

## Appendix A 3

2.8% COLA effective 7/1/20

2020-2021 194 DAY - 7 HOUR

Revised 6/12/2020

		Training Increment									
		\$ 813.00									
		A	B	C	D	E	F	G	H	I	J
<b>1</b>	<b>Annual</b>	<b>\$51,516</b>	<b>\$52,329</b>	<b>\$53,142</b>	<b>\$53,955</b>	<b>\$54,768</b>	<b>\$55,581</b>	<b>\$56,394</b>	<b>\$57,207</b>	<b>\$58,020</b>	<b>\$58,833</b>
<b>Subs</b>	<b>Semi</b>	\$2,146.51	\$2,180.38	\$2,214.26	\$2,248.13	\$2,282.01	\$2,315.88	\$2,349.76	\$2,383.63	\$2,417.51	\$2,451.38
	<b>Daily</b>	\$265.55	\$269.74	\$273.93	\$278.12	\$282.31	\$286.50	\$290.69	\$294.88	\$299.07	\$303.26
	<b>Hourly</b>	\$37.94	\$38.53	\$39.13	\$39.73	\$40.33	\$40.93	\$41.53	\$42.13	\$42.72	\$43.32
<b>2</b>	<b>Annual</b>	<b>\$53,350</b>	<b>\$54,163</b>	<b>\$54,976</b>	<b>\$55,789</b>	<b>\$56,602</b>	<b>\$57,415</b>	<b>\$58,228</b>	<b>\$59,041</b>	<b>\$59,854</b>	<b>\$60,667</b>
	<b>Semi</b>	\$2,222.92	\$2,256.80	\$2,290.67	\$2,324.55	\$2,358.42	\$2,392.30	\$2,426.17	\$2,460.05	\$2,493.92	\$2,527.80
	<b>Daily</b>	\$275.00	\$279.19	\$283.38	\$287.57	\$291.76	\$295.95	\$300.14	\$304.34	\$308.53	\$312.72
	<b>Hourly</b>	\$39.29	\$39.88	\$40.48	\$41.08	\$41.68	\$42.28	\$42.88	\$43.48	\$44.08	\$44.67
<b>3</b>	<b>Annual</b>	<b>\$55,170</b>	<b>\$55,983</b>	<b>\$56,796</b>	<b>\$57,609</b>	<b>\$58,422</b>	<b>\$59,235</b>	<b>\$60,048</b>	<b>\$60,861</b>	<b>\$61,674</b>	<b>\$62,487</b>
	<b>Semi</b>	\$2,298.74	\$2,332.61	\$2,366.49	\$2,400.36	\$2,434.24	\$2,468.11	\$2,501.99	\$2,535.86	\$2,569.74	\$2,603.61
	<b>Daily</b>	\$284.38	\$288.57	\$292.76	\$296.95	\$301.14	\$305.33	\$309.52	\$313.71	\$317.91	\$322.10
	<b>Hourly</b>	\$40.63	\$41.22	\$41.82	\$42.42	\$43.02	\$43.62	\$44.22	\$44.82	\$45.42	\$46.01
<b>4</b>	<b>Annual</b>	<b>\$57,004</b>	<b>\$57,817</b>	<b>\$58,630</b>	<b>\$59,443</b>	<b>\$60,256</b>	<b>\$61,069</b>	<b>\$61,882</b>	<b>\$62,695</b>	<b>\$63,508</b>	<b>\$64,321</b>
	<b>Semi</b>	\$2,375.15	\$2,409.03	\$2,442.90	\$2,476.78	\$2,510.65	\$2,544.53	\$2,578.40	\$2,612.28	\$2,646.15	\$2,680.03
	<b>Daily</b>	\$293.83	\$298.02	\$302.21	\$306.41	\$310.60	\$314.79	\$318.98	\$323.17	\$327.36	\$331.55
	<b>Hourly</b>	\$41.98	\$42.57	\$43.17	\$43.77	\$44.37	\$44.97	\$45.57	\$46.17	\$46.77	\$47.36
<b>5</b>	<b>Annual</b>	<b>\$58,823</b>	<b>\$59,636</b>	<b>\$60,449</b>	<b>\$61,262</b>	<b>\$62,075</b>	<b>\$62,888</b>	<b>\$63,701</b>	<b>\$64,514</b>	<b>\$65,327</b>	<b>\$66,140</b>
	<b>Semi</b>	\$2,450.97	\$2,484.84	\$2,518.72	\$2,552.59	\$2,586.47	\$2,620.34	\$2,654.22	\$2,688.09	\$2,721.97	\$2,755.84
