

# Wage Schedule 3

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	398.00	390.00	379.00	370.00	2	399.50	391.50	380.50	371.50
3	461.50	452.50	440.00	429.50	3	465.00	456.00	443.00	433.00
4	535.50	525.00	510.50	498.50	4	541.50	531.00	516.00	504.00
5	621.50	609.50	592.50	578.50	5	631.00	618.50	601.00	587.50
6	721.00	707.50	687.50	671.50	6	734.50	720.50	700.00	684.00
7	836.50	821.00	798.00	779.50	7	855.50	839.00	815.50	797.00
8	970.50	952.50	926.00	904.50	8	996.00	977.50	950.00	928.50
9	1126.00	1105.50	1074.50	1050.00	9	1160.00	1138.50	1106.50	1081.50

  

Effective April 2018					Effective April 2019				
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
2	400.50	392.50	381.50	372.50	2	402.00	393.50	382.50	374.00
3	467.50	458.50	445.50	435.50	3	470.50	461.00	448.50	438.00
4	546.00	535.50	520.50	508.50	4	551.00	540.50	525.00	513.00
5	638.00	625.50	608.00	594.00	5	645.50	633.00	615.50	601.50
6	745.00	730.50	710.00	694.00	6	756.50	742.00	721.00	704.50
7	869.50	853.00	829.50	810.50	7	886.00	869.00	845.00	825.50
8	1015.50	996.50	968.50	947.00	8	1037.50	1018.00	990.00	967.50
9	1186.00	1164.00	1131.50	1106.00	9	1215.50	1193.00	1160.00	1133.50

**Pension Bands:**

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
108	108	107	106

**Time in**

**Job Titles**

	<b><u>Title</u></b>
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 August 2017				
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
2	415.50	407.00	395.00	386.00	2	417.00	408.50	396.50	387.00
3	482.00	472.50	458.50	447.50	3	485.50	476.00	462.00	451.00
4	559.00	548.00	532.50	519.50	4	565.00	554.50	538.00	525.50
5	648.50	636.00	618.00	602.50	5	658.00	645.50	627.00	611.50
6	752.50	738.00	717.00	699.50	6	766.00	751.50	730.50	712.50
7	872.50	856.00	832.00	811.50	7	892.00	875.50	851.00	830.00
8	1012.50	993.50	966.00	941.50	8	1039.00	1019.50	991.00	966.50
9	1174.50	1152.50	1121.00	1092.50	9	1209.50	1187.00	1154.50	1125.50

  

Effective April 2018					Effective April 2019				
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
2	418.00	410.00	398.00	388.50	2	419.50	411.00	399.00	389.50
3	488.00	478.50	464.50	453.50	3	491.00	481.50	467.50	456.50
4	570.00	559.00	542.50	529.50	4	575.00	564.00	548.00	534.50
5	665.50	652.50	634.00	618.50	5	673.50	661.00	642.00	626.50
6	777.00	762.00	740.50	722.50	6	789.00	774.00	752.00	734.00
7	907.00	890.00	865.00	844.00	7	924.00	906.50	881.50	859.50
8	1059.00	1039.00	1010.50	985.50	8	1082.00	1062.00	1032.50	1007.00
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>
110	109	108	107

<u>Job Titles</u>	<u>Time in Title</u>
Cashier	12
Customer Associate	12
Customer Serv. Assoc.	12
Data Entry Associate	12
Garage Attendant	12
Information Processor	12

<u>Job Titles</u>	<u>Time in Title</u>
Messenger (Motorized)	12
Office Associate	12
Reports Associate	12
Services Specialist	12
Staff Associate	12

# Wage Schedule 5

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	417.00	408.50	397.50	389.50	2	418.50	410.00	399.00	391.00
3	484.00	474.50	461.00	452.00	3	487.50	478.00	464.50	455.50
4	562.00	550.50	535.00	524.50	4	568.00	556.50	541.00	530.50
5	652.00	639.00	621.00	608.50	5	661.50	648.50	630.50	618.00
6	756.50	741.50	720.50	706.50	6	771.00	755.50	734.00	719.50
7	878.00	861.00	836.00	820.00	7	898.00	880.50	855.00	838.50
8	1019.00	999.50	970.50	951.50	8	1045.50	1025.50	996.00	976.50
9	1182.50	1160.00	1126.00	1104.50	9	1218.00	1195.00	1160.00	1137.50

