

**CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
2016-2017 ~~2015-2016~~ CLERICAL SALARY SCHEDULE**

<u>Grade/Level</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
12	Annual	\$ 59,438	\$ 72,830	\$ 84,736
	Daily	\$ 236.80480	\$ 290.16023	\$ 337.59554
	Hourly	\$ 31.57397	\$ 38.68803	\$ 45.01274
11	Annual	\$ 52,309	\$ 64,096	\$ 74,574
	Daily	\$ 208.40393	\$ 255.36065	\$ 297.10727
	Hourly	\$ 27.78719	\$ 34.04809	\$ 39.61430
10	Annual	\$ 47,307	\$ 58,690	\$ 68,890
	Daily	\$ 188.47601	\$ 233.82522	\$ 274.46253
	Hourly	\$ 25.13013	\$ 31.17670	\$ 36.59500
9	Annual	\$ 46,122	\$ 56,515	\$ 65,755
	Daily	\$ 183.75363	\$ 225.15966	\$ 261.97185
	Hourly	\$ 24.50048	\$ 30.02129	\$ 34.92958
8	Annual	\$ 43,347	\$ 53,113	\$ 61,796
	Daily	\$ 172.69751	\$ 211.60615	\$ 246.19736
	Hourly	\$ 23.02633	\$ 28.21415	\$ 32.82632
7	Annual	\$ 41,079	\$ 50,965	\$ 59,823
	Daily	\$ 163.66076	\$ 203.04621	\$ 238.34013
	Hourly	\$ 21.82143	\$ 27.07283	\$ 31.77868
6	Annual	\$ 40,744	\$ 49,931	\$ 58,100
	Daily	\$ 162.32605	\$ 198.92953	\$ 231.47485
	Hourly	\$ 21.64347	\$ 26.52394	\$ 30.86331
5	Annual	\$ 38,279	\$ 47,490	\$ 55,744
	Daily	\$ 152.50670	\$ 189.20330	\$ 222.08725
	Hourly	\$ 20.33423	\$ 25.22711	\$ 29.61163
4	Annual	\$ 35,672	\$ 44,256	\$ 51,948
	Daily	\$ 142.12147	\$ 176.32018	\$ 206.96585
	Hourly	\$ 18.94953	\$ 23.50936	\$ 27.59545
3	Annual	\$ 33,248	\$ 41,248	\$ 48,417
	Daily	\$ 132.46228	\$ 164.33452	\$ 192.89521
	Hourly	\$ 17.66164	\$ 21.91127	\$ 25.71936
2	Annual	\$ 30,981	\$ 38,436	\$ 45,116
	Daily	\$ 123.43023	\$ 153.12951	\$ 179.74303
	Hourly	\$ 16.45736	\$ 20.41727	\$ 23.96574
1	Annual	\$ 28,868	\$ 35,813	\$ 42,037
	Daily	\$ 115.01020	\$ 142.68218	\$ 167.47891
	Hourly	\$ 15.33469	\$ 19.02429	\$ 22.33052

The annual salaries listed are based on a seven and one-half (7.5) hour workday and a 251 day calendar. To calculate the annual salary for another calendar, multiply the daily rate by the number of days in the assigned calendar.

The salary schedule shall be increased by 3.5% effective July 1, 2016 and all employees will receive a 3.5% salary increase.

Employees who have worked a minimum of one day more than half of their assigned work calendar in the prior fiscal year shall receive a 2.5% increase effective July 1, 2015.

The salary schedule midpoint and maximum rates shall be increased by 2.5% effective July 1, 2015. No movement to the minimum salary range.