

2010 CSEA Rates

**3.5% COLA on 1-6 2010
7 HOURS PER DAY**

Grade	LENGTH OF CONTINUOUS SERVICE														Grade	
	Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles		Titles*													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 108 Months	Greater Than 120 Months	Greater Than 132 Months	Greater Than 144 Months	Greater Than 156 Months		
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 108 Months	Less Than 120 Months	Less Than 132 Months	Less Than 144 Months	Less Than 156 Months	Less Than 168 Months		
1	13.02	13.88	13.88	14.39	14.88	15.38	15.90	16.28	16.66	17.10	17.51	18.14	18.61	19.08	1	
2	13.31	14.19	14.19	14.67	15.18	15.68	16.17	16.55	16.93	17.37	17.78	18.41	18.88	19.35	2	
3	13.63	14.50	14.50	15.00	15.48	15.98	16.50	16.87	17.26	17.70	18.11	18.74	19.21	19.68	3	
4	13.94	14.80	14.80	15.32	15.82	16.30	16.80	17.18	17.56	18.00	18.41	19.05	19.51	19.98	4	
5	14.36	15.22	15.22	15.70	16.20	16.72	17.23	17.60	17.99	18.43	18.84	19.47	19.94	20.40	5	
6	14.90	15.75	15.75	16.24	16.74	17.26	17.77	18.14	18.53	18.97	19.38	20.01	20.48	20.94	6	
7	15.47	16.32	16.32	16.81	17.33	17.82	18.32	18.69	19.08	19.52	19.93	20.56	21.03	21.49	7	
8	16.15	17.01	17.01	17.52	17.99	18.50	19.01	19.38	19.77	20.21	20.62	21.25	21.72	22.19	8	
9	16.97	17.84	17.84	18.33	18.80	19.30	19.84	20.22	20.60	21.04	21.45	22.09	22.55	23.02	9	
10	17.72	18.57	18.57	19.09	19.60	20.09	20.59	20.97	21.35	21.79	22.21	22.84	23.30	23.77	10	
11	18.93	19.81	19.81	20.30	20.80	21.31	21.79	22.17	22.55	22.99	23.40	24.03	24.50	24.97	11	
12	20.37	21.24	21.24	21.73	22.22	22.73	23.22	23.60	23.98	24.42	24.83	25.47	25.93	26.40	12	
13	21.90	22.55	22.55	23.06	23.55	24.04	24.55	24.92	25.31	25.75	26.16	26.79	27.26	27.73	13	
14	23.23	24.08	24.08	24.58	25.05	25.58	26.08	26.46	26.84	27.28	27.70	28.33	28.80	29.26	14	
15	25.01	25.86	25.86	26.37	26.84	27.35	27.86	28.23	28.62	29.06	29.47	30.10	30.57	31.03	15	
16	26.93	27.77	27.77	28.28	28.78	29.29	29.77	30.14	30.53	30.97	31.38	32.01	32.48	32.95	16	
17	29.03	29.87	29.87	30.36	30.88	31.38	31.87	32.25	32.63	33.07	33.48	34.11	34.58	35.05	17	
18	31.25	32.10	32.10	32.60	33.09	33.58	34.06	34.44	34.82	35.26	35.68	36.31	36.77	37.24	18	
19	33.57	34.43	34.43	34.91	35.39	35.87	36.38	36.75	37.14	37.58	37.99	38.62	39.09	39.55	19	
20	36.09	36.95	36.95	37.43	37.91	38.43	38.92	39.30	39.68	40.12	40.53	41.17	41.63	42.10	20	
21	39.60	40.47	40.47	40.95	41.43	41.93	42.42	42.79	43.18	43.62	44.03	44.66	45.13	45.60	21	
22	41.78	42.64	42.64	43.12	43.60	44.11	44.60	44.98	45.36	45.80	46.21	46.84	47.31	47.78	22	
23	44.39	45.25	45.25	45.74	46.21	46.71	47.19	47.57	47.95	48.39	48.81	49.44	49.90	50.37	23	
24	46.51	47.39	47.39	47.86	48.34	48.84	49.34	49.72	50.10	50.54	50.95	51.59	52.05	52.52	24	
25	49.13	50.01	50.01	50.48	50.96	51.45	51.96	52.33	52.72	53.16	53.57	54.20	54.67	55.14	25	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2010 CSEA Rates

**3.5% COLA on 1-6 2010
8 HOURS PER DAY**

Grade	LENGTH OF CONTINUOUS SERVICE														Grade	
	Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles		Titles*													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years				
1	11.39	12.16	12.16	12.65	13.12	13.60	14.09	14.47	14.80	15.19	15.55	16.10	16.51	16.92	1	
2	11.65	12.40	12.40	12.87	13.38	13.86	14.35	14.73	15.06	15.45	15.81	16.36	16.77	17.18	2	
3	11.91	12.68	12.68	13.18	13.65	14.14	14.62	15.00	15.33	15.72	16.08	16.63	17.04	17.45	3	
4	12.22	12.95	12.95	13.46	13.92	14.41	14.89	15.27	15.60	15.99	16.35	16.90	17.31	17.72	4	
5	12.56	13.31	13.31	13.79	14.29	14.77	15.24	15.62	15.95	16.34	16.70	17.25	17.66	18.07	5	
6	13.02	13.78	13.78	14.28	14.75	15.23	15.72	16.10	16.44	16.82	17.18	17.73	18.14	18.55	6	
7	13.54	14.27	14.27	14.77	15.27	15.74	16.20	16.58	16.92	17.30	17.66	18.21	18.62	19.03	7	
8	14.12	14.88	14.88	15.37	15.85	16.35	16.81	17.19	17.53	17.91	18.27	18.82	19.23	19.64	8	
9	14.82	15.59	15.59	16.09	16.56	17.04	17.53	17.91	18.24	18.63	18.99	19.54	19.95	20.36	9	
10	15.51	16.28	16.28	16.76	17.23	17.73	18.21	18.59	18.92	19.31	19.67	20.22	20.63	21.04	10	
11	16.58	17.32	17.32	17.81	18.29	18.79	19.26	19.63	19.97	20.35	20.71	21.27	21.67	22.08	11	
12	17.84	18.56	18.56	19.06	19.56	20.03	20.51	20.89	21.22	21.61	21.97	22.52	22.93	23.34	12	
13	19.16	19.74	19.74	20.23	20.70	21.18	21.67	22.05	22.38	22.77	23.13	23.68	24.09	24.50	13	
14	20.32	21.07	21.07	21.56	22.04	22.53	23.00	23.37	23.71	24.10	24.46	25.01	25.42	25.83	14	
15	21.87	22.63	22.63	23.10	23.59	24.05	24.56	24.93	25.27	25.66	26.02	26.57	26.98	27.39	15	
16	23.59	24.30	24.30	24.79	25.29	25.77	26.25	26.62	26.96	27.35	27.71	28.26	28.67	29.08	16	
17	25.42	26.13	26.13	26.62	27.12	27.59	28.06	28.43	28.77	29.15	29.51	30.07	30.47	30.88	17	
18	27.36	28.09	28.09	28.56	29.04	29.52	30.00	30.38	30.72	31.10	31.46	32.01	32.42	32.83	18	
19	29.37	30.12	30.12	30.61	31.07	31.54	32.01	32.39	32.72	33.11	33.47	34.02	34.43	34.84	19	
20	31.59	32.33	32.33	32.80	33.29	33.76	34.23	34.60	34.94	35.32	35.69	36.24	36.65	37.06	20	
21	34.66	35.39	35.39	35.88	36.38	36.83	37.31	37.69	38.03	38.41	38.77	39.32	39.73	40.14	21	
22	36.56	37.31	37.31	37.77	38.24	38.71	39.24	39.61	39.95	40.34	40.70	41.25	41.66	42.07	22	
23	38.84	39.57	39.57	40.07	40.55	41.03	41.49	41.87	42.20	42.59	42.95	43.50	43.91	44.32	23	
24	40.69	41.46	41.46	41.94	42.41	42.88	43.36	43.73	44.07	44.45	44.81	45.37	45.78	46.18	24	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2010 CSEA Rates

