

Wage Schedule 3

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00
2	398.00	390.00	379.00	370.00	2	399.50	391.50	380.50	371.50	2	400.50	392.50	381.50	372.50	2	402.00	393.50	382.50	374.00
3	461.50	452.50	440.00	429.50	3	465.00	456.00	443.00	433.00	3	467.50	458.50	445.50	435.50	3	470.50	461.00	448.50	438.00
4	535.50	525.00	510.50	498.50	4	541.50	531.00	516.00	504.00	4	546.00	535.50	520.50	508.50	4	551.00	540.50	525.00	513.00
5	621.50	609.50	592.50	578.50	5	631.00	618.50	601.00	587.50	5	638.00	625.50	608.00	594.00	5	645.50	633.00	615.50	601.50
6	721.00	707.50	687.50	671.50	6	734.50	720.50	700.00	684.00	6	745.00	730.50	710.00	694.00	6	756.50	742.00	721.00	704.50
7	836.50	821.00	798.00	779.50	7	855.50	839.00	815.50	797.00	7	869.50	853.00	829.50	810.50	7	886.00	869.00	845.00	825.50
8	970.50	952.50	926.00	904.50	8	996.00	977.50	950.00	928.50	8	1015.50	996.50	968.50	947.00	8	1037.50	1018.00	990.00	967.50
9	1126.00	1105.50	1074.50	1050.00	9	1160.00	1138.50	1106.50	1081.50	9	1186.00	1164.00	1131.50	1106.00	9	1215.50	1193.00	1160.00	1133.50

Pension Bands:

Zone E	Zone F	Zone G	Nevada	Job Titles	Time in Title
108	108	107	106	Operator	9
				Translations Operator*	9

*Translations Operator title receives a \$25/week language payment in addition to their basic wage rate at all steps.

Wage Schedule 4

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50
2	415.50	407.00	395.00	386.00	2	417.00	408.50	396.50	387.00	2	418.00	410.00	398.00	388.50	2	419.50	411.00	399.00	389.50
3	482.00	472.50	458.50	447.50	3	485.50	476.00	462.00	451.00	3	488.00	478.50	464.50	453.50	3	491.00	481.50	467.50	456.50
4	559.00	548.00	532.50	519.50	4	565.00	554.50	538.00	525.50	4	570.00	559.00	542.50	529.50	4	575.00	564.00	548.00	534.50
5	648.50	636.00	618.00	602.50	5	658.00	645.50	627.00	611.50	5	665.50	652.50	634.00	618.50	5	673.50	661.00	642.00	626.50
6	752.50	738.00	717.00	699.50	6	766.00	751.50	730.50	712.50	6	777.00	762.00	740.50	722.50	6	789.00	774.00	752.00	734.00
7	872.50	856.00	832.00	811.50	7	892.00	875.50	851.00	830.00	7	907.00	890.00	865.00	844.00	7	924.00	906.50	881.50	859.50
8	1012.50	993.50	966.00	941.50	8	1039.00	1019.50	991.00	966.50	8	1059.00	1039.00	1010.50	985.50	8	1082.00	1062.00	1032.50	1007.00
9	1174.50	1152.50	1121.00	1092.50	9	1209.50	1187.00	1154.50	1125.50	9	1236.50	1213.50	1180.50	1151.00	9	1267.50	1244.00	1210.00	1180.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
110	109	108	107	Cashier	12	Messenger (Motorized)	12
				Customer Associate	12	Office Associate	12
				Customer Serv. Assoc.	12	Reports Associate	12
				Data Entry Associate	12	Services Specialist	12
				Garage Attendant	12	Staff Associate	12
				Information Processor	12		

