

**2018-2023 Employee Relations Group &  
ERG & Salary Schedule  
IBEW LU 30 Contract Re-opener 6-24-2021**

**Adoption of the 2019 CWA APRS, effective January, 2020  
Covering Employee Relations Group : &**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,069.95	3,223.10	3,384.22	3,553.42	3,730.69	3,916.08	4,113.40	4,318.91	4,532.47	4,762.09	4,995.73	5,245.58	5,511.46	5,785.38	6,075.49	6,377.69	6,699.89
Step 1 :	65,565.90	68,635.85	71,858.95	75,243.17	78,796.59	82,527.28	86,443.36	90,556.76	94,875.68	99,408.15	104,170.24	109,165.97	114,411.55	119,923.01	125,708.39	131,783.88	138,161.57
Step 2 :	68,635.85	71,858.95	75,243.17	78,796.59	82,527.28	86,443.36	90,556.76	94,875.68	99,408.15	104,170.24	109,165.97	114,411.55	119,923.01	125,708.39	131,783.88	138,161.57	144,861.46
Step 3 :	71,705.79	75,082.05	78,627.39	82,350.02	86,257.97	90,359.44	94,670.16	99,194.59	103,940.62	108,932.32	114,161.70	119,657.13	125,434.47	131,493.76	137,859.37	144,539.26	151,561.35
Step 4 :	74,775.74	78,305.15	82,011.62	85,903.44	89,988.66	94,275.52	98,783.57	103,513.51	108,473.09	113,694.41	119,157.43	124,902.71	130,945.93	137,279.14	143,934.86	150,916.96	158,261.24
Step 5 :	77,845.69	81,528.25	85,395.84	89,456.86	93,719.34	98,191.60	102,896.97	107,832.42	113,005.57	118,456.49	124,153.16	130,148.29	136,457.38	143,064.52	150,010.35	157,294.65	164,961.13
Step 6 :	80,915.63	84,751.35	88,780.07	93,010.29	97,450.03	102,107.68	107,010.37	112,151.34	117,538.04	123,218.58	129,148.90	135,393.87	141,968.84	148,849.89	156,085.84	163,672.34	171,661.02
Step 7 :	83,985.58	87,974.45	92,164.29	96,563.71	101,180.72	106,023.76	111,123.77	116,470.25	122,070.51	127,980.67	134,144.63	140,639.45	147,480.30	154,635.27	162,161.33	170,050.03	178,360.91
Step 8 :	87,055.53	91,197.55	95,548.52	100,117.13	104,911.40	109,939.84	115,237.17	120,789.17	126,602.98	132,742.75	139,140.36	145,885.03	152,991.76	160,420.65	168,236.82	176,427.73	185,060.80
Step 9 :	90,125.48	94,420.65	98,932.74	103,670.56	108,642.09	113,855.92	119,350.57	125,108.08	131,135.46	137,504.84	144,136.09	151,130.61	158,503.22	166,206.03	174,312.31	182,805.42	191,760.69
Step 10 :	93,195.42	97,643.75	102,316.96	107,223.98	112,372.78	117,772.00	123,463.97	129,427.00	135,667.93	142,266.92	149,131.83	156,376.19	164,014.67	171,991.40	180,387.80	189,183.11	198,460.58

