



NBU Miscellaneous (M) Salary Schedule

Annual Rates by Pay Level

Effective January 1, 2009

| Days | Hours | Level 8 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 16,004 | 16,484 | 16,978 | 17,488 | 18,012 | 18,553 | 19,109 | 19,682 | 20,272 | 20,880 | 21,506 | 22,152 | 22,815 | 23,500 | 24,205 | 24,931 | 25,680 | 26,450 | 27,244 | 28,061 |
| 182 | 8 | 16,182 | 16,667 | 17,167 | 17,682 | 18,212 | 18,759 | 19,322 | 19,900 | 20,497 | 21,112 | 21,745 | 22,398 | 23,069 | 23,761 | 24,474 | 25,208 | 25,965 | 26,744 | 27,547 | 28,373 |
| 190 | 8 | 16,893 | 17,399 | 17,922 | 18,459 | 19,013 | 19,584 | 20,171 | 20,775 | 21,398 | 22,040 | 22,701 | 23,382 | 24,083 | 24,806 | 25,550 | 26,317 | 27,107 | 27,920 | 28,758 | 29,620 |
| 193 | 8 | 17,160 | 17,674 | 18,205 | 18,751 | 19,313 | 19,893 | 20,489 | 21,103 | 21,736 | 22,388 | 23,059 | 23,752 | 24,463 | 25,197 | 25,953 | 26,732 | 27,535 | 28,360 | 29,212 | 30,088 |
| 196 | 8 | 17,427 | 17,949 | 18,488 | 19,042 | 19,613 | 20,202 | 20,808 | 21,431 | 22,074 | 22,736 | 23,418 | 24,121 | 24,843 | 25,589 | 26,356 | 27,148 | 27,963 | 28,801 | 29,666 | 30,556 |
| 206 | 8 | 18,316 | 18,865 | 19,431 | 20,014 | 20,614 | 21,233 | 21,869 | 22,525 | 23,200 | 23,896 | 24,613 | 25,352 | 26,111 | 26,894 | 27,701 | 28,533 | 29,389 | 30,271 | 31,180 | 32,115 |
| 12 mo | 8 | 20,983 | 21,612 | 22,260 | 22,929 | 23,616 | 24,325 | 25,054 | 25,805 | 26,579 | 27,376 | 28,197 | 29,043 | 29,914 | 30,811 | 31,735 | 32,688 | 33,669 | 34,679 | 35,720 | 36,791 |

| Days | Hours | Level 9 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 17,445 | 17,969 | 18,507 | 19,063 | 19,634 | 20,223 | 20,831 | 21,456 | 22,099 | 22,763 | 23,445 | 24,149 | 24,874 | 25,619 | 26,388 | 27,180 | 27,994 | 28,835 | 29,700 | 30,591 |
| 182 | 8 | 17,639 | 18,168 | 18,713 | 19,275 | 19,852 | 20,448 | 21,062 | 21,694 | 22,344 | 23,015 | 23,705 | 24,417 | 25,150 | 25,904 | 26,681 | 27,482 | 28,305 | 29,155 | 30,030 | 30,931 |
| 190 | 8 | 18,414 | 18,967 | 19,535 | 20,122 | 20,725 | 21,347 | 21,988 | 22,648 | 23,327 | 24,027 | 24,747 | 25,490 | 26,256 | 27,042 | 27,854 | 28,690 | 29,550 | 30,436 | 31,350 | 32,291 |
| 193 | 8 | 18,705 | 19,266 | 19,844 | 20,440 | 21,052 | 21,684 | 22,335 | 23,005 | 23,695 | 24,406 | 25,138 | 25,893 | 26,670 | 27,469 | 28,294 | 29,143 | 30,016 | 30,917 | 31,845 | 32,801 |
| 196 | 8 | 18,996 | 19,566 | 20,152 | 20,758 | 21,380 | 22,021 | 22,682 | 23,363 | 24,063 | 24,786 | 25,529 | 26,295 | 27,085 | 27,896 | 28,733 | 29,596 | 30,483 | 31,398 | 32,340 | 33,310 |
| 206 | 8 | 19,965 | 20,564 | 21,180 | 21,817 | 22,470 | 23,144 | 23,840 | 24,555 | 25,291 | 26,050 | 26,831 | 27,637 | 28,467 | 29,320 | 30,199 | 31,106 | 32,038 | 33,000 | 33,990 | 35,010 |
| 12 mo | 8 | 22,872 | 23,559 | 24,265 | 24,994 | 25,743 | 26,515 | 27,312 | 28,131 | 28,974 | 29,844 | 30,739 | 31,662 | 32,612 | 33,590 | 34,597 | 35,636 | 36,704 | 37,805 | 38,940 | 40,108 |



