

**CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
2008-2009 2009-2010 CLERICAL SALARY SCHEDULE**

LEVEL		Min	Max
12	A	56,027	77,926
	D	223.2166	310.4621
	H	29.76222	41.39495
11	A	49,308	68,580
	D	196.4453	273.2280
	H	26.19271	36.43040
10	A	44,593	63,353
	D	177.6609	252.4033
	H	23.68812	33.65377
9	A	43,476	60,470
	D	173.2095	240.9165
	H	23.09460	32.12220
8	A	40,860	56,829
	D	162.7878	226.4098
	H	21.70504	30.18798
7	A	38,722	55,015
	D	154.2696	219.1841
	H	20.56928	29.22455
6	A	38,406	53,431
	D	153.0115	212.8706
	H	20.40153	28.38275
5	A	36,083	51,264
	D	143.7556	204.2375
	H	19.16741	27.23167
4	A	33,626	47,773
	D	133.9663	190.3315
	H	17.86217	25.37753
3	A	31,340	44,525
	D	124.8614	177.3917
	H	16.64818	23.65223
2	A	29,203	41,489
	D	116.3476	165.2966
	H	15.51301	22.03955
1	A	27,211	38,659
	D	108.4107	154.0182
	H	14.45476	20.53576

GRADE	1st Quartile Range-Hourly		
12	29.76222	TO	32.67040
11	26.19271	TO	28.75213
10	23.68812	TO	26.17953
9	23.09460	TO	25.35150
8	21.70504	TO	23.82577
7	20.56928	TO	22.73310
6	20.10153	TO	22.09684
5	19.16741	TO	21.18347
4	17.86217	TO	19.74101
3	16.64818	TO	18.39919
2	15.51301	TO	17.14464
1	14.45476	TO	15.97501

GRADE	2nd Quartile Range - Hourly		
12	32.67041	TO	35.57860
11	28.75214	TO	31.31157
10	26.17954	TO	28.67095
9	25.35151	TO	27.60841
8	23.82578	TO	25.94652
7	22.73311	TO	24.89693
6	22.09685	TO	24.09215
5	21.18348	TO	23.19955
4	19.74102	TO	21.61986
3	18.39920	TO	20.15021
2	17.14465	TO	18.77629
1	15.97502	TO	17.49527

GRADE	3rd Quartile Range - Hourly		
12	35.57861	TO	38.48679
11	31.31158	TO	33.87100
10	28.67096	TO	31.16238
9	27.60842	TO	29.86532
8	25.94653	TO	28.06726
7	24.89694	TO	27.06075
6	24.09216	TO	26.08747
5	23.19956	TO	25.21562
4	21.61987	TO	23.49871
3	20.15022	TO	21.90123
2	18.77630	TO	20.40793
1	17.49528	TO	19.01553

GRADE	4th Quartile Range - Hourly		
12	38.48680	TO	41.39495
11	33.87101	TO	36.43040
10	31.16239	TO	33.65377
9	29.86533	TO	32.12220
8	28.06727	TO	30.18798
7	27.06076	TO	29.22455
6	26.08748	TO	28.38275
5	25.21563	TO	27.23167
4	23.49872	TO	25.37753
3	21.90124	TO	23.65223
2	20.40794	TO	22.03955
1	19.01554	TO	20.53576

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.

Employees who received a satisfactory performance evaluation, and worked a minimum of one day more than half of their assigned work calendar on the confidential salary schedule in the prior fiscal year, are eligible for an increase to their base hourly rate of up to 3.25%, not to exceed the range maximum for their pay grade. The salary increase will be based upon the pay grade and job classification in effect as of July 1, 2008.

The range minimums and the maximums were increased 3.25%.

The increase shall be retroactive to July 1, 2008, or the beginning of the employee's 2008-09 calendar.