**12 Month Employees Effective : September 1, 2021 | Formerly July 1, 2020  
Covering Employee Relations Group : &  
COL Adjustment: 2.00%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,131.35	3,287.56	3,451.91	3,624.49	3,805.30	3,994.40	4,195.67	4,405.29	4,623.12	4,857.33	5,095.65	5,350.49	5,621.69	5,901.08	6,197.00	6,505.24	6,833.89
Step 1 :	66,877.22	70,008.56	73,296.13	76,748.03	80,372.53	84,177.83	88,172.23	92,367.90	96,773.19	101,396.31	106,253.64	111,349.29	116,699.78	122,321.47	128,222.55	134,419.55	140,924.80
Step 2 :	70,008.56	73,296.13	76,748.03	80,372.53	84,177.83	88,172.23	92,367.90	96,773.19	101,396.31	106,253.64	111,349.29	116,699.78	122,321.47	128,222.55	134,419.55	140,924.80	147,758.69
Step 3 :	73,139.91	76,583.69	80,199.94	83,997.02	87,983.13	92,166.63	96,563.57	101,178.48	106,019.43	111,110.97	116,444.93	122,050.27	127,943.16	134,123.64	140,616.55	147,430.04	154,592.58
Step 4 :	76,271.25	79,871.25	83,651.85	87,621.51	91,788.43	96,161.03	100,759.24	105,583.78	110,642.56	115,968.30	121,540.58	127,400.76	133,564.84	140,024.72	146,813.55	153,935.29	161,426.47
Step 5 :	79,402.60	83,158.81	87,103.76	91,246.00	95,593.73	100,155.43	104,954.91	109,989.07	115,265.68	120,825.62	126,636.23	132,751.26	139,186.53	145,925.81	153,010.55	160,440.53	168,260.37
Step 6 :	82,533.95	86,446.38	90,555.67	94,870.49	99,399.03	104,149.84	109,150.58	114,394.36	119,888.80	125,682.95	131,731.87	138,101.75	144,808.22	151,826.89	159,207.55	166,945.77	175,094.26
Step 7 :	85,665.29	89,733.94	94,007.58	98,494.98	103,204.33	108,144.24	113,346.24	118,799.66	124,511.92	130,540.28	136,827.52	143,452.24	150,429.91	157,727.98	165,404.55	173,451.02	181,928.15
Step 8 :	88,796.64	93,021.50	97,459.49	102,119.48	107,009.63	112,138.64	117,541.91	123,204.95	129,135.04	135,397.61	141,923.17	148,802.73	156,051.59	163,629.06	171,601.55	179,956.26	188,762.04
Step 9 :	91,927.99	96,309.07	100,911.39	105,743.97	110,814.93	116,133.04	121,737.58	127,610.24	133,758.17	140,254.93	147,018.82	154,153.22	161,673.28	169,530.15	177,798.55	186,461.51	195,595.94
Step 10 :	95,059.33	99,596.63	104,363.30	109,368.46	114,620.24	120,127.44	125,933.25	132,015.54	138,381.29	145,112.26	152,114.46	159,503.71	167,294.97	175,431.23	183,995.55	192,966.75	202,429.83

**2018-2023 Employee Relations Group &  
ERG & Salary Schedule  
IBEW LU 30 Contract Re-opener 6-24-2021**

**12 Month Employees Effective :** **January 1, 2022 | Formerly July 1, 2021**  
**Covering Employee Relations Group :** **&**  
**COL Adjustment:** **2.00%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,193.97	3,353.31	3,520.95	3,696.98	3,881.41	4,074.29	4,279.58	4,493.40	4,715.58	4,954.47	5,197.56	5,457.51	5,734.12	6,019.11	6,320.93	6,635.35	6,970.57
Step 1 :	68,214.76	71,408.73	74,762.05	78,282.99	81,979.98	85,861.38	89,935.67	94,215.26	98,708.65	103,424.24	108,378.71	113,576.27	119,033.78	124,767.90	130,787.01	137,107.94	143,743.29
Step 2 :	71,408.73	74,762.05	78,282.99	81,979.98	85,861.38	89,935.67	94,215.26	98,708.65	103,424.24	108,378.71	113,576.27	119,033.78	124,767.90	130,787.01	137,107.94	143,743.29	150,713.86
Step 3 :	74,602.71	78,115.36	81,803.94	85,676.96	89,742.79	94,009.96	98,494.84	103,202.05	108,139.82	113,333.19	118,773.83	124,491.29	130,502.02	136,806.11	143,428.87	150,378.64	157,684.43
Step 4 :	77,796.68	81,468.68	85,324.89	89,373.94	93,624.20	98,084.25	102,774.42	107,695.45	112,855.41	118,287.66	123,971.39	129,948.80	136,236.14	142,825.22	149,749.80	157,013.99	164,655.00
Step 5 :	80,990.65	84,821.99	88,845.83	93,070.92	97,505.60	102,158.54	107,054.00	112,188.85	117,570.99	123,242.14	129,168.95	135,406.31	141,970.26	148,844.32	156,070.73	163,649.34	171,625.57
Step 6 :	84,184.63	88,175.30	92,366.78	96,767.90	101,387.01	106,232.83	111,333.59	116,682.25	122,286.58	128,196.61	134,366.51	140,863.82	147,704.38	154,863.43	162,391.66	170,284.69	178,596.14
Step 7 :	87,378.60	91,528.62	95,887.73	100,464.88	105,268.42	110,307.12	115,613.17	121,175.65	127,002.16	133,151.08	139,564.07	146,321.33	153,438.50	160,882.54	168,712.59	176,920.04	185,566.71
Step 8 :	90,572.57	94,881.93	99,408.68	104,161.86	109,149.83	114,381.41	119,892.75	125,669.05	131,717.75	138,105.56	144,761.63	151,778.84	159,172.62	166,901.64	175,033.52	183,555.39	192,537.28
Step 9 :	93,766.55	98,235.25	102,929.62	107,858.85	113,031.23	118,455.70	124,172.34	130,162.45	136,433.33	143,060.03	149,959.19	157,236.35	164,906.75	172,920.75	181,354.45	190,190.74	199,507.85
Step 10 :	96,960.52	101,588.56	106,450.57	111,555.83	116,912.64	122,529.99	128,451.92	134,655.85	141,148.91	148,014.51	155,156.75	162,693.86	170,640.87	178,939.86	187,675.38	196,826.09	206,478.42

