

ALFRED UNIVERSITY
 COLLEGE of CERAMICS
 CSEA WAGE SCHEDULE

TIER I Employees hired PRIOR to March 1, 1996

CURRENT from 04-01-2002

GRADE	ADV. AMT.	HIRE RATE	After one year in grade	One year after Adv. I	One year after Adv. II	One year after Adv. III	One year after Adv. IV	One year after Adv. V	One year after Adv. VI	Five years after reaching job rate	Five years after Long #1
			ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	ADV. VI	JOB RATE	LONG #1	LONG #2
6	\$761	\$21,769	\$22,529	\$24,051	\$24,812	\$25,573	\$26,333	\$27,094	\$27,844	\$28,594	\$30,102
7	\$799	\$23,012	\$24,609	\$25,408	\$26,207	\$27,006	\$27,804	\$28,602	\$29,352	\$30,102	\$31,655
8	\$829	\$24,351	\$26,009	\$26,838	\$27,668	\$28,497	\$29,326	\$30,155	\$30,905	\$31,655	\$33,325
9	\$888	\$25,748	\$27,486	\$28,353	\$29,221	\$30,089	\$30,957	\$31,825	\$32,575	\$33,325	\$35,120
10	\$908	\$27,264	\$28,080	\$28,988	\$29,896	\$30,804	\$31,712	\$32,620	\$33,528	\$34,370	\$36,120
11	\$957	\$28,889	\$29,804	\$30,718	\$31,633	\$32,547	\$33,461	\$34,375	\$35,289	\$36,151	\$37,091
12	\$989	\$30,584	\$31,553	\$32,522	\$33,491	\$34,460	\$35,429	\$36,398	\$37,367	\$38,250	\$39,009
13	\$1,032	\$32,443	\$33,474	\$34,505	\$35,536	\$36,567	\$37,598	\$38,629	\$39,660	\$40,414	\$41,164
14	\$1,078	\$34,361	\$35,438	\$36,515	\$37,592	\$38,669	\$39,746	\$40,823	\$41,900	\$42,854	\$43,404
15	\$1,121	\$36,397	\$37,519	\$38,640	\$39,761	\$40,882	\$42,003	\$43,124	\$44,245	\$44,985	\$45,745

ONLY GRADES 6 through 15 are displayed because there are no NYSCC employees in other grades

TIER I Employees hired PRIOR to March 1, 1988

2.5% Increase effective 04-01-04

GRADE	ADV. AMT.	HIRE RATE	After one year in grade	One year after Adv. I	One year after Adv. II	One year after Adv. III	One year after Adv. IV	One year after Adv. V	One year after Adv. VI	Five years after reaching job rate	Five years after Long #1
			ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	ADV. VI	JOB RATE	LONG #1	LONG #2
6	\$780	\$22,312	\$23,092	\$24,862	\$26,432	\$28,212	\$28,991	\$27,771	\$28,521	\$29,271	\$29,271
7	\$818	\$23,587	\$24,406	\$26,043	\$28,862	\$27,881	\$28,600	\$28,319	\$30,069	\$30,819	\$30,819
8	\$850	\$24,960	\$26,810	\$27,509	\$28,359	\$29,208	\$30,058	\$30,908	\$31,658	\$32,408	\$32,408
9	\$890	\$26,393	\$27,282	\$29,062	\$29,952	\$30,841	\$31,731	\$32,621	\$33,371	\$34,121	\$34,121
10	\$931	\$27,946	\$28,876	\$30,738	\$31,668	\$32,598	\$33,530	\$34,461	\$35,211	\$35,961	\$35,961
11	\$981	\$29,611	\$30,592	\$32,554	\$33,535	\$34,517	\$35,498	\$36,479	\$37,229	\$37,979	\$37,979
12	\$1,014	\$31,349	\$32,383	\$34,391	\$35,405	\$36,419	\$37,433	\$38,447	\$39,197	\$39,947	\$39,947
13	\$1,058	\$33,254	\$34,311	\$36,426	\$37,484	\$38,542	\$39,599	\$40,657	\$41,407	\$42,157	\$42,157
14	\$1,105	\$35,220	\$36,324	\$38,534	\$39,638	\$40,744	\$41,848	\$42,953	\$43,703	\$44,453	\$44,453
15	\$1,149	\$37,307	\$38,457	\$40,755	\$41,904	\$43,053	\$44,202	\$45,351	\$46,101	\$46,851	\$46,851

