COST-OF-LIVING ADJUSTMENTS

SUPERVISORY BLUE COLLAR UNIT

EFFECTIVE OCTOBER 1, 2011 (1.0400%)

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
AIR CONDTG MCHC SUPV 12/			-- 3781									
	93-37002	NEW HOURLY	46.30			54.49	57.53					
		BIWEEKLY				4,359.20	4,602.40					
		MONTHLY				9,481.26	10,010.22					
		NEW HOURLY	47.458			55.852	58.968		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,468.16	4,717.44					
		MONTHLY				9,718.29	10,260.48					
		NEW HOURLY	48.644			57.249	60.442		Additional 2.5% of above rate			
		BIWEEKLY				4,579.92	4,835.36					
		MONTHLY				9,961.25	10,516.99					
AQ & RESV SUPV 12/			-- 5816									
	93-58110	NEW HOURLY	37.67			44.33	46.80					
		BIWEEKLY				3,546.40	3,744.00					
		MONTHLY				7,713.42	8,143.20					
		NEW HOURLY	38.612			45.438	47.970		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,635.04	3,837.60					
		MONTHLY				7,906.26	8,346.78					
		NEW HOURLY	39.577			46.574	49.169		Additional 2.5% of above rate			
		BIWEEKLY				3,725.92	3,933.52					
		MONTHLY				8,103.92	8,555.45					
ASBESTOS SUPERVISOR			-- 3440									
	95-34401	NEW HOURLY	38.11				47.34					
		BIWEEKLY					3,787.20					
		MONTHLY					8,237.16					
AUTO BODY REPAIR SUPERVISOR A	12/		-- 3706									
	93-37176	NEW HOURLY	38.18			44.93	47.44					
		BIWEEKLY				3,594.40	3,795.20					
		MONTHLY				7,817.82	8,254.56					
		NEW HOURLY	39.134			46.053	48.626		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,684.24	3,890.08					
		MONTHLY				8,013.27	8,460.92					
		NEW HOURLY	40.113			47.205	49.842		Additional 2.5% of above rate			
		BIWEEKLY				3,776.40	3,987.36					
		MONTHLY				8,213.60	8,672.44					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
**												
	B											
	93-37112	NEW HOURLY	36.96			43.50	45.93					
		BIWEEKLY				3,480.00	3,674.40					
		MONTHLY				7,569.00	7,991.82					
		NEW HOURLY	37.884			44.588	47.078		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,567.04	3,766.24					
		MONTHLY				7,758.23	8,191.62					
		NEW HOURLY	38.831			45.702	48.255		Additional 2.5% of above rate			
		BIWEEKLY				3,656.16	3,860.40					
		MONTHLY				7,952.19	8,396.41					
AUTOMOTIVE DISPATCHER			-- 3595	*	*	*	*	*	*	*	*	*	*	*
	A											
	93-35110	NEW HOURLY	40.62			47.79	50.45					
		BIWEEKLY				3,823.20	4,036.00					
		MONTHLY				8,315.46	8,778.30					
**												
	B											
	93-35108	NEW HOURLY	35.54			41.82	44.15					
		BIWEEKLY				3,345.60	3,532.00					
		MONTHLY				7,276.68	7,682.10					
**												
	C											
	93-35105	NEW HOURLY	32.37			38.09	40.21					
		BIWEEKLY				3,047.20	3,216.80					
		MONTHLY				6,627.66	6,996.54					
**												
	D											
	93-35106	NEW HOURLY	31.77			37.38	39.46					
		BIWEEKLY				2,990.40	3,156.80					
		MONTHLY				6,504.12	6,866.04					
**												
	E											
	93-35107	NEW HOURLY	31.19			36.71	38.76					
		BIWEEKLY				2,936.80	3,100.80					
		MONTHLY				6,387.54	6,744.24					
**												
	F											
	93-35109	NEW HOURLY	29.70			34.96	36.91					
		BIWEEKLY				2,796.80	2,952.80					
		MONTHLY				6,083.04	6,422.34					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
AUTOMOTIVE SUPERVISOR 12/		-- 3714	*	*	*	*	*	*	*	*	*	*
A												
	93-37013	NEW HOURLY	41.78			49.17	51.91					
		BIWEEKLY				3,933.60	4,152.80					
		MONTHLY				8,555.58	9,032.34					
		NEW HOURLY	42.824			50.399	53.208		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,031.92	4,256.64					
		MONTHLY				8,769.47	9,258.15					
		NEW HOURLY	43.895			51.659	54.538		Additional 2.5% of above rate			
		BIWEEKLY				4,132.72	4,363.04					
		MONTHLY				8,988.71	9,489.60					
**												
B												
	93-37144	NEW HOURLY	38.18			44.93	47.44					
		BIWEEKLY				3,594.40	3,795.20					
		MONTHLY				7,817.82	8,254.56					
		NEW HOURLY	39.134			46.053	48.626		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,684.24	3,890.08					
		MONTHLY				8,013.27	8,460.92					
		NEW HOURLY	40.113			47.205	49.842		Additional 2.5% of above rate			
		BIWEEKLY				3,776.40	3,987.36					
		MONTHLY				8,213.60	8,672.44					
**												
C												
	93-37012	NEW HOURLY	35.93			42.27	44.63					
		BIWEEKLY				3,381.60	3,570.40					
		MONTHLY				7,354.98	7,765.62					
		NEW HOURLY	36.828			43.327	45.746		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,466.16	3,659.68					
		MONTHLY				7,538.85	7,959.76					
		NEW HOURLY	37.749			44.410	46.889		Additional 2.5% of above rate			
		BIWEEKLY				3,552.80	3,751.12					
		MONTHLY				7,727.32	8,158.75					
BATTERY TECHNICIAN SUPERVISOR -- 3726			*	*	*	*	*	*	*	*	*	*
A												
	93-37004	NEW HOURLY	37.26			43.85	46.29					
		BIWEEKLY				3,508.00	3,703.20					
		MONTHLY				7,629.90	8,054.46					
**												
B												
	93-37194	NEW HOURLY	36.53			42.99	45.39					
		BIWEEKLY				3,439.20	3,631.20					
		MONTHLY				7,480.26	7,897.86					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
BOILERMAKER SUPERVISOR		-- 3737	*	*	*	*	*	*	*	*	*	*
	95-37371	NEW HOURLY	41.33				51.34					
		BIWEEKLY					4,107.20					
		MONTHLY					8,933.16					
BUILDING REPAIR SUPERVISOR 12/		-- 3338	*	*	*	*	*	*	*	*	*	*
	A											
	93-33000	NEW HOURLY	42.77			50.33	53.14					
		BIWEEKLY				4,026.40	4,251.20					
		MONTHLY				8,757.42	9,246.36					
		NEW HOURLY	43.839			51.588	54.469		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,127.04	4,357.52					
		MONTHLY				8,976.36	9,477.52					
		NEW HOURLY	44.935			52.878	55.830		Additional 2.5% of above rate			
		BIWEEKLY				4,230.24	4,466.40					
		MONTHLY				9,200.77	9,714.46					
	94-33106	SAME AS ABOVE										
**												
	B											
	93-33002	NEW HOURLY	41.53			48.87	51.59					
		BIWEEKLY				3,909.60	4,127.20					
		MONTHLY				8,503.38	8,976.66					
		NEW HOURLY	42.568			50.092	52.880		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,007.36	4,230.40					
		MONTHLY				8,715.96	9,201.08					
		NEW HOURLY	43.632			51.344	54.202		Additional 2.5% of above rate			
		BIWEEKLY				4,107.52	4,336.16					
		MONTHLY				8,933.86	9,431.11					
**												
	C											
	93-33001	NEW HOURLY	40.16			47.26	49.90					
		BIWEEKLY				3,780.80	3,992.00					
		MONTHLY				8,223.24	8,682.60					
		NEW HOURLY	41.164			48.441	51.148		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,875.28	4,091.84					
		MONTHLY				8,428.82	8,899.67					
		NEW HOURLY	42.193			49.653	52.426		Additional 2.5% of above rate			
		BIWEEKLY				3,972.24	4,194.08					
		MONTHLY				8,639.54	9,122.16					