	<b>Daily</b>	\$303.21	\$307.40	\$311.59	\$315.78	\$319.98	\$324.17	\$328.36	\$332.55	\$336.74	\$340.93
	<b>Hourly</b>	\$43.32	\$43.91	\$44.51	\$45.11	\$45.71	\$46.31	\$46.91	\$47.51	\$48.11	\$48.70
<b>6</b>	<b>Annual</b>	<b>\$60,657</b>	<b>\$61,470</b>	<b>\$62,283</b>	<b>\$63,096</b>	<b>\$63,909</b>	<b>\$64,722</b>	<b>\$65,535</b>	<b>\$66,348</b>	<b>\$67,161</b>	<b>\$67,974</b>
	<b>Semi</b>	\$2,527.38	\$2,561.26	\$2,595.13	\$2,629.01	\$2,662.88	\$2,696.76	\$2,730.63	\$2,764.51	\$2,798.38	\$2,832.26
	<b>Daily</b>	\$312.67	\$316.86	\$321.05	\$325.24	\$329.43	\$333.62	\$337.81	\$342.00	\$346.19	\$350.38
	<b>Hourly</b>	\$44.67	\$45.27	\$45.86	\$46.46	\$47.06	\$47.66	\$48.26	\$48.86	\$49.46	\$50.05
<b>7</b>	<b>Annual</b>	<b>\$62,477</b>	<b>\$63,290</b>	<b>\$64,103</b>	<b>\$64,916</b>	<b>\$65,729</b>	<b>\$66,542</b>	<b>\$67,355</b>	<b>\$68,168</b>	<b>\$68,981</b>	<b>\$69,794</b>
	<b>Semi</b>	\$2,603.20	\$2,637.07	\$2,670.95	\$2,704.82	\$2,738.70	\$2,772.57	\$2,806.45	\$2,840.32	\$2,874.20	\$2,908.07
	<b>Daily</b>	\$322.04	\$326.24	\$330.43	\$334.62	\$338.81	\$343.00	\$347.19	\$351.38	\$355.57	\$359.76
	<b>Hourly</b>	\$46.01	\$46.61	\$47.20	\$47.80	\$48.40	\$49.00	\$49.60	\$50.20	\$50.80	\$51.39
<b>8</b>	<b>Annual</b>	<b>\$64,312</b>	<b>\$65,125</b>	<b>\$65,938</b>	<b>\$66,751</b>	<b>\$67,564</b>	<b>\$68,377</b>	<b>\$69,190</b>	<b>\$70,003</b>	<b>\$70,816</b>	<b>\$71,629</b>
<b>14 Yrs hired 7/1/2014</b>	<b>Semi</b>	\$2,679.65	\$2,713.53	\$2,747.40	\$2,781.28	\$2,815.15	\$2,849.03	\$2,882.90	\$2,916.78	\$2,950.65	\$2,984.53
	<b>Daily</b>	\$331.50	\$335.69	\$339.88	\$344.08	\$348.27	\$352.46	\$356.65	\$360.84	\$365.03	\$369.22
	<b>Hourly</b>	\$47.36	\$47.96	\$48.55	\$49.15	\$49.75	\$50.35	\$50.95	\$51.55	\$52.15	\$52.75
<b>9</b>	<b>Annual</b>	<b>\$66,129</b>	<b>\$66,942</b>	<b>\$67,755</b>	<b>\$68,568</b>	<b>\$69,381</b>	<b>\$70,194</b>	<b>\$71,007</b>	<b>\$71,820</b>	<b>\$72,633</b>	<b>\$73,446</b>
<b>16 Yrs hired 7/1/2014</b>	<b>Semi</b>	\$2,755.38	\$2,789.26	\$2,823.13	\$2,857.01	\$2,890.88	\$2,924.76	\$2,958.63	\$2,992.51	\$3,026.38	\$3,060.26
	<b>Daily</b>	\$340.87	\$345.06	\$349.25	\$353.44	\$357.63	\$361.83	\$366.02	\$370.21	\$374.40	\$378.59
	<b>Hourly</b>	\$48.70	\$49.29	\$49.89	\$50.49	\$51.09	\$51.69	\$52.29	\$52.89	\$53.49	\$54.08
<b>10</b>	<b>Annual</b>	<b>\$67,964</b>	<b>\$68,777</b>	<b>\$69,590</b>	<b>\$70,403</b>	<b>\$71,216</b>	<b>\$72,029</b>	<b>\$72,842</b>	<b>\$73,655</b>	<b>\$74,468</b>	<b>\$75,281</b>
