



STATE OF CONNECTICUT
JUDICIAL BRANCH
90 Washington Street
Hartford, Connecticut 06106

**ADMINISTRATIVE SERVICES DIVISION
HUMAN RESOURCE MANAGEMENT UNIT**

Elizabeth K. Graham, Director

Memorandum

To: Lisa Egan, Under Secretary for Labor Relations
From: Elizabeth K. Graham, Director of Human Resource Management
Date: July 14, 2017
Subject: Collective Bargaining Unit Materials

A handwritten signature in black ink, appearing to read "EK Graham", written over the "From:" line of the memorandum.

Enclosed are the materials documenting Judicial Branch negotiated tentative agreements with the Union of Professional Employees, AFT/AFT-CT, AFL-CIO; Judicial Employees Local 749, AFSCME, AFL-CIO; Connecticut State Employees Association SEIU Local 2001; and the International Brotherhood of Police Officers Local 731.

Judicial Branch costs associated with the AFT, AFSCME, CSEA and IBPO tentative agreements are attached. The Office of the Chief Public Defender (OCPD) developed its own cost estimates for AFT and AFSCME which are also attached for your use.

Please contact me if you need any additional information.

TENTATIVE AGREEMENT

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

CONNECTICUT STATE EMPLOYEES ASSOCIATION
SEIU LOCAL 2001

The parties agree that the collective bargaining agreement between the parties dated July 1, 2011 through June 30, 2016 is modified as a result of negotiations between the Branch and the Union in conjunction with negotiations between the State of Connecticut and SEBAC as noted below. The terms and conditions herein shall only be binding on the parties if the 2017 SEBAC Agreement is ratified in accordance with voting and approval requirements outlined in the 2017 SEBAC agreement.

Article XV – Compensation

Section 1. Base Salary Increases and Annual Increment

For contract year July 1, 2016 – June 30, 2017 there shall be no increase in base annual salary, and no top step lump sum payments or annual increment paid to bargaining unit employees.

For contract year July 1, 2017 – June 30, 2018 there shall be no increase in base annual salary, and no top step lump sum payments or annual increment paid to bargaining unit employees.

For contract year 2018-2019, there shall be no increase in base annual salary, and no top step lump sum payments or annual increment paid to bargaining unit employees.

Effective June 22, 2018 a one-time payment of \$2000.00 (not added to base salary), shall be paid to full-time (40 hours per week) bargaining unit employees. Part-time bargaining

unit employees who work fewer than 40 hours per week shall be paid a pro-rated one-time payment of \$2000.000 (not added to base salary) .

Bargaining unit employees will be paid in a check dated July 20, 2018. These one-time payments shall qualify for pension purposes.

For contract year 2019-2020, effective June 21, 2019 and paid beginning with the check dated July 19, 2019, the base annual salary for bargaining unit employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid in accordance with existing practice.

For contract year 2020-2021, effective June 19, 2020 and paid beginning with the check dated July 17, 2020, the base annual salary for bargaining unit employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid in accordance with existing practice.

Effective July 1, 2019, employees at the maximum step of the salary plan who have ceased receiving annual increments shall be eligible for a lump sum payment of one thousand dollars (\$1000.00) per year. The payment shall be made as of the date the increment as specified above would have applied and may be denied for an overall "unsatisfactory" performance appraisal. Such payments will be prorated for part-time employees.

Section 3. Longevity.

Employees shall continue to be eligible for longevity payments through June 30, 2021 in accordance with the existing practice except as noted below.

In no event shall any employee first hired on or after July 1, 2011 be entitled to a longevity payment; provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they have the necessary service requirement in the future.

In accordance with the 2017 SEBAC agreement, the second longevity payment for the 2017-2018 contract year that is normally paid in April will be deferred for payment until after July 1, 2018 and will be paid in a check dated July 20, 2018.

