

Wage Schedule 3

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00
2	398.00	390.00	379.00	370.00	2	399.50	391.50	380.50	371.50
3	461.50	452.50	440.00	429.50	3	465.00	456.00	443.00	433.00
4	535.50	525.00	510.50	498.50	4	541.50	531.00	516.00	504.00
5	621.50	609.50	592.50	578.50	5	631.00	618.50	601.00	587.50
6	721.00	707.50	687.50	671.50	6	734.50	720.50	700.00	684.00
7	836.50	821.00	798.00	779.50	7	855.50	839.00	815.50	797.00
8	970.50	952.50	926.00	904.50	8	996.00	977.50	950.00	928.50
9	1126.00	1105.50	1074.50	1050.00	9	1160.00	1138.50	1106.50	1081.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	343.00	336.00	326.50	319.00	1	343.00	336.00	326.50	319.00
2	400.50	392.50	381.50	372.50	2	402.00	393.50	382.50	374.00
3	467.50	458.50	445.50	435.50	3	470.50	461.00	448.50	438.00
4	546.00	535.50	520.50	508.50	4	551.00	540.50	525.00	513.00
5	638.00	625.50	608.00	594.00	5	645.50	633.00	615.50	601.50
6	745.00	730.50	710.00	694.00	6	756.50	742.00	721.00	704.50
7	869.50	853.00	829.50	810.50	7	886.00	869.00	845.00	825.50
8	1015.50	996.50	968.50	947.00	8	1037.50	1018.00	990.00	967.50
9	1186.00	1164.00	1131.50	1106.00	9	1215.50	1193.00	1160.00	1133.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
108	108	107	106

Time in Title

Job Titles

Operator	9
Translations Operator*	9

*Translations Operator title receives a \$25/week language payment in addition to their basic wage rate at all steps.

Wage Schedule 4

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50
2	415.50	407.00	395.00	386.00	2	417.00	408.50	396.50	387.00
3	482.00	472.50	458.50	447.50	3	485.50	476.00	462.00	451.00
4	559.00	548.00	532.50	519.50	4	565.00	554.50	538.00	525.50
5	648.50	636.00	618.00	602.50	5	658.00	645.50	627.00	611.50
6	752.50	738.00	717.00	699.50	6	766.00	751.50	730.50	712.50
7	872.50	856.00	832.00	811.50	7	892.00	875.50	851.00	830.00
8	1012.50	993.50	966.00	941.50	8	1039.00	1019.50	991.00	966.50
9	1174.50	1152.50	1121.00	1092.50	9	1209.50	1187.00	1154.50	1125.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	358.00	351.00	340.50	332.50	1	358.00	351.00	340.50	332.50
2	418.00	410.00	398.00	388.50	2	419.50	411.00	399.00	389.50
3	488.00	478.50	464.50	453.50	3	491.00	481.50	467.50	456.50
4	570.00	559.00	542.50	529.50	4	575.00	564.00	548.00	534.50
5	665.50	652.50	634.00	618.50	5	673.50	661.00	642.00	626.50
6	777.00	762.00	740.50	722.50	6	789.00	774.00	752.00	734.00
7	907.00	890.00	865.00	844.00	7	924.00	906.50	881.50	859.50
8	1059.00	1039.00	1010.50	985.50	8	1082.00	1062.00	1032.50	1007.00
9	1236.50	1213.50	1180.50	1151.00	9	1267.50	1244.00	1210.00	1180.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
110	109	108	107

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Cashier	12	Messenger (Motorized)	12
Customer Associate	12	Office Associate	12
Customer Serv. Assoc.	12	Reports Associate	12
Data Entry Associate	12	Services Specialist	12
Garage Attendant	12	Staff Associate	12
Information Processor	12		

