# FULLERTON MUNICIPAL EMPLOYEES FEDERATION July 1, 2023 through June 30, 2027

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# AGREEMENT BETWEEN THE CITY OF FULLERTON AND THE FULLERTON MUNICIPAL EMPLOYEES FEDERATION FOR THE PERIOD JULY 1, 2023 THROUGH JUNE 30, 2027

#### ARTICLE 1: INTRODUCTION

This Agreement is made and entered into by the City of Fullerton (hereinafter referred to as the "City") and the Fullerton Municipal Employees Federation (hereinafter referred to as "FMEF"). The FMEF is the recognized majority representative of the General Employee bargaining unit (i.e., employees in classifications listed on Appendix A, hereinafter collectively referred to as affected employees).

Pursuant to City Council Resolution 5145 (which pertains to employer-employee relations) and California Government Code §3500, et seq., authorized representatives of the City and FMEF have met and conferred in good faith concerning compensation, hours and other terms and conditions of employment of affected employees, and have reached an Agreement which shall be submitted to the City Council for approval. Following approval, it shall be implemented by action of the Council or City Manager by appropriate ordinances, resolutions, or other directives.

Therefore, the City and FMEF agree that upon approval by the City Council, the compensation, hours and other terms and conditions of employment for affected employees shall be as follows:

## ARTICLE 2: MANAGEMENT RIGHTS

The City retains all rights of management including but not limited to the exclusive right to determine the mission of its constituent departments, commissions and boards; to contract and subcontract; set standards of services; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work; provided, however, that the exercise of such City rights shall not conflict with the express provisions of this Agreement.

#### ARTICLE 3: PEACEFUL PERFORMANCE

The parties recognize the obligation of the affected employees to continue to faithfully perform their duties for the City in accordance with the highest professional standards. No affected employee shall engage in, induce, or encourage any concerted action against the City including, but not limited to, strikes, work stoppages, slowdowns, speedups, "sickins", "sick-outs", or withholding of services to the City.

FMEF agrees that neither it, nor any of its officers or agents will call, institute, authorize, participate in, sanction, or ratify any concerted action against the City as specified above. In the event of any concerted action as enumerated above, FMEF, its officers, agents, and representatives shall do everything within their power to end or avert same.

#### ARTICLE 4: FMEF - CITY MEETINGS

- A. The City Manager and the Director of Human Resources shall meet with FMEF President and at least two FMEF representatives on a semiannual basis. Other persons may attend these meetings if both parties consent. More frequent meetings may be held by mutual agreement.
- B. The basic purpose of these meetings is to discuss issues of common interest and to solve mutual problems in a constructive fashion.
- C. Grievances or disciplinary actions in progress may be discussed at these meetings only by mutual consent, and discussion of such topics does not preclude subsequent resolution via the grievance procedure.
- D. Meet-and-confer subjects may be discussed by mutual consent, but this does not preclude exercise of further meet-and-confer options by either party.

#### ARTICLE 4.1: RECRUITMENT AND RETENTION WORKING GROUP

The Parties agree to meet quarterly in a Recruitment and Retention Working Group to discuss recruitment and retention strategies. The Parties acknowledge that this provision shall not constitute a formal reopener of this MOA.

#### ARTICLE 5: TERM - EFFECTIVE DATES

The term of this Agreement shall be from July 1, 2023 through June 30, 2027.

The effective date of each Article is July 1, 2023 unless otherwise stated herein.

#### ARTICLE 6: MAINTENANCE OF EXISTING BENEFITS

Except as provided herein, all compensation, hours and other terms and conditions of employment within the lawful scope of representation of FMEF presently enjoyed by affected employees shall remain in full force and effect during the term of this Agreement.

ARTICLE 7: SUCCESSOR AGREEMENT

Either party may initiate negotiations for a successor agreement by serving a written request to bargain on the other party no sooner than February 1, 2027, but no later than April 30, 2027. The parties agree to meet within the thirty days after receipt of an initial request to bargain.

#### ARTICLE 8: SEPARABILITY

If any part or provision of this Agreement is rendered or declared invalid by any existing or subsequently enacted state or federal legislation, or by any decree of any court of competent jurisdiction, the remaining portions shall continue in full force and effect.

#### **ARTICLE 9: CITY REVENUES**

FMEF shall encourage its members to shop in Fullerton in an effort to increase the revenue available to the City.

#### ARTICLE 10: REASONABLE TIME OFF TO MEET AND CONFER

FMEF may select no more than six employee members to attend scheduled meetings with the City on subjects within the scope of representation during regular City Hall business hours without loss of compensation. None of these employee members shall be from the same budget division. FMEF shall, whenever practicable, submit the names of all such employee representatives to the City in writing at least two working days in advance of such meetings. It is further provided:

- A. That no employee representative shall leave his/her duty or workstation or assignment without approval of his/her department head or other authorized City management official.
- B. That any such meeting is subject to scheduling by City management in a manner consistent with operating needs and work schedules.

Nothing provided herein, however, shall limit or restrict City management from scheduling such meetings before or after regular duty or work hours under appropriate circumstances.

#### ARTICLE 11: ACCESS TO WORK LOCATIONS

Officers of FMEF and their officially designated representatives shall be granted reasonable access to employee work locations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such non-employee officers or representatives shall not enter any work location without the consent of the department head or the City Manager. Access may be restricted so as not to interfere with the normal operations of the department or with established safety or security requirements.

Solicitation of membership and activities concerned with the internal management of FMEF, such as collecting dues, holding membership meetings, campaigning for office, conducting elections and distributing literature, will not be permitted during working hours without prior approval by the City Manager or designee. Such approval shall not be unreasonably withheld.

## ARTICLE 12: USE OF CITY FACILITIES

- A. FMEF may, with the prior approval of the City Manager or designee, use City facilities for meetings. All such requests shall be in writing and shall state the purposes of the meeting. The City reserves the right to assess reasonable charges for the use of such facilities.
- B. The use of City equipment other than items normally used in the conduct of business meetings (e.g., desks, chairs, and writing boards) is strictly prohibited, the presence of such equipment in approved City facilities notwithstanding.
- C. FMEF may, with the prior approval of the City Manager, continue to use the City mail and e-mail service for the distribution of a regularly published employee newsletter.

#### ARTICLE 13: USE OF BULLETIN BOARDS

FMEF may use portions of City bulletin boards under the following conditions:

- A. All materials must receive the approval of the Director of Human Resources or designee.
- B. All materials must be dated and must identify FMEF as the publisher.
- C. The actual posting of materials will be done as soon as possible after they have been approved. Unless special arrangements are made, materials posted will be removed 31 days after the publication date.

D. The City reserves the right to determine where bulletin boards shall be placed and what portion of them is to be allocated to FMEF materials.

## ARTICLE 14: ALLOCATION OF CLASSES TO SALARY RANGES

- A. The allocation of classes to salary ranges is contained in Appendix A.
- B. The City shall extend the opportunity to meet concerning the pay level of new classifications no later than seven calendar days before Staff's recommendation is considered by the City Council. If FMEF does not accept this invitation within four calendar days, the opportunity to meet will be waived.

#### ARTICLE 15: BASE SALARY RATES

The schedule of base salary rates is contained in Appendix A.

Base salary rates shall be adjusted by across-the-board increases according to the following schedule:

Eight percent (8%) base salary increase effective the first full pay period after July 18, 2023.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2024.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2025.

Three percent (3%) base salary increase effective the first full pay period after July 1, 2026.

#### ARTICLE 16: INCREMENT PAY

- A. Shift Differential Pay
  - 1. Non-Library Employees

With the exception of Library personnel, an employee shall receive Shift Differential Pay in the amount shown if the requirements of the following schedule are met:

a. Swing Shift - 50% of the working hours per pay period are between 3:00 p.m. and 11:00 p.m.

Two and one-half percent (2.5%) of his/her base salary rate

b. Graveyard Shift - 50% of the working hours per pay period are between 11:00 p.m. and 7:00 a.m.

Five percent (5%) of his/her base salary rate

Non-Day Shift - when neither a.
 nor b. above apply, but 50% of
 the working hours per pay period
 occur in a combination of the Swing
 and Graveyard shifts.

Two and one-half percent (2.5%) of his/her base salary rate

## 2. Library Employees

- a. An eligible Library employee shall receive, in addition to regular pay, Shift Differential Pay equal to five percent (5%) of his/her base hourly rate for any hours worked after 5:00 p.m., except that no one shall receive shift differential solely because he/she is on an alternate work schedule and works after 5:00 p.m.
- b. Library shift pay is a vested benefit for employees regularly appointed to any Library position effective on or before June 30, 1984 as well as for those regularly appointed to any full-time Library position after that date. A person regularly appointed to a Library position on less than a full-time basis effective on or after July 1, 1984 shall not be eligible for this benefit, except that if he/ she converts to full-time for a minimum of ten consecutive workdays, he/she shall be eligible to receive Library shift pay for the duration of that full-time status.

## B. Bilingual Pay

An employee shall be eligible to receive an additional \$60 per pay period if the following conditions are met:

- 1. The employee must on a frequent and recurring basis speak and/or translate by reading/writing one or more languages other than English in the performance of his/her public contact duties with the City.
- 2. The employee must pass a language skills test approved or administered by the City.

## C. Night Emergency Response Pay

An employee permanently assigned to the Night Emergency Response Unit shall receive an additional two and one-half percent (2.5%) of his/her base salary. An employee assigned to this Unit on an acting basis shall receive this additional pay beginning after 80 consecutive working hours of such assignment.

## D. Special Class Driver's License Pay

Effective the first full pay period after July 18, 2023, an employee who possesses a Valid California Commercial Class A or Class B driver's license shall receive \$50 per pay period. Eligibility for this Special Class Driver's License Pay shall be contingent upon the employee participating in the City's United States Department of Transportation (D.O.T.) testing program, and executing an agreement authorizing the repayment of any overpayment of the Special Class Driver's License Pay via payroll deduction.

## ARTICLE 16.1: RETENTION PAY BONUS

Effective January 1, 2024 and through the remainder of the term of this MOA, the City shall provide a retention pay bonus in the form of a one-time gross lump sum payment when an employee achieves any of the following milestones of completed regular service with the City:

15 years: \$3,000

20 years: \$4,500

Effective on the pay date of January 12, 2024, eligible employees will receive the gross lump sum payment for the milestone that they most recently passed.

Subsequent retention pay bonus payments to FMEF members shall be made as soon as practicable based on confirmation by Human Resources that members have reached an eligible retention pay milestone.

This provision shall automatically expire at the end of the term of this MOA. The City shall no longer have an obligation to make retention payments unless negotiated in a successor MOA.

#### ARTICLE 17: OVERTIME PAY

A. Classifications which are exempt from the Fair Labor Standards Act (FLSA) are designated in Appendix A with an "X". All other affected employees are designated non-exempt for purposes of the FLSA.

#### B. Work Period

For employees on the Traditional workweek, the FLSA work period shall be seven days in length commencing at 12:01 a.m. each Saturday. For employees on an alternate work schedule (e.g., a 9/80 work schedule), the City shall adjust the FLSA work period to ensure the employee's regular schedule does not exceed 40 hours of work in any seven-day work period. (See Appendix C.)

## C. Time Worked

In determining eligibility for overtime, paid leaves of absence shall be regarded as time worked and shall be included in calculating the total hours worked. Paid leaves of absence include, but are not limited to the following:

- 1. Vacation 6. Workers' Compensation Leave
- Holiday Leave7. Jury Duty
- Sick Leave
   Bereavement Leave
- 4. Administrative Leave 9. Military Leave
- 5. Compensatory Time off

In calculating hours actually worked for overtime purposes, the following time will be excluded:

- 1. Voluntary non-pay time
- 2. Leaves of absence without pay
- 3. Suspensions with and without pay
- 4. Standby Duty

There shall be no pyramiding of overtime. Hours worked by an employee in any workday, workweek or payroll period on which premium rates have once been allowed shall not be used again in any other overtime computation. For example, if an employee receives overtime compensation for work performed in excess of the employee's regularly scheduled workday, those hours paid at the overtime rate will not be counted in determining overtime compensation for hours in excess of 40 hours in a workweek.

## D. Payment - Non-Exempt Employees

1. Each non-exempt employee (including those employed part-time) required to work in excess of 40 hours in a work period shall receive compensation at the premium rate of time and one-half his/her regular rate of pay for the excess hours, except that Police Department employees shall be paid at the premium rate for work performed in excess of the employee's regularly scheduled workday or regularly scheduled workweek.

- 2. The regular rate of pay shall include those items of compensation required to be included under the FLSA, including but not limited to the following types of pay in addition to base salary:
  - a. Increment Pay, as set forth in Article 16.

## E. Payment-Exempt Employees

Each exempt employee required to work in excess of his/her regular work schedule in a work period shall be paid at his/her straight time base salary rate or receive compensatory time off at straight time for the excess hours.

## F. Compensatory Time

## **Compensatory Time**

Employees working overtime shall receive either pay or compensatory time at the department head's discretion. Employees can accumulate up to 160 hours of compensatory time. Once an employee has 160 hours of accumulated compensatory time, he/she cannot accumulate any additional compensatory time until his/her bank is below 160 hours.

## Compensatory Time Usage

The time during which an employee may use accrued compensatory time is subject to approval by the department head or his/her designee with due regard for the wishes of the employee and the need to provide service. However, an employee wishing to use his/her accrued compensatory time shall provide the City with reasonable notice of such request. If reasonable notice is provided, the employee's request may not be denied unless it is unduly disruptive to the department to grant the request. A request to use compensatory time without reasonable notice may still be granted within the discretion of the supervisor or manager responsible for considering the request.

## Compensatory Time Payoff

All compensatory time on the books at the end of each payroll year shall be paid off unless used by the end of the following March in accordance with established practice. In addition, compensatory time balances shall be paid in full prior to the effective date of any across-the-board salary increase. At the time an employee separates from employment, the employee will be cashed out of any accumulated compensatory time at their current regular rate of pay or their average regular rate of pay during their last three years of employment with the City, whichever is greater.

## G. Authorization for Overtime

All overtime requests shall have the authorization of a supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable. Dispatched calls beyond the end of duty time are considered as authorized.

An employee who performs overtime work without obtaining prior written approval or explicit verbal authorization followed by written authorization may be subject to discipline.

## H. Clothes Changing

Employees are not authorized to wear their uniforms or any part thereof that is distinguishable as such unless on-duty. Employees may be provided with a locker for his/her own personal convenience. An employee may or may not utilize the locker for storage and changing purposes at his/her own discretion.

Nothing herein prevents an employee from wearing his/her uniform to and/or from his/her residence to work.

Time spent in changing clothes before or after a shift, or during lunch, is not considered time worked and is not compensable in any manner whatsoever.

#### Shift Trades

The practice of shift trading shall be voluntary on behalf of each employee involved in the trade. The trade must be due to the employee's desire or need to attend to a personal matter, and not due to the department's operations. The employee providing the trade shall not have his/her compensable hours increased as a result of the trade; nor shall the employee receiving the trade have his/her compensable hours decreased as a result of the trade. Neither employee involved shall be entitled to the other employee's increment pay, if any. Any hours worked beyond the normal work shift will be credited to the individual actually doing the work.

"Paybacks" of shift trades are the obligation of the employees involved in the trade. Paybacks are to be completed within one calendar year of the date of the initial shift trade. Any dispute as to paybacks is to be resolved by the involved employees, and under no circumstances will the City be obligated for any further compensation whatsoever to any of the involved employees. The City is not responsible in any manner for hours owed to employees by other employees who leave the employment of the City or are assigned other duties.

If one individual fails to appear for the other, the person who has assumed responsibility for the duty assignment will either be charged with a paid leave of absence as appropriate or will be listed as absent without leave and may be subject to discipline.

## J. Early Relief

The practice of early shift relief shall be voluntary on behalf of each employee involved in the relief. The employee providing the early relief shall not have his/her compensable hours increased as a result of the early relief; nor shall the employee relieved early have his/her compensable hours decreased as a result of the early relief. "Paybacks" of early relief hours are the sole obligation of the two employees involved in the early relief. Any dispute is to be resolved by the involved employees, and under no circumstances will the City be obligated for any further compensation whatsoever to any of the involved employees. The City is not responsible in any manner for hours owed to employees by other employees who leave City employment or are assigned other duties.

## K. Training Time

Training time outside normally scheduled work hours shall be compensated pursuant to applicable law.

## L. Travel Time

Travel time outside normally scheduled work hours shall be compensated pursuant to applicable law.

## M. Athletic Activity

The City provides a gym facility for the voluntary use of certain employees during their off-duty hours. Time spent by employees in working out at the gym facility and any other off-duty athletic activity shall not be considered time worked and shall not be compensated in any manner.

## N. Call-Back Pay

Call-back duty occurs when an employee is ordered to return to duty on a non-regularly scheduled work shift. Call-back does not occur when an employee is held over from his/her prior shift or is working prior to his/her regularly scheduled shift. Call-back duty does not apply to prescheduled work during employee's regular time off.

1. When required to return to work on other than a regular work schedule, employees (except as noted in Section 3 below) shall be compensated at

the overtime rate or in compensatory time, as determined by the employee as follows:

- a. If the actual hours worked after reporting to the place of duty is 2.67 or less, the employee shall be credited with a minimum of 2.67 hours.
- b. If the actual hours worked, after reporting to the place of duty, is more than 2.67 hours the employee shall be credited for all actual time worked.
- c. The employee shall be compensated for all travel time to the location of the call-back duty beginning from the time the employee leaves his/her home or other location up through the time the employee arrives at the site of the call-back duty. Travel time from the location of the call-back duty back to the employee's home or other non-work location shall not be compensated.
- 2. An employee shall be credited with not more than one minimum 2.67 hour guarantee for work performed during any four consecutive hour period.
- 3. Police Department employees shall receive call-back pay in cash, at the time and one-half rate, with a two-hour minimum.
- 4. Call-back pay shall apply regardless of the number of hours worked by the employee in the affected work period. Call-back pay shall not be granted to employees who continue on duty for their regular work shift.

This provision is to be distinguished from "Court Appearance" pay in subparagraph Q, which is to be used when an employee is called back to court.

## O. Standby Pay

An employee assigned to standby duty during the employee's regular time off shall be compensated in the following manner:

- 1. 1.5 hours straight time for weekdays from end of regular shift to start of next regular shift or any part thereof.
- 2. 3 hours straight time for Saturday, Sunday or Holiday, 7:00 a.m. 7:00 a.m. or any part thereof.

Standby duty requires the employee to:

- 1. Leave a telephone number where he/she can be contacted;
- 2. Answer his/her telephone when it rings;

- 3. Be ready to respond immediately to calls for service;
- Respond immediately when called;
- 5. Remain within a reasonable commuting distance from the workstation; and
- 6. Refrain from activities which might impair his/her ability to respond or perform assigned duties in a satisfactory manner.

The City will provide cellphones and will make standby assignments voluntary when possible.

## P. Court Standby Pay

An off-duty employee may leave a telephone number where he/she may be reached while on court standby. Such time is not considered time worked under the FLSA and will not be compensated, except as set forth below:

An employee who is required by the City, or other lawful authority, to remain on "standby" while otherwise off duty pursuant to a lawful subpoena relating to events occurring during the course and scope of his/her employment, shall be paid therefore based upon an hourly rate equal to the then-current minimum wage as established by the FLSA. Effective December 2, 2006, this amount shall be increased by \$.50 per hour. In the event any such employee is required to appear in court at a time when he/she has been in such "standby" status, and actually does appear in court while otherwise off duty on that day, the employee shall not receive Court Standby Pay but shall be entitled to Court Appearance Pay for such actual attendance in court while off duty. The court meal period shall be considered time worked for purposes of this paragraph only if the employee is on standby from the morning court session to the afternoon court session.

This payment is made pursuant to this Agreement, not pursuant to the FLSA. Time compensated in the above manner shall not constitute time worked for purposes of the FLSA. Police Department employees do not have the option of taking compensatory time off for court standby.

## Q. Court Appearance Pay

For court appearances while off-duty pursuant to a lawful subpoena relating to events occurring during the course and scope of an employee's employment, an employee shall be credited on an hour-for-hour basis for the time actually spent in court.

An employee shall be credited with a minimum of two hours for the court appearance. Where two or more court appearances are required on the same date for different cases and are separated by a period of at least two hours, a two-

hour minimum payment shall apply to each such court appearance. The court meal period shall not be considered time worked for purposes of this paragraph unless the court is actually in session during the meal period. Travel time shall not be considered time worked and shall not be compensated in any manner whatsoever, except that Police Department employees shall be paid for travel time for cases involving all civil subpoenas and criminal appearances outside of Orange County.

Police Department employees do not have the option of taking compensatory time off for court appearances.

## R. Facility Dog Handler Assignment

The Facility Dog Handler shall be compensated at the rate of 30 minutes for each calendar day for the care, feeding, grooming, exercise, training and companionship of his/her assigned dog. The compensation shall be in the form of a workday reduced by 30 minutes at the beginning or end of the shift, as determined by the City. For example, a Facility Dog Handler who works a 4/10 schedule will work four shifts of 9.5 hours each per week and, when used, paid leave for said employee will be charged at the rate of 9.5 hours per shift. On non-workdays, dog handlers shall be paid for 30 minutes of time for the care, feeding, grooming, exercise, training and companionship of his/her assigned dog at a rate equal to two/thirds (2/3) of his/her regular rate of pay. This payment shall be made at time and one-half. If the FLSA is invalidated, set aside or otherwise held inapplicable to local governments, the overtime provisions contained in the paragraph above shall be null and void. Employees assigned to Facility Dog duty shall not be compensated in any manner whatsoever for time spent traveling to and from work because they have been provided a City vehicle.

#### **ARTICLE 18: ACTING PAY**

The pay provisions of the City's Acting Pay program (contained in Resolution 8485) are modified for FMEF employees as follows:

- 1. An employee in an acting assignment shall receive Acting Pay in the form of one additional step in the salary range of the employee's regular classification or that same step of the salary range of the classification of the acting assignment, which ever amount is higher.
- 2. Acting Pay shall begin at the start of the first full shift following 80 consecutive hours actually worked in an acting assignment.
- 3. Acting Pay shall be paid for all time served in a subsequent acting assignment if the employee has received acting pay in that same classification within the preceding 12 months, and the employee has worked at least 40 consecutive hours in the subsequent acting assignment.

- 4. An acting assignment in a classification represented by another bargaining unit other than the FMEF shall not otherwise impact any benefits to which the employee is entitled to under this MOA.
- 5. While in an acting assignment, an employee will continue to accrue and have recorded, general, special, or normal salary step increases in the employee's regular classification. However, such increases will be paid only to maintain at least a five percent (5%) differential above the salary to which an employee is entitled to in their regular classification.
- 6. The Acting Pay rate shall be applied to all hours worked in the acting assignment, including Standby Pay.

#### ARTICLE 19: EXCEPTIONAL PERFORMANCE PAY

All affected employees are eligible for the City's Exceptional Performance Pay program, as set forth in Appendix B.

## ARTICLE 20: TUITION REIMBURSEMENT

## A. Objective

The tuition reimbursement program is designed to encourage employees to continue their self-development by enrolling in approved classroom courses which will:

- 1. Educate them in new concepts and methods in their occupational field and prepare them to meet the changing demands of their job.
- 2. Help prepare them for advancement to positions of greater responsibility with the City.

#### B. General Guidelines

The Director of Human Resources or his/her appointed representative shall:

- 1. Review written pre-enrollment applications submitted by employees through their department heads and render a decision within 60 days of receipt thereof by Human Resources.
- 2. Consult with department heads and school authorities on the development and establishment of criteria and standards to determine the acceptability of majors, courses and expenditures which will qualify the employee for tuition reimbursement.

3. Render a decision on tuition reimbursement request forms within 60 days of receipt by Human Resources.

## C. Eligibility

- 1. All regularly appointed employees who have passed their initial probation period are eligible to receive tuition reimbursement. Courses must commence after the employee passes the initial probation period; be in excess of the educational standards for the classification (as noted in the class specification); and not be taken to acquire skills, knowledge and abilities which the employee was deemed to have when appointed to the classification. An example of this would be job-related college or university courses when the specification for the classification calls for high school graduation.
- 2. Courses must be (except where noted below in paragraphs (C)(6) and (C)(7)) approved by one of the regional accreditation associations recognized by the Council for Higher Education Accreditation (CHEA). Credits given for non-classroom assignments such as life experience, military training, and professional training are not reimbursable.
- 3. Courses <u>must</u> be: 1) related to the employee's current occupation; 2) related to a City classification to which the employee may reasonably expect promotion within five years of completion of his/her educational objective; or 3) required for the completion of the pre-approved job-related major. An example of the third requirement would be general education or elective requirements for the major as stated in the school catalog.
- 4. Courses shall not duplicate training which the employee has already had or which is to be provided in-house unless approval has been granted by the department head and the Human Resources Department.
- 5. Completed engineering review courses taken at accredited institutions for which an academic grade or units of academic credit are not given are eligible for reimbursement. These courses must prepare candidates for a certificate, license or registration issued by the California Board of Registration for Professional Engineers. The employee must receive the certificate or license from this Board to be eligible for reimbursement, which will be granted for a maximum of two courses per certificate, license or registration.
- 6. Courses needed to maintain or leading to a City-approved certificate, license or registration are eligible for reimbursement, as are any examination fees required to successfully maintain or obtain the certificate, license or registration. Reimbursement for eligible expenses will be made after obtaining or proof of renewal of the license, certificate or registration.

- 7. Courses related to the use of City-approved computer equipment purchased by the employee may be authorized under the tuition reimbursement program.
- 8. Courses cannot be taken on City time. The employee must certify that all courses submitted for approval were taken on his/her off-duty time.
- 9. To certify eligibility, a fully completed pre-approval form shall be submitted to the department head and to Human Resources before the course begins.

## D. Reimbursement

- 1. A tuition reimbursement request form must be submitted within three months of the completion of the approved course(s). A minimum final grade of "C" or its equivalent is required for reimbursement. A pass in a pass/fail course will be considered equivalent to a "C" for reimbursement purposes only. No reimbursement shall be made for audited or incomplete courses.
- 2. Employees shall be reimbursed for tuition and any fees and reading materials required by the academic institution for the eligible course(s). Expenses for parking, travel, lodging, meals, transcript fees, materials and any other costs are not reimbursable.
- 3. Employees shall be reimbursed up to the dollar amount charged for the same number of units per term by California State University, Fullerton, with a maximum of \$2,500 per fiscal year for courses taken during that fiscal year. The difference between the City's maximum obligation during any fiscal year and the total amount of actual reimbursement received by the employee during that fiscal year shall not be carried over or be available for use by the employee in any subsequent fiscal year.
- 4. Employees must submit a bona fide certification of major, fees paid and grade achieved from the attendant institution in order to have their request for reimbursement considered. These documents must accompany the reimbursement request form in order to be processed.
- 5. Upon separation from employment, employees shall reimburse the City for any funds received under this program for courses completed during the last 12 months of employment. This payback provision does not apply to employees who receive a service or disability retirement (as defined in Article 27(B)), who are laid off by the City, or who separate as a result of a City/departmental reorganization.

#### ARTICLE 21: UNIFORMS

## A. Police Employees

- 1. For Police employees required to wear and maintain uniforms, the City shall determine and provide the "first issue" of uniforms upon initial appointment, as well as a biweekly allowance of \$17.32.
- 2. Employees shall return to the City the same amount of uniforms initially received when they separate from the City.

## B. Field Maintenance Employees

- 1. Field Maintenance employees who are required to wear a City uniform on the job shall be eligible to receive six sets of the shirt/pant uniforms from the City for wear on the job and to and from the job. Employees shall be responsible for laundering such uniforms.
- Employees in the classifications listed here shall have the option of choosing eleven sets of the shirt/pant uniform or eleven sets of cloth coveralls. The City will provide laundry services for either option. An employee who wears a City T-shirt shall be responsible for laundering such shirts.

Equipment Mechanic Lead Worker Equipment Service Worker Fleet Maintenance Technician Mechanic I. II. III

3. The Director of Public Works may issue cloth coveralls on an as-needed basis to other maintenance employees for their occasional daily use. The City will launder coveralls used under such circumstances.

## C. Work Boots

- 1. City-approved work boots shall be worn by field employees of the Airport and Public Works Department/Maintenance Services division, each of whom shall receive \$9.62 biweekly toward the purchase thereof.
- 2. Each Building Inspector Trainee, I, II, and III, Construction Inspector, Construction Inspector Water, and Housing and Community Rehabilitation Inspector shall wear City-approved work boots. The City may make exceptions to this rule for employees who request it for bona fide safety or medical reasons. Such decisions shall be made annually. Said employees shall receive \$9.62 biweekly toward the purchase thereof.

3. If steel-toed work boots are required for the employee's assignment, they shall comply with Cal-OSHA General Industry Safety Orders, Section 3385, and American Society for Testing and Materials (ASTM) F 2412-18 and ASTM F 2413-X18

If steel-toed work boots are not required for the employee's assignment, they shall be of a style and construction approved by the City for the assigned duties.

- 4. The City may determine which, if any, positions should receive an additional allowance.
- D. The City may, at its sole discretion, convert the existing uniform purchase and allowance program to an alternative program such as, but not limited to, the provision of all uniforms or a voucher system. The uniform purchase and allowance program shall continue on a pro-rata basis until the effective date of such change.

## ARTICLE 22: TOOL ALLOWANCES / REIMBURSEMENTS

## A. Allowances

Employees in the classifications listed below shall receive an allowance for tools used in the course of City employment in accordance with directives established by the City.

Payment shall be made in the following biweekly amounts:

\$20.00 - Equipment Mechanic Lead Worker, Mechanic III, and Mechanic II

\$13.50 - Mechanic I

\$ 7.00 - Equipment Service Worker

#### B. Reimbursements

Employees in the classifications listed below shall be reimbursed up to \$20 per biweekly pay period for the cost of tools broken or damaged in the course of City employment:

Electrician

Maintenance Electrician

Electrical and HVAC Lead Worker

#### **ARTICLE 23: SURVEYS**

In determining what is adequate compensation, the parties shall use as a guideline the compensation provided to comparable employees in the following jurisdictions or any other jurisdictions deemed appropriate: Anaheim, Buena Park, Costa Mesa, Garden Grove, Huntington Beach, Newport Beach, Orange and Santa Ana.

## ARTICLE 24: CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS)

- A. The City's contract with CalPERS for affected employees shall include the following options:
  - One-Year Highest Compensation (Cal. Gov. Code §20042) for employees hired by the City on or before December 22, 2012. For all other employees, including "new members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), the final compensation is calculated based on the average of their highest paid 36 consecutive months.
  - 2. Post-Retirement Survivor Allowance (Cal. Gov. Code §§21624, 21626).
  - Fourth Level of 1959 Survivor Benefits (Cal. Gov. Code §21574).
  - 4. Military Service Credit as Public Service (Cal. Gov. Code §21024), in which the employee pays the entire cost.
  - 5. 2% @ 55 Full Formula (Cal. Gov. Code §21354) for employees who are not "new members" as defined by PEPRA. 2% @ 62 formula (Cal. Gov. Code §7522.20) for employees who are "new members" as defined by PEPRA.
  - 6. Pre-Retirement Optional Settlement 2 Death Benefit (Cal. Gov. Code §21548).
  - 7. Credit for Unused Sick Leave (Cal. Gov. Code §20965). An employee who retires on or after October 1, 2011 who is not eligible for benefits under Article 38(F) Payment for Unused Sick Leave upon Separation shall receive additional service credit for his/her unused sick leave upon retirement from the City, converted per the terms of the CalPERS contract.
- B. Employer-Paid Member Contributions (EPMC) Employees Who Are Not "New Members"

For employees who are not "new members" as defined by PEPRA, the City shall pay the CalPERS normal member contribution (as defined in §20677 of the California Government Code) into each employee's CalPERS account, pursuant

to §20691 of the California Government Code. This payment will be included within the employee's compensation earnable that is reported to CalPERS, pursuant to §20636(c)(4) of the California Government Code.

- 1. Effective the first full pay period that includes July 1, 2024, whichever date is later, the City's EPMC contribution shall be reduced by one and one-half percent (1.5%), with one and one-half percent (1.5%) of the normal member contribution paid by the employee.
- 2. Effective the first full pay period that includes July 1, 2025 the City's EPMC contribution shall be reduced by an additional one and one-half percent (1.5%), with three percent (3.0%) of the normal member contribution paid by the employee.
- 3. Effective the first full pay period that includes July 1, 2026 the City's EPMC contribution shall be reduced by an additional two percent (2.0%), with five percent (5.0%) of the normal member contribution paid by the employee.
- 4. Effective the first full pay period that includes January 1, 2027 the City's EPMC contribution shall be reduced by an additional two percent (2.0%), with seven percent (7.0%) of the normal member contribution paid by the employee.

This EPMC shall not be considered base salary, and is not taxable income, pursuant to §414(h)(2) of the Internal Revenue Code. However, should any state or federal agency alter the current income tax treatment of such payment, the consequences of such action shall be the sole responsibility of the affected employees, and shall in no way alter any obligation of the City toward such employees.

"New members" as defined by PEPRA are not eligible for this benefit.

C. Employee Cost Sharing of Employer Contribution Rate – Employees Who Are Not "New Members"

Effective October 29, 2011, employees who are not "new members" as defined by PEPRA shall contribute seven percent (7%) of their compensation earnable (as defined in Government Code §20636) toward the employer contribution rate ("cost-sharing"). Effective December 23, 2012, the City amended its contract with CalPERS to implement the provisions of California Government Code 20516(a) to provide that a portion of the seven percent (7%) contribution shall be made pursuant to Government Code Section §20516(a), with the balance of the seven percent (7%) contribution made pursuant to Government Code Section §20516(f). In the event of a change in the law or legal determination that any portion of the seven percent (7%) employee contribution toward the employer rate is not allowable as agreed, the employer-paid member contributions shall be reduced by

whatever portion is not allowable and the parties shall meet and confer to determine the appropriate modifications of benefits to offset this change.