3.5% COLA on 1-6 2010 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

	LENGTH OF CONTINUOUS SERVICE															
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months												
	After 1/1/94		Before 1/1/94													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
Grade	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Grade			
DPW 1	13.93	14.68	14.68	15.16	15.66	16.16	16.62	16.99	17.33	17.71	18.07	18.63	19.03	19.44	DPW 1	
DPW 2	15.04	15.78	15.78	16.24	16.77	17.25	17.73	18.11	18.44	18.83	19.19	19.74	20.15	20.56	DPW 2	
DPW 3	15.93	16.70	16.70	17.16	17.66	18.14	18.63	19.01	19.35	19.73	20.09	20.64	21.05	21.46	DPW 3	
DPW 4	15.99	16.73	16.73	17.24	17.73	18.22	18.68	19.06	19.39	19.78	20.14	20.69	21.10	21.51	DPW 4	
DPW 5	16.16	16.91	16.91	17.40	17.88	18.38	18.84	19.22	19.56	19.94	20.30	20.85	21.26	21.67	DPW 5	
DPW 6	17.24	18.00	18.00	18.47	18.96	19.47	19.94	20.31	20.65	21.03	21.39	21.95	22.35	22.76	DPW 6	
DPW 7	18.38	19.10	19.10	19.63	20.10	20.58	21.04	21.41	21.75	22.14	22.50	23.05	23.46	23.87	DPW 7	
DPW 8	20.14	20.78	20.78	21.26	21.75	22.26	22.72	23.09	23.43	23.81	24.17	24.73	25.14	25.54	DPW 8	
DPW 9	20.41	21.14	21.14	21.63	22.08	22.59	23.06	23.43	23.77	24.15	24.51	25.07	25.48	25.88	DPW 9	

ROUNDED TO TWO DECIMAL PLACES

3.5% COLA on 1-6 2010 SALARY SCALE FOR PSYCHIATRIST GRADES

	LENGTH OF CONTINUOUS SERVICE															
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months												
	After 1/1/94		Before 1/1/94													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
LEVEL	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Level			
1	82.09	82.91	82.91	83.39	83.89	84.39	84.88	85.26	85.64	86.08	86.50	87.13	87.59	88.06	1	
2	90.61	91.44	91.44	91.94	92.43	92.95	93.43	93.80	94.19	94.63	95.04	95.67	96.14	96.60	2	
3	99.15	100.00	100.00	100.48	100.97	101.46	101.96	102.33	102.72	103.16	103.57	104.20	104.67	105.13	3	
4	103.44	104.27	104.27	104.75	105.23	105.75	106.23	106.60	106.99	107.43	107.84	108.47	108.94	109.41	4	

ROUNDED TO TWO DECIMAL PLACES

2013 CSEA Rates

**1.75% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2013
7 HOURS PER DAY**

Grade	LENGTH OF CONTINUOUS SERVICE														Grade	
	Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles		Titles*													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years			
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years				
1	13.25	14.12	14.12	14.64	15.14	15.65	16.18	16.56	17.03	17.47	17.88	18.51	18.98	19.44	1	
2	13.54	14.44	14.44	14.93	15.45	15.95	16.45	16.84	17.31	17.75	18.16	18.79	19.26	19.72	2	
3	13.87	14.75	14.75	15.26	15.75	16.26	16.79	17.17	17.64	18.08	18.49	19.12	19.59	20.05	3	
4	14.18	15.06	15.06	15.59	16.10	16.59	17.09	17.48	17.95	18.39	18.80	19.43	19.90	20.36	4	
5	14.61	15.49	15.49	15.97	16.48	17.01	17.53	17.91	18.38	18.82	19.23	19.86	20.33	20.79	5	
6	15.16	16.03	16.03	16.52	17.03	17.56	18.08	18.46	18.93	19.37	19.78	20.41	20.88	21.34	6	
7	15.74	16.61	16.61	17.10	17.63	18.13	18.64	19.02	19.49	19.93	20.34	20.97	21.44	21.90	7	
8	16.43	17.31	17.31	17.83	18.30	18.82	19.34	19.72	20.19	20.63	21.04	21.67	22.14	22.60	8	
9	17.27	18.15	18.15	18.65	19.13	19.64	20.19	20.57	21.04	21.48	21.89	22.52	22.99	23.45	9	
10	18.03	18.89	18.89	19.42	19.94	20.44	20.95	21.34	21.81	22.25	22.66	23.29	23.76	24.22	10	
11	19.26	20.16	20.16	20.66	21.16	21.68	22.17	22.56	23.03	23.47	23.88	24.51	24.98	25.44	11	
12	20.73	21.61	21.61	22.11	22.61	23.13	23.63	24.01	24.48	24.92	25.33	25.96	26.43	26.89	12	
13	22.28	22.94	22.94	23.46	23.96	24.46	24.98	25.36	25.83	26.27	26.68	27.31	27.78	28.24	13	
14	23.64	24.50	24.50	25.01	25.49	26.03	26.54	26.92	27.39	27.83	28.24	28.87	29.34	29.80	14	
15	25.45	26.31	26.31	26.83	27.31	27.83	28.35	28.72	29.19	29.63	30.04	30.67	31.14	31.60	15	
16	27.40	28.26	28.26	28.77	29.28	29.80	30.29	30.67	31.14	31.58	31.99	32.62	33.09	33.55	16	
17	29.54	30.39	30.39	30.89	31.42	31.93	32.43	32.81	33.28	33.72	34.13	34.76	35.23	35.69	17	
18	31.80	32.66	32.66	33.17	33.67	34.17	34.66	35.04	35.51	35.95	36.36	36.99	37.46	37.92	18	
19	34.16	35.03	35.03	35.52	36.01	36.50	37.02	37.39	37.86	38.30	38.71	39.34	39.81	40.27	19	
20	36.72	37.60	37.60	38.09	38.57	39.10	39.60	39.99	40.46	40.90	41.31	41.94	42.41	42.87	20	
21	40.29	41.18	41.18	41.67	42.16	42.66	43.16	43.54	44.01	44.45	44.86	45.49	45.96	46.42	21	
22	42.51	43.39	43.39	43.87	44.36	44.88	45.38	45.77	46.24	46.68	47.09	47.72	48.19	48.65	22	
23	45.17	46.04	46.04	46.54	47.02	47.53	48.02	48.40	48.87	49.31	49.72	50.35	50.82	51.28	23	
24	47.32	48.22	48.22	48.70	49.19	49.69	50.20	50.59	51.06	51.50	51.91	52.54	53.01	53.47	24	
25	49.99	50.89	50.89	51.36	51.85	52.35	52.87	53.25	53.72	54.16	54.57	55.20	55.67	56.13	25	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2013 CSEA Rates

