

**APPENDIX A
DOCUMENT SERVICES EMPLOYEES
SALARY SCHEDULES**

GRAPHIC AND WEB DESIGN

SPECIALIST

September 1, 2014 -
August 31, 2015

| STEP | AMOUNT |
|------|----------|
| 1 | \$43,942 |
| 2 | \$44,999 |
| 3 | \$46,081 |
| 4 | \$47,192 |
| 5 | \$48,331 |
| 6 | \$49,497 |
| 7 | \$50,695 |
| 8 | \$51,919 |
| 9 | \$53,176 |
| 10 | \$54,464 |
| 11 | \$55,785 |
| 12 | \$57,137 |
| 13 | \$58,524 |
| 14 | \$59,945 |
| 15 | \$61,403 |

PRESS OPERATOR I

September 1, 2014 - August
31, 2015

| STEP | AMOUNT |
|------|----------|
| 1 | \$28,390 |
| 2 | \$29,058 |
| 3 | \$29,744 |
| 4 | \$30,445 |
| 5 | \$31,165 |
| 6 | \$31,903 |
| 7 | \$32,658 |
| 8 | \$33,434 |
| 9 | \$34,228 |
| 10 | \$35,042 |
| 11 | \$35,877 |
| 12 | \$36,733 |
| 13 | \$37,609 |
| 14 | \$38,508 |
| 15 | \$39,430 |

DIGITAL DOCUMENT OPERATOR

(current - phased out when no employees are on the schedule)

September 1, 2014 -
August 31, 2015

| STEP | AMOUNT |
|------|----------|
| 1 | \$34,001 |
| 2 | \$34,809 |
| 3 | \$35,640 |
| 4 | \$36,489 |
| 5 | \$37,359 |
| 6 | \$38,252 |
| 7 | \$39,166 |
| 8 | \$40,104 |
| 9 | \$41,064 |
| 10 | \$42,051 |
| 11 | \$43,060 |
| 12 | \$44,095 |
| 13 | \$45,156 |
| 14 | \$46,240 |
| 15 | \$47,350 |

DIGITAL DOCUMENT OPERATOR I

(future employee placement)

September 1, 2014 - August
31, 2015

| STEP | AMOUNT |
|------|----------|
| 1 | \$28,390 |
| 2 | \$29,058 |
| 3 | \$29,744 |
| 4 | \$30,445 |
| 5 | \$31,165 |
| 6 | \$31,903 |
| 7 | \$32,658 |
| 8 | \$33,434 |
| 9 | \$34,228 |
| 10 | \$35,042 |
| 11 | \$35,877 |
| 12 | \$36,733 |
| 13 | \$37,609 |
| 14 | \$38,508 |
| 15 | \$39,430 |

**APPENDIX A
DOCUMENT SERVICES EMPLOYEES
SALARY SCHEDULES**

**FINISHING/DISTRIBUTION
OPERATOR I
September 1, 2014 -
August 31, 2015**

| STEP | AMOUNT |
|-------------|---------------|
| 1 | \$25,975 |
| 2 | \$26,751 |
| 3 | \$27,528 |
| 4 | \$28,303 |
| 5 | \$29,080 |
| 6 | \$29,856 |
| 7 | \$30,632 |
| 8 | \$31,408 |
| 9 | \$32,185 |
| 10 | \$32,961 |
| 11 | \$33,737 |
| 12 | \$34,514 |
| 13 | \$35,289 |
| 14 | \$36,066 |
| 15 | \$36,842 |

**FINISHING/DISTRIBUTION
ASSISTANT
September 1, 2014 - August
31, 2015**

| STEP | AMOUNT |
|-------------|---------------|
| 1 | \$21,026 |
| 2 | \$21,509 |
| 3 | \$22,006 |
| 4 | \$22,514 |
| 5 | \$23,035 |
| 6 | \$23,570 |
| 7 | \$24,118 |
| 8 | \$24,679 |
| 9 | \$25,255 |
| 10 | \$25,845 |
| 11 | \$26,450 |
| 12 | \$27,069 |
| 13 | \$27,705 |
| 14 | \$28,355 |
| 15 | \$29,023 |