

EXHIBIT "A"
SOCWA
EMPLOYEE HANDBOOK SALARY RANGE SUMMARY
07/01/2014 to 06/30/2017

July 1, 2014 Ranges	COLA 1.75%		1.0175	
	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
33.0	21.69	27.69	\$3,760.14	\$4,798.94
33.5	22.24	28.37	\$3,855.38	\$4,917.10
34.0	22.77	29.09	\$3,947.09	\$5,042.32
34.5	23.34	29.82	\$4,045.85	\$5,169.31
35.0	23.92	30.54	\$4,146.38	\$5,292.76
35.5	24.52	31.30	\$4,250.44	\$5,425.04
36.0	25.11	32.06	\$4,352.73	\$5,557.31
36.5	25.74	32.84	\$4,462.08	\$5,693.12
37.0	26.36	33.66	\$4,569.66	\$5,834.21
37.5	27.03	34.50	\$4,686.06	\$5,980.59
38.0	27.69	35.35	\$4,798.94	\$6,126.98
38.5	28.37	36.23	\$4,917.10	\$6,280.42
39.0	29.09	37.11	\$5,042.32	\$6,432.09
39.5	29.82	38.05	\$5,169.31	\$6,596.11
40.0	30.54	38.95	\$5,292.76	\$6,751.32
40.5	31.30	39.94	\$5,425.04	\$6,922.39
41.0	32.06	40.91	\$5,557.31	\$7,091.70
41.5	32.84	41.94	\$5,693.12	\$7,269.83
42.0	33.66	42.97	\$5,834.21	\$7,447.96
42.5	34.50	44.04	\$5,980.59	\$7,633.15
43.0	35.35	45.12	\$6,126.98	\$7,820.10
43.5	36.23	46.24	\$6,280.42	\$8,014.10
44.0	37.11	47.36	\$6,432.09	\$8,209.87
44.5	38.06	48.56	\$6,597.88	\$8,416.22
45.0	38.95	49.74	\$6,751.32	\$8,620.80
45.5	39.94	50.97	\$6,922.39	\$8,834.21
46.0	40.91	52.22	\$7,091.70	\$9,051.14
46.5	41.94	53.53	\$7,269.83	\$9,278.65
47.0	42.97	54.84	\$7,447.96	\$9,506.16
47.5	44.04	56.20	\$7,633.15	\$9,740.73
48.0	45.12	57.59	\$7,820.10	\$9,982.35
48.5	46.24	59.00	\$8,014.10	\$10,227.50
49.0	47.36	60.46	\$8,209.87	\$10,479.71
49.5	48.56	61.97	\$8,416.22	\$10,740.73
50.0	49.74	63.48	\$8,620.80	\$11,003.52
50.5	50.97	65.07	\$8,834.21	\$11,278.65
51.0	52.22	66.65	\$9,051.14	\$11,552.02
51.5	53.52	68.30	\$9,276.89	\$11,839.49
52.0	54.84	69.98	\$9,506.16	\$12,130.50
52.5	56.20	71.72	\$9,740.73	\$12,432.09
53.0	57.57	73.47	\$9,978.83	\$12,735.44
53.5	59.04	75.33	\$10,232.79	\$13,056.42
54.0	60.45	77.16	\$10,477.94	\$13,373.88
54.5	61.96	79.07	\$10,738.97	\$13,705.45
55.0	63.48	81.01	\$11,003.52	\$14,042.31

