

Appendix III

OS Pay Schedule A July 1, 2007*

Grade	Min	Max
OS - 1	\$ 10.83	\$ 14.71
OS - 2	\$ 11.35	\$ 15.41
OS - 3	\$ 11.90	\$ 16.16
OS - 4	\$ 12.47	\$ 16.95
OS - 5	\$ 13.08	\$ 17.78
OS - 6	\$ 13.70	\$ 18.64
OS - 7	\$ 14.38	\$ 19.55
OS - 8	\$ 15.07	\$ 20.50
OS - 9	\$ 15.80	\$ 21.51
OS - 10	\$ 16.58	\$ 22.57
OS - 11	\$ 17.38	\$ 23.68
OS - 12	\$ 18.24	\$ 24.84

* 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.

OS Pay Schedule B January 1, 2008*

Grade	Min	Max
OS - 1	\$ 10.83	\$ 14.86
OS - 2	\$ 11.35	\$ 15.56
OS - 3	\$ 11.90	\$ 16.32
OS - 4	\$ 12.47	\$ 17.12
OS - 5	\$ 13.08	\$ 17.96
OS - 6	\$ 13.70	\$ 18.83
OS - 7	\$ 14.38	\$ 19.75
OS - 8	\$ 15.07	\$ 20.71
OS - 9	\$ 15.80	\$ 21.73
OS - 10	\$ 16.58	\$ 22.80
OS - 11	\$ 17.38	\$ 23.92
OS - 12	\$ 18.24	\$ 25.09

* 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.

OS Pay Schedule C
April 1, 2008*

Grade	Min	Max
OS - 1	\$ 10.83	\$ 15.01
OS - 2	\$ 11.35	\$ 15.72
OS - 3	\$ 11.90	\$ 16.48
OS - 4	\$ 12.47	\$ 17.29
OS - 5	\$ 13.08	\$ 18.14
OS - 6	\$ 13.70	\$ 19.02
OS - 7	\$ 14.38	\$ 19.95
OS - 8	\$ 15.07	\$ 20.92
OS - 9	\$ 15.80	\$ 21.95
OS - 10	\$ 16.58	\$ 23.03
OS - 11	\$ 17.38	\$ 24.16
OS - 12	\$ 18.24	\$ 25.34

* 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.

OS Pay Schedule D
July 1, 2008*

Grade	Min	Max
OS - 1	\$ 10.83	\$ 15.31
OS - 2	\$ 11.35	\$ 16.03
OS - 3	\$ 11.90	\$ 16.81
OS - 4	\$ 12.47	\$ 17.64
OS - 5	\$ 13.08	\$ 18.50
OS - 6	\$ 13.70	\$ 19.40
OS - 7	\$ 14.38	\$ 20.35
OS - 8	\$ 15.07	\$ 21.34
OS - 9	\$ 15.80	\$ 22.39
OS - 10	\$ 16.58	\$ 23.49
OS - 11	\$ 17.38	\$ 24.64
OS - 12	\$ 18.24	\$ 25.85

* 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.

OS Pay Schedule E
January 1, 2009*

Grade	Min	Max
OS - 1	\$ 10.83	\$ 15.46
OS - 2	\$ 11.35	\$ 16.19
OS - 3	\$ 11.90	\$ 16.98
OS - 4	\$ 12.47	\$ 17.82
OS - 5	\$ 13.08	\$ 18.69
OS - 6	\$ 13.70	\$ 19.59
OS - 7	\$ 14.38	\$ 20.55
OS - 8	\$ 15.07	\$ 21.55
OS - 9	\$ 15.80	\$ 22.61
OS - 10	\$ 16.58	\$ 23.72
OS - 11	\$ 17.38	\$ 24.89
OS - 12	\$ 18.24	\$ 26.11

* 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.

