

SARPY COUNTY - AFSCME LOCAL 251

Job Title	Adj	Year	% b/Year	Step 1 % b/Year	Step 2 % b/Step	% b/Year	Step 3 % b/Step	% b/Year	Step 4 % b/Step	% b/Year	Step 5 % b/Step	% b/Year	Step 6	% RANGE					
Building Technician		2014-2015		\$17.53		\$18.92	7.93		\$20.31	7.35		\$21.70	6.84	\$23.10	6.45	\$24.49	39.70		
	2.00%	2015-2016	2.00	\$17.88	2.01	\$19.30	7.94	2.02	\$20.72	7.36	1.98	\$22.13	6.81	1.99	\$23.56	6.46	2.00	\$24.98	39.71
	2.00%	2016-2017	2.01	\$18.24	1.97	\$19.68	7.89	1.98	\$21.13	7.37	2.03	\$22.58	6.86	1.99	\$24.03	6.42	2.00	\$25.48	39.69
	2.00%	2017-2018	1.97	\$18.60	2.03	\$20.08	7.96	1.99	\$21.55	7.32	1.99	\$23.03	6.87	2.00	\$24.51	6.43	2.00	\$25.99	39.73
		AVG % b/Year	2.00		2.00		2.00		2.00		1.99		1.99		2.00				39.71
		AVG % b/Step	7.14				7.93		7.35		6.84		6.44						DECLINING
Building Mechanic I		2014-2015		\$16.46		\$17.64	7.17		\$18.82	6.69		\$19.99	6.22		\$21.17	5.90		\$22.35	35.78
	2.00%	2015-2016	2.00	\$16.79	1.98	\$17.99	7.15	2.02	\$19.20	6.73	2.00	\$20.39	6.20	1.98	\$21.59	5.89	2.01	\$22.80	35.80
	2.00%	2016-2017	1.97	\$17.12	2.00	\$18.35	7.18	1.98	\$19.58	6.70	2.01	\$20.80	6.23	2.04	\$22.03	5.91	1.97	\$23.25	35.81
	2.00%	2017-2018	2.04	\$17.47	2.02	\$18.72	7.16	1.99	\$19.97	6.68	1.97	\$21.21	6.21	2.00	\$22.47	5.94	2.02	\$23.72	35.78
		AVG % b/Year	2.00		2.00		2.00		1.99		1.99		2.01		2.00				35.79
		AVG % b/Step	6.50				7.16		6.70		6.21		5.91						DECLINING
Building Maintenance Repair II		2014-2015	12.61	\$16.34		\$17.11	4.71		\$17.89	4.56		\$18.67	4.36		\$19.44	4.12		\$20.22	23.75
	2.00%	2015-2016	12.64	\$16.67	1.99	\$17.45	4.68	2.01	\$18.25	4.58	1.98	\$19.04	4.33	2.01	\$19.83	4.15	1.98	\$20.62	23.70
	2.00%	2016-2017	12.58	\$17.00	2.01	\$17.80	4.71	1.97	\$18.61	4.55	2.00	\$19.42	4.35	2.02	\$20.23	4.17	2.04	\$21.04	23.76
	2.00%	2017-2018	12.60	\$17.34	2.02	\$18.16	4.73	2.04	\$18.99	4.57	2.01	\$19.81	4.32	1.98	\$20.63	4.14	2.00	\$21.46	23.76
		AVG b/Grade	12.61																23.74
		AVG % b/Year	2.00		\$2.01		\$2.01		\$2.00		\$2.00		\$2.00		\$2.00		\$2.00		NO NEED FOR 4 LEVELS
	AVG % b/Step	4.44				4.71		4.57		4.34		4.15						DECLINING	
Building Maintenance Repair I		2014-2015		\$14.51		\$15.20	4.76		\$15.89	4.54		\$16.59	4.41		\$17.28	4.16		\$17.97	23.85
	2.00%	2015-2016		\$14.80	1.97	\$15.50	4.73	2.01	\$16.21	4.58	1.99	\$16.92	4.38	2.03	\$17.63	4.20	2.00	\$18.33	23.85
