

**CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
2012-2013 2013-2014 CLERICAL SALARY SCHEDULE**

Grade/Level		Minimum	Midpoint	Maximum
12	Annual	\$ 57,428	\$ 68,651	\$ 79,874
	Daily	\$ 228.7970	\$ 273.5103	\$ 318.2237
	Hourly	\$ 30.50626	\$ 36.46804	\$ 42.42982
11	Annual	\$ 50,541	\$ 60,418	\$ 70,295
	Daily	\$ 201.3564	\$ 240.7076	\$ 280.0587
	Hourly	\$ 26.84753	\$ 32.09434	\$ 37.34116
10	Annual	\$ 45,708	\$ 55,322	\$ 64,937
	Daily	\$ 182.1024	\$ 220.4079	\$ 258.7134
	Hourly	\$ 24.28032	\$ 29.38772	\$ 34.49511
9	Annual	\$ 44,563	\$ 53,272	\$ 61,982
	Daily	\$ 177.5397	\$ 212.2396	\$ 246.9394
	Hourly	\$ 23.67197	\$ 28.29861	\$ 32.92526
8	Annual	\$ 41,882	\$ 50,066	\$ 58,250
	Daily	\$ 166.8575	\$ 199.4638	\$ 232.0700
	Hourly	\$ 22.24767	\$ 26.59517	\$ 30.94268
7	Annual	\$ 39,690	\$ 48,040	\$ 56,390
	Daily	\$ 158.1263	\$ 191.3950	\$ 224.6637
	Hourly	\$ 21.08351	\$ 25.51934	\$ 29.95516
6	Annual	\$ 39,366	\$ 47,066	\$ 54,767
	Daily	\$ 156.8368	\$ 187.5146	\$ 218.1924
	Hourly	\$ 20.91157	\$ 25.00194	\$ 29.09232
5	Annual	\$ 36,985	\$ 44,765	\$ 52,546
	Daily	\$ 147.3495	\$ 178.3465	\$ 209.3434
	Hourly	\$ 19.64660	\$ 23.77953	\$ 27.91246
4	Annual	\$ 34,467	\$ 41,717	\$ 48,967
	Daily	\$ 137.3155	\$ 166.2026	\$ 195.0898
	Hourly	\$ 18.30872	\$ 22.16035	\$ 26.01197
3	Annual	\$ 32,124	\$ 38,881	\$ 45,638
	Daily	\$ 127.9829	\$ 154.9047	\$ 181.8265
	Hourly	\$ 17.06438	\$ 20.65396	\$ 24.24354
2	Annual	\$ 29,933	\$ 36,230	\$ 42,526
	Daily	\$ 119.2563	\$ 144.3427	\$ 169.4290
	Hourly	\$ 15.90084	\$ 19.24569	\$ 22.59054
1	Annual	\$ 27,891	\$ 33,758	\$ 39,625
	Daily	\$ 111.1210	\$ 134.4948	\$ 157.8687
	Hourly	\$ 14.81613	\$ 17.93264	\$ 21.04915

The annual salaries listed are based on a seven and one-half (7.5) hour workday and a 251 day calendar. To calculate the annual salary for another calendar, multiply the daily rate by the number of days in the assigned calendar.

Employees who received a satisfactory performance evaluation, and worked a minimum of one day more than half of their assigned work calendar in the prior fiscal year, are eligible for an annual increase of \$851 effective January 1, 2013, \$425.50 of which will be paid this fiscal year. If any portion of the \$851 increase brings the employee to the maximum of the salary schedule, any remaining monies will be paid in a lump sum payment. Employees at the maximum of the salary schedule shall receive a one-time, non-recurring payment of \$425.50.

The rates on this salary schedule and employee salaries subject to it shall increase 2.5% effective January 1, 2014.

Employees employed on January 1, 2014 shall be eligible to receive this increase.