

| Payroll Titles | Previous Contract Final Raise | | 6% Ratification ATB | | 3% July 2017 ATB | | 3% July 2018 ATB | | 3% July 2019 ATB | | 3% July 2020 ATB | | 3% July 2021 ATB | |
|---------------------------------------|-------------------------------|-------------------|---------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|
| | Base Hourly Rate | Base Monthly Rate | Base Hourly Rate | Base Monthly Rate | Base Hourly Rate | Base Monthly Rate | Base Hourly Rate | Base Monthly Rate | Base Hourly Rate | Base Monthly Rate | Base Hourly Rate | Base Monthly Rate | Base Hourly Rate | Base Monthly Rate |
| Painter, Lead | \$ 32.83 | \$ 5,712.42 | \$ 34.80 | \$ 6,055.17 | \$ 35.84 | \$ 6,236.82 | \$ 36.92 | \$ 6,423.92 | \$ 38.03 | \$ 6,616.64 | \$ 39.17 | \$ 6,815.14 | \$ 40.34 | \$ 7,019.60 |
| Painter | \$ 30.55 | \$ 5,315.70 | \$ 32.38 | \$ 5,634.64 | \$ 33.35 | \$ 5,803.68 | \$ 34.36 | \$ 5,977.79 | \$ 35.39 | \$ 6,157.13 | \$ 36.45 | \$ 6,341.84 | \$ 37.54 | \$ 6,532.09 |
| Carpenter, Lead | \$ 32.83 | \$ 5,712.42 | \$ 34.80 | \$ 6,055.17 | \$ 35.84 | \$ 6,236.82 | \$ 36.92 | \$ 6,423.92 | \$ 38.03 | \$ 6,616.64 | \$ 39.17 | \$ 6,815.14 | \$ 40.34 | \$ 7,019.60 |
| Carpenter | \$ 30.55 | \$ 5,315.70 | \$ 32.38 | \$ 5,634.64 | \$ 33.35 | \$ 5,803.68 | \$ 34.36 | \$ 5,977.79 | \$ 35.39 | \$ 6,157.13 | \$ 36.45 | \$ 6,341.84 | \$ 37.54 | \$ 6,532.09 |
| Mechanic, Maint, Lead | \$ 35.93 | \$ 6,251.82 | \$ 38.09 | \$ 6,626.93 | \$ 39.23 | \$ 6,825.74 | \$ 40.41 | \$ 7,030.51 | \$ 41.62 | \$ 7,241.42 | \$ 42.87 | \$ 7,458.67 | \$ 44.15 | \$ 7,682.43 |
| Mechanic, Maintenance | \$ 33.43 | \$ 5,816.82 | \$ 35.44 | \$ 6,165.83 | \$ 36.50 | \$ 6,350.80 | \$ 37.59 | \$ 6,541.33 | \$ 38.72 | \$ 6,737.57 | \$ 39.88 | \$ 6,939.70 | \$ 41.08 | \$ 7,147.89 |
| Sheetmetal Worker, Lead | \$ 36.27 | \$ 6,310.98 | \$ 38.45 | \$ 6,689.64 | \$ 39.60 | \$ 6,890.33 | \$ 40.79 | \$ 7,097.04 | \$ 42.01 | \$ 7,309.95 | \$ 43.27 | \$ 7,529.25 | \$ 44.57 | \$ 7,755.12 |
| Sheetmetal Worker | \$ 33.75 | \$ 5,872.50 | \$ 35.78 | \$ 6,224.85 | \$ 36.85 | \$ 6,411.60 | \$ 37.95 | \$ 6,603.94 | \$ 39.09 | \$ 6,802.06 | \$ 40.27 | \$ 7,006.12 | \$ 41.47 | \$ 7,216.31 |
| Electrician, Lead | \$ 36.83 | \$ 6,408.42 | \$ 39.04 | \$ 6,792.93 | \$ 40.21 | \$ 6,996.71 | \$ 41.42 | \$ 7,206.61 | \$ 42.66 | \$ 7,422.81 | \$ 43.94 | \$ 7,645.50 | \$ 45.26 | \$ 7,874.86 |
| Electrician | \$ 34.26 | \$ 5,961.24 | \$ 36.32 | \$ 6,318.91 | \$ 37.41 | \$ 6,508.48 | \$ 38.53 | \$ 6,703.74 | \$ 39.68 | \$ 6,904.85 | \$ 40.87 | \$ 7,111.99 | \$ 42.10 | \$ 7,325.35 |
| High Voltage Electrician | \$ 36.13 | \$ 6,286.62 | \$ 38.30 | \$ 6,663.82 | \$ 39.45 | \$ 6,863.73 | \$ 40.63 | \$ 7,069.64 | \$ 41.85 | \$ 7,281.73 | \$ 43.10 | \$ 7,500.18 | \$ 44.40 | \$ 7,725.19 |
| High Voltage Electrician, Lead | \$ 38.84 | \$ 6,758.16 | \$ 41.17 | \$ 7,163.65 | \$ 42.41 | \$ 7,378.56 | \$ 43.68 | \$ 7,599.92 | \$ 44.99 | \$ 7,827.91 | \$ 46.34 | \$ 8,062.75 | \$ 47.73 | \$ 8,304.63 |
| Steamfitter | \$ 36.13 | \$ 6,286.62 | \$ 38.30 | \$ 6,663.82 | \$ 39.45 | \$ 6,863.73 | \$ 40.63 | \$ 7,069.64 | \$ 41.85 | \$ 7,281.73 | \$ 43.10 | \$ 7,500.18 | \$ 44.40 | \$ 7,725.19 |
