$24.86	\$26.11	\$27.37	\$28.72	\$30.12	\$30.12	\$30.24	\$30.36	\$30.48	\$30.61	\$30.73	\$30.85	\$30.98
40	\$26.58	\$27.86	\$29.21	\$30.65	\$31.80	\$31.80	\$32.12	\$32.12	\$32.25	\$32.38	\$32.51	\$32.64	\$32.77	\$32.90	\$33.03
44	\$26.32	\$27.61	\$28.97	\$30.40	\$31.87	\$33.47	\$35.02	\$35.02	\$35.16	\$35.30	\$35.45	\$35.59	\$35.73	\$35.87	\$36.02
44A	\$28.97	\$30.40	\$31.87	\$33.47	\$34.70	\$36.02	\$37.74	\$38.50	\$38.65	\$38.81	\$38.96	\$39.12	\$39.27	\$39.43	\$39.59
44B	\$28.97	\$30.40	\$31.87	\$33.47	\$34.70	\$36.02	\$37.74	\$38.50	\$38.65	\$38.81	\$38.96	\$39.12	\$39.27	\$39.43	\$39.59
46A	\$27.88	\$29.21	\$30.62	\$32.14	\$33.65	\$35.33	\$37.00	\$37.74	\$37.89	\$38.04	\$38.19	\$38.35	\$38.50	\$38.65	\$38.81
48	\$30.92	\$32.45	\$34.03	\$35.71	\$37.08	\$38.49	\$40.28	\$41.07	\$41.24	\$41.40	\$41.57	\$41.74	\$41.90	\$42.07	\$42.24
51	\$33.72	\$35.37	\$37.14	\$38.95	\$40.43	\$41.96	\$43.90	\$44.79	\$44.97	\$45.15	\$45.33	\$45.51	\$45.69	\$45.88	\$46.06
51A	\$33.72	\$35.37	\$37.14	\$38.95	\$40.43	\$41.96	\$43.90	\$44.79	\$44.97	\$45.15	\$45.33	\$45.51	\$45.69	\$45.88	\$46.06

**2020 Monthly Matrix (for References Purposes Only)**

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
25	\$3,183	\$3,320	\$3,472	\$3,632	\$3,805	\$3,981	\$4,190	\$4,274	\$4,291	\$4,308	\$4,325	\$4,343	\$4,360	\$4,377	\$4,395
33	\$3,600	\$3,771	\$3,953	\$4,152	\$4,350	\$4,561	\$4,792	\$4,792	\$4,811	\$4,831	\$4,850	\$4,869	\$4,889	\$4,908	\$4,928
37	\$3,927	\$4,110	\$4,310	\$4,525	\$4,744	\$4,978	\$5,221	\$5,221	\$5,242	\$5,263	\$5,284	\$5,305	\$5,326	\$5,348	\$5,369
40	\$4,607	\$4,828	\$5,063	\$5,313	\$5,512	\$5,512	\$5,568	\$5,568	\$5,590	\$5,613	\$5,635	\$5,658	\$5,680	\$5,703	\$5,726
44	\$4,563	\$4,786	\$5,022	\$5,269	\$5,524	\$5,801	\$6,071	\$6,071	\$6,095	\$6,119	\$6,144	\$6,168	\$6,193	\$6,218	\$6,243
44A	\$5,022	\$5,269	\$5,524	\$5,801	\$6,015	\$6,244	\$6,541	\$6,673	\$6,699	\$6,726	\$6,753	\$6,780	\$6,807	\$6,835	\$6,862
44B	\$5,022	\$5,269	\$5,524	\$5,801	\$6,015	\$6,244	\$6,541	\$6,673	\$6,699	\$6,726	\$6,753	\$6,780	\$6,807	\$6,835	\$6,862
46A	\$4,832	\$5,063	\$5,307	\$5,570	\$5,833	\$6,124	\$6,413	\$6,541	\$6,567	\$6,594	\$6,620	\$6,646	\$6,673	\$6,700	\$6,727
48	\$5,359	\$5,624	\$5,899	\$6,190	\$6,428	\$6,671	\$6,982	\$7,119	\$7,148	\$7,177	\$7,205	\$7,234	\$7,263	\$7,292	\$7,321
51	\$5,845	\$6,130	\$6,438	\$6,750	\$7,008	\$7,273	\$7,610	\$7,764	\$7,795	\$7,826	\$7,857	\$7,889	\$7,920	\$7,952	\$7,984
51A	\$5,845	\$6,130	\$6,438	\$6,750	\$7,008	\$7,273	\$7,610	\$7,764	\$7,795	\$7,826	\$7,857	\$7,889	\$7,920	\$7,952	\$7,984