CLASS **	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
D												
	94-33108	NEW HOURLY	38.97			45.85	48.41					
		BIWEEKLY				3,668.00	3,872.80					
		MONTHLY				7,977.90	8,423.34					
		NEW HOURLY	39.944			46.996	49.620		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,759.68	3,969.60					
		MONTHLY				8,177.35	8,633.92					
		NEW HOURLY	40.943			48.171	50.861		Additional 2.5% of above rate			
		BIWEEKLY				3,853.68	4,068.88					
		MONTHLY				8,381.78	8,849.77					
CARPENTER SHOP SUPERVISOR 12/ -- 3339		* * *

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	37.749			44.410	46.889		Additional 2.5% of above rate			
		BIWEEKLY				3,552.80	3,751.12					
		MONTHLY				7,727.32	8,158.75					
CHIEF SECURITY OFFICER		-- 3187	*	*	*	*	*	*	*	*	*	*
	93-31004	NEW HOURLY	35.97	37.98	40.10	42.34	44.70					
		BIWEEKLY	2,877.60	3,038.40	3,208.00	3,387.20	3,576.00					
		MONTHLY	6,258.78	6,608.52	6,977.40	7,367.16	7,777.80					
COMMUNIC CBL SUPV 12/		-- 3800	*	*	*	*	*	*	*	*	*	*
	94-36110	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					
COMMUNIC ELTN SUPV 12/		-- 3689	*	*	*	*	*	*	*	*	*	*
	94-36116	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					
	94-36117	SAME AS ABOVE										
CONSTR & MTNC SUPV 12/ A		-- 3127	*	*	*	*	*	*	*	*	*	*
	94-31110	NEW HOURLY	56.54			66.53	70.24					
		BIWEEKLY				5,322.40	5,619.20					
		MONTHLY				11,576.22	12,221.76					
		NEW HOURLY	57.954			68.193	71.996		Plus 2.5% of base pay for DDR			
		BIWEEKLY				5,455.44	5,759.68					
		MONTHLY				11,865.63	12,527.30					
		NEW HOURLY	59.402			69.898	73.796		Additional 2.5% of above rate			
		BIWEEKLY				5,591.84	5,903.68					
		MONTHLY				12,162.27	12,840.48					

COST OF LIVING ADJUSTMENT
EFFDATE = 10/01/2011 (1.0400) X (CURRENT RATE)
(B)-BLUE COLLAR SUPV (IBEW)

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
**												
B												
	93-31026	NEW HOURLY	48.08			56.58	59.73					
		BIWEEKLY				4,526.40	4,778.40					
		MONTHLY				9,844.92	10,393.02					
		NEW HOURLY	49.282			57.994	61.223		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,639.52	4,897.84					
		MONTHLY				10,091.04	10,652.85					
		NEW HOURLY	50.514			59.444	62.754		Additional 2.5% of above rate			
		BIWEEKLY				4,755.52	5,020.32					
		MONTHLY				10,343.32	10,919.17					
**												
C												
	93-31011	NEW HOURLY	46.82			55.10	58.17					
		BIWEEKLY				4,408.00	4,653.60					
		MONTHLY				9,587.40	10,121.58					
		NEW HOURLY	47.991			56.478	59.624		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,518.24	4,769.92					
		MONTHLY				9,827.09	10,374.62					
		NEW HOURLY	49.190			57.889	61.115		Additional 2.5% of above rate			
		BIWEEKLY				4,631.12	4,889.20					
		MONTHLY				10,072.77	10,633.99					
**												
D												
	93-31010	NEW HOURLY	44.27			52.10	55.00					
		BIWEEKLY				4,168.00	4,400.00					
		MONTHLY				9,065.40	9,570.00					
		NEW HOURLY	45.377			53.403	56.375		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,272.24	4,510.00					
		MONTHLY				9,292.04	9,809.25					
		NEW HOURLY	46.511			54.738	57.784		Additional 2.5% of above rate			
		BIWEEKLY				4,379.04	4,622.72					
		MONTHLY				9,524.34	10,054.48					
**												
E 9/												
	93-31025	NEW HOURLY	43.04			50.64	53.46					
		BIWEEKLY				4,051.20	4,276.80					
		MONTHLY				8,811.36	9,302.04					
		NEW HOURLY	44.116			51.906	54.796		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,152.48	4,383.68					
		MONTHLY				9,031.64	9,534.59					
		NEW HOURLY	45.219			53.204	56.166		Additional 2.5% of above rate			
		BIWEEKLY				4,256.32	4,493.28					
		MONTHLY				9,257.43	9,772.95					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
CONSTR EQPT SRVC SUPV			-- 3543	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	A											
	93-35005	NEW HOURLY	35.16			41.38	43.69					
		BIWEEKLY				3,310.40	3,495.20					
		MONTHLY				7,200.12	7,602.06					
**												
	B											
	93-35006	NEW HOURLY	33.76			39.73	41.95					
		BIWEEKLY				3,178.40	3,356.00					
		MONTHLY				6,913.02	7,299.30					
**												
	C											
	93-35301	NEW HOURLY	31.93			37.57	39.66					
		BIWEEKLY				3,005.60	3,172.80					
		MONTHLY				6,537.18	6,900.84					
CUSTODIAN SUPERVISOR			-- 3176	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	A											
	93-31000	NEW HOURLY	28.29			33.30	35.16					
		BIWEEKLY				2,664.00	2,812.80					
		MONTHLY				5,794.20	6,117.84					
**												
	B											
	93-31129	NEW HOURLY	27.00			31.78	33.55					
		BIWEEKLY				2,542.40	2,684.00					
		MONTHLY				5,529.72	5,837.70					
DISPLAY MANAGER			-- 1668	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	91-16184	NEW HOURLY	48.08			56.58	59.73					
		BIWEEKLY				4,526.40	4,778.40					
		MONTHLY				9,844.92	10,393.02					
ELEC DISTR MECH SUPV 2/11/12/			-- 3873	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	A											
	94-38118	NEW HOURLY	51.74			60.89	64.28					
		BIWEEKLY				4,871.20	5,142.40					
		MONTHLY				10,594.86	11,184.72					
		NEW HOURLY	53.034			62.412	65.887		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,992.96	5,270.96					
		MONTHLY				10,859.73	11,464.34					
		NEW HOURLY	54.359			63.973	67.534		Additional 2.5% of above rate			
		BIWEEKLY				5,117.84	5,402.72					
		MONTHLY				11,131.22	11,750.95					
	94-38190	SAME AS ABOVE										