Wage Schedule 5

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50
2	417.00	408.50	397.50	389.50	2	418.50	410.00	399.00	391.00
3	484.00	474.50	461.00	452.00	3	487.50	478.00	464.50	455.50
4	562.00	550.50	535.00	524.50	4	568.00	556.50	541.00	530.50
5	652.00	639.00	621.00	608.50	5	661.50	648.50	630.50	618.00
6	756.50	741.50	720.50	706.50	6	771.00	755.50	734.00	719.50
7	878.00	861.00	836.00	820.00	7	898.00	880.50	855.00	838.50
8	1019.00	999.50	970.50	951.50	8	1045.50	1025.50	996.00	976.50
9	1182.50	1160.00	1126.00	1104.50	9	1218.00	1195.00	1160.00	1137.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	359.50	352.00	342.50	335.50	1	359.50	352.00	342.50	335.50
2	420.00	411.50	400.00	392.00	2	421.00	412.50	401.50	393.00
3	490.50	480.50	467.00	458.00	3	493.50	483.50	470.00	460.50
4	573.00	561.50	545.50	534.50	4	578.00	566.50	550.50	539.50
5	669.00	656.00	637.50	624.50	5	677.50	664.00	645.00	632.50
6	781.50	766.50	744.50	729.50	6	793.50	778.00	756.00	741.00
7	913.00	895.00	869.50	852.50	7	930.00	912.00	885.50	868.00
8	1066.50	1046.00	1015.50	995.50	8	1089.50	1068.50	1037.50	1017.50
9	1245.50	1222.00	1186.00	1163.00	9	1276.50	1252.50	1215.50	1192.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
110	109	108	108

<u>Job Titles</u>	<u>Time in Title</u>
Central Office Associate	12
HR Operations Associate	12
Service Assistant	12
Service Assistant-Bilingual*	12

*Service Assistant-Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 6

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00
2	436.00	428.50	415.50	406.00	2	437.50	430.00	417.00	407.50
3	506.00	497.00	482.00	471.00	3	510.00	501.00	485.50	474.50
4	587.50	577.00	559.00	546.00	4	594.00	583.50	565.50	552.50
5	682.00	669.50	648.50	633.50	5	692.00	679.50	658.50	643.00
6	791.50	777.50	752.50	735.00	6	806.50	792.00	767.00	748.50
7	919.00	902.00	873.00	852.50	7	939.50	922.50	893.00	871.50
8	1067.00	1047.00	1013.00	989.00	8	1094.50	1074.50	1040.00	1015.00
9	1238.50	1215.50	1175.50	1147.00	9	1275.50	1252.00	1211.00	1181.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	375.50	369.00	358.00	350.00	1	375.50	369.00	358.00	350.00
2	438.50	431.00	418.00	408.50	2	440.00	432.50	419.50	410.00
3	512.50	503.50	488.00	477.00	3	516.00	506.50	491.00	480.00
4	599.00	588.50	570.00	557.00	4	604.50	594.00	575.50	562.00
5	700.00	687.50	665.50	650.00	5	708.50	696.00	674.00	658.50
6	817.50	803.00	777.50	759.00	6	830.50	815.50	789.50	771.00
7	955.00	938.00	908.00	886.50	7	973.00	955.50	925.00	902.50
8	1116.00	1095.50	1060.00	1034.50	8	1140.50	1119.50	1083.50	1057.00
9	1304.00	1280.00	1238.00	1208.00	9	1336.50	1312.00	1269.00	1238.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
112	111	110	109

<u>Job Titles</u>	<u>Time in Title</u>
Accounting Associate	12
Computer Operator	12
Data Administrator	12
Engineering Administrator	12

<u>Job Titles</u>	<u>Time in Title</u>
Medical Assistant	12
Operations Administrator	12
Order Writer	12
Supervisor's Assistant	12

Wage Schedule 7

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00
2	450.50	441.00	429.50	420.00	2	452.50	442.50	431.00	421.50
3	523.00	512.00	498.00	487.50	3	526.50	515.50	502.00	491.50
4	606.50	594.00	578.00	566.00	4	613.00	600.50	584.50	572.50
5	703.50	689.00	670.50	657.00	5	714.00	699.50	680.50	666.50
6	816.00	800.00	778.00	762.50	6	831.00	814.50	792.50	776.50
7	946.50	928.00	903.00	885.00	7	968.00	949.00	923.00	905.00
8	1098.00	1077.00	1047.50	1027.00	8	1127.00	1105.50	1075.00	1054.00
9	1274.00	1250.00	1215.50	1192.00	9	1312.00	1287.50	1252.00	1228.00