ONLY GRADES 6 through 15 are displayed because there are no NYSCC employees in other grades

TIER I

Employees hired PRIOR to March 1, 1988

2.75% increase effective 07-01-06

GRADE	ADV. AMT.	HIRE RATE	After one year in grade	One year after Adv. I	One year after Adv. II	One year after Adv. III	One year after Adv. IV	One year after Adv. V	One year after Adv. VI	Five years after reaching job rate	Five years after Long #1
			ADV. I	ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	JOB RATE	LONG #1	LONG #2
6	\$801	\$22,926	\$23,727	\$24,529	\$25,330	\$26,132	\$26,933	\$27,734	\$28,535	\$29,285	\$30,035
7	\$841	\$24,236	\$25,077	\$25,918	\$26,759	\$27,601	\$28,442	\$29,284	\$30,125	\$30,875	\$31,625
8	\$873	\$25,648	\$26,519	\$27,392	\$28,265	\$29,139	\$30,012	\$30,885	\$31,758	\$32,508	\$33,258
9	\$914	\$27,119	\$28,033	\$28,947	\$29,861	\$30,775	\$31,689	\$32,604	\$33,518	\$34,268	\$35,018
10	\$956	\$28,714	\$29,670	\$30,627	\$31,583	\$32,539	\$33,495	\$34,452	\$35,408	\$36,158	\$36,908
11	\$1,008	\$30,426	\$31,433	\$32,441	\$33,448	\$34,457	\$35,466	\$36,474	\$37,482	\$38,232	\$38,982
12	\$1,042	\$32,211	\$33,253	\$34,295	\$35,335	\$36,378	\$37,421	\$38,462	\$39,504	\$40,254	\$41,004
13	\$1,087	\$34,169	\$35,254	\$36,341	\$37,428	\$38,515	\$39,602	\$40,688	\$41,775	\$42,525	\$43,275
14	\$1,135	\$36,189	\$37,323	\$38,468	\$39,594	\$40,729	\$41,864	\$42,999	\$44,134	\$44,884	\$45,634
15	\$1,181	\$38,333	\$39,514	\$40,695	\$41,876	\$43,056	\$44,237	\$45,418	\$46,598	\$47,348	\$48,098

ONLY GRADES 6 through 15 are displayed because there are no NYSCC employees in other grades

TIER I

Employees hired PRIOR to March 1, 1988

3.0% Increase effective 07-01-06

<u>GRADE</u>	<u>ADV. AMT.</u>	<u>HIRES RATE</u>	After one year in grade	One year after Adv. I	One year after Adv. II	One year after Adv. III	One year after Adv. IV	One year after Adv. V	One year after Adv. VI	Five years after reaching job rate	Five years after
			<u>ADV. I</u>	<u>ADV. II</u>	<u>ADV. III</u>	<u>ADV. IV</u>	<u>ADV. V</u>	<u>ADV. VI</u>	<u>JOB RATE</u>	<u>LONG #1</u>	<u>LONG #2</u>
6	\$826	\$23,514	\$24,439	\$25,265	\$26,080	\$26,916	\$27,741	\$28,566	\$29,391	\$30,141	\$30,891
7	\$867	\$24,863	\$26,830	\$26,698	\$27,562	\$28,429	\$28,298	\$30,162	\$31,029	\$31,778	\$32,528
8	\$899	\$26,410	\$27,315	\$28,214	\$29,113	\$30,013	\$30,912	\$31,811	\$32,711	\$33,461	\$34,211
9	\$942	\$27,932	\$28,874	\$29,815	\$30,757	\$31,698	\$32,640	\$33,582	\$34,523	\$35,273	\$36,023
10	\$985	\$29,576	\$30,561	\$31,545	\$32,530	\$33,515	\$34,500	\$35,485	\$36,470	\$37,220	\$37,970
11	\$1,030	\$31,338	\$32,376	\$33,415	\$34,453	\$35,491	\$36,530	\$37,568	\$38,606	\$39,356	\$40,106
12	\$1,073	\$33,177	\$34,251	\$35,324	\$36,397	\$37,469	\$38,543	\$39,616	\$40,689	\$41,439	\$42,189
13	\$1,119	\$35,194	\$36,312	\$37,432	\$38,551	\$39,671	\$40,790	\$41,909	\$43,028	\$43,778	\$44,528
14	\$1,169	\$37,274	\$38,443	\$39,612	\$40,781	\$41,951	\$43,120	\$44,289	\$45,458	\$46,208	\$46,958
15	\$1,216	\$39,483	\$40,700	\$41,918	\$43,132	\$44,346	\$45,564	\$46,780	\$47,996	\$48,746	\$49,496