- 1. Effective the first full pay period that includes July 1, 2024, the Employee cost-sharing contribution shall be reduced by one and one-half percent (1.5%).
- 2. Effective the first full pay period that includes July 1, 2025, the Employee cost-sharing contribution shall be reduced by an additional one and one-half percent (1.5%), for a total of three percent (3.0%).
- 3. Effective the first full pay period that includes July 1, 2026, the Employee cost-sharing contribution shall be reduced by an additional two percent (2.0%), for a total of five percent (5.0%).
- 4. Effective the first full pay period that includes January 1, 2027, the Employee cost-sharing contribution shall be reduced by an additional two percent (2.0%), for a total of seven percent (7.0%).

It is further provided that should legislation be enacted that requires employees pay any portion of the required member contribution, then the City shall take whatever action is necessary to reduce the amount of the employee pick-up of the employer contribution by the amount of the required payment by the employee of the member contribution.

#### ARTICLE 25: SOCIAL SECURITY

In the event the City and its employees are required to participate in the Federal Social Security program, the contribution designated by law to be the responsibility of the employee shall be paid in full by the employee and the City shall not be obligated to pay or "pick up" any portion thereof.

#### ARTICLE 26: MEDICARE

Employees hired by the City on or after April 1, 1986 shall pay the designated employee contribution to participate in the Medicare Program and the City shall be under no obligation to pay or "pick up" any such contributions.

#### ARTICLE 27: HEALTH INSURANCE

## A. City Contributions - Employees

1. The City shall contribute the following monthly amounts toward the payment of premiums for employees and their dependents under the existing

programs (or a new program providing substantially similar coverage and benefits mutually agreed upon between the City and FMEF):

For employees enrolled in the Kaiser HMO plan:

Single \$460 Two-Party \$920 Family \$1,300

For employees hired on or after June 29, 1996 enrolled in the HSA PPO plan:

Single \$460 Two-Party \$920 Family \$1,300

For employees enrolled in CIGNA HMO plans and employees hired before June 9, 1996 enrolled in the HSA PPO plan:

Single \$500 Two-Party \$1,050 Family \$1,500

Any increases to these monthly contributions shall be subject to future negotiations.

2. If at any time during the term of this agreement, it is determined that the City's contribution toward medical insurance is less than required for minimum affordable coverage under the Affordable Care Act, the City shall, at its own discretion, increase any contribution by the amount necessary to meet the affordability requirements.

## B. City Contributions - Retirees

For each person regularly employed for 20 cumulative calendar years or more who retires from the City subsequent to September 30, 1995 the City shall pay the same contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be Two Hundred Dollars (\$200.00). With respect to any such employee who retired between June 28, 1986 and September 30, 1995 the City shall pay 100% of the employee-only premium.

For each person regularly employed for ten or more cumulative calendar years but less than 20, and who retires subsequent to September 30, 1995 the City shall pay 50% of the contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons

hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be One Hundred Dollars (\$100.00). With respect to any such employee who retired between June 28, 1986 and September 30, 1995 the City shall pay 50% of the employee-only premium.

A "retiree" shall mean only those former employees who receive a CalPERS retirement allowance that has been in effect since the day after official separation from City of Fullerton employment.

This obligation to pay health insurance premiums shall end at such time as the retiree reaches age 65 or becomes eligible to enroll, automatically or voluntarily, in Medi-Cal or Medicare, whichever occurs first. Prior to such time, this obligation shall be suspended for any period during which the retiree is receiving or is eligible to receive similar health insurance coverage at the expense of another employer (either public or private). The City shall have the right to require any retiree covered by this paragraph to certify annually that he/she is not receiving nor is eligible to receive any such paid health insurance benefits from another employer.

A retiree desiring to have health insurance coverage for dependents shall remit to the City a check for the amount of dependent coverage no later than the 15th of the month preceding the effective month of coverage.

## C. Opt-Out

- 1. An employee may "opt-out" of the City's medical plan under these conditions:
  - a. The employee is not receiving Medicare or Medi-Cal.
  - b. The employee must sign a document stating his/her desire to waive medical insurance.
  - c. The employee must provide proof of other group health insurance coverage that is compliant with the Affordable Care Act, which shall be confirmed by the City each year prior to open enrollment.
  - d. The employee may only re-enroll during 1) annual open enrollment, or 2) upon loss of coverage in accordance with the underwriting guidelines for each of the City's health plans.

## 2. Payment

- a. Full-time employees shall receive a cash payment of \$50 per pay period.
- b. Part-time employees shall receive a cash payment as follows:

Cumulative Hours Worked	Payment Per Pay Period
< 3,120	\$0

≥ 3,120 \$30.00

## D. Flex Credit Program

For those employees enrolled in the City's medical program, the City will implement a "flex credit" contribution in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month. These "flex credits" shall be paid through a revised Section 125 Plan.

Effective January 1, 2024 (implemented on the second pay date in the prior December), the City will increase the flex benefit contribution for those employees enrolled in the City's medical program by an additional \$300 (a total of \$350 per month) paid in \$175 increments for the first two pay periods of each month.

Further, effective January 1, 2025, the "flex credits" for those enrolled in the City's medical program shall be provided in three tiers based on their particular enrollment: Employee, Employee + 1, or Family. The "flex credits" will be adjusted annually in the amount of 50% of the premium increase for each applicable tier in the Kaiser HMO plan. If the premium goes down, there shall be no adjustment to the flex credits for that year.

Flex credits may be applied to the City's health insurance, dental, and vision premiums. Flex credits shall be applied in the following order: health insurance (first); dental insurance (second), and vision insurance (third). Any remaining flex credits after application to the City's health, dental, and vision premiums shall be forfeited.

For those employees who are not enrolled in City's medical plan, they shall receive a contribution to a Flexible Spending Account ("FSA") in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month (see Article 28).

The flex credits afforded under Article 27(D) shall in no way impact the City's separate obligation to provide a medical contribution to retirees under Article 27(B). The provision of flex credits to active employees under Article 27(D) does not constitute a "contribution" owed to retirees under Article 27(B).

If the City transitions to obtaining medical benefits through CalPERS during the term of this MOA, the parties will reopen Article 27 to meet and confer over flex credits and City medical contributions.

## E. Voluntary Benefits Plan

The City has implemented a voluntary benefits plan through The Standard Insurance Company. Employees may opt in to plans providing supplemental benefits for Accident, Hospital and Critical Illness covered incidents. Premiums for employee selections shall be deducted from the employee's pay on a post-tax basis.

## ARTICLE 28: FLEXIBLE SPENDING ACCOUNT PROGRAM

The City's Flexible Spending Account (FSA) Program shall be made available to affected employees.

Pursuant to said program, an employee may request that eligible expenses be paid or reimbursed by the City out of his/her account, with the employee's base salary being reduced by the amount of any such payments or reimbursements.

Each employee with a payroll deduction for medical and dental insurance premiums shall have his/her salary reduced by the amount of those deductions, on a before-tax basis.

#### ARTICLE 29: LONG-TERM DISABILITY INSURANCE

- A. The City shall pay 100% of the premium for a City-owned Long-Term Disability insurance policy affording coverage to each active employee.
- B. The policy shall have an elimination period of 55 calendar days of continuous disability. Anytime after the expiration of the elimination period, the employee may apply for Long-Term Disability insurance or may continue to use accrued leave pursuant to the City's policy thereon.
- C. The maximum benefit shall be 50% of the eligible employee's PRE-DISABILITY EARNINGS as defined in the policy document, or \$6,000 per month, whichever is less. This maximum benefit shall be calculated in accordance with policy definitions.

#### ARTICLE 30: LIFE INSURANCE

The City shall provide \$25,000 group term life insurance for affected employees. In compliance with the City's current life insurance contract, employees at age 70 shall have benefits reduced by 35%, and employees at age 75 shall have benefits reduced by 50%. Each employee may purchase additional City group term life insurance.

## ARTICLE 31: DENTAL INSURANCE

The City shall pay the employee-only premium (but no more than \$25 per month) under any group dental insurance plan administered or approved by the City.

A retiree (as defined in Article 27(B)) and his/her eligible dependents may subscribe to a City dental plan by paying the full premium for the coverage chosen.

#### ARTICLE 32: VISION INSURANCE

The City shall provide vision care insurance to employees on the City sponsored Cigna medical plans and pay an amount equal to the employee-only premium in effect on January 1, 1991, i.e., \$7.30 per month. Employees enrolled in the City sponsored Kaiser medical plan shall be enrolled in the vision plan with the same City contribution for employee-only coverage.

Employees eligible for vision insurance may enroll eligible family members in the City sponsored vision plan at their own option and cost, payable through a payroll deduction. Eligibility and enrollment of such family members is subject to the standard plan rules.

#### ARTICLE 33: SELF-INSURANCE/OTHER

The City shall have the right to provide all or any portion of the benefits presently available under any existing health, long-term disability, dental, or vision plan through a self-insurance program or, in the case of vision insurance, via a contract with a direct provider; however, the election of such option shall not cause affected employees to suffer any loss of benefits or coverage.

A medical advisory committee, to include representatives of the four major employee organizations, has been established. The committee shall meet with City representatives at least four times per year. This committee's functions shall include analysis of plan coverage and cost containment opportunities, the review of alternative approaches to medical insurance, and communications to and from employees for the purpose of providing reasonably priced medical care. Committee recommendations shall be developed with a view toward including them in this Agreement.

## ARTICLE 34: CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT

Employees who are allowed to remain on a City health or dental insurance plan following separation from employment pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) may be charged the maximum rate permissible by law for such coverage (presently 102% of the premium for an active employee.)

## ARTICLE 35: DISCRETIONARY PERSONAL LEAVE

Discretionary personal leave accumulated and not used prior to the term of this Agreement will be available for employee use until such time as the employee separates from the City. This discretionary personal leave will have no cash value and its use must be approved by the Department Head and not require overtime backfill. Employees on discretionary personal leave will be on paid status. No additional Discretionary Personal Leave will be provided during the term of this Agreement. This leave is separate and distinct from Discretionary Holiday Leave referenced in Article 36.

#### ARTICLE 36: HOLIDAY LEAVE PROGRAM

- A. The following days shall be recognized Holidays for employees of this unit:
  - 1. January 1, New Year's Day
  - 2. The third Monday in February, Presidents' Day
  - 3. The last Monday in May, Memorial Day
  - 4. July 4, Independence Day
  - 5. The first Monday in September, Labor Day
  - 6. November 11, Veteran's Day
  - 7. Thanksgiving Day
  - 8. The Friday following Thanksgiving Day
  - 9. December 24, Christmas Eve
  - 10. December 25, Christmas Day
  - 11. December 31, New Year's Eve
- B. No other day shall be such a holiday unless it is a non-recurring holiday designated specifically by the President of the United States and/or the Governor of California, and approved by the City Council.

If any other bargaining unit receives Martin Luther King, Jr. Day as a holiday during the term of this MOA, FMEF members shall also receive the holiday.

- C. For employees working with regard to holidays:
  - 1. An employee who works with regard to holidays will receive holiday leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used when a designated City holiday occurs and employee works in a location, facility or program that is closed on the holiday, and the holiday falls on the employee's regular work day, and the employee is not required to work. The hours will be paid on the day the

- holiday occurs except as provided in Article 36(C)(2) and Article 36(C)(3) below. There shall be no additional cash value for holiday leave hours.
- 2. An employee who works with regard to holidays and is required to work on a holiday will receive in addition to his/her normal pay for the day, holiday discretionary paid leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used at a later time in accordance with rules set forth herein.
- 3. An employee who works with regard to holidays will receive holiday discretionary paid leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, when a City designated holiday falls on a day that is not a regular work day for the employee. These hours may be used at a later time in accordance with rules set forth herein.
- D. For employees working without regard to holidays:
  - 1. Employees who are assigned to a division that operates without regard to holidays (e.g., Police Records Division and Airport) shall be entitled to be paid eight hours at their regular rate of pay for each recognized holiday.
  - 2. As an alternative to receiving holiday pay as the holidays occur, an employee who works without regard to holidays may elect, at the beginning of each payroll year, to defer receipt of holiday pay until the end of that payroll year. Each employee who defers cash payment for holidays shall accrue holiday leave on a biweekly basis. These hours shall be available for employee use for paid time off subject to the same rules a vacation hours. At the end of each payroll year, any remaining holiday hours shall be converted into a cash payment at the base salary rate then in effect.
  - 3. In addition to the 88 hours of holiday pay an employee working without regard to holidays is entitled to receive in accordance with D(1) and D(2) above, the employee shall receive 11 hours of holiday discretionary leave to be used at a later time in accordance with rules set forth herein.
- E. Holiday discretionary leave time received under this Article must be used during the fiscal year in which it is received. Hours not used will expire. There will be no cash value associated with the holiday discretionary leave hours received under this provision.

#### ARTICLE 37: VACATION

#### A. Accrual

1. Each employee shall accrue vacation credit with pay in accordance with the following table:

	Number of Hours		
Amount of Current Service	Annually	Biweekly	
. 5	404	4.00	
< 5 years	104	4.00	
≥ 5 years	120	4.62	
≥ 10 years	128	4.93	
≥ 11 years	136	5.24	
≥ 12 years	144	5.54	
≥ 13 years	152	5.85	
≥ 14 years	160	6.16	

2. Vacation credit shall accrue each pay period in which the employee has worked or used paid leave except sick leave for at least one full regular work shift. An employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive vacation credit for that pay period.

## B. Usage

- 1. First Vacation: A new employee's first vacation may not be taken until he/she has worked for 13 pay periods. Absences such as sick leave or unpaid leave for an entire pay period shall not be considered time worked for this purpose.
- 2. Employees hired on or after June 1, 1981 shall accrue, but not be paid for, unused vacation credits until completion of their initial probation period with the City.
- 3. Department Head Approval: No vacation absence with pay may be taken without approval by the department head or designee. The department head shall schedule and approve vacation for his/her employees as requested or at such other time as will achieve the most efficient functioning of the department and to avoid any loss of vacation by reason of the accumulation limit provided herein.
- 4. Vacation may not be used when an employee is absent for personal medical reasons and has sick leave available.

## C. Accumulation Limit

An employee may accumulate vacation credits in an amount up to twice his/her annual vacation allowance. Vacation credit earned beyond the maximum is forfeited, with the following exception:

When any written request by an employee to take a vacation is refused or not acted upon by the department head, and the employee is not allowed other vacation time off to prevent a loss of vacation credits, the employee shall then be paid at the straight time salary rate then in effect not only for the time worked, but also for the vacation time that would have been credited to him/her for so working were it not for said accumulation limit. This payment shall continue until such time as the employee is permitted to take a vacation.

#### D. Annual Conversion

- 1. At the end of each payroll year, an eligible employee may convert up to 40 hours of unused vacation time into cash, payable at the base salary rate in effect at the time of conversion. Such conversions shall be made concurrently with the annual conversion of sick leave.
- 2. To be eligible, an employee must have completed his/her initial probation period; must have actually taken (not converted) at least 80 hours of vacation in the preceding payroll year; and must have at least 80 hours of vacation remaining after such conversion.

## E. Separation From Employment

An employee, except one on his/her initial probation period with the City, who separates from employment by resignation, layoff, or otherwise, shall be paid the balance of his/her accumulated vacation credits at the base salary rate in effect on the date of separation. In the case of the employee's death, the balance shall be paid to the employee's designee or, if no designee, to the employee's estate.

## ARTICLE 38: SICK LEAVE

A. Each regular full-time employee (40 hours per workweek) shall earn and accumulate 3.69 hours of sick leave for each pay period in which the employee has worked at least one full regular work shift. An employee absent on vacation shall receive sick leave credit, but an employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive sick leave credit for that pay period.

Each employee regularly scheduled to work less than 40 hours per workweek shall accrue sick leave at the rate of three hours per pay period, up to a maximum

accrual of 48 hours at any one time. For employees who were eligible to accrue sick leave without limit prior to July 1, 2015, the 48 hour cap shall not apply. Any employee who converts from a regular forty-hour workweek to a workweek of less than forty hours, shall retain for use all of his/her accrued sick leave balances at the time of the workweek reduction.

## B. Sick Leave Usage

Sick leave is provided so that employees will not suffer financially because of inability to work due to bona fide illness or injury. The City may compel an employee who is unable to perform the duties of his/her position to submit to a medical examination on City time and at the City's expense.

An employee shall be allowed to use his/her accumulated sick leave as follows:

- 1. Absences relating to the health or welfare of the employee:
  - a. Personal illness or physical incapacity;
  - b. Medical or dental appointments;
  - c. Forced quarantine in accordance with community health regulations.
  - d. For the purposes under Labor Code section 230 and section 230.1 to make necessary arrangements for the safety and welfare of the employee in cases of domestic violence, sexual assault or stalking.
- 2. Absences relating to the health of the employee's family:
  - a. Health conditions of or medical or dental appointments for the employee's family members as required by law in a total amount not to exceed 48 hours in a payroll year.
  - b. The care of an employee's newborn child/children or the placement with an employee of a son or daughter for adoption or foster care within the first 12 months after birth or placement, for up to 96 hours.
  - c. The serious health condition of a family member which qualifies under the Family and Medical Leave Act (FMLA), provided that the employee has submitted all necessary documentation to the Human Resources Department certifying the condition qualifies for FMLA.

In no event shall the total time taken pursuant to 2(a), 2(b) and 2(c) exceed 480 hours in any 12-month period. This maximum limit of 480 hours shall be reduced by any time taken pursuant to the employee's own FMLA

qualifying condition(s) within such rolling 12-month period except as otherwise required by law.

## C. Approval of Sick Leave

- 1. Sick leave may be taken only when an employee has sick leave credits. The first sick leave with pay may not be taken until the 90th day of City employment. No payment for sick leave shall be made without the approval of the department head.
- Appointments for medical, dental or vision care shall be made on the employee's day off when practicable. Sick leave shall only be authorized for such purposes when an employee is unable to take care of such appointments on his/her day off.
- 3. Prior to resuming work after taking three or more consecutive shifts of sick leave, an employee shall submit a physician's written certification of the medical necessity for his/her absence from work and a written release stating that he/she is able to perform his/her normal or modified job duties. For example, an employee absent on Monday, Tuesday and Wednesday must provide this release before resuming work on Thursday.

If the absence of three or more consecutive shifts is for family illness (See B(2) above), the employee shall submit certification from the family member's attending physician of the medical condition during the length of absence for which paid leave is requested. The physician's certification shall verify that the family member had an illness, injury or medical procedure during the period of time for which paid leave is requested. However, the certification shall not be required to include a diagnosis or description of injury or treatment.

#### D. Bereavement Leave

The death of a member of the employee's immediate family shall entitle the affected employee to be absent for three shifts (not to exceed 27 hours) and such absence shall not be charged to sick leave. An employee may also use two shifts (not to exceed 18 hours) of accumulated sick leave per incident for bereavement purposes, and the City Manager may authorize up to an additional five shifts (not to exceed 45 hours) of sick leave usage for bereavement purposes when appropriate.

The definition of "immediate family" for the purpose of bereavement leave shall include the employee's spouse, parents, children, stepchildren, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, stepparent, legal guardian and others as required by law.

## E. Annual Optional Conversion of Sick Leave

Employees hired on or after June 29, 1996 are not eligible for this conversion program.

- 1. A person who has been regularly employed by the City for the full preceding calendar year and has at least 24 hours of unused sick leave remaining from the preceding payroll year, may convert a fixed percentage of the unused portion of those credits to either of the following:
  - a. Up to 50% to vacation credits; or
  - b. Up to 50% to cash to be paid at the employee's base salary rate.
- 2. An eligible employee who does not use sick leave during the preceding payroll year may convert up to 60% to cash or up to 50% vacation and up to 10% cash to be paid at the employee's base salary rate.

## F. Payment for Unused Sick Leave Upon Separation

Payment for unused sick leave upon separation shall be paid to persons regularly appointed to any City classification on or before August 31, 1983 and employed continuously thereafter. All others are ineligible for this benefit.

- 1. If an eligible employee dies or retires, 55% of the unused sick leave credits accumulated will be paid to the employee or, in the case of the employee's death, to the employee's designee or, if no designee, to the employee's estate. Such payment will be at the base salary rate in effect at the time of such separation.
- 2. An eligible employee who separates after ten years of continuous service for any reason other than death or retirement shall be compensated for 50% of the unused balance of all accumulated sick leave credits in excess of 960 hours, to be paid at the base salary rate in effect at the time of such separation.
- G. All sick leave credits not taken as sick leave or otherwise converted shall remain within the employee's accumulated sick leave credits.

#### ARTICLE 39: CATASTROPHIC ILLNESS LEAVE BANK

The City shall maintain its Catastrophic Illness Leave Bank, as provided in Administrative Policy No. 104.

## ARTICLE 40: WORKERS' COMPENSATION PROGRAM

## A. Supplemental Pay

- 1. Unless employment is terminated, a regular full-time employee absent due to illness or injury resulting from his/her City employment, for which the employee received temporary total disability payments under California Workers' Compensation laws, shall be paid his/her full salary only for the first 1,040 cumulative hours of each absence. This salary payment period shall not extend beyond the date temporary disability payments are terminated. The employee's salary shall be reduced by the total amount the employee receives as temporary total disability payments, and such supplemental pay shall not be charged against his/her sick leave credits. Persons employed on a 3/4-time basis shall receive a cumulative total of 780 hours, and persons employed on a half-time basis shall receive a cumulative total of 520 hours.
- 2. A full-time employee who suffers a temporary disability as a result of what is interpreted under state Workers' Compensation laws as a separate illness or injury, regardless of whether the illness or injury is to the same or a different part of the body, shall be entitled to an additional 1,040 hours cumulative time of supplemental pay (pro rata time if a part-time employee) for each such separate illness or injury.
- 3. Once the employee has exhausted all of the benefits described in sections 1 and 2 above, the employee shall be entitled, at his/her request, to use any accumulated sick leave credits to pay the difference between his/her full salary and any amounts paid him/her under said Workers' Compensation laws until his/her accumulated sick leave credits are exhausted.
- 4. Employees on injured-on-duty status shall charge absences for doctor, therapy or follow-up visits to injury-on-duty leave (i.e., the supplemental pay program described in this Article).
- 5. The City may deny supplemental pay during the first three shifts of temporary disability leave to any employee who, in management's opinion, abuses sick leave. In such circumstances, the employee may elect to use sick leave, vacation or leave without pay. The grievance procedure in such cases shall end with the City Manager.
- B. The anniversary date of any employee who is absent from work as a result of an illness or injury resulting from the performance of duties in the course of his/her employment, shall not be affected as long as he/she is receiving an amount equal to his/her full pay. During such time, the employee shall continue to accrue vacation and sick leave benefits in the same manner as though he/she were not absent.

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C. Employees shall return to the City all City-funded payments whose value exceeds the employee's regular base salary.

### ARTICLE 41: JURY DUTY

When an employee is duly summoned to jury duty, he/she shall receive her/his regular pay for any regularly scheduled working hours spent in actual performance of such service. If the employee receives \$50 or more for such service, the employee shall remit to the City, all fees and allowances payable for such service less reimbursements from the court for meals, travel or lodging.

The schedule of an employee whose regular shift is not 8:00 a.m. - 5:00 p.m. shall be considered to be 8:00 a.m. - 5:00 p.m. for each day such an employee is required to attend jury duty. An employee who serves less than seven hours of jury duty on any given day may be required to return to work to complete an eight-hour shift.

Employees who have the option to request call-in juror status shall exercise that option.

### ARTICLE 42: WORK SCHEDULES

#### A. Time Worked

Each full-time employee shall work or be on approved leave 40 hours during each FLSA work period, and 80 hours during each City pay period. Part-time employees shall work between 20-39 hours per FLSA work period. Employees shall work such additional time as may, from time to time, be required in the judgment of the City to serve the citizens of the city.

### B. Work Schedules

The work schedules currently in use are generally as shown on Appendix C. The actual schedule worked by an employee, group of employees, work unit, office, division or department is determined by the City, and is subject to change or adjustment according to each department's business needs.

- 1. An employee's schedule may be changed at any time by the City with 14 days notice, except that any change in the work schedule for the year-end holidays (i.e., Winter Closure) shall be announced before Thanksgiving.
- 2. During an urgent situation (as determined by the department head or his/her designee), the City may direct the employee to temporarily work a different schedule on a 12-hour notice.

3. An employee who believes that hardship will result from his/her assignment to a particular schedule may appeal to the department head.

### C. Alternate Work Schedules

For employees on a work schedule other than the Traditional schedule (see Appendix C), all existing personnel policies, rules and regulations shall continue to apply, except as provided below. If any conflict or problem results from applying these exceptions, the existing policies, rules and regulations as described elsewhere in this Agreement shall prevail.

## 1. Paid Leave

Employees shall continue to accrue vacation and sick leave in accordance with the current accrual rates. When vacation or sick leave is used the employee shall be charged based on actual time taken, calculated hour-for-hour.

### 2. Overtime

- The parties intend that implementation of an alternate work schedule does not create any additional overtime obligation under this Agreement or the FLSA.
- b. For employees who work without regard to holidays for CalPERS purposes, all briefings, meal periods and breaks are included within the work shift, and are considered time worked for the purpose of calculating eligibility for overtime compensation. Any such employee shall not be entitled to overtime compensation if his/her duties or responsibilities preclude him/her from taking a meal period or break.

## 3. Training Conference Leave

- a. When an employee attends a seminar, conference or training which requires less time than normally worked (e.g., an employee whose shift is nine hours attends a training seminar of eight hours duration) the additional time away from the City shall be charged to the employee's vacation or comp time account or to unpaid leave if no paid leave is available. Alternatively, the employee and his/her supervisor may make a schedule adjustment to ensure no compensation is lost. Travel time shall be compensated pursuant to applicable law.
- b. When an employee is scheduled to attend a conference or training program Monday through Friday, his/her work hours will be 8:00 a.m.

to 5:00 p.m., Monday through Friday, so there is no issue that he/she is eligible for overtime while attending the conference or training.

## 4. Military Leave

An employee granted military leave shall not be granted overtime when such leave extends beyond the employee's regularly scheduled workdays per week to his/her regular day off.

## 5. Jury Duty

An employee granted jury duty leave shall not be granted overtime when such leave extends beyond the employee's regularly scheduled workdays per week to his/her regular day off.

## 6. Injury on Duty

While an employee is on injury on duty status, his/her work hours will be 8:00 a. m. to 5:00 p. m., Monday through Friday, so there is no issue that he/she is eligible for overtime while receiving treatment or keeping doctor's appointments.

- 7. Employees shall schedule all nonemergency, nonurgent medical and dental appointments on the employee's regular day off when practicable.
- 8. Employees assigned to the Downtown Cleanup crew who work a 9/80 work schedule and begin their regular workday at 3:00 a.m. shall be entitled to receive Graveyard Shift differential pay as specified in Article 16: Increment Pay, section (A)(1)(b).

## D. Daylight Savings Time

The City shall adjust work schedules to avoid any loss or gain in compensation which may result from changing to or from Daylight Savings Time.

## ARTICLE 43: WORK SCHEDULE REDUCTION

Where service to the public permits a full-time employee may reduce his/her work schedule. Such reductions must result in cost savings to the City and are subject to approval by the City Manager, the Director of Human Resources, and the affected department head.

A work schedule reduction can take either of two forms:

- 1. The policy regarding time off will be relaxed to allow employees to take unpaid time off in lieu of vacation; insurance, increment pay, leave accruals and retirement will not be affected. This will be subject to the following:
  - a. Unpaid time must not exceed 10% of any pay period.
  - b. An employee will not be allowed to exceed his/her vacation maximum. In other words, when the employee is at or near the vacation accumulation limit, vacation must be used and unpaid time will not be authorized.
  - c. Taking unpaid time shall not result in overtime pay or comp time.
- When an employee wants to take off more than 10% of the time, he/she may, at the discretion of the City, reduce his/her schedule to three quarter time or half time. In this category, there is no reduction in insurance benefits but paid leave accruals, increment pay and tuition reimbursement are reduced to three-quarter or half-time and CalPERS service credit is reduced accordingly. Sick leave accrual shall be at the rate applicable to less-than-full-time employees under Article 38(A) during the work reduction.
- 3. To be eligible for this program, an employee must have passed his/her original probation period.

## ARTICLE 44: TEMPORARY EMPLOYEES

Persons temporarily hired into classifications represented by FMEF who work equal to or in excess of 80 hours per pay period for six consecutive months shall be converted to regular employee status.

#### ARTICLE 45: BENEFITS FOR PART-TIME EMPLOYEES

A. Persons appointed on a part-time basis after June 30, 1989 shall receive only the benefits listed below:

Event Benefit

Upon appointment Eligible for the following on a basis proportionate

to hours worked - i.e., 50% or 75% of the full-time rate – under the same rules and practices which

apply to full-time employees:

- a. Increment Pay
- b. Tuition Reimbursement

- c. Uniform Allowance
- d. Jury Duty Pay
- e. Tool Allowance/Reimbursement

Eligible to accrue and use vacation credit in accordance with the following table and existing rules and practices:

	Number of Ho	urs – Biweekly
Amount of	50%	75%
Current Service	<u>Employee</u>	<u>Employee</u>
_		
< 5 years	2.000	3.000
≥ 5 years	2.310	3.460
≥ 10 years	2.465	3.698
≥ 11 years	2.620	3.930
≥ 12 years	2.770	4.155
≥ 13 years	2.925	4.387
≥ 14 years	3.080	4.620

Vacation credits may be used in accordance with the provisions of Article 37 sections (A)(2), (B)(1), (B)(3), (C) and (E).

Sick leave shall accrue at the rate applicable to less-than-full-time employees under Article 38(A).

Employees who regularly work 30 or more hours per week or assigned to a City position requiring coverage under the Affordable Care Act, shall be eligible to receive the same contribution to the City's health insurance plan as the City contributes for full-time employees.

The City shall have the option to provide greater benefits or to provide the above benefits at an earlier date to a person employed in an FLSA exempt classification, as listed in Appendix A.

B. If a part-time employee becomes full-time, the time served as a part-time employee shall be counted for purposes of vacation accrual.

#### ARTICLE 46: PAYROLL SYSTEM

The City shall utilize the biweekly pay system. Pay periods shall begin at 12:01 a.m. every other Saturday, and end at midnight on the second Friday (i.e., 14 calendar days later) thereafter. Paydays shall occur on the Friday following the conclusion of each pay

period. The one exception to this is when that Friday is a City holiday, the payday shall fall on the preceding business day.

Each affected employee shall participate in the City's direct deposit payroll program.

The payroll year begins on the first day of the biweekly pay period that is paid in a new calendar year and ends on the last day of the pay period that is paid within the same calendar year.

### ARTICLE 47: VENDING MACHINES

FMEF may use City property and utilities to provide vending machines for use by affected employees, and FMEF shall receive the profits therefrom. The City retains the right to approve any changes in location or number of vending machines.

FMEF shall hold the City harmless from the existence of any and all such vending machines and from the use and operation thereof; from the consumption of any product dispensed thereby; and from any malfunction, personal injury, property damage or accidents resulting from the existence, use or operation thereof.

#### ARTICLE 48: UNIT MEMBERSHIP

#### A. Dues Check-off

- 1. FMEF membership dues or service fees shall be deducted by the City from each employee's paycheck. The City shall promptly transmit the dues and fees so deducted to FMEF. There shall be only one FMEF deduction per pay period per employee.
- 2. FMEF shall notify the City, in writing, as to the amount of dues and fees required of all employees. Once per fiscal year, the City will, upon written request of FMEF, change the amount of FMEF deduction to reflect any change in FMEF dues or fees. Any other changes in FMEF deduction amount(s) shall be made only upon written request of the employee via the City-authorized payroll deduction card.
- 3. Whenever FMEF notifies the City that there has been a change in the amount required to be deducted for dues or fees, FMEF shall provide certification that the employees have been notified of such change.
- 4. The City assumes no responsibility for keeping itemized records of deductions.

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- 5. The City shall provide FMEF a monthly list of regular employees newly hired into classifications represented by FMEF.
- 6. When a prospective employee whose position is represented by FMEF is checked in by the Human Resources Department, he/she will be given an information packet concerning FMEF membership. FMEF will provide this packet to the City. The design and packaging of the information are subject to City approval.

## B. New Employee Orientation

The parties acknowledge that the City provides new employee orientation (onboarding) to each new employee hired by the City. FMEF will be provided with not less than 10 calendar days' advanced notice of the time, date, and location of the onboarding of any new employee represented by FMEF. FMEF will be given 15 minutes at the end of the new employee onboarding in a room designated by the City for no more than one (1) FMEF representative to present FMEF membership information to the onboarding employee or employees. Human Resources staff will not be present during the FMEF portion of the onboarding. For the purpose of training, FMEF may have two (2) representatives participate in the orientation process with prior approval of the City.

FMEF will maintain a Membership Committee comprised of representatives authorized by FMEF to present the membership information to new employees. Employees eligible to serve as committee members shall be working in positions that allow the employee to leave his/her workstation for the purpose of participating in the onboarding without disruption or stoppage of City business or without creating a need to reassign or reschedule a City work crew. FMEF shall notify the City of employees appointed to the Membership Committee.

The City will provide appropriate Release Time, not to exceed 30 minutes, to the FMEF Membership Committee representative presenting FMEF membership information during a scheduled onboarding. Upon assignment of a member to an onboarding event, FMEF shall advise the Membership Committee member's immediate supervisor at least five (5) days prior to the onboarding. The FMEF Membership Committee member shall be released for this purpose unless unusual operational needs interfere with such release in which case the FMEF representative's immediate supervisor will provide a written explanation of why release could not be approved. If the FMEF Membership Committee member is not released due to department operational needs and no other Membership Committee member is available for the onboarding, the FMEF Membership Committee member may arrange an alternative date and time to meet with the newly hired employee within the first two (2) weeks of employment, subject to the 30-minutes onboarding and FMEF Release Time requirements as stipulated above.

## C. Employee Contact Information

The City shall provide FMEF with City maintained information concerning new employee name, job title, department, work location, work telephone number, home telephone number, personal cellular telephone number, personal email address, and home address within 30 days of hire.

In addition, on a quarterly basis, the City will provide FMEF with a digital file containing the same information for all employees in FMEF represented classifications.

## D. Indemnification

FMEF shall indemnify, defend and hold harmless the City and its officials, representatives and agents against any liability or claim of liability that arises or is claimed to arise out of or by reason of action taken or not taken by the City in complying with the provisions of this Article.