| Steamfitter, Lead | \$ 38.84 | \$ 6,758.16 | \$ 41.17 | \$ 7,163.65 | \$ 42.41 | \$ 7,378.56 | \$ 43.68 | \$ 7,599.92 | \$ 44.99 | \$ 7,827.91 | \$ 46.34 | \$ 8,062.75 | \$ 47.73 | \$ 8,304.63 |
| Refrigeration Mechanic | \$ 34.26 | \$ 5,961.24 | \$ 36.32 | \$ 6,318.91 | \$ 37.41 | \$ 6,508.48 | \$ 38.53 | \$ 6,703.74 | \$ 39.68 | \$ 6,904.85 | \$ 40.87 | \$ 7,111.99 | \$ 42.10 | \$ 7,325.35 |
| Refrigeration Mechanic, Lead | \$ 36.83 | \$ 6,408.42 | \$ 39.04 | \$ 6,792.93 | \$ 40.21 | \$ 6,996.71 | \$ 41.42 | \$ 7,206.61 | \$ 42.66 | \$ 7,422.81 | \$ 43.94 | \$ 7,645.50 | \$ 45.26 | \$ 7,874.86 |
| Mechanic, Elevator, Lead | \$ 41.79 | \$ 7,271.46 | \$ 44.30 | \$ 7,707.75 | \$ 45.63 | \$ 7,938.98 | \$ 47.00 | \$ 8,177.15 | \$ 48.40 | \$ 8,422.46 | \$ 49.86 | \$ 8,675.14 | \$ 51.35 | \$ 8,935.39 |
| Mechanic, Elevator | \$ 38.87 | \$ 6,763.38 | \$ 41.20 | \$ 7,169.18 | \$ 42.44 | \$ 7,384.26 | \$ 43.71 | \$ 7,605.79 | \$ 45.02 | \$ 7,833.96 | \$ 46.37 | \$ 8,068.98 | \$ 47.76 | \$ 8,311.05 |
| Maintenance (B), Lead | \$ 36.27 | \$ 6,310.98 | \$ 38.45 | \$ 6,689.64 | \$ 39.60 | \$ 6,890.33 | \$ 40.79 | \$ 7,097.04 | \$ 42.01 | \$ 7,309.95 | \$ 43.27 | \$ 7,529.25 | \$ 44.57 | \$ 7,755.12 |
| Maintenance (A), Lead | \$ 32.83 | \$ 5,712.42 | \$ 34.80 | \$ 6,055.17 | \$ 35.84 | \$ 6,236.82 | \$ 36.92 | \$ 6,423.92 | \$ 38.03 | \$ 6,616.64 | \$ 39.17 | \$ 6,815.14 | \$ 40.34 | \$ 7,019.60 |
| Systems Operator, Lead | \$ 36.27 | \$ 6,310.98 | \$ 38.45 | \$ 6,689.64 | \$ 39.60 | \$ 6,890.33 | \$ 40.79 | \$ 7,097.04 | \$ 42.01 | \$ 7,309.95 | \$ 43.27 | \$ 7,529.25 | \$ 44.57 | \$ 7,755.12 |
| Systems Operator | \$ 33.75 | \$ 5,872.50 | \$ 35.78 | \$ 6,224.85 | \$ 36.85 | \$ 6,411.60 | \$ 37.95 | \$ 6,603.94 | \$ 39.09 | \$ 6,802.06 | \$ 40.27 | \$ 7,006.12 | \$ 41.47 | \$ 7,216.31 |
| Plumber, Lead | \$ 36.83 | \$ 6,408.42 | \$ 39.04 | \$ 6,792.93 | \$ 40.21 | \$ 6,996.71 | \$ 41.42 | \$ 7,206.61 | \$ 42.66 | \$ 7,422.81 | \$ 43.94 | \$ 7,645.50 | \$ 45.26 | \$ 7,874.86 |
| Plumber | \$ 34.26 | \$ 5,961.24 | \$ 36.32 | \$ 6,318.91 | \$ 37.41 | \$ 6,508.48 | \$ 38.53 | \$ 6,703.74 | \$ 39.68 | \$ 6,904.85 | \$ 40.87 | \$ 7,111.99 | \$ 42.10 | \$ 7,325.35 |
| Locksmith, Lead | \$ 33.32 | \$ 5,797.68 | \$ 35.32 | \$ 6,145.54 | \$ 36.38 | \$ 6,329.91 | \$ 37.47 | \$ 6,519.80 | \$ 38.59 | \$ 6,715.40 | \$ 39.75 | \$ 6,916.86 | \$ 40.94 | \$ 7,124.37 |
| Locksmith | \$ 31.00 | \$ 5,394.00 | \$ 32.86 | \$ 5,717.64 | \$ 33.85 | \$ 5,889.17 | \$ 34.86 | \$ 6,065.84 | \$ 35.91 | \$ 6,247.82 | \$ 36.98 | \$ 6,435.25 | \$ 38.09 | \$ 6,628.31 |
| Operator, Central Utility Plant | \$ 35.79 | \$ 6,227.46 | \$ 37.94 | \$ 6,601.11 | \$ 39.08 | \$ 6,799.14 | \$ 40.25 | \$ 7,003.12 | \$ 41.46 | \$ 7,213.21 | \$ 42.70 | \$ 7,429.60 | \$ 43.98 | \$ 7,652.49 |
| Operator, Central Utility Plant, Lead | \$ 38.46 | \$ 6,692.04 | \$ 40.77 | \$ 7,093.56 | \$ 41.99 | \$ 7,306.37 | \$ 43.25 | \$ 7,525.56 | \$ 44.55 | \$ 7,751.33 | \$ 45.88 | \$ 7,983.87 | \$ 47.26 | \$ 8,223.38 |