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	388.50	380.00	370.00	362.00	1	388.50	380.00	370.00	362.00
2	453.50	444.00	432.00	423.00	2	455.00	445.00	433.50	424.00
3	529.50	518.50	504.50	494.00	3	533.00	521.50	507.50	497.00
4	618.50	605.50	589.50	577.00	4	624.00	611.00	595.00	582.50
5	722.00	707.50	688.00	674.00	5	731.00	716.00	696.50	682.50
6	843.00	826.00	803.50	787.50	6	856.00	839.00	816.00	800.00
7	984.00	965.00	938.50	920.00	7	1002.50	983.00	956.00	937.50
8	1149.00	1127.00	1096.00	1074.50	8	1174.00	1152.00	1120.00	1098.50
9	1341.50	1316.50	1280.00	1255.50	9	1375.00	1349.50	1312.00	1287.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
113	112	111	110

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Collection Representative	15	Customer Representative-Bilingual*	15
Collection Representative-Bilingual*	15	Engineering Cost Associate	15
Customer Representative	15		

*Collection Representative-Bilingual and Customer Representative-Bilingual titles receive a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 8

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00
2	413.00	405.00	395.50	386.50	2	414.50	406.50	396.50	387.50
3	469.50	460.50	449.50	439.50	3	472.50	463.50	452.00	442.00
4	533.50	523.50	510.50	499.50	4	538.50	528.50	515.50	504.00
5	606.50	595.00	580.50	567.50	5	614.00	602.50	587.50	574.50
6	689.50	676.50	659.50	645.00	6	699.50	686.50	669.50	655.00
7	783.50	769.00	749.50	733.50	7	797.50	783.00	763.00	746.50
8	891.00	874.00	851.50	833.50	8	909.50	892.50	869.50	851.00
9	1012.50	993.50	968.00	947.50	9	1036.50	1017.50	991.00	970.00
10	1151.00	1129.50	1100.00	1077.00	10	1181.50	1160.00	1129.50	1106.00
11	1308.00	1284.00	1250.00	1224.50	11	1347.00	1322.50	1287.50	1261.00

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	363.50	356.50	348.00	340.00	1	363.50	356.50	348.00	340.00
2	415.50	407.50	397.50	388.50	2	416.50	408.50	398.50	389.50
3	474.50	465.50	454.00	444.00	3	477.00	468.00	456.50	446.00
4	542.00	532.00	518.50	507.00	4	546.00	536.00	522.50	511.00
5	619.50	607.50	592.50	579.50	5	625.50	614.00	598.50	585.00
6	707.50	694.50	677.00	662.00	6	716.50	703.00	685.50	670.50
7	808.50	793.50	773.00	756.50	7	820.50	805.50	785.00	768.00
8	923.50	906.50	883.00	864.50	8	940.00	922.50	898.50	879.50
9	1055.50	1036.00	1009.00	987.50	9	1076.50	1056.50	1029.00	1007.50
10	1205.50	1183.50	1152.50	1128.50	10	1233.00	1210.50	1178.50	1153.50
11	1377.50	1352.50	1316.50	1289.50	11	1412.00	1386.50	1349.50	1321.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
114	113	112	111

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Accounting Specialist	15	Maintenance Administrator - Bilingual*	15
Data Specialist	15	Operations Specialist	15
Driver	15	Provisioning Specialist	15
Maintenance Administrator	15		

* Maintenance Administrator - Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 9

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00
2	417.00	409.50	399.50	392.00	2	418.50	411.00	401.00	393.50
3	474.50	465.50	454.00	446.00	3	477.00	468.50	457.00	448.50
4	539.00	529.50	516.50	506.50	4	544.00	534.00	521.00	511.50
5	613.00	601.50	587.00	576.00	5	620.00	609.00	594.00	583.00
6	696.50	684.00	667.00	654.50	6	707.00	694.00	677.00	664.50
7	792.00	777.00	758.50	744.00	7	806.00	791.00	772.00	757.50
8	900.50	883.50	862.00	846.00	8	919.00	902.00	880.00	864.00
9	1023.50	1004.00	980.00	961.50	9	1048.00	1028.00	1003.50	985.00
10	1163.50	1141.00	1114.00	1093.00	10	1194.50	1172.00	1144.00	1122.50
11	1322.50	1297.00	1266.50	1242.50	11	1362.00	1336.00	1304.50	1280.00