Job Security

The parties have agreed that no bargaining unit member hired on or before July 1, 2017 shall be laid off for any reason. This job security will be applicable through June 30, 2021, subject to the limitations set forth below:

This protection from lay off does not prevent the Judicial Branch from restructuring and/or eliminating positions provided those affected are offered another job comparable in pay. An employee who is laid off due to refusal of such a position will not be considered a lay off for purposes of this agreement. Protection from loss of employment is for permanent employees; it does not apply to employees in their initial probationary period.

Any employee who is laid-off after June 30, 2017 shall have available any and all rights set forth under the SEBAC Placement and Training Agreement.

Unpaid Furlough Days

The parties agree to the following in accordance with the agreement reached between the State of Connecticut and SEBAC.

Each employee is required to take three (3) unpaid furlough days (or twenty-four unpaid furlough hours) between July 1, 2017 and June 30, 2018. The equivalent cost of the furlough days will be deducted from the employee's annual salary in order to spread the financial impact of the furlough days equally throughout the year. The reduced annual salary will be divided into 26 pay periods and will become the adjusted base salary for the employee each pay period. The employee will be able to use the equivalent number

of furlough hours in .25 increments (15 minute increments, or multiples thereof) by June 30, 2018. Use of furlough hours must be requested in advance and approved by management.

If an employee leaves the Branch prior to June 30, 2018, any furlough time taken in excess of the amount covered by the annualized deductions will be charged against any remaining vacation accruals at the time of separation. Should there be insufficient vacation time to cover the overuse of the furlough time, attendance will be modified accordingly and a deduction will be taken from the final paycheck.

Furlough day requirements will be prorated for employees working less than 40 hours per week.

Furlough days shall be treated in the same manner as voluntary schedule reductions under Connecticut General Statute 5-248c.

Tentative Agreements

The Tentative Agreements as attached in Appendix A are incorporated into this Agreement.

TENTATIVE AGREEMENT

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

CONNECTICUT STATE EMPLOYEES ASSOCIATION
SEIU LOCAL 2001

Signature Page

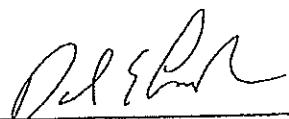
Date at Hartford, Connecticut this 17th day of June 2017.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Brian Clemow
Counsel

CONNECTICUT STATE EMPLOYEES ASSOCIATION
SEIU LOCAL 2001



Daniel E. Livingston
Counsel

APPENDIX A

Tentative Agreements

(page 1 – 8)

TENTATIVE AGREEMENT

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and STATE
OF CONNECTICUT STATE EMPLOYEES ASSOCIATION SEIU LOCAL 2001

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read ...

Article XXXIV – Duration:

Section 1.

Except as otherwise provided this Agreement shall be effective upon approval by the
General Assembly through June 30, 2021 including the contract years listed below (and
shall remain in effect in accordance with C.G.S. §5-278a):

Year 1 July 1, 2016 – June 30, 2017

Year 2 July 1, 2017 – June 30, 2018

Year 3 July 1, 2018 – June 30, 2019

Year 4 July 1, 2019 – June 30, 2020

Year 5 July 1, 2020 – June 30, 2021.

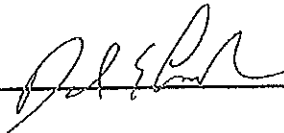
Brian Clemow, Counsel
For the Judicial Branch



6/17/2017

Date

Daniel E Livingston, Counsel
For the Union



6/17/2017

Date

STATE OF CONNECTICUT JUDICIAL BRANCH

and

CONNECTICUT STATE EMPLOYEES ASSOCIATION SEIU LOCAL 2001
SUPERVISING JUDICIAL MARSHALS

Tentative Agreements Reached February 24, 2016

ARTICLE VIII, Section 13. - Meetings pursuant to this Article shall be held during normal business hours without loss of pay or benefits provided that no compensatory time or overtime shall be granted for hours outside the employees' normal work schedule. [The Union's proposal to add a final sentence to this section remains open.]

