

Mt. Diablo Unified School District  
**Teamsters (Maintenance/Operations/Transportation/Warehouse/Food Service) Unit**  
Salary Schedule — 2020-21 Fiscal Year

Position	Job Code	Range	Days per Year	Step 1	Step 2	Step 3	Step 4	Step 5
Auto Mechanic Assistant*		<b>501</b>	<b>hourly rate</b>	-	-	-	<b>25.28</b>	<b>26.53</b>
			annual (260 days)	-	-	-	52,582	55,182
Building Trades Leadworker, Senior	BUILDSRLW	<b>589</b>	<b>hourly rate</b>	-	-	<b>31.48</b>	<b>33.04</b>	<b>34.70</b>
			annual (260 days)	-	-	65,478	68,723	72,176
Carpenter	CARPENTER	<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
			annual (260 days)	-	-	55,182	57,928	60,861
Carpenter Leadworker	CARPENTLW	<b>565</b>	<b>hourly rate</b>	-	-	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>
			annual (260 days)	-	-	60,861	63,877	67,101
Cashier	CASHIER (SDO)	<b>360</b>	<b>hourly rate</b>	<b>14.20</b>	<b>14.92</b>	<b>15.66</b>	<b>16.43</b>	<b>17.26</b>
			annual (193 days)	21,925	23,036	24,179	25,368	26,649
<b>Cashier, Assistant</b>	CASHIERA (SDO)	<b>354</b>	<b>hourly rate</b>	<b>14.00</b>	<b>14.64</b>	<b>15.37</b>	<b>16.15</b>	<b>16.95</b>
			annual (193 days)	21,616	22,604	23,731	24,936	26,171
Computer Systems Technician	COMPTECH	<b>488</b>	<b>hourly rate</b>	<b>20.98</b>	<b>22.02</b>	<b>23.12</b>	<b>24.30</b>	<b>25.50</b>
			annual (260 days)	43,638	45,802	48,090	50,544	53,040
Computer/Office Equipment Technician	COMPEQTECH	<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
			annual (260 days)	-	-	55,182	57,928	60,861
Custodial Leadworker I*	CUSTLW1	<b>448</b>	<b>hourly rate</b>	<b>18.57</b>	<b>19.50</b>	<b>20.46</b>	<b>21.50</b>	<b>22.58</b>
			annual (260 days)	38,626	40,560	42,557	44,720	46,966
Custodial Leadworker II*	CUSTLW2	<b>464</b>	<b>hourly rate</b>	<b>19.50</b>	<b>20.46</b>	<b>21.50</b>	<b>22.58</b>	<b>23.71</b>
			annual (260 days)	40,560	42,557	44,720	46,966	49,317
Custodial Leadworker II, Roving*	CUSTLWRV	<b>464</b>	<b>hourly rate</b>	<b>19.50</b>	<b>20.46</b>	<b>21.50</b>	<b>22.58</b>	<b>23.71</b>
			annual (260 days)	40,560	42,557	44,720	46,966	49,317
Custodian	CUSTODIAN	<b>400</b>	<b>hourly rate</b>	<b>16.05</b>	<b>16.84</b>	<b>17.69</b>	<b>18.57</b>	<b>19.50</b>