July 1, 2015 Ranges	COLA @ 1.5%		1.015	
	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
33.0	22.02	28.10	\$3,816.54	\$4,870.92
33.5	22.58	28.79	\$3,913.21	\$4,990.86
34.0	23.11	29.53	\$4,006.29	\$5,117.96
34.5	23.69	30.27	\$4,106.54	\$5,246.85
35.0	24.28	30.99	\$4,208.58	\$5,372.16
35.5	24.89	31.77	\$4,314.19	\$5,506.41
36.0	25.49	32.54	\$4,418.02	\$5,640.67
36.5	26.13	33.34	\$4,529.01	\$5,778.51
37.0	26.76	34.16	\$4,638.21	\$5,921.72
37.5	27.44	35.02	\$4,756.35	\$6,070.30
38.0	28.10	35.88	\$4,870.92	\$6,218.88
38.5	28.79	36.78	\$4,990.86	\$6,374.62
39.0	29.53	37.66	\$5,117.96	\$6,528.57
39.5	30.27	38.63	\$5,246.85	\$6,695.06
40.0	30.99	39.53	\$5,372.16	\$6,852.59
40.5	31.77	40.54	\$5,506.41	\$7,026.23
41.0	32.54	41.53	\$5,640.67	\$7,198.08
41.5	33.34	42.57	\$5,778.51	\$7,378.88
42.0	34.16	43.61	\$5,921.72	\$7,559.68
42.5	35.02	44.70	\$6,070.30	\$7,747.65
43.0	35.88	45.79	\$6,218.88	\$7,937.40
43.5	36.78	46.93	\$6,374.62	\$8,134.31
44.0	37.66	48.08	\$6,528.57	\$8,333.02
44.5	38.64	49.28	\$6,696.85	\$8,542.46
45.0	39.53	50.48	\$6,852.59	\$8,750.11
45.5	40.54	51.73	\$7,026.23	\$8,966.72
46.0	41.53	53.00	\$7,198.08	\$9,186.90
46.5	42.57	54.33	\$7,378.88	\$9,417.83
47.0	43.61	55.67	\$7,559.68	\$9,648.76
47.5	44.70	57.04	\$7,747.65	\$9,886.84
48.0	45.79	58.45	\$7,937.40	\$10,132.09
48.5	46.93	59.89	\$8,134.31	\$10,380.92
49.0	48.08	61.37	\$8,333.02	\$10,636.90
49.5	49.28	62.90	\$8,542.46	\$10,901.84
50.0	50.48	64.43	\$8,750.11	\$11,168.57
50.5	51.73	66.05	\$8,966.72	\$11,447.83
51.0	53.00	67.65	\$9,186.90	\$11,725.30
51.5	54.32	69.33	\$9,416.04	\$12,017.09
52.0	55.67	71.03	\$9,648.76	\$12,312.46
52.5	57.04	72.80	\$9,886.84	\$12,618.57
53.0	58.43	74.58	\$10,128.51	\$12,926.47
53.5	59.92	76.46	\$10,386.29	\$13,252.27
54.0	61.36	78.31	\$10,635.11	\$13,574.49
54.5	62.88	80.26	\$10,900.05	\$13,911.04
55.0	64.43	82.23	\$11,168.57	\$14,252.95

July 1, 2015 Ranges	5% Range Increase		1.050	
	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
33.0	23.12	29.51	\$4,007.37	\$5,114.47
33.5	23.70	30.23	\$4,108.87	\$5,240.40
34.0	24.27	31.00	\$4,206.61	\$5,373.86
34.5	24.88	31.78	\$4,311.87	\$5,509.19
35.0	25.49	32.54	\$4,419.00	\$5,640.76
35.5	26.13	33.36	\$4,529.90	\$5,781.73
36.0	26.76	34.17	\$4,638.92	\$5,922.71
36.5	27.44	35.00	\$4,755.46	\$6,067.44
37.0	28.10	35.87	\$4,870.12	\$6,217.81
37.5	28.81	36.77	\$4,994.17	\$6,373.82
38.0	29.51	37.67	\$5,114.47	\$6,529.83
38.5	30.23	38.62	\$5,240.40	\$6,693.35
39.0	31.00	39.55	\$5,373.86	\$6,855.00
39.5	31.78	40.56	\$5,509.19	\$7,029.81
40.0	32.54	41.51	\$5,640.76	\$7,195.22
40.5	33.36	42.56	\$5,781.73	\$7,377.54
41.0	34.17	43.60	\$5,922.71	\$7,557.98
41.5	35.00	44.70	\$6,067.44	\$7,747.83
42.0	35.87	45.79	\$6,217.81	\$7,937.67
42.5	36.77	46.93	\$6,373.82	\$8,135.03
43.0	37.67	48.08	\$6,529.83	\$8,334.27
43.5	38.62	49.28	\$6,693.35	\$8,541.03
44.0	39.55	50.48	\$6,855.00	\$8,749.67
44.5	40.57	51.75	\$7,031.69	\$8,969.58
45.0	41.51	53.01	\$7,195.22	\$9,187.62
45.5	42.56	54.32	\$7,377.54	\$9,415.06
46.0	43.60	55.65	\$7,557.98	\$9,646.25
46.5	44.70	57.05	\$7,747.83	\$9,888.72
47.0	45.79	58.45	\$7,937.67	\$10,131.19
47.5	46.93	59.89	\$8,135.03	\$10,381.18
48.0	48.08	61.38	\$8,334.27	\$10,638.69
48.5	49.28	62.88	\$8,541.03	\$10,899.96
49.0	50.48	64.44	\$8,749.67	\$11,168.75
49.5	51.75	66.04	\$8,969.58	\$11,446.93
50.0	53.01	67.66	\$9,187.62	\$11,727.00
50.5	54.32	69.35	\$9,415.06	\$12,020.22
51.0	55.65	71.03	\$9,646.25	\$12,311.56
51.5	57.04	72.80	\$9,886.84	\$12,617.94
52.0	58.45	74.59	\$10,131.19	\$12,928.08
52.5	59.89	76.44	\$10,381.18	\$13,249.50
53.0	61.36	78.30	\$10,634.93	\$13,572.79
53.5	62.92	80.28	\$10,905.60	\$13,914.88
54.0	64.42	82.23	\$11,166.87	\$14,253.22
54.5	66.03	84.27	\$11,445.05	\$14,606.59
55.0	67.66	86.34	\$11,727.00	\$14,965.60