## Professional and Technical Employees - Local 17

**2020 Hourly Matrix - Effective July 2020 (+1.0%)**

Range	12 months of service to move to next step									36 months of service to move to next step 10 required to move to step 11						(36 months at step)
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	
25	\$18.55	\$19.35	\$20.23	\$21.16	\$22.17	\$23.20	\$24.41	\$24.90	\$25.00	\$25.10	\$25.20	\$25.30	\$25.41	\$25.51	\$25.61	
33	\$20.98	\$21.97	\$23.03	\$24.19	\$25.35	\$26.58	\$27.92	\$27.92	\$28.04	\$28.15	\$28.26	\$28.37	\$28.49	\$28.60	\$28.72	
37	\$22.88	\$23.95	\$25.11	\$26.37	\$27.65	\$29.00	\$30.42	\$30.42	\$30.54	\$30.67	\$30.79	\$30.91	\$31.04	\$31.16	\$31.29	
40	\$26.84	\$28.13	\$29.50	\$30.96	\$32.12	\$32.12	\$32.45	\$32.45	\$32.58	\$32.71	\$32.84	\$32.97	\$33.10	\$33.23	\$33.36	
44	\$26.59	\$27.89	\$29.26	\$30.70	\$32.19	\$33.80	\$35.37	\$35.37	\$35.51	\$35.66	\$35.80	\$35.94	\$36.09	\$36.23	\$36.38	
44A	\$29.26	\$30.70	\$32.19	\$33.80	\$35.05	\$36.38	\$38.12	\$38.88	\$39.04	\$39.19	\$39.35	\$39.51	\$39.67	\$39.82	\$39.98	
44B	\$29.26	\$30.70	\$32.19	\$33.80	\$35.05	\$36.38	\$38.12	\$38.88	\$39.04	\$39.19	\$39.35	\$39.51	\$39.67	\$39.82	\$39.98	
46A	\$28.16	\$29.50	\$30.92	\$32.46	\$33.99	\$35.69	\$37.37	\$38.12	\$38.27	\$38.42	\$38.57	\$38.73	\$38.88	\$39.04	\$39.20	
48	\$31.22	\$32.77	\$34.37	\$36.07	\$37.45	\$38.87	\$40.68	\$41.49	\$41.65	\$41.82	\$41.99	\$42.15	\$42.32	\$42.49	\$42.66	
51	\$34.06	\$35.72	\$37.51	\$39.34	\$40.83	\$42.38	\$44.34	\$45.24	\$45.42	\$45.60	\$45.78	\$45.97	\$46.15	\$46.34	\$46.52	
51A	\$34.06	\$35.72	\$37.51	\$39.34	\$40.83	\$42.38	\$44.34	\$45.24	\$45.42	\$45.60	\$45.78	\$45.97	\$46.15	\$46.34	\$46.52	

**2020 Monthly Matrix (for References Purposes Only)**

Range	12 months of service to move to next step									36 months of service to move to next step 10 required to move to step 11						(36 months at step)
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	
25	\$3,215	\$3,354	\$3,507	\$3,668	\$3,843	\$4,020	\$4,232	\$4,317	\$4,334	\$4,351	\$4,369	\$4,386	\$4,404	\$4,421	\$4,439	
33	\$3,636	\$3,809	\$3,992	\$4,194	\$4,393	\$4,606	\$4,840	\$4,840	\$4,860	\$4,879	\$4,899	\$4,918	\$4,938	\$4,958	\$4,977	
37	\$3,966	\$4,151	\$4,353	\$4,570	\$4,792	\$5,027	\$5,273	\$5,273	\$5,294	\$5,316	\$5,337	\$5,358	\$5,380	\$5,401	\$5,423	
40	\$4,653	\$4,876	\$5,114	\$5,366	\$5,567	\$5,567	\$5,624	\$5,624	\$5,646	\$5,669	\$5,691	\$5,714	\$5,737	\$5,760	\$5,783	
44	\$4,608	\$4,834	\$5,072	\$5,322	\$5,579	\$5,859	\$6,131	\$6,131	\$6,156	\$6,180	\$6,205	\$6,230	\$6,255	\$6,280	\$6,305	
44A	\$5,072	\$5,322	\$5,579	\$5,859	\$6,075	\$6,306	\$6,607	\$6,739	\$6,766	\$6,794	\$6,821	\$6,848	\$6,875	\$6,903	\$6,930	
44B	\$5,072	\$5,322	\$5,579	\$5,859	\$6,075	\$6,306	\$6,607	\$6,739	\$6,766	\$6,794	\$6,821	\$6,848	\$6,875	\$6,903	\$6,930	
46A	\$4,880	\$5,114	\$5,360	\$5,626	\$5,892	\$6,186	\$6,478	\$6,607	\$6,633	\$6,660	\$6,686	\$6,713	\$6,740	\$6,767	\$6,794	
48	\$5,412	\$5,680	\$5,958	\$6,252	\$6,492	\$6,737	\$7,052	\$7,191	\$7,219	\$7,248	\$7,277	\$7,306	\$7,336	\$7,365	\$7,394	
51	\$5,904	\$6,192	\$6,502	\$6,818	\$7,078	\$7,346	\$7,686	\$7,841	\$7,873	\$7,904	\$7,936	\$7,968	\$7,999	\$8,031	\$8,064	
51A	\$5,904	\$6,192	\$6,502	\$6,818	\$7,078	\$7,346	\$7,686	\$7,841	\$7,873	\$7,904	\$7,936	\$7,968	\$7,999	\$8,031	\$8,064	