OS Pay Schedule F
April 1, 2009*

Grade	Min	Max
OS - 1	\$ 10.83	\$ 15.61
OS - 2	\$ 11.35	\$ 16.35
OS - 3	\$ 11.90	\$ 17.15
OS - 4	\$ 12.47	\$ 18.00
OS - 5	\$ 13.08	\$ 18.88
OS - 6	\$ 13.70	\$ 19.79
OS - 7	\$ 14.38	\$ 20.76
OS - 8	\$ 15.07	\$ 21.77
OS - 9	\$ 15.80	\$ 22.84
OS - 10	\$ 16.58	\$ 23.96
OS - 11	\$ 17.38	\$ 25.14
OS - 12	\$ 18.24	\$ 26.37

* 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.

OS Pay Schedule G
July 1, 2009*

Grade	Min	Max
OS - 1	\$ 11.05	\$ 15.92
OS - 2	\$ 11.58	\$ 16.68
OS - 3	\$ 12.14	\$ 17.49
OS - 4	\$ 12.72	\$ 18.36
OS - 5	\$ 13.34	\$ 19.26
OS - 6	\$ 13.97	\$ 20.19
OS - 7	\$ 14.67	\$ 21.18
OS - 8	\$ 15.37	\$ 22.21
OS - 9	\$ 16.12	\$ 23.30
OS - 10	\$ 16.91	\$ 24.44
OS - 11	\$ 17.73	\$ 25.64
OS - 12	\$ 18.60	\$ 26.90

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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.

OS Pay Schedule H
January 1, 2010*

Grade	Min	Max
OS - 1	\$ 11.16	\$ 16.08
OS - 2	\$ 11.70	\$ 16.85
OS - 3	\$ 12.26	\$ 17.66
OS - 4	\$ 12.85	\$ 18.54
OS - 5	\$ 13.47	\$ 19.45
OS - 6	\$ 14.11	\$ 20.39
OS - 7	\$ 14.82	\$ 21.39
OS - 8	\$ 15.52	\$ 22.43
OS - 9	\$ 16.28	\$ 23.53
OS - 10	\$ 17.08	\$ 24.68
OS - 11	\$ 17.91	\$ 25.90
OS - 12	\$ 18.79	\$ 27.17

* 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.

OS Pay Schedule I
April 1, 2010*

Grade	Min	Max
OS - 1	\$ 11.16	\$ 16.40
OS - 2	\$ 11.70	\$ 17.19
OS - 3	\$ 12.26	\$ 18.01
OS - 4	\$ 12.85	\$ 18.91
OS - 5	\$ 13.47	\$ 19.84
OS - 6	\$ 14.11	\$ 20.80
OS - 7	\$ 14.82	\$ 21.82
OS - 8	\$ 15.52	\$ 22.88
OS - 9	\$ 16.28	\$ 24.00
OS - 10	\$ 17.08	\$ 25.17
OS - 11	\$ 17.91	\$ 26.42
OS - 12	\$ 18.79	\$ 27.71

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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.

OS Pay Schedule J
July 1, 2010*

Grade	Min	Max
OS - 1	\$ 11.49	\$ 16.89
OS - 2	\$ 12.05	\$ 17.71
OS - 3	\$ 12.63	\$ 18.55
OS - 4	\$ 13.24	\$ 19.48
OS - 5	\$ 13.87	\$ 20.44
OS - 6	\$ 14.53	\$ 21.42
OS - 7	\$ 15.26	\$ 22.47
OS - 8	\$ 15.99	\$ 23.57
OS - 9	\$ 16.77	\$ 24.72
OS - 10	\$ 17.59	\$ 25.93
OS - 11	\$ 18.45	\$ 27.21
OS - 12	\$ 19.35	\$ 28.54

* 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.

OS Pay Schedule K
April 1, 2011*

Grade	Min	Max
OS - 1	\$ 11.49	\$ 17.23
OS - 2	\$ 12.05	\$ 18.06
OS - 3	\$ 12.63	\$ 18.92
OS - 4	\$ 13.24	\$ 19.87
OS - 5	\$ 13.87	\$ 20.85
OS - 6	\$ 14.53	\$ 21.85
OS - 7	\$ 15.26	\$ 22.92
OS - 8	\$ 15.99	\$ 24.04
OS - 9	\$ 16.77	\$ 25.21
OS - 10	\$ 17.59	\$ 26.45
OS - 11	\$ 18.45	\$ 27.75
OS - 12	\$ 19.35	\$ 29.11

* 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.