

B & P Fair Maintenance

2018 Market Midpoint = 19.22

(Same as Maintenance Worker)

(2001 - 7% across the board increase)

(2002 - 2001 Survey + 2%)

(2003 - 3% across the board increase)

(2004 - 30% of 2003 Salary Survey Market Increase)

(2005 - Received remaining 70% of 2003 Salary Survey Market Increase)

(2006 - No Change)

(2007 - 4% Across the board increase)

(2008 - 2007 Market Survey + 2%)

(2009 - 2% across the board, no step increases)

(2009 - Effective 4/2/09 10% pay reduction)

(2010 - 10% pay reduction was reduced to a 5% pay reduction, no step increases)

(2011 - 2012 - Compensation remains at 2010 level, no step increases)

(2013 - Remaining 5% pay reduction returned. Compensation at 1/1/2009 level, no step increases)

(2014 - 2% across-the-board increase + 2014 step increase on DOM + up to 2 "catch-up steps if eligible)

(2015 - 2.8% across-the-board increase + 2015 step increase on DOM + up to 2 "catch-up steps if eligible)

(2016 - Salary Survey Results, limited to 15%, if applicable plus 1.5% across the board increase)

(2016 - 2016 step increase on DOM + final "catch-up" step on 1/1/16, if eligible)

(2017 - 2% across-the-board increase + 2017 step increase on DOM if eligible)

(2018 - 3% across-the-board increase + 2018 step increase on DOM if eligible)

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
1	16.34	1,415.82	33,979.68
2	16.91	1,465.82	35,179.68
3	17.49	1,515.81	36,379.44
4	18.07	1,565.80	37,579.20
5	18.64	1,615.79	38,778.96
6	19.22	1,665.78	39,978.72
7	19.80	1,715.77	41,178.48
8	20.37	1,765.76	42,378.24
9	20.95	1,815.75	43,578.00
10	21.53	1,865.75	44,778.00
11	22.10	1,915.74	45,977.76