

Attachment B
Wage Rates for Employees Hired After January 1, 2010 in Specific Classifications
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12/18/2009

<u>Cust Svc Agent</u>	Prior to 01/01/10	<u>Year 1</u> 01/01/10 5%	<u>Year 2</u> 01/01/11 4%	<u>Year 3</u> 01/01/12 3%	<u>Year 4</u> 01/01/13 3%	==> Dates are pending successful ratification
1st 12 months	N/A	\$9.00	\$9.00	\$9.00	\$9.00	==> New Employee Entry Rates (FT and PT) hired after DOS
Next 12 months	N/A	N/A	\$9.25	\$9.25	\$9.25	
Next 12 months	N/A	N/A	N/A	\$9.50	\$9.50	
Next 12 months	N/A	N/A	N/A	N/A	\$10.00	==> Reserve Part-Time max out at this rate
Next 18 months	\$11.47	\$12.04	\$12.52	\$12.90	\$13.29	==> PT hired prior to DOS start here; also, PT hired prior to DOS and
Next 18 months	\$11.94	\$12.54	\$13.04	\$13.43	\$13.83	transfer to FT enter here (no credit for previous time as PT)
Next 18 months	\$12.41	\$13.03	\$13.55	\$13.96	\$14.38	==> PT maxes out at this rate
Next 18 months	\$14.28	\$14.99	\$15.59	\$16.06	\$16.54	==> All FT continue through these rates
Next 12 months	\$16.21	\$17.02	\$17.70	\$18.23	\$18.78	
Next 12 months	\$17.19	\$18.05	\$18.77	\$19.33	\$19.91	
Thereafter	\$18.60	\$19.53	\$20.31	\$20.92	\$21.55	
<u>Ramp</u>	Prior to 01/01/10	<u>Year 1</u> 01/01/10 5%	<u>Year 2</u> 01/01/11 4%	<u>Year 3</u> 01/01/12 3%	<u>Year 4</u> 01/01/13 3%	==> Dates are pending successful ratification
1st 12 months	N/A	\$9.00	\$9.00	\$9.00	\$9.00	==> New Employee Entry Rates (FT and PT) hired after DOS
Next 12 months	N/A	N/A	\$9.25	\$9.25	\$9.25	
Next 12 months	N/A	N/A	N/A	\$9.50	\$9.50	
Next 12 months	N/A	N/A	N/A	N/A	\$10.00	==> Reserve Part-Time max out at this rate
Next 18 months	\$11.44	\$12.01	\$12.49	\$12.86	\$13.25	==> PT hired prior to DOS start here; also, PT hired prior to DOS and
Next 18 months	\$11.90	\$12.50	\$13.00	\$13.39	\$13.79	transfer to FT enter here (no credit for previous time as PT)
Next 18 months	\$12.36	\$12.98	\$13.50	\$13.91	\$14.33	==> PT maxes out at this rate
Next 18 months	\$13.78	\$14.47	\$15.05	\$15.50	\$15.97	==> All FT continue through these rates
Next 12 months	\$15.22	\$15.98	\$16.62	\$17.12	\$17.63	
Next 12 months	\$16.17	\$16.98	\$17.66	\$18.19	\$18.74	
Thereafter	\$17.50	\$18.38	\$19.12	\$19.69	\$20.28	