			annual (260 days)	33,384	35,027	36,795	38,626	40,560
Custodian, Traveling*	CUSTTRAVEL	<b>416</b>	<b>hourly rate</b>	<b>16.84</b>	<b>17.69</b>	<b>18.57</b>	<b>19.50</b>	<b>20.46</b>
			annual (260 days)	35,027	36,795	38,626	40,560	42,557
Custodian PM*	CUSTPM	<b>416</b>	<b>hourly rate</b>	<b>16.84</b>	<b>17.69</b>	<b>18.57</b>	<b>19.50</b>	<b>20.46</b>
			annual (260 days)	35,027	36,795	38,626	40,560	42,557
Custodian PM, Roving*	CUSTPMRV	<b>416</b>	<b>hourly rate</b>	<b>16.84</b>	<b>17.69</b>	<b>18.57</b>	<b>19.50</b>	<b>20.46</b>
			annual (260 days)	35,027	36,795	38,626	40,560	42,557
<i>Custodian PM, Substitute*</i>		<i>416</i>	<i>hourly rate</i>	<i>16.84</i>				
Custodian, Elementary Head	ELHEADCUS	<b>479</b>	<b>hourly rate</b>	<b>20.40</b>	<b>21.44</b>	<b>22.51</b>	<b>23.63</b>	<b>24.80</b>
			annual (260 days)	42,432	44,595	46,821	49,150	51,584
<i>Custodian, Substitute</i>		<i>400</i>	<i>hourly rate</i>	<i>16.05</i>				
Delivery Service Worker	DELSVCWK	<b>422</b>	<b>hourly rate</b>	<b>17.15</b>	<b>18.00</b>	<b>18.93</b>	<b>19.86</b>	<b>20.85</b>
			annual (260 days)	35,672	37,440	39,374	41,309	43,368
Electrical/Electronics Leadworker, Senior	ELECTSRLW	<b>589</b>	<b>hourly rate</b>	-	-	<b>31.48</b>	<b>33.04</b>	<b>34.70</b>
			annual (260 days)	-	-	65,478	68,723	72,176
Electrical-Electronics Leadworker	ELECTLW	<b>565</b>	<b>hourly rate</b>	-	-	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>
			annual (260 days)	-	-	60,861	63,877	67,101
Electrician	ELECTRCN	<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
			annual (260 days)	-	-	55,182	57,928	60,861
Electro-Mechanical Leadworker, Senior	MECHSRLW	<b>589</b>	<b>hourly rate</b>	-	-	<b>31.48</b>	<b>33.04</b>	<b>34.70</b>
			annual (260 days)	-	-	65,478	68,723	72,176
Electro-Mechanical Technician	ELMECHTECH	<b>565</b>	<b>hourly rate</b>	-	-	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>
			annual (260 days)	-	-	60,861	63,877	67,101
Electro-Mechanical Technician, Apprentice	ELMECHAPPR	<b>517</b>	<b>hourly rate</b>	<b>22.93</b>	<b>24.08</b>	<b>25.28</b>	<b>26.53</b>	<b>27.85</b>
			annual (260 days)	47,694	50,086	52,582	55,182	57,928