ONLY GRADES 6 through 15 are displayed because there are no NYSCC employees in other grades

TIER I Employees hired PRIOR to March 1, 1926

\$800.00 increase to base effective 05-30-07

GRADE	ADV. AMT.	HIRE RATE	After one year in grade	One year after Adv. I	One year after Adv. II	One year after Adv. III	One year after Adv. IV	One year after Adv. V	One year after Adv. VI	Five years after reaching job rate	Five years after Long #1
			ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	ADV. VI	JOB RATE	LONG #1	LONG #2
6	\$926	\$24,414	\$25,239	\$26,065	\$26,890	\$27,716	\$28,541	\$29,366	\$30,191	\$30,941	\$31,691
7	\$867	\$25,763	\$26,630	\$27,496	\$28,362	\$29,228	\$30,098	\$30,962	\$31,829	\$32,578	\$33,329
8	\$809	\$27,216	\$28,115	\$29,014	\$29,913	\$30,813	\$31,712	\$32,611	\$33,511	\$34,261	\$35,011
9	\$742	\$28,732	\$29,674	\$30,615	\$31,557	\$32,498	\$33,440	\$34,382	\$35,323	\$36,073	\$36,823
10	\$685	\$30,376	\$31,361	\$32,345	\$33,330	\$34,315	\$35,300	\$36,285	\$37,270	\$38,020	\$38,770
11	\$1,038	\$32,138	\$33,176	\$34,215	\$35,253	\$36,291	\$37,330	\$38,368	\$39,406	\$40,156	\$40,906
12	\$1,073	\$33,977	\$35,051	\$36,124	\$37,197	\$38,269	\$39,343	\$40,416	\$41,489	\$42,238	\$42,988
13	\$1,119	\$35,994	\$37,112	\$38,232	\$39,351	\$40,471	\$41,590	\$42,709	\$43,828	\$44,578	\$45,328
14	\$1,169	\$38,074	\$39,243	\$40,412	\$41,581	\$42,751	\$43,920	\$45,089	\$46,258	\$47,008	\$47,758
15	\$1,216	\$40,283	\$41,500	\$42,718	\$43,932	\$45,148	\$46,364	\$47,580	\$48,798	\$49,548	\$50,298