1.75% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2013 8 HOURS PER DAY

Grade	LENGTH OF CONTINUOUS SERVICE														Grade
	Employees Hired After 1/1/94		All Nursing		All Employees After Length of Service Exceeds 24 Months										
	Excluding All Nursing Titles		Titles*												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years			
1	11.59	12.37	12.37	12.87	13.35	13.84	14.34	14.72	15.13	15.51	15.87	16.43	16.84	17.24	1
2	11.85	12.62	12.62	13.10	13.61	14.10	14.60	14.99	15.40	15.78	16.14	16.70	17.11	17.51	2
3	12.12	12.90	12.90	13.41	13.89	14.39	14.88	15.26	15.67	16.05	16.41	16.97	17.38	17.78	3
4	12.43	13.18	13.18	13.70	14.16	14.66	15.15	15.54	15.95	16.33	16.69	17.25	17.66	18.06	4
5	12.78	13.54	13.54	14.03	14.54	15.03	15.51	15.89	16.30	16.68	17.04	17.60	18.01	18.41	5
6	13.25	14.02	14.02	14.53	15.01	15.50	16.00	16.38	16.79	17.17	17.53	18.09	18.50	18.90	6
7	13.78	14.52	14.52	15.03	15.54	16.02	16.48	16.87	17.28	17.66	18.02	18.58	18.99	19.39	7
8	14.37	15.14	15.14	15.64	16.13	16.64	17.10	17.49	17.90	18.28	18.64	19.20	19.61	20.01	8
9	15.08	15.86	15.86	16.37	16.85	17.34	17.84	18.22	18.63	19.01	19.37	19.93	20.34	20.74	9
10	15.78	16.56	16.56	17.05	17.53	18.04	18.53	18.92	19.33	19.71	20.07	20.63	21.04	21.44	10
11	16.87	17.62	17.62	18.12	18.61	19.12	19.60	19.97	20.38	20.76	21.12	21.68	22.09	22.49	11
12	18.15	18.88	18.88	19.39	19.90	20.38	20.87	21.26	21.67	22.05	22.41	22.97	23.38	23.78	12
13	19.50	20.09	20.09	20.58	21.06	21.55	22.05	22.44	22.85	23.23	23.59	24.15	24.56	24.96	13
14	20.68	21.44	21.44	21.94	22.43	22.92	23.40	23.78	24.19	24.57	24.93	25.49	25.90	26.30	14
15	22.25	23.03	23.03	23.50	24.00	24.47	24.99	25.37	25.78	26.16	26.52	27.08	27.49	27.89	15
16	24.00	24.73	24.73	25.22	25.73	26.22	26.71	27.09	27.50	27.88	28.24	28.80	29.21	29.61	16
17	25.86	26.59	26.59	27.09	27.59	28.07	28.55	28.93	29.34	29.72	30.08	30.64	31.05	31.45	17
18	27.84	28.58	28.58	29.06	29.55	30.04	30.53	30.91	31.32	31.70	32.06	32.62	33.03	33.43	18
19	29.88	30.65	30.65	31.15	31.61	32.09	32.57	32.96	33.37	33.75	34.11	34.67	35.08	35.48	19
20	32.14	32.90	32.90	33.37	33.87	34.35	34.83	35.21	35.62	36.00	36.36	36.92	37.33	37.73	20
21	35.27	36.01	36.01	36.51	37.02	37.47	37.96	38.35	38.76	39.14	39.50	40.06	40.47	40.87	21
22	37.20	37.96	37.96	38.43	38.91	39.39	39.93	40.30	40.71	41.09	41.45	42.01	42.42	42.82	22
23	39.52	40.26	40.26	40.77	41.26	41.75	42.22	42.60	43.01	43.39	43.75	44.31	44.72	45.12	23
24	41.40	42.19	42.19	42.67	43.15	43.63	44.12	44.50	44.91	45.29	45.65	46.21	46.62	47.02	24

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2013 CSEA Rates

1.75% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2013 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months											
	After 1/1/94		Before 1/1/94												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
Grade	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 28 Years	Less Than 28 Years	Grade	
DPW 1	14.17	14.94	14.94	15.43	15.93	16.44	16.91	17.29	17.70	18.08	18.44	19.00	19.41	19.81	DPW 1
DPW 2	15.30	16.06	16.06	16.52	17.06	17.55	18.04	18.43	18.84	19.22	19.58	20.14	20.55	20.95	DPW 2
DPW 3	16.21	16.99	16.99	17.46	17.97	18.46	18.96	19.34	19.75	20.13	20.49	21.05	21.46	21.86	DPW 3
DPW 4	16.27	17.02	17.02	17.54	18.04	18.54	19.01	19.39	19.80	20.18	20.54	21.10	21.51	21.91	DPW 4
DPW 5	16.44	17.21	17.21	17.70	18.19	18.70	19.17	19.56	19.97	20.35	20.71	21.27	21.68	22.08	DPW 5
DPW 6	17.54	18.32	18.32	18.79	19.29	19.81	20.29	20.67	21.08	21.46	21.82	22.38	22.79	23.19	DPW 6
DPW 7	18.70	19.43	19.43	19.97	20.45	20.94	21.41	21.78	22.19	22.57	22.93	23.49	23.90	24.30	DPW 7
DPW 8	20.49	21.14	21.14	21.63	22.13	22.65	23.12	23.49	23.90	24.28	24.64	25.20	25.61	26.01	DPW 8
DPW 9	20.77	21.51	21.51	22.01	22.47	22.99	23.46	23.84	24.25	24.63	24.99	25.55	25.96	26.36	DPW 9