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Electronics Technician		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	ELECTROTEC		annual (260 days)	-	-	55,182	57,928	60,861
Energy Conservation Technician		<b>565</b>	<b>hourly rate</b>	-	-	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>
			annual (260 days)	-	-	60,861	63,877	67,101
Equipment Mechanic		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	EQUIPMECH		annual (260 days)	-	-	55,182	57,928	60,861
Equipment Mechanic Technician		<b>565</b>	<b>hourly rate</b>	-	-	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>
	EQMECHTECH		annual (260 days)	-	-	60,861	63,877	67,101
Fire Systems Technician		<b>581</b>	<b>hourly rate</b>	<b>27.85</b>	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>	<b>33.85</b>
	FIRESYSTEC		annual (260 days)	57,928	60,861	63,877	67,101	70,408
<b>Food Service Assistant I</b>		<b>317</b>	<b>hourly rate</b>	<b>14.00</b>	<b>14.00</b>	<b>14.00</b>	<b>14.42</b>	<b>15.13</b>
	FDSA1 (SDO)		annual (193 days)	21,616	21,616	21,616	22,264	23,361
<b>Food Service Assistant II</b>		<b>354</b>	<b>hourly rate</b>	<b>14.00</b>	<b>14.64</b>	<b>15.37</b>	<b>16.15</b>	<b>16.95</b>
	FDSA2 (SDO)		annual (193 days)	21,616	22,604	23,731	24,936	26,171
Food Service Assistant III		<b>358</b>	<b>hourly rate</b>	<b>14.11</b>	<b>14.81</b>	<b>15.57</b>	<b>16.35</b>	<b>17.15</b>
	FDSA3 (SDO)		annual (193 days)	21,786	22,867	24,040	25,244	26,480
Food Service Cooking/Baking Instructor		<b>388</b>	<b>hourly rate</b>	<b>15.46</b>	<b>16.23</b>	<b>17.06</b>	<b>17.89</b>	<b>18.79</b>
	COOKINST (SDO)		annual (193 days)	23,870	25,059	26,341	27,622	29,012
Food Service Coordinator		<b>491</b>	<b>hourly rate</b>	<b>21.18</b>	<b>22.23</b>	<b>23.34</b>	<b>24.51</b>	<b>25.73</b>
	FSCORD260		annual (260 days)	44,054	46,238	48,547	50,981	53,518
Food Service Production Instructor		<b>388</b>	<b>hourly rate</b>	<b>15.46</b>	<b>16.23</b>	<b>17.06</b>	<b>17.89</b>	<b>18.79</b>
	FSPRODIN (SDO)		annual (193 days)	23,870	25,059	26,341	27,622	29,012
<b>Food Transport Assistant</b>		<b>354</b>	<b>hourly rate</b>	<b>14.00</b>	<b>14.64</b>	<b>15.37</b>	<b>16.15</b>	<b>16.95</b>