CLASS **	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
	B 1/											
	94-38010	NEW HOURLY	49.60			58.37	61.62					
		BIWEEKLY				4,669.60	4,929.60					
		MONTHLY				10,156.38	10,721.88					
		NEW HOURLY	50.840			59.829	63.161		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,786.32	5,052.88					
		MONTHLY				10,410.29	10,989.93					
		NEW HOURLY	52.111			61.325	64.740		Additional 2.5% of above rate			
		BIWEEKLY				4,906.00	5,179.20					
		MONTHLY				10,670.55	11,264.68					
	94-38119	SAME AS ABOVE										
	94-38306	SAME AS ABOVE										
ELECTRICAL MECHANIC SUPERVISOR 7/12/ -- 3835												
	82-38065	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					
	15/ 82-38179	SAME AS ABOVE										
	93-38104	SAME AS ABOVE										
ELECTRICAL REPAIR SUPERVISOR 12/ -- 3855												
	93-38006	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					

COST OF LIVING ADJUSTMENT
EFFDATE = 10/01/2011 (1.0400) X (CURRENT RATE)
(B)-BLUE COLLAR SUPV (IBEW)

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
EQUIPMENT REPAIR SUPERVISOR 12/ -- 3746												
A												
	93-37026	NEW HOURLY	41.78			49.17	51.91					
		BIWEEKLY				3,933.60	4,152.80					
		MONTHLY				8,555.58	9,032.34					
		NEW HOURLY	42.824			50.399	53.208		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,031.92	4,256.64					
		MONTHLY				8,769.47	9,258.15					
		NEW HOURLY	43.895			51.659	54.538		Additional 2.5% of above rate			
		BIWEEKLY				4,132.72	4,363.04					
		MONTHLY				8,988.71	9,489.60					
**												
B												
	93-37145	NEW HOURLY	39.31			46.25	48.83					
		BIWEEKLY				3,700.00	3,906.40					
		MONTHLY				8,047.50	8,496.42					
		NEW HOURLY	40.293			47.406	50.051		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,792.48	4,004.08					
		MONTHLY				8,248.69	8,708.83					
		NEW HOURLY	41.300			48.591	51.302		Additional 2.5% of above rate			
		BIWEEKLY				3,887.28	4,104.16					
		MONTHLY				8,454.91	8,926.55					
EQUIPMENT SERVICE SUPERVISOR -- 3536												
A												
	93-35012	NEW HOURLY	46.82			55.10	58.17					
		BIWEEKLY				4,408.00	4,653.60					
		MONTHLY				9,587.40	10,121.58					
**												
B												
	93-35011	NEW HOURLY	39.97			47.03	49.65					
		BIWEEKLY				3,762.40	3,972.00					
		MONTHLY				8,183.22	8,639.10					
HEAD CUSTODIAN SUPERVISOR -- 3178												
	93-31005	NEW HOURLY	32.37			38.09	40.21					
		BIWEEKLY				3,047.20	3,216.80					
		MONTHLY				6,627.66	6,996.54					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
INSTRUMENT MECHANIC SUPERVISOR 12/ -- 3844												
	93-38019	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					
	94-38008	SAME AS ABOVE										
INSTRUMENT REPAIR SUPERVISOR 12/ -- 3846												
	94-38009	NEW HOURLY	42.01			49.43	52.19					
		BIWEEKLY				3,954.40	4,175.20					
		MONTHLY				8,600.82	9,081.06					
		NEW HOURLY	43.060			50.666	53.495		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,053.28	4,279.60					
		MONTHLY				8,815.84	9,308.09					
		NEW HOURLY	44.137			51.932	54.832		Additional 2.5% of above rate			
		BIWEEKLY				4,154.56	4,386.56					
		MONTHLY				9,036.24	9,540.79					
LABOR SUPERVISOR 3/9/ -- 3126												
A												
	38-31006	NEW HOURLY	36.96			43.50	45.93					
		BIWEEKLY				3,480.00	3,674.40					
		MONTHLY				7,569.00	7,991.82					
	38-31007	SAME AS ABOVE										
	93-31102	SAME AS ABOVE										
	94-31119	SAME AS ABOVE										
**												
B												
	93-31104	NEW HOURLY	34.47			40.56	42.82					
		BIWEEKLY				3,244.80	3,425.60					
		MONTHLY				7,057.44	7,450.68					
**												
C												
	93-31103	NEW HOURLY	33.15			39.01	41.19					
		BIWEEKLY				3,120.80	3,295.20					
		MONTHLY				6,787.74	7,167.06					