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ARTICLE IX, Section 1. The probationary period shall be deemed an extension of the hiring process, or, where applicable, the examination process. Accordingly, non-probationary status in a duly authorized bargaining unit position will be attained by the employee after the conclusion of a satisfactory probationary period of ~~six months~~ one (1) year of continuous, active employment, unless, prior to the conclusion of such period, the employee's appointing authority, administrative judge, or division executive director reports, in writing, to the Chief Court Administrator or designee that the employee is unable or unwilling to perform his/her duties so as to merit continuance in such position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period. Any absence on or off the payroll for more than ten (10) cumulative days will result in the probationary period being recalculated to reflect the days missed. Upon receipt of such written notification at any time within the one (1) year period, the Chief Court Administrator or a designee shall remove the employee's name from the payroll, effective on the date specified in the written notification.

ARTICLE XI, Section 4. Upon execution of this agreement, no new material derogatory to an employee shall be placed in his personnel file until he receives a concurrent copy of such material.

At any time, an employee may file a written rebuttal to such material. Such material, including rebuttal if any, not subsequently incorporated into a service rating shall be expunged after one year at the request of the employee.

An employee may file a grievance objecting to any derogatory material placed in his file, provided, however, no such grievance shall be arbitrable, unless and until it is used as grounds, in whole or in part, for disciplinary action. ~~or it constitutes the basis of a decision not to select an employee for a promotion.~~

ARTICLE XV, Section 2. Delete this section

ARTICLE XV, Section 3. Longevity. Employees shall continue to be eligible for longevity payments for the life of the contract in accordance with existing practice except as noted below.

~~In order to qualify for longevity payments, any employee first hired on or after July 1, 2011 shall be entitled to a longevity payment provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they have the necessary service requirement in the future.~~

B.G.
M

[Remainder of section deleted]

[Note this corrects error in management proposal but in a paragraph not intended to be changed. Remainder of section deleted as obsolete per management proposal 6]

ARTICLE XVIII, Section 2. Accrual.

(a) No employee may earn overtime unless:

(1) the employee is specifically authorized, by a judge, supervisor, manager or other authorized official, to perform work in excess of their standard workweek ~~(with the following exceptions: when an employee is asked to by need to work overtime means for all non-union employees authorized by management); or~~

or is requested to work overtime through a procedure

(2) the Executive Director of Superior Court Operations, or a designee, upon request of the employee, approves in writing overtime for work already performed. It is further provided that overtime shall not accrue for work performed at an employee's place of residence.

B.C.
M

ARTICLE XXII, Section 4 (d) -- in the event of critical illness or severe injury in the immediate family (as defined in (c) above) creating an emergency requiring the attendance or aid of the employee, when as much as five (5) ten (10) days leave with pay in a calendar year may be granted.

ARTICLE XXVI, Section 5 -- In Districts with 24-hour facilities, when a day shift assignment becomes available on a permanent basis within that District, a day shift assignment in the District will first be offered to employees on the 2nd and 3rd shifts in seniority order prior to filling through promotion, hire or transfer. For the Centralized Transportation Unit, shifts starting on or before 11:00 a.m. will be considered day shift assignments.

ARTICLE XXXIII, Section 1. The employer shall furnish to each new employee, upon their hire to the Judicial Branch, all uniforms and equipment required by the employer for the performance of their respective duties. ~~All bargaining-unit members shall be required to wear the same uniform.~~ Rank shall be distinguished by badge and rank insignia.