	2.00%	2016-2017		\$15.10	2.00	\$15.81	4.70	1.97	\$16.53	4.55	2.01	\$17.26	4.42	1.99	\$17.98	4.17	2.02	\$18.70	23.84
	2.00%	2017-2018		\$15.40	2.02	\$16.13	4.74	2.00	\$16.86	4.53	2.03	\$17.61	4.45	2.00	\$18.34	4.15	1.98	\$19.07	23.83
		AVG % b/Year	2.00		2.00		1.99		2.01		2.00		2.00		2.00		2.00		23.84
		AVG % b/Step	4.47				4.73		4.55		4.41		4.17						DECLINING
Construction Inspector		2014-2015		\$17.36		\$18.57	6.97		\$19.81	6.68		\$21.05	6.26		\$22.29	5.89		\$23.53	35.54
	2.00%	2015-2016	2.02	\$17.71	1.99	\$18.94	6.95	2.02	\$20.21	6.71	2.00	\$21.47	6.23	2.02	\$22.74	5.92	2.00	\$24.00	35.52
	2.00%	2016-2017	1.98	\$18.06	2.01	\$19.32	6.98	1.98	\$20.61	6.68	2.00	\$21.90	6.26	1.98	\$23.19	5.89	2.00	\$24.48	35.55
	2.00%	2017-2018	1.99	\$18.42	2.02	\$19.71	7.00	1.99	\$21.02	6.65	2.01	\$22.34	6.28	1.98	\$23.65	5.86	2.00	\$24.97	35.56
		AVG % b/Year	2.00		2.00		2.00		2.00		2.00		2.00		2.00		2.00		35.54

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		AVG % b/Step	6.45				6.96			6.69			6.25			5.90			DECLINING
Survey Tech I		2014-2015		\$16.38		\$17.55	7.14		\$18.73	6.72		\$19.90	6.25		\$21.07	5.88		\$22.25	35.84
	2.00%	2015-2016	2.01	\$16.71	1.99	\$17.90	7.12	1.98	\$19.10	6.70	2.01	\$20.30	6.28	1.99	\$21.49	5.86	2.02	\$22.70	35.85
	2.00%	2016-2017	1.97	\$17.04	2.01	\$18.26	7.16	2.04	\$19.49	6.74	1.97	\$20.70	6.21	2.00	\$21.92	5.89	1.98	\$23.15	35.86
	2.00%	2017-2018	2.00	\$17.38	1.97	\$18.62	7.13	2.00	\$19.88	6.77	2.03	\$21.12	6.24	2.01	\$22.36	5.87	1.99	\$23.61	35.85
		AVG % b/Year	2.00		2.00			2.01			1.99			2.00			2.00		35.85
		AVG % b/Step	6.50				7.14			6.72			6.25			5.88			DECLINING
Public Works Specialist		2014-2015		\$16.38		\$17.55	7.14		\$18.73	6.72		\$19.90	6.25		\$21.07	5.88		\$22.25	35.84
	2.00%	2015-2016	2.01	\$16.71	1.99	\$17.90	7.12	1.98	\$19.10	6.70	2.01	\$20.30	6.28	1.99	\$21.49	5.86	2.02	\$22.70	35.85
	2.00%	2016-2017	1.97	\$17.04	2.01	\$18.26	7.16	2.04	\$19.49	6.74	1.97	\$20.70	6.21	2.00	\$21.92	5.89	1.98	\$23.15	35.86
	2.00%	2017-2018	2.00	\$17.38	1.97	\$18.62	7.13	2.00	\$19.88	6.77	2.03	\$21.12	6.24	2.01	\$22.36	5.87	1.99	\$23.61	35.85
		AVG % b/Year	2.00		2.00			2.01			1.99			2.00			2.00		35.85
		AVG % b/Step	6.50				7.14			6.72			6.25			5.88			DECLINING
