

**Wage Grid for Employees who were hired after August 18, 2004**

<b>Rate</b>	<b>Start</b>	<b>% change from start to 1st year</b>	<b>1st year</b>	<b>% change from 1st year to 2nd year</b>	<b>2nd Year</b>	<b>% change from 2nd year to 3rd year</b>	<b>3rd Year</b>	<b>% change from 3rd year to 4th year</b>	<b>4 year Jan 1, 2011</b>
<b>A</b>	\$12.00	16.60%	\$14.00	13%	\$15.84	9%	\$17.27	19.75%	\$20.68
<b>B</b>	\$11.75	10.60%	\$13.00	14.60%	\$14.91	9.50%	\$16.33	19.60%	\$19.53
<b>C</b>	\$11.10	10.90%	\$12.32	12%	\$13.80	11%	\$15.32	22.60%	\$18.78
<b>D</b>	\$10.10	8.90%	\$11.00	7%	\$11.77	8%	\$12.71	24.12%	\$15.78
<b>E</b>	\$9.20	4.30%	\$9.60	4.70%	\$10.05	6.00%	\$10.65	27.00%	\$13.53

**Employees hired prior to August 18, 2004 are already at the top rate and receive a yearly percentage wage increase (3% on January 1, 2011) or an equivalent lump sum until the employees who were hired after August 18, 2004 have "caught up" to the top rates.**