NBU Miscellaneous (M) Salary Schedule

Annual Rates by Pay Level

Effective January 1, 2009

| Days | Hours | Level 10 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 19,015 | 19,586 | 20,173 | 20,778 | 21,402 | 22,044 | 22,706 | 23,386 | 24,088 | 24,810 | 25,555 | 26,322 | 27,111 | 27,924 | 28,762 | 29,625 | 30,513 | 31,428 | 32,371 | 33,342 |
| 182 | 8 | 19,226 | 19,804 | 20,398 | 21,009 | 21,640 | 22,289 | 22,958 | 23,646 | 24,356 | 25,086 | 25,839 | 26,614 | 27,412 | 28,235 | 29,082 | 29,954 | 30,852 | 31,777 | 32,731 | 33,713 |
| 190 | 8 | 20,071 | 20,674 | 21,294 | 21,932 | 22,591 | 23,269 | 23,967 | 24,686 | 25,426 | 26,188 | 26,974 | 27,784 | 28,617 | 29,476 | 30,360 | 31,271 | 32,209 | 33,174 | 34,170 | 35,194 |
| 193 | 8 | 20,388 | 21,001 | 21,630 | 22,279 | 22,948 | 23,637 | 24,346 | 25,075 | 25,828 | 26,602 | 27,400 | 28,223 | 29,069 | 29,941 | 30,839 | 31,765 | 32,717 | 33,698 | 34,709 | 35,750 |
| 196 | 8 | 20,705 | 21,327 | 21,967 | 22,625 | 23,304 | 24,004 | 24,724 | 25,465 | 26,229 | 27,015 | 27,826 | 28,661 | 29,520 | 30,406 | 31,319 | 32,258 | 33,226 | 34,222 | 35,249 | 36,306 |
| 206 | 8 | 21,762 | 22,415 | 23,087 | 23,779 | 24,493 | 25,229 | 25,985 | 26,764 | 27,568 | 28,394 | 29,246 | 30,124 | 31,027 | 31,958 | 32,917 | 33,904 | 34,921 | 35,968 | 37,047 | 38,158 |
| 12 mo | 8 | 24,931 | 25,680 | 26,450 | 27,242 | 28,060 | 28,903 | 29,770 | 30,662 | 31,582 | 32,529 | 33,505 | 34,511 | 35,545 | 36,612 | 37,710 | 38,842 | 40,006 | 41,206 | 42,442 | 43,715 |

| Days | Hours | Level 11 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 20,727 | 21,348 | 21,989 | 22,648 | 23,328 | 24,027 | 24,748 | 25,490 | 26,255 | 27,043 | 27,854 | 28,690 | 29,550 | 30,436 | 31,350 | 32,290 | 33,259 | 34,257 | 35,285 | 36,343 |
| 182 | 8 | 20,957 | 21,585 | 22,234 | 22,900 | 23,587 | 24,294 | 25,023 | 25,773 | 26,547 | 27,343 | 28,164 | 29,009 | 29,879 | 30,775 | 31,699 | 32,649 | 33,628 | 34,638 | 35,677 | 36,747 |
| 190 | 8 | 21,878 | 22,534 | 23,211 | 23,906 | 24,624 | 25,362 | 26,123 | 26,906 | 27,713 | 28,545 | 29,402 | 30,284 | 31,192 | 32,127 | 33,092 | 34,084 | 35,107 | 36,160 | 37,245 | 38,363 |
| 193 | 8 | 22,223 | 22,890 | 23,577 | 24,284 | 25,013 | 25,763 | 26,535 | 27,331 | 28,151 | 28,996 | 29,866 | 30,762 | 31,684 | 32,635 | 33,615 | 34,622 | 35,661 | 36,731 | 37,833 | 38,968 |
| 196 | 8 | 22,569 | 23,246 | 23,944 | 24,661 | 25,402 | 26,163 | 26,948 | 27,756 | 28,589 | 29,447 | 30,330 | 31,240 | 32,177 | 33,142 | 34,137 | 35,161 | 36,215 | 37,302 | 38,421 | 39,574 |
| 206 | 8 | 23,720 | 24,432 | 25,165 | 25,920 | 26,698 | 27,498 | 28,323 | 29,172 | 30,047 | 30,949 | 31,878 | 32,834 | 33,819 | 34,833 | 35,879 | 36,954 | 38,063 | 39,205 | 40,381 | 41,593 |
| 12 mo | 8 | 27,175 | 27,990 | 28,830 | 29,694 | 30,586 | 31,503 | 32,447 | 33,420 | 34,423 | 35,456 | 36,520 | 37,616 | 38,744 | 39,905 | 41,104 | 42,336 | 43,606 | 44,915 | 46,262 | 47,650 |