ROUNDED TO TWO DECIMAL PLACES

1.75% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2013 SALARY SCALE FOR PSYCHIATRIST GRADES

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months											
	After 1/1/94		Before 1/1/94												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
LEVEL	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 28 Years	Less Than 28 Years	Level	
1	83.53	84.36	84.36	84.85	85.36	85.87	86.37	86.75	87.22	87.66	88.07	88.70	89.17	89.63	1
2	92.20	93.04	93.04	93.55	94.05	94.58	95.07	95.44	95.91	96.35	96.76	97.39	97.86	98.32	2
3	100.89	101.75	101.75	102.24	102.74	103.24	103.74	104.12	104.59	105.03	105.44	106.07	106.54	107.00	3
4	105.25	106.09	106.09	106.58	107.07	107.60	108.09	108.47	108.94	109.38	109.79	110.42	110.89	111.35	4

ROUNDED TO TWO DECIMAL PLACES

2014 CSEA Rates

2.00% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2014 7 HOURS PER DAY

Grade	LENGTH OF CONTINUOUS SERVICE														Grade	
	Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles		Titles*													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years			
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years				
1	13.52	14.40	14.40	14.93	15.44	15.96	16.50	16.89	17.44	17.88	18.29	18.92	19.39	19.86	1	
2	13.81	14.73	14.73	15.23	15.76	16.27	16.78	17.18	17.73	18.17	18.58	19.21	19.68	20.15	2	
3	14.15	15.05	15.05	15.57	16.07	16.59	17.13	17.51	18.06	18.50	18.91	19.54	20.01	20.48	3	
4	14.46	15.36	15.36	15.90	16.42	16.92	17.43	17.83	18.38	18.82	19.23	19.86	20.33	20.80	4	
5	14.90	15.80	15.80	16.29	16.81	17.35	17.88	18.27	18.82	19.26	19.67	20.30	20.77	21.24	5	
6	15.46	16.35	16.35	16.85	17.37	17.91	18.44	18.83	19.38	19.82	20.23	20.86	21.33	21.80	6	
7	16.05	16.94	16.94	17.44	17.98	18.49	19.01	19.40	19.95	20.39	20.80	21.43	21.90	22.37	7	
8	16.76	17.66	17.66	18.19	18.67	19.20	19.73	20.11	20.66	21.10	21.51	22.14	22.61	23.08	8	
9	17.62	18.51	18.51	19.02	19.51	20.03	20.59	20.98	21.53	21.97	22.38	23.01	23.48	23.95	9	
10	18.39	19.27	19.27	19.81	20.34	20.85	21.37	21.77	22.32	22.76	23.17	23.80	24.27	24.74	10	
11	19.65	20.56	20.56	21.07	21.58	22.11	22.61	23.01	23.56	24.00	24.41	25.04	25.51	25.98	11	
12	21.14	22.04	22.04	22.55	23.06	23.59	24.10	24.49	25.04	25.48	25.89	26.52	26.99	27.46	12	
13	22.73	23.40	23.40	23.93	24.44	24.95	25.48	25.87	26.42	26.86	27.27	27.90	28.37	28.84	13	
14	24.11	24.99	24.99	25.51	26.00	26.55	27.07	27.46	28.01	28.45	28.86	29.49	29.96	30.43	14	
15	25.96	26.84	26.84	27.37	27.86	28.39	28.92	29.29	29.84	30.28	30.69	31.32	31.79	32.26	15	
16	27.95	28.83	28.83	29.35	29.87	30.40	30.90	31.28	31.83	32.27	32.68	33.31	33.78	34.25	16	
17	30.13	31.00	31.00	31.51	32.05	32.57	33.08	33.47	34.02	34.46	34.87	35.50	35.97	36.44	17	
18	32.44	33.31	33.31	33.83	34.34	34.85	35.35	35.74	36.29	36.73	37.14	37.77	38.24	38.71	18	
19	34.84	35.73	35.73	36.23	36.73	37.23	37.76	38.14	38.69	39.13	39.54	40.17	40.64	41.11	19	
20	37.45	38.35	38.35	38.85	39.34	39.88	40.39	40.79	41.34	41.78	42.19	42.82	43.29	43.76	20	
21	41.10	42.00	42.00	42.50	43.00	43.51	44.02	44.41	44.96	45.40	45.81	46.44	46.91	47.38	21	
22	43.36	44.26	44.26	44.75	45.25	45.78	46.29	46.69	47.24	47.68	48.09	48.72	49.19	49.66	22	
23	46.07	46.96	46.96	47.47	47.96	48.48	48.98	49.37	49.92	50.36	50.77	51.40	51.87	52.34	23	
24	48.27	49.18	49.18	49.67	50.17	50.68	51.20	51.60	52.15	52.59	53.00	53.63	54.10	54.57	24	
25	50.99	51.91	51.91	52.39	52.89	53.40	53.93	54.32	54.87	55.31	55.72	56.35	56.82	57.29	25	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2014 CSEA Rates