Inventory Technician		2014-2015		\$19.29		\$19.72	2.23		\$20.15	2.18		\$20.59	2.18		\$21.02	2.09		\$21.46	11.25
	2.00%	2015-2016	2.02	\$19.68	1.98	\$20.11	2.18	1.99	\$20.55	2.19	1.99	\$21.00	2.19	2.00	\$21.44	2.10	2.00	\$21.89	11.23
	2.00%	2016-2017	1.98	\$20.07	2.04	\$20.52	2.24	2.00	\$20.96	2.14	2.00	\$21.42	2.19	2.01	\$21.87	2.10	2.01	\$22.33	11.26
	2.00%	2017-2018	1.99	\$20.47	2.00	\$20.93	2.25	2.00	\$21.38	2.15	2.01	\$21.85	2.20	2.01	\$22.31	2.11	1.97	\$22.77	11.24
		AVG % b/Year	2.00		2.01			1.99			2.00			2.00			2.01		11.24
		AVG % b/Step	2.17				2.22			2.17			2.19			2.09			DECLINING
Lead Operator		2014-2015		\$23.67		\$24.29	2.62		\$24.89	2.47		\$25.48	2.37		\$26.07	2.32		\$26.66	12.63
	2.00%	2015-2016	1.99	\$24.14	2.02	\$24.78	2.65	2.01	\$25.39	2.46	2.00	\$25.99	2.36	1.99	\$26.59	2.31	1.99	\$27.19	12.63
	2.00%	2016-2017	2.03	\$24.63	1.98	\$25.27	2.60	2.01	\$25.90	2.49	2.00	\$26.51	2.36	1.99	\$27.12	2.30	2.02	\$27.74	12.63
	2.00%	2017-2018	1.99	\$25.12	2.02	\$25.78	2.63	1.97	\$26.41	2.44	2.00	\$27.04	2.39	2.03	\$27.67	2.33	1.98	\$28.29	12.62
		AVG % b/Year	2.00		2.00			2.01			2.00			1.99			2.01		12.63
		AVG % b/Step	2.44				2.62			2.47			2.36			2.31			DECLINING
Job Title	Adj	Year	% b/Grade	Step 1		Step 2	% b/Step	% b/Year	Step 3	% b/Step	% b/Year	Step 4	% b/Step	% b/Year	Step 5	% b/Step	% b/Year	Step 6	
Heavy Equipment Operator III		2014-2015	8.04	\$21.24		\$21.77	2.50		\$22.29	2.39		\$22.82	2.38		\$23.34	2.28		\$23.86	12.34
	2.00%	2015-2016	8.03	\$21.66	2.02	\$22.21	2.54	2.02	\$22.74	2.39	2.02	\$23.28	2.37	2.01	\$23.81	2.28	2.01	\$24.34	12.37
	2.00%	2016-2017	8.07	\$22.10	1.98	\$22.65	2.49	1.98	\$23.19	2.38	1.98	\$23.74	2.37	1.97	\$24.28	2.27	1.97	\$24.82	12.31
	2.00%	2017-2018	8.05	\$22.54	1.99	\$23.10	2.48	1.98	\$23.65	2.38	2.02	\$24.22	2.41	2.02	\$24.77	2.27	2.01	\$25.32	12.33
		AVG b/Grade	8.05																12.34
		AVG % b/Year	2.00		2.00			1.99			2.00			2.00			2.00		
		AVG % b/Step	2.39				2.50			2.38			2.38			2.28			DECLINING
Heavy Equipment Operator II		2014-2015	1.92	\$19.66		\$20.21	2.80		\$20.77	2.77		\$21.33	2.70		\$21.88	2.58		\$22.44	14.14
	2.00%	2015-2016	1.88	\$20.05	1.98	\$20.61	2.79	2.02	\$21.19	2.81	2.02	\$21.76	2.69	2.01	\$22.32	2.57	2.01	\$22.89	14.16
	2.00%	2016-2017	1.89	\$20.45	2.04	\$21.03	2.84	1.98	\$21.61	2.76	1.98	\$22.19	2.68	1.97	\$22.76	2.57	2.01	\$23.35	14.18