CLASS **	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
D												
	93-31101	NEW HOURLY	29.70			34.96	36.91					
		BIWEEKLY				2,796.80	2,952.80					
		MONTHLY				6,083.04	6,422.34					
MACHINIST SUPERVISOR 12/			-- 3766									
	93-37114	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					
MCHL RPR GNL SUPV			-- 3731									
	93-37005	NEW HOURLY	46.82			55.10	58.17					
		BIWEEKLY				4,408.00	4,653.60					
		MONTHLY				9,587.40	10,121.58					
MILLWRIGHT SUPERVISOR 12/			-- 3762									
	93-37022	NEW HOURLY	44.13				54.83					
		BIWEEKLY					4,386.40					
		MONTHLY					9,540.42					
		NEW HOURLY	45.233				56.201		Plus 2.5% of base pay for DDR			
		BIWEEKLY					4,496.08					
		MONTHLY					9,778.93					
		NEW HOURLY	46.364				57.606		Additional 2.5% of above rate			
		BIWEEKLY					4,608.48					
		MONTHLY					10,023.40					
PAINTER SUPERVISOR 3/12/			-- 3426									
	82-34005	NEW HOURLY	37.26			43.85	46.29					
		BIWEEKLY				3,508.00	3,703.20					
		MONTHLY				7,629.90	8,054.46					
		NEW HOURLY	38.191			44.946	47.447		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,595.68	3,795.76					
		MONTHLY				7,820.65	8,255.82					
		NEW HOURLY	39.146			46.070	48.633		Additional 2.5% of above rate			
		BIWEEKLY				3,685.60	3,890.64					
		MONTHLY				8,016.17	8,462.22					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
	82-34106	SAME AS ABOVE										
	93-34109	SAME AS ABOVE										
PARK MAINTENANCE SUPERVISOR		-- 3145	*	*	*	*	*	*	*	*	*	*
A												
	93-31130	NEW HOURLY	31.77			37.38	39.46					
		BIWEEKLY				2,990.40	3,156.80					
		MONTHLY				6,504.12	6,866.04					
**												
B												
	94-31003	NEW HOURLY	30.44			35.82	37.82					
		BIWEEKLY				2,865.60	3,025.60					
		MONTHLY				6,232.68	6,580.68					
PIPEFITTER SUPERVISOR		-- 3438	*	*	*	*	*	*	*	*	*	*
	95-34381	NEW HOURLY	40.78				50.66					
		BIWEEKLY					4,052.80					
		MONTHLY					8,814.84					
PLUMBER SUPERVISOR		-- 3446	*	*	*	*	*	*	*	*	*	*
	95-34461	NEW HOURLY	40.78				50.66					
		BIWEEKLY					4,052.80					
		MONTHLY					8,814.84					
PRINCIPAL SECURITY OFFICER		-- 3200	*	*	*	*	*	*	*	*	*	*
	93-31003	NEW HOURLY	29.85	31.51	33.27	35.13	37.09					
		BIWEEKLY	2,388.00	2,520.80	2,661.60	2,810.40	2,967.20					
		MONTHLY	5,193.90	5,482.74	5,788.98	6,112.62	6,453.66					
PROTECTIVE COATING SUPERVISOR 5/		-- 3465	*	*	*	*	*	*	*	*	*	*
	93-34117	NEW HOURLY	34.80			40.95	43.23					
		BIWEEKLY				3,276.00	3,458.40					
		MONTHLY				7,125.30	7,522.02					
SENIOR AUTOMOTIVE SUPERVISOR		-- 3716	*	*	*	*	*	*	*	*	*	*
A												
	93-37127	NEW HOURLY	48.85			57.49	60.70					
		BIWEEKLY				4,599.20	4,856.00					
		MONTHLY				10,003.26	10,561.80					
**												
B												
	93-37126	NEW HOURLY	43.04			50.64	53.46					
		BIWEEKLY				4,051.20	4,276.80					
		MONTHLY				8,811.36	9,302.04					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
SENIOR ELECTRICIAN 12/			-- 3864									
	93-38103	NEW HOURLY	43.04			50.64	53.46					
		BIWEEKLY				4,051.20	4,276.80					
		MONTHLY				8,811.36	9,302.04					
		NEW HOURLY	44.116			51.906	54.796		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,152.48	4,383.68					
		MONTHLY				9,031.64	9,534.59					
		NEW HOURLY	45.219			53.204	56.166		Additional 2.5% of above rate			
		BIWEEKLY				4,256.32	4,493.28					
		MONTHLY				9,257.43	9,772.95					
SENIOR MACHINIST SUPERVISOR 12/			-- 3768									
A												
	93-37111	NEW HOURLY	52.67			61.98	65.44					
		BIWEEKLY				4,958.40	5,235.20					
		MONTHLY				10,784.52	11,386.56					
		NEW HOURLY	53.987			63.529	67.076		Plus 2.5% of base pay for DDR			
		BIWEEKLY				5,082.32	5,366.08					
		MONTHLY				11,054.13	11,671.22					
		NEW HOURLY	55.336			65.118	68.753		Additional 2.5% of above rate			
		BIWEEKLY				5,209.44	5,500.24					
		MONTHLY				11,330.48	11,963.00					
**												
B												
	93-37110	NEW HOURLY	48.95			57.60	60.81					
		BIWEEKLY				4,608.00	4,864.80					
		MONTHLY				10,022.40	10,580.94					
		NEW HOURLY	50.174			59.040	62.330		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,723.20	4,986.40					
		MONTHLY				10,272.96	10,845.46					
		NEW HOURLY	51.428			60.516	63.889		Additional 2.5% of above rate			
		BIWEEKLY				4,841.28	5,111.12					
		MONTHLY				10,529.78	11,116.60					
SENIOR SECURITY OFFICER			-- 3184									
	93-31006	NEW HOURLY	27.00			31.78	33.55					
		BIWEEKLY				2,542.40	2,684.00					
		MONTHLY				5,529.72	5,837.70					

COST OF LIVING ADJUSTMENT
EFFDATE = 10/01/2011 (1.0400) X (CURRENT RATE)
(B)-BLUE COLLAR SUPV (IBEW)

