

**HEABC/HEU MASTER WAGE SCHEDULES (MONTHLY)**

**EFFECTIVE DATE: APRIL 1, 1996**

**+Pay Equity Adjustments**

**+Comparability (See \*)**

WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)		
Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
* BMW1	2,564		* LW3	2,745		MW7	3,984	
* BMW2	2,564		* LW4	2,851		MW8	4,142	
* BSW2	2,898		* LW5	2,999		PC1	2,256	2,301
* BSW3	3,017		* LW6	3,390		PC2	2,370	2,416
* BSW4	3,143					* PC3	2,716	2,781
* CA1	2,646		M1	2,372	2,440	* PC3A	2,708	2,773
			M2	2,587	2,697	* PC3B	2,688	2,753
* COOK1	2,733		M3	2,636	2,701	PC4	2,333	
* COOK2	2,815		M4	2,813	2,948	* PC5	2,769	2,820
* COOK3	2,969		M4A	3,076	3,233	PC6	2,494	2,532
* COOK4	3,055		M5	3,233	3,407	* PC7	2,718	2,772
* COOK5	3,073		M6	3,580		* PC8	2,868	2,931
* COOK6	3,165		M7	3,603		* PC8A	2,840	2,903
* COOK7	3,259		M7A	3,407	3,603	* PC9	2,802	2,860
			M7B	3,603	3,830	* PC9A	2,782	2,840
FFIN	3,376		M8	3,882		* PC10	2,934	3,000
			M9	3,830	4,092	* PC11A	2,903	3,025
* FSS1	3,027					* PC11	2,931	3,053
* FSS2	3,138					PC12	2,901	2,997
* FSS3	3,303					* PC13	2,923	2,976
* FSS4	3,515		MS1	3,636		* PC14	3,122	3,187
* FSW1	2,497		MS2	3,878		* PC15	3,161	3,263
* FSW2	2,543		MS3	4,142		* PC16	3,045	3,116
* FSW3	2,611		MS4	4,421		PC17	2,953	3,034
GK1	2,638		MS5	4,724		* PC17A	3,244	3,403
GK2	2,815		MS6	5,048		* PC18	3,334	3,421
GK3	2,996		MW1	2,638		* PC18C	3,244	3,331
GK4	3,195		MW2	2,815		* PC19	3,447	3,535
GK5	3,408		MW3	2,996		PC20	3,335	3,463
* HSKPR	3,274		MW4	3,195		* PC21	3,621	3,729
* LW1	2,527		MW5	3,408		PC22	3,540	3,709
* LW2	2,679		MW6	3,740		PC22A	3,657	3,765
						* PC22B	3,902	4,057

\* - Comparability Adjustment

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WAGE RATE LEVELS (\$ per month)				WAGE RATE LEVELS (\$ per month)				WAGE RATE LEVELS (\$ per month)			
Rate		Start	12 months	Rate		Start	12 months	Rate		Start	12 months
*	<b>PC23</b>	<b>4,106</b>	<b>4,259</b>	*	<b>R19</b>	<b>3,219</b>	<b>3,292</b>	*	<b>SM1</b>	<b>2,277</b>	<b>2,322</b>
*	<b>PC24</b>	<b>4,199</b>	<b>4,361</b>		R19A	3,165	3,248	*	<b>SM2</b>	<b>2,527</b>	<b>2,586</b>
*	<b>PC25</b>	<b>4,390</b>	<b>4,638</b>		R19C	3,076	3,150	*	<b>SM3</b>	<b>2,590</b>	<b>2,637</b>
*	<b>PC25 + 5%</b>	<b>4,610</b>	<b>4,870</b>	*	<b>R19D</b>	<b>3,305</b>	<b>3,378</b>	*	<b>SM4</b>	<b>2,701</b>	<b>2,773</b>
*	<b>R1</b>	<b>2,356</b>	<b>2,415</b>		R19E	3,105	3,179	*	<b>SM5</b>	<b>2,834</b>	<b>2,907</b>
*	<b>R2</b>	<b>2,391</b>	<b>2,434</b>	*	<b>R19F</b>	<b>3,285</b>	<b>3,358</b>		SM6	2,857	2,925
	R3	2,271	2,309		R20	3,150	3,259				
*	<b>R4</b>	<b>2,455</b>	<b>2,528</b>		R20A	3,194	3,372		T1	2,664	
*	<b>R5</b>	<b>2,615</b>	<b>2,663</b>	*	<b>R21</b>	<b>3,557</b>	<b>3,654</b>		T2	2,737	
*	<b>R5B</b>	<b>2,635</b>	<b>2,683</b>	*	<b>R21C</b>	<b>3,438</b>	<b>3,536</b>		T3	2,843	
	R6	2,444	2,495		R21D	3,377	3,475		T4	2,919	
	R6A	2,450	2,550	*	<b>R21E</b>	<b>3,528</b>	<b>3,625</b>		T5	2,793	
*	<b>R7</b>	<b>2,703</b>	<b>2,763</b>		R21F	3,348	3,446		T6	2,855	
*	<b>R7A</b>	<b>2,723</b>	<b>2,783</b>		R22	3,406	3,515		T7	2,974	
*	<b>R8</b>	<b>2,763</b>	<b>2,820</b>		R23	3,515	3,636		T8	3,188	
*	<b>R9</b>	<b>2,820</b>	<b>2,869</b>		R23A	3,420	3,684		TD1	3,406	
	R9C	2,613	2,661	*	<b>R24</b>	<b>3,724</b>	<b>3,856</b>		TD1 + 5%	3,576	
	R10	2,776		*	<b>R25</b>	<b>3,767</b>	<b>3,902</b>		TD2	3,469	
*	<b>R11</b>	<b>2,933</b>	<b>3,005</b>		R26	3,812	3,967		TD2 + 5%	3,642	
*	<b>R11A</b>	<b>2,918</b>	<b>2,983</b>		R27	3,967	4,119		TD3	3,590	
	R11C	2,724	2,796		R27A	3,884	4,204		TD3 + 5%	3,770	
	R12	2,738	2,809		R28	4,119	4,267		TD4	3,603	
	R13	2,782	2,856		R29	4,267	4,407		TD4 + 5%	3,783	
	R13A	2,715	2,919		SE3	3,472			TD5	3,725	
*	<b>R14</b>	<b>3,065</b>	<b>3,140</b>		SE3A	3,576			TD5 + 5%	3,911	
*	<b>R14B</b>	<b>3,085</b>	<b>3,160</b>		SE3B	3,887			TD6	3,835	
	R14C	2,885	2,960		SE4	3,168			TD6 + 5%	4,027	
	R15	3,000			SE4A	3,258			TD7	3,840	
*	<b>R16</b>	<b>3,086</b>	<b>3,164</b>		SE4B	3,440			TD7 + 5%	4,032	
	R17	2,998	3,076		SEB	3,033					
	R18	3,092			SEB A	3,119					
	R18A	2,984	3,208								