### ARTICLE 49: PERSONNEL FILES

- A. Each department shall keep a personnel file for each affected employee within that department.
- B. An employee shall have the right to inspect and review his/her file at reasonable intervals.
- C. A copy of any commendations, written warnings or reprimands, disciplinary action, personnel action forms and performance reviews placed into the employee's personnel file shall be provided to the employee.
- D. An employee shall have the right to respond in writing to any information contained in his/her file. This reply shall become a permanent part of the file.
- E. Upon written request from the employee, any adverse material and references thereto which resulted in non-Skelly discipline (i.e., letters of reprimand, letters of counseling and supervisor action reports, but not performance reviews) shall be removed from the file under these conditions:
  - 1. There has been no recurrence of similar conduct or other documented unacceptable conduct within the subsequent five years.
  - 2. There is no discipline currently pending and the employee is not on notice to improve.

## ARTICLE 50: SUBSTANCE ABUSE

- A. It is the responsibility of all affected employees to cooperate to protect the lives, personal safety and property of coworkers and fellow citizens. The parties hereto and all affected employees shall take all reasonable steps to accomplish these goals and to minimize potential dangers.
- B. It is in the best interest of the City, FMEF, affected employees, and the public to ensure that affected employees do not appear for work under the influence of drugs or alcohol or possess illegal substances or alcohol while at work, because such conduct is likely to result in reduced productivity, an unsafe working environment, poor morale and increased potential liability to the City. "Under the influence of drugs" means the use of any illegal substance or misuse of a prescribed drug in a manner and to a degree that impairs the employee's work performance or the ability to use City property or equipment safely.
- C. The City pays for a counseling service for employees who have problems with drugs and/or alcohol. The City and FMEF agree that every effort shall be made by the City and FMEF to refer employees who have such problems to this counseling service for assistance.
- D. The City may compel an employee who is unable to perform the duties of his/her position to submit to a medical examination on City time and at the City's expense.
- E. In addition to the policy described above, a substance screen shall be administered when an employee takes a medical exam for the Department of Motor Vehicles operator's license. This exam is currently required of employees who must have a California Commercial Class A or Class B driver's license, or a Class C driver's license with a Hazardous Materials Endorsement, or a Class C driver's license with Special Certificates.
- F. The City shall have the right to implement the D.O.T. regulations for random drug and alcohol testing of employees who are subject to these regulations.

## ARTICLE 51: USE OF TOBACCO

In addition to the policy set forth in City directives, affected employees shall not use tobacco products in any form inside City buildings, structures, vehicles, and/or in plain view of the public while on duty.

### ARTICLE 52: CONTRACTING OUT

The City shall meet-and-confer with FMEF on the potential impact on affected employees of a "City decision" to "contract out" when such a decision would affect the wages, hours

or working conditions of affected employees in budgeted positions. The meet-and-confer process shall commence at such time as the City Council receives a study on the advisability of going out to bid for this purpose. The study shall be submitted to the FMEF president within 48 hours of Council's receipt of the study.

This provision shall in no way diminish the City's right to contract and sub-contract as provided in Article 2.

### ARTICLE 53: LAYOFFS

If the City decides layoffs are necessary, the parties shall meet-and-confer to discuss alternatives to layoffs.

Should layoffs cause bumping, the reverse order of the normal line of promotion may be used for the bumping process. The normal line of promotion is the normal upward promotional path from one position to the next. See "Normal Line of Promotion" Human Resources Department Policy/Procedure, No. 061, which augments the City's Personnel Rules contained in Resolutions 8485 and 8521.

The City will meet informally with FMEF as early as possible to discuss potential layoffs, prior to making any decision to lay off employees. FMEF agrees that this/these meeting(s) are not formal negotiations and are not subject to impasse procedures or any of the other requirements of the Meyers-Milias-Brown Act (Gov. Code section 3500, et seq.). The parties further agree that if the City decides to lay off employees, the terms of Article 53 shall apply. The parties further agree that Article 54 remains in full force and effect and nothing in this agreement impacts or limits Article 54 in any way whatsoever.

### ARTICLE 54: DISCIPLINARY ACTION

In addition to the procedures set forth in current policy and practice, an employee may elect, when offered by the City, to reduce his/her vacation balance in lieu of suspension. There shall be no reference to sick leave use in unrelated discipline cases.

## Appeals:

- A. When an employee seeks to appeal disciplinary action (following the provision of all procedural safeguards required to be provided prior to the imposition of discipline) he/she shall initiate the formal Grievance Procedure by filing a written grievance at the level of the authority which has effectively imposed the discipline. This appeal must be received by said authority within 14 calendar days after the employee's receipt of the document which imposes such discipline.
- B. Should an employee wish to appeal the consequences of disciplinary action beyond the City Manager stage, he/she shall submit his/her written request for

- arbitration to the City's Human Resources Director within 14 calendar days following receipt of the City Manager's written decision.
- C. The only discipline cases that can go beyond the City Manager level are appeals from disciplinary action where the Skelly procedure was utilized. Performance appraisals shall not be appealed beyond the City Manager level.
- D. Appeals of disciplinary action may be filed only by an employee or FMEF with the employee's written consent.

### **ARTICLE 55: GRIEVANCES**

- A. Purpose: To provide a means by which employee grievances may be considered, discussed and resolved at the closest possible level to the point of origin.
- B. A grievance is any dispute concerning the interpretation or application of this Memorandum of Agreement, the City's Personnel Rules, or of departmental rules or regulations governing personnel practices or working conditions, or of the practical consequences of a City rights decision on wages, hours and other terms and conditions of employment.

A grievant is an employee or FMEF. An employee may proceed with or without his/her FMEF representative.

Grievances shall be presented in accordance with the procedures set forth below and as provided in paragraph E. Grievances shall be waived for all purposes if not presented to the supervisor within 14 calendar days from the date the aggrieved employee knew, or by reasonable diligence could have known, of the occurrence of the act or omission on which the grievance is based.

- C. Informal procedure: A grievant shall first discuss the issue with the employee's immediate supervisor without delay. If the problem is not resolved to the grievant's satisfaction, he/she shall have the right to discuss the grievance with the supervisor's immediate superior. Every effort shall be made to resolve the problem in this manner.
- D. Formal procedure: If informal efforts have not been successful in resolving the grievance, the grievant may submit an appeal in writing within seven calendar days of the response given in the informal procedure.

To the best of the employee's ability, the written appeal shall contain an explanation of the issue(s) in dispute as well as a proposed remedy. The appeal shall set forth the date of the informal discussion.

- 1. First level of appeal: The appeal shall be submitted to the grievant's immediate supervisor, who shall render a decision and comments in writing within seven calendar days of receipt of the appeal.
  - Failure of the employee to take further action within seven calendar days after receipt of the first level decision or within a total of 14 calendar days if no decision is rendered will bar further consideration.
- 2. Department review: Upon receipt of the appeal, the department head should discuss the grievance with the grievant, his/her representative, if any, the supervisor and the Director of Human Resources. The department head shall render his/her decision and comments in writing and return them to the grievant within seven calendar days after receiving or hearing the appeal, whichever occurs later.

If the grievant does not agree with the decision reached, or if no answer has been received within seven calendar days, he/she may present the appeal in writing to the City Manager. Failure of the employee to take further action within seven calendar days after receipt of the decision, or within a total of 14 calendar days if no decision is rendered will bar further consideration of the appeal.

- 3. City Manager review: The City Manager shall discuss the grievance with the employee, his/her representative, if any, and with other appropriate persons. The City Manager may designate a committee or officer not in the employee's normal line of supervision to advise him concerning the appeal. The City Manager shall render a decision in writing to the employee within 14 calendar days after receiving or hearing the appeal, whichever occurs later.
- 4. Grievance Mediation: This procedure is available after the City Manager level of the grievance procedure is completed.
  - a. Either party not satisfied with the City Manager's decision may, within 14 calendar days following receipt of the City Manager's decision, submit a written request to the other party for mediation of the dispute. Mediation shall be voluntary by both the City and the grievant.
  - b. Grievance mediation is a supplement to, and not a substitute for, the steps of the grievance procedure outlined in this Article. Any deadlines for the grievance procedure shall be tolled to permit the grievance to proceed to arbitration should mediation be unsuccessful.
  - c. If the parties agree to mediation, a request shall be submitted to the California State Mediation and Conciliation Service ("CSMCS") in

- writing. If the CSMCS is unable to serve in a timely manner, the parties shall agree on another mediator. Any costs of the mediator or the mediation process shall be divided equally between the City and the grievant.
- d. The function of the mediator shall be to attempt to assist the parties to achieve a mutually satisfactory resolution of the dispute. The mediator has no authority to compel resolution of the grievance.
- e. Proceedings before the mediator shall be informal and the Rules of Evidence shall not apply. No record, stenographic or tape recordings of the meetings will be made. The mediator's notes are confidential and their content shall not be revealed. Nothing said or done by the parties or the mediator during the grievance mediation session can be attributed to the other party in any subsequent arbitration, court or government agency proceeding.
- f. The mediator may conduct the conference utilizing all of the customary techniques associated with mediation, including the use of separate caucuses.
- g. In the event that no settlement is reached during the mediation process, the mediator may provide the parties, either in separate or joint session, with an oral advisory opinion unless both parties agree that no such opinion is necessary.
- h. If a satisfactory resolution of the dispute is achieved, the parties shall sign a written statement to that effect and thus waive the right of either party to any further appeal
- i. If either party does not accept the mediator's opinion, the matter may then proceed to an arbitrator in the manner and form provided in this Article. Such arbitration hearings will be held as if the grievance mediation had not taken place. The mediator may not serve as the arbitrator.
- 5. Arbitration: If either party (subject to the provisions of (E)(6) below) so requests, a professional arbitrator shall hear the grievance on its merits for the purpose of attempting to resolve the dispute in a satisfactory manner. Such requests for arbitration must be filed in writing with the Director of Human Resources within 14 calendar days following receipt of the City Manager's written decision. Failure to do so will bar consideration by an arbitrator. Selection of the arbitrator shall be in accordance with procedures acceptable to both parties.

This paragraph shall not diminish the City Council's authority to review the arbitration decision.

The City Council shall have the right to refuse arbitration if, in its judgment, the issue to be submitted to arbitration has recently been reviewed by a professional arbitrator.

6. The arbitrator, after hearing all pertinent evidence and testimony, shall make recommendations to the City Manager and the parties involved.

The arbitrator shall limit his/her findings and recommendations strictly to the interpretation or application of this Agreement or of Rules and Regulations governing personnel practices or working conditions, or the practicable consequences of a City rights decision on wages, hours and other terms and conditions of employment, and shall make no recommendation:

- a. Contrary, or inconsistent with or modifying or varying in any way the provisions of the Employer-Employee Relations Resolution.
- b. Inconsistent with the City's duties, responsibilities, or obligations as provided by law.
- c. Recommending any wage increase or decrease.
- d. Recommending the payment of back wages for more than 14 calendar days prior to the date the grievant knew, or by reasonable diligence could have known, of the occurrence of the act or omission on which the grievance is based.

The arbitrator shall make no recommendation reversing, overruling, or otherwise modifying any City decision or omission except after finding 1) the City decision violated some express provision of the Resolution or 2) the City decision or omission was, under the circumstances, arbitrary, capricious, discriminatory, or otherwise unreasonable.

7. If either party is still in disagreement, it may request that the City Council decide the matter. Such requests must be filed in writing with the Human Resources Director within 35 calendar days from the date that party was served with the arbitrator's recommendations.

The City Council shall be guided by the arbitrator's recommendations in reaching its decision. The Council shall act upon the arbitrator's recommendations within 91 calendar days of the Director of Human Resource's receipt of a request for it to do so. The City shall notify the employee of the Council's action by first class mail. Such notice shall be postmarked no later than three calendar days after the Council action.

### E. Conduct of Grievance Procedure:

- 1. The time limits specified above may be extended to a specified date by mutual written agreement of the parties concerned. Unless so extended, failure to timely process a grievance shall bar further processing of such grievance.
- 2. The employee may request the assistance of another person of his/her own choosing in preparing and presenting his/her appeal at any level of review.
- 3. The grievant and/or his/her representative may use a reasonable amount of work time as determined by the appropriate supervisor or department head in conferring on and presenting the appeal. However, no employee shall absent him/herself without first being excused by his/her supervisor.
- 4. Employees shall be assured freedom from reprisal for using the grievance procedure.
- 5. The settlement terms of a grievance which is processed by an employee individually or by an informally recognized employee organization shall not conflict with the express provisions of this Agreement.
- 6. With the exception of any arbitrator, administrative, and court reporter's appearance fees and the costs of transcriptions, the expenses of arbitration shall be borne equally by the City and FMEF. With regard to the arbitrator, administrative, and court reporter appearance fees and the costs of transcriptions, the City shall pay these expenses if the arbitrator sustains the grievance; however, if the arbitrator denies the grievance, FMEF shall pay these expenses. In the event there is no prevailing party, the parties shall bear these specific expenses equally.

The parties recognize that pursuant to Jones v. Omnitrans (2004) 125 Cal. App.4<sup>th</sup> 273; 22 Cal. Rptr.3<sup>rd</sup> 706 only FMEF may pursue arbitration on behalf of an employee. As such, FMEF is responsible for the costs of the arbitrator, not the individual employee. (The parties recognize that the case of Florio v. City of Ontario (2005) 130 Cal. App. 4<sup>th</sup> 1462; 30 Cal. Rptr. 3<sup>rd</sup> 841 does not apply to this cost sharing provision.)

7. For purposes of this Article, "receipt" shall be defined as personal delivery or seven days after deposit in the U.S. mail certified.

## ARTICLE 56: PERSONNEL RULES

The City's Personnel Rules (currently contained in Resolution No. 8485) have been modified as follows:

## Section 12.A: Probationary Period – Duration

Original: 12 months
Promotional: 6 months

Lateral: N/A

Rehire: 3 months
Extension #1: 2 months
Extension #2: 2 months
Maximum: 16 months

## Section 15.C: Advancement of Base Salary Step

A newly appointed employee may be increased to the next step upon successful completion of the probation period.

### ARTICLE 56.1: RECLASSIFICATION

Employees seeking a classification study of their specific position may request a study through FMEF. FMEF may request that the Human Resources Department conduct up to seven (7) such studies per fiscal year. FMEF shall submit a completed Position Description Questionnaire provided by Human Resources, as well as a summary that provides the basis for the study. The Human Resources Department will conduct the study and endeavor to meet with FMEF regarding its findings within 90 days of the submission of the questionnaire form. The City's findings shall not be subject to appeal or challenge through the grievance procedure. Implementation of any reclassification recommendation may be subject to approval of the City Manager and/or City Council.

### ARTICLE 57: SAFETY REST PERIOD

- A. An employee shall be granted an authorized safety rest period after being on duty sixteen (16) or more consecutive hours, excluding meal time breaks, if the employee so requests such a rest period.
  - 1. An employee who takes an authorized safety rest period during hours that would be part of his/her regularly scheduled work shift shall be allowed, at his/her option to go on authorized unpaid status or use accrued vacation leave or compensatory time off for the rest period hours that overlap with the employee's regular work shift.
  - 2. If the employee is a Commercial Class A or Class B licensed driver, the rest period shall be at least 10 hours.

- 3. If such an authorized safety rest period overlaps an employee's regular work shift, the rest period must be structured such that it encompasses the balance of the impacted work shift, or with management approval, returns the employee to work at for least four hours of the regular work shift.
- 4. When possible and upon mutual agreement, an employee may be allowed to alter his/her impacted work shift to begin later in the day, thus eliminating or reducing the impact of the authorized safety rest period.
- B. An employee may be required to take a safety rest period under any of the following circumstances:
  - 1. If deemed necessary to ensure adequate staffing levels for regular work shifts.
  - 2. If deemed necessary to ensure availability of Commercial Class A or Class B licensed drivers.
  - 3. If deemed necessary to protect the health and safety of the employee or his/her coworkers.
  - 4. As required by law, statute, ordinance, or regulation.

If an employee is required to take a safety rest period during hours that are part of his/her regularly scheduled work shift, he/she shall be paid at his/her regular rate of pay for those hours of the required safety rest period that overlap his/her regularly scheduled work shift.

Appendix A: FMEF Salary Schedule

Appendix B: Exceptional Performance Pay Policy Section 053

Appendix C: FMEF Work Schedules

DATE: July 1, 2023

FOR THE FULLERTON MUNICIPAL EMPLOYEES FEDERATION

Ed Bargas FMEF President

Jose Perez FMEF 1st Vice President

Matt Esqueda

EMEE 2nd Vice Pr

FMEF 2nd Vice President

Pete Acosta Member at Large

Kerensa Schupmann OCEA Representative

Veronica Rodarte

OCEA Representative, Lead Negotiator

FOR THE CITY OF FULLERTON

**Eddie Manfro** 

**Director of Human Resources** 

Ellis Chang

Director of Administrative Services

# FULLERTON MUNICIPAL EMPLOYEES FEDERATION ALLOCATION OF CLASSFICATIONS TO SALARY RANGES Sort by Classification Title

Classification Title	Range	Salary	FLSA	
Classification Title	No.	Schedule/Unit	Exempt	
Account Clerk I	235	FMEF		
Account Clerk II	275	FMEF		
Account Clerk III	327	FMEF		
Accountant I	468	FMEF		
Accountant II	481	FMEF	X	
Administrative Aide/City Council	370	FMEF		
Administrative Analyst I	445	FMEF		
Administrative Analyst II	478	FMEF	Х	
Administrative Assistant I	410	FMEF		
Administrative Assistant II	437	FMEF		
Air Conditioning Mechanic	448	FMEF		
Airport Operations Assistant	410	FMEF		
Airport Operations Lead Worker	448	FMEF		
Airport Service Worker	287	FMEF		
Assistant City Clerk	478	FMEF		
Assistant Engineer	490	FMEF	Х	
Assistant Engineer - Water	490	FMEF	Х	
Assistant Planner	469	FMEF	Х	
Associate Engineer	498	FMEF	Х	
Associate Engineer - Traffic	498	FMEF	Х	
Associate Plan Check Engineer	498	FMEF	Х	
Associate Planner	485	FMEF	Х	
Associate Water Engineer	498	FMEF	Х	
Building Inspector - Trainee	437	FMEF		
Building Inspector I	466	FMEF		
Building Inspector II	476	FMEF		
Building Inspector III	485	FMEF		
Buyer I	405	FMEF		
Buyer II	455	FMEF		
Civil Engineer	499	FMEF	Х	
Clerical Assistant I	215	FMEF		
Clerical Assistant II	235	FMEF		
Clerical Assistant III	275	FMEF		
Code Enforcement Officer	460	FMEF		
Code Enforcement Officer Trainee	405	FMEF		
Community Liaison Officer	405	FMEF		
Construction Inspector	476	FMEF	1	
Construction Inspector - Water	480	FMEF		
Court Liaison Officer	405	FMEF		
Crime Analyst	468	FMEF		
Cultural and Events Operations Assistant	275	FMEF		
Cultural and Events Production Assistant	275	FMEF	1	
Customer Service Representative	275	FMEF	1	
Deputy City Clerk	445	FMEF	1	

Classification Title	Range	Salary	FLSA
	No.	Schedule/Unit	Exempt
Electrical and HVAC Lead Worker	466	FMEF	
Electrician	448	FMEF	
Emergency Preparedeness Coordinator	495	FMEF	X
Engineering Aide I	355	FMEF	
Engineering Aide II	405	FMEF	
Engineering Aide III	440	FMEF	
Engineering Drafter/CADD Equipment Operator	445	FMEF	
Environmental Services Coordinator I	445	FMEF	
Environmental Services Coordinator II	478	FMEF	
Equipment and Supply Assistant	235	FMEF	
Equipment Mechanic Lead Worker	448	FMEF	
Equipment Operator	315	FMEF	
Equipment Operator - Water	360	FMEF	
Equipment Service Worker	230	FMEF	
Events Specialist	455	FMEF	1
Exhibition/Museum Specialist	455	FMEF	Х
Facilities Specialist	423	FMEF	1
Fleet Maintenance Technician	390	FMEF	
Geographic Information Systems Specialist	485	FMEF	X
Geographic Information Systems Technician	466	FMEF	
Grounds Maintenance Lead Worker	423	FMEF	
Housing and Community Rehabilitation Inspector	485	FMEF	
Housing Programs Assistant	460	FMEF	
Information Systems Assistant	405	FMEF	
Irrigation Specialist	382	FMEF	
Junior Engineer	470	FMEF	Х
Lead Customer Service Representative - Utility Services	423	FMEF	
Librarian - Adult Services	445	FMEF	X
Librarian - Children's Services	445	FMEF	Х
Librarian - Technical Services	445	FMEF	X
Library Clerical Assistant	235	FMEF	
Library Technical Assistant I	275	FMEF	
Library Technical Assistant II	300	FMEF	
Library Technical Services Assistant	352	FMEF	
Local History Archivist	445	FMEF	
Location Specialist	423	FMEF	
Maintenance Facilities Dispatcher	327	FMEF	
Maintenance Worker (Appointed before 9/25/96)	240	FMEF	
Maintenance Worker (Appointed on or after 9/25/96)	230	FMEF	
Mechanic I	346	FMEF	
Mechanic II	390	FMEF	
Mechanic III	423	FMEF	
Meter Repairer	360	FMEF	
Motor Sweeper Operator	360	FMEF	
Museum Educator	367	FMEF	
Network Specialist	488	FMEF	Х
Outdoor Recreation Coordinator	367	FMEF	
Parking Control Officer	285	FMEF	

Classification Title	Range	Salary	FLSA
	No.	Schedule/Unit	Exempt
Parks and Recreation Assistant	275	FMEF	
Parks and Recreation Coordinator	367	FMEF	
Parks and Trails Coordinator	367	FMEF	
Parks Project Specialist	445	FMEF	X
Permit Technician	327	FMEF	
Planning Technician	405	FMEF	
Police Community Service Officer	335	FMEF	
Police Investigation Technician	480	FMEF	
Police Property and Evidence Clerk	385	FMEF	
Police Rangemaster	405	FMEF	
Police Records Clerk	310	FMEF	
Police Records Shift Leader	424	FMEF	
Police Records Specialist	343	FMEF	1
Police Services Representative	405	FMEF	1
Police Training Assistant	352	FMEF	
Principal Construction Inspector	485	FMEF	
Public Works Analyst	490	FMEF	Х
Real Property Agent	498	FMEF	Х
Reprographic Technician	330	FMEF	
Revenue Specialist	423	FMEF	
Risk Management Specialist	460	FMEF	
Secretary	340	FMEF	
Senior Building Inspector	488	FMEF	
Senior CADD Equipment Operator	466	FMEF	
Senior Citizens Outreach Worker	275	FMEF	
Senior Code Enforcement Officer	475	FMEF	
Senior Customer Service Representative	300	FMEF	
Senior Engineering Aide	405	FMEF	
Senior Maintenance Worker I	287	FMEF	
Senior Maintenance Worker II	315	FMEF	
Senior Maintenance Worker III	345	FMEF	
Senior Permit Technician	405	FMEF	
Senior Traffic Engineering Analyst	498	FMEF	Х
Sewer Lead Worker	423	FMEF	
Sewer Program Specialist	423	FMEF	
Skilled Maintenance Worker - Building and Facilities	360	FMEF	
Skilled Maintenance Worker - Water I	405	FMEF	
Skilled Maintenance Worker - Water II	425	FMEF	
Solid Waste and Recycling Specialist	485	FMEF	
Source Control Inspector	455	FMEF	
Sports Facility Coordinator	367	FMEF	
Stormwater/Wastewater Compliance Specialist I	480	FMEF	
Stormwater/Wastewater Compliance Specialist II	485	FMEF	1
Stormwater/Wastewater Compliance Specialist III	490	FMEF	Х
Streets Lead Worker	423	FMEF	†
Tiny Tots Teacher	275	FMEF	
Traffic Engineering Analyst I	470	FMEF	+
Traffic Engineering Analyst II	490	FMEF	X

Classification Title	Range	Salary	FLSA
Classification Title	No.	Schedule/Unit	Exempt
Traffic Painter	315	FMEF	
Tree Services Inspector	423	FMEF	
Utility Systems Specialist	352	FMEF	
Water Lead Worker	466	FMEF	
Water Production Operator	442	FMEF	
Water Quality Specialist	490	FMEF	
Water Services Worker	287	FMEF	
Water Technical Design Specialist	466	FMEF	
Water Utility Services Lead Worker	423	FMEF	
Webmaster	480	FMEF	Х
Youth Services Coordinator	367	FMEF	

# FULLERTON MUNICIPAL EMPLOYEES FEDERATION ALLOCATION OF CLASSFICATIONS TO SALARY RANGES Sort by Range No.

Classification Title	Range	Salary	FLSA
Classification Title	No.	Schedule/Unit	Exempt
Clerical Assistant I	215	FMEF	
Equipment Service Worker	230	FMEF	
Maintenance Worker (Appointed on or after 9/25/96)	230	FMEF	
Account Clerk I	235	FMEF	
Clerical Assistant II	235	FMEF	
Equipment and Supply Assistant	235	FMEF	
Library Clerical Assistant	235	FMEF	
Maintenance Worker (Appointed before 9/25/96)	240	FMEF	
Account Clerk II	275	FMEF	
Clerical Assistant III	275	FMEF	
Cultural and Events Operations Assistant	275	FMEF	
Cultural and Events Production Assistant	275	FMEF	
Customer Service Representative	275	FMEF	
Library Technical Assistant I	275	FMEF	
Parks and Recreation Assistant	275	FMEF	
Senior Citizens Outreach Worker	275	FMEF	
Tiny Tots Teacher	275	FMEF	
Parking Control Officer	285	FMEF	
Airport Service Worker	287	FMEF	
Senior Maintenance Worker I	287	FMEF	
Water Services Worker	287	FMEF	
Library Technical Assistant II	300	FMEF	
Senior Customer Service Representative	300	FMEF	
Police Records Clerk	310	FMEF	
Equipment Operator	315	FMEF	
Senior Maintenance Worker II	315	FMEF	
Traffic Painter	315	FMEF	
Account Clerk III	327	FMEF	
Maintenance Facilities Dispatcher	327	FMEF	
Permit Technician	327	FMEF	
Reprographic Technician	330	FMEF	
Police Community Service Officer	335	FMEF	
Secretary	340	FMEF	
Police Records Specialist	343	FMEF	
Senior Maintenance Worker III	345	FMEF	
Mechanic I	346	FMEF	
Library Technical Services Assistant	352	FMEF	1
Police Training Assistant	352	FMEF	
Utility Systems Specialist	352	FMEF	
Engineering Aide I	355	FMEF	
Equipment Operator - Water	360	FMEF	
Meter Repairer	360	FMEF	
Motor Sweeper Operator	360	FMEF	1
Skilled Maintenance Worker - Building and Facilities	360	FMEF	

Classification Title	Range	Salary	FLSA
Classification Title	No.	Schedule/Unit	Exempt
Museum Educator	367	FMEF	
Outdoor Recreation Coordinator	367	FMEF	
Parks and Recreation Coordinator	367	FMEF	
Parks and Trails Coordinator	367	FMEF	
Sports Facility Coordinator	367	FMEF	
Youth Services Coordinator	367	FMEF	
Administrative Aide/City Council	370	FMEF	
Irrigation Specialist	382	FMEF	
Police Property and Evidence Clerk	385	FMEF	
Fleet Maintenance Technician	390	FMEF	
Mechanic II	390	FMEF	
Buyer I	405	FMEF	
Code Enforcement Officer Trainee	405	FMEF	
Community Liaison Officer	405	FMEF	
Court Liaison Officer	405	FMEF	
Engineering Aide II	405	FMEF	
Information Systems Assistant	405	FMEF	
Planning Technician	405	FMEF	
Police Rangemaster	405	FMEF	
Police Services Representative	405	FMEF	
Senior Engineering Aide	405	FMEF	
Senior Permit Technician	405	FMEF	
Skilled Maintenance Worker - Water I	405	FMEF	
Administrative Assistant I	410	FMEF	
Airport Operations Assistant	410	FMEF	
Facilities Specialist	423	FMEF	
Grounds Maintenance Lead Worker	423	FMEF	
Lead Customer Service Representative - Utility Services	423	FMEF	
Location Specialist	423	FMEF	
Mechanic III	423	FMEF	
Revenue Specialist	423	FMEF	
Sewer Lead Worker	423	FMEF	
Sewer Program Specialist	423	FMEF	
Streets Lead Worker	423	FMEF	
Tree Services Inspector	423	FMEF	
Water Utility Services Lead Worker	423	FMEF	
Police Records Shift Leader	424	FMEF	
Skilled Maintenance Worker - Water II	425	FMEF	
Administrative Assistant II	437	FMEF	
Building Inspector - Trainee	437	FMEF	
Engineering Aide III	440	FMEF	1
Water Production Operator	442	FMEF	
Administrative Analyst I	445	FMEF	1
Deputy City Clerk	445	FMEF	1
Engineering Drafter/CADD Equipment Operator	445	FMEF	
Environmental Services Coordinator I	445	FMEF	
Librarian - Adult Services	445	FMEF	Х
Librarian - Children's Services	445	FMEF	X

Classification Title	Range	Salary	FLSA	
	No.	Schedule/Unit	Exempt	
Librarian - Technical Services	445	FMEF	X	
Local History Archivist	445	FMEF	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
Parks Project Specialist	445	FMEF	X	
Air Conditioning Mechanic	448	FMEF		
Airport Operations Lead Worker	448	FMEF		
Electrician	448	FMEF		
Equipment Mechanic Lead Worker	448	FMEF		
Buyer II	455	FMEF		
Events Specialist	455	FMEF	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
Exhibition/Museum Specialist	455	FMEF	X	
Source Control Inspector	455	FMEF		
Code Enforcement Officer	460	FMEF		
Housing Programs Assistant	460	FMEF		
Risk Management Specialist	460	FMEF		
Building Inspector I	466	FMEF		
Electrical and HVAC Lead Worker	466	FMEF		
Geographic Information Systems Technician	466	FMEF		
Senior CADD Equipment Operator	466	FMEF		
Water Lead Worker	466	FMEF		
Water Technical Design Specialist	466	FMEF		
Accountant I	468	FMEF		
Crime Analyst	468	FMEF		
Assistant Planner	469	FMEF	Х	
Junior Engineer	470	FMEF	Х	
Traffic Engineering Analyst I	470	FMEF		
Senior Code Enforcement Officer	475	FMEF		
Building Inspector II	476	FMEF		
Construction Inspector	476	FMEF		
Administrative Analyst II	478	FMEF	Х	
Assistant City Clerk	478	FMEF		
Environmental Services Coordinator II	478	FMEF		
Construction Inspector - Water	480	FMEF		
Police Investigation Technician	480	FMEF		
Stormwater/Wastewater Compliance Specialist I	480	FMEF		
Webmaster	480	FMEF	Х	
Accountant II	481	FMEF	Х	
Associate Planner	485	FMEF	Х	
Building Inspector III	485	FMEF		
Geographic Information Systems Specialist	485	FMEF	Х	
Housing and Community Rehabilitation Inspector	485	FMEF		
Principal Construction Inspector	485	FMEF		
Solid Waste and Recycling Specialist	485	FMEF		
Stormwater/Wastewater Compliance Specialist II	485	FMEF		
Network Specialist	488	FMEF	Х	
Senior Building Inspector	488	FMEF		
Assistant Engineer	490	FMEF	Х	
Assistant Engineer - Water	490	FMEF	X	
Public Works Analyst	490	FMEF	X	

Classification Title	Range	Salary	FLSA
Classification Title	No.	Schedule/Unit	Exempt
Stormwater/Wastewater Compliance Specialist III	490	FMEF	Х
Traffic Engineering Analyst II	490	FMEF	Х
Water Quality Specialist	490	FMEF	
Emergency Preparedeness Coordinator	495	FMEF	Х
Associate Engineer	498	FMEF	Х
Associate Engineer - Traffic	498	FMEF	Х
Associate Plan Check Engineer	498	FMEF	Х
Associate Water Engineer	498	FMEF	Х
Real Property Agent	498	FMEF	Х
Senior Traffic Engineering Analyst	498	FMEF	Х
Civil Engineer	499	FMEF	Х

Range: <b>215</b>				
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
03	17.305	1,384	3,000	35,994
04	18.170	1,454	3,149	37,793
05	19.079	1,526	3,307	39,685
05	20.033	1,603	3,472	41,668
<u>Range:</u> 220		D: 14/	<b>N</b> 4 (1.1	A 11
<u>Step</u>	Hourly	Bi-Weekly	Monthly 2 224	Annually
03	17.488	1,399	3,031	36,376
04 05	18.362	1,469 1,542	3,183	38,193
06	19.280 20.245	1,542 1,620	3,342 3,509	40,103 42,109
00	20.240	1,020	0,000	42,100
Range: 227				
<u>Step</u>	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	17.359	1,389	3,009	36,106
02	18.226	1,458	3,159	37,910
03	19.138	1,531	3,317	39,806
04	20.094	1,608	3,483	41,797
05	21.100	1,688	3,657	43,888
06	22.154	1,772	3,840	46,080
Range: 230				
Step 250	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
<u>010</u> 01	17.537	1,403	3,040	36,477
02	18.414	1,473	3,192	38,301
03	19.334	1,547	3,351	40,215
04	20.301	1,624	3,519	42,226
05	21.316	1,705	3,695	44,337
06	22.382	1,791	3,880	46,554
D 000				
Range: 233		Di Waakhy	Monthly	Appually
Step 01	<u>Hourly</u> 18.105	Bi-Weekly	Monthly	Annually
01 02	19.010	1,448 1,521	3,138 3,295	37,658 39,541
03	19.962	1,597	3,460	41,521
04	20.960	1,677	3,633	43,597
05	22.007	1,761	3,815	45,775
06	23.108	1,849	4,005	48,065
<u>Range:</u> 235		D: W. 11	Manuelle	A
Step 01	Hourly	Bi-Weekly	Monthly	Annually
01 02	18.409	1,473	3,191	38,291
02 03	19.329 20.295	1,546 1,624	3,350 3,518	40,204 42,214
03	21.311	1,705	3,694	44,327
05	22.377	1,703	3,879	46,544
06	23.495	1,880	4,072	48,870
00	_0.100	.,000	.,012	10,010