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
SENIOR STOREKEEPER 4/6/			-- 1837									
A												
	91-18117	NEW HOURLY	33.76			39.73	41.95					
		BIWEEKLY				3,178.40	3,356.00					
		MONTHLY				6,913.02	7,299.30					
	93-18013	SAME AS ABOVE										
	93-18161	SAME AS ABOVE										
	93-18169	SAME AS ABOVE										
	94-18106	SAME AS ABOVE										
	94-18107	SAME AS ABOVE										
	94-18169	SAME AS ABOVE										
**												
B												
	94-18102	NEW HOURLY	32.47			38.21	40.34					
		BIWEEKLY				3,056.80	3,227.20					
		MONTHLY				6,648.54	7,019.16					
**												
C												
	91-18134	NEW HOURLY	32.37			38.09	40.21					
		BIWEEKLY				3,047.20	3,216.80					
		MONTHLY				6,627.66	6,996.54					
	91-18135	SAME AS ABOVE										
	91-18137	SAME AS ABOVE										
	91-18138	SAME AS ABOVE										
	93-18010	SAME AS ABOVE										
	93-18158	SAME AS ABOVE										
	93-18168	SAME AS ABOVE										
	93-18170	SAME AS ABOVE										
	94-18170	SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
**												
	D											
	91-18136	NEW HOURLY	31.19			36.71	38.76					
		BIWEEKLY				2,936.80	3,100.80					
		MONTHLY				6,387.54	6,744.24					
	91-18139	SAME AS ABOVE										
	93-18160	SAME AS ABOVE										
	93-18171	SAME AS ABOVE										
	94-18104	SAME AS ABOVE										
	94-18171	SAME AS ABOVE										
SHAFT AND TUNNEL SUPERVISOR		-- 3407	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	93-34110	NEW HOURLY	37.67			44.33	46.80					
		BIWEEKLY				3,546.40	3,744.00					
		MONTHLY				7,713.42	8,143.20					
SHEET METAL SUPERVISOR 3/12/		-- 3777	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	A											
	93-37018	NEW HOURLY	40.62			47.79	50.45					
		BIWEEKLY				3,823.20	4,036.00					
		MONTHLY				8,315.46	8,778.30					
		NEW HOURLY	41.636			48.985	51.711		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,918.80	4,136.88					
		MONTHLY				8,523.35	8,997.76					
		NEW HOURLY	42.676			50.209	53.004		Additional 2.5% of above rate			
		BIWEEKLY				4,016.72	4,240.32					
		MONTHLY				8,736.43	9,222.70					
**												
	B											
	93-37019	NEW HOURLY	37.61			44.26	46.73					
		BIWEEKLY				3,540.80	3,738.40					
		MONTHLY				7,701.24	8,131.02					
		NEW HOURLY	38.550			45.366	47.898		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,629.28	3,831.84					
		MONTHLY				7,893.77	8,334.30					
		NEW HOURLY	39.514			46.501	49.096		Additional 2.5% of above rate			
		BIWEEKLY				3,720.08	3,927.68					
		MONTHLY				8,091.11	8,542.66					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
SR ELTC PGP OPR			-- 5856									
	A											
	93-58105	NEW HOURLY	34.24			40.30	42.55					
		BIWEEKLY				3,224.00	3,404.00					
		MONTHLY				7,012.20	7,403.70					
	**											
	B											
	93-58103	NEW HOURLY	31.48			37.05	39.12					
		BIWEEKLY				2,964.00	3,129.60					
		MONTHLY				6,446.70	6,806.88					
SR ELTC SRVC REPTV			-- 7521									
	A											
	94-75705	NEW HOURLY	52.67			61.98	65.44					
		BIWEEKLY				4,958.40	5,235.20					
		MONTHLY				10,784.52	11,386.56					
	**											
	B											
	94-75704	NEW HOURLY	46.46			54.67	57.72					
		BIWEEKLY				4,373.60	4,617.60					
		MONTHLY				9,512.58	10,043.28					
	**											
	C											
	94-16173	NEW HOURLY	45.07			53.03	55.99					
		BIWEEKLY				4,242.40	4,479.20					
		MONTHLY				9,227.22	9,742.26					
	**											
	D											
	82-75704	NEW HOURLY	42.56			50.09	52.88					
		BIWEEKLY				4,007.20	4,230.40					
		MONTHLY				8,715.66	9,201.12					
	94-75703	SAME AS ABOVE										
SR ELTC TRBL DSPR			-- 3829									
	A											
	94-38182	NEW HOURLY	40.99			48.24	50.93					
		BIWEEKLY				3,859.20	4,074.40					
		MONTHLY				8,393.76	8,861.82					
	**											
	B											
	94-38186	NEW HOURLY	40.16			47.26	49.90					
		BIWEEKLY				3,780.80	3,992.00					
		MONTHLY				8,223.24	8,682.60					
SR ELTL MCHC SUPV 8/12/			-- 3836									
	A											
	94-38177	NEW HOURLY	51.45			60.55	63.93					
		BIWEEKLY				4,844.00	5,114.40					
		MONTHLY				10,535.70	11,123.82					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	52.736			62.064	65.528		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,965.12	5,242.24					
		MONTHLY				10,799.09	11,401.92					
		NEW HOURLY	54.055			63.615	67.166		Additional 2.5% of above rate			
		BIWEEKLY				5,089.20	5,373.28					
		MONTHLY				11,069.07	11,686.97					
**												
	B											
	93-38105	NEW HOURLY	48.95			57.60	60.81					
		BIWEEKLY				4,608.00	4,864.80					
		MONTHLY				10,022.40	10,580.94					
		NEW HOURLY	50.174			59.040	62.330		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,723.20	4,986.40					
		MONTHLY				10,272.96	10,845.46					
		NEW HOURLY	51.428			60.516	63.889		Additional 2.5% of above rate			
		BIWEEKLY				4,841.28	5,111.12					
		MONTHLY				10,529.78	11,116.60					
	94-38180	SAME AS ABOVE										
SR ELTL RPR SUPV	12/	-- 3856	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	A											
	93-38004	NEW HOURLY	52.67			61.98	65.44					
		BIWEEKLY				4,958.40	5,235.20					
		MONTHLY				10,784.52	11,386.56					
		NEW HOURLY	53.987			63.529	67.076		Plus 2.5% of base pay for DDR			
		BIWEEKLY				5,082.32	5,366.08					
		MONTHLY				11,054.13	11,671.22					
		NEW HOURLY	55.336			65.118	68.753		Additional 2.5% of above rate			
		BIWEEKLY				5,209.44	5,500.24					
		MONTHLY				11,330.48	11,963.00					
**												
	B											
	93-38003	NEW HOURLY	48.95			57.60	60.81					
		BIWEEKLY				4,608.00	4,864.80					
		MONTHLY				10,022.40	10,580.94					
		NEW HOURLY	50.174			59.040	62.330		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,723.20	4,986.40					
		MONTHLY				10,272.96	10,845.46					
		NEW HOURLY	51.428			60.516	63.889		Additional 2.5% of above rate			
		BIWEEKLY				4,841.28	5,111.12					
		MONTHLY				10,529.78	11,116.60					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
SR PK MTNC SUPV			-- 3146	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
	93-31030	NEW HOURLY	35.93			42.27	44.63					
		BIWEEKLY				3,381.60	3,570.40					
		MONTHLY				7,354.98	7,765.62					
**												
B												
	93-31029	NEW HOURLY	34.47			40.56	42.82					
		BIWEEKLY				3,244.80	3,425.60					
		MONTHLY				7,057.44	7,450.68					
SR SHFT & TNL SUPV			-- 3408	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	93-34111	NEW HOURLY	46.46			54.67	57.72					
		BIWEEKLY				4,373.60	4,617.60					
