

## Appendix III

### LM Pay Schedule A July 1, 2007\*

Grade	Min	Max
LM - 1	\$ 10.51	\$ 14.13
LM - 2	\$ 11.05	\$ 14.84
LM - 3	\$ 11.60	\$ 15.59
LM - 4	\$ 12.19	\$ 16.39
LM - 5	\$ 12.81	\$ 17.21
LM - 6	\$ 13.45	\$ 18.08
LM - 7	\$ 14.15	\$ 19.00
LM - 8	\$ 14.86	\$ 19.96
LM - 9	\$ 15.61	\$ 20.97
LM - 10	\$ 16.40	\$ 22.03
LM - 11	\$ 17.22	\$ 23.15
LM - 12	\$ 18.09	\$ 24.32

\* This pay schedule is effective the first full pay period on or after July 1, 2007.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

### LM Pay Schedule B January 1, 2008\*

Grade	Min	Max
LM - 1	\$ 10.62	\$ 14.27
LM - 2	\$ 11.16	\$ 14.99
LM - 3	\$ 11.72	\$ 15.75
LM - 4	\$ 12.31	\$ 16.55
LM - 5	\$ 12.94	\$ 17.38
LM - 6	\$ 13.58	\$ 18.26
LM - 7	\$ 14.29	\$ 19.19
LM - 8	\$ 15.01	\$ 20.16
LM - 9	\$ 15.77	\$ 21.18
LM - 10	\$ 16.56	\$ 22.25
LM - 11	\$ 17.39	\$ 23.38
LM - 12	\$ 18.27	\$ 24.56

\* This pay schedule is effective the first full pay period on or after January 1, 2008.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

### LM Pay Schedule C

April 1, 2008\*

Grade	Min	Max
LM - 1	\$ 10.62	\$ 14.56
LM - 2	\$ 11.16	\$ 15.29
LM - 3	\$ 11.72	\$ 16.07
LM - 4	\$ 12.31	\$ 16.88
LM - 5	\$ 12.94	\$ 17.73
LM - 6	\$ 13.58	\$ 18.63
LM - 7	\$ 14.29	\$ 19.57
LM - 8	\$ 15.01	\$ 20.56
LM - 9	\$ 15.77	\$ 21.60
LM - 10	\$ 16.56	\$ 22.70
LM - 11	\$ 17.39	\$ 23.85
LM - 12	\$ 18.27	\$ 25.05

\* This pay schedule is effective the first full pay period on or after April 1, 2008.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

### LM Pay Schedule D

July 1, 2008\*

Grade	Min	Max
LM - 1	\$ 10.83	\$ 14.85
LM - 2	\$ 11.38	\$ 15.60
LM - 3	\$ 11.95	\$ 16.39
LM - 4	\$ 12.56	\$ 17.22
LM - 5	\$ 13.20	\$ 18.08
LM - 6	\$ 13.85	\$ 19.00
LM - 7	\$ 14.58	\$ 19.96
LM - 8	\$ 15.31	\$ 20.97
LM - 9	\$ 16.09	\$ 22.03
LM - 10	\$ 16.89	\$ 23.15
LM - 11	\$ 17.74	\$ 24.33
LM - 12	\$ 18.64	\$ 25.55

\* This pay schedule is effective the first full pay period on or after July 1, 2008.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule E**  
**January 1, 2009\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 10.94	\$ 15.00
<b>LM - 2</b>	\$ 11.49	\$ 15.76
<b>LM - 3</b>	\$ 12.07	\$ 16.55
<b>LM - 4</b>	\$ 12.69	\$ 17.39
<b>LM - 5</b>	\$ 13.33	\$ 18.26
<b>LM - 6</b>	\$ 13.99	\$ 19.19
<b>LM - 7</b>	\$ 14.73	\$ 20.16
<b>LM - 8</b>	\$ 15.46	\$ 21.18
<b>LM - 9</b>	\$ 16.25	\$ 22.25
<b>LM - 10</b>	\$ 17.06	\$ 23.38
<b>LM - 11</b>	\$ 17.92	\$ 24.57
<b>LM - 12</b>	\$ 18.83	\$ 25.81

\* This pay schedule is effective the first full pay period on or after January 1, 2009.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule F**  
**April 1, 2009\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 10.94	\$ 15.15
<b>LM - 2</b>	\$ 11.49	\$ 15.92
<b>LM - 3</b>	\$ 12.07	\$ 16.72
<b>LM - 4</b>	\$ 12.69	\$ 17.56
<b>LM - 5</b>	\$ 13.33	\$ 18.44
<b>LM - 6</b>	\$ 13.99	\$ 19.38
<b>LM - 7</b>	\$ 14.73	\$ 20.36
<b>LM - 8</b>	\$ 15.46	\$ 21.39
<b>LM - 9</b>	\$ 16.25	\$ 22.47
<b>LM - 10</b>	\$ 17.06	\$ 23.61
<b>LM - 11</b>	\$ 17.92	\$ 24.82
<b>LM - 12</b>	\$ 18.83	\$ 26.07