  

Effective April 2018					Effective April 2019				
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
2	420.00	411.50	400.00	392.00	2	421.00	412.50	401.50	393.00
3	490.50	480.50	467.00	458.00	3	493.50	483.50	470.00	460.50
4	573.00	561.50	545.50	534.50	4	578.00	566.50	550.50	539.50
5	669.00	656.00	637.50	624.50	5	677.50	664.00	645.00	632.50
6	781.50	766.50	744.50	729.50	6	793.50	778.00	756.00	741.00
7	913.00	895.00	869.50	852.50	7	930.00	912.00	885.50	868.00
8	1066.50	1046.00	1015.50	995.50	8	1089.50	1068.50	1037.50	1017.50
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>
110	109	108	108

<u>Job Titles</u>	<u>Time in Title</u>
Central Office Associate	12
HR Operations Associate	12
Service Assistant	12
Service Assistant-Bilingual*	12

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

# Wage Schedule 6

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	436.00	428.50	415.50	406.00	2	437.50	430.00	417.00	407.50
3	506.00	497.00	482.00	471.00	3	510.00	501.00	485.50	474.50
4	587.50	577.00	559.00	546.00	4	594.00	583.50	565.50	552.50
5	682.00	669.50	648.50	633.50	5	692.00	679.50	658.50	643.00
6	791.50	777.50	752.50	735.00	6	806.50	792.00	767.00	748.50
7	919.00	902.00	873.00	852.50	7	939.50	922.50	893.00	871.50
8	1067.00	1047.00	1013.00	989.00	8	1094.50	1074.50	1040.00	1015.00
9	1238.50	1215.50	1175.50	1147.00	9	1275.50	1252.00	1211.00	1181.50

  

Effective April 2018					Effective April 2019				
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
2	438.50	431.00	418.00	408.50	2	440.00	432.50	419.50	410.00
3	512.50	503.50	488.00	477.00	3	516.00	506.50	491.00	480.00
4	599.00	588.50	570.00	557.00	4	604.50	594.00	575.50	562.00
5	700.00	687.50	665.50	650.00	5	708.50	696.00	674.00	658.50
6	817.50	803.00	777.50	759.00	6	830.50	815.50	789.50	771.00
7	955.00	938.00	908.00	886.50	7	973.00	955.50	925.00	902.50
8	1116.00	1095.50	1060.00	1034.50	8	1140.50	1119.50	1083.50	1057.00
9	1304.00	1280.00	1238.00	1208.00	9	1336.50	1312.00	1269.00	1238.00

**Pension Bands:**

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
112	111	110	109

<u>Job Titles</u>	<u>Time in Title</u>
Accounting Associate	12
Computer Operator	12
Data Administrator	12
Engineering Administrator	12

<u>Job Titles</u>	<u>Time in Title</u>
Medical Assistant	12
Operations Administrator	12
Order Writer	12
Supervisor's Assistant	12

# Wage Schedule 7

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	450.50	441.00	429.50	420.00	2	452.50	442.50	431.00	421.50
3	523.00	512.00	498.00	487.50	3	526.50	515.50	502.00	491.50
4	606.50	594.00	578.00	566.00	4	613.00	600.50	584.50	572.50
5	703.50	689.00	670.50	657.00	5	714.00	699.50	680.50	666.50
6	816.00	800.00	778.00	762.50	6	831.00	814.50	792.50	776.50
7	946.50	928.00	903.00	885.00	7	968.00	949.00	923.00	905.00
8	1098.00	1077.00	1047.50	1027.00	8	1127.00	1105.50	1075.00	1054.00
9	1274.00	1250.00	1215.50	1192.00	9	1312.00	1287.50	1252.00	1228.00

  