	2.00%	2017-2018	1.91	\$20.86	2.00	\$21.45	2.83	1.99	\$22.04	2.75	2.03	\$22.64	2.72	2.02	\$23.22	2.56	1.97	\$23.81	14.14
		AVG b/Grade	1.90																14.16

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Job Title	Adj	Year	% b/Year	Step 1	% b/Year	Step 2	% b/Step	% b/Year	Step 3	% b/Step	% b/Year	Step 4	% b/Step	% b/Year	Step 5	% b/Step	% b/Year	Step 6	Rate	Notes
		AVG % b/Year	2.00			2.00			2.00			2.01			2.00			1.99		
		AVG % b/Step	2.71					2.81				2.77			2.70			2.57		DECLINING
Heavy Equipment Operator I		2014-2015		\$19.29		\$19.72	2.23		\$20.15	2.18		\$20.59	2.18		\$21.02	2.09		\$21.46	11.25	NO NEED FOR 3 LEVELS
	2.00%	2015-2016		\$19.68	1.98	\$20.11	2.18	1.99	\$20.55	2.19	1.99	\$21.00	2.19	2.00	\$21.44	2.10	2.00	\$21.89	11.23	
	2.00%	2016-2017		\$20.07	2.04	\$20.52	2.24	2.00	\$20.96	2.14	2.00	\$21.42	2.19	2.01	\$21.87	2.10	2.01	\$22.33	11.26	
	2.00%	2017-2018		\$20.47	2.00	\$20.93	2.25	2.00	\$21.38	2.15	2.01	\$21.85	2.20	2.01	\$22.31	2.11	1.97	\$22.77	11.24	
		AVG % b/Year	2.00		2.00			1.99			2.00			2.01			1.99		11.24	DECLINING
		AVG % b/Step	2.17					2.23			2.17			2.19			2.10			DECLINING
Skilled Laborer		2014-2015	8.97	\$17.25		\$17.81	3.25		\$18.37	3.14		\$18.93	3.05		\$19.49	2.96		\$20.05	16.23	
	2.00%	2015-2016	8.98	\$17.60	2.02	\$18.17	3.24	2.01	\$18.74	3.14	2.01	\$19.31	3.04	2.00	\$19.88	2.95	2.00	\$20.45	16.19	
	2.00%	2016-2017	8.99	\$17.95	1.98	\$18.53	3.23	1.97	\$19.11	3.13	1.97	\$19.69	3.04	2.01	\$20.28	3.00	2.00	\$20.86	16.21	
	2.00%	2017-2018	8.99	\$18.31	2.00	\$18.90	3.22	1.99	\$19.49	3.12	2.03	\$20.09	3.08	1.97	\$20.68	2.94	2.01	\$21.28	16.22	
		AVG b/Grade	8.98																16.21	
		AVG % b/Year	2.00		\$2.00			\$1.99			\$2.00			\$2.00			\$2.00			
		AVG % b/Step	3.09				3.23			3.13			3.05			2.96				DECLINING
Laborer		2014-2015		\$15.83		\$16.34	3.22		\$16.85	3.12		\$17.33	2.85		\$17.88	3.17		\$18.39	16.17	
	2.00%	2015-2016		\$16.15	2.02	\$16.67	3.22	2.02	\$17.19	3.12	2.02	\$17.68	2.85	2.01	\$18.24	3.17	2.01	\$18.76	16.16	
	2.00%	2016-2017		\$16.47	1.98	\$17.00	3.22	1.98	\$17.53	3.12	1.98	\$18.03	2.85	1.97	\$18.60	3.16	1.97	\$19.13	16.15	
	2.00%	2017-2018		\$16.80	2.00	\$17.34	3.21	2.00	\$17.88	3.11	2.00	\$18.39	2.85	1.99	\$18.97	3.15	2.04	\$19.52	16.19	
		AVG % b/Year	2.00		2.00			2.00			2.00			1.99			2.01		16.17	INCREASED