ARTICLE XXXII, Section 10 (NEW) -

- (a) Effective August 1, 2014, the Judicial Branch began using the functional title of Judicial Marshal Lieutenant to refer to Supervising Judicial Marshals. The functional title of Lieutenant will not replace the official title of Supervising Judicial Marshal, but will be used for business purposes in the field, such as identification on badges and to facilitate communication with the law enforcement community, prisoners and the public.
- (b) The employees' official job title will remain as Supervising Judicial Marshal and employment records will continue to reflect the job title of Supervising Judicial Marshal. Any references in the collective bargaining agreement to Supervising Judicial Marshal will encompass the functional title of Lieutenant.
- (c) The reporting relationships will remain as specified in the job description, which are based on the official Supervising Judicial Marshal classification adopted by the Supreme Court. The change to the functional title of Lieutenant does not in any way impact the wages, hours and terms and conditions of employment of Supervising Judicial Marshals including but ~~not~~ limited to the parties' collective bargaining agreement and the SEBAC pension and health care agreement.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian O'Connor

Date:

3/16/16

CSEA LOCAL 2001

M. E. H.

Date:

3/16/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

CONNECTICUT STATE EMPLOYEES ASSOCIATION SEIU LOCAL 2001
SUPERVISING JUDICIAL MARSHALS

On February 24, 2016, the parties agreed to withdraw the following proposals.

Management proposals:

4. ARTICLE XII – Discipline – Section 3 (d) – “Written reprimands and performance appraisal references thereto, if any, shall be removed from the employee’s personnel file ~~one (1)~~ two (2) years from the date of issuance provided that no other disciplinary incident similar in nature occurs during that period of time.”

7. ARTICLE XVII – Hours of Work – Section 2 (b) – Delete this section: ~~All seven-day, 24-hour facilities shall maintain a schedule that includes a first shift starting between the hours of 6 and 9 a.m., a second shift starting between the hours of 2 and 5 p.m., and a third shift starting between the hours of 10 p.m. and 1 a.m.~~

11. ARTICLE XXVI – Transfers for Operational Reasons – Section 3 – A temporary transfer is defined as a temporary relocation to a different judicial district. Ordinarily such transfers shall not exceed ~~sixty (60)~~ one hundred and eighty (180) calendar days. No employee will be required to be in temporary transfer status for more than ~~120-360~~ calendar days in any calendar year. In making temporary transfers the Employer shall consider the wishes of employees, seniority, and operational needs; provided however, its determination shall not be subject to review under Article VIII., Grievance Procedures. Employees in temporary transfer status shall receive mileage in accordance with Judicial Branch practice.

Union proposals:

10. Article 14, (NEW) (Sec. 4), Safety - *Joint Committee to Determine Minimum Safe Staffing Requirement in all Facilities.* A Joint Committee shall determine the minimum staffing requirement with respect to each facility, necessary to ensure a safe workplace and facility. If the Joint Committee is unable to reach an agreement with respect to safe staffing levels in any facility, the issue will be submitted to interest arbitration.

15. Article 24, Sec. 2(b), Holidays – Bargaining unit employees ~~who are required who are required who are required~~ to work on a premium holiday shall be paid at the rate of time and one-half for all hours worked on the premium holiday in addition to compensatory time for the day. Premium holiday pay will be paid for work on the dates set forth in subsection (a) even if these dates fall on a Saturday or Sunday.

9. (NEW), Joint Training Committee

- (a) Establish a Marshal Service Education and Training committee consisting of six knowledgeable people, 3 appointed by the Union, 3 by management. The Committee shall be responsible for identifying relevant training programs which would be beneficial to employees and the Employer.
- (b) The Committee shall meet quarterly for the purpose of expeditiously processing, approving, rejecting or tabling training requests. Management and the Union shall each have one vote with respect to any issue.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: 3/16/16

CSEA LOCAL 2001



Date: 3/16/16

The parties agree to revise their collective bargaining agreement as follows:

1. Effective 7/1/2017.

Article 33, Sec. 3 – Revise shoe allowance to increase by \$50. Add \$100 for the care and cleaning of uniform clothing items provided by the Branch.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clemow

Date: 6/17/17

SUPERVISING JUDICIAL MARSHALS
CSEA-SEIU Local 2001

[Signature]

Date: 6/16/2017

Contract Extension Agreement -- July 1, 2016

CSEA (SEIU) Local 2001 and State of Connecticut Judicial Branch

The State of Connecticut Judicial Branch and the Connecticut State Employees Association (SEIU) Local 2001 are parties to a collective bargaining agreement expiring by its terms on June 30, 2016.