Effective April 2018					Effective April 2019				
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
2	453.50	444.00	432.00	423.00	2	455.00	445.00	433.50	424.00
3	529.50	518.50	504.50	494.00	3	533.00	521.50	507.50	497.00
4	618.50	605.50	589.50	577.00	4	624.00	611.00	595.00	582.50
5	722.00	707.50	688.00	674.00	5	731.00	716.00	696.50	682.50
6	843.00	826.00	803.50	787.50	6	856.00	839.00	816.00	800.00
7	984.00	965.00	938.50	920.00	7	1002.50	983.00	956.00	937.50
8	1149.00	1127.00	1096.00	1074.50	8	1174.00	1152.00	1120.00	1098.50
9	1341.50	1316.50	1280.00	1255.50	9	1375.00	1349.50	1312.00	1287.00

**Pension Bands:**

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
113	112	111	110

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
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 August 2017				
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
2	413.00	405.00	395.50	386.50	2	414.50	406.50	396.50	387.50
3	469.50	460.50	449.50	439.50	3	472.50	463.50	452.00	442.00
4	533.50	523.50	510.50	499.50	4	538.50	528.50	515.50	504.00
5	606.50	595.00	580.50	567.50	5	614.00	602.50	587.50	574.50
6	689.50	676.50	659.50	645.00	6	699.50	686.50	669.50	655.00
7	783.50	769.00	749.50	733.50	7	797.50	783.00	763.00	746.50
8	891.00	874.00	851.50	833.50	8	909.50	892.50	869.50	851.00
9	1012.50	993.50	968.00	947.50	9	1036.50	1017.50	991.00	970.00
10	1151.00	1129.50	1100.00	1077.00	10	1181.50	1160.00	1129.50	1106.00
11	1308.00	1284.00	1250.00	1224.50	11	1347.00	1322.50	1287.50	1261.00

  

Effective April 2018					Effective April 2019				
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
2	415.50	407.50	397.50	388.50	2	416.50	408.50	398.50	389.50
3	474.50	465.50	454.00	444.00	3	477.00	468.00	456.50	446.00
4	542.00	532.00	518.50	507.00	4	546.00	536.00	522.50	511.00
5	619.50	607.50	592.50	579.50	5	625.50	614.00	598.50	585.00
6	707.50	694.50	677.00	662.00	6	716.50	703.00	685.50	670.50
7	808.50	793.50	773.00	756.50	7	820.50	805.50	785.00	768.00
8	923.50	906.50	883.00	864.50	8	940.00	922.50	898.50	879.50
9	1055.50	1036.00	1009.00	987.50	9	1076.50	1056.50	1029.00	1007.50
10	1205.50	1183.50	1152.50	1128.50	10	1233.00	1210.50	1178.50	1153.50
11	1377.50	1352.50	1316.50	1289.50	11	1412.00	1386.50	1349.50	1321.50

**Pension Bands:**

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
114	113	112	111

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
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 2016					Effective August 2017				
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
2	417.00	409.50	399.50	392.00	2	418.50	411.00	401.00	393.50
3	474.50	465.50	454.00	446.00	3	477.00	468.50	457.00	448.50
4	539.00	529.50	516.50	506.50	4	544.00	534.00	521.00	511.50
5	613.00	601.50	587.00	576.00	5	620.00	609.00	594.00	583.00
6	696.50	684.00	667.00	654.50	6	707.00	694.00	677.00	664.50
7	792.00	777.00	758.50	744.00	7	806.00	791.00	772.00	757.50
8	900.50	883.50	862.00	846.00	8	919.00	902.00	880.00	864.00
9	1023.50	1004.00	980.00	961.50	9	1048.00	1028.00	1003.50	985.00
10	1163.50	1141.00	1114.00	1093.00	10	1194.50	1172.00	1144.00	1122.50
11	1322.50	1297.00	1266.50	1242.50	11	1362.00	1336.00	1304.50	1280.00

  

Effective April 2018					Effective April 2019				
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
2	419.50	412.00	401.50	394.00	2	420.50	413.00	402.50	395.00
3	479.00	470.50	459.00	450.50	3	481.50	473.00	461.00	452.50
4	547.50	537.50	524.50	514.50	4	551.50	541.50	528.50	518.50
5	625.50	614.00	599.50	588.00	5	632.00	620.50	605.00	594.00
6	715.00	701.50	685.00	672.00	6	724.00	710.50	693.50	680.50
7	817.00	801.50	782.50	768.00	7	829.00	813.50	794.00	779.50
8	933.50	916.00	894.00	877.50	8	949.50	932.00	910.00	892.50
9	1066.50	1046.50	1021.50	1002.50	9	1088.00	1067.50	1042.00	1022.50
10	1218.50	1195.50	1167.50	1145.50	10	1246.00	1222.50	1194.00	1171.00
11	1392.50	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>
114	113	112	112