\* This pay schedule is effective the first full pay period on or after April 1, 2009.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule G**  
**July 1, 2009\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 11.16	\$ 15.45
<b>LM - 2</b>	\$ 11.72	\$ 16.24
<b>LM - 3</b>	\$ 12.31	\$ 17.05
<b>LM - 4</b>	\$ 12.94	\$ 17.91
<b>LM - 5</b>	\$ 13.60	\$ 18.81
<b>LM - 6</b>	\$ 14.27	\$ 19.77
<b>LM - 7</b>	\$ 15.02	\$ 20.77
<b>LM - 8</b>	\$ 15.77	\$ 21.82
<b>LM - 9</b>	\$ 16.58	\$ 22.92
<b>LM - 10</b>	\$ 17.40	\$ 24.08
<b>LM - 11</b>	\$ 18.28	\$ 25.32
<b>LM - 12</b>	\$ 19.21	\$ 26.59

\* This pay schedule is effective the first full pay period on or after July 1, 2009.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule H**  
**January 1, 2010\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 11.27	\$ 15.60
<b>LM - 2</b>	\$ 11.84	\$ 16.40
<b>LM - 3</b>	\$ 12.43	\$ 17.22
<b>LM - 4</b>	\$ 13.07	\$ 18.09
<b>LM - 5</b>	\$ 13.74	\$ 19.00
<b>LM - 6</b>	\$ 14.41	\$ 19.97
<b>LM - 7</b>	\$ 15.17	\$ 20.98
<b>LM - 8</b>	\$ 15.93	\$ 22.04
<b>LM - 9</b>	\$ 16.75	\$ 23.15
<b>LM - 10</b>	\$ 17.57	\$ 24.32
<b>LM - 11</b>	\$ 18.46	\$ 25.57
<b>LM - 12</b>	\$ 19.40	\$ 26.86

\* This pay schedule is effective the first full pay period on or after January 1, 2010.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule I**  
**April 1, 2010\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 11.27	\$ 15.76
<b>LM - 2</b>	\$ 11.84	\$ 16.56
<b>LM - 3</b>	\$ 12.43	\$ 17.39
<b>LM - 4</b>	\$ 13.07	\$ 18.27
<b>LM - 5</b>	\$ 13.74	\$ 19.19
<b>LM - 6</b>	\$ 14.41	\$ 20.17
<b>LM - 7</b>	\$ 15.17	\$ 21.19
<b>LM - 8</b>	\$ 15.93	\$ 22.26
<b>LM - 9</b>	\$ 16.75	\$ 23.38
<b>LM - 10</b>	\$ 17.57	\$ 24.56
<b>LM - 11</b>	\$ 18.46	\$ 25.83
<b>LM - 12</b>	\$ 19.40	\$ 27.13

\* This pay schedule is effective the first full pay period on or after April 1, 2010.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule J**  
**July 1, 2010\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 11.61	\$ 16.23
<b>LM - 2</b>	\$ 12.20	\$ 17.06
<b>LM - 3</b>	\$ 12.80	\$ 17.91
<b>LM - 4</b>	\$ 13.46	\$ 18.82
<b>LM - 5</b>	\$ 14.15	\$ 19.77
<b>LM - 6</b>	\$ 14.84	\$ 20.78
<b>LM - 7</b>	\$ 15.63	\$ 21.83
<b>LM - 8</b>	\$ 16.41	\$ 22.93
<b>LM - 9</b>	\$ 17.25	\$ 24.08
<b>LM - 10</b>	\$ 18.10	\$ 25.30
<b>LM - 11</b>	\$ 19.01	\$ 26.60
<b>LM - 12</b>	\$ 19.98	\$ 27.94

\* This pay schedule is effective the first full pay period on or after July 1, 2010.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.

**LM Pay Schedule K**  
**April 1, 2011\***

<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>LM - 1</b>	\$ 11.61	\$ 16.55
<b>LM - 2</b>	\$ 12.20	\$ 17.40
<b>LM - 3</b>	\$ 12.80	\$ 18.27
<b>LM - 4</b>	\$ 13.46	\$ 19.20
<b>LM - 5</b>	\$ 14.15	\$ 20.17
<b>LM - 6</b>	\$ 14.84	\$ 21.20
<b>LM - 7</b>	\$ 15.63	\$ 22.27
<b>LM - 8</b>	\$ 16.41	\$ 23.39
<b>LM - 9</b>	\$ 17.25	\$ 24.56
<b>LM - 10</b>	\$ 18.10	\$ 25.81
<b>LM - 11</b>	\$ 19.01	\$ 27.13
<b>LM - 12</b>	\$ 19.98	\$ 28.50

\* This pay schedule is effective the first full pay period on or after April 1, 2011.

On the pay period closest to the anniversary of the employee's last performance-based pay rate increase, an employee shall receive a three percent (3%) increase in pay for satisfactory performance on an employee's Performance Planning and Appraisal Report, that does not exceed the maximum pay for the grade.