Wage Schedule 5

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50
2	417.00	408.50	397.50	389.50	2	418.50	410.00	399.00	391.00	2	420.00	411.50	400.00	392.00	2	421.00	412.50	401.50	393.00
3	484.00	474.50	461.00	452.00	3	487.50	478.00	464.50	455.50	3	490.50	480.50	467.00	458.00	3	493.50	483.50	470.00	460.50
4	562.00	550.50	535.00	524.50	4	568.00	556.50	541.00	530.50	4	573.00	561.50	545.50	534.50	4	578.00	566.50	550.50	539.50
5	652.00	639.00	621.00	608.50	5	661.50	648.50	630.50	618.00	5	669.00	656.00	637.50	624.50	5	677.50	664.00	645.00	632.50
6	756.50	741.50	720.50	706.50	6	771.00	755.50	734.00	719.50	6	781.50	766.50	744.50	729.50	6	793.50	778.00	756.00	741.00
7	878.00	861.00	836.00	820.00	7	898.00	880.50	855.00	838.50	7	913.00	895.00	869.50	852.50	7	930.00	912.00	885.50	868.00
8	1019.00	999.50	970.50	951.50	8	1045.50	1025.50	996.00	976.50	8	1066.50	1046.00	1015.50	995.50	8	1089.50	1068.50	1037.50	1017.50
9	1182.50	1160.00	1126.00	1104.50	9	1218.00	1195.00	1160.00	1137.50	9	1245.50	1222.00	1186.00	1163.00	9	1276.50	1252.50	1215.50	1192.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time in Title</u>
110	109	108	108	Central Office Associate	12
				HR Operations Associate	12
				Service Assistant	12
				Service Assistant-Bilingual*	12

Wage Schedule 6

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00
2	436.00	428.50	415.50	406.00	2	437.50	430.00	417.00	407.50	2	438.50	431.00	418.00	408.50	2	440.00	432.50	419.50	410.00
3	506.00	497.00	482.00	471.00	3	510.00	501.00	485.50	474.50	3	512.50	503.50	488.00	477.00	3	516.00	506.50	491.00	480.00
4	587.50	577.00	559.00	546.00	4	594.00	583.50	565.50	552.50	4	599.00	588.50	570.00	557.00	4	604.50	594.00	575.50	562.00
5	682.00	669.50	648.50	633.50	5	692.00	679.50	658.50	643.00	5	700.00	687.50	665.50	650.00	5	708.50	696.00	674.00	658.50
6	791.50	777.50	752.50	735.00	6	806.50	792.00	767.00	748.50	6	817.50	803.00	777.50	759.00	6	830.50	815.50	789.50	771.00
7	919.00	902.00	873.00	852.50	7	939.50	922.50	893.00	871.50	7	955.00	938.00	908.00	886.50	7	973.00	955.50	925.00	902.50
8	1067.00	1047.00	1013.00	989.00	8	1094.50	1074.50	1040.00	1015.00	8	1116.00	1095.50	1060.00	1034.50	8	1140.50	1119.50	1083.50	1057.00
9	1238.50	1215.50	1175.50	1147.00	9	1275.50	1252.00	1211.00	1181.50	9	1304.00	1280.00	1238.00	1208.00	9	1336.50	1312.00	1269.00	1238.00

Pension Bands:

Zone E	Zone F	Zone G	Nevada	Job Titles	Time in Title	Job Titles	Time in Title
112	111	110	109	Accounting Associate	12	Medical Assistant	12
				Computer Operator	12	Operations Administrator	12
				Data Administrator	12	Order Writer	12
				Engineering Administrator	12	Supervisor's Assistant	12

Wage Schedule 7

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00
2	450.50	441.00	429.50	420.00	2	452.50	442.50	431.00	421.50	2	453.50	444.00	432.00	423.00	2	455.00	445.00	433.50	424.00
3	523.00	512.00	498.00	487.50	3	526.50	515.50	502.00	491.50	3	529.50	518.50	504.50	494.00	3	533.00	521.50	507.50	497.00
4	606.50	594.00	578.00	566.00	4	613.00	600.50	584.50	572.50	4	618.50	605.50	589.50	577.00	4	624.00	611.00	595.00	582.50
5	703.50	689.00	670.50	657.00	5	714.00	699.50	680.50	666.50	5	722.00	707.50	688.00	674.00	5	731.00	716.00	696.50	682.50
6	816.00	800.00	778.00	762.50	6	831.00	814.50	792.50	776.50	6	843.00	826.00	803.50	787.50	6	856.00	839.00	816.00	800.00
7	948.50	928.00	903.00	885.00	7	968.00	949.00	923.00	905.00	7	984.00	965.00	938.50	920.00	7	1002.50	983.00	956.00	937.50
8	1098.00	1077.00	1047.50	1027.00	8	1127.00	1105.50	1075.00	1054.00	8	1149.00	1127.00	1096.00	1074.50	8	1174.00	1152.00	1120.00	1098.50
9	1274.00	1250.00	1215.50	1192.00	9	1312.00	1287.50	1252.00	1228.00	9	1341.50	1316.50	1280.00	1255.50	9	1375.00	1349.50	1312.00	1287.00