Range:	240			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	18.600	1,488	3,224	38,688
02	19.530	1,562	3,385	40,622
03	20.506	1,640	3,554	42,652
04	21.532	1,723	3,732	44,787
05	22.609	1,809	3,919	47,027
06	23.738	1,899	4,115	49,375
Range:	250			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	18.725	1,498	3,246	38,948
02	19.661	1,573	3,408	40,895
03	20.644	1,652	3,578	42,940
04	21.677	1,734	3,757	45,088
05 06	22.760 23.898	1,821	3,945	47,341
00	23.090	1,912	4,142	49,708
Range:	258			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	19.038	1,523	3,300	39,599
02	19.991	1,599	3,465	41,581
03	20.990	1,679	3,638	43,659
04	22.040	1,763	3,820	45,843
05	23.141	1,851	4,011	48,133
06	24.299	1,944	4,212	50,542
<u>Range:</u>	260			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
Step 01	<u>Hourly</u> 19.152	1,532	3,320	39,836
<u>Step</u> 01 02	<u>Hourly</u> 19.152 20.109	1,532 1,609	3,320 3,486	39,836 41,827
Step 01 02 03	Hourly 19.152 20.109 21.114	1,532 1,609 1,689	3,320 3,486 3,660	39,836 41,827 43,917
Step 01 02 03 04	Hourly 19.152 20.109 21.114 22.170	1,532 1,609 1,689 1,774	3,320 3,486 3,660 3,843	39,836 41,827 43,917 46,114
Step 01 02 03	Hourly 19.152 20.109 21.114	1,532 1,609 1,689 1,774 1,862	3,320 3,486 3,660	39,836 41,827 43,917 46,114 48,418
Step 01 02 03 04 05	Hourly 19.152 20.109 21.114 22.170 23.278	1,532 1,609 1,689 1,774	3,320 3,486 3,660 3,843 4,035	39,836 41,827 43,917 46,114
Step 01 02 03 04 05 06	Hourly 19.152 20.109 21.114 22.170 23.278 24.443	1,532 1,609 1,689 1,774 1,862 1,955	3,320 3,486 3,660 3,843 4,035 4,237	39,836 41,827 43,917 46,114 48,418 50,841
Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 265 Hourly	1,532 1,609 1,689 1,774 1,862 1,955	3,320 3,486 3,660 3,843 4,035 4,237	39,836 41,827 43,917 46,114 48,418 50,841
Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 265 Hourly 19.345	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548	3,320 3,486 3,660 3,843 4,035 4,237 <u>Monthly</u> 3,353	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238
Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 265 Hourly 19.345 20.313	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625	3,320 3,486 3,660 3,843 4,035 4,237 <u>Monthly</u> 3,353 3,521	39,836 41,827 43,917 46,114 48,418 50,841 <u>Annually</u> 40,238 42,251
Step 01 02 03 04 05 06 Range: Step 01 02 03	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 <b>265</b> Hourly 19.345 20.313 21.329	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364
Step 01 02 03 04 05 06  Range: Step 01 02 03 04	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 <b>265</b> Hourly 19.345 20.313 21.329 22.395	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582
Step 01 02 03 04 05 06 Range: Step 01 02 03	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 <b>265</b> Hourly 19.345 20.313 21.329	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 <b>265</b> Hourly 19.345 20.313 21.329 22.395 23.515 24.690	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911
Step     01     02     03     04     05     06  Range:     Step     01     02     03     04     05     06  Range:	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 <b>265</b> Hourly 19.345 20.313 21.329 22.395 23.515 24.690	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355
Step	Hourly 19.152 20.109 21.114 22.170 23.278 24.443  265  Hourly 19.345 20.313 21.329 22.395 23.515 24.690  270 Hourly	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355
Step	Hourly 19.152 20.109 21.114 22.170 23.278 24.443 265 Hourly 19.345 20.313 21.329 22.395 23.515 24.690 Hourly 19.601	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975 Bi-Weekly 1,568	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280 Monthly 3,398	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355 Annually 40,770
Step	Hourly 19.152 20.109 21.114 22.170 23.278 24.443  265  Hourly 19.345 20.313 21.329 22.395 23.515 24.690  270 Hourly	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355
Step	Hourly 19.152 20.109 21.114 22.170 23.278 24.443  265  Hourly 19.345 20.313 21.329 22.395 23.515 24.690  270  Hourly 19.601 20.582	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975 Bi-Weekly 1,568 1,647	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280 Monthly 3,398 3,568	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355 Annually 40,770 42,811
Step	Hourly 19.152 20.109 21.114 22.170 23.278 24.443  265  Hourly 19.345 20.313 21.329 22.395 23.515 24.690  270  Hourly 19.601 20.582 21.611	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975 Bi-Weekly 1,568 1,647 1,729 1,815 1,906	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280 Monthly 3,398 3,568 3,746 3,933 4,130	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355 Annually 40,770 42,811 44,951
Step	Hourly 19.152 20.109 21.114 22.170 23.278 24.443  265  Hourly 19.345 20.313 21.329 22.395 23.515 24.690  270  Hourly 19.601 20.582 21.611 22.691	1,532 1,609 1,689 1,774 1,862 1,955 Bi-Weekly 1,548 1,625 1,706 1,792 1,881 1,975 Bi-Weekly 1,568 1,647 1,729 1,815	3,320 3,486 3,660 3,843 4,035 4,237 Monthly 3,353 3,521 3,697 3,882 4,076 4,280 Monthly 3,398 3,568 3,746 3,933	39,836 41,827 43,917 46,114 48,418 50,841 Annually 40,238 42,251 44,364 46,582 48,911 51,355 Annually 40,770 42,811 44,951 47,197

Effective Dates: 7/22/2023 - 7/5/2024

Range: 2	275				Range:	315			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	Annually
01	20.016	1,601	3,469	41,633	01	21.638	1,731	3,751	45,007
02	21.017	1,681	3,643	43,715	02	22.720	1,818	3,938	47,258
03	22.068	1,765	3,825	45,901	03	23.856	1,908	4,135	49,620
04	23.171	1,854	4,016	48,196	04	25.048	2,004	4,342	52,100
05	24.330	1,946	4,217	50,606	05	26.301	2,104	4,559	54,706
06	25.546	2,044	4,428	53,136	06	27.617	2,209	4,787	57,443
Range: 2	285				<u>Range:</u>	327			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	Annually	Step	Hourly	Bi-Weekly	Monthly	Annually
01	20.448	1,636	3,544	42,532	01	22.061	1,765	3,824	45,887
02	21.470	1,718	3,721	44,658	02	23.164	1,853	4,015	48,181
03	22.544	1,804	3,908	46,892	03	24.323	1,946	4,216	50,592
04	23.671	1,894	4,103	49,236	04	25.539	2,043	4,427	53,121
05	24.855	1,988	4,308	51,698	05	26.815	2,145	4,648	55,775
06	26.097	2,088	4,523	54,282	06	28.157	2,253	4,881	58,567
Range: 2	287				<u>Range:</u>	330			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	Annually
01	20.659	1,653	3,581	42,971	01	22.286	1,783	3,863	46,355
02	21.693	1,735	3,760	45,121	02	23.400	1,872	4,056	48,672
03	22.777	1,822	3,948	47,376	03	24.570	1,966	4,259	51,106
04	23.916	1,913	4,145	49,745	04	25.799	2,064	4,472	53,662
05	25.112	2,009	4,353	52,233	05	27.089	2,167	4,695	56,345
06	26.367	2,109	4,570	54,843	06	28.443	2,275	4,930	59,161
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Range: 2	295				Range:	335			
	95 Hourly	Bi-Weekly	Monthly	Annually		335 Hourly	Bi-Weekly	Monthly	Annually
<u>Range:</u> 2 Step 01		Bi-Weekly 1,674	Monthly 3,628	Annually 43,536	<u>Range:</u> <u>Step</u> 01		Bi-Weekly 1,796	Monthly 3,891	Annually 46,688
Step	<u>Hourly</u>				Step	<u>Hourly</u>			
<u>Step</u> 01	<u>Hourly</u> 20.931	1,674	3,628	43,536	<u>Step</u> 01	<u>Hourly</u> 22.446	1,796	3,891	46,688
<u>Step</u> 01 02	<u>Hourly</u> 20.931 21.978	1,674 1,758	3,628 3,810	43,536 45,714	Step 01 02	<u>Hourly</u> 22.446 23.568	1,796 1,885	3,891 4,085	46,688 49,021
Step 01 02 03	Hourly 20.931 21.978 23.076	1,674 1,758 1,846	3,628 3,810 4,000	43,536 45,714 47,998	Step 01 02 03	Hourly 22.446 23.568 24.746	1,796 1,885 1,980	3,891 4,085 4,289	46,688 49,021 51,472
Step 01 02 03 04	Hourly 20.931 21.978 23.076 24.231	1,674 1,758 1,846 1,938	3,628 3,810 4,000 4,200	43,536 45,714 47,998 50,400	Step 01 02 03 04	Hourly 22.446 23.568 24.746 25.984	1,796 1,885 1,980 2,079	3,891 4,085 4,289 4,504	46,688 49,021 51,472 54,047
Step 01 02 03 04 05 06	Hourly 20.931 21.978 23.076 24.231 25.442	1,674 1,758 1,846 1,938 2,035	3,628 3,810 4,000 4,200 4,410	43,536 45,714 47,998 50,400 52,919	Step 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282	1,796 1,885 1,980 2,079 2,183	3,891 4,085 4,289 4,504 4,729	46,688 49,021 51,472 54,047 56,747
Step 01 02 03 04 05 06	Hourly 20.931 21.978 23.076 24.231 25.442 26.714	1,674 1,758 1,846 1,938 2,035 2,137	3,628 3,810 4,000 4,200 4,410 4,630	43,536 45,714 47,998 50,400 52,919 55,565	Step 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282 28.647	1,796 1,885 1,980 2,079 2,183 2,292	3,891 4,085 4,289 4,504 4,729 4,965	46,688 49,021 51,472 54,047 56,747 59,586
Step 01 02 03 04 05 06	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 800 Hourly	1,674 1,758 1,846 1,938 2,035 2,137	3,628 3,810 4,000 4,200 4,410 4,630	43,536 45,714 47,998 50,400 52,919 55,565	Step 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282 28.647	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly	3,891 4,085 4,289 4,504 4,729 4,965	46,688 49,021 51,472 54,047 56,747
Step 01 02 03 04 05 06 Range: 3 Step 01	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023	1,674 1,758 1,846 1,938 2,035 2,137 Bi-Weekly 1,682	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800	3,891 4,085 4,289 4,504 4,729 4,965 <u>Monthly</u> 3,901	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806
Step 01 02 03 04 05 06 Range: 3 Step 01 02	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074	1,674 1,758 1,846 1,938 2,035 2,137 <u>Bi-Weekly</u> 1,682 1,766	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178	1,674 1,758 1,846 1,938 2,035 2,137 Bi-Weekly 1,682 1,766 1,854	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890 1,985	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337	1,674 1,758 1,846 1,938 2,035 2,137 <u>Bi-Weekly</u> 1,682 1,766 1,854 1,947	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890 1,985 2,084	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178	1,674 1,758 1,846 1,938 2,035 2,137 Bi-Weekly 1,682 1,766 1,854	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890 1,985	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832	1,674 1,758 1,846 1,938 2,035 2,137 Bi-Weekly 1,682 1,766 1,854 1,947 2,044	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890 1,985 2,084 2,188	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890 1,985 2,084 2,188	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832 410 Hourly	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147  Bi-Weekly	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152 55,811	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720 343 Hourly	1,796 1,885 1,980 2,079 2,183 2,292 Bi-Weekly 1,800 1,890 1,985 2,084 2,188 2,298	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 Step 01 02 03 04 05 06  Range: 3	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832 310 Hourly 21.591	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147  Bi-Weekly 1,727	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651 Monthly 3,742	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152 55,811 Annually 44,909	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720 343 Hourly 22.629	1,796 1,885 1,980 2,079 2,183 2,292  Bi-Weekly 1,800 1,890 1,985 2,084 2,188 2,298  Bi-Weekly 1,810	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978 Monthly 3,922	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738 Annually 47,068
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832 410 Hourly	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147  Bi-Weekly 1,727 1,814	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152 55,811 Annually 44,909 47,156	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720 343 Hourly	1,796 1,885 1,980 2,079 2,183 2,292  Bi-Weekly 1,800 1,890 1,985 2,084 2,188 2,298  Bi-Weekly 1,810 1,901	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978 Monthly 3,922 4,119	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738 Annually 47,068 49,423
Step 01 02 03 04 05 06    Range: 3 05 06    Range:	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832 310 Hourly 21.591 22.671	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147  Bi-Weekly 1,727 1,814 1,904	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651 Monthly 3,742 3,930 4,126	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152 55,811 Annually 44,909 47,156 49,512	Step	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720 343 Hourly 22.629 23.761	1,796 1,885 1,980 2,079 2,183 2,292  Bi-Weekly 1,800 1,890 1,985 2,084 2,188 2,298  Bi-Weekly 1,810 1,901 1,996	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978 Monthly 3,922 4,119 4,324	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738 Annually 47,068 49,423 51,894
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832 310 Hourly 21.591 22.671 23.804 24.996	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147  Bi-Weekly 1,727 1,814 1,904 2,000	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651 Monthly 3,742 3,930 4,126 4,333	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152 55,811 Annually 44,909 47,156 49,512 51,992	Step	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720 343 Hourly 22.629 23.761 24.949 26.196	1,796 1,885 1,980 2,079 2,183 2,292  Bi-Weekly 1,800 1,890 1,985 2,084 2,188 2,298  Bi-Weekly 1,810 1,901 1,996 2,096	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978 Monthly 3,922 4,119 4,324 4,541	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738 Annually 47,068 49,423 51,894 54,488
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 20.931 21.978 23.076 24.231 25.442 26.714 300 Hourly 21.023 22.074 23.178 24.337 25.554 26.832 310 Hourly 21.591 22.671 23.804	1,674 1,758 1,846 1,938 2,035 2,137  Bi-Weekly 1,682 1,766 1,854 1,947 2,044 2,147  Bi-Weekly 1,727 1,814 1,904	3,628 3,810 4,000 4,200 4,410 4,630 Monthly 3,644 3,826 4,018 4,218 4,429 4,651 Monthly 3,742 3,930 4,126	43,536 45,714 47,998 50,400 52,919 55,565 Annually 43,728 45,914 48,210 50,621 53,152 55,811 Annually 44,909 47,156 49,512	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 22.446 23.568 24.746 25.984 27.282 28.647 340 Hourly 22.503 23.628 24.810 26.051 27.353 28.720 343 Hourly 22.629 23.761 24.949	1,796 1,885 1,980 2,079 2,183 2,292  Bi-Weekly 1,800 1,890 1,985 2,084 2,188 2,298  Bi-Weekly 1,810 1,901 1,996	3,891 4,085 4,289 4,504 4,729 4,965 Monthly 3,901 4,096 4,300 4,516 4,741 4,978 Monthly 3,922 4,119 4,324	46,688 49,021 51,472 54,047 56,747 59,586 Annually 46,806 49,146 51,605 54,186 56,894 59,738 Annually 47,068 49,423 51,894

Range: 3	45				Range:	367			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	Annually
<u>зіер</u> 01	22.701	1,816	3,935	47,218	01	23.802	1,904	4,126	49,508
02	23.836	1,907	4,132	49,579	02	24.992	1,904	4,332	51,983
03	25.028	2,002	4,132	52,058	03	26.242	2,099	4,532	54,583
03	26.280	2,002	4,555	54,662	03	27.554	2,099	4,776	57,312
05	27.593	2,102	4,783	57,393	05	28.932	2,204	5,015	60,179
06		2,207		60,264	06	30.378	2,313	5,015	63,186
00	28.973	2,310	5,022	00,204	00	30.376	2,430	5,200	03,100
Range: 3	46				Range:	370			
Step	<b>Hourly</b>	Bi-Weekly	Monthly	<b>Annually</b>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	22.734	1,819	3,941	47,287	01	24.233	1,939	4,200	50,405
02	23.871	1,910	4,138	49,652	02	25.445	2,036	4,410	52,926
03	25.065	2,005	4,345	52,135	03	26.717	2,137	4,631	55,571
04	26.317	2,105	4,562	54,739	04	28.053	2,244	4,863	58,350
05	27.633	2,211	4,790	57,477	05	29.456	2,356	5,106	61,268
06	29.015	2,321	5,029	60,351	06	30.929	2,474	5,361	64,332
		,-	-,-	,			,	.,	- ,
	50					375			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	22.856	1,828	3,962	47,540	01	24.480	1,958	4,243	50,918
02	23.999	1,920	4,160	49,918	02	25.704	2,056	4,455	53,464
03	25.199	2,016	4,368	52,414	03	26.989	2,159	4,678	56,137
04	26.458	2,117	4,586	55,033	04	28.338	2,267	4,912	58,943
05	27.781	2,222	4,815	57,784	05	29.755	2,380	5,158	61,890
06	29.170	2,334	5,056	60,674	06	31.243	2,499	5,415	64,985
Danga: 2	<b>5</b> 2				Pango: 4	200			
	552 Hourly	Ri-Weekly	Monthly	Annually		380 Hourly	Ri-Weekly	Monthly	Annually
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually 51 336
<u>Step</u> 01	<u>Hourly</u> 23.123	1,850	4,008	48,096	<u>Step</u> 01	<u>Hourly</u> 24.681	1,974	4,278	51,336
Step 01 02	Hourly 23.123 24.278	1,850 1,942	4,008 4,208	48,096 50,498	Step 01 02	<u>Hourly</u> 24.681 25.916	1,974 2,073	4,278 4,492	51,336 53,905
Step 01 02 03	Hourly 23.123 24.278 25.492	1,850 1,942 2,039	4,008 4,208 4,419	48,096 50,498 53,023	Step 01 02 03	Hourly 24.681 25.916 27.211	1,974 2,073 2,177	4,278 4,492 4,717	51,336 53,905 56,599
Step 01 02 03 04	Hourly 23.123 24.278 25.492 26.768	1,850 1,942 2,039 2,141	4,008 4,208 4,419 4,640	48,096 50,498 53,023 55,677	Step 01 02 03 04	Hourly 24.681 25.916 27.211 28.571	1,974 2,073 2,177 2,286	4,278 4,492 4,717 4,952	51,336 53,905 56,599 59,428
Step 01 02 03 04 05	Hourly 23.123 24.278 25.492 26.768 28.106	1,850 1,942 2,039 2,141 2,248	4,008 4,208 4,419 4,640 4,872	48,096 50,498 53,023 55,677 58,460	Step 01 02 03 04 05	Hourly 24.681 25.916 27.211 28.571 30.000	1,974 2,073 2,177 2,286 2,400	4,278 4,492 4,717 4,952 5,200	51,336 53,905 56,599 59,428 62,400
Step 01 02 03 04	Hourly 23.123 24.278 25.492 26.768	1,850 1,942 2,039 2,141	4,008 4,208 4,419 4,640	48,096 50,498 53,023 55,677	Step 01 02 03 04	Hourly 24.681 25.916 27.211 28.571	1,974 2,073 2,177 2,286	4,278 4,492 4,717 4,952	51,336 53,905 56,599 59,428
Step 01 02 03 04 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511	1,850 1,942 2,039 2,141 2,248 2,361	4,008 4,208 4,419 4,640 4,872 5,115	48,096 50,498 53,023 55,677 58,460 61,383	Step 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500	1,974 2,073 2,177 2,286 2,400 2,520	4,278 4,492 4,717 4,952 5,200 5,460	51,336 53,905 56,599 59,428 62,400
Step 01 02 03 04 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly	4,008 4,208 4,419 4,640 4,872	48,096 50,498 53,023 55,677 58,460 61,383	Step 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500	1,974 2,073 2,177 2,286 2,400 2,520 Bi-Weekly	4,278 4,492 4,717 4,952 5,200	51,336 53,905 56,599 59,428 62,400
Step 01 02 03 04 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511	1,850 1,942 2,039 2,141 2,248 2,361	4,008 4,208 4,419 4,640 4,872 5,115	48,096 50,498 53,023 55,677 58,460 61,383	Step 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500	1,974 2,073 2,177 2,286 2,400 2,520	4,278 4,492 4,717 4,952 5,200 5,460	51,336 53,905 56,599 59,428 62,400 65,520
Step 01 02 03 04 05 06  Range: 3	Hourly 23.123 24.278 25.492 26.768 28.106 29.511	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly	4,008 4,208 4,419 4,640 4,872 5,115	48,096 50,498 53,023 55,677 58,460 61,383	Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 24.681 25.916 27.211 28.571 30.000 31.500	1,974 2,073 2,177 2,286 2,400 2,520 Bi-Weekly	4,278 4,492 4,717 4,952 5,200 5,460	51,336 53,905 56,599 59,428 62,400 65,520 Annually
Step 01 02 03 04 05 06  Range: 3 Step 01	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 455 Hourly 23.242	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly 1,859	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343	Step 01 02 03 04 05 06 <i>Range:</i> 3	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730	1,974 2,073 2,177 2,286 2,400 2,520 Bi-Weekly 1,978	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438
Step 01 02 03 04 05 06 Range: 3 Step 01 02	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 455 Hourly 23.242 24.404	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly 1,859 1,952	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230	48,096 50,498 53,023 55,677 58,460 61,383 <u>Annually</u> 48,343 50,760	Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01 02	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966	1,974 2,073 2,177 2,286 2,400 2,520 Bi-Weekly 1,978 2,077	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 255 Hourly 23.242 24.404 25.624	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly 1,859 1,952 2,050	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298	Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966 27.265	1,974 2,073 2,177 2,286 2,400 2,520 Bi-Weekly 1,978 2,077 2,181	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501 4,726	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 255 Hourly 23.242 24.404 25.624 26.906	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly 1,859 1,952 2,050 2,152	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964	Step 01 02 03 04 05 06 <u>Range:</u> 3 Step 01 02 03 04	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966 27.265 28.629	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501 4,726 4,962	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 255 Hourly 23.242 24.404 25.624 26.906 28.251 29.663	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly 1,859 1,952 2,050 2,152 2,260	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501 4,726 4,962 5,210	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 <b>Hourly</b> 23.242 24.404 25.624 26.906 28.251 29.663	1,850 1,942 2,039 2,141 2,248 2,361 Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501 4,726 4,962 5,210 5,471	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 255 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501 4,726 4,962 5,210 5,471	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 01	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 255 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly 23.473	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly 1,878	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142 Monthly 4,069	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699 Annually 48,824	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly 1,987	4,278 4,492 4,717 4,952 5,200 5,460 Monthly 4,287 4,501 4,726 4,962 5,210 5,471 Monthly 4,306	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651 Annually 51,671
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 255 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly 23.473 24.647	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly 1,878 1,972	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142 Monthly 4,069 4,272	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699 Annually 48,824 51,266	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563 385 Hourly 24.842 26.085	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly 1,987 2,087	4,278 4,492 4,717 4,952 5,200 5,460  Monthly 4,287 4,501 4,726 4,962 5,210 5,471  Monthly 4,306 4,521	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651 Annually 51,671 54,257
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 25.55 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly 23.473 24.647 25.879	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly 1,878 1,972 2,070	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142 Monthly 4,069 4,272 4,486	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699 Annually 48,824 51,266 53,828	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563 385 Hourly 24.842 26.085 27.389	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly 1,987 2,087 2,191	4,278 4,492 4,717 4,952 5,200 5,460  Monthly 4,287 4,501 4,726 4,962 5,210 5,471  Monthly 4,306 4,521 4,747	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651 Annually 51,671 54,257 56,969
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 O4 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 25.55 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly 23.473 24.647 25.879 27.173	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly 1,878 1,972 2,070 2,174	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142 Monthly 4,069 4,272 4,486 4,710	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699 Annually 48,824 51,266 53,828 56,520	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563 385 Hourly 24.842 26.085 27.389 28.758	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly 1,987 2,087 2,191 2,301	4,278 4,492 4,717 4,952 5,200 5,460  Monthly 4,287 4,501 4,726 4,962 5,210 5,471  Monthly 4,306 4,521 4,747 4,985	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651 Annually 51,671 54,257 56,969 59,817
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 O4 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 25.55 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly 23.473 24.647 25.879 27.173 28.531	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly 1,878 1,972 2,070 2,174 2,282	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142 Monthly 4,069 4,272 4,486 4,710 4,945	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699 Annually 48,824 51,266 53,828 56,520 59,344	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563 385 Hourly 24.842 26.085 27.389 28.758 30.197	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly 1,987 2,087 2,191 2,301 2,416	4,278 4,492 4,717 4,952 5,200 5,460  Monthly 4,287 4,501 4,726 4,962 5,210 5,471  Monthly 4,306 4,521 4,747 4,985 5,234	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651 Annually 51,671 54,257 56,969 59,817 62,810
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 O4 05 06	Hourly 23.123 24.278 25.492 26.768 28.106 29.511 25.55 Hourly 23.242 24.404 25.624 26.906 28.251 29.663 460 Hourly 23.473 24.647 25.879 27.173	1,850 1,942 2,039 2,141 2,248 2,361  Bi-Weekly 1,859 1,952 2,050 2,152 2,260 2,373  Bi-Weekly 1,878 1,972 2,070 2,174	4,008 4,208 4,419 4,640 4,872 5,115 Monthly 4,029 4,230 4,441 4,664 4,897 5,142 Monthly 4,069 4,272 4,486 4,710	48,096 50,498 53,023 55,677 58,460 61,383 Annually 48,343 50,760 53,298 55,964 58,762 61,699 Annually 48,824 51,266 53,828 56,520	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 24.681 25.916 27.211 28.571 30.000 31.500 31.500 382 Hourly 24.730 25.966 27.265 28.629 30.060 31.563 385 Hourly 24.842 26.085 27.389 28.758	1,974 2,073 2,177 2,286 2,400 2,520  Bi-Weekly 1,978 2,077 2,181 2,290 2,405 2,525  Bi-Weekly 1,987 2,087 2,191 2,301	4,278 4,492 4,717 4,952 5,200 5,460  Monthly 4,287 4,501 4,726 4,962 5,210 5,471  Monthly 4,306 4,521 4,747 4,985	51,336 53,905 56,599 59,428 62,400 65,520 Annually 51,438 54,009 56,711 59,548 62,525 65,651 Annually 51,671 54,257 56,969 59,817

Effective Dates: 7/22/2023 - 7/5/2024

Range: 3	390				Range: 4	20			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	24.924	1,994	4,320	51,842	01	26.606	2,128	4,612	55,340
02	26.171	2,094	4,536	54,436	02	27.936	2,235	4,842	58,107
03	27.480	2,198	4,763	57,158	03	29.333	2,347	5,084	61,013
04	28.853	2,308	5,001	60,014	04	30.799	2,464	5,338	64,062
05	30.296	2,424	5,251	63,016	05	32.340	2,587	5,606	67,267
06	31.810	2,545	5,514	66,165	06	33.956	2,716	5,886	70,628
Range: 3	395				Range: 4	23			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	25.102	2,008	4,351	52,212	01	26.782	2,143	4,642	55,707
02	26.358	2,109	4,569	54,825	02	28.121	2,250	4,874	58,492
03	27.676	2,214	4,797	57,566	03	29.527	2,362	5,118	61,416
04	29.060	2,325	5,037	60,445	04	31.004	2,480	5,374	64,488
05	30.513	2,441	5,289	63,467	05	32.553	2,604	5,643	67,710
06	32.038	2,563	5,553	66,639	06	34.181	2,734	5,925	71,096
Range: 4	405				<u>Range:</u> 4	24			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	25.683	2,055	4,452	53,421	01	26.811	2,145	4,647	55,767
02	26.968	2,157	4,674	56,093	02	28.152	2,252	4,880	58,556
03	28.317	2,265	4,908	58,899	03	29.560	2,365	5,124	61,485
04	29.732	2,379	5,154	61,843	04	31.037	2,483	5,380	64,557
05	31.218	2,497	5,411	64,933	05	32.589	2,607	5,649	67,785
06	32.780	2,622	5,682	68,182	06	34.219	2,738	5,931	71,176
Range: 4	410				Range: 4	25			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
			IVIOITEITI		Olop	ricurry			
01	25.976	2,078		54,030	01	26.879		4,659	
01 02			4,503 4,727				2,150 2,258		55,908 58,706
	25.976	2,078	4,503	54,030	01	26.879	2,150	4,659	55,908
02	25.976 27.274	2,078 2,182	4,503 4,727	54,030 56,730	01 02	26.879 28.224	2,150 2,258	4,659 4,892	55,908 58,706
02 03	25.976 27.274 28.638	2,078 2,182 2,291	4,503 4,727 4,964	54,030 56,730 59,567	01 02 03	26.879 28.224 29.635	2,150 2,258 2,371	4,659 4,892 5,137	55,908 58,706 61,641
02 03 04	25.976 27.274 28.638 30.070	2,078 2,182 2,291 2,406	4,503 4,727 4,964 5,212	54,030 56,730 59,567 62,546	01 02 03 04	26.879 28.224 29.635 31.117	2,150 2,258 2,371 2,489	4,659 4,892 5,137 5,394	55,908 58,706 61,641 64,723
02 03 04 05 06	25.976 27.274 28.638 30.070 31.574	2,078 2,182 2,291 2,406 2,526	4,503 4,727 4,964 5,212 5,473	54,030 56,730 59,567 62,546 65,674	01 02 03 04 05 06	26.879 28.224 29.635 31.117 32.672	2,150 2,258 2,371 2,489 2,614	4,659 4,892 5,137 5,394 5,663	55,908 58,706 61,641 64,723 67,958
02 03 04 05 06	25.976 27.274 28.638 30.070 31.574 33.153	2,078 2,182 2,291 2,406 2,526 2,652	4,503 4,727 4,964 5,212 5,473 5,747	54,030 56,730 59,567 62,546 65,674 68,958	01 02 03 04 05 06	26.879 28.224 29.635 31.117 32.672 34.306	2,150 2,258 2,371 2,489 2,614 2,744	4,659 4,892 5,137 5,394 5,663 5,946	55,908 58,706 61,641 64,723 67,958 71,356
02 03 04 05 06	25.976 27.274 28.638 30.070 31.574 33.153	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly	4,503 4,727 4,964 5,212 5,473	54,030 56,730 59,567 62,546 65,674 68,958	01 02 03 04 05 06	26.879 28.224 29.635 31.117 32.672 34.306	2,150 2,258 2,371 2,489 2,614	4,659 4,892 5,137 5,394 5,663	55,908 58,706 61,641 64,723 67,958 71,356
02 03 04 05 06 <i>Range:</i> 4	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,099	4,503 4,727 4,964 5,212 5,473 5,747	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585	01 02 03 04 05 06 <u>Range:</u> 4	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168	4,659 4,892 5,137 5,394 5,663 5,946	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380
02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243	2,078 2,182 2,291 2,406 2,526 2,652 <u>Bi-Weekly</u> 2,099 2,204	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549	54,030 56,730 59,567 62,546 65,674 68,958	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106	2,150 2,258 2,371 2,489 2,614 2,744 <u>Bi-Weekly</u> 2,168 2,277	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933	55,908 58,706 61,641 64,723 67,958 71,356
02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	25.976 27.274 28.638 30.070 31.574 33.153 <b>412</b> Hourly 26.243 27.555	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,099 2,204 2,315	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168 2,277 2,391	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159
02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,099 2,204 2,315 2,430	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168 2,277 2,391 2,510	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180 5,439	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266
02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,099 2,204 2,315	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168 2,277 2,391 2,510	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350	01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168 2,277 2,391 2,510 2,636	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180 5,439 5,711	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595	2,150 2,258 2,371 2,489 2,614 2,744 <u>Bi-Weekly</u> 2,168 2,277 2,391 2,510 2,636 2,768	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180 5,439 5,711 5,996	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958
02 03 04 05 06 <u>Range:</u> 4 Step 01 02 03 04 05 06	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493 415 Hourly	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679  Bi-Weekly	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u>	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595 35 Hourly	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168 2,277 2,391 2,510 2,636 2,768 Bi-Weekly	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180 5,439 5,711 5,996	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493 415 Hourly 26.461	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679  Bi-Weekly 2,117	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805 Monthly 4,587	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665 Annually 55,039	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595 35 Hourly 27.224	2,150 2,258 2,371 2,489 2,614 2,744 Bi-Weekly 2,168 2,277 2,391 2,510 2,636 2,768 Bi-Weekly 2,178	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180 5,439 5,711 5,996	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958 Annually 56,626
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493 415 Hourly 26.461 27.784	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679  Bi-Weekly 2,117 2,223	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805 Monthly 4,587 4,816	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665 Annually 55,039 57,791	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595 35 Hourly 27.224 28.585	2,150 2,258 2,371 2,489 2,614 2,744   Bi-Weekly 2,168 2,277 2,391 2,510 2,636 2,768   Bi-Weekly 2,178 2,178 2,287	4,659 4,892 5,137 5,394 5,663 5,946 Monthly 4,698 4,933 5,180 5,439 5,711 5,996 Monthly 4,719 4,955	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958 Annually 56,626 59,457
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493 415 Hourly 26.461 27.784 29.174	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679  Bi-Weekly 2,117 2,223 2,334	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805 Monthly 4,587 4,816 5,057	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665 Annually 55,039 57,791 60,682	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595 35 Hourly 27.224 28.585 30.014	2,150 2,258 2,371 2,489 2,614 2,744  Bi-Weekly 2,168 2,277 2,391 2,510 2,636 2,768  Bi-Weekly 2,178 2,287 2,401	4,659 4,892 5,137 5,394 5,663 5,946  Monthly 4,698 4,933 5,180 5,439 5,711 5,996  Monthly 4,719 4,955 5,202	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958 Annually 56,626 59,457 62,429
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493 415 Hourly 26.461 27.784 29.174 30.632	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679  Bi-Weekly 2,117 2,223 2,334 2,451	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805 Monthly 4,587 4,816 5,057 5,310	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665 Annually 55,039 57,791 60,682 63,715	01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595 35 Hourly 27.224 28.585 30.014 31.515	2,150 2,258 2,371 2,489 2,614 2,744  Bi-Weekly 2,168 2,277 2,391 2,510 2,636 2,768  Bi-Weekly 2,178 2,287 2,401 2,521	4,659 4,892 5,137 5,394 5,663 5,946  Monthly 4,698 4,933 5,180 5,439 5,711 5,996  Monthly 4,719 4,955 5,202 5,463	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958 Annually 56,626 59,457 62,429 65,551
02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	25.976 27.274 28.638 30.070 31.574 33.153 412 Hourly 26.243 27.555 28.933 30.379 31.899 33.493 415 Hourly 26.461 27.784 29.174	2,078 2,182 2,291 2,406 2,526 2,652  Bi-Weekly 2,099 2,204 2,315 2,430 2,552 2,679  Bi-Weekly 2,117 2,223 2,334	4,503 4,727 4,964 5,212 5,473 5,747 Monthly 4,549 4,776 5,015 5,266 5,529 5,805 Monthly 4,587 4,816 5,057	54,030 56,730 59,567 62,546 65,674 68,958 Annually 54,585 57,314 60,181 63,188 66,350 69,665 Annually 55,039 57,791 60,682	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	26.879 28.224 29.635 31.117 32.672 34.306 30 Hourly 27.106 28.461 29.884 31.378 32.948 34.595 35 Hourly 27.224 28.585 30.014	2,150 2,258 2,371 2,489 2,614 2,744  Bi-Weekly 2,168 2,277 2,391 2,510 2,636 2,768  Bi-Weekly 2,178 2,287 2,401	4,659 4,892 5,137 5,394 5,663 5,946  Monthly 4,698 4,933 5,180 5,439 5,711 5,996  Monthly 4,719 4,955 5,202	55,908 58,706 61,641 64,723 67,958 71,356 Annually 56,380 59,199 62,159 65,266 68,532 71,958 Annually 56,626 59,457 62,429