July 1, 2016 Ranges	COLA @ 1.5%		1.015	
	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
33.0	23.47	29.95	\$4,067.48	\$5,191.18
33.5	24.06	30.69	\$4,170.50	\$5,319.01
34.0	24.63	31.47	\$4,269.71	\$5,454.46
34.5	25.25	32.26	\$4,376.54	\$5,591.83
35.0	25.88	33.03	\$4,485.29	\$5,725.37
35.5	26.53	33.86	\$4,597.85	\$5,868.46
36.0	27.16	34.68	\$4,708.51	\$6,011.55
36.5	27.85	35.53	\$4,826.79	\$6,158.45
37.0	28.52	36.41	\$4,943.17	\$6,311.08
37.5	29.24	37.32	\$5,069.08	\$6,469.42
38.0	29.95	38.24	\$5,191.18	\$6,627.77
38.5	30.69	39.19	\$5,319.01	\$6,793.75
39.0	31.47	40.14	\$5,454.46	\$6,957.83
39.5	32.26	41.16	\$5,591.83	\$7,135.25
40.0	33.03	42.13	\$5,725.37	\$7,303.14
40.5	33.86	43.20	\$5,868.46	\$7,488.20
41.0	34.68	44.26	\$6,011.55	\$7,671.35
41.5	35.53	45.37	\$6,158.45	\$7,864.04
42.0	36.41	46.48	\$6,311.08	\$8,056.73
42.5	37.32	47.64	\$6,469.42	\$8,257.05
43.0	38.24	48.80	\$6,627.77	\$8,459.28
43.5	39.19	50.01	\$6,793.75	\$8,669.14
44.0	40.14	51.24	\$6,957.83	\$8,880.91
44.5	41.18	52.52	\$7,137.16	\$9,104.13
45.0	42.13	53.80	\$7,303.14	\$9,325.43
45.5	43.20	55.13	\$7,488.20	\$9,556.28
46.0	44.26	56.49	\$7,671.35	\$9,790.94
46.5	45.37	57.91	\$7,864.04	\$10,037.05
47.0	46.48	59.33	\$8,056.73	\$10,283.16
47.5	47.64	60.79	\$8,257.05	\$10,536.90
48.0	48.80	62.30	\$8,459.28	\$10,798.27
48.5	50.01	63.83	\$8,669.14	\$11,063.46
49.0	51.24	65.40	\$8,880.91	\$11,336.28
49.5	52.52	67.03	\$9,104.13	\$11,618.64
50.0	53.80	68.67	\$9,325.43	\$11,902.90
50.5	55.13	70.39	\$9,556.28	\$12,200.52
51.0	56.49	72.09	\$9,790.94	\$12,496.24
51.5	57.90	73.89	\$10,035.14	\$12,807.21
52.0	59.33	75.70	\$10,283.16	\$13,122.00
52.5	60.79	77.59	\$10,536.90	\$13,448.24
53.0	62.28	79.48	\$10,794.46	\$13,776.38
53.5	63.86	81.48	\$11,069.18	\$14,123.61
54.0	65.39	83.46	\$11,334.37	\$14,467.02
54.5	67.02	85.53	\$11,616.73	\$14,825.69
55.0	68.67	87.64	\$11,902.90	\$15,190.08