

CWA PAY PLAN - EFFECTIVE 1/4/2016

Grade	Hourly Minimum	Hourly Midpoint	Hourly Market (13% below maximum)	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Market (13% below maximum)	Annual Maximum
C1	\$10.1172	\$11.9781	\$12.2469	\$13.8390	\$21,043.78	\$24,914.45	\$25,473.56	\$28,785.12
C2	\$10.9265	\$12.9364	\$13.2267	\$14.9462	\$22,727.12	\$26,907.71	\$27,511.59	\$31,088.10
C3	\$11.8006	\$13.9712	\$14.2848	\$16.1418	\$24,545.25	\$29,060.10	\$29,712.34	\$33,574.94
C4	\$12.5947	\$15.0946	\$15.5704	\$17.5945	\$26,196.98	\$31,396.77	\$32,386.34	\$36,596.56
C5	\$13.7282	\$16.4532	\$16.9718	\$19.1781	\$28,554.66	\$34,222.66	\$35,301.28	\$39,890.45
C6	\$14.9638	\$17.9340	\$18.4992	\$20.9041	\$31,124.70	\$37,302.72	\$38,478.35	\$43,480.53
C7	\$16.3105	\$19.5480	\$20.1642	\$22.7855	\$33,925.84	\$40,659.84	\$41,941.45	\$47,393.84
C8	\$17.7784	\$21.3073	\$21.9788	\$24.8361	\$36,979.07	\$44,319.18	\$45,716.01	\$51,659.09
C9	\$19.3785	\$23.2250	\$23.9570	\$27.0714	\$40,307.28	\$48,308.00	\$49,830.54	\$56,308.51
C10	\$21.1225	\$25.3153	\$26.1133	\$29.5080	\$43,934.80	\$52,655.82	\$54,315.61	\$61,376.64
C11	\$23.0236	\$27.5936	\$28.4634	\$32.1636	\$47,889.09	\$57,394.69	\$59,203.80	\$66,900.29
C12	\$24.5835	\$29.8209	\$31.0250	\$35.0583	\$51,133.68	\$62,027.47	\$64,532.09	\$72,921.26
C13	\$26.7960	\$32.5048	\$33.8173	\$38.2135	\$55,735.68	\$67,609.98	\$70,339.89	\$79,484.08
C14	\$28.9397	\$34.9225	\$36.1994	\$40.9053	\$60,194.58	\$72,638.80	\$75,294.71	\$85,083.02
C15	\$31.2549	\$37.7164	\$39.0955	\$44.1779	\$65,010.19	\$78,450.11	\$81,318.61	\$91,890.03

ATU FY 2016 RANGES, EFFECTIVE 10/1/2015

Grade	Hourly Minimum	Hourly Midpoint	Hourly Market (Midpoint)	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Market (Midpoint)	Annual Maximum
R1	\$11.5273				\$23,976.78			
R2	\$12.6260	\$15.1136	\$15.1136	\$17.6011	\$26,262.08	\$31,436.29	\$31,436.29	\$36,610.29
RC1	\$10.0170	\$11.9265	\$11.9265	\$13.8360	\$20,835.36	\$24,807.12	\$24,807.12	\$28,778.88
RC2	\$10.8182	\$12.8805	\$12.8805	\$14.9428	\$22,501.86	\$26,791.44	\$26,791.44	\$31,081.02
RC3	\$11.6838	\$13.9111	\$13.9111	\$16.1384	\$24,302.30	\$28,935.09	\$28,935.09	\$33,567.87
RC4	\$12.6381	\$15.1471	\$15.1471	\$17.6561	\$26,287.25	\$31,505.97	\$31,505.97	\$36,724.69
RC5	\$13.5923	\$16.3831	\$16.3831	\$19.1738	\$28,271.98	\$34,076.85	\$34,076.85	\$39,881.50
RC6	\$14.8156	\$17.8576	\$17.8576	\$20.8995	\$30,816.45	\$37,143.81	\$37,143.81	\$43,470.96
RC7	\$16.1490	\$19.4647	\$19.4647	\$22.7804	\$33,589.92	\$40,486.58	\$40,486.58	\$47,383.23
RC8	\$17.6023	\$21.2165	\$21.2165	\$24.8307	\$36,612.78	\$44,130.32	\$44,130.32	\$51,647.86