Range: 4	137				Range: 4	56			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	27.382	2,191	4,746	56,955	01	29.527	2,362	5,118	61,416
02	28.751	2,300	4,984	59,802	02	31.004	2,480	5,374	64,488
03	30.188	2,415	5,233	62,791	03	32.553	2,604	5,643	67,710
04	31.698	2,536	5,494	65,932	04	34.181	2,734	5,925	71,096
05	33.283	2,663	5,769	69,229	05	35.891	2,871	6,221	74,653
06	34.947	2,796	6,057	72,690	06	37.684	3,015	6,532	78,383
Range: 4	140				Range: 4	60			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<b>Annually</b>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	Annually
01	27.878	2,230	4,832	57,986	01	29.903	2,392	5,183	62,198
02	29.271	2,342	5,074	60,884	02	31.399	2,512	5,442	65,310
03	30.735	2,459	5,327	63,929	03	32.968	2,637	5,714	68,573
04	32.271	2,582	5,594	67,124	04	34.616	2,769	6,000	72,001
05	33.885	2,711	5,873	70,481	05	36.347	2,908	6,300	75,602
06	35.580	2,846	6,167	74,006	06	38.165	3,053	6,615	79,383
Range: 4	142				Range: 4	63			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<b>Annually</b>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	Annually
01	28.134	2,251	4,877	58,519	01	30.209	2,417	5,236	62,835
02	29.541	2,363	5,120	61,445	02	31.720	2,538	5,498	65,978
03	31.019	2,482	5,377	64,520	03	33.305	2,664	5,773	69,274
04	32.570	2,606	5,645	67,746	04	34.970	2,798	6,061	72,738
05	34.197	2,736	5,927	71,130	05	36.719	2,938	6,365	76,376
06	35.908	2,873	6,224	74,689	06	38.555	3,084	6,683	80,194
_									
Range: 4	<b>l</b> 45				Range: 4	64			
		Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
<u>Range:</u> 4 <u>Step</u> 01	Hourly 28.450	Bi-Weekly 2,276	Monthly 4,931	<u>Annually</u> 59,176	<u>Range:</u> <b>4</b> <u>Step</u> 01	64 <u>Hourly</u> 30.524	Bi-Weekly 2,442	Monthly 5,291	Annually 63,490
Step	<u>Hourly</u>	Bi-Weekly 2,276 2,390	Monthly 4,931 5,178		Step	<u>Hourly</u>		Monthly 5,291 5,555	
<u>Step</u> 01	<u>Hourly</u> 28.450	2,276	4,931	59,176	<u>Step</u> 01	<u>Hourly</u> 30.524	2,442	5,291	63,490
<u>Step</u> 01 02	Hourly 28.450 29.873	2,276 2,390	4,931 5,178	59,176 62,136	<u>Step</u> 01 02	Hourly 30.524 32.050	2,442 2,564	5,291 5,555	63,490 66,664
Step 01 02 03	Hourly 28.450 29.873 31.366	2,276 2,390 2,509	4,931 5,178 5,437	59,176 62,136 65,241	Step 01 02 03	Hourly 30.524 32.050 33.653	2,442 2,564 2,692	5,291 5,555 5,833	63,490 66,664 69,998
Step 01 02 03 04	Hourly 28.450 29.873 31.366 32.935	2,276 2,390 2,509 2,635	4,931 5,178 5,437 5,709	59,176 62,136 65,241 68,505	Step 01 02 03 04	Hourly 30.524 32.050 33.653 35.335	2,442 2,564 2,692 2,827	5,291 5,555 5,833 6,125	63,490 66,664 69,998 73,497
Step 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582	2,276 2,390 2,509 2,635 2,767	4,931 5,178 5,437 5,709 5,994	59,176 62,136 65,241 68,505 71,931	Step 01 02 03 04 05 06	Hourly 30.524 32.050 33.653 35.335 37.102	2,442 2,564 2,692 2,827 2,968	5,291 5,555 5,833 6,125 6,431	63,490 66,664 69,998 73,497 77,172
Step 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311	2,276 2,390 2,509 2,635 2,767 2,905	4,931 5,178 5,437 5,709 5,994 6,294	59,176 62,136 65,241 68,505 71,931 75,527	Step 01 02 03 04 05 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957	2,442 2,564 2,692 2,827 2,968 3,117	5,291 5,555 5,833 6,125 6,431	63,490 66,664 69,998 73,497 77,172 81,031
Step 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311	2,276 2,390 2,509 2,635 2,767 2,905	4,931 5,178 5,437 5,709 5,994 6,294	59,176 62,136 65,241 68,505 71,931 75,527	Step 01 02 03 04 05 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957	2,442 2,564 2,692 2,827 2,968 3,117	5,291 5,555 5,833 6,125 6,431 6,753	63,490 66,664 69,998 73,497 77,172 81,031
Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 148 Hourly 28.740	2,276 2,390 2,509 2,635 2,767 2,905 Bi-Weekly 2,299	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982	59,176 62,136 65,241 68,505 71,931 75,527	Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344	63,490 66,664 69,998 73,497 77,172 81,031 <u>Annually</u> 64,122
Step 01 02 03 04 05 06 <i>Range:</i> 4	Hourly 28.450 29.873 31.366 32.935 34.582 36.311	2,276 2,390 2,509 2,635 2,767 2,905 <u>Bi-Weekly</u> 2,299 2,414	4,931 5,178 5,437 5,709 5,994 6,294	59,176 62,136 65,241 68,505 71,931 75,527 Annually 59,779	Step 01 02 03 04 05 06 <u>Range:</u> 4	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly	5,291 5,555 5,833 6,125 6,431 6,753	63,490 66,664 69,998 73,497 77,172 81,031
Step 01 02 03 04 05 06 Range: 4 Step 01 02	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177	2,276 2,390 2,509 2,635 2,767 2,905 <u>Bi-Weekly</u> 2,299 2,414 2,535	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492	59,176 62,136 65,241 68,505 71,931 75,527 Annually 59,779 62,768 65,907	Step 01 02 03 04 05 06 Range: 4 Step 01 02	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270	2,276 2,390 2,509 2,635 2,767 2,905 Bi-Weekly 2,299 2,414 2,535 2,662	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767	59,176 62,136 65,241 68,505 71,931 75,527 Annually 59,779 62,768 65,907 69,202	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686	2,276 2,390 2,509 2,635 2,767 2,905 <u>Bi-Weekly</u> 2,299 2,414 2,535	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492	59,176 62,136 65,241 68,505 71,931 75,527 Annually 59,779 62,768 65,907	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681	2,276 2,390 2,509 2,635 2,767 2,905 Bi-Weekly 2,299 2,414 2,535 2,662 2,795	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055	59,176 62,136 65,241 68,505 71,931 75,527 Annually 59,779 62,768 65,907 69,202 72,663	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681	2,276 2,390 2,509 2,635 2,767 2,905 Bi-Weekly 2,299 2,414 2,535 2,662 2,795	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055	59,176 62,136 65,241 68,505 71,931 75,527 Annually 59,779 62,768 65,907 69,202 72,663	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344	2,442 2,564 2,692 2,827 2,968 3,117 <u>Bi-Weekly</u> 2,466 2,590 2,719 2,855 2,998 3,148	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Range: 4	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681 455 Hourly	2,276 2,390 2,509 2,635 2,767 2,905  Bi-Weekly 2,299 2,414 2,535 2,662 2,795 2,934  Bi-Weekly	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055 6,358	59,176 62,136 65,241 68,505 71,931 75,527  Annually 59,779 62,768 65,907 69,202 72,663 76,296  Annually	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998 3,148 Bi-Weekly	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940 81,836
Step 01 02 03 04 05 06  Range: 4  Step 01 02 03 04 05 06  Range: 4 Step 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681 455 Hourly 29.228	2,276 2,390 2,509 2,635 2,767 2,905  Bi-Weekly 2,299 2,414 2,535 2,662 2,795 2,934  Bi-Weekly 2,338	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055 6,358 Monthly 5,066	59,176 62,136 65,241 68,505 71,931 75,527  Annually 59,779 62,768 65,907 69,202 72,663 76,296  Annually 60,794	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998 3,148 Bi-Weekly 2,474	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940 81,836 Annually 64,336
Step 01 02 03 04 05 06  Range: 4  Step 01 02 03 04 05 06  Range: 4  Step 01 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681 455 Hourly	2,276 2,390 2,509 2,635 2,767 2,905  Bi-Weekly 2,299 2,414 2,535 2,662 2,795 2,934  Bi-Weekly 2,338 2,455	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055 6,358 Monthly 5,066 5,319	59,176 62,136 65,241 68,505 71,931 75,527  Annually 59,779 62,768 65,907 69,202 72,663 76,296  Annually 60,794 63,833	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 01	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344 66 Hourly 30.931	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998 3,148 Bi-Weekly 2,474 2,598	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820 Monthly 5,361 5,361 5,630	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940 81,836 Annually 64,336 67,554
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681 455 Hourly 29.228 30.689	2,276 2,390 2,509 2,635 2,767 2,905  Bi-Weekly 2,299 2,414 2,535 2,662 2,795 2,934  Bi-Weekly 2,338 2,455 2,578	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055 6,358 Monthly 5,066 5,319 5,585	59,176 62,136 65,241 68,505 71,931 75,527  Annually 59,779 62,768 65,907 69,202 72,663 76,296  Annually 60,794 63,833 67,026	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344 66 Hourly 30.931 32.478	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998 3,148 Bi-Weekly 2,474	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820 Monthly 5,361 5,361 5,361 5,630 5,911	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940 81,836 Annually 64,336 67,554 70,930
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 448 Hourly 28.740 30.177 31.686 33.270 34.934 36.681 455 Hourly 29.228 30.689 32.224	2,276 2,390 2,509 2,635 2,767 2,905  Bi-Weekly 2,299 2,414 2,535 2,662 2,795 2,934  Bi-Weekly 2,338 2,455	4,931 5,178 5,437 5,709 5,994 6,294 Monthly 4,982 5,231 5,492 5,767 6,055 6,358 Monthly 5,066 5,319	59,176 62,136 65,241 68,505 71,931 75,527  Annually 59,779 62,768 65,907 69,202 72,663 76,296  Annually 60,794 63,833	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344 66 Hourly 30.931 32.478 34.101	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998 3,148 Bi-Weekly 2,474 2,598 2,728	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820 Monthly 5,361 5,361 5,630	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940 81,836 Annually 64,336 67,554 70,930 74,476
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.450 29.873 31.366 32.935 34.582 36.311 148 Hourly 28.740 30.177 31.686 33.270 34.934 36.681 155 Hourly 29.228 30.689 32.224 33.835	2,276 2,390 2,509 2,635 2,767 2,905  Bi-Weekly 2,299 2,414 2,535 2,662 2,795 2,934  Bi-Weekly 2,338 2,455 2,578 2,707	4,931 5,178 5,437 5,709 5,994 6,294  Monthly 4,982 5,231 5,492 5,767 6,055 6,358  Monthly 5,066 5,319 5,585 5,865	59,176 62,136 65,241 68,505 71,931 75,527  Annually 59,779 62,768 65,907 69,202 72,663 76,296  Annually 60,794 63,833 67,026 70,377	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.524 32.050 33.653 35.335 37.102 38.957 65 Hourly 30.828 32.369 33.988 35.686 37.471 39.344 66 Hourly 30.931 32.478 34.101 35.806	2,442 2,564 2,692 2,827 2,968 3,117 Bi-Weekly 2,466 2,590 2,719 2,855 2,998 3,148 Bi-Weekly 2,474 2,598 2,728 2,728 2,864	5,291 5,555 5,833 6,125 6,431 6,753 Monthly 5,344 5,611 5,891 6,186 6,495 6,820 Monthly 5,361 5,361 5,630 5,911 6,206	63,490 66,664 69,998 73,497 77,172 81,031 Annually 64,122 67,328 70,695 74,227 77,940 81,836 Annually 64,336 67,554 70,930

Effective Dates: 7/22/2023 - 7/5/2024

	67				Range:	478			
<u>Step</u>	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	31.136	2,491	5,397	64,763	01	33.644	2,692	5,832	69,980
02	32.694	2,616	5,667	68,004	02	35.326	2,826	6,123	73,478
03	34.328	2,746	5,950	71,402	03	37.093	2,967	6,429	77,153
04	36.044	2,884	6,248	74,972	04	38.947	3,116	6,751	81,010
05	37.846	3,028	6,560	78,720	05	40.894	3,272	7,088	85,060
06	39.739	3,179	6,888	82,657	06	42.940	3,435	7,443	89,315
Bongo: 1	68				Panga:	400			
<u>Range:</u> <b>4</b> <u>Step</u>	Hourly	Bi-Weekly	Monthly	Annually	<u>Range:</u> Step	480 Hourly	Bi-Weekly	Monthly	Annually
<u>зтер</u> 01	31.335	2,507	5,431	65,177	01	34.660	2,773	6,008	72,093
02	32.902	2,632	5,703	68,436	02	36.393	2,773	6,308	75,697
03	34.547	2,764	5,988	71,858	03	38.213	3,057	6,624	79,483
04	36.275	2,902	6,288	75,452	04	40.123	3,210	6,955	83,456
05	38.088	3,047	6,602	79,223	05	42.130	3,370	7,303	87,630
06	39.992	3,199	6,932	83,183	06	44.236	3,539	7,668	92,011
		-,	-,	,			-,	,	, ,
	69					481			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	31.722	2,538	5,498	65,982	01	35.097	2,808	6,083	73,002
02	33.308	2,665	5,773	69,281	02	36.852	2,948	6,388	76,652
03	34.974	2,798	6,062	72,746	03	38.694	3,096	6,707	80,484
04	36.722	2,938	6,365	76,382	04	40.629	3,250	7,042	84,508
05	38.558	3,085	6,683	80,201	05	42.660	3,413	7,394	88,733
06	40.486	3,239	7,018	84,211	06	44.793	3,583	7,764	93,169
Range: 4	70				Range:	482			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	32.107	2,569	5,565	66,783	01	35.319	2,826	6,122	73,464
02	33.712	2,697	5,843	70,121	02	37.085	2,967	6,428	77,137
03	05.000			72 620					00 000
	35.398	2,832	6,136	73,628	03	38.939	3,115	6,749	80,993
04	35.398 37.168	2,832 2,973	6,136 6,442	73,626 77,309	03 04	38.939 40.887	3,115 3,271		80,993 85,045
04 05								6,749	
	37.168	2,973	6,442	77,309	04	40.887	3,271	6,749 7,087	85,045
05 06	37.168 39.027 40.977	2,973 3,122	6,442 6,765	77,309 81,176	04 05 06	40.887 42.931 45.078	3,271 3,434	6,749 7,087 7,441	85,045 89,296
05 06 <u>Range:</u> <b>4</b>	37.168 39.027 40.977	2,973 3,122 3,278	6,442 6,765 7,103	77,309 81,176 85,232	04 05 06 <u>Range:</u>	40.887 42.931 45.078	3,271 3,434 3,606	6,749 7,087 7,441 7,814	85,045 89,296 93,762
05 06 <u>Range:</u> <b>4</b> <u>Step</u>	37.168 39.027 40.977 <b>75</b> Hourly	2,973 3,122 3,278 Bi-Weekly	6,442 6,765 7,103	77,309 81,176 85,232 <u>Annually</u>	04 05 06 <u>Range:</u> 4 <u>Step</u>	40.887 42.931 45.078 483 Hourly	3,271 3,434 3,606 Bi-Weekly	6,749 7,087 7,441 7,814 Monthly	85,045 89,296 93,762 <u>Annually</u>
05 06 <u>Range:</u> <b>4</b> <u>Step</u> 01	37.168 39.027 40.977 <b>75</b> <u>Hourly</u> 32.868	2,973 3,122 3,278 Bi-Weekly 2,629	6,442 6,765 7,103 Monthly 5,697	77,309 81,176 85,232 <u>Annually</u> 68,365	04 05 06 <u>Range:</u> 4 <u>Step</u> 01	40.887 42.931 45.078 483 Hourly 36.000	3,271 3,434 3,606 Bi-Weekly 2,880	6,749 7,087 7,441 7,814 Monthly 6,240	85,045 89,296 93,762 <u>Annually</u> 74,880
05 06 <i>Range:</i> 4 <u>Step</u> 01 02	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511	2,973 3,122 3,278 Bi-Weekly 2,629 2,761	6,442 6,765 7,103 Monthly 5,697 5,982	77,309 81,176 85,232 <u>Annually</u> 68,365 71,783	04 05 06 <u>Range:</u> Step 01 02	40.887 42.931 45.078 483 Hourly 36.000 37.799	3,271 3,434 3,606 Bi-Weekly 2,880 3,024	6,749 7,087 7,441 7,814 Monthly 6,240 6,552	85,045 89,296 93,762 <u>Annually</u> 74,880 78,622
05 06 Range: 4 Step 01 02 03	37.168 39.027 40.977 <b>75</b> <u>Hourly</u> 32.868 34.511 36.236	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899	6,442 6,765 7,103 Monthly 5,697 5,982 6,281	77,309 81,176 85,232 <u>Annually</u> 68,365 71,783 75,371	04 05 06 <u>Range:</u> Step 01 02 03	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879	85,045 89,296 93,762 <u>Annually</u> 74,880 78,622 82,553
05 06 Range: 4 Step 01 02 03 04	37.168 39.027 40.977 <b>75</b> <u>Hourly</u> 32.868 34.511 36.236 38.048	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595	77,309 81,176 85,232 <u>Annually</u> 68,365 71,783 75,371 79,140	04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879 7,223	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682
05 06 Range: 4 Step 01 02 03	37.168 39.027 40.977 <b>75</b> <u>Hourly</u> 32.868 34.511 36.236	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899	6,442 6,765 7,103 Monthly 5,697 5,982 6,281	77,309 81,176 85,232 <u>Annually</u> 68,365 71,783 75,371	04 05 06 <u>Range:</u> Step 01 02 03	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879	85,045 89,296 93,762 <u>Annually</u> 74,880 78,622 82,553
05 06 Range: 4 Step 01 02 03 04 05 06	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098	04 05 06 Range: 4 Step 01 02 03 04 05 06	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945	3,271 3,434 3,606 <u>Bi-Weekly</u> 2,880 3,024 3,175 3,334 3,501	6,749 7,087 7,441 7,814  Monthly 6,240 6,552 6,879 7,223 7,585	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015
05 06 Range: 4 Step 01 02 03 04 05 06	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252	04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334 3,501 3,676	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879 7,223 7,585 7,964	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252	04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334 3,501 3,676	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879 7,223 7,585 7,964	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly 33.072	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356 Bi-Weekly 2,646	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271 Monthly 5,732	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252 Annually 68,790	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly 36.976	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334 3,501 3,676 Bi-Weekly 2,958	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879 7,223 7,585 7,964 Monthly 6,409	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566 Annually 76,910
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly 33.072 34.726	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356 Bi-Weekly 2,646 2,778	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271 Monthly 5,732 6,019	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252 Annually 68,790 72,230	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly 36.976 38.825	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334 3,501 3,676 Bi-Weekly 2,958 3,106	6,749 7,087 7,441 7,814 Monthly 6,240 6,552 6,879 7,223 7,585 7,964 Monthly 6,409 6,730	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566 Annually 76,910 80,756
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly 33.072 34.726 36.462	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356 Bi-Weekly 2,646 2,778 2,917	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271 Monthly 5,732 6,019 6,320	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252 Annually 68,790 72,230 75,841	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly 36.976 38.825 40.766	3,271 3,434 3,606 <u>Bi-Weekly</u> 2,880 3,024 3,175 3,334 3,501 3,676 <u>Bi-Weekly</u> 2,958 3,106 3,261	6,749 7,087 7,441 7,814  Monthly 6,240 6,552 6,879 7,223 7,585 7,964  Monthly 6,409 6,730 7,066	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566 Annually 76,910 80,756 84,793
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly 33.072 34.726 36.462 38.285	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356 Bi-Weekly 2,646 2,778 2,917 3,063	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271 Monthly 5,732 6,019 6,320 6,636	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252 Annually 68,790 72,230 75,841 79,633	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly 36.976 38.825 40.766 42.804	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334 3,501 3,676 Bi-Weekly 2,958 3,106 3,261 3,424	6,749 7,087 7,441 7,814  Monthly 6,240 6,552 6,879 7,223 7,585 7,964  Monthly 6,409 6,730 7,066 7,419	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566 Annually 76,910 80,756 84,793 89,032
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 05	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly 33.072 34.726 36.462 38.285 40.200	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356 Bi-Weekly 2,646 2,778 2,917 3,063 3,216	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271 Monthly 5,732 6,019 6,320 6,636 6,968	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252 Annually 68,790 72,230 75,841 79,633 83,616	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly 36.976 38.825 40.766 42.804 44.944	3,271 3,434 3,606 <u>Bi-Weekly</u> 2,880 3,024 3,175 3,334 3,501 3,676 <u>Bi-Weekly</u> 2,958 3,106 3,261 3,424 3,596	6,749 7,087 7,441 7,814  Monthly 6,240 6,552 6,879 7,223 7,585 7,964  Monthly 6,409 6,730 7,066 7,419 7,790	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566 Annually 76,910 80,756 84,793 89,032 93,484
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	37.168 39.027 40.977 <b>75</b> Hourly 32.868 34.511 36.236 38.048 39.951 41.948 <b>76</b> Hourly 33.072 34.726 36.462 38.285	2,973 3,122 3,278 Bi-Weekly 2,629 2,761 2,899 3,044 3,196 3,356 Bi-Weekly 2,646 2,778 2,917 3,063	6,442 6,765 7,103 Monthly 5,697 5,982 6,281 6,595 6,925 7,271 Monthly 5,732 6,019 6,320 6,636	77,309 81,176 85,232 Annually 68,365 71,783 75,371 79,140 83,098 87,252 Annually 68,790 72,230 75,841 79,633	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	40.887 42.931 45.078 483 Hourly 36.000 37.799 39.689 41.674 43.757 45.945 485 Hourly 36.976 38.825 40.766 42.804	3,271 3,434 3,606 Bi-Weekly 2,880 3,024 3,175 3,334 3,501 3,676 Bi-Weekly 2,958 3,106 3,261 3,424	6,749 7,087 7,441 7,814  Monthly 6,240 6,552 6,879 7,223 7,585 7,964  Monthly 6,409 6,730 7,066 7,419	85,045 89,296 93,762 Annually 74,880 78,622 82,553 86,682 91,015 95,566 Annually 76,910 80,756 84,793 89,032

Range: 48	18			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
<u>0.05</u> 01	37.884	3,031	6,567	78,799
02	39.779	3,182	6,895	82,740
03	41.767	3,341	7,240	86,875
04	43.856	3,508	7,602	91,220
05	46.048	3,684	7,982	95,780
06	48.351	3,868	8,381	100,570
Range: 49	0			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	39.781	3,182	6,895	82,744
02	41.770	3,342	7,240	86,882
03	43.859	3,509	7,602	91,227
04	46.051	3,684	7,982	95,786
05	48.354	3,868	8,381	100,576
06	50.772	4,062	8,800	105,606
<u>Range:</u> 49	)5			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	40.789	3,263	7,070	84,841
02	42.828	3,426	7,424	89,082
03	44.970	3,598	7,795	93,538
04	47.219	3,778	8,185	98,216
05	49.580	3,966	8,594	103,126
06	52.058	4,165	9,023	108,281
Range: 49	7			
Range: 49 Step	7 Hourly	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
<u>Step</u> 01		Bi-Weekly 3,357	Monthly 7,273	<u>Annually</u> 87,273
<u>Step</u> 01 02	<u>Hourly</u> 41.958 44.055	3,357 3,524	7,273 7,636	87,273 91,634
Step 01 02 03	Hourly 41.958 44.055 46.259	3,357 3,524 3,701	7,273 7,636 8,018	87,273 91,634 96,219
Step 01 02 03 04	Hourly 41.958 44.055 46.259 48.572	3,357 3,524 3,701 3,886	7,273 7,636 8,018 8,419	87,273 91,634 96,219 101,030
Step 01 02 03 04 05	Hourly 41.958 44.055 46.259 48.572 51.000	3,357 3,524 3,701 3,886 4,080	7,273 7,636 8,018 8,419 8,840	87,273 91,634 96,219 101,030 106,080
Step 01 02 03 04	Hourly 41.958 44.055 46.259 48.572	3,357 3,524 3,701 3,886	7,273 7,636 8,018 8,419	87,273 91,634 96,219 101,030
Step 01 02 03 04 05 06	Hourly 41.958 44.055 46.259 48.572 51.000 53.550	3,357 3,524 3,701 3,886 4,080 4,284	7,273 7,636 8,018 8,419 8,840 9,282	87,273 91,634 96,219 101,030 106,080
Step 01 02 03 04 05 06 Range: 49	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 18 Hourly	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly	7,273 7,636 8,018 8,419 8,840 9,282	87,273 91,634 96,219 101,030 106,080 111,384
Step 01 02 03 04 05 06 Range: 49 Step 01	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 18 Hourly 45.356	3,357 3,524 3,701 3,886 4,080 4,284 <u>Bi-Weekly</u> 3,628	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862	87,273 91,634 96,219 101,030 106,080 111,384 <u>Annually</u> 94,340
Step 01 02 03 04 05 06  Range: 49 Step 01 02	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810	7,273 7,636 8,018 8,419 8,840 9,282 <u>Monthly</u> 7,862 8,255	87,273 91,634 96,219 101,030 106,080 111,384 <u>Annually</u> 94,340 99,058
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667 9,101	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04 05 05	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504 55.130	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667 9,101 9,556	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667 9,101	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208
Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504 55.130 57.886	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667 9,101 9,556 10,034	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403
Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49 Step 01 05 06	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504 55.130 57.886	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667 9,101 9,556 10,034	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04 05 06  Range: 49 Step 01 01	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504 55.130 57.886	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631 Bi-Weekly 3,811	7,273 7,636 8,018 8,419 8,840 9,282 Monthly 7,862 8,255 8,667 9,101 9,556 10,034 Monthly 8,258	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403 Annually 99,097
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04 05 06  Range: 49 05 06  Range: 49 01 02 03 04 05 06	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 8 Hourly 45.356 47.624 50.004 52.504 55.130 57.886 9 Hourly 47.643 50.026	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631 Bi-Weekly 3,811 4,002	7,273 7,636 8,018 8,419 8,840 9,282  Monthly 7,862 8,255 8,667 9,101 9,556 10,034  Monthly 8,258 8,671	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403 Annually 99,097 104,054
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04 05 06  Range: 49  Step 01 02 03 04 05 06	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 88 Hourly 45.356 47.624 50.004 52.504 55.130 57.886 99 Hourly 47.643 50.026 52.527	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631 Bi-Weekly 3,811 4,002 4,202	7,273 7,636 8,018 8,419 8,840 9,282  Monthly 7,862 8,255 8,667 9,101 9,556 10,034  Monthly 8,258 8,671 9,105	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403 Annually 99,097 104,054 109,256
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 88 Hourly 45.356 47.624 50.004 52.504 55.130 57.886 99 Hourly 47.643 50.026 52.527 55.153	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631 Bi-Weekly 3,811 4,002 4,202 4,202 4,412	7,273 7,636 8,018 8,419 8,840 9,282  Monthly 7,862 8,255 8,667 9,101 9,556 10,034  Monthly 8,258 8,671 9,105 9,560	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403 Annually 99,097 104,054 109,256 114,718
Step 01 02 03 04 05 06  Range: 49 Step 01 02 03 04 05 06  Range: 49  Step 01 02 03 04 05 06	Hourly 41.958 44.055 46.259 48.572 51.000 53.550 88 Hourly 45.356 47.624 50.004 52.504 55.130 57.886 99 Hourly 47.643 50.026 52.527	3,357 3,524 3,701 3,886 4,080 4,284 Bi-Weekly 3,628 3,810 4,000 4,200 4,410 4,631 Bi-Weekly 3,811 4,002 4,202	7,273 7,636 8,018 8,419 8,840 9,282  Monthly 7,862 8,255 8,667 9,101 9,556 10,034  Monthly 8,258 8,671 9,105	87,273 91,634 96,219 101,030 106,080 111,384 Annually 94,340 99,058 104,008 109,208 114,670 120,403 Annually 99,097 104,054 109,256

Range:	215			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
03	17.997	1,440	3,119	37,434
04	18.897	1,512	3,275	39,306
05	19.842	1,587	3,439	41,271
05	20.834	1,667	3,611	43,335
<u>Range:</u>	220	D: 14/		
Step	Hourly	Bi-Weekly	Monthly	Annually
03	18.188	1,455	3,153	37,831
04	19.096	1,528	3,310	39,720
05	20.051	1,604	3,476	41,706
06	21.055	1,684	3,650	43,794
Range:	227			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	18.053	1,444	3,129	37,550
02	18.955	1,516	3,286	39,426
03	19.904	1,592	3,450	41,400
04	20.898	1,672	3,622	43,468
05	21.944	1,756	3,804	45,644
06	23.040	1,843	3,994	47,923
<u>Range:</u>	230			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	18.238	1,459	3,161	37,935
02	19.151	1,532	3,320	39,834
03	20.107	1,609	3,485	41,823
04	21.113	1,689	3,660	43,915
05	22.169	1,774	3,843	46,112
06	23.277	1,862	4,035	48,416
Range:	233			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	18.829	1,506	3,264	39,164
02	19.770	1,582	3,427	41,122
03	20.760	1,661	3,598	43,181
04	21.798	1,744	3,778	45,340
05	22.887	1,831	3,967	47,605
06	24.032	1,923	4,166	49,987
D	005			
Range:	235 Hourly	Ri Wookly	Monthly	Annually
Step 01		Bi-Weekly	Monthly	Annually
01 02	19.145 20.102	1,532	3,318	39,822 41,812
02		1,608 1,689	3,484 3,659	43,903
03	22.163	1,773	3,842	46,099
05	23.272	1,773	4,034	48,406
06	24.435	1,955	4,235	50,825
30	21.100	1,000	1,200	00,020