		MONTHLY				9,512.58	10,043.28					
STM PLT MTNC SUPV 12/			-- 3786	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
	94-37115	NEW HOURLY	50.31			59.21	62.51					
		BIWEEKLY				4,736.80	5,000.80					
		MONTHLY				10,302.54	10,876.74					
		NEW HOURLY	51.568			60.690	64.073		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,855.20	5,125.84					
		MONTHLY				10,560.10	11,148.66					
		NEW HOURLY	52.857			62.207	65.675		Additional 2.5% of above rate			
		BIWEEKLY				4,976.56	5,254.00					
		MONTHLY				10,824.10	11,427.38					
**												
B												
	94-37116	NEW HOURLY	45.20			53.19	56.16					
		BIWEEKLY				4,255.20	4,492.80					
		MONTHLY				9,255.06	9,771.84					
		NEW HOURLY	46.330			54.520	57.564		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,361.60	4,605.12					
		MONTHLY				9,486.44	10,016.14					
		NEW HOURLY	47.488			55.883	59.003		Additional 2.5% of above rate			
		BIWEEKLY				4,470.64	4,720.24					
		MONTHLY				9,723.60	10,266.54					
STM PLT OPRG SUPV 12/			-- 5625	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
	94-56122	NEW HOURLY	50.28			59.16	62.46					
		BIWEEKLY				4,732.80	4,996.80					
		MONTHLY				10,293.84	10,868.04					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	51.537			60.639	64.021		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,851.12	5,121.68					
		MONTHLY				10,551.19	11,139.74					
		NEW HOURLY	52.825			62.155	65.622		Additional 2.5% of above rate			
		BIWEEKLY				4,972.40	5,249.76					
		MONTHLY				10,814.97	11,418.23					
**												
	B											
	94-56129	NEW HOURLY	47.90			56.37	59.51					
		BIWEEKLY				4,509.60	4,760.80					
		MONTHLY				9,808.38	10,354.74					
		NEW HOURLY	49.098			57.779	60.998		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,622.32	4,879.84					
		MONTHLY				10,053.59	10,613.61					
		NEW HOURLY	50.325			59.224	62.523		Additional 2.5% of above rate			
		BIWEEKLY				4,737.92	5,001.84					
		MONTHLY				10,304.93	10,878.95					
STRL STL FABRICATR SUPV 12/		-- 3794	*	*	*	*	*	*	*	*	*	*
	93-37109	NEW HOURLY	40.28			47.40	50.04					
		BIWEEKLY				3,792.00	4,003.20					
		MONTHLY				8,247.60	8,706.96					
		NEW HOURLY	41.287			48.585	51.291		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,886.80	4,103.28					
		MONTHLY				8,453.79	8,924.63					
		NEW HOURLY	42.319			49.800	52.573		Additional 2.5% of above rate			
		BIWEEKLY				3,984.00	4,205.84					
		MONTHLY				8,665.13	9,147.75					
TANK FARM SUPERVISOR		-- 5940	*	*	*	*	*	*	*	*	*	*
	94-56121	NEW HOURLY	42.30			49.78	52.56					
		BIWEEKLY				3,982.40	4,204.80					
		MONTHLY				8,661.72	9,145.44					
TIRE REPAIR SUPERVISOR		-- 3732	*	*	*	*	*	*	*	*	*	*
	A											
	93-37003	NEW HOURLY	36.41			42.84	45.23					
		BIWEEKLY				3,427.20	3,618.40					
		MONTHLY				7,454.16	7,870.02					
**												
	B											
	93-37119	NEW HOURLY	32.95			38.78	40.94					
		BIWEEKLY				3,102.40	3,275.20					
		MONTHLY				6,747.72	7,123.56					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
TREE SURGEON SUPERVISOR 10/12/ - 3117												
	A											
	94-31031	NEW HOURLY	40.80			48.01	50.69					
		BIWEEKLY				3,840.80	4,055.20					
		MONTHLY				8,353.74	8,820.06					
		NEW HOURLY	41.820			49.210	51.957		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,936.80	4,156.56					
		MONTHLY				8,562.58	9,040.56					
		NEW HOURLY	42.866			50.440	53.256		Additional 2.5% of above rate			
		BIWEEKLY				4,035.20	4,260.48					
		MONTHLY				8,776.64	9,266.57					
**												
	B											
	94-31114	NEW HOURLY	38.75			45.60	48.14					
		BIWEEKLY				3,648.00	3,851.20					
		MONTHLY				7,934.40	8,376.36					
		NEW HOURLY	39.719			46.740	49.344		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,739.20	3,947.52					
		MONTHLY				8,132.76	8,585.77					
		NEW HOURLY	40.712			47.909	50.577		Additional 2.5% of above rate			
		BIWEEKLY				3,832.72	4,046.16					
		MONTHLY				8,336.08	8,800.41					
**												
	C											
	94-31032	NEW HOURLY	36.86			43.38	45.80					
		BIWEEKLY				3,470.40	3,664.00					
		MONTHLY				7,548.12	7,969.20					
		NEW HOURLY	37.781			44.464	46.945		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,557.12	3,755.60					
		MONTHLY				7,736.82	8,168.43					
		NEW HOURLY	38.726			45.576	48.119		Additional 2.5% of above rate			
		BIWEEKLY				3,646.08	3,849.52					
		MONTHLY				7,930.24	8,372.64					
	94-31113	SAME AS ABOVE										
TRUCK AND EQUIPMENT DISPATCHER-- 3586												
	A											
	93-35136	NEW HOURLY	40.62			47.79	50.45					
		BIWEEKLY				3,823.20	4,036.00					
		MONTHLY				8,315.46	8,778.30					
**												
	B											
	93-35132	NEW HOURLY	38.18			44.93	47.44					
		BIWEEKLY				3,594.40	3,795.20					
		MONTHLY				7,817.82	8,254.56					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
**												
	C											
	93-35010	NEW HOURLY	35.93			42.27	44.63					
		BIWEEKLY				3,381.60	3,570.40					
		MONTHLY				7,354.98	7,765.62					
**												
	D											
	93-35009	NEW HOURLY	34.47			40.56	42.82					
		BIWEEKLY				3,244.80	3,425.60					
		MONTHLY				7,057.44	7,450.68					
**												
	E											
	93-35134	NEW HOURLY	33.15			39.01	41.19					
		BIWEEKLY				3,120.80	3,295.20					
		MONTHLY				6,787.74	7,167.06					
UG DISTR CONSTR SUPV		-- 3814	* *									
	A											
	94-38313	NEW HOURLY	42.24			49.72	52.49					
		BIWEEKLY				3,977.60	4,199.20					
		MONTHLY				8,651.28	9,133.26					
**												
	B											
	94-38312	NEW HOURLY	40.16			47.26	49.90					
		BIWEEKLY				3,780.80	3,992.00					
		MONTHLY				8,223.24	8,682.60					
	94-38314	SAME AS ABOVE										
WATER SERVICE SUPERVISOR 12/		-- 3930	* *									
	A											
	93-39044	NEW HOURLY	44.81			52.74	55.68					
		BIWEEKLY				4,219.20	4,454.40					
		MONTHLY				9,176.76	9,688.32					
		NEW HOURLY	45.930			54.059	57.072		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,324.72	4,565.76					
		MONTHLY				9,406.18	9,930.53					
		NEW HOURLY	47.079			55.410	58.499		Additional 2.5% of above rate			
		BIWEEKLY				4,432.80	4,679.92					
		MONTHLY				9,641.33	10,178.79					
**												
	B											
	93-39043	NEW HOURLY	42.56			50.09	52.88					
		BIWEEKLY				4,007.20	4,230.40					
		MONTHLY				8,715.66	9,201.12					
		NEW HOURLY	43.624			51.342	54.202		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,107.36	4,336.16					
		MONTHLY				8,933.55	9,431.15					