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	367.00	360.50	351.50	345.00	1	367.00	360.50	351.50	345.00
2	419.50	412.00	401.50	394.00	2	420.50	413.00	402.50	395.00
3	479.00	470.50	459.00	450.50	3	481.50	473.00	461.00	452.50
4	547.50	537.50	524.50	514.50	4	551.50	541.50	528.50	518.50
5	625.50	614.00	599.50	588.00	5	632.00	620.50	605.00	594.00
6	715.00	701.50	685.00	672.00	6	724.00	710.50	693.50	680.50
7	817.00	801.50	782.50	768.00	7	829.00	813.50	794.00	779.50
8	933.50	916.00	894.00	877.50	8	949.50	932.00	910.00	892.50
9	1066.50	1046.50	1021.50	1002.50	9	1088.00	1067.50	1042.00	1022.50
10	1218.50	1195.50	1167.50	1145.50	10	1246.00	1222.50	1194.00	1171.00
11	1392.50	1366.00	1334.00	1309.00	11	1427.50	1400.00	1367.50	1341.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
114	113	112	112

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Cable Locator	18	Facilities Technician	18
Collector	18	RCMA Administrator	18
Facilities Specialist	18	Supply Service Attendant	18

Wage Schedule 10

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	488.50	479.50	464.50	450.50	2	490.00	481.50	466.50	452.00
3	566.50	556.50	539.00	522.50	3	571.00	560.50	543.00	526.50
4	657.50	645.00	625.50	606.50	4	664.50	652.50	632.50	613.50
5	762.50	748.50	726.00	704.00	5	774.00	759.50	737.00	714.50
6	884.50	868.00	842.50	817.50	6	901.00	884.00	858.00	832.50
7	1026.00	1007.00	977.50	948.50	7	1049.00	1029.50	999.50	970.00
8	1190.50	1168.00	1134.00	1101.00	8	1221.50	1198.50	1164.00	1130.00
9	1381.00	1354.50	1316.00	1278.00	9	1422.50	1395.00	1355.50	1316.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	491.50	482.50	467.50	453.50	2	493.00	484.00	469.00	454.50
3	574.00	563.50	546.50	529.50	3	577.50	567.00	549.50	533.00
4	670.00	658.00	638.00	618.50	4	676.50	664.00	644.00	624.50
5	782.50	768.00	745.00	722.50	5	792.50	777.50	754.50	731.50
6	913.50	896.50	870.00	844.00	6	928.00	910.50	883.50	857.50
7	1067.00	1046.50	1016.00	986.50	7	1087.00	1066.00	1035.00	1004.50
8	1245.50	1222.00	1187.00	1152.00	8	1273.00	1248.50	1212.50	1177.00
9	1454.50	1426.50	1386.00	1346.00	9	1491.00	1462.00	1420.50	1379.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
116	115	114	113

Job Titles

Network Maintenance Specialist
Supply Specialist - Nevada

Time in

Title

18
18

Wage Schedule V

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	560.04	549.90	533.52	517.53	1	576.81	566.48	549.51	533.13
2	601.73	590.83	573.23	556.05	2	619.75	608.65	590.41	572.81
3	646.52	634.81	615.90	597.44	3	665.88	653.95	634.36	615.45
4	694.64	682.07	661.75	641.92	4	715.44	702.63	681.58	661.27
5	746.35	732.84	711.01	689.70	5	768.70	754.93	732.32	710.49
6	801.91	787.39	763.93	741.04	6	825.92	811.12	786.83	763.38
7	861.60	846.00	820.80	796.20	7	887.40	871.50	845.40	820.20

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	589.88	579.15	561.80	545.22	1	604.70	593.58	575.84	558.87
2	633.79	622.26	603.62	585.80	2	649.71	637.76	618.70	600.47
3	680.96	668.58	648.55	629.41	3	698.07	685.24	664.76	645.17
4	731.65	718.35	696.82	676.26	4	750.03	736.25	714.24	693.19
5	786.11	771.82	748.69	726.60	5	805.86	791.05	767.40	744.79
6	844.63	829.27	804.42	780.69	6	865.85	849.93	824.53	800.23
7	907.50	891.00	864.30	838.80	7	930.30	913.20	885.90	859.80