	FSTRNAST (SDO)		annual (193 days)	21,616	22,604	23,731	24,936	26,171
Food Transport Driver		<b>416</b>	<b>hourly rate</b>	<b>16.84</b>	<b>17.69</b>	<b>18.57</b>	<b>19.50</b>	<b>20.46</b>
	FSTRNSDR (SDO)		annual (193 days)	26,001	27,313	28,672	30,108	31,590
General Maintenance Worker		<b>502</b>	<b>hourly rate</b>	<b>21.90</b>	<b>23.00</b>	<b>24.15</b>	<b>25.34</b>	<b>26.62</b>
	GENMTCWK		annual (260 days)	45,552	47,840	50,232	52,707	55,370
General Maintenance Worker, Senior		<b>518</b>	<b>hourly rate</b>	-	-	<b>25.34</b>	<b>26.62</b>	<b>27.92</b>
	SRGENMTC		annual (260 days)	-	-	52,707	55,370	58,074
Glazier/Carpenter		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	GLAZCARP		annual (260 days)	-	-	55,182	57,928	60,861
Grounds Equipment Operator		<b>424</b>	<b>hourly rate</b>	<b>17.26</b>	<b>18.13</b>	<b>19.03</b>	<b>19.98</b>	<b>20.98</b>
	GRNDEQOP		annual (260 days)	35,901	37,710	39,582	41,558	43,638
Grounds Leadworker, Senior		<b>589</b>	<b>hourly rate</b>	-	-	<b>31.48</b>	<b>33.04</b>	<b>34.70</b>
	GRNDSRLW		annual (260 days)	-	-	65,478	68,723	72,176
Groundskeeper		<b>416</b>	<b>hourly rate</b>	<b>16.84</b>	<b>17.69</b>	<b>18.57</b>	<b>19.50</b>	<b>20.46</b>
	GRNDKEEPR		annual (260 days)	35,027	36,795	38,626	40,560	42,557
Groundskeeper/Gardener		<b>437</b>	<b>hourly rate</b>	<b>17.95</b>	<b>18.86</b>	<b>19.80</b>	<b>20.79</b>	<b>21.84</b>
	GRNDGARD		annual (260 days)	37,336	39,229	41,184	43,243	45,427
Heating and A/C Leadworker		<b>581</b>	<b>hourly rate</b>	-	-	<b>30.71</b>	<b>32.26</b>	<b>33.85</b>
	HVACLW		annual (260 days)	-	-	63,877	67,101	70,408
Heating and A/C Mechanic		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	HVACMECH		annual (260 days)	-	-	55,182	57,928	60,861
Heating Equipment Lub/Service Tech		<b>511</b>	<b>hourly rate</b>	<b>22.51</b>	<b>23.63</b>	<b>24.80</b>	<b>26.04</b>	<b>27.35</b>
	HEATEQUIP		annual (260 days)	46,821	49,150	51,584	54,163	56,888
Inventory and Materials Storekeeper		<b>501</b>	<b>hourly rate</b>	<b>21.84</b>	<b>22.93</b>	<b>24.08</b>	<b>25.28</b>	<b>26.53</b>
	INVENTORY		annual (260 days)	45,427	47,694	50,086	52,582	55,182