COST OF LIVING ADJUSTMENT
EFFDATE = 10/01/2011 (1.0400) X (CURRENT RATE)
(B)-BLUE COLLAR SUPV (IBEW)

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	44.715			52.626	55.557		Additional 2.5% of above rate			
		BIWEEKLY				4,210.08	4,444.56					
		MONTHLY				9,156.89	9,666.93					
**												
	C											
	93-39124	NEW HOURLY	39.58			46.58	49.18					
		BIWEEKLY				3,726.40	3,934.40					
		MONTHLY				8,104.92	8,557.32					
		NEW HOURLY	40.569			47.744	50.409		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,819.52	4,032.72					
		MONTHLY				8,307.54	8,771.25					
		NEW HOURLY	41.584			48.938	51.670		Additional 2.5% of above rate			
		BIWEEKLY				3,915.04	4,133.60					
		MONTHLY				8,515.23	8,990.53					
**												
	D											
	93-39122	NEW HOURLY	37.67			44.33	46.80					
		BIWEEKLY				3,546.40	3,744.00					
		MONTHLY				7,713.42	8,143.20					
		NEW HOURLY	38.612			45.438	47.970		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,635.04	3,837.60					
		MONTHLY				7,906.26	8,346.78					
		NEW HOURLY	39.577			46.574	49.169		Additional 2.5% of above rate			
		BIWEEKLY				3,725.92	3,933.52					
		MONTHLY				8,103.92	8,555.45					
**												
	E											
	93-39123	NEW HOURLY	35.16			41.38	43.69					
		BIWEEKLY				3,310.40	3,495.20					
		MONTHLY				7,200.12	7,602.06					
		NEW HOURLY	36.039			42.414	44.782		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,393.12	3,582.56					
		MONTHLY				7,380.12	7,792.11					
		NEW HOURLY	36.940			43.475	45.902		Additional 2.5% of above rate			
		BIWEEKLY				3,478.00	3,672.16					
		MONTHLY				7,564.62	7,986.91					
WATER TREATMENT SUPERVISOR 12/ - 5887		* * *

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	47.698			56.124	59.255		Additional 2.5% of above rate			
		BIWEEKLY				4,489.92	4,740.40					
		MONTHLY				9,765.65	10,310.41					
**												
	B											
	93-58115	NEW HOURLY	40.93			48.16	50.85					
		BIWEEKLY				3,852.80	4,068.00					
		MONTHLY				8,379.84	8,847.90					
		NEW HOURLY	41.953			49.364	52.121		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,949.12	4,169.68					
		MONTHLY				8,589.34	9,069.10					
		NEW HOURLY	43.002			50.598	53.424		Additional 2.5% of above rate			
		BIWEEKLY				4,047.84	4,273.92					
		MONTHLY				8,804.07	9,295.83					
WATER UTILITY SUPERVISOR 12/		-- 3976	* *									
	A											
	93-39133	NEW HOURLY	42.56			50.09	52.88					
		BIWEEKLY				4,007.20	4,230.40					
		MONTHLY				8,715.66	9,201.12					
		NEW HOURLY	43.624			51.342	54.202		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,107.36	4,336.16					
		MONTHLY				8,933.55	9,431.15					
		NEW HOURLY	44.715			52.626	55.557		Additional 2.5% of above rate			
		BIWEEKLY				4,210.08	4,444.56					
		MONTHLY				9,156.89	9,666.93					
**												
	B											
	93-39129	NEW HOURLY	38.97			45.85	48.41					
		BIWEEKLY				3,668.00	3,872.80					
		MONTHLY				7,977.90	8,423.34					
		NEW HOURLY	39.944			46.996	49.620		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,759.68	3,969.60					
		MONTHLY				8,177.35	8,633.92					
		NEW HOURLY	40.943			48.171	50.861		Additional 2.5% of above rate			
		BIWEEKLY				3,853.68	4,068.88					
		MONTHLY				8,381.78	8,849.77					
	93-39131	SAME AS ABOVE										
**												
	C											
	93-39132	NEW HOURLY	37.67			44.33	46.80					
		BIWEEKLY				3,546.40	3,744.00					
		MONTHLY				7,713.42	8,143.20					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	38.612			45.438	47.970		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,635.04	3,837.60					
		MONTHLY				7,906.26	8,346.78					
		NEW HOURLY	39.577			46.574	49.169		Additional 2.5% of above rate			
		BIWEEKLY				3,725.92	3,933.52					
		MONTHLY				8,103.92	8,555.45					
**												
	D											
	93-39134	NEW HOURLY	36.53			42.99	45.39					
		BIWEEKLY				3,439.20	3,631.20					
		MONTHLY				7,480.26	7,897.86					
		NEW HOURLY	37.443			44.065	46.525		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,525.20	3,722.00					
		MONTHLY				7,667.27	8,095.31					
		NEW HOURLY	38.379			45.166	47.688		Additional 2.5% of above rate			
		BIWEEKLY				3,613.28	3,815.04					
		MONTHLY				7,858.95	8,297.69					
WATERWORKS MECHANIC SUPERVISOR 12/ - 3987												
	A											
	93-39104	NEW HOURLY	47.72			56.16	59.29					
		BIWEEKLY				4,492.80	4,743.20					
		MONTHLY				9,771.84	10,316.46					
		NEW HOURLY	48.913			57.564	60.772		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,605.12	4,861.76					
		MONTHLY				10,016.14	10,574.37					
		NEW HOURLY	50.136			59.003	62.292		Additional 2.5% of above rate			
		BIWEEKLY				4,720.24	4,983.36					
		MONTHLY				10,266.54	10,838.73					
**												
	B											
	93-39103	NEW HOURLY	44.13			51.93	54.83					
		BIWEEKLY				4,154.40	4,386.40					
		MONTHLY				9,035.82	9,540.42					
		NEW HOURLY	45.233			53.228	56.201		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,258.24	4,496.08					
		MONTHLY				9,261.72	9,778.93					
		NEW HOURLY	46.364			54.559	57.606		Additional 2.5% of above rate			
		BIWEEKLY				4,364.72	4,608.48					
		MONTHLY				9,493.26	10,023.40					
WELDER SUPERVISOR 3/12/			-- 3798									
	93-37115	NEW HOURLY	41.33			48.63	51.34					
		BIWEEKLY				3,890.40	4,107.20					
		MONTHLY				8,461.62	8,933.16					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
		NEW HOURLY	42.363			49.846	52.624		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,987.68	4,209.92					
		MONTHLY				8,673.16	9,156.49					
		NEW HOURLY	43.422			51.092	53.939		Additional 2.5% of above rate			
		BIWEEKLY				4,087.36	4,315.12					
		MONTHLY				8,889.99	9,385.40					
	93-37123	SAME AS ABOVE										
WTR UTLTY OPR SUPV 12/		-- 5857	*	*	*	*	*	*	*	*	*	*
	A											
	93-58131	NEW HOURLY	44.81			52.74	55.68					
		BIWEEKLY				4,219.20	4,454.40					
		MONTHLY				9,176.76	9,688.32					
		NEW HOURLY	45.930			54.059	57.072		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,324.72	4,565.76					
		MONTHLY				9,406.18	9,930.53					
		NEW HOURLY	47.079			55.410	58.499		Additional 2.5% of above rate			
		BIWEEKLY				4,432.80	4,679.92					
		MONTHLY				9,641.33	10,178.79					
**												
	B											
	93-58130	NEW HOURLY	38.97			45.85	48.41					
		BIWEEKLY				3,668.00	3,872.80					
		MONTHLY				7,977.90	8,423.34					
		NEW HOURLY	39.944			46.996	49.620		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,759.68	3,969.60					
		MONTHLY				8,177.35	8,633.92					
		NEW HOURLY	40.943			48.171	50.861		Additional 2.5% of above rate			
		BIWEEKLY				3,853.68	4,068.88					
		MONTHLY				8,381.78	8,849.77					
**												
	C											
	93-58129	NEW HOURLY	34.80			40.95	43.23					
		BIWEEKLY				3,276.00	3,458.40					
		MONTHLY				7,125.30	7,522.02					
		NEW HOURLY	35.670			41.974	44.311		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,357.92	3,544.88					
		MONTHLY				7,303.43	7,710.07					
		NEW HOURLY	36.562			43.023	45.419		Additional 2.5% of above rate			
		BIWEEKLY				3,441.84	3,633.52					
		MONTHLY				7,486.02	7,902.82					