		AVG % b/Step	3.09				3.22			3.12			2.85			3.16				INCREASED
Lead Custodian		2014-2015	7.14	\$13.66		\$14.39	5.34		\$15.13	5.14		\$15.86	4.82		\$16.59	4.60		\$17.32	26.79	
	2.00%	2015-2016	7.07	\$13.93	2.02	\$14.68	5.38	1.98	\$15.43	5.11	2.02	\$16.18	4.86	1.99	\$16.92	4.57	2.02	\$17.67	26.85	
	2.00%	2016-2017	7.08	\$14.21	1.98	\$14.97	5.35	2.01	\$15.74	5.14	1.98	\$16.50	4.83	2.01	\$17.26	4.61	1.98	\$18.02	26.81	
	2.00%	2017-2018	7.17	\$14.50	2.00	\$15.27	5.31	2.03	\$16.06	5.17	2.00	\$16.83	4.79	2.03	\$17.61	4.63	2.00	\$18.38	26.76	
		AVG b/Grade	7.12																26.80	
		AVG % b/Year	2.00		\$2.00			\$2.01			\$2.00			\$2.01			\$2.00			
		AVG % b/Step	4.98				5.35			5.14			4.83			4.60				DECLINING
Custodian		2014-2015		\$12.75		\$13.43	5.33		\$14.11	5.06		\$14.79	4.82		\$15.48	4.67		\$16.16	26.75	
	2.00%	2015-2016		\$13.01	2.01	\$13.70	5.30	1.98	\$14.39	5.04	2.03	\$15.09	4.86	2.00	\$15.79	4.64	1.98	\$16.48	26.67	
	2.00%	2016-2017		\$13.27	1.97	\$13.97	5.28	2.02	\$14.68	5.08	1.99	\$15.39	4.84	2.03	\$16.11	4.68	2.00	\$16.81	26.68	
	2.00%	2017-2018		\$13.53	2.00	\$14.25	5.32	1.98	\$14.97	5.05	2.01	\$15.70	4.88	1.99	\$16.43	4.65	2.02	\$17.15	26.76	
		AVG % b/Year	2.00		2.00			1.99			2.01			2.01			2.00		26.71	DECLINING
		AVG % b/Step	4.97				5.31			5.06			4.85			4.66				DECLINING
Lead Mechanic		2014-2015		\$23.67		\$24.29	2.62		\$24.89	2.47		\$25.48	2.37		\$26.07	2.32		\$26.66	12.63	

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	2.00%	2015-2016		\$24.14	2.02	\$24.78	2.65	2.01	\$25.39	2.46	2.00	\$25.99	2.36	1.99	\$26.59	2.31	1.99	\$27.19	12.63
	2.00%	2016-2017		\$24.63	1.98	\$25.27	2.60	2.01	\$25.90	2.49	2.00	\$26.51	2.36	1.99	\$27.12	2.30	2.02	\$27.74	12.63
	2.00%	2017-2018		\$25.12	2.02	\$25.78	2.63	1.97	\$26.41	2.44	2.00	\$27.04	2.39	2.03	\$27.67	2.33	1.98	\$28.29	12.62
		AVG % b/Year	2.00		2.00			2.01			2.00			1.99			2.01		12.63
		AVG % b/Step	2.44				2.62			2.47			2.36			2.31			DECLINING
Diesel Mechanic		2014-2015		\$20.71		\$21.49	3.77		\$22.27	3.63		\$23.05	3.50		\$23.82	3.34		\$24.60	18.78
	2.00%	2015-2016		\$21.12	2.00	\$21.92	3.79	2.02	\$22.72	3.65	2.00	\$23.51	3.48	2.02	\$24.30	3.36	1.99	\$25.09	18.80
	2.00%	2016-2017		\$21.55	2.01	\$22.36	3.76	1.98	\$23.17	3.62	2.00	\$23.98	3.50	1.98	\$24.78	3.34	1.99	\$25.59	18.75