<u>Range:</u>	240			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	19.344	1,548	3,353	40,236
02		1,625	3,521	42,247
03		1,706	3,697	44,358
04		1,791	3,881	46,577
05		1,881	4,076	48,907
06	24.688	1,975	4,279	51,351
Range:	250			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	19.474	1,558	3,375	40,506
02	20.447	1,636	3,544	42,530
03		1,718	3,721	44,658
04	_	1,804	3,908	46,892
05		1,894	4,103	49,234
06	24.854	1,988	4,308	51,696
Range:	258			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	19.800	1,584	3,432	41,184
02	20.791	1,663	3,604	43,245
03		1,746	3,784	45,406
04		1,834	3,973	47,678
05		1,925	4,172	50,059
06	25.271	2,022	4,380	52,564
Range:	260			
Ston	Hourly	D: \A/ I-I		A 11
<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
<u> 3189</u> 01	19.918	<u>ы-vveeкiy</u> 1,593	3,452	41,429
01 02	19.918 20.913	1,593 1,673	3,452 3,625	41,429 43,499
01 02 03	19.918 20.913 21.959	1,593 1,673 1,757	3,452 3,625 3,806	41,429 43,499 45,675
01 02 03 04	19.918 20.913 21.959 23.057	1,593 1,673 1,757 1,845	3,452 3,625 3,806 3,997	41,429 43,499 45,675 47,959
01 02 03 04 05	19.918 20.913 21.959 23.057 24.209	1,593 1,673 1,757 1,845 1,937	3,452 3,625 3,806 3,997 4,196	41,429 43,499 45,675 47,959 50,355
01 02 03 04	19.918 20.913 21.959 23.057 24.209	1,593 1,673 1,757 1,845	3,452 3,625 3,806 3,997	41,429 43,499 45,675 47,959
01 02 03 04 05	19.918 20.913 21.959 23.057 24.209	1,593 1,673 1,757 1,845 1,937	3,452 3,625 3,806 3,997 4,196	41,429 43,499 45,675 47,959 50,355
01 02 03 04 05	19.918 20.913 21.959 23.057 24.209 25.421	1,593 1,673 1,757 1,845 1,937	3,452 3,625 3,806 3,997 4,196	41,429 43,499 45,675 47,959 50,355
01 02 03 04 05 06 <i>Range:</i> Step	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487	41,429 43,499 45,675 47,959 50,355 52,876 <u>Annually</u> 41,848
01 02 03 04 05 06 <u>Range:</u> Step 01 02	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662	41,429 43,499 45,675 47,959 50,355 52,876 <u>Annually</u> 41,848 43,942
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445
01 02 03 04 05 06 <i>Range:</i> Step 01 02 03 04 05	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863 1,956	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445
01 02 03 04 05 06 <i>Range:</i> Step 01 02 03 04 05	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863 1,956	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868
01 02 03 04 05 06 <i>Range:</i> Step 01 02 03 04 05	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly 20.385	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054 Bi-Weekly 1,631	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451 Monthly 3,533	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually 42,401
01 02 03 04 05 06 <u>Range:</u> Step 01 05 06 <u>Range:</u> Step 01	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly 20.385 21.405	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054 Bi-Weekly 1,631 1,712	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451 Monthly 3,533 3,710	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually 42,401 44,522
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly 20.385 21.405 22.475	1,593 1,673 1,757 1,845 1,937 2,034 Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054 Bi-Weekly 1,631 1,712 1,798	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451 Monthly 3,533 3,710 3,896	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually 42,401 44,522 46,748
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly 20.385 21.405 22.475 23.599	1,593 1,673 1,757 1,845 1,937 2,034  Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054  Bi-Weekly 1,631 1,712 1,798 1,888	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451 Monthly 3,533 3,710 3,896 4,090	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually 42,401 44,522 46,748 49,086
01 02 03 04 05 06 Range: Step 01 02 03 04 05 Step 01 02 03 04 05	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly 20.385 21.405 22.475 23.599 24.779	1,593 1,673 1,757 1,845 1,937 2,034  Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054  Bi-Weekly 1,631 1,712 1,798 1,888 1,982	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451 Monthly 3,533 3,710 3,896 4,090 4,295	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually 42,401 44,522 46,748 49,086 51,540
01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	19.918 20.913 21.959 23.057 24.209 25.421 <b>265</b> Hourly 20.119 21.126 22.182 23.291 24.456 25.678 <b>270</b> Hourly 20.385 21.405 22.475 23.599 24.779	1,593 1,673 1,757 1,845 1,937 2,034  Bi-Weekly 1,610 1,690 1,775 1,863 1,956 2,054  Bi-Weekly 1,631 1,712 1,798 1,888	3,452 3,625 3,806 3,997 4,196 4,406 Monthly 3,487 3,662 3,845 4,037 4,239 4,451 Monthly 3,533 3,710 3,896 4,090	41,429 43,499 45,675 47,959 50,355 52,876 Annually 41,848 43,942 46,139 48,445 50,868 53,410 Annually 42,401 44,522 46,748 49,086

Effective Dates: 7/6/2024 - 7/4/2025

Range: 2	275				Range:	315			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	20.817	1,665	3,608	43,299	01	22.504	1,800	3,901	46,808
02	21.858	1,749	3,789	45,465	02	23.629	1,890	4,096	49,148
03	22.951	1,836	3,978	47,738	03	24.810	1,985	4,300	51,605
04	24.098	1,928	4,177	50,124	04	26.050	2,084	4,515	54,184
05	25.303	2,024	4,386	52,630	05	27.353	2,188	4,741	56,894
06	26.568	2,125	4,605	55,261	06	28.722	2,298	4,978	59,742
Range: 2	285				Range:	327			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
<u>919</u> 01	21.266	1,701	3,686	44,233	01	22.943	1,835	3,977	47,721
02	22.329	1,786	3,870	46,444	02	24.091	1,927	4,176	50,109
03	23.446	1,876	4,064	48,768	03	25.296	2,024	4,385	52,616
04	24.618	1,969	4,267	51,205	04	26.561	2,125	4,604	55,247
05	25.849	2,068	4,480	53,766	05	27.888	2,231	4,834	58,007
06	27.141	2,171	4,704	56,453	06	29.283	2,343	5,076	60,909
Range: 2	287				Range:	330			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	Annually
01	21.485	1,719	3,724	44,689	01	23.177	1,854	4,017	48,208
02	22.561	1,805	3,911	46,927	02	24.336	1,947	4,218	50,619
03	23.688	1,895	4,106	49,271	03	25.553	2,044	4,429	53,150
04	24.873	1,990	4,311	51,736	04	26.831	2,146	4,651	55,808
05	26.116	2,089	4,527	54,321	05	28.173	2,254	4,883	58,600
06	27.422	2,194	4,753	57,038	06	29.581	2,366	5,127	61,528
Dansa: 1	205								
					Donasi	225			
	295 Hourly	Pi Wookly	Monthly	Appually		335	Pi Wookly	Monthly	Appually
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
<u>Step</u> 01	<u>Hourly</u> 21.768	1,741	3,773	45,277	<u>Step</u> 01	<u>Hourly</u> 23.344	1,868	4,046	48,556
Step 01 02	<u>Hourly</u> 21.768 22.857	1,741 1,829	3,773 3,962	45,277 47,543	<u>Step</u> 01 02	<u>Hourly</u> 23.344 24.511	1,868 1,961	4,046 4,249	48,556 50,983
Step 01 02 03	Hourly 21.768 22.857 23.999	1,741 1,829 1,920	3,773 3,962 4,160	45,277 47,543 49,918	Step 01 02 03	Hourly 23.344 24.511 25.736	1,868 1,961 2,059	4,046 4,249 4,461	48,556 50,983 53,531
Step 01 02 03 04	Hourly 21.768 22.857 23.999 25.200	1,741 1,829 1,920 2,016	3,773 3,962 4,160 4,368	45,277 47,543 49,918 52,416	Step 01 02 03 04	Hourly 23.344 24.511 25.736 27.023	1,868 1,961 2,059 2,162	4,046 4,249 4,461 4,684	48,556 50,983 53,531 56,208
Step 01 02 03	Hourly 21.768 22.857 23.999	1,741 1,829 1,920	3,773 3,962 4,160	45,277 47,543 49,918	Step 01 02 03	Hourly 23.344 24.511 25.736	1,868 1,961 2,059	4,046 4,249 4,461	48,556 50,983 53,531
Step 01 02 03 04 05 06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783	1,741 1,829 1,920 2,016 2,117	3,773 3,962 4,160 4,368 4,586	45,277 47,543 49,918 52,416 55,037	Step 01 02 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793	1,868 1,961 2,059 2,162 2,270	4,046 4,249 4,461 4,684 4,918	48,556 50,983 53,531 56,208 59,016
Step 01 02 03 04 05 06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783	1,741 1,829 1,920 2,016 2,117 2,223	3,773 3,962 4,160 4,368 4,586 4,816	45,277 47,543 49,918 52,416 55,037 57,789	Step 01 02 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793	1,868 1,961 2,059 2,162 2,270 2,383	4,046 4,249 4,461 4,684 4,918 5,164	48,556 50,983 53,531 56,208 59,016 61,969
Step 01 02 03 04 05 06  Range: Step	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly	1,741 1,829 1,920 2,016 2,117 2,223	3,773 3,962 4,160 4,368 4,586 4,816	45,277 47,543 49,918 52,416 55,037 57,789	Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly	1,868 1,961 2,059 2,162 2,270 2,383	4,046 4,249 4,461 4,684 4,918 5,164	48,556 50,983 53,531 56,208 59,016 61,969 Annually
Step 01 02 03 04 05 06 Range: 3 Step 01	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864	1,741 1,829 1,920 2,016 2,117 2,223 Bi-Weekly 1,749	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403	1,868 1,961 2,059 2,162 2,270 2,383 Bi-Weekly 1,872	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678
Step 01 02 03 04 05 06  Range: 3 Step 01 02	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957	1,741 1,829 1,920 2,016 2,117 2,223 Bi-Weekly 1,749 1,837	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790 3,979	45,277 47,543 49,918 52,416 55,037 57,789 <u>Annually</u> 45,477 47,751	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573	1,868 1,961 2,059 2,162 2,270 2,383 <u>Bi-Weekly</u> 1,872 1,966	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105	1,741 1,829 1,920 2,016 2,117 2,223 Bi-Weekly 1,749 1,837 1,928	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790 3,979 4,178	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802	1,868 1,961 2,059 2,162 2,270 2,383 Bi-Weekly 1,872 1,966 2,064	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310	1,741 1,829 1,920 2,016 2,117 2,223 Bi-Weekly 1,749 1,837 1,928 2,025	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790 3,979 4,178 4,387	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03 04	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093	1,868 1,961 2,059 2,162 2,270 2,383 <u>Bi-Weekly</u> 1,872 1,966 2,064 2,167	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576	1,741 1,829 1,920 2,016 2,117 2,223 <u>Bi-Weekly</u> 1,749 1,837 1,928 2,025 2,126	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790 3,979 4,178 4,387 4,607	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447	1,868 1,961 2,059 2,162 2,270 2,383 <u>Bi-Weekly</u> 1,872 1,966 2,064 2,167 2,276	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06 06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905	1,741 1,829 1,920 2,016 2,117 2,223 Bi-Weekly 1,749 1,837 1,928 2,025	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790 3,979 4,178 4,387	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869	1,868 1,961 2,059 2,162 2,270 2,383 <u>Bi-Weekly</u> 1,872 1,966 2,064 2,167	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353
Step 01 02 03 04 05 06  Range: 3 04 05 06  Range: 3 04 05 06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905	1,741 1,829 1,920 2,016 2,117 2,223 <u>Bi-Weekly</u> 1,749 1,837 1,928 2,025 2,126 2,232	3,773 3,962 4,160 4,368 4,586 4,816 Monthly 3,790 3,979 4,178 4,387 4,607 4,837	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Range:	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step Step Step	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 01	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905 310 Hourly 22.455	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly 1,796	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837  Monthly 3,892	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually 46,706	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 01	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly 23.534	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly 1,883	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177 Monthly 4,079	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually 48,951
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905 310 Hourly 22.455 23.578	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly 1,796 1,886	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837  Monthly 3,892 4,087	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually 46,706 49,042	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly 23.534 24.711	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly 1,883 1,977	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177 Monthly 4,079 4,283	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually 48,951 51,399
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905 310 Hourly 22.455 23.578 24.756	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly 1,796 1,886 1,980	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837  Monthly 3,892 4,087 4,291	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually 46,706 49,042 51,492	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly 23.534 24.711 25.947	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly 1,883 1,977 2,076	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177 Monthly 4,079 4,283 4,497	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually 48,951 51,399 53,970
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     04     05     06  O00  O01  O02  O03  O04  O05  O06  O06  O07  O07  O08  O09  O09  O09  O09  O09  O09  O09	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905 310 Hourly 22.455 23.578 24.756 25.996	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly 1,796 1,886 1,980 2,080	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837  Monthly 3,892 4,087 4,291 4,506	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually 46,706 49,042 51,492 54,072	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly 23.534 24.711 25.947 27.244	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly 1,883 1,977 2,076 2,180	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177 Monthly 4,079 4,283 4,497 4,722	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually 48,951 51,399 53,970 56,668
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  06	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905 310 Hourly 22.455 23.578 24.756 25.996 27.295	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly 1,796 1,886 1,980 2,080 2,184	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837  Monthly 3,892 4,087 4,291 4,506 4,731	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually 46,706 49,042 51,492 54,072 56,774	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  O2 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly 23.534 24.711 25.947 27.244 28.607	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly 1,883 1,977 2,076 2,180 2,289	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177 Monthly 4,079 4,283 4,497 4,722 4,959	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually 48,951 51,399 53,970 56,668 59,503
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     04     05     06  O00  O01  O02  O03  O04  O05  O06  O06  O07  O07  O08  O09  O09  O09  O09  O09  O09  O09	Hourly 21.768 22.857 23.999 25.200 26.460 27.783 300 Hourly 21.864 22.957 24.105 25.310 26.576 27.905 310 Hourly 22.455 23.578 24.756 25.996	1,741 1,829 1,920 2,016 2,117 2,223  Bi-Weekly 1,749 1,837 1,928 2,025 2,126 2,232  Bi-Weekly 1,796 1,886 1,980 2,080	3,773 3,962 4,160 4,368 4,586 4,816  Monthly 3,790 3,979 4,178 4,387 4,607 4,837  Monthly 3,892 4,087 4,291 4,506	45,277 47,543 49,918 52,416 55,037 57,789 Annually 45,477 47,751 50,138 52,645 55,278 58,042 Annually 46,706 49,042 51,492 54,072	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 23.344 24.511 25.736 27.023 28.373 29.793 340 Hourly 23.403 24.573 25.802 27.093 28.447 29.869 343 Hourly 23.534 24.711 25.947 27.244	1,868 1,961 2,059 2,162 2,270 2,383  Bi-Weekly 1,872 1,966 2,064 2,167 2,276 2,390  Bi-Weekly 1,883 1,977 2,076 2,180	4,046 4,249 4,461 4,684 4,918 5,164 Monthly 4,057 4,259 4,472 4,696 4,931 5,177 Monthly 4,079 4,283 4,497 4,722	48,556 50,983 53,531 56,208 59,016 61,969 Annually 48,678 51,112 53,668 56,353 59,170 62,128 Annually 48,951 51,399 53,970 56,668

Effective Dates: 7/6/2024 - 7/4/2025

Range: 3	345				Range:	367			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	23.609	1,889	4,092	49,107	01	24.754	1,980	4,291	51,488
02	24.789	1,983	4,297	51,561	02	25.992	2,079	4,505	54,063
03	26.029	2,082	4,512	54,140	03	27.292	2,183	4,731	56,767
04	27.331	2,186	4,737	56,848	04	28.656	2,292	4,967	59,604
05	28.697	2,296	4,974	59,690	05	30.089	2,407	5,215	62,585
06	30.132	2,411	5,223	62,675	06	31.593	2,527	5,476	65,713
Range: 3	346				Range:	370			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	23.643	1,891	4,098	49,177	01	25.202	2,016	4,368	52,420
02	24.826	1,986	4,303	51,638	02	26.463	2,117	4,587	55,043
03	26.068	2,085	4,518	54,221	03	27.786	2,223	4,816	57,795
04	27.370	2,190	4,744	56,930	04	29.175	2,334	5,057	60,684
05	28.738	2,299	4,981	59,775	05	30.634	2,451	5,310	63,719
06	30.176	2,414	5,231	62,766	06	32.166	2,573	5,575	66,905
Range: 3	350				Range:	375			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	23.770	1,902	4,120	49,442	01	25.459	2,037	4,413	52,955
02	24.959	1,997	4,326	51,915	02	26.732	2,139	4,634	55,603
03	26.207	2,097	4,543	54,511	03	28.069	2,246	4,865	58,384
04	27.516	2,201	4,769	57,233	04	29.472	2,358	5,108	61,302
05	28.892	2,311	5,008	60,095	05	30.945	2,476	5,364	64,366
06	30.337	2,427	5,258	63,101	06	32.493	2,599	5,632	67,585
Range: 3	352				Range:	380			
<u>Range:</u> 3 Step	352 <u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> Step	380 Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
		Bi-Weekly 1,924	Monthly 4,168	<u>Annually</u> 50,020			2,053	Monthly 4,449	<u>Annually</u> 53,389
<u>Step</u> 01 02	Hourly 24.048 25.249	1,924 2,020	4,168 4,376	50,020 52,518	<u>Step</u> 01 02	Hourly 25.668 26.953	2,053 2,156		53,389 56,062
Step 01 02 03	Hourly 24.048 25.249 26.512	1,924 2,020 2,121	4,168 4,376 4,595	50,020 52,518 55,145	Step 01 02 03	Hourly 25.668 26.953 28.299	2,053 2,156 2,264	4,449 4,672 4,905	53,389 56,062 58,862
Step 01 02 03 04	Hourly 24.048 25.249 26.512 27.839	1,924 2,020 2,121 2,227	4,168 4,376 4,595 4,825	50,020 52,518 55,145 57,905	Step 01 02 03 04	Hourly 25.668 26.953 28.299 29.714	2,053 2,156 2,264 2,377	4,449 4,672 4,905 5,150	53,389 56,062 58,862 61,805
Step 01 02 03 04 05	Hourly 24.048 25.249 26.512 27.839 29.230	1,924 2,020 2,121 2,227 2,338	4,168 4,376 4,595 4,825 5,067	50,020 52,518 55,145 57,905 60,798	Step 01 02 03 04 05	Hourly 25.668 26.953 28.299 29.714 31.200	2,053 2,156 2,264 2,377 2,496	4,449 4,672 4,905 5,150 5,408	53,389 56,062 58,862 61,805 64,896
Step 01 02 03 04	Hourly 24.048 25.249 26.512 27.839	1,924 2,020 2,121 2,227	4,168 4,376 4,595 4,825	50,020 52,518 55,145 57,905	Step 01 02 03 04	Hourly 25.668 26.953 28.299 29.714	2,053 2,156 2,264 2,377	4,449 4,672 4,905 5,150	53,389 56,062 58,862 61,805
Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691	1,924 2,020 2,121 2,227 2,338 2,455	4,168 4,376 4,595 4,825 5,067 5,320	50,020 52,518 55,145 57,905 60,798 63,837	Step 01 02 03 04 05 06	Hourly 25.668 26.953 28.299 29.714 31.200 32.760	2,053 2,156 2,264 2,377 2,496 2,621	4,449 4,672 4,905 5,150 5,408 5,678	53,389 56,062 58,862 61,805 64,896 68,141
Step 01 02 03 04 05 06 Range: 3	Hourly 24.048 25.249 26.512 27.839 29.230 30.691	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly	4,168 4,376 4,595 4,825 5,067 5,320	50,020 52,518 55,145 57,905 60,798 63,837	Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly	2,053 2,156 2,264 2,377 2,496 2,621	4,449 4,672 4,905 5,150 5,408 5,678	53,389 56,062 58,862 61,805 64,896 68,141 Annually
Step 01 02 03 04 05 06 Range: 3 Step 01	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496
Step 01 02 03 04 05 06  Range: 3 Step 01 02	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934 2,030	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934 2,030 2,132	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681 4,915	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934 2,030 2,132 2,239	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203	Step 01 02 03 04 05 06  Range: Step 01 02 03 04	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681 4,915 5,161	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934 2,030 2,132 2,239 2,350	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382 2,501	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681 4,915 5,161 5,419	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934 2,030 2,132 2,239	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203	Step 01 02 03 04 05 06  Range: Step 01 02 03 04	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681 4,915 5,161	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850	1,924 2,020 2,121 2,227 2,338 2,455 Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Range:	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681 4,915 5,161 5,419 5,690	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step Step	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626 Bi-Weekly	4,449 4,672 4,905 5,150 5,408 5,678 Monthly 4,458 4,681 4,915 5,161 5,419 5,690	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly 24.412	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly 1,953	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347 Monthly 4,231	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168 Annually 50,777	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 02 03	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826 385 Hourly 25.836	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626 Bi-Weekly 2,067	4,449 4,672 4,905 5,150 5,408 5,678  Monthly 4,458 4,681 4,915 5,161 5,419 5,690  Monthly 4,478	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278 Annually 53,739
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly 24.412 25.633	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly 1,953 2,051	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347 Monthly 4,231 4,443	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168 Annually 50,777 53,317	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826 385 Hourly 25.836 27.128	2,053 2,156 2,264 2,377 2,496 2,621 Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626 Bi-Weekly 2,067 2,170	4,449 4,672 4,905 5,150 5,408 5,678  Monthly 4,458 4,681 4,915 5,161 5,419 5,690  Monthly 4,478 4,478 4,702	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278 Annually 53,739 56,426
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly 24.412 25.633 26.914	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly 1,953 2,051 2,153	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347 Monthly 4,231 4,443 4,665	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168 Annually 50,777 53,317 55,981	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826 385 Hourly 25.836 27.128 28.485	2,053 2,156 2,264 2,377 2,496 2,621  Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626  Bi-Weekly 2,067 2,170 2,279	4,449 4,672 4,905 5,150 5,408 5,678  Monthly 4,458 4,681 4,915 5,161 5,419 5,690  Monthly 4,478 4,702 4,937	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278 Annually 53,739 56,426 59,249
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 O4 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly 24.412 25.633 26.914 28.260	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly 1,953 2,051 2,153 2,261	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347 Monthly 4,231 4,443 4,665 4,898	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168 Annually 50,777 53,317 55,981 58,781	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826 385 Hourly 25.836 27.128 28.485 29.908	2,053 2,156 2,264 2,377 2,496 2,621  Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626  Bi-Weekly 2,067 2,170 2,279 2,393	4,449 4,672 4,905 5,150 5,408 5,678  Monthly 4,458 4,681 4,915 5,161 5,419 5,690  Monthly 4,478 4,702 4,937 5,184	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278 Annually 53,739 56,426 59,249 62,209
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly 24.412 25.633 26.914 28.260 29.672	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly 1,953 2,051 2,153 2,261 2,374	4,168 4,376 4,595 4,825 5,067 5,320  Monthly 4,190 4,399 4,619 4,850 5,093 5,347  Monthly 4,231 4,443 4,665 4,898 5,143	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168 Annually 50,777 53,317 55,981 58,781 61,718	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  01 02 03 04 05 05 06	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826 385 Hourly 25.836 27.128 28.485 29.908 31.405	2,053 2,156 2,264 2,377 2,496 2,621  Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626  Bi-Weekly 2,067 2,170 2,279 2,393 2,512	4,449 4,672 4,905 5,150 5,408 5,678  Monthly 4,458 4,681 4,915 5,161 5,419 5,690  Monthly 4,478 4,702 4,937 5,184 5,444	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278 Annually 53,739 56,426 59,249 62,209 65,322
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 O4 05 06	Hourly 24.048 25.249 26.512 27.839 29.230 30.691 355 Hourly 24.172 25.380 26.649 27.982 29.381 30.850 Hourly 24.412 25.633 26.914 28.260	1,924 2,020 2,121 2,227 2,338 2,455  Bi-Weekly 1,934 2,030 2,132 2,239 2,350 2,468  Bi-Weekly 1,953 2,051 2,153 2,261	4,168 4,376 4,595 4,825 5,067 5,320 Monthly 4,190 4,399 4,619 4,850 5,093 5,347 Monthly 4,231 4,443 4,665 4,898	50,020 52,518 55,145 57,905 60,798 63,837 Annually 50,278 52,790 55,430 58,203 61,112 64,168 Annually 50,777 53,317 55,981 58,781	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.668 26.953 28.299 29.714 31.200 32.760 382 Hourly 25.719 27.005 28.356 29.774 31.262 32.826 385 Hourly 25.836 27.128 28.485 29.908	2,053 2,156 2,264 2,377 2,496 2,621  Bi-Weekly 2,058 2,160 2,268 2,382 2,501 2,626  Bi-Weekly 2,067 2,170 2,279 2,393	4,449 4,672 4,905 5,150 5,408 5,678  Monthly 4,458 4,681 4,915 5,161 5,419 5,690  Monthly 4,478 4,702 4,937 5,184	53,389 56,062 58,862 61,805 64,896 68,141 Annually 53,496 56,170 58,980 61,930 65,025 68,278 Annually 53,739 56,426 59,249 62,209

<u>Range:</u> 3	390				Range: 4	20			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	25.921	2,074	4,493	53,916	01	27.670	2,214	4,796	57,554
02	27.218	2,177	4,718	56,613	02	29.053	2,324	5,036	60,430
03	28.579	2,286	4,954	59,444	03	30.506	2,440	5,288	63,452
04	30.007	2,401	5,201	62,415	04	32.031	2,562	5,552	66,624
05	31.508	2,521	5,461	65,537	05	33.634	2,691	5,830	69,959
06	33.082	2,647	5,734	68,811	06	35.314	2,825	6,121	73,453
Range: 3	395				Range: 4	23			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	26.106	2,088	4,525	54,300	01	27.853	2,228	4,828	57,934
02	27.412	2,193	4,751	57,017	02	29.246	2,340	5,069	60,832
03	28.783	2,303	4,989	59,869	03	30.708	2,457	5,323	63,873
04	30.222	2,418	5,238	62,862	04	32.244	2,580	5,589	67,068
05	31.734	2,539	5,501	66,007	05	33.855	2,708	5,868	70,418
06	33.320	2,666	5,775	69,306	06	35.548	2,844	6,162	73,940
Range: 4	405				<u>Range:</u> 4	24			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	26.710	2,137	4,630	55,557	01	27.883	2,231	4,833	57,997
02	28.047	2,244	4,861	58,338	02	29.278	2,342	5,075	60,898
03	29.450	2,356	5,105	61,256	03	30.742	2,459	5,329	63,943
04	30.921	2,474	5,360	64,316	04	32.278	2,582	5,595	67,138
05	32.467	2,597	5,628	67,531	05	33.893	2,711	5,875	70,497
06	34.091	2,727	5,909	70,909	06	35.588	2,847	6,169	74,023
Range: 4	410				Range: 4	25			
Step		D: \A/							
	HOURIN	RI-WARKIW	Monthly	Annually	Sten	Hourly	Ri-Weekly	Monthly	Annually
	<u>Hourly</u> 27 015	Bi-Weekly 2 161	Monthly 4 683	Annually 56 191	Step 01	<u>Hourly</u> 27 954	Bi-Weekly 2 236	Monthly 4 845	Annually 58 144
01	27.015	2,161	4,683	56,191	01	27.954	2,236	4,845	58,144
01 02	27.015 28.365	2,161 2,269	4,683 4,917	56,191 58,999	01 02	27.954 29.353	2,236 2,348	4,845 5,088	58,144 61,054
01 02 03	27.015 28.365 29.784	2,161 2,269 2,383	4,683 4,917 5,163	56,191 58,999 61,951	01 02 03	27.954 29.353 30.820	2,236 2,348 2,466	4,845 5,088 5,342	58,144 61,054 64,106
01 02 03 04	27.015 28.365 29.784 31.273	2,161 2,269 2,383 2,502	4,683 4,917 5,163 5,421	56,191 58,999 61,951 65,048	01 02 03 04	27.954 29.353 30.820 32.362	2,236 2,348 2,466 2,589	4,845 5,088 5,342 5,609	58,144 61,054 64,106 67,313
01 02 03	27.015 28.365 29.784	2,161 2,269 2,383	4,683 4,917 5,163	56,191 58,999 61,951	01 02 03	27.954 29.353 30.820	2,236 2,348 2,466	4,845 5,088 5,342	58,144 61,054 64,106
01 02 03 04 05 06	27.015 28.365 29.784 31.273 32.837 34.479	2,161 2,269 2,383 2,502 2,627	4,683 4,917 5,163 5,421 5,692	56,191 58,999 61,951 65,048 68,301	01 02 03 04 05 06	27.954 29.353 30.820 32.362 33.979 35.678	2,236 2,348 2,466 2,589 2,718	4,845 5,088 5,342 5,609 5,890	58,144 61,054 64,106 67,313 70,676
01 02 03 04 05 06	27.015 28.365 29.784 31.273 32.837 34.479	2,161 2,269 2,383 2,502 2,627 2,758	4,683 4,917 5,163 5,421 5,692 5,976	56,191 58,999 61,951 65,048 68,301 71,716	01 02 03 04 05 06	27.954 29.353 30.820 32.362 33.979 35.678	2,236 2,348 2,466 2,589 2,718 2,854	4,845 5,088 5,342 5,609 5,890 6,184	58,144 61,054 64,106 67,313 70,676 74,210
01 02 03 04 05 06 <u>Range:</u> 4	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly	4,683 4,917 5,163 5,421 5,692 5,976	56,191 58,999 61,951 65,048 68,301 71,716	01 02 03 04 05 06 <u>Range:</u> 4	27.954 29.353 30.820 32.362 33.979 35.678	2,236 2,348 2,466 2,589 2,718 2,854	4,845 5,088 5,342 5,609 5,890 6,184	58,144 61,054 64,106 67,313 70,676 74,210
01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635
01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657	2,161 2,269 2,383 2,502 2,627 2,758 <u>Bi-Weekly</u> 2,183 2,293	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599	2,236 2,348 2,466 2,589 2,718 2,854 <u>Bi-Weekly</u> 2,255 2,368	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566
01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090	2,161 2,269 2,383 2,502 2,627 2,758 <u>Bi-Weekly</u> 2,183 2,293 2,407	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130 5,387	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644
01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587 65,716	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130 5,387 5,656	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528 2,654	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587 65,716 69,004	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130 5,387 5,656 5,939	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587 65,716	01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266 35.979	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130 5,387 5,656	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587 65,716 69,004 72,453	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266 35.979	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130 5,387 5,656 5,939 6,236	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836
01 02 03 04 05 06 <u>Range:</u> 4 Step 01 02 03 04 05 06	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587 65,716 69,004 72,453	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u>	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266 35.979 35.979	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878	4,845 5,088 5,342 5,609 5,890 6,184  Monthly 4,886 5,130 5,387 5,656 5,939 6,236  Monthly	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly 27.519	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787 Bi-Weekly 2,202	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038	56,191 58,999 61,951 65,048 68,301 71,716 Annually 56,769 59,607 62,587 65,716 69,004 72,453 Annually 57,240	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266 35.979 35.979	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878 Bi-Weekly 2,265	4,845 5,088 5,342 5,609 5,890 6,184 Monthly 4,886 5,130 5,387 5,656 5,939 6,236 Monthly 4,908	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836 Annually 58,891
01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly 27.519 28.895	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787 Bi-Weekly 2,202 2,312	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038 Monthly 4,770 5,008	56,191 58,999 61,951 65,048 68,301 71,716  Annually 56,769 59,607 62,587 65,716 69,004 72,453  Annually 57,240 60,102	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266 35.979 35.979	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878 Bi-Weekly 2,265 2,378	4,845 5,088 5,342 5,609 5,890 6,184  Monthly 4,886 5,130 5,387 5,656 5,939 6,236  Monthly 4,908 5,153	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836 Annually 58,891 61,834
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly 27.519 28.895 30.341	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787 Bi-Weekly 2,202 2,312 2,427	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038 Monthly 4,770 5,008 5,259	56,191 58,999 61,951 65,048 68,301 71,716  Annually 56,769 59,607 62,587 65,716 69,004 72,453  Annually 57,240 60,102 63,109	01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	27.954 29.353 30.820 32.362 33.979 35.678 30 Hourly 28.190 29.599 31.079 32.633 34.266 35.979 35.979 36.33 34.266 35.979	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878 Bi-Weekly 2,265 2,378 2,497	4,845 5,088 5,342 5,609 5,890 6,184  Monthly 4,886 5,130 5,387 5,656 5,939 6,236  Monthly 4,908 5,153 5,411	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836 Annually 58,891 61,834 64,927
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly 27.519 28.895 30.341 31.857	2,161 2,269 2,383 2,502 2,627 2,758  Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787  Bi-Weekly 2,202 2,312 2,427 2,549	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038 Monthly 4,770 5,008 5,259 5,522	56,191 58,999 61,951 65,048 68,301 71,716  Annually 56,769 59,607 62,587 65,716 69,004 72,453  Annually 57,240 60,102 63,109 66,263	01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	27.954 29.353 30.820 32.362 33.979 35.678  30  Hourly 28.190 29.599 31.079 32.633 34.266 35.979  35  Hourly 28.313 29.728 31.215 32.776	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878 Bi-Weekly 2,265 2,378 2,497 2,622	4,845 5,088 5,342 5,609 5,890 6,184  Monthly 4,886 5,130 5,387 5,656 5,939 6,236  Monthly 4,908 5,153 5,411 5,681	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836 Annually 58,891 61,834 64,927 68,174
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly 27.519 28.895 30.341 31.857 33.450	2,161 2,269 2,383 2,502 2,627 2,758  Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787  Bi-Weekly 2,202 2,312 2,427 2,549 2,676	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038 Monthly 4,770 5,008 5,259 5,522 5,798	56,191 58,999 61,951 65,048 68,301 71,716  Annually 56,769 59,607 62,587 65,716 69,004 72,453  Annually 57,240 60,102 63,109 66,263 69,576	01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	27.954 29.353 30.820 32.362 33.979 35.678  30  Hourly 28.190 29.599 31.079 32.633 34.266 35.979  35.979  40urly 28.313 29.728 31.215 32.776 34.415	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878 Bi-Weekly 2,265 2,378 2,497 2,622 2,753	4,845 5,088 5,342 5,609 5,890 6,184  Monthly 4,886 5,130 5,387 5,656 5,939 6,236  Monthly 4,908 5,153 5,411 5,681 5,965	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836 Annually 58,891 61,834 64,927 68,174 71,583
01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	27.015 28.365 29.784 31.273 32.837 34.479 412 Hourly 27.293 28.657 30.090 31.594 33.175 34.833 415 Hourly 27.519 28.895 30.341 31.857	2,161 2,269 2,383 2,502 2,627 2,758  Bi-Weekly 2,183 2,293 2,407 2,528 2,654 2,787  Bi-Weekly 2,202 2,312 2,427 2,549	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,731 4,967 5,216 5,476 5,750 6,038 Monthly 4,770 5,008 5,259 5,522	56,191 58,999 61,951 65,048 68,301 71,716  Annually 56,769 59,607 62,587 65,716 69,004 72,453  Annually 57,240 60,102 63,109 66,263	01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	27.954 29.353 30.820 32.362 33.979 35.678  30  Hourly 28.190 29.599 31.079 32.633 34.266 35.979  35  Hourly 28.313 29.728 31.215 32.776	2,236 2,348 2,466 2,589 2,718 2,854 Bi-Weekly 2,255 2,368 2,486 2,611 2,741 2,878 Bi-Weekly 2,265 2,378 2,497 2,622	4,845 5,088 5,342 5,609 5,890 6,184  Monthly 4,886 5,130 5,387 5,656 5,939 6,236  Monthly 4,908 5,153 5,411 5,681	58,144 61,054 64,106 67,313 70,676 74,210 Annually 58,635 61,566 64,644 67,877 71,273 74,836 Annually 58,891 61,834 64,927 68,174