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Cable Locator	18	Facilities Technician	18
Collector	18	RCMA Administrator	18
Facilities Specialist	18	Supply Service Attendant	18

# Wage Schedule 10

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	488.50	479.50	464.50	450.50	2	490.00	481.50	466.50	452.00
3	566.50	556.50	539.00	522.50	3	571.00	560.50	543.00	526.50
4	657.50	645.00	625.50	606.50	4	664.50	652.50	632.50	613.50
5	762.50	748.50	726.00	704.00	5	774.00	759.50	737.00	714.50
6	884.50	868.00	842.50	817.50	6	901.00	884.00	858.00	832.50
7	1026.00	1007.00	977.50	948.50	7	1049.00	1029.50	999.50	970.00
8	1190.50	1168.00	1134.00	1101.00	8	1221.50	1198.50	1164.00	1130.00
9	1381.00	1354.50	1316.00	1278.00	9	1422.50	1395.00	1355.50	1316.50

  

Effective April 2018					Effective April 2019				
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
2	491.50	482.50	467.50	453.50	2	493.00	484.00	469.00	454.50
3	574.00	563.50	546.50	529.50	3	577.50	567.00	549.50	533.00
4	670.00	658.00	638.00	618.50	4	676.50	664.00	644.00	624.50
5	782.50	768.00	745.00	722.50	5	792.50	777.50	754.50	731.50
6	913.50	896.50	870.00	844.00	6	928.00	910.50	883.50	857.50
7	1067.00	1046.50	1016.00	986.50	7	1087.00	1066.00	1035.00	1004.50
8	1245.50	1222.00	1187.00	1152.00	8	1273.00	1248.50	1212.50	1177.00
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>
116	115	114	113

**Time in**

**Job Titles**

	<u>Title</u>
Network Maintenance Specialist	18
Supply Specialist - Nevada	18



# Wage Schedule V

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	601.73	590.83	573.23	556.05	2	619.75	608.65	590.41	572.81
3	646.52	634.81	615.90	597.44	3	665.88	653.95	634.36	615.45
4	694.64	682.07	661.75	641.92	4	715.44	702.63	681.58	661.27
5	746.35	732.84	711.01	689.70	5	768.70	754.93	732.32	710.49
6	801.91	787.39	763.93	741.04	6	825.92	811.12	786.83	763.38
7	861.60	846.00	820.80	796.20	7	887.40	871.50	845.40	820.20

  

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	589.88	579.15	561.80	545.22	1	604.70	593.58	575.84	558.87
2	633.79	622.26	603.62	585.80	2	649.71	637.76	618.70	600.47
3	680.96	668.58	648.55	629.41	3	698.07	685.24	664.76	645.17
4	731.65	718.35	696.82	676.26	4	750.03	736.25	714.24	693.19
5	786.11	771.82	748.69	726.60	5	805.86	791.05	767.40	744.79
6	844.63	829.27	804.42	780.69	6	865.85	849.93	824.53	800.23
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>
117	116	115	114

**Time in**

**Job Titles**

	<u>Title</u>
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 August 2017				
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
2	491.00	482.00	467.00	452.50	2	492.50	484.00	468.50	454.00
3	572.00	562.00	544.50	527.50	3	576.50	566.00	548.50	531.50
4	667.00	655.00	635.00	615.50	4	674.50	662.50	642.00	622.00
5	777.50	763.50	740.00	717.50	5	789.00	775.00	751.00	728.50
6	906.50	890.00	863.00	837.00	6	923.50	907.00	879.00	852.50
7	1056.50	1037.50	1006.50	976.00	7	1080.50	1061.00	1029.00	998.00
8	1232.00	1209.50	1173.50	1138.00	8	1264.00	1241.50	1204.00	1168.00
9	1436.00	1410.00	1368.00	1327.00	9	1479.00	1452.50	1409.00	1367.00