**ALFRED UNIVERSITY
COLLEGE of CERAMICS
CSEA WAGE SCHEDULE**

TIER II Employees hired AFTER to March 1, 1996

CURRENT from 04-01-2002

GRADE	ADV. AMT.	HIRE RATE	After one year in grade		One year after		One year after		One year after		Five years after reaching job rate		Five years after	
			ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	ADV. VI	ADV. V1	ADV. V1	ADV. V1	ADV. V1	LONG #1	LONG #2
3	\$661	\$17,051	\$17,713	\$18,374	\$19,035	\$19,696	\$20,357	\$21,018	\$21,679	\$22,429	\$23,179			
4	\$699	\$17,864	\$18,563	\$19,261	\$19,960	\$20,658	\$21,357	\$22,056	\$22,754	\$23,504	\$24,254			
5	\$705	\$18,714	\$19,419	\$20,123	\$20,828	\$21,533	\$22,237	\$22,942	\$23,646	\$24,396	\$25,146			
6	\$766	\$19,798	\$20,564	\$21,330	\$22,096	\$22,862	\$23,627	\$24,393	\$25,159	\$25,909	\$26,659			
7	\$802	\$20,930	\$21,732	\$22,535	\$23,337	\$24,139	\$24,941	\$25,743	\$26,545	\$27,295	\$28,045			
8	\$834	\$22,147	\$22,981	\$23,815	\$24,649	\$25,483	\$26,317	\$27,151	\$27,985	\$28,735	\$29,485			
9	\$866	\$23,420	\$24,286	\$25,152	\$26,017	\$26,883	\$27,749	\$28,614	\$29,480	\$30,230	\$30,980			
10	\$924	\$24,798	\$25,722	\$26,646	\$27,571	\$28,495	\$29,420	\$30,344	\$31,269	\$32,019	\$32,769			
11	\$960	\$26,275	\$27,235	\$28,195	\$29,154	\$30,114	\$31,074	\$32,034	\$32,994	\$33,744	\$34,494			
12	\$1,013	\$27,818	\$28,831	\$29,844	\$30,857	\$31,869	\$32,882	\$33,895	\$34,908	\$35,658	\$36,408			
13	\$1,059	\$29,508	\$30,567	\$31,626	\$32,684	\$33,743	\$34,802	\$35,860	\$36,919	\$37,669	\$38,419			
14	\$1,101	\$31,253	\$32,354	\$33,455	\$34,555	\$35,656	\$36,757	\$37,858	\$38,959	\$39,709	\$40,459			
15	\$1,159	\$33,105	\$34,264	\$35,422	\$36,581	\$37,739	\$38,898	\$40,056	\$41,215	\$41,965	\$42,715			

NYSOC current employees in grades 6 and up

TIER II Employees hired AFTER to March 1, 1980

2.5% increase effective 04-01-04

GRADE	ADV. AMT.	HIRE RATE	After one year		One year after		One year after		One year after		Five years after reaching		Five years after	
			year in grade	ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	ADV. VI	ADV. V	ADV. VI	job rate	LONG #1	LONG #2
1	\$560	\$14,000	\$14,560	\$15,120	\$15,680	\$16,240	\$16,800	\$17,360	\$17,920	\$18,480	\$19,040	\$19,600	\$20,160	\$20,720
2	\$640	\$16,000	\$16,640	\$17,280	\$17,920	\$18,560	\$19,200	\$19,840	\$20,480	\$21,120	\$21,760	\$22,400	\$23,040	\$23,680
3	\$678	\$17,477	\$18,155	\$18,832	\$19,510	\$20,187	\$20,865	\$21,542	\$22,220	\$22,897	\$23,575	\$24,252	\$24,930	\$25,608
4	\$716	\$18,311	\$19,027	\$19,744	\$20,460	\$21,177	\$21,893	\$22,609	\$23,326	\$24,042	\$24,759	\$25,475	\$26,192	\$26,909
5	\$723	\$19,182	\$19,904	\$20,627	\$21,350	\$22,072	\$22,795	\$23,518	\$24,240	\$24,963	\$25,685	\$26,408	\$27,131	\$27,854
6	\$785	\$20,293	\$21,078	\$21,863	\$22,648	\$23,434	\$24,219	\$25,004	\$25,789	\$26,574	\$27,359	\$28,144	\$28,929	\$29,714
7	\$822	\$21,453	\$22,275	\$23,097	\$23,919	\$24,741	\$25,564	\$26,386	\$27,208	\$28,030	\$28,852	\$29,674	\$30,496	\$31,318
8	\$855	\$22,701	\$23,556	\$24,410	\$25,265	\$26,120	\$26,975	\$27,830	\$28,685	\$29,540	\$30,395	\$31,250	\$32,105	\$32,960
9	\$888	\$24,006	\$24,893	\$25,781	\$26,668	\$27,556	\$28,444	\$29,331	\$30,219	\$31,107	\$31,995	\$32,883	\$33,771	\$34,659
10	\$947	\$25,418	\$26,365	\$27,312	\$28,259	\$29,206	\$30,153	\$31,101	\$32,048	\$32,995	\$33,942	\$34,889	\$35,836	\$36,783
11	\$984	\$26,932	\$27,916	\$28,900	\$29,884	\$30,868	\$31,852	\$32,836	\$33,820	\$34,804	\$35,788	\$36,772	\$37,756	\$38,740
12	\$1,038	\$28,513	\$29,552	\$30,590	\$31,628	\$32,667	\$33,705	\$34,743	\$35,782	\$36,820	\$37,858	\$38,897	\$39,935	\$40,974
13	\$1,085	\$30,246	\$31,331	\$32,417	\$33,502	\$34,588	\$35,673	\$36,759	\$37,844	\$38,929	\$40,014	\$41,099	\$42,184	\$43,269
14	\$1,129	\$32,034	\$33,163	\$34,291	\$35,420	\$36,548	\$37,677	\$38,805	\$39,934	\$41,062	\$42,191	\$43,320	\$44,449	\$45,578
15	\$1,188	\$33,933	\$35,121	\$36,309	\$37,497	\$38,685	\$39,873	\$41,060	\$42,248	\$43,436	\$44,624	\$45,812	\$47,000	\$48,188