Effective Dates: 7/6/2024 - 7/4/2025

<u>Range:</u> 4	137				Range: 4	156			
<u>Step</u>	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
<u>0105</u> 01	28.477	2,278	4,936	59,232	01	30.708	2,457	5,323	63,873
02	29.901	2,392	5,183	62,194	02	32.244	2,580	5,589	67,068
03	31.396	2,512	5,442	65,304	03	33.855	2,708	5,868	70,418
04	32.966	2,637	5,714	68,569	04	35.548	2,844	6,162	73,940
05	34.614	2,769	6,000	71,997	05	37.327	2,986	6,470	77,640
06	36.345	2,908	6,300	75,598	06	39.191	3,135	6,793	81,517
Range: 4	140				Range: 4	160			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	28.993	2,319	5,025	60,305	01	31.099	2,488	5,390	64,686
02	30.442	2,435	5,277	63,319	02	32.655	2,612	5,660	67,922
03	31.964	2,557	5,540	66,485	03	34.287	2,743	5,943	71,317
04	33.562	2,685	5,817	69,809	04	36.001	2,880	6,240	74,882
05	35.240	2,819	6,108	73,299	05	37.801	3,024	6,552	78,626
06	37.003	2,960	6,414	76,966	06	39.692	3,175	6,880	82,559
Range: 4	142				Range: 4	163			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	29.259	2,341	5,072	60,859	01	31.417	2,513	5,446	65,347
02	30.723	2,458	5,325	63,904	02	32.989	2,639	5,718	68,617
03	32.260	2,581	5,592	67,101	03	34.637	2,771	6,004	72,045
04	33.873	2,710	5,871	70,456	04	36.369	2,910	6,304	75,648
05	35.565	2,845	6,165	73,975	05	38.188	3,055	6,619	79,431
06	37.344	2,988	6,473	77,676	06	40.097	3,208	6,950	83,402
Range: 4	145				Range: 4	164			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	29.588	2,367	5,129	61,543	01	31.745	2,540	5,502	66,030
02	31.068	2,485	5,385	64,621	02	33.332	2,667	5,778	69,331
03	32.621			07 050			2 2 2 2		70 700
		2,610	5,654	67,852	03	34.999	2,800	6,066	72,798
04	34.252	2,740	5,937	71,244	04	36.748	2,940	6,370	76,436
05	34.252 35.965	2,740 2,877	5,937 6,234	71,244 74,807	04 05	36.748 38.586	2,940 3,087	6,370 6,688	76,436 80,259
	34.252	2,740	5,937	71,244	04	36.748	2,940	6,370	76,436
05 06 <u>Range:</u> 4	34.252 35.965 37.763	2,740 2,877 3,021	5,937 6,234 6,546	71,244 74,807 78,547	04 05 06 <u>Range:</u> <b>4</b>	36.748 38.586 40.515	2,940 3,087 3,241	6,370 6,688 7,023	76,436 80,259 84,271
05 06 <u>Range:</u> 4 <u>Step</u>	34.252 35.965 37.763 148 Hourly	2,740 2,877 3,021 Bi-Weekly	5,937 6,234 6,546 Monthly	71,244 74,807 78,547 <u>Annually</u>	04 05 06 <u>Range:</u> <b>4</b> <u>Step</u>	36.748 38.586 40.515 465 Hourly	2,940 3,087 3,241 Bi-Weekly	6,370 6,688 7,023	76,436 80,259 84,271 <u>Annually</u>
05 06 <u>Range:</u> 4 <u>Step</u> 01	34.252 35.965 37.763 <b>148</b> <u>Hourly</u> 29.890	2,740 2,877 3,021 Bi-Weekly 2,391	5,937 6,234 6,546 Monthly 5,181	71,244 74,807 78,547 <u>Annually</u> 62,171	04 05 06 <u>Range:</u> 4 <u>Step</u> 01	36.748 38.586 40.515 465 Hourly 32.061	2,940 3,087 3,241 Bi-Weekly 2,565	6,370 6,688 7,023 Monthly 5,557	76,436 80,259 84,271 Annually 66,687
05 06 Range: 4 Step 01 02	34.252 35.965 37.763 148 <u>Hourly</u> 29.890 31.384	2,740 2,877 3,021 Bi-Weekly 2,391 2,511	5,937 6,234 6,546 Monthly 5,181 5,440	71,244 74,807 78,547 Annually 62,171 65,279	04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02	36.748 38.586 40.515 465 Hourly 32.061 33.664	2,940 3,087 3,241 Bi-Weekly 2,565 2,693	6,370 6,688 7,023 Monthly 5,557 5,835	76,436 80,259 84,271 <u>Annually</u> 66,687 70,021
05 06 Range: 4 Step 01 02 03	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636	5,937 6,234 6,546 Monthly 5,181 5,440 5,712	71,244 74,807 78,547 Annually 62,171 65,279 68,542	04 05 06 Range: 4 Step 01 02 03	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828	6,370 6,688 7,023 Monthly 5,557 5,835 6,127	76,436 80,259 84,271 Annually 66,687 70,021 73,524
05 06 Range: 4 Step 01 02 03 04	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970	04 05 06 Range: 4 Step 01 02 03 04	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195
05 06 Range: 4 Step 01 02 03 04 05	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970 75,568	04 05 06 Range: 4 Step 01 02 03 04 05	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969 3,118	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058
05 06 Range: 4 Step 01 02 03 04	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970	04 05 06 Range: 4 Step 01 02 03 04	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195
05 06 Range: 4 Step 01 02 03 04 05 06	34.252 35.965 37.763 <b>HOURLY</b> 29.890 31.384 32.953 34.601 36.331 38.148	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970 75,568 79,348	04 05 06 Range: 4 Step 01 02 03 04 05 06	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969 3,118 3,273	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970 75,568 79,348 Annually	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 466 Hourly	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969 3,118 3,273	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly 30.397	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly 2,432	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612 Monthly 5,269	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970 75,568 79,348 Annually 63,226	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 466 Hourly 32.168	2,940 3,087 3,241 Bi-Weekly 2,565 2,693 2,828 2,969 3,118 3,273 Bi-Weekly 2,573	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092 Monthly 5,576	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109 Annually 66,909
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly 30.397 31.917	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly 2,432 2,553	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612 Monthly 5,269 5,532	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970 75,568 79,348 Annually 63,226 66,387	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 40.918 40.918 40.918	2,940 3,087 3,241 Bi-Weekly 2,565 2,693 2,828 2,969 3,118 3,273 Bi-Weekly 2,573 2,702	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092 Monthly 5,576 5,855	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109 Annually 66,909 70,256
05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly 30.397 31.917 33.513	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly 2,432 2,553 2,681	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612 Monthly 5,269 5,532 5,809	71,244 74,807 78,547 Annually 62,171 65,279 68,542 71,970 75,568 79,348 Annually 63,226 66,387 69,707	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	36.748 38.586 40.515 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 Hourly 32.168 33.777 35.465	2,940 3,087 3,241 Bi-Weekly 2,565 2,693 2,828 2,969 3,118 3,273 Bi-Weekly 2,573 2,702 2,837	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092 Monthly 5,576 5,855 6,147	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109 Annually 66,909 70,256 73,767
05 06 06 06 07 07 07 07 07 07 07 07 07 07 07 07 07	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly 30.397 31.917 33.513 35.188	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly 2,432 2,553 2,681 2,815	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612 Monthly 5,269 5,532 5,809 6,099	71,244 74,807 78,547  Annually 62,171 65,279 68,542 71,970 75,568 79,348  Annually 63,226 66,387 69,707 73,191	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 466 Hourly 32.168 33.777 35.465 37.238	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969 3,118 3,273 <u>Bi-Weekly</u> 2,573 2,702 2,837 2,979	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092 Monthly 5,576 5,855 6,147 6,455	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109 Annually 66,909 70,256 73,767 77,455
05 06 06 06 06 06 06 06 06 06 06 06 06 06	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly 30.397 31.917 33.513 35.188 36.948	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly 2,432 2,553 2,681 2,815 2,956	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612 Monthly 5,269 5,532 5,809 6,099 6,404	71,244 74,807 78,547  Annually 62,171 65,279 68,542 71,970 75,568 79,348  Annually 63,226 66,387 69,707 73,191 76,852	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 466 Hourly 32.168 33.777 35.465 37.238 39.101	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969 3,118 3,273 <u>Bi-Weekly</u> 2,573 2,702 2,837 2,979 3,128	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092 Monthly 5,576 5,855 6,147 6,455 6,778	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109 Annually 66,909 70,256 73,767 77,455 81,330
05 06 06 06 07 07 07 07 07 07 07 07 07 07 07 07 07	34.252 35.965 37.763 148 Hourly 29.890 31.384 32.953 34.601 36.331 38.148 155 Hourly 30.397 31.917 33.513 35.188	2,740 2,877 3,021 Bi-Weekly 2,391 2,511 2,636 2,768 2,906 3,052 Bi-Weekly 2,432 2,553 2,681 2,815	5,937 6,234 6,546 Monthly 5,181 5,440 5,712 5,998 6,297 6,612 Monthly 5,269 5,532 5,809 6,099	71,244 74,807 78,547  Annually 62,171 65,279 68,542 71,970 75,568 79,348  Annually 63,226 66,387 69,707 73,191	04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	36.748 38.586 40.515 465 Hourly 32.061 33.664 35.348 37.113 38.970 40.918 466 Hourly 32.168 33.777 35.465 37.238	2,940 3,087 3,241 <u>Bi-Weekly</u> 2,565 2,693 2,828 2,969 3,118 3,273 <u>Bi-Weekly</u> 2,573 2,702 2,837 2,979	6,370 6,688 7,023 Monthly 5,557 5,835 6,127 6,433 6,755 7,092 Monthly 5,576 5,855 6,147 6,455	76,436 80,259 84,271 Annually 66,687 70,021 73,524 77,195 81,058 85,109 Annually 66,909 70,256 73,767 77,455

Effective Dates: 7/6/2024 - 7/4/2025

Siep	Range: 4	467				Range:	478			
1   32.981   2.590   5.613   67.352   01   34.990   2.799   6.065   72.779   03   35.701   2.856   6.188   74.258   03   36.577   3.086   6.687   80.240   04   37.486   2.999   6.408   77.971   04   40.505   3.240   7.372   88.462   05   39.360   3.149   6.822   81.869   05   42.530   3.402   7.372   88.462   05   39.360   3.402   7.372   88.462   06   41.329   3.306   7.164   85.964   87.791   04   40.505   3.240   7.372   88.462   88.62   88.62   06   42.530   3.402   7.372   88.462   88.62			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
No.   Color   Color										
No.   No.	02	34.002	2,720	5,894		02	36.739	2,939	6,368	
Range   March   Marc	03	35.701	2,856	6,188	74,258	03	38.577	3,086	6,687	80,240
Range:   488   Step	04	37.486	2,999	6,498	77,971	04	40.505	3,240	7,021	84,250
Step	05	39.360	3,149	6,822	81,869	05	42.530		7,372	88,462
Step	06	41.329	3,306	7,164	85,964	06	44.658	3,573	7,741	92,889
Step	Range: 4	468				Range:	480			
Oi			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
02   34.218   2,737   5,931   71,173   02   37,849   3,028   6,560   78,726   03   35,929   2,874   6,228   74,732   03   39,742   3,179   6,889   82,663   04   37,726   3,018   6,559   78,470   04   41,728   3,338   7,233   86,794   05   39,612   3,169   6,866   82,393   05   43,815   3,505   7,595   91,135   06   41,592   3,327   7,209   86,511   06   46,005   3,680   7,974   95,690   07,974   07,975   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,974   07,975   07,975   07,974   07,975   07,974   07,974   07,974   07,974   07,974   07,974   07,975   07,974   07,974   07,974   07,974   07,974   07,974   07,975   07,974   07,974   07,974   07,974   07,974   07,974   07,974										
Name	02					02	37.849			
Columb   C										
Range:   449   Step	04	37.726	3,018		78,470	04	41.728	3,338	7,233	86,794
Step   Hourly   Bi-Weekly   Monthly   Annually   Step   Hourly   Bi-Weekly   Annually   Step   Hourly   Bi-Weekly   Annually   Step   Hourly   Bi-Weekly   Annually   Step   Hourly   Bi-Weekly   Annually   An	05	39.612				05	43.815			
Step	06	41.592	3,327	7,209	86,511	06	46.005	3,680	7,974	95,690
Step	Range: 4	469				Range:	481			
1   32,991   2,639   5,718   68,621   01   36,501   2,920   6,327   75,922   6,337   34,640   2,771   6,004   72,051   02   38,326   3,066   6,643   79,718   36,373   2,910   6,305   75,656   03   40,242   3,219   6,975   83,703   6,055   40,100   3,208   6,951   83,408   05   44,366   3,549   7,690   92,281   6,975   83,703   6,055   40,100   3,208   6,951   83,408   05   44,366   3,549   7,690   92,281   6,975   83,703   6,051   83,408   05   44,366   3,549   7,690   92,281   6,975   83,703   6,065   6,205   7,298   87,578   6,250   7,298			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
02         34.640         2,771         6,004         72,051         02         38.326         3,066         6,643         79,718           03         36.373         2,910         6,305         75,656         03         40.242         3,219         6,975         83,703           04         38.191         3,055         6,620         79,437         04         42.254         3,380         7,324         87,888           05         40.100         3,208         6,951         83,408         05         44.366         3,549         7,690         92,281           06         42.105         3,368         7,298         87,578         06         46.585         3,727         8,075         96,897           Range: 470           Step         Hourly         80         Monthly         Annually         01         36.732         2,939         6,067         76,003           01         33,391         2,671         5,788         69,453         01         36.732         2,939         6,367         76,403           03         36,814         2,945         6,381         76,573         03         40.497         3,240         7,019         84,234 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>										
03         36.373         2,910         6,305         75,656         03         40.242         3,219         6,975         83,703           04         38.191         3,055         6,620         79,437         04         42.254         3,380         7,324         87,888           06         42.105         3,368         7,298         87,578         06         46.585         3,727         8,075         96,897           Range: 470         *** A2.105         *** Bi-Weekly Monthly April Monthy April Monthly April Monthly April Monthly April Monthly April M										
04         38.191         3,055         6,620         79,437         04         42.254         3,380         7,324         87,888           05         40.100         3,208         6,951         83,408         05         44.366         3,549         7,690         92,281           Range:         470         Step Hourly Off         Hourly Bi-Weekly         Monthly Annually         Annually         Step Hourly Off         Bi-Weekly Monthly         Monthly Annually         Monthly Annually         Step Hourly Off         Bi-Weekly Monthly         Monthly Annually         Monthly Annually <td></td>										
Nonthly   Nont										
Range:         470         Range:         482           Step         Hourly         Bi-Weekly         Monthly         Annually           01         33.391         2,671         5,788         69,453         01         36.732         2,939         6,367         76,403           02         35.060         2,805         6,077         72,925         02         38.568         3,085         6,885         80,221           03         36.814         2,945         6,381         76,573         03         40,497         3,240         7,019         84,223           04         38.655         3,092         6,700         80,402         04         42.522         3,402         7,370         88,446           05         40.588         3,247         7,035         84,423         05         44,648         3,572         7,739         92,868           06         42.616         3,409         7,387         88,641         06         46.881         3,750         8,126         97,512           Range:         475         **** Step         Hourly         Bi-Weekly         Monthly         Annually         Monthly         Annually         Annually         Annually										
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         33.391         2,671         5,788         69,453         01         36.732         2,939         6,367         76,403           02         35.060         2,805         6,077         72,925         02         38.568         3,085         6,685         80,221           03         36.814         2,945         6,381         76,573         03         40,497         3,240         7,019         84,234           04         38.655         3,092         6,700         80,402         04         42,522         3,402         7,370         88,446           05         40,588         3,247         7,035         84,423         05         44,648         3,572         7,739         92,868           06         42,616         3,409         7,387         88,641         06         46,881         3,750         8,126         97,512           Range:         475         *** Range:         485           Step         Hourly         Bi-Weekly         Monthly         Annually										
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         33.391         2,671         5,788         69,453         01         36.732         2,939         6,367         76,403           02         35.060         2,805         6,077         72,925         02         38.568         3,085         6,685         80,221           03         36.814         2,945         6,381         76,573         03         40,497         3,240         7,019         84,234           04         38.655         3,092         6,700         80,402         04         42,522         3,402         7,370         88,446           05         40,588         3,247         7,035         84,423         05         44,648         3,572         7,739         92,868           06         42,616         3,409         7,387         88,641         06         46,881         3,750         8,126         97,512           Range:         475         *** Range:         485           Step         Hourly         Bi-Weekly         Monthly         Annually	Range: 4	470				Range <sup>.</sup>	482			
01         33.391         2,671         5,788         69,453         01         36.732         2,939         6,367         76,403           02         35.060         2,805         6,077         72,925         02         38.568         3,085         6,685         80,221           03         36.814         2,945         6,381         76,573         03         40.497         3,240         7,019         84,234           04         38.655         3,092         6,700         80,402         04         42.522         3,402         7,370         88,446           05         40.588         3,247         7,035         84,423         05         44.648         3,572         7,739         89,486           06         42.616         3,409         7,387         88,641         06         46.881         3,750         8,126         97,512           Range:         475           Step         Hourly         Bi-Weekly         Monthly         Annually         Monthly         Annually           01         34.183         2,735         5,925         71,101         01         37.440         2,995         6,490         77,875           02         35.8			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
02         35.060         2,805         6,077         72,925         02         38.568         3,085         6,685         80,221           03         36.814         2,945         6,381         76,573         03         40.497         3,240         7,019         84,234           04         38.655         3,092         6,700         80,402         04         42.522         3,402         7,370         88,446           05         40.588         3,247         7,035         84,423         05         44.648         3,572         7,739         92,868           06         42.616         3,409         7,387         88,641         06         46.881         3,750         8,126         97,512           Range:         475           Step Hourly Bi-Weekly Monthly Annually 101         Annually Annually 102         101         37.440         2,995         6,490         77,875           02         35.891         2,871         6,221         74,653         02         39.311         3,145         6,814         81,767           03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856										
03         36.814         2,945         6,381         76,573         03         40.497         3,240         7,019         84,234           04         38.655         3,092         6,700         80,402         04         42.522         3,402         7,370         88,446           05         40.588         3,247         7,035         84,423         05         44.648         3,572         7,739         92,868           06         42.616         3,409         7,387         88,641         06         46.881         3,750         8,126         97,512           Range: 475           Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.183         2,735         5,925         71,101         01         37.440         2,995         6,490         77,875           02         35.891         2,871         6,221         74,653         02         39.311         3,145         6,814         81,767           03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856										
04         38.655         3,092         6,700         80,402         04         42.522         3,402         7,370         88,446           05         40.588         3,247         7,035         84,423         05         44.648         3,572         7,739         92,868           06         42.616         3,409         7,387         88,641         06         46.881         3,750         8,126         97,512           Range:         475         Range:         483           Step         Hourly Bi-Weekly Monthly Annually         Monthly Annually         Step         Hourly Bi-Weekly Monthly Annually         Monthly Annually           02         35.891         2,871         6,532         78,385         03         41.277         3,302         7,155         85,856           04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         0										
05         40.588         3,247         7,035         84,423         05         44.648         3,572         7,739         92,868           06         42.616         3,409         7,387         88,641         06         46.881         3,750         8,126         97,512           Range:         475         Range:         483           Step         Hourly         Bi-Weekly         Monthly         Annually         Monthly         Annually <td></td>										
Range:         475         Range:         483           Step         Hourly 34.183         2,735         5,925         71,101         01         37,440         2,995         6,490         77,875           02         35,891         2,871         6,221         74,653         02         39,311         3,145         6,814         81,767           03         37,685         3,015         6,532         78,385         03         41,277         3,302         7,155         85,856           04         39,570         3,166         6,859         82,306         04         43,341         3,467         7,512         90,149           05         41,549         3,324         7,202         86,422         05         45,507         3,641         7,888         94,655           06         43,626         3,490         7,562         90,742         06         47,783         3,823         8,282         99,389           Range: 476         476         Step Hourly Bi-Weekly Monthly Annually Monthly Annually Monthly Annually Annuall										
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.183         2,735         5,925         71,101         01         37.440         2,995         6,490         77,875           02         35.891         2,871         6,221         74,653         02         39.311         3,145         6,814         81,767           03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856           04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range:         485           Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752										
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.183         2,735         5,925         71,101         01         37.440         2,995         6,490         77,875           02         35.891         2,871         6,221         74,653         02         39.311         3,145         6,814         81,767           03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856           04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range:         485           Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752	Range: 4	475				Range <sup>.</sup>	483			
01         34.183         2,735         5,925         71,101         01         37.440         2,995         6,490         77,875           02         35.891         2,871         6,221         74,653         02         39.311         3,145         6,814         81,767           03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856           04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range:         476           Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752         5,962         71,542         01         38.455         3,076         6,666			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
02         35.891         2,871         6,221         74,653         02         39.311         3,145         6,814         81,767           03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856           04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range:         476										
03         37.685         3,015         6,532         78,385         03         41.277         3,302         7,155         85,856           04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range:         476         Range:         485           Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752         5,962         71,542         01         38.455         3,076         6,666         79,986           02         36.115         2,889         6,260         75,119         02         40.378         3,230         6,999         83,986           03         37.920         3,034         6,573         78,874         03         42.397         3,392         7,349         88,186           04 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>										
04         39.570         3,166         6,859         82,306         04         43.341         3,467         7,512         90,149           05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range:         476         Range:         485           Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752         5,962         71,542         01         38.455         3,076         6,666         79,986           02         36.115         2,889         6,260         75,119         02         40.378         3,230         6,999         83,986           03         37.920         3,034         6,573         78,874         03         42.397         3,392         7,349         88,186           04         39.816         3,185         6,901         82,817         04         44.516<										
05         41.549         3,324         7,202         86,422         05         45.507         3,641         7,888         94,655           06         43.626         3,490         7,562         90,742         06         47.783         3,823         8,282         99,389           Range: 476         Range: 485           Step         Hourly Bi-Weekly Monthly Annually         Step Hourly Bi-Weekly Monthly Annually         Annually           01         34.395         2,752         5,962         71,542         01         38.455         3,076         6,666         79,986           02         36.115         2,889         6,260         75,119         02         40.378         3,230         6,999         83,986           03         37.920         3,034         6,573         78,874         03         42.397         3,392         7,349         88,186           04         39.816         3,185         6,901         82,817         04         44.516         3,561         7,716         92,593           05         41.808         3,345         7,247         86,961         05         46.742         3,739         8,102         97,223								•		
Range:         476         Range:         485           Step 01         Hourly 01         Bi-Weekly 02         Monthly 01         Annually 02         Step 02         Hourly 03         Bi-Weekly 04         Monthly 04         Nanually 04         Nanually 05         Nanually 05<										
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752         5,962         71,542         01         38.455         3,076         6,666         79,986           02         36.115         2,889         6,260         75,119         02         40.378         3,230         6,999         83,986           03         37.920         3,034         6,573         78,874         03         42.397         3,392         7,349         88,186           04         39.816         3,185         6,901         82,817         04         44.516         3,561         7,716         92,593           05         41.808         3,345         7,247         86,961         05         46.742         3,739         8,102         97,223										
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         34.395         2,752         5,962         71,542         01         38.455         3,076         6,666         79,986           02         36.115         2,889         6,260         75,119         02         40.378         3,230         6,999         83,986           03         37.920         3,034         6,573         78,874         03         42.397         3,392         7,349         88,186           04         39.816         3,185         6,901         82,817         04         44.516         3,561         7,716         92,593           05         41.808         3,345         7,247         86,961         05         46.742         3,739         8,102         97,223	Range: 4	176				Range:	485			
01     34.395     2,752     5,962     71,542     01     38.455     3,076     6,666     79,986       02     36.115     2,889     6,260     75,119     02     40.378     3,230     6,999     83,986       03     37.920     3,034     6,573     78,874     03     42.397     3,392     7,349     88,186       04     39.816     3,185     6,901     82,817     04     44.516     3,561     7,716     92,593       05     41.808     3,345     7,247     86,961     05     46.742     3,739     8,102     97,223			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
02     36.115     2,889     6,260     75,119     02     40.378     3,230     6,999     83,986       03     37.920     3,034     6,573     78,874     03     42.397     3,392     7,349     88,186       04     39.816     3,185     6,901     82,817     04     44.516     3,561     7,716     92,593       05     41.808     3,345     7,247     86,961     05     46.742     3,739     8,102     97,223										
03     37.920     3,034     6,573     78,874     03     42.397     3,392     7,349     88,186       04     39.816     3,185     6,901     82,817     04     44.516     3,561     7,716     92,593       05     41.808     3,345     7,247     86,961     05     46.742     3,739     8,102     97,223										
04     39.816     3,185     6,901     82,817     04     44.516     3,561     7,716     92,593       05     41.808     3,345     7,247     86,961     05     46.742     3,739     8,102     97,223										
05 41.808 3,345 7,247 86,961 05 46.742 3,739 8,102 97,223										
7,22 7,22 7,22 7,22 7,22 7,22 7,22 7,22										
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Range: 4	88			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	39.399	3,152	6,829	81,950
02	41.370	3,310	7,171	86,050
03	43.438	3,475	7,529	90,351
04	45.610	3,649	7,906	94,869
05	47.890	3,831	8,301	99,611
06	50.285	4,023	8,716	104,593
Range: 4	90			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	41.372	3,310	7,171	86,054
02	43.441	3,475	7,530	90,357
03	45.613	3,649	7,906	94,875
04	47.893	3,831	8,301	99,617
05	50.288	4,023	8,717	104,599
06	52.803	4,224	9,153	109,830
Range: 4	95			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	42.421	3,394	7,353	88,236
02	44.541	3,563	7,720	92,645
03	46.769	3,742	8,107	97,280
04	49.108	3,929	8,512	102,145
05	51.563	4,125	8,938	107,251
06	54.140	4,331	9,384	112,611
<u>Range:</u> 4	<b>.</b> 97			
Range: 4	197 Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
	_	Bi-Weekly 3,491	Monthly 7,564	Annually 90,763
<u>Step</u> 01 02	Hourly 43.636 45.817	3,491 3,665	7,564 7,942	90,763 95,299
Step 01 02 03	Hourly 43.636 45.817 48.109	3,491 3,665 3,849	7,564 7,942 8,339	90,763 95,299 100,067
Step 01 02 03 04	Hourly 43.636 45.817 48.109 50.515	3,491 3,665 3,849 4,041	7,564 7,942 8,339 8,756	90,763 95,299 100,067 105,071
Step 01 02 03 04 05	Hourly 43.636 45.817 48.109 50.515 53.040	3,491 3,665 3,849 4,041 4,243	7,564 7,942 8,339 8,756 9,194	90,763 95,299 100,067 105,071 110,323
Step 01 02 03 04	Hourly 43.636 45.817 48.109 50.515	3,491 3,665 3,849 4,041	7,564 7,942 8,339 8,756	90,763 95,299 100,067 105,071
Step 01 02 03 04 05 06	Hourly 43.636 45.817 48.109 50.515 53.040	3,491 3,665 3,849 4,041 4,243 4,455	7,564 7,942 8,339 8,756 9,194	90,763 95,299 100,067 105,071 110,323
Step 01 02 03 04 05 06 Range: 4	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly	3,491 3,665 3,849 4,041 4,243 4,455	7,564 7,942 8,339 8,756 9,194 9,653	90,763 95,299 100,067 105,071 110,323 115,839
Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170	3,491 3,665 3,849 4,041 4,243 4,455 Bi-Weekly 3,774	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114
Step 01 02 03 04 05 06 Range: 4 Step 01 02	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170 49.529	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585	90,763 95,299 100,067 105,071 110,323 115,839 <u>Annually</u> 98,114 103,020
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170 49.529 52.004	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 49.88 Hourly 47.170 49.529 52.004 54.604	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170 49.529 52.004 54.604 57.335	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368 4,587	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465 9,938	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 49.88 Hourly 47.170 49.529 52.004 54.604	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576
Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 06 Step 01 02 03 04 05 06 Step 06 S	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170 49.529 52.004 54.604 57.335 60.201	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368 4,587 4,816	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465 9,938 10,435	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218
Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 06	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170 49.529 52.004 54.604 57.335 60.201	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368 4,587 4,816 <u>Bi-Weekly</u>	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465 9,938 10,435	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218
Step 01 02 03 04 05 06	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 47.170 49.529 52.004 54.604 57.335 60.201	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368 4,587 4,816 <u>Bi-Weekly</u> 3,964	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465 9,938 10,435	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218 Annually 103,062
Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 01 02 03 04 05 06	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 47.170 49.529 52.004 54.604 57.335 60.201 49.549 52.027	3,491 3,665 3,849 4,041 4,243 4,455 <u>Bi-Weekly</u> 3,774 3,962 4,160 4,368 4,587 4,816 <u>Bi-Weekly</u> 3,964 4,162	7,564 7,942 8,339 8,756 9,194 9,653 Monthly 8,176 8,585 9,014 9,465 9,938 10,435 Monthly 8,588 9,018	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218 Annually 103,062 108,216
Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 01 02 03 03 04 05 06	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 47.170 49.529 52.004 54.604 57.335 60.201 49.549 52.027 54.628	3,491 3,665 3,849 4,041 4,243 4,455 Bi-Weekly 3,774 3,962 4,160 4,368 4,587 4,816 Bi-Weekly 3,964 4,162 4,370	7,564 7,942 8,339 8,756 9,194 9,653  Monthly 8,176 8,585 9,014 9,465 9,938 10,435  Monthly 8,588 9,018 9,469	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218 Annually 103,062 108,216 113,626
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 06 02 03 04 04 05 06	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 498 Hourly 47.170 49.529 52.004 54.604 57.335 60.201 499 Hourly 49.549 52.027 54.628 57.359	3,491 3,665 3,849 4,041 4,243 4,455 Bi-Weekly 3,774 3,962 4,160 4,368 4,587 4,816 Bi-Weekly 3,964 4,162 4,370 4,589	7,564 7,942 8,339 8,756 9,194 9,653  Monthly 8,176 8,585 9,014 9,465 9,938 10,435  Monthly 8,588 9,018 9,469 9,942	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218 Annually 103,062 108,216 113,626 119,307
Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 01 02 03 03 04 05 06	Hourly 43.636 45.817 48.109 50.515 53.040 55.692 47.170 49.529 52.004 54.604 57.335 60.201 49.549 52.027 54.628	3,491 3,665 3,849 4,041 4,243 4,455 Bi-Weekly 3,774 3,962 4,160 4,368 4,587 4,816 Bi-Weekly 3,964 4,162 4,370	7,564 7,942 8,339 8,756 9,194 9,653  Monthly 8,176 8,585 9,014 9,465 9,938 10,435  Monthly 8,588 9,018 9,469	90,763 95,299 100,067 105,071 110,323 115,839 Annually 98,114 103,020 108,168 113,576 119,257 125,218 Annually 103,062 108,216 113,626

Range: 21	5			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
03	18.717	1,497	3,244	38,931
04	19.653	1,572	3,407	40,878
05	20.636	1,651	3,577	42,923
05	21.667	1,733	3,756	45,067
Range: 220	1			
Range: 220 Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
03	18.916	1,513	3,279	39,345
04	19.860	1,589	3,442	41,309
05	20.853	1,668	3,615	43,374
06	21.897	1,752	3,795	45,546
Panga: 22	7			
Range: 227	Hourly	Bi-Weekly	<u>Monthly</u>	Annually
<u>0105</u> 01	18.775	1,502	3,254	39,052
02	19.713	1,577	3,417	41,003
03	20.700	1,656	3,588	43,056
04	21.734	1,739	3,767	45,207
05	22.822	1,826	3,956	47,470
06	23.962	1,917	4,153	49,841
<u>Range:</u> 230				
<u>Step</u>	Hourly	Bi-Weekly	Monthly	Annually
01	18.968	1,517	3,288	39,453
02	19.917	1,593	3,452	41,427
03	20.911	1,673	3,625	43,495
04 05	21.958	1,757	3,806	45,673
05 06	23.056 24.208	1,844 1,937	3,996 4,196	47,956 50,353
00	24.200	1,931	4,190	30,333
Range: 233	3			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	19.582	1,567	3,394	40,731
02	20.561	1,645	3,564	42,767
03	21.590	1,727	3,742	44,907
04	22.670	1,814	3,929	47,154
05	23.802	1,904	4,126	49,508
06	24.993	1,999	4,332	51,985
Range: 23	5			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	19.911	1,593	3,451	41,415
02	20.906	1,672	3,624	43,484
03	21.951	1,756	3,805	45,658
04	23.050	1,844	3,995	47,944
05 06	24.203	1,936	4,195	50,342
06	25.412	2,033	4,405	52,857

