

**Proposal to Recalibrate Salary Schedule, Increases to All VESPA Members and Comply with Minimum Wage**

**Proposed to VESPA 02/07/2020 and 04/24/20**

Range	2018/19 (Current)		2019/20 (Proposed)		2020/21 (Proposed)		2021/22 (Proposed)		Increase Each Year	FTEs
	Step 1	Step 5	Step 1	Step 5	Step 1	Step 5	Step 1	Step 5		
140	\$12.25	\$15.37	-----Eliminate Ranges 140 and 145-----						n/a	0.0
145	\$12.61	\$15.81	-----Eliminate Ranges 140 and 145-----						n/a	0.0
150	\$13.00	\$16.27	\$13.64	\$17.07	\$14.31	\$17.90	\$15.01	\$18.78	4.9%	20.7
155	\$13.36	\$16.75	\$14.01	\$17.57	\$14.70	\$18.43	\$15.42	\$19.33	4.9%	0.0
160	\$13.72	\$17.20	\$14.39	\$18.04	\$15.10	\$18.93	\$15.84	\$19.85	4.9%	30.8
165	\$14.14	\$17.70	\$14.83	\$18.57	\$15.56	\$19.48	\$16.32	\$20.43	4.9%	0.0
170	\$14.50	\$18.19	\$15.08	\$18.92	\$15.68	\$19.67	\$16.34	\$20.46	4.0%	0.0
175	\$14.93	\$18.73	\$15.53	\$19.48	\$16.15	\$20.26	\$16.79	\$21.07	4.0%	23.2
180	\$15.37	\$19.25	\$15.98	\$20.02	\$16.62	\$20.82	\$17.29	\$21.65	4.0%	130.8
185	\$15.81	\$19.81	\$16.44	\$20.60	\$17.10	\$21.43	\$17.78	\$22.28	4.0%	19.5
190	\$16.27	\$20.32	\$16.79	\$20.97	\$17.33	\$21.64	\$17.88	\$22.33	3.2%	30.0
195	\$16.75	\$20.93	\$17.29	\$21.60	\$17.84	\$22.29	\$18.41	\$23.00	3.2%	13.4
200	\$17.20	\$21.55	\$17.75	\$22.24	\$18.32	\$22.95	\$18.90	\$23.69	3.2%	88.8
205	\$17.70	\$22.14	-----Eliminate Range 205-----						n/a	0.0
210	\$18.19	\$22.78	\$18.46	\$23.12	\$18.74	\$23.47	\$19.27	\$23.82	1.5%	51.5
215	\$18.73	\$23.42	\$19.01	\$23.77	\$19.30	\$24.13	\$19.59	\$24.49	1.5%	40.2
220	\$19.25	\$24.13	\$19.54	\$24.49	\$19.83	\$24.86	\$20.13	\$25.23	1.5%	53.3
225	\$19.81	\$24.78	\$20.11	\$25.15	\$20.41	\$25.53	\$20.71	\$25.91	1.5%	21.7
230	\$20.32	\$25.52	\$20.42	\$25.65	\$20.52	\$25.78	\$20.63	\$25.90	0.5%	44.0
235	\$20.93	\$26.25	\$21.03	\$26.38	\$21.14	\$26.51	\$21.25	\$26.65	0.5%	1.5
240	\$21.55	\$26.99	\$21.66	\$27.12	\$21.77	\$27.26	\$21.87	\$27.40	0.5%	6.0
245	\$22.14	\$27.78	\$22.25	\$27.92	\$22.36	\$28.06	\$22.47	\$28.20	0.5%	10.1
250	\$22.78	\$28.57	\$22.89	\$28.71	\$23.01	\$28.86	\$23.12	\$29.00	0.5%	19.0
255	\$23.42	\$29.37	\$23.54	\$29.52	\$23.65	\$29.66	\$23.77	\$29.81	0.5%	11.0
260	\$24.13	\$30.25	\$24.25	\$30.40	\$24.37	\$30.55	\$24.49	\$30.71	0.5%	15.9
270	\$25.52	\$31.99	\$25.65	\$32.15	\$25.78	\$32.31	\$25.90	\$32.47	0.5%	1.0
275	\$26.25	\$32.87	\$26.38	\$33.03	\$26.51	\$33.20	\$26.65	\$33.37	0.5%	3.9
295	\$29.37	\$36.84	\$29.52	\$37.02	\$29.66	\$37.21	\$29.81	\$37.40	0.5%	1.0
305	\$31.11	\$38.97	\$31.27	\$39.16	\$31.42	\$39.36	\$31.58	\$39.56	0.5%	5.3
325	\$34.80	\$43.63	\$34.97	\$43.85	\$35.15	\$44.07	\$35.32	\$44.29	0.5%	0.8
360	\$42.43	\$53.30	\$42.64	\$53.57	\$42.86	\$53.83	\$43.07	\$54.10	0.5%	4.0
<b>647.3</b>										

- Move Noon Duty from range 140 to 150 (20.7 FTEs)
- Move CNA I from range 155 to 160 (30.8 FTEs)
- Move CNA II from range 170 to 175 (6.9 FTEs)
- Move Campus Supervisors from range 165 to 185 (15.5 FTEs)

FTE = Full Time Equivalent