NBU Miscellaneous (M) Salary Schedule

Annual Rates by Pay Level

Effective January 1, 2009

| Days | Hours | Level 12 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 22,592 | 23,269 | 23,967 | 24,686 | 25,426 | 26,189 | 26,974 | 27,784 | 28,617 | 29,476 | 30,359 | 31,270 | 32,208 | 33,174 | 34,170 | 35,194 | 36,250 | 37,338 | 38,458 | 39,612 |
| 182 | 8 | 22,843 | 23,528 | 24,233 | 24,960 | 25,709 | 26,480 | 27,274 | 28,092 | 28,935 | 29,803 | 30,697 | 31,618 | 32,566 | 33,543 | 34,549 | 35,585 | 36,653 | 37,753 | 38,885 | 40,052 |
| 190 | 8 | 23,847 | 24,562 | 25,298 | 26,057 | 26,839 | 27,644 | 28,473 | 29,327 | 30,207 | 31,113 | 32,046 | 33,008 | 33,997 | 35,017 | 36,068 | 37,150 | 38,264 | 39,412 | 40,595 | 41,812 |
| 193 | 8 | 24,224 | 24,950 | 25,698 | 26,468 | 27,263 | 28,080 | 28,923 | 29,790 | 30,683 | 31,604 | 32,552 | 33,529 | 34,534 | 35,570 | 36,638 | 37,736 | 38,868 | 40,034 | 41,235 | 42,473 |
| 196 | 8 | 24,600 | 25,337 | 26,097 | 26,880 | 27,686 | 28,517 | 29,372 | 30,253 | 31,160 | 32,096 | 33,058 | 34,050 | 35,071 | 36,123 | 37,207 | 38,323 | 39,472 | 40,657 | 41,876 | 43,133 |
| 206 | 8 | 25,855 | 26,630 | 27,429 | 28,251 | 29,099 | 29,971 | 30,871 | 31,797 | 32,750 | 33,733 | 34,745 | 35,787 | 36,860 | 37,966 | 39,105 | 40,278 | 41,486 | 42,731 | 44,013 | 45,333 |
| 12 mo | 8 | 29,621 | 30,508 | 31,423 | 32,366 | 33,337 | 34,336 | 35,366 | 36,427 | 37,520 | 38,646 | 39,804 | 40,999 | 42,228 | 43,495 | 44,800 | 46,144 | 47,528 | 48,954 | 50,423 | 51,935 |