**12 Month Employees Effective :** **July 1, 2022 | Formerly April 1, 2022**  
**Covering Employee Relations Group :** **&**  
**COL Adjustment:** **2.00%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,257.85	3,420.38	3,591.37	3,770.92	3,959.04	4,155.78	4,365.17	4,583.27	4,809.90	5,053.56	5,301.51	5,566.66	5,848.80	6,139.49	6,768.06	6,768.06	7,109.98
Step 1 :	69,579.06	72,836.91	76,257.29	79,848.65	83,619.58	87,578.61	91,734.39	96,099.56	100,682.83	105,492.72	110,546.29	115,847.80	121,414.45	127,263.26	133,402.75	139,850.10	146,618.16
Step 2 :	72,836.91	76,257.29	79,848.65	83,619.58	87,578.61	91,734.39	96,099.56	100,682.83	105,492.72	110,546.29	115,847.80	121,414.46	127,263.26	133,402.75	140,170.81	146,618.16	153,728.14
Step 3 :	76,094.76	79,677.67	83,440.02	87,390.50	91,537.65	95,890.16	100,464.74	105,266.10	110,302.62	115,599.85	121,149.31	126,981.12	133,112.06	139,542.23	146,938.86	153,386.22	160,838.12
Step 4 :	79,352.61	83,098.05	87,031.39	91,161.42	95,496.68	100,045.94	104,829.91	109,849.36	115,112.52	120,653.42	126,450.82	132,547.78	138,960.86	145,681.72	153,706.92	160,154.27	167,948.10
Step 5 :	82,610.47	86,518.43	90,622.75	94,932.34	99,455.72	104,201.71	109,195.08	114,432.63	119,922.41	125,706.98	131,752.33	138,114.44	144,809.67	151,821.21	160,474.98	166,922.33	175,058.09
Step 6 :	85,868.32	89,938.81	94,214.12	98,703.26	103,414.75	108,357.49	113,560.26	119,015.90	124,732.31	130,760.54	137,053.84	143,681.10	150,658.47	157,960.70	167,243.04	173,690.38	182,168.07
Step 7 :	89,126.17	93,359.19	97,805.48	102,474.18	107,373.79	112,513.27	117,925.43	123,599.16	129,542.20	135,814.11	142,355.35	149,247.76	156,507.27	164,100.19	174,011.09	180,458.44	189,278.05
Step 8 :	92,384.02	96,779.57	101,396.85	106,245.10	111,332.82	116,669.04	122,290.61	128,182.43	134,352.10	140,867.67	147,656.86	<b>154,814.42</b>	162,356.08	170,239.68	180,779.15	187,226.50	196,388.03
Step 9 :	95,641.88	100,199.95	104,988.21	110,016.02	115,291.86	120,824.82	126,655.78	132,765.70	139,162.00	145,921.23	152,958.38	160,381.08	168,204.88	176,379.16	187,547.21	193,994.55	203,498.01
Step 10 :	98,899.73	103,620.33	108,579.58	113,786.94	119,250.89	124,980.59	131,020.96	137,348.96	143,971.89	150,974.80	158,259.89	165,947.74	174,053.68	182,518.65	194,315.26	200,762.61	210,607.99