

**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	\$32,442
2	\$33,212
3	\$34,001
4	\$34,809
5	\$35,640
6	\$36,489
7	\$37,359
8	\$38,252
9	\$39,166
10	\$40,104
11	\$41,064
12	\$42,051
13	\$43,060
14	\$44,095
15	\$45,156

**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**

<b>STEP</b>	<b>AMOUNT</b>
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**

<b>STEP</b>	<b>AMOUNT</b>
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