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
117	116	115	114

Time in

Job Titles

	<u>Title</u>
Sales Consultant	24
Sales Consultant - Bilingual*	24

*Sales Consultant-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule X

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	491.00	482.00	467.00	452.50	2	492.50	484.00	468.50	454.00
3	572.00	562.00	544.50	527.50	3	576.50	566.00	548.50	531.50
4	667.00	655.00	635.00	615.50	4	674.50	662.50	642.00	622.00
5	777.50	763.50	740.00	717.50	5	789.00	775.00	751.00	728.50
6	906.50	890.00	863.00	837.00	6	923.50	907.00	879.00	852.50
7	1056.50	1037.50	1006.50	976.00	7	1080.50	1061.00	1029.00	998.00
8	1232.00	1209.50	1173.50	1138.00	8	1264.00	1241.50	1204.00	1168.00
9	1436.00	1410.00	1368.00	1327.00	9	1479.00	1452.50	1409.00	1367.00

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	421.00	413.50	400.50	388.00	1	421.00	413.50	400.50	388.00
2	494.00	485.00	470.00	455.50	2	495.50	486.50	471.50	457.00
3	579.50	569.00	551.50	534.50	3	583.00	572.50	555.00	538.00
4	680.00	668.00	647.00	627.50	4	686.50	674.00	653.50	633.50
5	798.00	783.50	759.50	736.50	5	808.00	793.50	769.00	745.50
6	936.50	919.50	891.50	864.50	6	951.00	933.50	905.00	878.00
7	1098.50	1078.50	1046.00	1014.50	7	1119.00	1099.00	1065.50	1033.50
8	1289.00	1265.50	1227.50	1191.00	8	1317.50	1293.00	1254.50	1217.00
9	1512.50	1485.00	1440.50	1398.00	9	1550.50	1522.00	1476.50	1433.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
117	116	115	114

Job Titles

Time in Title

Sales and Service Representative - Bilingual*	24
Service Representative	24

*Sales and Service Representative-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

Wage Schedule 11

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00
2	491.50	483.50	471.00	461.50	2	493.00	485.00	472.50	463.00
3	559.00	549.50	535.50	524.50	3	562.50	553.00	538.50	527.50
4	635.50	624.50	608.50	596.50	4	641.00	630.00	614.00	601.50
5	722.50	710.00	691.50	678.00	5	731.00	718.50	699.50	686.00
6	821.00	806.50	786.00	770.50	6	833.50	819.00	797.50	782.00
7	933.50	917.00	893.00	876.00	7	950.50	933.50	909.00	891.50
8	1061.00	1042.00	1015.00	995.50	8	1083.50	1064.00	1036.00	1016.50
9	1206.50	1184.00	1153.50	1132.00	9	1235.50	1212.50	1181.00	1159.00
10	1371.50	1346.00	1311.00	1286.50	10	1408.50	1382.00	1346.00	1321.50
11	1559.00	1529.50	1490.00	1462.50	11	1606.00	1575.50	1534.50	1506.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	432.50	425.50	414.50	406.00	1	432.50	425.50	414.50	406.00
2	494.00	486.00	473.50	464.00	2	495.50	487.50	474.50	465.00
3	565.00	555.50	541.00	530.00	3	567.50	558.00	543.50	532.50
4	645.50	634.50	618.00	605.50	4	650.00	639.00	622.50	610.00
5	737.50	724.50	706.00	692.00	5	745.00	732.00	713.00	699.00
6	842.50	828.00	806.50	791.00	6	853.00	838.50	816.50	800.50
7	963.00	946.00	921.50	903.50	7	977.50	960.00	935.00	917.00
8	1100.50	1080.50	1052.50	1032.50	8	1119.50	1099.50	1070.50	1050.50
9	1257.50	1234.50	1202.50	1180.00	9	1282.50	1259.00	1226.00	1203.50
10	1437.00	1410.00	1373.50	1348.00	10	1469.00	1442.00	1404.00	1378.50
11	1642.00	1611.00	1569.00	1540.50	11	1683.00	1651.50	1608.00	1579.00

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
121	120	119	118

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Assignment Administrator	18	Field Job Administrator	18
Building Mechanic	18	Garage Mechanic	18
Facilities Administrator	18	Outside Plant Tech	18
FACS Administrator*	18	Services Technician	18

*FACS Administrator receives a \$5/week basic wage job differential at top step.