Pension Bands:

Zone E	Zone F	Zone G	Nevada	Job Titles	Time in Title	Job Titles	Time in Title
113	112	111	110	Collection Representative	15	Customer Representative-Bilingual*	15
				Collection Representative-Bilingual*	15	Engineering Cost Associate	15
				Customer Representative	15		

*Collection Representative-Bilingual and Customer Representative-Bilingual titles receive a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 8

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00
2	413.00	405.00	395.50	386.50	2	414.50	406.50	396.50	387.50	2	415.50	407.50	397.50	388.50	2	416.50	408.50	398.50	389.50
3	466.50	460.50	449.50	439.50	3	472.50	463.50	452.00	442.00	3	474.50	465.50	454.00	444.00	3	477.00	468.00	456.50	446.00
4	533.50	523.50	510.50	499.50	4	536.50	526.50	515.50	504.00	4	542.00	532.00	518.50	507.00	4	546.00	536.00	522.50	511.00
5	606.50	595.00	580.50	567.50	5	614.00	602.50	587.50	574.50	5	619.50	607.50	592.50	579.50	5	625.50	614.00	598.50	585.00
6	689.50	676.50	659.50	645.00	6	699.50	686.50	669.50	655.00	6	707.50	694.50	677.00	662.00	6	716.50	703.00	685.50	670.50
7	783.50	769.00	749.50	733.50	7	797.50	783.00	763.00	746.50	7	808.50	793.50	773.00	756.50	7	820.50	805.50	785.00	768.00
8	891.00	874.00	851.50	833.50	8	909.50	892.50	869.50	851.00	8	923.50	906.50	883.00	864.50	8	940.00	922.50	898.50	879.50
9	1012.50	993.50	968.00	947.50	9	1036.50	1017.50	991.00	970.00	9	1055.50	1036.00	1009.00	987.50	9	1076.50	1056.50	1029.00	1007.50
10	1151.00	1129.50	1100.00	1077.00	10	1181.50	1160.00	1129.50	1106.00	10	1205.50	1183.50	1152.50	1128.50	10	1233.00	1210.50	1178.50	1153.50
11	1308.00	1284.00	1250.00	1224.50	11	1347.00	1322.50	1287.50	1261.00	11	1377.50	1352.50	1316.50	1289.50	11	1412.00	1386.50	1349.50	1321.50

Pension Bands:

Zone E	Zone F	Zone G	Nevada	Job Titles	Time in Title	Job Titles	Time in Title
114	113	112	111	Accounting Specialist	15	Maintenance Administrator - Bilingual	15
				Data Specialist	15	Operations Specialist	15
				Driver	15	Provisioning Specialist	15
				Maintenance Administrator	15		

* Maintenance Administrator - Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 9

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2015					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00
2	417.00	409.50	399.50	392.00	2	418.50	411.00	401.00	393.50	2	419.50	412.00	401.50	394.00	2	420.50	413.00	402.50	395.00
3	474.50	465.50	454.00	446.00	3	477.00	468.50	457.00	448.50	3	479.00	470.50	459.00	450.50	3	481.50	473.00	461.00	452.50
4	539.00	529.50	516.50	506.50	4	544.00	534.00	521.00	511.50	4	547.50	537.50	524.50	514.50	4	551.50	541.50	528.50	518.50
5	613.00	601.50	587.00	576.00	5	620.00	609.00	594.00	583.00	5	625.50	614.00	599.50	588.00	5	632.00	620.50	605.00	594.00
6	696.50	684.00	667.00	654.50	6	707.00	694.00	677.00	664.50	6	715.00	701.50	685.00	672.00	6	724.00	710.50	693.50	680.50
7	792.00	777.00	758.50	744.00	7	806.00	791.00	772.00	757.50	7	817.00	801.50	782.50	768.00	7	829.00	813.50	794.00	779.50
8	900.50	883.50	862.00	846.00	8	919.00	902.00	880.00	864.00	8	933.50	916.00	894.00	877.50	8	949.50	932.00	910.00	892.50
9	1023.50	1004.00	980.00	961.50	9	1048.00	1028.00	1003.50	985.00	9	1066.50	1046.50	1021.50	1002.50	9	1088.00	1067.50	1042.00	1022.50
10	1163.50	1141.00	1114.00	1093.00	10	1194.50	1172.00	1144.00	1122.50	10	1218.50	1195.50	1167.50	1145.50	10	1246.00	1222.50	1194.00	1171.00
11	1322.50	1297.00	1266.50	1242.50	11	1362.00	1336.00	1304.50	1280.00	11	1392.00	1366.00	1334.00	1309.00	11	1427.50	1400.00	1367.50	1341.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
114	113	112	112	Cable Locator	18	RCMA Administrator	18
				Collector	18	Supply Service Attendant	18
				Facilities Technician	18		