NYS CC current employees in grades 6 and up

TIER II Employees hired AFTER to March 1, 1986

2.75% increase effective 07-01-05

GRADE	ADV. AML	HIRE RATE	After one year in grade		One year after Adv. I		One year after Adv. II		One year after Adv. III		One year after Adv. IV		One year after Adv. V		One year after Adv. VI		Five years after reaching job rate		Five years after Long #1		
			ADV. I	ADV. II	ADV. III	ADV. IV	ADV. V	ADV. VI	ADV. VII	ADV. VIII	ADV. IX	ADV. X	ADV. XI	ADV. XII	LONG #1	LONG #2					
1	\$675	\$14,385	\$14,860	\$15,536	\$16,111	\$16,687	\$17,262	\$17,837	\$18,413	\$18,988	\$19,563	\$20,138	\$20,713	\$21,288	\$21,863	\$22,438	\$23,013	\$23,588	\$24,163	\$24,738	
2	\$650	\$16,440	\$17,098	\$17,755	\$18,413	\$19,070	\$19,728	\$20,386	\$21,043	\$21,701	\$22,358	\$23,016	\$23,673	\$24,331	\$24,988	\$25,646	\$26,303	\$26,961	\$27,618	\$28,276	\$28,933
3	\$685	\$17,958	\$18,654	\$19,350	\$20,046	\$20,743	\$21,439	\$22,135	\$22,831	\$23,527	\$24,223	\$24,919	\$25,615	\$26,311	\$27,007	\$27,703	\$28,400	\$29,096	\$29,792	\$30,488	\$31,184
4	\$730	\$18,814	\$19,550	\$20,286	\$21,023	\$21,759	\$22,495	\$23,231	\$23,967	\$24,703	\$25,439	\$26,175	\$26,911	\$27,647	\$28,383	\$29,119	\$29,855	\$30,591	\$31,327	\$32,063	\$32,799
5	\$742	\$19,709	\$20,452	\$21,194	\$21,937	\$22,679	\$23,422	\$24,164	\$24,907	\$25,649	\$26,391	\$27,133	\$27,875	\$28,617	\$29,359	\$30,101	\$30,843	\$31,585	\$32,327	\$33,069	\$33,811
6	\$807	\$20,851	\$21,658	\$22,464	\$23,271	\$24,078	\$24,885	\$25,691	\$26,498	\$27,305	\$28,111	\$28,918	\$29,725	\$30,532	\$31,339	\$32,146	\$32,953	\$33,760	\$34,567	\$35,374	\$36,181
7	\$845	\$22,043	\$22,888	\$23,733	\$24,577	\$25,422	\$26,266	\$27,111	\$27,956	\$28,801	\$29,645	\$30,490	\$31,335	\$32,180	\$33,025	\$33,870	\$34,715	\$35,560	\$36,405	\$37,250	\$38,095
8	\$878	\$23,325	\$24,203	\$25,082	\$25,960	\$26,838	\$27,717	\$28,596	\$29,473	\$30,352	\$31,230	\$32,109	\$32,987	\$33,866	\$34,744	\$35,623	\$36,501	\$37,380	\$38,258	\$39,137	\$40,015
9	\$912	\$24,688	\$25,572	\$26,456	\$27,340	\$28,224	\$29,108	\$29,992	\$30,876	\$31,760	\$32,644	\$33,528	\$34,412	\$35,296	\$36,180	\$37,064	\$37,948	\$38,832	\$39,716	\$40,600	\$41,484
10	\$973	\$26,117	\$27,090	\$28,063	\$29,036	\$30,010	\$30,983	\$31,956	\$32,929	\$33,902	\$34,875	\$35,848	\$36,821	\$37,794	\$38,767	\$39,740	\$40,713	\$41,686	\$42,659	\$43,632	\$44,605
11	\$1,011	\$27,673	\$28,684	\$29,695	\$30,706	\$31,717	\$32,728	\$33,739	\$34,750	\$35,761	\$36,772	\$37,783	\$38,794	\$39,805	\$40,816	\$41,827	\$42,838	\$43,849	\$44,860	\$45,871	\$46,882
12	\$1,057	\$29,298	\$30,364	\$31,431	\$32,498	\$33,565	\$34,632	\$35,699	\$36,766	\$37,833	\$38,900	\$39,967	\$41,034	\$42,101	\$43,168	\$44,235	\$45,302	\$46,369	\$47,436	\$48,503	\$49,570
13	\$1,115	\$31,077	\$32,193	\$33,308	\$34,423	\$35,539	\$36,654	\$37,769	\$38,885	\$39,999	\$41,115	\$42,230	\$43,345	\$44,460	\$45,575	\$46,690	\$47,805	\$48,920	\$50,035	\$51,150	\$52,265
14	\$1,180	\$32,915	\$34,075	\$35,234	\$36,394	\$37,554	\$38,713	\$39,873	\$41,032	\$42,191	\$43,350	\$44,509	\$45,668	\$46,827	\$47,986	\$49,145	\$50,304	\$51,463	\$52,622	\$53,781	\$54,940
15	\$1,221	\$34,866	\$36,066	\$37,267	\$38,467	\$39,667	\$40,867	\$42,067	\$43,267	\$44,467	\$45,667	\$46,867	\$48,067	\$49,267	\$50,467	\$51,667	\$52,867	\$54,067	\$55,267	\$56,467	\$57,667