Wage Schedule 12

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00
2	510.50	500.00	486.50	476.50	2	512.00	501.50	488.00	478.00
3	580.00	568.50	553.00	541.50	3	583.50	571.50	556.00	545.00
4	659.50	646.00	628.50	615.50	4	665.50	651.50	634.00	621.00
5	749.50	734.00	714.50	700.00	5	758.50	743.00	722.50	708.50
6	852.00	834.50	812.00	795.50	6	864.50	847.00	824.00	807.50
7	968.50	948.50	923.00	904.50	7	985.50	965.50	939.00	921.00
8	1100.50	1078.00	1049.00	1028.50	8	1123.50	1100.50	1070.50	1050.00
9	1251.00	1225.00	1192.00	1169.00	9	1281.00	1254.50	1220.50	1197.00
10	1422.00	1392.50	1355.00	1329.00	10	1460.50	1430.00	1391.50	1365.00
11	1616.50	1582.50	1540.00	1511.00	11	1665.00	1630.00	1586.00	1556.50

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	449.00	440.00	428.00	419.00	1	449.00	440.00	428.00	419.00
2	513.00	502.50	489.00	479.00	2	514.50	504.00	490.00	480.00
3	586.00	574.50	558.50	547.00	3	589.00	577.00	561.50	550.00
4	669.50	656.00	638.00	625.50	4	674.50	661.00	643.00	630.00
5	765.00	749.50	729.00	714.50	5	773.00	757.00	736.50	721.50
6	874.50	856.50	833.00	816.50	6	885.00	867.00	843.50	827.00
7	999.00	978.50	952.00	933.00	7	1014.00	993.00	966.00	947.00
8	1141.50	1117.50	1087.50	1066.50	8	1161.50	1137.00	1106.50	1085.00
9	1304.00	1277.00	1242.50	1218.50	9	1330.00	1302.00	1267.00	1243.00
10	1490.00	1458.50	1419.50	1392.50	10	1523.50	1491.50	1451.00	1424.00
11	1702.50	1666.50	1621.50	1591.50	11	1745.00	1708.00	1662.00	1631.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
122	121	120	119

<u>Job Titles</u>	<u>Time in Title</u>	<u>Job Titles</u>	<u>Time in Title</u>
Analyst	24	Equipment Specialist	24
Building Specialist	24	ENOC Technician	24
Combination Technician (Nevada Only)	24	Production Rep.	24
Communications Technician	24	Splicing Technician	24
Company Telecom Technician	24	Systems Technician	24
Copy Service Artist	24	Systems Technician - Data	
Engineering Assistant	24	Communications	24
Equip. Installation Tech.	24	Testing Technician	24

Wage Schedule 30

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

Effective October 2016					Effective August 2017				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50
2	547.00	536.50	523.00	512.00	2	549.00	538.00	524.50	513.50
3	622.00	609.50	594.00	582.00	3	625.50	613.50	597.50	585.50
4	706.50	693.00	675.50	662.00	4	713.00	699.00	681.50	668.00
5	803.00	787.50	767.50	752.50	5	812.50	797.00	776.50	761.50
6	912.50	895.00	872.50	855.50	6	926.00	908.50	885.00	868.00
7	1037.00	1017.50	991.50	972.50	7	1055.50	1035.50	1009.00	990.00
8	1178.00	1156.00	1126.50	1105.50	8	1203.00	1180.50	1150.00	1128.50
9	1339.00	1314.00	1280.50	1257.00	9	1371.00	1345.50	1311.00	1287.00
10	1521.50	1493.50	1455.50	1429.00	10	1562.50	1534.00	1494.50	1467.50
11	1729.00	1697.50	1654.00	1624.50	11	1781.00	1748.50	1703.50	1673.00