2.00% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2014 8 HOURS PER DAY

Grade	LENGTH OF CONTINUOUS SERVICE														Grade	
	Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles		Titles*													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years				
1	11.82	12.62	12.62	13.13	13.62	14.12	14.63	15.01	15.49	15.88	16.24	16.79	17.20	17.61	1	
2	12.09	12.87	12.87	13.36	13.88	14.38	14.89	15.29	15.77	16.16	16.52	17.07	17.48	17.89	2	
3	12.36	13.16	13.16	13.68	14.17	14.68	15.18	15.57	16.05	16.44	16.80	17.35	17.76	18.17	3	
4	12.68	13.44	13.44	13.97	14.44	14.95	15.45	15.85	16.33	16.72	17.08	17.63	18.04	18.45	4	
5	13.04	13.81	13.81	14.31	14.83	15.33	15.82	16.21	16.69	17.08	17.44	17.99	18.40	18.81	5	
6	13.52	14.30	14.30	14.82	15.31	15.81	16.32	16.71	17.19	17.58	17.94	18.49	18.90	19.31	6	
7	14.06	14.81	14.81	15.33	15.85	16.34	16.81	17.21	17.69	18.08	18.44	18.99	19.40	19.81	7	
8	14.66	15.44	15.44	15.95	16.45	16.97	17.44	17.84	18.32	18.71	19.07	19.62	20.03	20.44	8	
9	15.38	16.18	16.18	16.70	17.19	17.69	18.20	18.58	19.06	19.45	19.81	20.36	20.77	21.18	9	
10	16.10	16.89	16.89	17.39	17.88	18.40	18.90	19.30	19.78	20.17	20.53	21.08	21.49	21.90	10	
11	17.21	17.97	17.97	18.48	18.98	19.50	19.99	20.37	20.85	21.24	21.60	22.15	22.56	22.97	11	
12	18.51	19.26	19.26	19.78	20.30	20.79	21.29	21.69	22.17	22.56	22.92	23.47	23.88	24.29	12	
13	19.89	20.49	20.49	20.99	21.48	21.98	22.49	22.89	23.37	23.76	24.12	24.67	25.08	25.49	13	
14	21.09	21.87	21.87	22.38	22.88	23.38	23.87	24.26	24.74	25.13	25.49	26.04	26.45	26.86	14	
15	22.70	23.49	23.49	23.97	24.48	24.96	25.49	25.88	26.36	26.75	27.11	27.66	28.07	28.48	15	
16	24.48	25.22	25.22	25.72	26.24	26.74	27.24	27.63	28.11	28.50	28.86	29.41	29.82	30.23	16	
17	26.38	27.12	27.12	27.63	28.14	28.63	29.12	29.51	29.99	30.38	30.74	31.29	31.70	32.11	17	
18	28.40	29.15	29.15	29.64	30.14	30.64	31.14	31.53	32.01	32.40	32.76	33.31	33.72	34.13	18	
19	30.48	31.26	31.26	31.77	32.24	32.73	33.22	33.62	34.10	34.49	34.85	35.40	35.81	36.22	19	
20	32.78	33.56	33.56	34.04	34.55	35.04	35.53	35.91	36.39	36.78	37.14	37.69	38.10	38.51	20	
21	35.98	36.73	36.73	37.24	37.76	38.22	38.72	39.12	39.60	39.99	40.35	40.90	41.31	41.72	21	
22	37.94	38.72	38.72	39.20	39.69	40.18	40.73	41.11	41.59	41.98	42.34	42.89	43.30	43.71	22	
23	40.31	41.07	41.07	41.59	42.09	42.59	43.06	43.45	43.93	44.32	44.68	45.23	45.64	46.05	23	
24	42.23	43.03	43.03	43.52	44.01	44.50	45.00	45.39	45.87	46.26	46.62	47.17	47.58	47.99	24	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2014 CSEA Rates

2.00% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2014 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months											
	After 1/1/94		Before 1/1/94												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
Grade	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Grade			
DPW 1	14.45	15.24	15.24	15.74	16.25	16.77	17.25	17.64	18.12	18.51	18.87	19.42	19.83	20.24	DPW 1
DPW 2	15.61	16.38	16.38	16.85	17.40	17.90	18.40	18.80	19.28	19.67	20.03	20.58	20.99	21.40	DPW 2
DPW 3	16.53	17.33	17.33	17.81	18.33	18.83	19.34	19.73	20.21	20.60	20.96	21.51	21.92	22.33	DPW 3
DPW 4	16.60	17.36	17.36	17.89	18.40	18.91	19.39	19.78	20.26	20.65	21.01	21.56	21.97	22.38	DPW 4
DPW 5	16.77	17.55	17.55	18.05	18.55	19.07	19.55	19.95	20.43	20.82	21.18	21.73	22.14	22.55	DPW 5
DPW 6	17.89	18.69	18.69	19.17	19.68	20.21	20.70	21.08	21.56	21.95	22.31	22.86	23.27	23.68	DPW 6
DPW 7	19.07	19.82	19.82	20.37	20.86	21.36	21.84	22.22	22.70	23.09	23.45	24.00	24.41	24.82	DPW 7
DPW 8	20.90	21.56	21.56	22.06	22.57	23.10	23.58	23.96	24.44	24.83	25.19	25.74	26.15	26.56	DPW 8
DPW 9	21.19	21.94	21.94	22.45	22.92	23.45	23.93	24.32	24.80	25.19	25.55	26.10	26.51	26.92	DPW 9

ROUNDED TO TWO DECIMAL PLACES

2.00% COLA on Steps 1-6 Plus New Longevity Increments on Longevity 8-28 for the Year 2014 SALARY SCALE FOR PSYCHIATRIST GRADES

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months											
	After 1/1/94		Before 1/1/94												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
LEVEL	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Level			
1	85.20	86.05	86.05	86.55	87.07	87.59	88.10	88.49	89.04	89.48	89.89	90.52	90.99	91.46	1
2	94.04	94.90	94.90	95.42	95.93	96.47	96.97	97.35	97.90	98.34	98.75	99.38	99.85	100.32	2
3	102.91	103.79	103.79	104.28	104.79	105.30	105.81	106.20	106.75	107.19	107.60	108.23	108.70	109.17	3
4	107.36	108.21	108.21	108.71	109.21	109.75	110.25	110.64	111.19	111.63	112.04	112.67	113.14	113.61	4