	2.00%	2017-2018		\$21.98	2.01	\$22.81	3.78	1.99	\$23.63	3.59	2.00	\$24.46	3.51	2.02	\$25.28	3.35	2.03	\$26.11	18.79
		AVG % b/Year	2.00		2.00			2.00			2.00			2.00			1.99		18.78
		AVG % b/Step	3.56				3.77			3.63			3.49			3.35			DECLINING
Job Title	Adj	Year	% b/Grade	Step 1	% b/Year	Step 2	% b/Step	% b/Year	Step 3	% b/Step	% b/Year	Step 4	% b/Step	% b/Year	Step 5	% b/Step	% b/Year	Step 6	
Auto Mechanic II		2014-2015	5.23	\$19.52		\$20.25	3.74		\$20.98	3.60		\$21.71	3.48		\$22.44	3.36		\$23.18	18.75
	2.00%	2015-2016	5.23	\$19.91	2.02	\$20.66	3.77	2.00	\$21.40	3.58	1.98	\$22.14	3.46	2.01	\$22.89	3.39	1.98	\$23.64	18.73
	2.00%	2016-2017	5.23	\$20.31	1.98	\$21.07	3.74	2.01	\$21.83	3.61	2.03	\$22.59	3.48	2.01	\$23.35	3.36	2.03	\$24.12	18.76
	2.00%	2017-2018	5.18	\$20.71	1.99	\$21.49	3.77	1.97	\$22.26	3.58	1.99	\$23.04	3.50	1.97	\$23.81	3.34	1.99	\$24.60	18.78
		AVG b/Grade	5.22																18.76
		AVG % b/Year	2.00		\$2.00			\$1.99			\$2.00			\$1.99			\$2.00		DECLINING
		AVG % b/Step	3.55				3.75			3.59			3.48			3.36			DECLINING
Auto Mechanic I		2014-2015		\$18.55		\$19.24	3.72		\$19.94	3.64		\$20.63	3.46		\$21.32	3.34		\$22.02	18.71
	2.00%	2015-2016		\$18.92	1.98	\$19.62	3.70	2.01	\$20.34	3.67	1.99	\$21.04	3.44	2.02	\$21.75	3.37	2.00	\$22.46	18.71
	2.00%	2016-2017		\$19.30	2.04	\$20.02	3.73	2.02	\$20.75	3.65	2.00	\$21.46	3.42	1.98	\$22.18	3.36	2.00	\$22.91	18.70
	2.00%	2017-2018		\$19.69	2.00	\$20.42	3.71	1.98	\$21.16	3.62	2.00	\$21.89	3.45	1.98	\$22.62	3.33	2.01	\$23.37	18.69
		AVG % b/Year	2.00		2.00			2.00			2.00			1.99			2.00		18.70
		AVG % b/Step	3.54				3.71			3.64			3.44			3.35			DECLINING
Job Title	Adj	Year		Step 1	% b/Year	Step 2	% b/Step	% b/Year	Step 3	% b/Step	% b/Year	Step 4	% b/Step	% b/Year	Step 5	% b/Step	% b/Year	Step 6	
Gatekeeper		2014-2015		\$15.83		\$16.34	3.22		\$16.85	3.12		\$17.33	2.85		\$17.88	3.17		\$18.39	16.17
	2.00%	2015-2016		\$16.15	2.02	\$16.67	3.22	2.02	\$17.19	3.12	2.02	\$17.68	2.85	2.01	\$18.24	3.17	2.01	\$18.76	16.16
	2.00%	2016-2017		\$16.47	1.98	\$17.00	3.22	1.98	\$17.53	3.12	1.98	\$18.03	2.85	1.97	\$18.60	3.16	1.97	\$19.13	16.15
	2.00%	2017-2018		\$16.80	2.00	\$17.34	3.21	2.00	\$17.88	3.11	2.00	\$18.39	2.85	1.99	\$18.97	3.15	2.04	\$19.52	16.19
		AVG % b/Year	2.00		2.00			2.00			2.00			1.99			1.99		16.17
		AVG % b/Step	3.09				3.22			3.12			2.85			3.17			INCREASED