Effective April 2018					Effective April 2019				
Step#	Zone E	Zone F	Zone G	Nevada	Step#	Zone E	Zone F	Zone G	Nevada
1	481.50	472.00	460.00	450.50	1	481.50	472.00	460.00	450.50
2	550.00	539.00	525.50	515.00	2	551.50	540.50	527.00	516.00
3	628.50	616.00	600.50	588.50	3	631.50	619.00	603.50	591.00
4	717.50	704.00	686.00	672.00	4	723.00	709.00	691.00	677.50
5	820.00	804.00	783.50	768.00	5	828.00	812.00	791.50	776.00
6	936.50	918.50	895.00	878.00	6	948.00	930.00	906.50	889.00
7	1069.50	1049.50	1022.50	1003.00	7	1085.50	1065.00	1038.00	1018.00
8	1222.00	1199.00	1168.50	1146.50	8	1243.00	1220.00	1188.50	1166.50
9	1395.50	1370.00	1334.50	1310.00	9	1423.50	1397.00	1361.50	1336.00
10	1594.00	1565.00	1525.00	1497.00	10	1630.00	1600.00	1559.00	1530.50
11	1821.00	1788.00	1742.00	1710.50	11	1866.50	1832.50	1785.50	1753.50

Pension Bands:

<u>Zone E</u>	<u>Zone F</u>	<u>Zone G</u>	<u>Nevada</u>
125	124	123	122

Job Titles

Antenna Technician

Time in Title

36

Premises Technician

Step	Weekly Wage Rate			
	2016	2017	2018	2019
1	423.50	445.50	445.50	445.50
2	454.00	477.50	478.50	480.00
3	486.50	512.00	514.50	517.00
4	521.50	549.00	553.00	557.00
5	558.50	589.00	594.00	600.00
6	598.50	631.50	638.50	646.50
7	641.50	677.00	686.00	696.00
8	687.50	725.50	737.00	750.00
9	737.00	778.00	792.00	808.00
10	790.00	834.50	851.00	870.50
11	846.50	894.50	914.50	937.50

Premises Technician Counties Schedule

Step	Weekly Wage Rate			
	2016	2017	2018	2019
1	563.50	585.50	585.50	585.50
2	601.00	625.00	626.50	628.00
3	640.50	667.50	670.50	673.50
4	683.00	712.50	717.00	722.50
5	728.50	760.50	767.50	775.00
6	777.00	812.00	821.00	831.50
7	828.50	867.00	878.50	892.00
8	883.50	925.50	940.00	956.50
9	942.00	988.00	1006.00	1026.00
10	1004.50	1054.50	1076.00	1100.50
11	1071.00	1126.00	1151.50	1180.50

Admin Support Assistant

Step	Weekly Wage Rate		
	2017	2018	2019
1	490.50	490.50	490.50
2	507.00	508.00	509.50
3	524.00	526.50	529.00
4	542.00	545.50	549.50
5	560.00	565.00	571.00
6	579.00	585.50	593.00
7	598.50	606.50	615.50
8	618.50	628.50	639.50
9	639.50	651.00	664.00
10	661.00	674.50	690.00
11	683.50	699.00	716.50

Warehouse Assistant

Step	Weekly Wage Rate		
	2017	2018	2019
1	538.50	538.50	538.50
2	560.50	562.00	563.50
3	583.50	586.50	589.00
4	608.00	612.00	616.50
5	633.00	638.50	644.50
6	659.00	666.00	674.50
7	686.00	695.00	705.50
8	714.00	725.50	738.00
9	743.50	757.00	772.00
10	774.00	789.50	807.50
11	806.00	824.00	844.50

Office Coordinator

Step	Weekly Wage Rate		
	2017	2018	2019
1	538.50	538.50	538.50
2	561.50	562.50	564.00
3	585.00	588.00	590.50
4	610.00	614.00	618.50
5	636.00	641.50	648.00
6	663.00	670.50	678.50
7	691.00	700.50	711.00
8	720.50	731.50	744.50
9	751.00	764.50	780.00
10	783.00	798.50	817.00
11	816.00	834.50	855.50

Sr. Material Handler

Step	Weekly Wage Rate		
	2017	2018	2019
1	596.00	596.00	596.00
2	631.50	633.00	634.50
3	669.00	672.00	675.00
4	708.50	713.50	718.50
5	750.50	757.50	765.00
6	795.00	804.00	814.00
7	842.50	854.00	866.50
8	892.50	906.50	922.00
9	945.50	962.50	981.50
10	1001.50	1022.00	1045.00
11	1061.00	1085.00	1112.00