

**APPENDIX A  
Wage Scales**

**HOURLY PAY SCALE**

Effective 2019

Increase over 2018: 3%

	<b>Train 1</b>	<b>Train 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>B</b>	10.92	11.72	12.62	13.18	13.78	14.42	15.09	15.79
<b>C</b>	11.69	12.55	13.49	14.10	14.75	15.41	16.12	16.89
<b>D</b>	12.49	13.41	14.45	15.11	15.82	16.52	17.25	18.06
<b>E</b>	13.33	14.39	15.46	16.14	16.91	17.66	18.46	19.34
<b>F</b>	14.28	15.37	16.54	17.29	18.08	18.90	19.78	20.69
<b>G</b>	15.74	16.92	18.19	18.98	19.89	20.83	21.75	22.72
<b>H</b>	18.11	19.44	20.93	21.88	22.84	23.93	24.98	26.11
<b>I</b>	19.37	20.84	22.38	23.41	24.45	25.57	26.78	27.96

**EXEMPT PAY SCALE**

Effective 2019

Increase over 2018: 3%

	<b>Train 1</b>	<b>Train 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>H</b>	35,438	38,041	40,929	42,797	44,721	46,809	48,897	51,147
	18.17	19.51	20.99	21.95	22.93	24.00	25.08	26.23
<b>H*</b>	37,801	40,577	43,658	45,650	47,702	49,929	52,157	54,556
	18.17	19.51	20.99	21.95	22.93	24.00	25.08	26.23
<b>I</b>	37,877	40,735	43,819	45,812	47,867	50,085	52,366	54,746
	19.42	20.89	22.47	23.49	24.55	25.68	26.85	28.07
<b>I*</b>	40,402	43,451	46,740	48,866	51,059	53,424	55,857	58,396
	19.42	20.89	22.47	23.49	24.55	25.68	26.85	28.07
<b>J</b>	40,544	43,598	46,872	48,994	51,210	53,555	55,966	58,596
	20.79	22.36	24.04	25.13	26.26	27.46	28.70	30.05
<b>J*</b>	43,247	46,505	49,997	52,260	54,624	57,126	59,698	62,501
	20.79	22.36	24.04	25.13	26.26	27.46	28.70	30.05
<b>K</b>	43,383	46,650	50,154	52,423	54,795	57,304	59,884	62,697
	22.25	23.92	25.72	26.88	28.10	29.39	30.71	32.15
<b>K1</b>	52,058	55,979	60,184	62,908	65,753	68,765	71,861	75,236
	26.70	28.71	30.86	32.26	33.72	35.26	36.85	38.58

\*Based on 40 hour work week

K1 = 20% Market / Based on 37.5 hour work week