| Days | Hours | Level 13 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 24,383 | 25,114 | 25,868 | 26,645 | 27,444 | 28,267 | 29,115 | 29,988 | 30,888 | 31,815 | 32,769 | 33,752 | 34,764 | 35,807 | 36,882 | 37,987 | 39,127 | 40,301 | 41,510 | 42,755 |
| 182 | 8 | 24,654 | 25,393 | 26,156 | 26,941 | 27,748 | 28,581 | 29,438 | 30,321 | 31,231 | 32,168 | 33,134 | 34,127 | 35,150 | 36,205 | 37,292 | 38,409 | 39,562 | 40,749 | 41,971 | 43,231 |
| 190 | 8 | 25,738 | 26,510 | 27,305 | 28,125 | 28,968 | 29,838 | 30,732 | 31,654 | 32,604 | 33,582 | 34,590 | 35,627 | 36,696 | 37,796 | 38,931 | 40,098 | 41,301 | 42,540 | 43,816 | 45,131 |
| 193 | 8 | 26,144 | 26,928 | 27,736 | 28,569 | 29,426 | 30,309 | 31,217 | 32,154 | 33,118 | 34,113 | 35,136 | 36,190 | 37,275 | 38,393 | 39,546 | 40,731 | 41,953 | 43,212 | 44,508 | 45,843 |
| 196 | 8 | 26,550 | 27,347 | 28,168 | 29,013 | 29,883 | 30,780 | 31,703 | 32,654 | 33,633 | 34,643 | 35,682 | 36,752 | 37,854 | 38,989 | 40,160 | 41,364 | 42,605 | 43,883 | 45,200 | 46,556 |
| 206 | 8 | 27,905 | 28,742 | 29,605 | 30,493 | 31,408 | 32,350 | 33,320 | 34,320 | 35,349 | 36,410 | 37,503 | 38,627 | 39,786 | 40,979 | 42,209 | 43,474 | 44,779 | 46,122 | 47,506 | 48,931 |
| 12 mo | 8 | 31,969 | 32,928 | 33,916 | 34,934 | 35,982 | 37,062 | 38,172 | 39,318 | 40,497 | 41,713 | 42,964 | 44,253 | 45,580 | 46,947 | 48,356 | 49,806 | 51,300 | 52,839 | 54,424 | 56,057 |



NBU Miscellaneous (M) Salary Schedule

Annual Rates by Pay Level

Effective January 1, 2009

| | | Level 14 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | | | | | | | | | | | | | | | | | | | Max |
| Days | Hours | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 180 | 8 | 26,577 | 27,376 | 28,196 | 29,042 | 29,914 | 30,811 | 31,736 | 32,688 | 33,668 | 34,678 | 35,718 | 36,790 | 37,893 | 39,031 | 40,201 | 41,407 | 42,650 | 43,929 | 45,247 | 46,605 |
| 182 | 8 | 26,872 | 27,680 | 28,509 | 29,365 | 30,246 | 31,154 | 32,088 | 33,051 | 34,042 | 35,063 | 36,115 | 37,199 | 38,314 | 39,464 | 40,648 | 41,867 | 43,124 | 44,417 | 45,749 | 47,123 |
| 190 | 8 | 28,053 | 28,897 | 29,762 | 30,656 | 31,575 | 32,523 | 33,499 | 34,504 | 35,538 | 36,604 | 37,702 | 38,834 | 39,998 | 41,199 | 42,435 | 43,708 | 45,019 | 46,369 | 47,760 | 49,194 |
| 193 | 8 | 28,496 | 29,353 | 30,232 | 31,140 | 32,074 | 33,037 | 34,028 | 35,049 | 36,100 | 37,182 | 38,298 | 39,447 | 40,630 | 41,849 | 43,105 | 44,398 | 45,730 | 47,101 | 48,514 | 49,971 |
| 196 | 8 | 28,939 | 29,809 | 30,702 | 31,624 | 32,573 | 33,550 | 34,557 | 35,593 | 36,661 | 37,760 | 38,893 | 40,060 | 41,261 | 42,500 | 43,775 | 45,088 | 46,441 | 47,833 | 49,268 | 50,747 |
| 206 | 8 | 30,416 | 31,330 | 32,269 | 33,237 | 34,234 | 35,262 | 36,320 | 37,409 | 38,531 | 39,687 | 40,877 | 42,104 | 43,367 | 44,668 | 46,008 | 47,388 | 48,810 | 50,274 | 51,782 | 53,337 |
| 12 mo | 8 | 34,845 | 35,893 | 36,968 | 38,078 | 39,220 | 40,397 | 41,609 | 42,857 | 44,143 | 45,467 | 46,830 | 48,236 | 49,682 | 51,173 | 52,709 | 54,290 | 55,918 | 57,595 | 59,323 | 61,104 |