Pursuant to Conn. Gen. Stat. Sec. 5-278a, in the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, certain provisions shall remain in effect until such time as a new agreement is reached and approved in accordance with Conn. Gen. Stat. Sec. 5-278a, and certain other provisions shall not remain in effect.

Accordingly, the parties agree that the following provisions of said collective bargaining agreement shall not remain in effect after June 30, 2016:

- (1) general wage increases
- (2) annual increments
- (3) maximum step lump sum payments

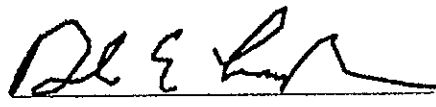
Unless specifically referenced above, all other provisions of said collective bargaining agreement shall remain in effect in accordance with their terms until a new agreement is reached and approved in accordance with Conn. Gen. Stat. Sec. 5-278.

This interim contract extension agreement shall continue in force until such time as a successor agreement is approved by the employee organization, the employer representative and the legislature, or until discontinued by agreement of the parties.

In witness whereof the parties have authorized their representatives to affix their signatures on the dates set forth below.



For the Judicial Branch



Daniel E. Livingston
For the Union

September 27, 2016

Date

September 27, 2016

Date

**CSEA COST SHEET
JUDICIAL BRANCH**

FY	ITEM	Funds Necessary to Implement the Entire Collective Bargaining Agreement	Costs Included in the Current Service Request	New Costs Associated with Tentative Agreement
FY 2017				
	EXISTING PAYROLL	4,480,463	4,480,463	
	EXISTING OCT 16 AND APRIL 17 LONGEVITY	120,150	120,150	
	TOTAL COSTS	4,600,613	4,600,613	0
FY 2018				
	EXISTING PAYROLL	4,480,463	4,480,463	
	EXISTING OCT 17 LONGEVITY PYT	59,274	59,274	
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	6,000	3,000	3,000
	NEW CLEANING ALLOWANCE	6,000		6,000
	NEW FURLOUGH	(51,698)	-	(51,698)
	TOTAL COSTS	4,500,039	4,542,737	(42,698)
FY 2019				
	EXISTING PAYROLL	4,480,463	4,480,463	
	EXISTING OCT 18 AND APRIL 19 LONGEVITY	120,150	120,150	
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	6,000	3,000	3,000
	NEW CLEANING ALLOWANCE	6,000		6,000
	EXISTING APRIL FY 18 LONGEVITY PYT	60,876		60,876
	NEW ONE TIME PAYMENT	120,000		120,000
	TOTAL COSTS	4,793,489	4,603,613	189,876
FY 2020				
	EXISTING PAYROLL	4,480,463		4,480,463
	EXISTING OCT 19 AND APRIL 20 LONGEVITY PYT	120,150		120,150
	NEW 3.5% GENERAL WAGE INCREASE	147,977		147,977
	NEW ANNUAL INCREMENTS-JANUARY	63,835		63,835
	NEW MAXIMUM STEP LUMP SUM	0		-
	NEW CLEANING ALLOWANCE	6,000		6,000
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	6,000	3,000	3,000
	TOTAL COSTS	4,824,425	3,000	4,821,425
FY 2021				
	EXISTING PAYROLL	4,480,463		4,480,463
	NEW FY2020 3.5% GENERAL WAGE INCREASE	147,977		147,977
	NEW FY2020 ANNUAL INCREMENTS-JANUARY	63,835		63,835
	NEW FY2020 MAXIMUM STEP LUMP SUM	0		-
	EXISTING OCT 20 AND APRIL 21 LONGEVITY PYT	120,150		120,150
	NEW 3.5% GENERAL WAGE INCREASE	157,453		157,453
	NEW ANNUAL INCREMENTS-JANUARY	63,835		63,835
	NEW MAXIMUM STEP LUMP SUM	0		-
	NEW CLEANING ALLOWANCE	6,000		6,000
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	6,000	3,000	3,000
	TOTAL COSTS	5,045,713	3,000	5,042,713