NYSOC current employees in grades 6 and up

TIER II Employees hired AFTER to March 1, 1988

3.0% Increase effective 07-01-88

GRADE	ADV. AMT.	ADV. AMT.	After one year in grade	One year after Adv. I	One year after Adv. II	One year after Adv. III	One year after Adv. IV	One year after Adv. V	One year after Adv. VI	Five years after reaching job rate	Five years after Long #1
		<u>ADV. I</u>	<u>ADV. II</u>	<u>ADV. III</u>	<u>ADV. IV</u>	<u>ADV. V</u>	<u>ADV. V</u>	<u>ADV. VI</u>	<u>ADV. VI</u>	<u>LONG #1</u>	<u>LONG #2</u>
1	\$583	\$14,817	\$15,409	\$16,002	\$16,595	\$17,187	\$17,780	\$18,373	\$18,965	\$19,715	\$20,465
2	\$677	\$18,933	\$17,611	\$19,288	\$18,965	\$19,643	\$20,320	\$20,997	\$21,674	\$22,424	\$23,174
3	\$717	\$18,487	\$19,214	\$19,931	\$20,848	\$21,365	\$22,082	\$22,799	\$23,516	\$24,266	\$25,016
4	\$758	\$19,379	\$20,137	\$20,895	\$21,653	\$22,412	\$23,170	\$23,928	\$24,686	\$25,436	\$26,186
5	\$765	\$20,301	\$21,065	\$21,830	\$22,585	\$23,360	\$24,124	\$24,888	\$25,654	\$26,404	\$27,154
6	\$821	\$21,477	\$22,307	\$23,138	\$23,968	\$24,900	\$25,831	\$26,762	\$27,693	\$28,643	\$29,593
7	\$870	\$22,705	\$23,675	\$24,445	\$25,314	\$26,184	\$27,054	\$27,924	\$28,794	\$29,544	\$30,294
8	\$905	\$24,023	\$24,929	\$25,834	\$26,739	\$27,644	\$28,548	\$29,453	\$30,358	\$31,108	\$31,858
9	\$938	\$25,408	\$26,345	\$27,284	\$28,224	\$29,163	\$30,103	\$31,042	\$31,982	\$32,732	\$33,482
10	\$1,002	\$26,800	\$27,903	\$28,905	\$29,907	\$30,910	\$31,912	\$32,914	\$33,917	\$34,667	\$35,417
11	\$1,041	\$28,503	\$29,544	\$30,585	\$31,627	\$32,668	\$33,710	\$34,751	\$35,792	\$36,542	\$37,292
12	\$1,089	\$30,176	\$31,275	\$32,374	\$33,473	\$34,572	\$35,671	\$36,770	\$37,869	\$38,619	\$39,369
13	\$1,148	\$32,010	\$33,159	\$34,307	\$35,456	\$36,605	\$37,754	\$38,902	\$40,051	\$40,801	\$41,551
14	\$1,194	\$33,803	\$35,097	\$36,291	\$37,486	\$38,680	\$39,874	\$41,069	\$42,263	\$43,013	\$43,763
15	\$1,257	\$35,912	\$37,169	\$38,426	\$39,684	\$40,841	\$42,198	\$43,455	\$44,712	\$45,463	\$46,213