  

Effective April 2018					Effective April 2019				
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
2	494.00	485.00	470.00	455.50	2	495.50	486.50	471.50	457.00
3	579.50	569.00	551.50	534.50	3	583.00	572.50	555.00	538.00
4	680.00	668.00	647.00	627.50	4	686.50	674.00	653.50	633.50
5	798.00	783.50	759.50	736.50	5	808.00	793.50	769.00	745.50
6	936.50	919.50	891.50	864.50	6	951.00	933.50	905.00	878.00
7	1098.50	1078.50	1046.00	1014.50	7	1119.00	1099.00	1065.50	1033.50
8	1289.00	1265.50	1227.50	1191.00	8	1317.50	1293.00	1254.50	1217.00
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>
117	116	115	114

**Job Titles**

**Time in Title**

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 August 2017				
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
2	491.50	483.50	471.00	461.50	2	493.00	485.00	472.50	463.00
3	559.00	549.50	535.50	524.50	3	562.50	553.00	538.50	527.50
4	635.50	624.50	608.50	596.50	4	641.00	630.00	614.00	601.50
5	722.50	710.00	691.50	678.00	5	731.00	718.50	699.50	686.00
6	821.00	806.50	786.00	770.50	6	833.50	819.00	797.50	782.00
7	933.50	917.00	893.00	876.00	7	950.50	933.50	909.00	891.50
8	1061.00	1042.00	1015.00	995.50	8	1083.50	1064.00	1036.00	1016.50
9	1206.50	1184.00	1153.50	1132.00	9	1235.50	1212.50	1181.00	1159.00
10	1371.50	1346.00	1311.00	1286.50	10	1408.50	1382.00	1346.00	1321.50
11	1559.00	1529.50	1490.00	1462.50	11	1606.00	1575.50	1534.50	1506.50

  

Effective April 2018					Effective April 2019				
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
2	494.00	486.00	473.50	464.00	2	495.50	487.50	474.50	465.00
3	565.00	555.50	541.00	530.00	3	567.50	558.00	543.50	532.50
4	645.50	634.50	618.00	605.50	4	650.00	639.00	622.50	610.00
5	737.50	724.50	706.00	692.00	5	745.00	732.00	713.00	699.00
6	842.50	828.00	806.50	791.00	6	853.00	838.50	816.50	800.50
7	963.00	946.00	921.50	903.50	7	977.50	960.00	935.00	917.00
8	1100.50	1080.50	1052.50	1032.50	8	1119.50	1099.50	1070.50	1050.50
9	1257.50	1234.50	1202.50	1180.00	9	1282.50	1259.00	1226.00	1203.50
10	1437.00	1410.00	1373.50	1348.00	10	1469.00	1442.00	1404.00	1378.50
11	1642.00	1611.00	1569.00	1540.50	11	1683.00	1651.50	1608.00	1579.00

**Pension Bands:**

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
121	120	119	118

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
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 August 2017				
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
2	510.50	500.00	486.50	476.50	2	512.00	501.50	488.00	478.00
3	580.00	568.50	553.00	541.50	3	583.50	571.50	556.00	545.00
4	659.50	646.00	628.50	615.50	4	665.50	651.50	634.00	621.00
5	749.50	734.00	714.50	700.00	5	758.50	743.00	722.50	708.50
6	852.00	834.50	812.00	795.50	6	864.50	847.00	824.00	807.50
7	968.50	948.50	923.00	904.50	7	985.50	965.50	939.00	921.00
8	1100.50	1078.00	1049.00	1028.50	8	1123.50	1100.50	1070.50	1050.00
9	1251.00	1225.00	1192.00	1169.00	9	1281.00	1254.50	1220.50	1197.00
10	1422.00	1392.50	1355.00	1329.00	10	1460.50	1430.00	1391.50	1365.00
11	1616.50	1582.50	1540.00	1511.00	11	1665.00	1630.00	1586.00	1556.50

  