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WAGE RATE LEVELS (\$ per hour)			WAGE RATE LEVELS (\$ per hour)			WAGE RATE LEVELS (\$ per hour)		
Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
* BMW1	16.43590		* LW3	17.59615		MW7	25.53846	
* BMW2	16.43590		* LW4	18.27564		MW8	26.55128	
* BSW2	18.57692		* LW5	19.22436		PC1	14.46154	14.75000
* BSW3	19.33974		* LW6	21.73077		PC2	15.19231	15.48718
* BSW4	20.14744					* PC3	17.41026	17.82692
* CA1	16.96154		M1	15.20513	15.64103	* PC3A	17.35897	17.77564
			M2	16.58333	17.28846	* PC3B	17.23077	17.64744
* COOK1	17.51923		M3	16.89744	17.31410	PC4	14.95513	
* COOK2	18.04487		M4	18.03205	18.89744	* PC5	17.75000	18.07692
* COOK3	19.03205		M4A	19.71795	20.72436	PC6	15.98718	16.23077
* COOK4	19.58333		M5	20.72436	21.83974	* PC7	17.42308	17.76923
* COOK5	19.69872		M6	22.94872		* PC8	18.38462	18.78846
* COOK6	20.28846		M7	23.09615		* PC8A	18.20513	18.60897
* COOK7	20.89103		M7A	21.83974	23.09615	* PC9	17.96154	18.33333
			M7B	23.09615	24.55128	* PC9A	17.83333	18.20513
			M8	24.88462		* PC10	18.80769	19.23077
FFIN	21.64103		M9	24.55128	26.23077	* PC11A	18.60897	19.39103
						* PC11	18.78846	19.57051
* FSS1	19.40385					PC12	18.59615	19.21154
* FSS2	20.11538		MS1	23.30769		* PC13	18.73718	19.07692
* FSS3	21.17308		MS2	24.85897		* PC14	20.01282	20.42949
* FSS4	22.53205		MS3	26.55128		* PC15	20.26282	20.91667
* FSW1	16.00641		MS4	28.33974		* PC16	19.51923	19.97436
* FSW2	16.30128		MS5	30.28205		PC17	18.92949	19.44872
* FSW3	16.73718		MS6	32.35897		* PC17A	20.79487	21.81410
GK1	16.91026		MW1	16.91026		* PC18	21.37179	21.92949
GK2	18.04487		MW2	18.04487		* PC18C	20.79487	21.35256
GK3	19.20513		MW3	19.20513		* PC19	22.09615	22.66026
GK4	20.48077		MW4	20.48077		PC20	21.37821	22.19872
GK5	21.84615		MW5	21.84615		* PC21	23.21154	23.90385
* HSKPR	20.98718		MW6	23.97436		PC22A	22.69231	23.77564
* LW1	16.19872					* PC22B	25.01282	26.00641
* LW2	17.17308							