ROUNDED TO TWO DECIMAL PLACES

2015 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2015
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE																									
Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months																						
Excluding All Nursing Titles		Titles*	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28										
Grade	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 8 Years	Greater Than 8 Years	Less Than 12 Years		Greater Than 12 Years	Less Than 16 Years	Greater Than 16 Years	Less Than 20 Years	Greater Than 20 Years	Less Than 24 Years	Greater Than 24 Years	Less Than 28 Years	Greater Than 28 Years
1	13.79	14.69	14.69	15.23	15.75	16.28	16.83	17.23	17.78	18.22	18.63	19.26	19.73	20.20	1										
2	14.09	15.02	15.02	15.53	16.08	16.60	17.12	17.52	18.07	18.51	18.92	19.55	20.02	20.49	2										
3	14.43	15.35	15.35	15.88	16.39	16.92	17.47	17.86	18.41	18.85	19.26	19.89	20.36	20.83	3										
4	14.75	15.67	15.67	16.22	16.75	17.26	17.78	18.19	18.74	19.18	19.59	20.22	20.69	21.16	4										
5	15.20	16.12	16.12	16.62	17.15	17.70	18.24	18.64	19.19	19.63	20.04	20.67	21.14	21.61	5										
6	15.77	16.68	16.68	17.19	17.72	18.27	18.81	19.21	19.76	20.20	20.61	21.24	21.71	22.18	6										
7	16.37	17.28	17.28	17.79	18.34	18.86	19.39	19.79	20.34	20.78	21.19	21.82	22.29	22.76	7										
8	17.10	18.01	18.01	18.55	19.04	19.58	20.12	20.51	21.06	21.50	21.91	22.54	23.01	23.48	8										
9	17.97	18.88	18.88	19.40	19.90	20.43	21.00	21.40	21.95	22.39	22.80	23.43	23.90	24.37	9										
10	18.76	19.66	19.66	20.21	20.75	21.27	21.80	22.21	22.76	23.20	23.61	24.24	24.71	25.18	10										
11	20.04	20.97	20.97	21.49	22.01	22.55	23.06	23.47	24.02	24.46	24.87	25.50	25.97	26.44	11										
12	21.56	22.48	22.48	23.00	23.52	24.06	24.58	24.98	25.53	25.97	26.38	27.01	27.48	27.95	12										
13	23.18	23.87	23.87	24.41	24.93	25.45	25.99	26.39	26.94	27.38	27.79	28.42	28.89	29.36	13										
14	24.59	25.49	25.49	26.02	26.52	27.08	27.61	28.01	28.56	29.00	29.41	30.04	30.51	30.98	14										
15	26.48	27.38	27.38	27.92	28.42	28.96	29.50	29.88	30.43	30.87	31.28	31.91	32.38	32.85	15										
16	28.51	29.41	29.41	29.94	30.47	31.01	31.52	31.91	32.46	32.90	33.31	33.94	34.41	34.88	16										
17	30.73	31.62	31.62	32.14	32.69	33.22	33.74	34.14	34.69	35.13	35.54	36.17	36.64	37.11	17										
18	33.09	33.98	33.98	34.51	35.03	35.55	36.06	36.45	37.00	37.44	37.85	38.48	38.95	39.42	18										
19	35.54	36.44	36.44	36.95	37.46	37.97	38.52	38.90	39.45	39.89	40.30	40.93	41.40	41.87	19										
20	38.20	39.12	39.12	39.63	40.13	40.68	41.20	41.61	42.16	42.60	43.01	43.64	44.11	44.58	20										
21	41.92	42.84	42.84	43.35	43.86	44.38	44.90	45.30	45.85	46.29	46.70	47.33	47.80	48.27	21										
22	44.23	45.15	45.15	45.65	46.16	46.70	47.22	47.62	48.17	48.61	49.02	49.65	50.12	50.59	22										
23	46.99	47.90	47.90	48.42	48.92	49.45	49.96	50.36	50.91	51.35	51.76	52.39	52.86	53.33	23										
24	49.24	50.16	50.16	50.66	51.17	51.69	52.22	52.63	53.18	53.62	54.03	54.66	55.13	55.60	24										
25	52.01	52.95	52.95	53.44	53.95	54.47	55.01	55.41	55.96	56.40	56.81	57.44	57.91	58.38	25										

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2015 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2015
8 HOURS PER DAY

Grade	LENGTH OF CONTINUOUS SERVICE														Grade	
	Employees Hired After 1/1/94		All Nursing		All Employees After Length of Service Exceeds 24 Months											
	Excluding All Nursing Titles		Titles*													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years				
1	12.06	12.87	12.87	13.39	13.89	14.40	14.92	15.31	15.79	16.18	16.54	17.09	17.50	17.91	1	
2	12.33	13.13	13.13	13.63	14.16	14.67	15.19	15.60	16.08	16.47	16.83	17.38	17.79	18.20	2	
3	12.61	13.42	13.42	13.95	14.45	14.97	15.48	15.88	16.36	16.75	17.11	17.66	18.07	18.48	3	
4	12.93	13.71	13.71	14.25	14.73	15.25	15.76	16.17	16.65	17.04	17.40	17.95	18.36	18.77	4	
5	13.30	14.09	14.09	14.60	15.13	15.64	16.14	16.53	17.01	17.40	17.76	18.31	18.72	19.13	5	
6	13.79	14.59	14.59	15.12	15.62	16.13	16.65	17.04	17.52	17.91	18.27	18.82	19.23	19.64	6	
7	14.34	15.11	15.11	15.64	16.17	16.67	17.15	17.55	18.03	18.42	18.78	19.33	19.74	20.15	7	
8	14.95	15.75	15.75	16.27	16.78	17.31	17.79	18.20	18.68	19.07	19.43	19.98	20.39	20.80	8	
9	15.69	16.50	16.50	17.03	17.53	18.04	18.56	18.95	19.43	19.82	20.18	20.73	21.14	21.55	9	
10	16.42	17.23	17.23	17.74	18.24	18.77	19.28	19.69	20.17	20.56	20.92	21.47	21.88	22.29	10	
11	17.55	18.33	18.33	18.85	19.36	19.89	20.39	20.78	21.26	21.65	22.01	22.56	22.97	23.38	11	
12	18.88	19.65	19.65	20.18	20.71	21.21	21.72	22.12	22.60	22.99	23.35	23.90	24.31	24.72	12	
13	20.29	20.90	20.90	21.41	21.91	22.42	22.94	23.35	23.83	24.22	24.58	25.13	25.54	25.95	13	
14	21.51	22.31	22.31	22.83	23.34	23.85	24.35	24.75	25.23	25.62	25.98	26.53	26.94	27.35	14	
15	23.15	23.96	23.96	24.45	24.97	25.46	26.00	26.40	26.88	27.27	27.63	28.18	28.59	29.00	15	
16	24.97	25.72	25.72	26.23	26.76	27.27	27.78	28.18	28.66	29.05	29.41	29.96	30.37	30.78	16	
17	26.91	27.66	27.66	28.18	28.70	29.20	29.70	30.10	30.58	30.97	31.33	31.88	32.29	32.70	17	
18	28.97	29.73	29.73	30.23	30.74	31.25	31.76	32.16	32.64	33.03	33.39	33.94	34.35	34.76	18	
19	31.09	31.89	31.89	32.41	32.88	33.38	33.88	34.29	34.77	35.16	35.52	36.07	36.48	36.89	19	
20	33.44	34.23	34.23	34.72	35.24	35.74	36.24	36.63	37.11	37.50	37.86	38.41	38.82	39.23	20	
21	36.70	37.46	37.46	37.98	38.52	38.98	39.49	39.90	40.38	40.77	41.13	41.68	42.09	42.50	21	
22	38.70	39.49	39.49	39.98	40.48	40.98	41.54	41.93	42.41	42.80	43.16	43.71	44.12	44.53	22	
23	41.12	41.89	41.89	42.42	42.93	43.44	43.92	44.32	44.80	45.19	45.55	46.10	46.51	46.92	23	
24	43.07	43.89	43.89	44.39	44.89	45.39	45.90	46.30	46.78	47.17	47.53	48.08	48.49	48.90	24	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2015 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2015 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months											
	After 1/1/94		Before 1/1/94												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
Grade	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 28 Years	Less Than 28 Years	Grade	
DPW 1	14.74	15.54	15.54	16.05	16.58	17.11	17.60	17.99	18.47	18.86	19.22	19.77	20.18	20.59	DPW 1
DPW 2	15.92	16.71	16.71	17.19	17.75	18.26	18.77	19.18	19.66	20.05	20.41	20.96	21.37	21.78	DPW 2
DPW 3	16.86	17.68	17.68	18.17	18.70	19.21	19.73	20.12	20.60	20.99	21.35	21.90	22.31	22.72	DPW 3
DPW 4	16.93	17.71	17.71	18.25	18.77	19.29	19.78	20.18	20.66	21.05	21.41	21.96	22.37	22.78	DPW 4
DPW 5	17.11	17.90	17.90	18.41	18.92	19.45	19.94	20.35	20.83	21.22	21.58	22.13	22.54	22.95	DPW 5
DPW 6	18.25	19.06	19.06	19.55	20.07	20.61	21.11	21.50	21.98	22.37	22.73	23.28	23.69	24.10	DPW 6
DPW 7	19.45	20.22	20.22	20.78	21.28	21.79	22.28	22.66	23.14	23.53	23.89	24.44	24.85	25.26	DPW 7
DPW 8	21.32	21.99	21.99	22.50	23.02	23.56	24.05	24.44	24.92	25.31	25.67	26.22	26.63	27.04	DPW 8
DPW 9	21.61	22.38	22.38	22.90	23.38	23.92	24.41	24.81	25.29	25.68	26.04	26.59	27.00	27.41	DPW 9

