

07/01/16 2%	Step 1	Step 2	Step 3	Step 4	Step 5	
Laborer	16.49	17.18	17.65	18.43	19.04	
Laborer with CDL	19.19	19.87	20.35	21.12	21.74	
Gardner Laborer	16.96	17.65	18.18	18.88	19.56	
Gardner/Laborer with CDL	19.65	20.35	20.87	21.58	22.26	
Gardner MEO	17.89	18.72	19.18	19.72	20.37	
Gardner/MEO with CDL	20.59	21.42	21.87	22.42	23.07	
MEO Laborer	18.01	18.85	19.28	19.84	20.44	
MEO/Laborer with CDL	20.70	21.54	21.98	22.53	23.14	
HMEO Laborer	18.74	19.44	20.00	20.66	21.27	
HMEO/Laborer with CDL	21.44	22.13	22.69	23.35	23.97	
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer	19.44	20.27	20.72	21.36	22.07	
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer with CDL	22.13	22.96	23.42	24.06	24.76	
Working Foreman			22.05	22.71	23.47	
Working Foreman with CDL			24.75	25.41	26.16	
General Foreman	0.00	0.00	0.00	0.00	0.00	
General Foreman with CDL	0.00	0.00	22.50	23.17	23.93	
07/01/17 2%	Step 1	Step 2	Step 3	Step 4	Step 5	10 Year Step 3%
Laborer	16.82	17.52	18.01	18.79	19.42	20.00
Laborer with CDL	19.57	20.27	20.76	21.54	22.17	22.84
Gardner Laborer	17.30	18.01	18.54	19.26	19.95	20.55
Gardner/Laborer with CDL	20.05	20.76	21.29	22.01	22.70	23.39

Gardner MEO	18.25	19.10	19.56	20.12	20.78	21.40
Gardner/MEO with CDL	21.00	21.85	22.31	22.87	23.53	24.23
MEO Laborer	18.37	19.22	19.66	20.23	20.85	21.47
MEO/Laborer with CDL	21.12	21.97	22.41	22.98	23.60	24.31
HMEO Laborer	19.12	19.83	20.40	21.07	21.70	22.35
HMEO/Laborer with CDL	21.87	22.58	23.15	23.82	24.44	25.18
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer	19.83	20.67	21.14	21.79	22.51	23.18
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer with CDL	22.58	23.42	23.89	24.54	25.26	26.01
Working Foreman	0.00	0.00	22.50	23.17	23.93	24.65
Working Foreman with CDL	0.00	0.00	25.25	25.92	26.68	27.48
General Foreman						
General Foreman with CDL	0.00	0.00	22.95	23.63	24.41	25.15
02/14/18 .25 CDL Increase	Step 1	Step 2	Step 3	Step 4	Step 5	10 Year Step 3%
Laborer	16.82	17.52	18.01	18.79	19.42	20.00
Laborer with CDL	19.82	20.52	21.01	21.79	22.42	23.09
Gardner Laborer	17.30	18.01	18.54	19.26	19.95	20.55
Gardner/Laborer with CDL	20.30	21.01	21.54	22.26	22.95	23.64
Gardner MEO	18.25	19.10	19.56	20.12	20.78	21.40
Gardner/MEO with CDL	21.25	22.10	22.56	23.12	23.78	24.49
MEO Laborer	18.37	19.22	19.66	20.23	20.85	21.47
MEO/Laborer with CDL	21.37	22.22	22.66	23.23	23.85	24.56

HMEO Laborer	19.12	19.83	20.40	21.07	21.70	22.35
HMEO/Laborer with CDL	22.12	22.83	23.40	24.07	24.69	25.44
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer	19.83	20.67	21.14	21.79	22.51	23.18
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer with CDL	22.83	23.67	24.14	24.79	25.51	26.27
Working Foreman	0.00	0.00	22.50	23.17	23.93	24.65
Working Foreman with CDL	0.00	0.00	25.50	26.17	26.93	27.74
General Foreman						
General Foreman with CDL	0.00	0.00	23.20	23.88	24.66	25.40
07/01/18 2%	Step 1	Step 2	Step 3	Step 4	Step 5	10 Year Step 3%
Laborer	17.16	17.87	18.37	19.17	19.81	20.40
Laborer with CDL	20.22	20.93	21.43	22.23	22.87	23.56
Gardner Laborer	17.64	18.37	18.91	19.64	20.35	20.96
Gardner/Laborer with CDL	20.70	21.43	21.97	22.70	23.41	24.12
Gardner MEO	18.61	19.48	19.95	20.52	21.19	21.83
Gardner/MEO with CDL	21.67	22.54	23.01	23.58	24.25	24.98
MEO Laborer	18.73	19.61	20.06	20.64	21.27	21.90
MEO/Laborer with CDL	21.79	22.67	23.12	23.70	24.32	25.05
HMEO Laborer	19.50	20.22	20.80	21.49	22.13	22.79
HMEO/Laborer with CDL	22.56	23.28	23.86	24.55	25.19	25.94

Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer	20.22	21.09	21.56	22.22	22.96	23.65
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer with CDL	23.28	24.15	24.62	25.28	26.02	26.80
Working Foreman	0.00	0.00	22.95	23.63	24.41	25.15
Working Foreman with CDL	0.00	0.00	26.01	26.69	27.47	28.30
General Foreman						
General Foreman with CDL	0.00	0.00	23.66	24.36	25.16	25.91
07/01/19 2%	Step 1	Step 2	Step 3	Step 4	Step 5	10 Year Step 3%
Laborer	17.50	18.23	18.73	19.55	20.21	20.81
Laborer with CDL	20.62	21.35	21.85	22.67	23.33	24.03
Gardner Laborer	18.00	18.73	19.29	20.04	20.76	21.38
Gardner/Laborer with CDL	21.12	21.85	22.41	23.16	23.88	24.60
Gardner MEO	18.99	19.87	20.35	20.93	21.62	22.27
Gardner/MEO with CDL	22.11	22.99	23.47	24.05	24.74	25.48
MEO Laborer	19.11	20.00	20.46	21.05	21.69	22.34
MEO/Laborer with CDL	22.23	23.12	23.58	24.17	24.81	25.56
HMEO Laborer	19.89	20.63	21.22	21.92	22.57	23.25
HMEO/Laborer with CDL	23.01	23.75	24.34	25.04	25.69	26.46
Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer	20.63	21.51	21.99	22.67	23.42	24.12

Spec. MEO/LBR, Maint. Craftsman/LBR, M Equip/Repair/ LBR, Tree Climber/Laborer with CDL	23.75	24.63	25.11	25.79	26.54	27.33
Working Foreman	0.00	0.00	23.40	24.10	24.90	25.65
Working Foreman with CDL	0.00	0.00	26.53	27.23	28.02	28.86
General Foreman						
General Foreman with CDL	0.00	0.00	24.13	24.85	25.66	26.43