FOOTNOTES:

1. One employee, while occupying DDR No. 94-38010 or 94-38119 in the class of Electric Distribution Mechanic Supervisor (Class Code 3873) when assigned to act as the training coordinator in the Energy Distribution Business Unit, Trouble Business Team, shall receive the second premium level above the appropriate step rate in the salary range for the class. Such appointment shall be at the sole discretion of Management.

2. Two occupants in the class of Electric Distribution Mechanic Supervisor (Class Code 3873), when assigned as a training instructor or training supervisor in the Power Distribution Business Unit, Safety and Training Business Group, shall be paid at the second premium level above each employee's respective step rate. Effective May 8, 2001.

3. Annual rated positions only; daily rated in DWP Daily-Rated Building Trades Unit.

4. While occupying or reoccupying DDR No. 93-18013 in the class of Senior Storekeeper (Class Code 1837), Louis Ciminieri shall be paid at the first (1^{st}) premium level above the appropriate step rate of the salary range applicable to DDR No. 93-18169, Senior Storekeeper (Class Code 1837).

5. Due to certain class consolidations conducted by the Personnel Department, City of Los Angeles, the following classifications indicated in Appendix A-1 have been abolished and are not shown in Appendix A-2.

Electrical Service Supervisor	3827
Office Equipment Repairer Supervisor	3416
Pumping Plant Supervisor	5858
Principal Radio Operator	1457
Protective Coating Supervisor	3465
Senior Display Worker	1672
Senior Mechanical Construction Supervisor	3125
Senior Radio Interference Inspector	7529
Senior Truck and Equipment Dispatcher	3587
Senior Wood and Metal Shops Supervisor	3134

6. Due to certain class consolidations conducted by the Personnel Department, City of Los Angeles, the following classification was reallocated:

From:	Senior Materials Expediter	1845
To:	Senior Storekeeper	1837

7. Four employees in the class of Electrical Mechanic Supervisor (Class Code 3835), when assigned as a training instructor or a training supervisor in the Power Distribution Business Unit, Safety and Training Business Group, shall be paid at the second premium level above each employee's respective step rate.

8. One employee in the class of Senior Electrical Mechanic Supervisor (Class Code 3836), when assigned as a training instructor or a training supervisor in the Power Distribution Business Unit, Safety and Training Business Group, shall be paid at the second premium level above the employee's step rate.

9. Up to twelve employees in the class of Labor Supervisor (Class Code 3126) when permanently assigned to work in remote locations in the Mojave and Owens Valleys, shall be paid at the "E" level salary range (DDR No. 93-31025) prescribed for the class of Construction and Maintenance Supervisor (Class Code 3127).

10. Employees in the class of Tree Surgeon Supervisor (Code 3117), upon written proof of certification as an Arborist from the International Society of Arboriculture (ISA), shall be paid a 2.75% bonus above their respective step rate, effective at the start of the next pay period.

- Employees shall be responsible for all examination fees, expenses for any study materials, and expenses for any continuing education credits necessary for recertification by ISA. The Department shall be responsible for paying the employee's annual ISA membership and recertification fees. Upon bonafide proof of payment, the Department shall promptly reimburse the employee for such expenses.
- Employees must give immediate written notice whenever their certification is lost, expired, or renewed, and will be returned to precertification pay until current certification is established.

11. Employees occupying positions in the classification of Electric Distribution Mechanic Supervisor (Class Code 3873), identified by DDR Numbers 94-38118, 94-38190, 94-38010, 94-38119, and 94-38306 shall receive a retention incentive of five (5) percent of their base wage, which increase shall be reflected in the cost of living adjustment calculations under Appendices A-1, A-2, and A-3.

12. Employees occupying certain supervisory positions at DWP (see Appendix G), who have at least five (5) but less than ten (10) continuous years in that position, or in that position combined with the journey level position in the same class series, shall receive a longevity salary adjustment of 2.5 percent, which shall become part of their base wage.

    Incumbents with ten (10) or more continuous years in one of the above supervisory positions, or a combination of the supervisory and journey level positions in the same class series, shall receive an additional longevity salary adjustment of 2.5 percent for a total adjustment of five (5) percent which shall become part of their base wage.

13. One person in a classification represented by IBEW, when designated to represent IBEW as the Administrator to the Joint Safety Institute (JSI) shall, while assigned to perform such JSI Administrator duties, be compensated at the fifth (5^{th}) step of the "III" level Salary Range (DDR No. 95-52653) established for the class of Electrical Services Manager (Class Code 5265), enabling the individual to remain in the bargaining unit during such assignment while being compensated at the Electrical Services Manager III salary level. The provisions of this footnote shall be effective October 1, 2002.

14. One person in a classification represented by IBEW, when designated to represent IBEW as the Administrator to the Joint Training Institute (JTI) shall, while assigned to perform such JTI Administrator duties, be compensated at the fifth (5^{th}) step of the "III" level Salary Range (DDR No. 95-52653) established for the class of Electrical Services Manager (Class Code 5265), enabling the individual to remain in the bargaining unit during such assignment while being compensated at the Electrical Services Manager III salary level. The provisions of this footnote shall be effective October 1, 2002.

15. Effective January 16, 2003, one person in a classification in this bargaining unit, when designated by mutual agreement of LADWP and IBEW, Local 18 as the Joint Labor/Management Committees' (JLMC) Coordinator, shall, while assigned to perform such JLMC Coordinator duties, be compensated at a monthly wage that is 13.80 percent greater than that person's regular base monthly wage, including longevity compensation (if any); provided, however, that such additional compensation shall not exceed the highest base wage, including longevity compensation (if any), for a classification represented by IBEW, Local 18; and further provided that this footnote shall terminate on September 13, 2007.