ROUNDED TO TWO DECIMAL PLACES

2015 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2015 SALARY SCALE FOR PSYCHIATRIST GRADES

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired:														
	After 1/1/94		Before 1/1/94												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
LEVEL	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Level			
1	86.90	87.77	87.77	88.28	88.81	89.34	89.86	90.26	90.81	91.25	91.66	92.29	92.76	93.23	1
2	95.92	96.80	96.80	97.33	97.85	98.40	98.91	99.30	99.85	100.29	100.70	101.33	101.80	102.27	2
3	104.97	105.87	105.87	106.37	106.89	107.41	107.93	108.32	108.87	109.31	109.72	110.35	110.82	111.29	3
4	109.51	110.37	110.37	110.88	111.39	111.95	112.46	112.85	113.40	113.84	114.25	114.88	115.35	115.82	4

ROUNDED TO TWO DECIMAL PLACES

2015 CSEA Rates

1.02

	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
7HR	0.55	0.99	1.40	2.03	2.5	2.97
8HR	0.48	0.87	1.23	1.78	2.19	2.60

2016 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2016
7 HOURS PER DAY

	LENGTH OF CONTINUOUS SERVICE																
	Employees Hired After 1/1/94		All Nursing	All Employees After Length of Service Exceeds 24 Months													
	Excluding All Nursing Titles		Titles*	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24		Longevity 28
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
Grade	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 8 Years	Greater Than 8 Years	Less Than 16 Years	Greater Than 16 Years	Less Than 24 Years	Greater Than 24 Years	Less Than 28 Years	Greater Than 28 Years	Grade
1	14.07	14.98	14.98	15.53	16.07	16.61	17.17	17.57	18.12	18.56	18.97	19.60	20.07	20.54	1		
2	14.37	15.32	15.32	15.84	16.40	16.93	17.46	17.87	18.42	18.86	19.27	19.90	20.37	20.84	2		
3	14.72	15.66	15.66	16.20	16.72	17.26	17.82	18.22	18.77	19.21	19.62	20.25	20.72	21.19	3		
4	15.05	15.98	15.98	16.54	17.09	17.61	18.14	18.55	19.10	19.54	19.95	20.58	21.05	21.52	4		
5	15.50	16.44	16.44	16.95	17.49	18.05	18.60	19.01	19.56	20.00	20.41	21.04	21.51	21.98	5		
6	16.09	17.01	17.01	17.53	18.07	18.64	19.19	19.59	20.14	20.58	20.99	21.62	22.09	22.56	6		
7	16.70	17.63	17.63	18.15	18.71	19.24	19.78	20.19	20.74	21.18	21.59	22.22	22.69	23.16	7		
8	17.44	18.37	18.37	18.92	19.42	19.97	20.52	20.92	21.47	21.91	22.32	22.95	23.42	23.89	8		
9	18.33	19.26	19.26	19.79	20.30	20.84	21.42	21.83	22.38	22.82	23.23	23.86	24.33	24.80	9		
10	19.14	20.05	20.05	20.61	21.17	21.70	22.24	22.65	23.20	23.64	24.05	24.68	25.15	25.62	10		
11	20.44	21.39	21.39	21.92	22.45	23.00	23.52	23.94	24.49	24.93	25.34	25.97	26.44	26.91	11		
12	21.99	22.93	22.93	23.46	23.99	24.54	25.07	25.48	26.03	26.47	26.88	27.51	27.98	28.45	12		
13	23.64	24.35	24.35	24.90	25.43	25.96	26.51	26.92	27.47	27.91	28.32	28.95	29.42	29.89	13		
14	25.08	26.00	26.00	26.54	27.05	27.62	28.16	28.57	29.12	29.56	29.97	30.60	31.07	31.54	14		
15	27.01	27.93	27.93	28.48	28.99	29.54	30.09	30.48	31.03	31.47	31.88	32.51	32.98	33.45	15		
16	29.08	30.00	30.00	30.54	31.08	31.63	32.15	32.55	33.10	33.54	33.95	34.58	35.05	35.52	16		
17	31.34	32.25	32.25	32.78	33.34	33.88	34.41	34.82	35.37	35.81	36.22	36.85	37.32	37.79	17		
18	33.75	34.66	34.66	35.20	35.73	36.26	36.78	37.18	37.73	38.17	38.58	39.21	39.68	40.15	18		
19	36.25	37.17	37.17	37.69	38.21	38.73	39.29	39.68	40.23	40.67	41.08	41.71	42.18	42.65	19		
20	38.96	39.90	39.90	40.42	40.93	41.49	42.02	42.44	42.99	43.43	43.84	44.47	44.94	45.41	20		
21	42.76	43.70	43.70	44.22	44.74	45.27	45.80	46.21	46.76	47.20	47.61	48.24	48.71	49.18	21		
22	45.11	46.05	46.05	46.56	47.08	47.63	48.16	48.57	49.12	49.56	49.97	50.60	51.07	51.54	22		
23	47.93	48.86	48.86	49.39	49.90	50.44	50.96	51.37	51.92	52.36	52.77	53.40	53.87	54.34	23		
24	50.22	51.16	51.16	51.67	52.19	52.72	53.26	53.68	54.23	54.67	55.08	55.71	56.18	56.65	24		
25	53.05	54.01	54.01	54.51	55.03	55.56	56.11	56.52	57.07	57.51	57.92	58.55	59.02	59.49	25		

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2016 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2016
8 HOURS PER DAY