Job Title	Adj	Year	% b/Grade	Step 1	% b/Year	Step 2	% b/Step	% b/Year	Step 3	% b/Step	% b/Year	Step 4	% b/Step	% b/Year	Step 5	% b/Step	% b/Year	Step 6	
Administrative Assistant III		2014-2015	6.44	\$16.54		\$17.70	7.01		\$18.86	6.55		\$20.01	6.10		\$21.17	5.80		\$22.33	35.01
	2.00%	2015-2016	6.44	\$16.87	1.98	\$18.05	6.99	2.01	\$19.24	6.59	2.00	\$20.41	6.08	1.98	\$21.59	5.78	2.02	\$22.78	35.03
	2.00%	2016-2017	6.43	\$17.21	2.05	\$18.42	7.03	1.98	\$19.62	6.51	2.01	\$20.82	6.12	2.04	\$22.03	5.81	1.98	\$23.23	34.98
	2.00%	2017-2018	6.43	\$17.55	1.95	\$18.78	7.01	1.99	\$20.01	6.55	1.97	\$21.23	6.10	2.00	\$22.47	5.84	2.02	\$23.70	35.04

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		AVG b/Grade	6.43																35.02
		AVG % b/Year	2.00		1.99			1.99			1.99			2.01			2.00		
		AVG % b/Step	6.37				7.01				6.55			6.10			5.81		DECLINING
Administrative Assistant II		2014-2015	2.24	\$15.54		\$16.27	4.70		\$17.35	6.64		\$18.43	6.22		\$19.50	5.81		\$20.58	32.43
	2.00%	2015-2016	10.38	\$15.85	2.03	\$16.60	4.73	2.02	\$17.70	6.63	2.01	\$18.80	6.21	2.00	\$19.89	5.80	1.99	\$20.99	32.43
	2.00%	2016-2017	10.38	\$16.17	1.99	\$16.93	4.70	1.98	\$18.05	6.62	1.97	\$19.17	6.20	2.01	\$20.29	5.84	2.00	\$21.41	32.41
	2.00%	2017-2018	10.37	\$16.49	2.01	\$17.27	4.73	1.99	\$18.41	6.60	2.03	\$19.56	6.25	1.97	\$20.69	5.78	2.01	\$21.84	32.44
		AVG b/Grade	8.34																32.43
		AVG % b/Year	2.00		2.01			2.00						1.99				2.00	
		AVG % b/Step	5.84				4.71							6.22			5.81		UP / DOWN
Administrative Assistant I		2014-2015		\$15.20		\$16.15	6.25		\$16.75	3.72		\$17.38	3.76		\$17.96	3.34		\$18.57	22.17
	2.00%	2015-2016		\$14.36	-4.77	\$15.38	7.10	-2.09	\$16.40	6.63	0.17	\$17.41	6.16	2.62	\$18.43	5.86	4.74	\$19.45	35.45
	2.00%	2016-2017		\$14.65	2.02	\$15.69	7.10	1.95	\$16.72	6.56	2.01	\$17.76	6.22	2.01	\$18.80	5.86	1.95	\$19.83	35.36
	2.00%	2017-2018		\$14.94	1.98	\$16.00	7.10	2.03	\$17.06	6.62	2.03	\$18.12	6.21	1.97	\$19.17	5.79	2.02	\$20.23	35.41
		AVG % b/Year	1.38		-0.26			0.63			1.40			2.20			2.90		32.10
		AVG % b/Step	5.89				6.89				5.88			5.59			5.21		DECLINING

- TOO MANY LEVELS FOR SOME CAREER SERIES; SENIOR STAFF PAID LESS / PERFORMANCE IS NOT MERITORIOUS
- <30% SALARY RANGE REQUIRES FREQUENT MAINTENANCE
- ADMIN ASST I % INC B/YEAR IS SKEWED