

**APPENDIX A
DOCUMENT SERVICES EMPLOYEES
SALARY SCHEDULES**

**GRAPHIC AND WEB DESIGN
SPECIALIST**

September 1, 2018 -
August 31, 2019

STEP	AMOUNT
1	\$46,741
2	\$47,866
3	\$49,017
4	\$50,199
5	\$51,409
6	\$52,650
7	\$53,924
8	\$55,227
9	\$56,563
10	\$57,934
11	\$59,338
12	\$60,777
13	\$62,253
14	\$63,765
15	\$65,315

**DIGITAL DOCUMENT OPERA
PRESS OPERATOR I**

September 1, 2018 -
August 31, 2019

STEP	AMOUNT
1	\$30,199
2	\$30,909
3	\$31,638
4	\$32,386
5	\$33,150
6	\$33,936
7	\$34,738
8	\$35,564
9	\$36,409
10	\$37,274
11	\$38,163
12	\$39,073
13	\$40,005
14	\$40,961
15	\$41,942

**FINISHING/DISTRIBUTION
OPERATOR I**

September 1, 2018 -
August 31, 2019

STEP	AMOUNT
1	\$27,630
2	\$28,455
3	\$29,281
4	\$30,106
5	\$30,933
6	\$31,758
7	\$32,584
8	\$33,409
9	\$34,235
10	\$35,062
11	\$35,886
12	\$36,712
13	\$37,537
14	\$38,363
15	\$39,188

**FINISHING/DISTRIBUTIO
ASSISTANT**

September 1, 2018 -
August 31, 2019

STEP	AMOUNT
1	\$22,366
2	\$22,879
3	\$23,408
4	\$23,949
5	\$24,502
6	\$25,072
7	\$25,654
8	\$26,251
9	\$26,864
10	\$27,491
11	\$28,135
12	\$28,795
13	\$29,469
14	\$30,162
15	\$30,872

ATOR I

IN