<b>19Yrs hired 7/1/2014</b>	<b>Semi</b>	\$2,831.84	\$2,865.72	\$2,899.59	\$2,933.47	\$2,967.34	\$3,001.22	\$3,035.09	\$3,068.97	\$3,102.84	\$3,136.72
	<b>Daily</b>	\$350.33	\$354.52	\$358.71	\$362.90	\$367.09	\$371.28	\$375.48	\$379.67	\$383.86	\$388.05
	<b>Hourly</b>	\$50.05	\$50.65	\$51.24	\$51.84	\$52.44	\$53.04	\$53.64	\$54.24	\$54.84	\$55.44
<b>11</b>	<b>Annual</b>	<b>\$69,785</b>	<b>\$70,598</b>	<b>\$71,411</b>	<b>\$72,224</b>	<b>\$73,037</b>	<b>\$73,850</b>	<b>\$74,663</b>	<b>\$75,476</b>	<b>\$76,289</b>	<b>\$77,102</b>
	<b>Semi</b>	\$2,907.70	\$2,941.57	\$2,975.45	\$3,009.32	\$3,043.20	\$3,077.07	\$3,110.95	\$3,144.82	\$3,178.70	\$3,212.57
	<b>Daily</b>	\$359.72	\$363.91	\$368.10	\$372.29	\$376.48	\$380.67	\$384.86	\$389.05	\$393.24	\$397.43
	<b>Hourly</b>	\$51.39	\$51.99	\$52.59	\$53.18	\$53.78	\$54.38	\$54.98	\$55.58	\$56.18	\$56.78
<b>12</b>	<b>Annual</b>	<b>\$71,619</b>	<b>\$72,432</b>	<b>\$73,245</b>	<b>\$74,058</b>	<b>\$74,871</b>	<b>\$75,684</b>	<b>\$76,497</b>	<b>\$77,310</b>	<b>\$78,123</b>	<b>\$78,936</b>
<b>14 Yrs hired prior 7/1/14</b>	<b>Semi</b>	\$2,984.11	\$3,017.99	\$3,051.86	\$3,085.74	\$3,119.61	\$3,153.49	\$3,187.36	\$3,221.24	\$3,255.11	\$3,288.99
	<b>Daily</b>	\$369.17	\$373.36	\$377.55	\$381.74	\$385.93	\$390.12	\$394.31	\$398.50	\$402.69	\$406.89
	<b>Hourly</b>	\$52.74	\$53.34	\$53.94	\$54.53	\$55.13	\$55.73	\$56.33	\$56.93	\$57.53	\$58.13
<b>13</b>	<b>Annual</b>	<b>\$73,437</b>	<b>\$74,250</b>	<b>\$75,063</b>	<b>\$75,876</b>	<b>\$76,689</b>	<b>\$77,502</b>	<b>\$78,315</b>	<b>\$79,128</b>	<b>\$79,941</b>	<b>\$80,754</b>
<b>16 Yrs hired prior 7/1/14</b>	<b>Semi</b>	\$3,059.88	\$3,093.76	\$3,127.63	\$3,161.51	\$3,195.38	\$3,229.26	\$3,263.13	\$3,297.01	\$3,330.88	\$3,364.76
	<b>Daily</b>	\$378.54	\$382.73	\$386.92	\$391.11	\$395.31	\$399.50	\$403.69	\$407.88	\$412.07	\$416.26
	<b>Hourly</b>	\$54.08	\$54.68	\$55.27	\$55.87	\$56.47	\$57.07	\$57.67	\$58.27	\$58.87	\$59.47
<b>14</b>	<b>Annual</b>	<b>\$75,273</b>	<b>\$76,086</b>	<b>\$76,899</b>	<b>\$77,712</b>	<b>\$78,525</b>	<b>\$79,338</b>	<b>\$80,151</b>	<b>\$80,964</b>	<b>\$81,777</b>	<b>\$82,590</b>
<b>19Yrs hired prior 7/1/14</b>	<b>Semi</b>	\$3,136.39	\$3,170.26	\$3,204.14	\$3,238.01	\$3,271.89	\$3,305.76	\$3,339.64	\$3,373.51	\$3,407.39	\$3,441.26
	<b>Daily</b>	\$388.01	\$392.20	\$396.39	\$400.58	\$404.77	\$408.96	\$413.15	\$417.34	\$421.53	\$425.72
	<b>Hourly</b>	\$55.43	\$56.03	\$56.63	\$57.23	\$57.82	\$58.42	\$59.02	\$59.62	\$60.22	\$60.82