Wage Schedule 10

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	488.50	479.50	464.50	450.50	2	490.00	481.50	466.50	452.00	2	491.50	482.50	467.50	453.50	2	493.00	484.00	469.00	454.50
3	566.50	556.50	539.00	522.50	3	571.00	560.50	543.00	526.50	3	574.00	563.50	546.50	529.50	3	577.50	567.00	549.50	533.00
4	657.50	645.00	625.50	608.50	4	664.50	652.50	632.50	613.50	4	670.00	658.00	638.00	618.50	4	676.50	664.00	644.00	624.50
5	762.50	748.50	726.00	704.00	5	774.00	759.50	737.00	714.50	5	782.50	768.00	745.00	722.50	5	792.50	777.50	754.50	731.50
6	884.50	868.00	842.50	817.50	6	901.00	884.00	858.00	832.50	6	913.50	896.50	870.00	844.00	6	928.00	910.50	883.50	857.50
7	1026.00	1007.00	977.50	948.50	7	1049.00	1029.50	999.50	970.00	7	1067.00	1046.50	1016.00	986.50	7	1087.00	1066.00	1035.00	1004.50
8	1190.50	1168.00	1134.00	1101.00	8	1221.50	1198.50	1164.00	1130.00	8	1245.50	1222.00	1187.00	1152.00	8	1273.00	1248.50	1212.50	1177.00
9	1381.00	1354.50	1316.00	1278.00	9	1422.50	1395.00	1355.50	1316.50	9	1454.50	1426.50	1386.00	1346.00	9	1491.00	1462.00	1420.50	1379.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time In Title</u>
116	115	114	113	Network Maintenance Specialist	18
				Supply Specialist - Nevada	18

Wage Schedule V

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	560.04	549.90	533.52	517.53	1	576.81	566.48	549.51	533.13	1	589.88	579.15	561.80	545.22	1	604.70	593.58	575.84	558.87
2	601.73	590.83	573.23	556.05	2	619.75	608.65	590.41	572.81	2	633.79	622.26	603.62	585.80	2	649.71	637.76	618.70	600.47
3	646.52	634.81	615.90	597.44	3	665.88	653.95	634.36	615.45	3	680.96	668.58	648.55	629.41	3	698.07	685.24	664.76	645.17
4	694.64	682.07	661.75	641.92	4	715.44	702.63	681.58	661.27	4	731.65	718.35	696.82	676.26	4	750.03	736.25	714.24	693.19
5	746.35	732.84	711.01	689.70	5	768.70	754.93	732.32	710.49	5	786.11	771.82	748.69	726.60	5	805.86	791.05	767.40	744.79
6	801.91	787.39	763.93	741.04	6	825.92	811.12	786.83	763.38	6	844.63	829.27	804.42	780.69	6	865.85	849.93	824.53	800.23
7	861.60	846.00	820.80	796.20	7	887.40	871.50	845.40	820.20	7	907.50	891.00	864.30	838.80	7	930.30	913.20	885.90	859.80

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time in Title</u>
117	116	115	114	Sales Consultant	24
				Sales Consultant - Bilingual*	24