| | | Level 15 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | | | | | | | | | | | | | | | | | | | Max |
| Days | Hours | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 180 | 8 | 28,970 | 29,839 | 30,734 | 31,656 | 32,606 | 33,585 | 34,591 | 35,630 | 36,698 | 37,799 | 38,933 | 40,100 | 41,303 | 42,543 | 43,819 | 45,134 | 46,487 | 47,881 | 49,318 | 50,797 |
| 182 | 8 | 29,292 | 30,170 | 31,076 | 32,008 | 32,968 | 33,958 | 34,976 | 36,026 | 37,106 | 38,219 | 39,365 | 40,546 | 41,762 | 43,016 | 44,306 | 45,635 | 47,004 | 48,413 | 49,866 | 51,362 |
| 190 | 8 | 30,579 | 31,497 | 32,442 | 33,415 | 34,418 | 35,451 | 36,513 | 37,610 | 38,737 | 39,899 | 41,095 | 42,328 | 43,598 | 44,907 | 46,253 | 47,641 | 49,070 | 50,542 | 52,057 | 53,619 |
| 193 | 8 | 31,062 | 31,994 | 32,954 | 33,943 | 34,961 | 36,010 | 37,090 | 38,203 | 39,349 | 40,529 | 41,744 | 42,996 | 44,286 | 45,616 | 46,984 | 48,393 | 49,845 | 51,340 | 52,879 | 54,466 |
| 196 | 8 | 31,545 | 32,491 | 33,466 | 34,470 | 35,504 | 36,570 | 37,666 | 38,797 | 39,960 | 41,159 | 42,393 | 43,665 | 44,974 | 46,325 | 47,714 | 49,146 | 50,620 | 52,138 | 53,701 | 55,313 |
| 206 | 8 | 33,154 | 34,149 | 35,174 | 36,229 | 37,316 | 38,436 | 39,588 | 40,777 | 41,999 | 43,259 | 44,556 | 45,893 | 47,269 | 48,688 | 50,148 | 51,653 | 53,202 | 54,798 | 56,441 | 58,135 |
| 12 mo | 8 | 37,983 | 39,122 | 40,296 | 41,505 | 42,750 | 44,033 | 45,353 | 46,715 | 48,115 | 49,559 | 51,045 | 52,576 | 54,153 | 55,779 | 57,452 | 59,175 | 60,950 | 62,778 | 64,661 | 66,601 |



NBU Miscellaneous (M) Salary Schedule

Annual Rates by Pay Level

Effective January 1, 2009

| Days | Hours | Level 16 Steps | | | | | | | | | | | | | | | | | | | |
|-------|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | Min | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 180 | 8 | 31,577 | 32,525 | 33,501 | 34,506 | 35,541 | 36,607 | 37,706 | 38,837 | 40,002 | 41,203 | 42,439 | 43,712 | 45,023 | 46,372 | 47,764 | 49,197 | 50,673 | 52,194 | 53,760 | 55,372 |
| 182 | 8 | 31,928 | 32,887 | 33,873 | 34,889 | 35,936 | 37,014 | 38,125 | 39,268 | 40,447 | 41,660 | 42,910 | 44,197 | 45,523 | 46,887 | 48,295 | 49,744 | 51,236 | 52,774 | 54,357 | 55,987 |
| 190 | 8 | 33,331 | 34,332 | 35,362 | 36,423 | 37,516 | 38,641 | 39,800 | 40,994 | 42,225 | 43,492 | 44,797 | 46,140 | 47,525 | 48,948 | 50,418 | 51,930 | 53,488 | 55,093 | 56,746 | 58,448 |
| 193 | 8 | 33,857 | 34,874 | 35,920 | 36,998 | 38,108 | 39,251 | 40,429 | 41,642 | 42,891 | 44,178 | 45,504 | 46,869 | 48,275 | 49,721 | 51,214 | 52,750 | 54,333 | 55,963 | 57,642 | 59,371 |
| 196 | 8 | 34,384 | 35,416 | 36,479 | 37,573 | 38,701 | 39,861 | 41,057 | 42,289 | 43,558 | 44,865 | 46,211 | 47,597 | 49,025 | 50,494 | 52,010 | 53,570 | 55,177 | 56,833 | 58,538 | 60,294 |
| 206 | 8 | 36,138 | 37,223 | 38,340 | 39,490 | 40,675 | 41,895 | 43,152 | 44,447 | 45,780 | 47,154 | 48,569 | 50,025 | 51,527 | 53,070 | 54,663 | 56,303 | 57,992 | 59,733 | 61,525 | 63,370 |
| 12 mo | 8 | 41,401 | 42,644 | 43,923 | 45,241 | 46,599 | 47,996 | 49,436 | 50,919 | 52,447 | 54,021 | 55,642 | 57,311 | 59,030 | 60,799 | 62,624 | 64,503 | 66,438 | 68,432 | 70,485 | 72,599 |