TIER II Employees hired AFTER to March 1, 1988

\$800.00 Increase in base effective 08-30-07

GRADE	ADV. AMT.	HIRE DATE	After one year		One year after		One year after		One year after		Five years after	
			in grade	after Adv. I	after Adv. II	after Adv. III	after Adv. IV	after Adv. V	after Adv. VI	after coaching	Long #1	
			APV. I	APV. II	APV. III	APV. IV	APV. V	APV. VI	OP RATE	LONG #1	LONG #2	
1	\$693	\$15,917	\$10,209	\$18,802	\$17,395	\$17,887	\$19,580	\$19,173	\$19,765	\$20,515	\$21,285	
2	\$877	\$17,733	\$18,411	\$19,088	\$19,785	\$20,443	\$21,120	\$21,797	\$22,474	\$23,224	\$23,974	
3	\$717	\$19,297	\$20,014	\$20,731	\$21,448	\$22,165	\$22,882	\$23,599	\$24,316	\$25,088	\$25,818	
4	\$758	\$20,179	\$20,937	\$21,695	\$22,453	\$23,212	\$23,970	\$24,728	\$25,486	\$26,236	\$26,986	
5	\$785	\$21,101	\$21,965	\$22,830	\$23,695	\$24,560	\$25,424	\$26,289	\$27,154	\$27,924	\$27,954	
6	\$831	\$22,277	\$23,107	\$23,936	\$24,769	\$25,600	\$26,431	\$27,262	\$28,093	\$28,843	\$28,593	
7	\$870	\$23,505	\$24,375	\$25,245	\$26,114	\$26,984	\$27,854	\$28,724	\$29,594	\$30,344	\$31,084	
8	\$905	\$24,825	\$25,729	\$26,634	\$27,539	\$28,444	\$29,348	\$30,253	\$31,158	\$31,908	\$32,658	
9	\$939	\$26,208	\$27,145	\$28,084	\$29,024	\$29,963	\$30,903	\$31,842	\$32,782	\$33,532	\$34,282	
10	\$1,002	\$27,700	\$28,703	\$29,705	\$30,707	\$31,710	\$32,712	\$33,714	\$34,717	\$35,467	\$36,217	
11	\$1,041	\$29,303	\$30,344	\$31,385	\$32,427	\$33,468	\$34,510	\$35,551	\$36,592	\$37,342	\$38,092	
12	\$1,099	\$30,976	\$32,075	\$33,174	\$34,273	\$35,372	\$36,471	\$37,570	\$38,669	\$39,419	\$40,169	
13	\$1,149	\$32,810	\$33,958	\$35,107	\$36,255	\$37,405	\$38,554	\$39,702	\$40,951	\$41,601	\$42,351	
14	\$1,194	\$34,703	\$35,897	\$37,091	\$38,286	\$39,480	\$40,674	\$41,869	\$43,063	\$43,813	\$44,563	
15	\$1,257	\$36,712	\$37,969	\$39,226	\$40,484	\$41,741	\$42,998	\$44,255	\$45,513	\$46,263	\$47,013	