	LENGTH OF CONTINUOUS SERVICE														
	Employees Hired After 1/1/94		All Nursing		All Employees After Length of Service Exceeds 24 Months										
	Excluding All Nursing Titles		Titles*												
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
Grade	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Grade			
1	12.30	13.13	13.13	13.66	14.17	14.69	15.22	15.62	16.10	16.49	16.85	17.40	17.81	18.22	1
2	12.58	13.39	13.39	13.90	14.44	14.96	15.49	15.91	16.39	16.78	17.14	17.69	18.10	18.51	2
3	12.86	13.69	13.69	14.23	14.74	15.27	15.79	16.20	16.68	17.07	17.43	17.98	18.39	18.80	3
4	13.19	13.98	13.98	14.54	15.02	15.56	16.08	16.49	16.97	17.36	17.72	18.27	18.68	19.09	4
5	13.57	14.37	14.37	14.89	15.43	15.95	16.46	16.86	17.34	17.73	18.09	18.64	19.05	19.46	5
6	14.07	14.88	14.88	15.42	15.93	16.45	16.98	17.38	17.86	18.25	18.61	19.16	19.57	19.98	6
7	14.63	15.41	15.41	15.95	16.49	17.00	17.49	17.90	18.38	18.77	19.13	19.68	20.09	20.50	7
8	15.25	16.07	16.07	16.60	17.12	17.66	18.15	18.56	19.04	19.43	19.79	20.34	20.75	21.16	8
9	16.00	16.83	16.83	17.37	17.88	18.40	18.93	19.33	19.81	20.20	20.56	21.11	21.52	21.93	9
10	16.75	17.57	17.57	18.09	18.60	19.15	19.67	20.08	20.56	20.95	21.31	21.86	22.27	22.68	10
11	17.90	18.70	18.70	19.23	19.75	20.29	20.80	21.20	21.68	22.07	22.43	22.98	23.39	23.80	11
12	19.26	20.04	20.04	20.58	21.12	21.63	22.15	22.56	23.04	23.43	23.79	24.34	24.75	25.16	12
13	20.70	21.32	21.32	21.84	22.35	22.87	23.40	23.82	24.30	24.69	25.05	25.60	26.01	26.42	13
14	21.94	22.76	22.76	23.29	23.81	24.33	24.84	25.25	25.73	26.12	26.48	27.03	27.44	27.85	14
15	23.61	24.44	24.44	24.94	25.47	25.97	26.52	26.93	27.41	27.80	28.16	28.71	29.12	29.53	15
16	25.47	26.23	26.23	26.75	27.30	27.82	28.34	28.74	29.22	29.61	29.97	30.52	30.93	31.34	16
17	27.45	28.21	28.21	28.74	29.27	29.78	30.29	30.70	31.18	31.57	31.93	32.48	32.89	33.30	17
18	29.55	30.32	30.32	30.83	31.35	31.88	32.40	32.80	33.28	33.67	34.03	34.58	34.99	35.40	18
19	31.71	32.53	32.53	33.06	33.54	34.05	34.56	34.98	35.46	35.85	36.21	36.76	37.17	37.58	19
20	34.11	34.91	34.91	35.41	35.94	36.45	36.96	37.36	37.84	38.23	38.59	39.14	39.55	39.96	20
21	37.43	38.21	38.21	38.74	39.29	39.76	40.28	40.70	41.18	41.57	41.93	42.48	42.89	43.30	21
22	39.47	40.28	40.28	40.78	41.29	41.80	42.37	42.77	43.25	43.64	44.00	44.55	44.96	45.37	22
23	41.94	42.73	42.73	43.27	43.79	44.31	44.80	45.21	45.69	46.08	46.44	46.99	47.40	47.81	23
24	43.93	44.77	44.77	45.28	45.79	46.30	46.82	47.23	47.71	48.10	48.46	49.01	49.42	49.83	24

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2016 CSEA Rates

2.00% COLA on Steps 1-6 for the Year 2016 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

	LENGTH OF CONTINUOUS SERVICE															
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months												
	After 1/1/94		Before 1/1/94													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
Grade	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Grade			
DPW 1	15.03	15.85	15.85	16.37	16.91	17.45	17.95	18.35	18.83	19.22	19.58	20.13	20.54	20.95	DPW 1	
DPW 2	16.24	17.04	17.04	17.53	18.11	18.63	19.15	19.56	20.04	20.43	20.79	21.34	21.75	22.16	DPW 2	
DPW 3	17.20	18.03	18.03	18.53	19.07	19.59	20.12	20.52	21.00	21.39	21.75	22.30	22.71	23.12	DPW 3	
DPW 4	17.27	18.06	18.06	18.62	19.15	19.68	20.18	20.58	21.06	21.45	21.81	22.36	22.77	23.18	DPW 4	
DPW 5	17.45	18.26	18.26	18.78	19.30	19.84	20.34	20.76	21.24	21.63	21.99	22.54	22.95	23.36	DPW 5	
DPW 6	18.62	19.44	19.44	19.94	20.47	21.02	21.53	21.93	22.41	22.80	23.16	23.71	24.12	24.53	DPW 6	
DPW 7	19.84	20.62	20.62	21.20	21.71	22.23	22.73	23.11	23.59	23.98	24.34	24.89	25.30	25.71	DPW 7	
DPW 8	21.75	22.43	22.43	22.95	23.48	24.03	24.53	24.93	25.41	25.80	26.16	26.71	27.12	27.53	DPW 8	
DPW 9	22.04	22.83	22.83	23.36	23.85	24.40	24.90	25.31	25.79	26.18	26.54	27.09	27.50	27.91	DPW 9	

ROUNDED TO TWO DECIMAL PLACES

2.00% COLA on Steps 1-6 for the Year 2016 SALARY SCALE FOR PSYCHIATRIST GRADES

	LENGTH OF CONTINUOUS SERVICE															
	Employees Hired:			All Employees After Length of Service Exceeds 24 Months												
	After 1/1/94		Before 1/1/94													
	Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
LEVEL	Less Than 24 Months		Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Level			
1	88.64	89.53	89.53	90.05	90.59	91.13	91.66	92.07	92.62	93.06	93.47	94.10	94.57	95.04	1	
2	97.84	98.74	98.74	99.28	99.81	100.37	100.89	101.29	101.84	102.28	102.69	103.32	103.79	104.26	2	
3	107.07	107.99	107.99	108.50	109.03	109.56	110.09	110.49	111.04	111.48	111.89	112.52	112.99	113.46	3	
4	111.70	112.58	112.58	113.10	113.62	114.19	114.71	115.11	115.66	116.10	116.51	117.14	117.61	118.08	4	

ROUNDED TO TWO DECIMAL PLACES

2016 CSEA Rates

1.02

	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
7HR	0.55	0.99	1.40	2.03	2.5	2.97
8HR	0.48	0.87	1.23	1.78	2.19	2.60