*Sales Consultant-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule X

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	491.00	482.00	467.00	452.50	2	492.50	484.00	468.50	454.00	2	494.00	485.00	470.00	455.50	2	495.50	486.50	471.50	457.00
3	572.00	562.00	544.50	527.50	3	576.50	566.00	548.50	531.50	3	579.50	569.00	551.50	534.50	3	583.00	572.50	555.00	538.00
4	667.00	655.00	635.00	615.50	4	674.50	662.50	642.00	622.00	4	680.00	668.00	647.00	627.50	4	686.50	674.00	653.50	633.50
5	777.50	763.50	740.00	717.50	5	789.00	775.00	751.00	728.50	5	796.00	783.50	759.50	736.50	5	808.00	793.50	769.00	745.50
6	906.50	890.00	863.00	837.00	6	923.50	907.00	879.00	852.50	6	936.50	919.50	891.50	864.50	6	951.00	933.50	905.00	878.00
7	1056.50	1037.50	1006.50	976.00	7	1080.50	1061.00	1029.00	998.00	7	1098.50	1078.50	1046.00	1014.50	7	1119.00	1099.00	1065.50	1033.50
8	1232.00	1209.50	1173.50	1138.00	8	1264.00	1241.50	1204.00	1168.00	8	1289.00	1265.50	1227.50	1191.00	8	1317.50	1293.00	1254.50	1217.00
9	1436.00	1410.00	1368.00	1327.00	9	1479.00	1452.50	1409.00	1367.00	9	1512.50	1485.00	1440.50	1398.00	9	1550.50	1522.00	1476.50	1433.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time in Title</u>
117	116	115	114	Sales and Service Representative - Bilingual*	24
				Service Representative	24

*Sales and Service Representative-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 11

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00
2	491.50	483.50	471.00	461.50	2	493.00	485.00	472.50	463.00	2	494.00	486.00	473.50	464.00	2	495.50	487.50	474.50	465.00
3	559.00	549.50	535.50	524.50	3	562.50	553.00	538.50	527.50	3	565.00	555.50	541.00	530.00	3	567.50	558.00	543.50	532.50
4	635.50	624.50	608.50	596.50	4	641.00	630.00	614.00	601.50	4	645.50	634.50	618.00	605.50	4	650.00	639.00	622.50	610.00
5	722.50	710.00	691.50	678.00	5	731.00	718.50	699.50	686.00	5	737.50	724.50	706.00	692.00	5	745.00	732.00	713.00	699.00
6	821.00	806.50	786.00	770.50	6	833.50	819.00	797.50	782.00	6	842.50	828.00	806.50	791.00	6	853.00	838.50	816.50	800.50
7	933.50	917.00	893.00	876.00	7	950.50	933.50	909.00	891.50	7	963.00	946.00	921.50	903.50	7	977.50	960.00	935.00	917.00
8	1061.00	1042.00	1015.00	995.50	8	1083.50	1064.00	1036.00	1016.50	8	1100.50	1080.50	1052.50	1032.50	8	1119.50	1099.50	1070.50	1050.50
9	1206.50	1184.00	1153.50	1132.00	9	1235.50	1212.50	1181.00	1159.00	9	1257.50	1234.50	1202.50	1180.00	9	1282.50	1259.00	1226.00	1203.50
10	1371.50	1346.00	1311.00	1286.50	10	1408.50	1382.00	1346.00	1321.50	10	1437.00	1410.00	1373.50	1348.00	10	1469.00	1442.00	1404.00	1378.50
11	1559.00	1529.50	1490.00	1462.50	11	1606.00	1575.50	1534.50	1506.50	11	1642.00	1611.00	1569.00	1540.50	11	1683.00	1651.50	1608.00	1579.00

Pension Bands:

Zone E	Zone F	Zone G	Nevada	Job Titles	Time in Title	Job Titles	Time in Title
121	120	119	118	Assignment Administrator	18	Field Job Administrator	18
				Building Mechanic	18	Garage Mechanic	18
				Facilities Administrator	18	Outside Plant Tech	18
				FACS Administrator*	18	Services Technician	18

*FACS Administrator receives a \$5/week basic wage job differential at top step.