Effective April 2018					Effective April 2019				
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
2	513.00	502.50	489.00	479.00	2	514.50	504.00	490.00	480.00
3	586.00	574.50	558.50	547.00	3	589.00	577.00	561.50	550.00
4	669.50	656.00	638.00	625.50	4	674.50	661.00	643.00	630.00
5	765.00	749.50	729.00	714.50	5	773.00	757.00	736.50	721.50
6	874.50	856.50	833.00	816.50	6	885.00	867.00	843.50	827.00
7	999.00	978.50	952.00	933.00	7	1014.00	993.00	966.00	947.00
8	1141.50	1117.50	1087.50	1066.50	8	1161.50	1137.00	1106.50	1085.00
9	1304.00	1277.00	1242.50	1218.50	9	1330.00	1302.00	1267.00	1243.00
10	1490.00	1458.50	1419.50	1392.50	10	1523.50	1491.50	1451.00	1424.00
11	1702.50	1666.50	1621.50	1591.50	11	1745.00	1708.00	1662.00	1631.50

**Pension Bands:**

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
122	121	120	119

<u>Job Titles</u>	<u>Time in Title</u>
Analyst	24
Building Specialist	24
Combination Technician (Nevada Only)	24
Communications Technician	24
Company Telecom Technician	24
Copy Service Artist	24
Engineering Assistant	24
Equip. Installation Tech.	24

<u>Job Titles</u>	<u>Time in Title</u>
Equipment Specialist	24
ENOC Technician	24
Production Rep.	24
Splicing Technician	24
Systems Technician	24
Systems Technician - Data Communications	24
Testing Technician	24

# Wage Schedule 30

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
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
2	547.00	536.50	523.00	512.00	2	549.00	538.00	524.50	513.50
3	622.00	609.50	594.00	582.00	3	625.50	613.50	597.50	585.50
4	706.50	693.00	675.50	662.00	4	713.00	699.00	681.50	668.00
5	803.00	787.50	767.50	752.50	5	812.50	797.00	776.50	761.50
6	912.50	895.00	872.50	855.50	6	926.00	908.50	885.00	868.00
7	1037.00	1017.50	991.50	972.50	7	1055.50	1035.50	1009.00	990.00
8	1178.00	1156.00	1126.50	1105.50	8	1203.00	1180.50	1150.00	1128.50
9	1339.00	1314.00	1280.50	1257.00	9	1371.00	1345.50	1311.00	1287.00
10	1521.50	1493.50	1455.50	1429.00	10	1562.50	1534.00	1494.50	1467.50
11	1729.00	1697.50	1654.00	1624.50	11	1781.00	1748.50	1703.50	1673.00

  

Effective April 2018					Effective April 2019				
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
2	550.00	539.00	525.50	515.00	2	551.50	540.50	527.00	516.00
3	628.50	616.00	600.50	588.50	3	631.50	619.00	603.50	591.00
4	717.50	704.00	686.00	672.00	4	723.00	709.00	691.00	677.50
5	820.00	804.00	783.50	768.00	5	828.00	812.00	791.50	776.00
6	936.50	918.50	895.00	878.00	6	948.00	930.00	906.50	889.00
7	1069.50	1049.50	1022.50	1003.00	7	1085.50	1065.00	1038.00	1018.00
8	1222.00	1199.00	1168.50	1146.50	8	1243.00	1220.00	1188.50	1166.50
9	1395.50	1370.00	1334.50	1310.00	9	1423.50	1397.00	1361.50	1336.00
10	1594.00	1565.00	1525.00	1497.00	10	1630.00	1600.00	1559.00	1530.50
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>
125	124	123	122

**Job Titles**

Antenna Technician

**Time in Title**

36

## Premises Technician

Step	Weekly Wage Rate			
	2016	2017	2018	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 Schedule

Step	Weekly Wage Rate			
	2016	2017	2018	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

**Admin Support Assistant**

Step	Weekly Wage Rate		
	2017	2018	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

**Warehouse Assistant**

Step	Weekly Wage Rate		
	2017	2018	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

**Office Coordinator**

Step	Weekly Wage Rate		
	2017	2018	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

**Sr. Material Handler**

Step	Weekly Wage Rate		
	2017	2018	2019
1	596.00	596.00	596.00
2	631.50	633.00	634.50
3	669.00	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