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Locksmith/Carpenter		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	LOCKCARP		annual (260 days)	-	-	55,182	57,928	60,861
Lead Food Service Worker I		<b>489</b>	<b>hourly rate</b>	<b>21.07</b>	<b>22.12</b>	<b>23.22</b>	<b>24.39</b>	<b>25.61</b>
	LDFD1		annual (193 days)	32,532	34,153	35,852	37,658	39,542
Lead Food Service Worker II		<b>505</b>	<b>hourly rate</b>	<b>22.10</b>	<b>23.21</b>	<b>24.37</b>	<b>25.57</b>	<b>26.86</b>
	LDFD2		annual (193 days)	34,122	35,836	37,627	39,480	41,472
Lead Food Service Worker III		<b>537</b>	<b>hourly rate</b>	<b>24.37</b>	<b>25.59</b>	<b>26.86</b>	<b>28.20</b>	<b>29.62</b>
	LDFD3		annual (193 days)	37,627	39,511	41,472	43,541	45,733
Maintenance Helper		<b>404</b>	<b>hourly rate</b>	<b>16.23</b>	<b>17.06</b>	<b>17.89</b>	<b>18.79</b>	<b>19.73</b>
			annual (260 days)	33,758	35,485	37,211	39,083	41,038
Mechanical Service Technician Leadworker* +		<b>630</b>	<b>hourly rate</b>	<b>32.34</b>	<b>33.96</b>	<b>35.66</b>	<b>37.44</b>	<b>39.32</b>
	MECHTECHLW		annual (260 days)	67,267	70,637	74,173	77,875	81,786
Mechanical Service Technician*		<b>598</b>	<b>hourly rate</b>	<b>29.32</b>	<b>30.78</b>	<b>32.31</b>	<b>33.94</b>	<b>35.63</b>
	MECHTECH		annual (260 days)	60,986	64,022	67,205	70,595	74,110
Medium Equipment Operator		<b>518</b>	<b>hourly rate</b>	<b>23.00</b>	<b>24.15</b>	<b>25.34</b>	<b>26.62</b>	<b>27.92</b>
	EQUIPOPER		annual (260 days)	47,840	50,232	52,707	55,370	58,074
Mobile Maintenance Team Worker		<b>549</b>	<b>hourly rate</b>	<b>25.28</b>	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>	<b>30.71</b>
	MOBMTCWK		annual (260 days)	52,582	55,182	57,928	60,861	63,877
Mobile Maintenance Working Team Leader		<b>581</b>	<b>hourly rate</b>	<b>27.85</b>	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>	<b>33.85</b>
	MOBMTCLW		annual (260 days)	57,928	60,861	63,877	67,101	70,408
Network Technician I		<b>549</b>	<b>hourly rate</b>	<b>25.28</b>	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>	<b>30.71</b>
	NETEC1-217		annual (217 days)	43,886	46,056	48,348	50,795	53,313
	NETEC1		annual (260 days)	52,582	55,182	57,928	60,861	63,877
Network Technician II		<b>597</b>	<b>hourly rate</b>	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>	<b>33.85</b>	<b>35.55</b>
	NETEC2-217		annual (217 days)	50,795	53,313	56,003	58,764	61,715
	NETEC2		annual (260 days)	60,861	63,877	67,101	70,408	73,944
Network Technician III		<b>629</b>	<b>hourly rate</b>	<b>32.26</b>	<b>33.85</b>	<b>35.55</b>	<b>37.34</b>	<b>39.20</b>
	NETEC3		annual (260 days)	67,101	70,408	73,944	77,667	81,536
Painter		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	PAINTER		annual (260 days)	-	-	55,182	57,928	60,861
Painter, Apprentice		<b>501</b>	<b>hourly rate</b>	<b>21.84</b>	<b>22.93</b>	<b>24.08</b>	<b>25.28</b>	<b>26.53</b>
	PAINTAPPR		annual (260 days)	45,427	47,694	50,086	52,582	55,182
Painting Leadworker		<b>565</b>	<b>hourly rate</b>	-	-	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>
	PAINTERLW		annual (260 days)	-	-	60,861	63,877	67,101
Parts Controller		<b>488</b>	<b>hourly rate</b>	<b>20.98</b>	<b>22.02</b>	<b>23.12</b>	<b>24.30</b>	<b>25.50</b>
	PARTSCONT		annual (260 days)	43,638	45,802	48,090	50,544	53,040
Planner		<b>581</b>	<b>hourly rate</b>	<b>27.85</b>	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>	<b>33.85</b>
	PLANNER		annual (260 days)	57,928	60,861	63,877	67,101	70,408
Plumber		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	PLUMBER		annual (260 days)	-	-	55,182	57,928	60,861
Plumbing/Welding Leadworker, Senior		<b>589</b>	<b>hourly rate</b>	-	-	<b>31.48</b>	<b>33.04</b>	<b>34.70</b>
	PLWLDSRLW		annual (260 days)	-	-	65,478	68,723	72,176
Resource Conservation Coordinator		<b>581</b>	<b>hourly rate</b>	<b>27.85</b>	<b>29.26</b>	<b>30.71</b>	<b>32.26</b>	<b>33.85</b>
	RESCNSCORD		annual (260 days)	57,928	60,861	63,877	67,101	70,408
Roofer		<b>533</b>	<b>hourly rate</b>	-	-	<b>26.53</b>	<b>27.85</b>	<b>29.26</b>
	ROOFER		annual (260 days)	-	-	55,182	57,928	60,861
School Bus Driver		<b>490</b>	<b>hourly rate</b>	<b>21.15</b>	<b>22.21</b>	<b>23.32</b>	<b>24.48</b>	<b>25.71</b>
	BUSDRIV ___	(SDO)	annual (193 days)	32,656	34,292	36,006	37,797	39,696