Wage Schedule 12

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00
2	510.50	500.00	488.50	476.50	2	512.00	501.50	488.00	476.00	2	513.00	502.50	489.00	479.00	2	514.50	504.00	490.00	480.00
3	580.00	568.50	553.00	541.50	3	583.50	571.50	556.00	545.00	3	586.00	574.50	558.50	547.00	3	589.00	577.00	561.50	550.00
4	659.50	646.00	628.50	615.50	4	665.50	651.50	634.00	621.00	4	669.50	656.00	638.00	625.50	4	674.50	661.00	643.00	630.00
5	749.50	734.00	714.50	700.00	5	758.50	743.00	722.50	708.50	5	765.00	749.50	729.00	714.50	5	773.00	757.00	736.50	721.50
6	852.00	834.50	812.00	795.50	6	864.50	847.00	824.00	807.50	6	874.50	856.50	833.00	816.50	6	885.00	867.00	843.50	827.00
7	968.50	948.50	923.00	904.50	7	985.50	965.50	939.00	921.00	7	999.00	978.50	952.00	933.00	7	1014.00	993.00	966.00	947.00
8	1100.50	1078.00	1049.00	1028.50	8	1123.50	1100.50	1070.50	1050.00	8	1141.50	1117.50	1087.50	1066.50	8	1161.50	1137.00	1106.50	1085.00
9	1251.00	1225.00	1192.00	1169.00	9	1281.00	1254.50	1220.50	1197.00	9	1304.00	1277.00	1242.50	1218.50	9	1330.00	1302.00	1267.00	1243.00
10	1422.00	1392.50	1355.00	1329.00	10	1460.50	1430.00	1391.50	1365.00	10	1490.00	1458.50	1419.50	1392.50	10	1523.50	1491.50	1451.00	1424.00
11	1616.50	1582.50	1540.00	1511.00	11	1665.00	1630.00	1586.00	1556.50	11	1702.50	1666.50	1621.50	1591.50	11	1745.00	1708.00	1662.00	1631.50

Pension Bands:

Zone E	Zone F	Zone G	Nevada	Job Titles	Time in Title	Job Titles	Time in Title
122	121	120	119	Analyst	24	Equipment Specialist	24
				Building Specialist	24	ENOC Technician	24
				Combination Technician (Nevada O.	24	Production Rep.	24
				Communications Technician	24	Splicing Technician	24
				Company Telecom Technician	24	Systems Technician	24
				Copy Service Artist	24	Systems Technician - Data	24
				Engineering Assistant	24	Communications	24
				Equip. Installation Tech.	24	Testing Technician	24

Wage Schedule 30

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective With Ratification					Effective April 2016					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50
2	547.00	536.50	523.00	512.00	2	549.00	538.00	524.50	513.50	2	550.00	539.00	525.50	515.00	2	551.50	540.50	527.00	516.00
3	622.00	609.50	594.00	582.00	3	625.50	613.50	597.50	585.50	3	628.50	616.00	600.50	588.50	3	631.50	619.00	603.50	591.00
4	706.50	693.00	675.50	662.00	4	713.00	699.00	681.50	668.00	4	717.50	704.00	686.00	672.00	4	723.00	709.00	691.00	677.50
5	803.00	787.50	767.50	752.50	5	812.50	797.00	776.50	761.50	5	820.00	804.00	783.50	768.00	5	828.00	812.00	791.50	776.00
6	912.50	895.00	872.50	855.50	6	926.00	908.50	885.00	868.00	6	936.50	918.50	895.00	878.00	6	946.00	930.00	906.50	889.00
7	1037.00	1017.50	991.50	972.50	7	1055.50	1035.50	1009.00	990.00	7	1069.50	1049.50	1022.50	1003.00	7	1085.50	1065.00	1038.00	1018.00
8	1178.00	1156.00	1126.50	1105.50	8	1203.00	1180.50	1150.00	1128.50	8	1222.00	1199.00	1168.50	1146.50	8	1243.00	1220.00	1188.50	1166.50
9	1339.00	1314.00	1280.50	1257.00	9	1371.00	1345.50	1311.00	1287.00	9	1395.50	1370.00	1334.50	1310.00	9	1423.50	1397.00	1361.50	1336.00
10	1521.50	1493.50	1455.50	1429.00	10	1562.50	1534.00	1494.50	1467.50	10	1594.00	1565.00	1525.00	1497.00	10	1630.00	1600.00	1559.00	1530.50
11	1729.00	1697.50	1654.00	1624.50	11	1781.00	1748.50	1703.50	1673.00	11	1821.00	1788.00	1742.00	1710.50	11	1866.50	1832.50	1785.50	1753.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>	<u>Job Titles</u>	<u>Time in Title</u>
125	124	123	122	Antenna Technician	36

