

APPENDIX A
DOCUMENT SERVICES EMPLOYEES
SALARY SCHEDULES
September 1, 2019 - August 31, 2020

**GRAPHIC AND WEB DESIGN
SPECIALIST**

STEP		AMOUNT
1		\$48,280
2		\$49,440
3		\$50,631
4		\$51,851
5		\$53,100
6		\$54,383
7		\$55,698
8		\$57,044
9		\$58,425
10		\$59,840
11		\$61,291
12		\$62,777
13		\$64,301
14		\$65,862
15		\$67,463

**PRESS OPERATOR I
DIGITAL DOCUMENT OPERATOR I**

STEP		AMOUNT
1		\$31,193
2		\$31,926
3		\$32,679
4		\$33,452
5		\$34,241
6		\$35,052
7		\$35,881
8		\$36,734
9		\$37,607
10		\$38,500
11		\$39,419
12		\$40,359
13		\$41,321
14		\$42,309
15		\$43,322

**FINISHING/DISTRIBUTION
OPERATOR I**

STEP		AMOUNT
1		\$28,539
2		\$29,391
3		\$30,244
4		\$31,096
5		\$31,951
6		\$32,803
7		\$33,656
8		\$34,508
9		\$35,361
10		\$36,216
11		\$37,067
12		\$37,920
13		\$38,772
14		\$39,625
15		\$40,477

**FINISHING/DISTRIBUTION
ASSISTANT**

STEP		AMOUNT
1		\$23,102
2		\$23,632
3		\$24,178
4		\$24,737
5		\$25,308
6		\$25,897
7		\$26,498
8		\$27,115
9		\$27,748
10		\$28,395
11		\$29,061
12		\$29,742
13		\$30,439
14		\$31,154
15		\$31,888