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 80

SUPERVISING JUDICIAL MARSHALS (CSEA)
40.00 HOUR WEEK
EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
01 ANN	61983.00	64194.00	66405.00	68616.00	70827.00	73038.00	75249.00	77460.00	79671.00	81882.00	84093.00	87877.00	2211
BIM	2374.83	2459.55	2544.26	2628.97	2713.68	2798.40	2883.11	2967.82	3052.53	3137.25	3221.96	3306.94	
DLY	237.49	245.96	254.43	262.90	271.37	279.84	288.32	296.79	305.26	313.73	322.20	330.70	
HTY	29.6854	30.7444	31.8033	32.8621	33.9210	34.9800	36.0389	37.0978	38.1566	39.2156	40.2745	42.0868	

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 80

SUPERVISING JUDICIAL MARSHALS (CSEA)
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL
EFFECTIVE JUNE 21, 2019

Shift Differential: 0.8500
Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
01 ANN	63751.00	65962.00	68173.00	70384.00	72595.00	74806.00	77017.00	79228.00	81439.00	83650.00	85861.00	89645.00	2211
BIM	2442.83	2527.55	2612.26	2696.97	2781.68	2866.40	2951.11	3035.82	3120.53	3205.25	3289.96	3434.94	
DLY	244.29	252.76	261.23	269.70	278.17	286.64	295.12	303.59	312.06	320.53	329.00	343.50	
HLX	30.5354	31.5944	32.6533	33.7121	34.7710	35.8300	36.8889	37.9478	39.0066	40.0656	41.1245	42.9368	

....."The Annual Salary for each pay group and step is for illustration purposes only and is not meant to be the actual annual salary for the pay group and step."

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 80

SUPERVISING JUDICIAL MARSHALS (CSEA)
40.00 HOUR WEEK
EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
01 ANN	64151.00	66440.00	68729.00	71018.00	73307.00	75596.00	77885.00	80174.00	82463.00	84752.00	87041.00	90958.00	2289
BIM	2457.90	2545.60	2633.30	2721.00	2808.70	2896.40	2984.10	3071.81	3159.51	3247.21	3334.91	3484.99	
DIY	245.79	254.56	263.33	272.10	280.87	289.64	298.41	307.19	315.96	324.73	333.50	348.50	
HLX	30.7238	31.8200	32.9163	34.0125	35.1088	36.2050	37.3013	38.3976	39.4939	40.5901	41.6864	43.5624	

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 80

SUPERVISING JUDICIAL MARSHALS (CSEA)
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL
EFFECTIVE JUNE 19, 2020

Shift Differential: 0.8500
Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
01 ANN	65919.00	68208.00	70497.00	72786.00	75075.00	77364.00	79653.00	81942.00	84231.00	86520.00	88809.00	92726.00	2289
BIM	2525.90	2613.60	2701.30	2789.00	2876.70	2964.40	3052.10	3139.81	3227.51	3315.21	3402.91	3552.99	
DLY	252.59	261.36	270.13	278.90	287.67	296.44	305.21	313.99	322.76	331.53	340.30	355.30	
HLY	31.5738	32.6700	33.7663	34.8625	35.9588	37.0550	38.1513	39.2476	40.3439	41.4401	42.5364	44.4124	

....."The Annual Salary for each pay group and step is for illustration purposes only and is not meant to be the actual annual salary for the pay group and step."