Appendix D

Wage Range	Effective October 2016		Effective With Ratification		Effective April 2018		Effective April 2019	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Associate Field Service	\$478.00	\$959.00	\$492.00	\$988.00	\$503.00	\$1,010.00	\$516.00	\$1,035.00
Field Service Representative	\$598.00	\$1,438.00	\$616.00	\$1,481.00	\$630.00	\$1,514.00	\$646.00	\$1,552.00
Senior Field Service Representative	\$718.00	\$1,797.00	\$740.00	\$1,851.00	\$757.00	\$1,893.00	\$776.00	\$1,940.00

Appendix E

Premises Technician

	Effective October 2016	Effective with Ratification	Effective April 2018	Effective April 2019
1	423.50	445.50	445.50	445.50
2	454.00	477.50	478.50	480.00
3	486.50	512.00	514.50	517.00
4	521.50	549.00	553.00	557.00
5	558.50	589.00	594.00	600.00
6	598.50	631.50	638.50	646.50
7	641.50	677.00	686.00	696.00
8	687.50	725.50	737.00	750.00
9	737.00	778.00	792.00	808.00
10	790.00	834.50	851.00	870.50
11	846.50	894.50	914.50	937.50

Premises Technician (Counties)

	Effective October 2016	Effective with Ratification	Effective April 2018	Effective April 2019
1	563.50	585.50	585.50	585.50
2	601.00	625.00	626.50	628.00
3	640.50	667.50	670.50	673.50
4	683.00	712.50	717.00	722.50
5	728.50	760.50	767.50	775.00
6	777.00	812.00	821.00	831.50
7	828.50	867.00	878.50	892.00
8	883.50	925.50	940.00	956.50
9	942.00	988.00	1006.00	1026.00
10	1004.50	1054.50	1076.00	1100.50
11	1071.00	1126.00	1151.50	1180.50

DirectTV

Admin Support Assistant

	Effective with Ratification	Effective April 2018	Effective April 2019
1	490.50	490.50	490.50
2	507.00	508.00	509.50
3	524.00	526.50	529.00
4	542.00	545.50	549.50
5	560.00	565.00	571.00
6	579.00	585.50	593.00
7	598.50	606.50	615.50
8	618.50	628.50	639.50
9	639.50	651.00	664.00
10	661.00	674.50	690.00
11	683.50	699.00	716.50

Office Coordinator

	Effective with Ratification	Effective April 2018	Effective April 2019
1	538.50	538.50	538.50
2	561.50	562.50	564.00
3	585.00	588.00	590.50
4	610.00	614.00	618.50
5	636.00	641.50	648.00
6	663.00	670.50	678.50
7	691.00	700.50	711.00
8	720.50	731.50	744.50
9	751.00	764.50	780.00
10	783.00	798.50	817.00
11	816.00	834.50	855.50

Warehouse Assistant

	Effective with Ratification	Effective April 2018	Effective April 2019
1	538.50	538.50	538.50
2	560.50	562.00	563.50
3	583.50	586.50	589.00
4	608.00	612.00	616.50
5	633.00	638.50	644.50
6	659.00	666.00	674.50
7	686.00	695.00	705.50
8	714.00	725.50	738.00
9	743.50	757.00	772.00
10	774.00	789.50	807.50
11	806.00	824.00	844.50

Sr. Material Handler

	Effective with Ratification	Effective April 2018	Effective April 2019
1	596.00	596.00	596.00
2	631.50	633.00	634.50
3	668.00	672.00	675.00
4	708.50	713.50	718.50
5	750.50	757.50	765.00
6	795.00	804.00	814.00
7	842.50	854.00	866.50
8	892.50	906.50	922.00
9	945.50	962.50	981.50
10	1001.50	1022.00	1045.00
11	1061.00	1085.00	1112.00