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<i>School Bus Driver, Substitute</i>		<b>490</b>	<i>hourly rate</i>	<b>21.15</b>				
School Bus Driver/Deleg. Driver Instructor	BUSDRINST	<b>498</b>	<b>hourly rate</b> annual (193 days)	<b>21.67</b> 33,458	<b>22.76</b> 35,141	<b>23.91</b> 36,917	<b>25.10</b> 38,754	<b>26.36</b> 40,700
School Bus Driver/Driver Instructor	BUSDRTRN	<b>515</b>	<b>hourly rate</b> annual (193 days)	<b>22.76</b> 35,141	<b>23.91</b> 36,917	<b>25.10</b> 38,754	<b>26.36</b> 40,700	<b>27.68</b> 42,738
Security Operations Worker**	SECURWORK	<b>472</b>	<b>hourly rate</b> annual (260 days)	<b>19.98</b> 41,558	<b>20.98</b> 43,638	<b>22.02</b> 45,802	<b>23.12</b> 48,090	<b>24.30</b> 50,544
Site Technology Support Technician I	SITEC1-217	<b>531</b>	<b>hourly rate</b> annual (217 days)	- -	- -	<b>26.37</b> 45,778	<b>27.70</b> 48,087	<b>29.07</b> 50,466
Site Technology Support Technician II	SITEC2-217	<b>533</b>	<b>hourly rate</b> annual (217 days)	- -	- -	<b>26.53</b> 46,056	<b>27.85</b> 48,348	<b>29.26</b> 50,795
	SITEC2		<b>hourly rate</b> annual (260 days)	- -	- -	<b>26.53</b> 55,182	<b>27.85</b> 57,928	<b>29.26</b> 60,861
Sprinkler Maintenance Technician	SPRNKTECH	<b>495</b>	<b>hourly rate</b> annual (260 days)	<b>21.44</b> 44,595	<b>22.51</b> 46,821	<b>23.63</b> 49,150	<b>24.80</b> 51,584	<b>26.04</b> 54,163
Technology Customer Help Desk Tech	HELPEDESK	<b>516</b>	<b>hourly rate</b> annual (260 days)	<b>22.82</b> 47,466	<b>23.98</b> 49,878	<b>25.19</b> 52,395	<b>26.45</b> 55,016	<b>27.78</b> 57,782
Technology Customer Help Desk Tech (Sp. Ed.)	HELPEDESKSE	<b>516</b>	<b>hourly rate</b> annual (260 days)	<b>22.82</b> 47,466	<b>23.98</b> 49,878	<b>25.19</b> 52,395	<b>26.45</b> 55,016	<b>27.78</b> 57,782
Technology Customer Help Desk Tech II	HELPEDESK2	<b>531</b>	<b>hourly rate</b> annual (260 days)	<b>23.91</b> 49,733	<b>25.10</b> 52,208	<b>26.37</b> 54,850	<b>27.70</b> 57,616	<b>29.07</b> 60,466
Telecommunication Technician	TECHTELEC	<b>597</b>	<b>hourly rate</b> annual (260 days)	- -	- -	<b>32.26</b> 67,101	<b>33.85</b> 70,408	<b>35.55</b> 73,944
Tree Trimmer†		<b>518</b>	<b>hourly rate</b>	<b>23.00</b>	<b>24.15</b>	<b>25.34</b>	<b>26.62</b>	<b>27.92</b>
†Serves as the basis for a per diem differential compensation for those employees who are occasionally assigned to perform specialized tree climbing/pruning assignments.								
Transportation Scheduler	TRNSCHEDGE/SE	<b>549</b>	<b>hourly rate</b> annual (260 days)	<b>25.28</b> 52,582	<b>26.53</b> 55,182	<b>27.85</b> 57,928	<b>29.26</b> 60,861	<b>30.71</b> 63,877
Vehicle Service Technician II*	VEHTECH2	<b>460</b>	<b>hourly rate</b> annual (260 days)	<b>19.26</b> 40,061	<b>20.23</b> 42,078	<b>21.24</b> 44,179	<b>22.30</b> 46,384	<b>23.41</b> 48,693
Warehouse Attendant Truck Driver	TRUCKDR	<b>472</b>	<b>hourly rate</b> annual (260 days)	<b>19.98</b> 41,558	<b>20.98</b> 43,638	<b>22.02</b> 45,802	<b>23.12</b> 48,090	<b>24.30</b> 50,544
Warehouse Leadworker	WHSELW	<b>520</b>	<b>hourly rate</b> annual (260 days)	<b>23.12</b> 48,090	<b>24.30</b> 50,544	<b>25.50</b> 53,040	<b>26.76</b> 55,661	<b>28.13</b> 58,510
Welder	WELDER	<b>533</b>	<b>hourly rate</b> annual (260 days)	- -	- -	<b>26.53</b> 55,182	<b>27.85</b> 57,928	<b>29.26</b> 60,861

Longevity plan provides for additional 3.5% at 10 years, and 3.5% each 4 years thereafter.

An 8-hour day/40-hour week is 1.0 FTE (Full-Time Equivalent); a 6-hour day/30-hour week is 0.75 FTE, etc.

Annual amounts, above, are based on 1.0 FTE.

\*Includes 5% differential for swing shift.

\*\*Current positions receive 17.5% for weekend and night shifts.

†Position was abolished effective 3/15/17 per Board action 1/9/17.