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WAGE RATE LEVELS (\$ per hour)				WAGE RATE LEVELS (\$ per hour)				WAGE RATE LEVELS (\$ per hour)			
Rate		Start	12 months	Rate		Start	12 months	Rate		Start	12 months
*	<b>PC23</b>	<b>26.32051</b>	<b>27.30128</b>	*	<b>R19</b>	<b>20.63462</b>	<b>21.10256</b>	*	<b>SM1</b>	<b>14.59615</b>	<b>14.88462</b>
*	<b>PC24</b>	<b>26.91667</b>	<b>27.95513</b>		R19A	20.28846	20.82051	*	<b>SM2</b>	<b>16.19872</b>	<b>16.57692</b>
*	<b>PC25</b>	<b>28.14103</b>	<b>29.73077</b>		R19C	19.71795	20.19231	*	<b>SM3</b>	<b>16.60256</b>	<b>16.90385</b>
*	<b>PC25 + 5%</b>	<b>29.54808</b>	<b>31.21731</b>	*	<b>R19D</b>	<b>21.18590</b>	<b>21.65385</b>	*	<b>SM4</b>	<b>17.31410</b>	<b>17.77564</b>
*	<b>R1</b>	<b>15.10256</b>	<b>15.48077</b>		R19E	19.90385	20.37821	*	<b>SM5</b>	<b>18.16667</b>	<b>18.63462</b>
*	<b>R2</b>	<b>15.32692</b>	<b>15.60256</b>	*	<b>R19F</b>	<b>21.05769</b>	<b>21.52564</b>		SM6	18.31410	18.75000
	R3	14.55769	14.80128		R20	20.19231	20.89103				
*	<b>R4</b>	<b>15.73718</b>	<b>16.20513</b>		R20A	20.47436	21.61538				
*	<b>R5</b>	<b>16.76282</b>	<b>17.07051</b>	*	<b>R21</b>	<b>22.80128</b>	<b>23.42308</b>				
*	<b>R5B</b>	<b>16.89103</b>	<b>17.19872</b>	*	<b>R21C</b>	<b>22.03846</b>	<b>22.66667</b>		T1	17.07692	
	R6	15.66667	15.99359		R21D	21.64744	22.27564		T2	17.54487	
	R6A	15.70513	16.34615	*	<b>R21E</b>	<b>22.61538</b>	<b>23.23718</b>		T3	18.22436	
*	<b>R7</b>	<b>17.32692</b>	<b>17.71154</b>		R21F	21.46154	22.08974		T4	18.71154	
*	<b>R7A</b>	<b>17.45513</b>	<b>17.83974</b>		R22	21.83333	22.53205		T5	17.90385	
*	<b>R8</b>	<b>17.71154</b>	<b>18.07692</b>		R23	22.53205	23.30769		T6	18.30128	
*	<b>R9</b>	<b>18.07692</b>	<b>18.39103</b>		R23A	21.92308	23.61538		T7	19.06410	
	R9C	16.75000	17.05769	*	<b>R24</b>	<b>23.87179</b>	<b>24.71795</b>		T8	20.43590	
	R10	17.79487		*	<b>R25</b>	<b>24.14744</b>	<b>25.01282</b>		TD1	21.83333	
*	<b>R11</b>	<b>18.80128</b>	<b>19.26282</b>		R26	24.43590	25.42949		TD1 + 5%	22.92308	
*	<b>R11A</b>	<b>18.70513</b>	<b>19.12179</b>		R27	25.42949	26.40385		TD2	22.23718	
	R11C	17.46154	17.92308		R27A	24.89744	26.94872		TD2 + 5%	23.34615	
	R12	17.55128	18.00641		R28	26.40385	27.35256		TD3	23.01282	
	R13	17.83333	18.30769		R29	27.35256	28.25000		TD3 + 5%	24.16667	
	R13A	17.40385	18.71154		SE3	22.25641			TD4	23.09615	
*	<b>R14</b>	<b>19.64744</b>	<b>20.12821</b>		SE3A	22.92308			TD4 + 5%	24.25000	
*	<b>R14B</b>	<b>19.77564</b>	<b>20.25641</b>		SE3B	24.91667			TD5		
	R14C	18.49359	18.97436		SE4	20.30769			TD5 + 5%	25.07051	
	R15	19.23077			SE4A	20.88462			TD6	24.58333	
*	<b>R16</b>	<b>19.78205</b>	<b>20.28205</b>		SE4B	22.05128			TD6 + 5%	25.81410	
	R17	19.21795	19.71795		SEB	19.44231			TD7	24.61538	
	R18	19.82051			SEB A	19.99359			TD7 + 5%	25.84615	
	R18A	19.12821	20.56410								

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