	10			
<u>Range:</u> 24 <u>Step</u>	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	20.118	1,609	3,487	41,845
02	21.123	1,690	3,661	43,936
03	22.179	1,774	3,844	46,132
04	23.289	1,863	4,037	48,441
05	24.454	1,956	4,239	50,864
06	25.676	2,054	4,451	53,406
Range: 25	50			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	20.253	1,620	3,511	42,126
02	21.265	1,701	3,686	44,231
03	22.329	1,786	3,870	46,444
04	23.446	1,876	4,064	48,768
05	24.617	1,969	4,267	51,203
06	25.848	2,068	4,480	53,764
<u>Range:</u> 25	58			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	20.592	1,647	3,569	42,831
02	21.623	1,730	3,748	44,976
03	22.703	1,816	3,935	47,222
04	23.839	1,907	4,132	49,585
05	25.030	2,002	4,339	52,062
06	26.282	2,103	4,556	54,667
Range: 26	60			
•				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
<u>Step</u> 01	<u>Hourly</u> 20.715	<u>Bi-Weekly</u> 1,657	Monthly 3,591	Annually 43,087
	20.715 21.750			
01 02 03	20.715	1,657 1,740 1,827	3,591 3,770 3,958	43,087 45,240 47,501
01 02 03 04	20.715 21.750 22.837 23.979	1,657 1,740 1,827 1,918	3,591 3,770 3,958 4,156	43,087 45,240 47,501 49,876
01 02 03 04 05	20.715 21.750 22.837 23.979 25.177	1,657 1,740 1,827 1,918 2,014	3,591 3,770 3,958 4,156 4,364	43,087 45,240 47,501 49,876 52,368
01 02 03 04	20.715 21.750 22.837 23.979	1,657 1,740 1,827 1,918	3,591 3,770 3,958 4,156	43,087 45,240 47,501 49,876
01 02 03 04 05	20.715 21.750 22.837 23.979 25.177 26.438	1,657 1,740 1,827 1,918 2,014	3,591 3,770 3,958 4,156 4,364	43,087 45,240 47,501 49,876 52,368
01 02 03 04 05 06 <u>Range:</u> 26	20.715 21.750 22.837 23.979 25.177 26.438 Hourly	1,657 1,740 1,827 1,918 2,014 2,115	3,591 3,770 3,958 4,156 4,364 4,583	43,087 45,240 47,501 49,876 52,368 54,991 Annually
01 02 03 04 05 06 Range: 26	20.715 21.750 22.837 23.979 25.177 26.438 Hourly 20.924	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522
01 02 03 04 05 06 <u>Range:</u> 26 <u>Step</u> 01 02	20.715 21.750 22.837 23.979 25.177 26.438 55 Hourly 20.924 21.971	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808	43,087 45,240 47,501 49,876 52,368 54,991 <u>Annually</u> 43,522 45,700
01 02 03 04 05 06 <u>Range:</u> 26 <u>Step</u> 01 02 03	20.715 21.750 22.837 23.979 25.177 26.438 55 Hourly 20.924 21.971 23.069	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984
01 02 03 04 05 06 <u>Range:</u> 26 Step 01 02 03 04	20.715 21.750 22.837 23.979 25.177 26.438 55 Hourly 20.924 21.971 23.069 24.223	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846 1,938	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05	20.715 21.750 22.837 23.979 25.177 26.438 <b>Hourly</b> 20.924 21.971 23.069 24.223 25.434	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846 1,938 2,035	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199 4,409	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903
01 02 03 04 05 06 <u>Range:</u> 26 Step 01 02 03 04	20.715 21.750 22.837 23.979 25.177 26.438 55 Hourly 20.924 21.971 23.069 24.223	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846 1,938	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06	20.715 21.750 22.837 23.979 25.177 26.438 <b>Hourly</b> 20.924 21.971 23.069 24.223 25.434 26.705	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199 4,409 4,629	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06 Range: 27 Step	20.715 21.750 22.837 23.979 25.177 26.438 <b>S5</b> Hourly 20.924 21.971 23.069 24.223 25.434 26.705	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199 4,409 4,629	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually
01 02 03 04 05 06 <u>Range:</u> 26 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 27 Step 01	20.715 21.750 22.837 23.979 25.177 26.438 55 Hourly 20.924 21.971 23.069 24.223 25.434 26.705	1,657 1,740 1,827 1,918 2,014 2,115 Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136 Bi-Weekly 1,696	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199 4,409 4,629 Monthly 3,675	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually 44,096
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06 Range: 27 Step 01 02	20.715 21.750 22.837 23.979 25.177 26.438  65  Hourly 20.924 21.971 23.069 24.223 25.434 26.705  70  Hourly 21.200 22.261	1,657 1,740 1,827 1,918 2,014 2,115  Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136  Bi-Weekly 1,696 1,781	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199 4,409 4,629 Monthly 3,675 3,859	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually 44,096 46,303
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06 Range: 27 Step 01 02 03	20.715 21.750 22.837 23.979 25.177 26.438  65  Hourly 20.924 21.971 23.069 24.223 25.434 26.705  70  Hourly 21.200 22.261 23.374	1,657 1,740 1,827 1,918 2,014 2,115  Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136  Bi-Weekly 1,696 1,781 1,870	3,591 3,770 3,958 4,156 4,364 4,583 Monthly 3,627 3,808 3,999 4,199 4,409 4,629 Monthly 3,675 3,859 4,051	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually 44,096 46,303 48,618
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06 Range: 27 Step 01 02 03 04	20.715 21.750 22.837 23.979 25.177 26.438  65  Hourly 20.924 21.971 23.069 24.223 25.434 26.705  70  Hourly 21.200 22.261 23.374 24.543	1,657 1,740 1,827 1,918 2,014 2,115  Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136  Bi-Weekly 1,696 1,781 1,870 1,963	3,591 3,770 3,958 4,156 4,364 4,583  Monthly 3,627 3,808 3,999 4,199 4,409 4,629  Monthly 3,675 3,859 4,051 4,254	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually 44,096 46,303 48,618 51,049
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06 Range: 27 Step 01 02 03 04 05	20.715 21.750 22.837 23.979 25.177 26.438  55  Hourly 20.924 21.971 23.069 24.223 25.434 26.705  Mourly 21.200 22.261 23.374 24.543 25.770	1,657 1,740 1,827 1,918 2,014 2,115  Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136  Bi-Weekly 1,696 1,781 1,870 1,963 2,062	3,591 3,770 3,958 4,156 4,364 4,583  Monthly 3,627 3,808 3,999 4,199 4,409 4,629  Monthly 3,675 3,859 4,051 4,254 4,467	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually 44,096 46,303 48,618 51,049 53,602
01 02 03 04 05 06 Range: 26 Step 01 02 03 04 05 06 Range: 27 Step 01 02 03 04	20.715 21.750 22.837 23.979 25.177 26.438  65  Hourly 20.924 21.971 23.069 24.223 25.434 26.705  70  Hourly 21.200 22.261 23.374 24.543	1,657 1,740 1,827 1,918 2,014 2,115  Bi-Weekly 1,674 1,758 1,846 1,938 2,035 2,136  Bi-Weekly 1,696 1,781 1,870 1,963	3,591 3,770 3,958 4,156 4,364 4,583  Monthly 3,627 3,808 3,999 4,199 4,409 4,629  Monthly 3,675 3,859 4,051 4,254	43,087 45,240 47,501 49,876 52,368 54,991 Annually 43,522 45,700 47,984 50,384 52,903 55,546 Annually 44,096 46,303 48,618 51,049

Range: 2	275				Range:	315			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	21.650	1,732	3,753	45,032	01	23.404	1,872	4,057	48,680
02	22.732	1,819	3,940	47,283	02	24.574	1,966	4,259	51,114
03	23.869	1,910	4,137	49,648	03		2,064	4,472	53,668
04	25.062	2,005	4,344	52,129	04		2,167	4,696	56,351
05	26.315	2,105	4,561	54,735	05		2,276	4,931	59,170
06	27.631	2,210	4,789	57,472	06	29.871	2,390	5,178	62,132
Range: 2	285				Range:	327			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step		Bi-Weekly	Monthly	Annually
01	22.117	1,769	3,834	46,003	01	23.861	1,909	4,136	49,631
02	23.222	1,858	4,025	48,302	02	25.055	2,004	4,343	52,114
03	24.384	1,951	4,227	50,719	03	26.308	2,105	4,560	54,721
04	25.603	2,048	4,438	53,254	04	27.623	2,210	4,788	57,456
05	26.883	2,151	4,660	55,917	05	29.004	2,320	5,027	60,328
06	28.227	2,258	4,893	58,712	06	30.454	2,436	5,279	63,344
Range: 2	287				Range:	330			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step		Bi-Weekly	Monthly	Annually
01	22.344	1,788	3,873	46,476	01	24.104	1,928	4,178	50,136
02	23.463	1,877	4,067	48,803	02		2,025	4,387	52,643
03	24.636	1,971	4,270	51,243	03		2,126	4,606	55,276
04	25.868	2,069	4,484	53,805	04		2,232	4,837	58,040
05	27.161	2,173	4,708	56,495	05	29.300	2,344	5,079	60,944
06	28.519	2,282	4,943	59,320	06	30.764	2,461	5,332	63,989
Range: 2	295				Range:	335			
					nanuc.	JJU			
Step		Bi-Weekly	Monthly	Annually			Bi-Weeklv	Monthly	Annually
Step 01	<u>Hourly</u> 22.639	Bi-Weekly 1,811	Monthly 3,924	Annually 47,089	<u>Step</u>		Bi-Weekly 1,942	Monthly 4,208	Annually 50,498
	<u>Hourly</u>	Bi-Weekly 1,811 1,902	Monthly 3,924 4,120	Annually 47,089 49,444	Step	<u>Hourly</u> 24.278	Bi-Weekly 1,942 2,039	Monthly 4,208 4,418	Annually 50,498 53,021
01	<u>Hourly</u> 22.639	1,811	3,924	47,089	Step 01	<u>Hourly</u> 24.278 25.491	1,942	4,208	50,498
01 02	Hourly 22.639 23.771	1,811 1,902	3,924 4,120	47,089 49,444	<u>Step</u> 01 02	<u>Hourly</u> 24.278 25.491 26.765	1,942 2,039	4,208 4,418	50,498 53,021
01 02 03	Hourly 22.639 23.771 24.959	1,811 1,902 1,997	3,924 4,120 4,326	47,089 49,444 51,915	Step 01 02 03	Hourly 24.278 25.491 26.765 28.104	1,942 2,039 2,141	4,208 4,418 4,639	50,498 53,021 55,671
01 02 03 04	Hourly 22.639 23.771 24.959 26.208	1,811 1,902 1,997 2,097	3,924 4,120 4,326 4,543	47,089 49,444 51,915 54,513	Step 01 02 03 04	Hourly 24.278 25.491 26.765 28.104 29.508	1,942 2,039 2,141 2,248	4,208 4,418 4,639 4,871	50,498 53,021 55,671 58,456
01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894	1,811 1,902 1,997 2,097 2,201	3,924 4,120 4,326 4,543 4,770	47,089 49,444 51,915 54,513 57,237	Step 01 02 03 04 05	Hourly 24.278 25.491 26.765 28.104 29.508 30.985	1,942 2,039 2,141 2,248 2,361	4,208 4,418 4,639 4,871 5,115	50,498 53,021 55,671 58,456 61,377
01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894	1,811 1,902 1,997 2,097 2,201 2,312	3,924 4,120 4,326 4,543 4,770 5,008	47,089 49,444 51,915 54,513 57,237 60,100	Step 01 02 03 04 05 06	Hourly 24.278 25.491 26.765 28.104 29.508 30.985	1,942 2,039 2,141 2,248 2,361 2,479	4,208 4,418 4,639 4,871 5,115 5,371	50,498 53,021 55,671 58,456 61,377 64,449
01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894	1,811 1,902 1,997 2,097 2,201	3,924 4,120 4,326 4,543 4,770	47,089 49,444 51,915 54,513 57,237	Step 01 02 03 04 05	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly	1,942 2,039 2,141 2,248 2,361 2,479	4,208 4,418 4,639 4,871 5,115	50,498 53,021 55,671 58,456 61,377
01 02 03 04 05 06 <u>Range:</u> 3	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 Hourly	1,811 1,902 1,997 2,097 2,201 2,312 Bi-Weekly	3,924 4,120 4,326 4,543 4,770 5,008	47,089 49,444 51,915 54,513 57,237 60,100	Step 01 02 03 04 05 06 <u>Range:</u> Step	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly	4,208 4,418 4,639 4,871 5,115 5,371	50,498 53,021 55,671 58,456 61,377 64,449
01 02 03 04 05 06 <u>Range:</u> 3 <u>Step</u> 01	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739	1,811 1,902 1,997 2,097 2,201 2,312 Bi-Weekly 1,819	3,924 4,120 4,326 4,543 4,770 5,008 <u>Monthly</u> 3,941	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625
01 02 03 04 05 06 <u>Range:</u> 3 <u>Step</u> 01 02	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875	1,811 1,902 1,997 2,097 2,201 2,312 Bi-Weekly 1,819 1,910	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815
01 02 03 04 05 06 <u>Range:</u> 3 <u>Step</u> 01 02 03 04	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322	1,811 1,902 1,997 2,097 2,201 2,312 Bi-Weekly 1,819 1,910 2,006 2,106	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177 29.585	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147 2,254	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147 2,254 2,367	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range:	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147 2,254 2,367	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211 2,322	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791 5,030	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489 60,364	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 24.278 25.491 26.765 28.104 29.508 30.985  340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064  343 Hourly	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147 2,254 2,367 2,485	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128 5,384	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537 64,613
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06 Range: 3	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021 Hourly	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211 2,322  Bi-Weekly	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791 5,030	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489 60,364 Annually	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step	340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064 Hourly 24.475	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147 2,254 2,367 2,485 Bi-Weekly	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128 5,384	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537 64,613
01 02 03 04 05 06 <u>Range:</u> 3 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 3 <u>Step</u> 01	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021 310 Hourly 23.353	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211 2,322  Bi-Weekly 1,868	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791 5,030 Monthly 4,048	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489 60,364 Annually 48,574	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 02 03	340 Hourly 24.278 25.491 26.765 28.104 29.508 30.985  Hourly 24.339 25.556 26.834 28.177 29.585 31.064  44.475 25.699	1,942 2,039 2,141 2,248 2,361 2,479 Bi-Weekly 1,947 2,044 2,147 2,254 2,367 2,485 Bi-Weekly 1,958	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128 5,384 Monthly 4,242	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537 64,613 Annually 50,908
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021 310 Hourly 23.353 24.521 25.746 27.036	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211 2,322  Bi-Weekly 1,868 1,962 2,060 2,163	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791 5,030 Monthly 4,048 4,250 4,463 4,686	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489 60,364 Annually 48,574 51,004 53,552 56,235	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064 343 Hourly 24.475 25.699 26.985 28.334	1,942 2,039 2,141 2,248 2,361 2,479  Bi-Weekly 1,947 2,044 2,147 2,254 2,367 2,485  Bi-Weekly 1,958 2,056 2,159 2,267	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128 5,384 Monthly 4,242 4,454 4,677 4,911	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537 64,613 Annually 50,908 53,454 56,129 58,935
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021 310 Hourly 23.353 24.521 25.746 27.036 28.387	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211 2,322  Bi-Weekly 1,868 1,962 2,060 2,163 2,271	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791 5,030 Monthly 4,048 4,250 4,463 4,686 4,920	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489 60,364 Annually 48,574 51,004 53,552 56,235 59,045	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  06  07 08 09 09 09 09 09 09 09 09 09 09 09 09 09	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064 343 Hourly 24.475 25.699 26.985 28.334 29.751	1,942 2,039 2,141 2,248 2,361 2,479  Bi-Weekly 1,947 2,044 2,147 2,254 2,367 2,485  Bi-Weekly 1,958 2,056 2,159 2,267 2,380	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128 5,384 Monthly 4,242 4,454 4,677 4,911 5,157	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537 64,613 Annually 50,908 53,454 56,129 58,935 61,882
01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04	Hourly 22.639 23.771 24.959 26.208 27.518 28.894 300 Hourly 22.739 23.875 25.069 26.322 27.639 29.021 310 Hourly 23.353 24.521 25.746 27.036	1,811 1,902 1,997 2,097 2,201 2,312  Bi-Weekly 1,819 1,910 2,006 2,106 2,211 2,322  Bi-Weekly 1,868 1,962 2,060 2,163	3,924 4,120 4,326 4,543 4,770 5,008 Monthly 3,941 4,138 4,345 4,562 4,791 5,030 Monthly 4,048 4,250 4,463 4,686	47,089 49,444 51,915 54,513 57,237 60,100 Annually 47,297 49,660 52,144 54,750 57,489 60,364 Annually 48,574 51,004 53,552 56,235	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 24.278 25.491 26.765 28.104 29.508 30.985 340 Hourly 24.339 25.556 26.834 28.177 29.585 31.064 343 Hourly 24.475 25.699 26.985 28.334 29.751	1,942 2,039 2,141 2,248 2,361 2,479  Bi-Weekly 1,947 2,044 2,147 2,254 2,367 2,485  Bi-Weekly 1,958 2,056 2,159 2,267	4,208 4,418 4,639 4,871 5,115 5,371 Monthly 4,219 4,430 4,651 4,884 5,128 5,384 Monthly 4,242 4,454 4,677 4,911	50,498 53,021 55,671 58,456 61,377 64,449 Annually 50,625 53,156 55,815 58,608 61,537 64,613 Annually 50,908 53,454 56,129 58,935

Effective Dates: 7/5/2025 - 7/3/2026

Step   Hourty   Bi-Weekly   Monthly   Annually   Company   Compa
01
O2
04
Step   Hourly   Bi-Weekly   Monthly   Annually   Step   Hourly   Bi-Weekly   Monthly   Annually   Step   Hourly   Bi-Weekly   Monthly   Annually   Step   Step   Hourly   Bi-Weekly   Monthly   Step   Step
Range: 346   Step   Hourly   Bi-Weekly   Monthly   Annually   51,000   52,000   53,000   53,000   53,000   50
Range: 346   Step   Hourly   Bi-Weekly   Monthly   Annually   01   24.589   1,967   4,262   51,145   01   26.210   2,097   4,543   54,511   02   25.819   2,066   4,475   53,704   02   27.522   2,202   4,770   57,244   03   27.111   2,169   4,699   56,391   03   28.897   2,312   5,009   60,106   04   28.465   2,277   4,934   59,207   04   30.342   2,427   5,259   63,111   05   29.888   2,391   5,181   62,167   05   31.859   2,549   5,522   66,267   06   33.453   2,676   5,799   69,582   69,267   06   33.453   2,676   5,799   69,582   69,267   06   33.453   2,676   5,799   69,582   69,267   02   25.957   2,077   4,499   53,991   02   27.801   2,224   4,819   57,826   03   27.7255   2,180   4,724   56,690   03   29.192   2,335   5,060   60,718   04   28.617   2,289   4,960   59,523   04   30.651   2,452   5,313   63,75   05   30.048   2,404   5,208   62,500   05   32.183   2,575   5,578   66,94   06   31.550   2,524   5,469   65,624   06   33.793   2,703   5,857   70,285   2,104   4,555   54,619   02   26.259   2,101   4,555   54,619   02   28.031   2,242   4,859   56,300   03   27.572   2,206   4,779   57,350   03   29.431   2,354   5,101   61,216   04   28.953   2,316   5,019   60,222   04   30.903   2,472   5,557   5,578   66,940   06   31.919   2,554   5,533   66,392   06   34.070   2,726   5,905   70,866   06   06   06   06   06   06   06
Step
Step
01         24.589         1,967         4,262         51,145         01         26.210         2,097         4,543         54,51           02         25.819         2,066         4,475         53,704         02         27.522         2,202         4,770         57,244           03         27,111         2,169         4,699         56,391         03         28,897         2,312         5,009         60,106           04         28,465         2,277         4,934         59,207         04         30.342         2,427         5,259         63,11*           05         29,888         2,391         5,181         62,167         05         31,859         2,549         5,522         66,26*           06         31,383         2,511         5,440         65,277         06         33,453         2,676         5,799         69,58*           Range:         350           Step         Hourly         Bi-Weekly         Monthly         Annually         01         26,477         2,118         4,589         55,07*           02         25,957         2,077         4,499         53,991         02         27,801         2,224         4,819         57,82
02         25.819         2,066         4,475         53,704         02         27.522         2,202         4,770         57,246           03         27.111         2,169         4,699         56,391         03         28,897         2,312         5,009         60,100           04         28,465         2,277         4,934         59,207         04         30,342         2,427         5,259         63,11*           05         29,888         2,391         5,181         62,167         05         31.859         2,549         5,522         66,26*           06         31.383         2,511         5,440         65,277         06         33.453         2,676         5,799         69,58*           Range:         350         Range:         375           Step         Hourly         Bi-Weekly         Monthly         Annually         01         26,477         2,118         4,589         55,07*           02         25,957         2,077         4,499         53,991         02         27,801         2,224         4,819         57,826           03         27,255         2,180         4,724         56,690         03         29,192
04         28.465         2,277         4,934         59,207         04         30.342         2,427         5,259         63,11           05         29.888         2,391         5,181         62,167         05         31.859         2,549         5,522         66,267           06         33.383         2,511         5,440         65,277         06         33.453         2,676         5,799         69,582           Range: 350           Step Hourly Bi-Weekly Monthly Alonually O1 24,721         1,978         4,285         51,420         01         26,477         2,118         4,589         55,072           02         25,957         2,077         4,499         53,991         02         27.801         2,224         4,819         57,821           03         27,255         2,180         4,724         56,690         03         29,192         2,335         5,060         60,718           04         2,8617         2,289         4,960         59,523         04         30,651         2,452         5,313         63,756           05         30,048         2,404         5,208         62,500         05         32,183         2,575         5,578         <
Step   Hourly   Bi-Weekly   Monthly   Annually   Step   Hourly   Step   Hourly   Step   Hourly   Step   Hourly   Step   Step   Hourly   Step   Step
Range:         350         Range:         350         Range:         375         Range:         352         Range:         366,94         01         26,477         2,118         4,589         55,072         02         224         4,819         57,826         03         03         29,192         2,335         5,060         60,718         03         04         28,617         2,229         4,960         59,523         04         30,651         2,452         5,313         63,756         05,782         05         05         32,183         2,575         5,578         <
Range: 350   Step   Hourly   Bi-Weekly   Monthly   Annually   Step   Hourly   Color   Color
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         24.721         1,978         4,285         51,420         01         26.477         2,118         4,589         55,072           02         25.957         2,077         4,499         53,991         02         27.801         2,224         4,819         57,824           03         27.255         2,180         4,724         56,690         03         29.192         2,335         5,060         60,719           04         28.617         2,289         4,960         59,523         04         30.651         2,452         5,313         63,754           05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,944           06         31.550         2,524         5,469         65,624         06         33.793         2,703         5,857         70,285           Range:         352         Step         Hourly         Bi-Weekly         Monthly         Annually         Monthly         Annually         Monthly         Monthly
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         24.721         1,978         4,285         51,420         01         26.477         2,118         4,589         55,072           02         25.957         2,077         4,499         53,991         02         27.801         2,224         4,819         57,824           03         27.255         2,180         4,724         56,690         03         29.192         2,335         5,060         60,719           04         28.617         2,289         4,960         59,523         04         30.651         2,452         5,313         63,754           05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,944           06         31.550         2,524         5,469         65,624         06         33.793         2,703         5,857         70,285           Range:         352         Step         Hourly         Bi-Weekly         Monthly         Annually         Monthly         Annually         Monthly         Monthly
01         24.721         1,978         4,285         51,420         01         26.477         2,118         4,589         55,072           02         25,957         2,077         4,499         53,991         02         27.801         2,224         4,819         57,826           03         27.255         2,180         4,724         56,690         03         29.192         2,335         5,060         60,715           04         28.617         2,289         4,960         59,523         04         30.651         2,452         5,313         63,754           05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,94           06         31.550         2,524         5,469         65,624         06         33.793         2,703         5,857         70,285           Range:         352         Range:         380         Range:         380         Range:         380           8         50,101         2,001         4,335         52,021         01         26.695         2,136         4,627         55,526           02         26.259         2,101         4,552         54,619<
02         25.957         2,077         4,499         53,991         02         27.801         2,224         4,819         57,826           03         27.255         2,180         4,724         56,690         03         29.192         2,335         5,060         60,715           04         28.617         2,289         4,960         59,523         04         30.651         2,452         5,313         63,754           05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,94*           06         31.550         2,524         5,469         65,624         06         33.793         2,703         5,857         70,286           Range:         352           Range:         380           Step Hourly Bi-Weekly Monthly Annually
03         27.255         2,180         4,724         56,690         03         29.192         2,335         5,060         60,719           04         28.617         2,289         4,960         59,523         04         30.651         2,452         5,313         63,754           05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,94           06         31.550         2,524         5,469         65,624         06         33.793         2,703         5,857         70,286           Range:         352         Range: Mountly Bi-Weekly Monthly Annually         Monthly Annually         Step Hourly Bi-Weekly Monthly Monthly Annually         O1         25.010         2,001         4,335         52,021         01         26.695         2,136         4,627         55,520           02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,30           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953
04         28.617         2,289         4,960         59,523         04         30.651         2,452         5,313         63,756           05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,94           06         31.550         2,524         5,469         65,624         06         33.793         2,703         5,857         70,289           Range:         352         Range:         380           Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.010         2,001         4,335         52,021         01         26.695         2,136         4,627         55,526           02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,304           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,279
05         30.048         2,404         5,208         62,500         05         32.183         2,575         5,578         66,94*           Range:         352         Range:         380           Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.010         2,001         4,335         52,021         01         26.695         2,136         4,627         55,526           02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,304           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,273           05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         82         82
Range:         352         Range:         380           Step         Hourly Bi-Weekly D1         Monthly Annually Annually D2         Step D2         Hourly Bi-Weekly Monthly Annually D3         Step D3         Hourly Bi-Weekly Monthly Annually D3         Monthly Annually D4         Step D4         Hourly Bi-Weekly Monthly Annually D4         Monthly Annually D
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.010         2,001         4,335         52,021         01         26.695         2,136         4,627         55,526           02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,304           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,278           05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         06         34.070         2,726         5,905         70,866           Range:         382           Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.010         2,001         4,335         52,021         01         26.695         2,136         4,627         55,526           02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,304           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,278           05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         06         34.070         2,726         5,905         70,866           Range:         382           Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011
01         25.010         2,001         4,335         52,021         01         26.695         2,136         4,627         55,526           02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,304           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,278           05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         06         34.070         2,726         5,905         70,866           Range:         382           Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011         4,357         52,289         01         26.748         2,140         4,636         55,636           02         26.395         2,112         4,575
02         26.259         2,101         4,552         54,619         02         28.031         2,242         4,859         58,304           03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,278           05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         06         34.070         2,726         5,905         70,866           Range:         382           Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011         4,357         52,289         01         26.748         2,140         4,636         55,636           02         26.395         2,112         4,575         54,902         02         28.085         2,247         4,868
03         27.572         2,206         4,779         57,350         03         29.431         2,354         5,101         61,216           04         28.953         2,316         5,019         60,222         04         30.903         2,472         5,357         64,278           05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         06         34.070         2,726         5,905         70,866           Range:         355         Range:         382           Step         Hourly Bi-Weekly Monthly Annually         Step         Hourly Bi-Weekly Monthly Annually         Annually           01         25.139         2,011         4,357         52,289         01         26.748         2,140         4,636         55,636           02         26.395         2,112         4,575         54,902         02         28.085         2,247         4,868         58,417           03         27.715         2,217         4,804         57,647         03         29.490 <td< td=""></td<>
04       28.953       2,316       5,019       60,222       04       30.903       2,472       5,357       64,278         05       30.399       2,432       5,269       63,230       05       32.448       2,596       5,624       67,492         06       31.919       2,554       5,533       66,392       06       34.070       2,726       5,905       70,866         Range:       355         Step       Hourly       Bi-Weekly       Monthly       Annually       Step       Hourly       Bi-Weekly       Monthly       Annually         01       25.139       2,011       4,357       52,289       01       26.748       2,140       4,636       55,636         02       26.395       2,112       4,575       54,902       02       28.085       2,247       4,868       58,417         03       27.715       2,217       4,804       57,647       03       29.490       2,359       5,112       61,338
05         30.399         2,432         5,269         63,230         05         32.448         2,596         5,624         67,492           06         31.919         2,554         5,533         66,392         06         34.070         2,726         5,905         70,866           Range:         355         Range:         382           Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011         4,357         52,289         01         26.748         2,140         4,636         55,636           02         26.395         2,112         4,575         54,902         02         28.085         2,247         4,868         58,417           03         27.715         2,217         4,804         57,647         03         29.490         2,359         5,112         61,338
Range:         355         Range:         382           Step 01         25.139         2,011         4,357         52,289           02         26.395         2,112         4,575         54,902           03         27.715         2,217         4,804         57,647           06         34.070         2,726         5,905         70,866           Range:         382           Step Hourly Bi-Weekly Monthly Annually 01         Monthly Annually 02         26.748         2,140         4,636         55,636           02         28.085         2,247         4,868         58,417           03         29.490         2,359         5,112         61,338
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011         4,357         52,289         01         26.748         2,140         4,636         55,636           02         26.395         2,112         4,575         54,902         02         28.085         2,247         4,868         58,417           03         27.715         2,217         4,804         57,647         03         29.490         2,359         5,112         61,339
Step         Hourly         Bi-Weekly         Monthly         Annually         Step         Hourly         Bi-Weekly         Monthly         Annually           01         25.139         2,011         4,357         52,289         01         26.748         2,140         4,636         55,636           02         26.395         2,112         4,575         54,902         02         28.085         2,247         4,868         58,417           03         27.715         2,217         4,804         57,647         03         29.490         2,359         5,112         61,339
01       25.139       2,011       4,357       52,289       01       26.748       2,140       4,636       55,636         02       26.395       2,112       4,575       54,902       02       28.085       2,247       4,868       58,417         03       27.715       2,217       4,804       57,647       03       29.490       2,359       5,112       61,339
02       26.395       2,112       4,575       54,902       02       28.085       2,247       4,868       58,417         03       27.715       2,217       4,804       57,647       03       29.490       2,359       5,112       61,338
03 27.715 2,217 4,804 57,647 03 29.490 2,359 5,112 61,339
UT 40.101 4.040 0.0TT 00.000 1 UT 00.000 4.TH 0.001 U4.40
05 30.556 2,444 5,296 63,556 05 32.512 2,601 5,635 67,629
06 32.084 2,567 5,561 66,735 06 34.139 2,731 5,917 71,009
<u>Range:</u> 360 <u>Range:</u> 385
Step Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually
01 25.388 2,031 4,401 52,807 01 26.869 2,150 4,657 55,888
02 26.658 2,133 4,621 55,449 02 28.213 2,257 4,890 58,683
03 27.991 2,239 4,852 58,221 03 29.624 2,370 5,135 61,618
04 29.390 2,351 5,094 61,131 04 31.104 2,488 5,391 64,696
05 30.859 2.469 5.349 64.187 l 05 32.661 2.613 5.661 67.93
05     30.859     2,469     5,349     64,187     05     32.661     2,613     5,661     67,935       06     32.402     2,592     5,616     67,396     06     34.294     2,744     5,944     71,332

Range: 3	390				Range:	420			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	26.958	2,157	4,673	56,073	01	28.777	2,302	4,988	59,856
02	28.307	2,265	4,907	58,879	02	30.215	2,417	5,237	62,847
03	29.722	2,378	5,152	61,822	03	31.726	2,538	5,499	65,990
04	31.207	2,497	5,409	64,911	04	33.312	2,665	5,774	69,289
05	32.768	2,621	5,680	68,157	05	34.979	2,798	6,063	72,756
06	34.405	2,752	5,964	71,562	06	36.727	2,938	6,366	76,392
Range: 3	395				Range:	423			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	27.150	2,172	4,706	56,472	01	28.967	2,317	5,021	60,251
02	28.508	2,281	4,941	59,297	02	30.416	2,433	5,272	63,265
03	29.934	2,395	5,189	62,263	03	31.936	2,555	5,536	66,427
04	31.431	2,514	5,448	65,376	04	33.534	2,683	5,813	69,751
05	33.003	2,640	5,721	68,646	05	35.209	2,817	6,103	73,235
06	34.653	2,772	6,007	72,078	06	36.970	2,958	6,408	76,898
Range: 4	105				Range:	424			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	27.778	2,222	4,815	57,778	01	28.998	2,320	5,026	60,316
02	29.169	2,334	5,056	60,672	02	30.449	2,436	5,278	63,334
03	30.628	2,450	5,309	63,706	03	31.972	2,558	5,542	66,502
04	32.158	2,573	5,574	66,889	04	33.569	2,686	5,819	69,824
05	33.766	2,701	5,853	70,233	05	35.249	2,820	6,110	73,318
06	35.455	2,836	6,146	73,746	06	37.012	2,961	6,415	76,985
Range: 4	110				Damaia	40E			
<u>italiye.</u>	+ 10				Range:	425			
Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> <u>Step</u>	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
<u>Step</u> 01		Bi-Weekly 2,248	Monthly 4,870	Annually 58,440			Bi-Weekly 2,326	Monthly 5,039	Annually 60,470
<u>Step</u> 01 02	<u>Hourly</u>				Step 01 02	<u>Hourly</u> 29.072 30.527	2,326 2,442		60,470 63,496
Step 01 02 03	Hourly 28.096 29.500 30.975	2,248 2,360 2,478	4,870 5,113 5,369	58,440 61,360 64,428	Step 01 02 03	Hourly 29.072 30.527 32.053	2,326 2,442 2,564	5,039 5,291 5,556	60,470 63,496 66,670
Step 01 02 03 04	Hourly 28.096 29.500 30.975 32.524	2,248 2,360 2,478 2,602	4,870 5,113 5,369 5,637	58,440 61,360 64,428 67,650	Step 01 02 03 04	Hourly 29.072 30.527 32.053 33.656	2,326 2,442 2,564 2,692	5,039 5,291 5,556 5,834	60,470 63,496 66,670 70,004
Step 01 02 03 04 05	Hourly 28.096 29.500 30.975 32.524 34.150	2,248 2,360 2,478 2,602 2,732	4,870 5,113 5,369 5,637 5,919	58,440 61,360 64,428 67,650 71,032	Step 01 02 03 04 05	Hourly 29.072 30.527 32.053 33.656 35.338	2,326 2,442 2,564 2,692 2,827	5,039 5,291 5,556 5,834 6,125	60,470 63,496 66,670 70,004 73,503
Step 01 02 03 04	Hourly 28.096 29.500 30.975 32.524	2,248 2,360 2,478 2,602	4,870 5,113 5,369 5,637	58,440 61,360 64,428 67,650	Step 01 02 03 04	Hourly 29.072 30.527 32.053 33.656	2,326 2,442 2,564 2,692	5,039 5,291 5,556 5,834	60,470 63,496 66,670 70,004
Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150	2,248 2,360 2,478 2,602 2,732 2,869	4,870 5,113 5,369 5,637 5,919	58,440 61,360 64,428 67,650 71,032	Step 01 02 03 04 05 06	Hourly 29.072 30.527 32.053 33.656 35.338	2,326 2,442 2,564 2,692 2,827 2,968	5,039 5,291 5,556 5,834 6,125	60,470 63,496 66,670 70,004 73,503
Step 01 02 03 04 05 06 Range: 4	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly	4,870 5,113 5,369 5,637 5,919 6,215	58,440 61,360 64,428 67,650 71,032 74,585	Step 01 02 03 04 05 06 <i>Range:</i> Step	Hourly 29.072 30.527 32.053 33.656 35.338 37.105	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly	5,039 5,291 5,556 5,834 6,125 6,432 Monthly	60,470 63,496 66,670 70,004 73,503 77,178
Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,271	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981
Step 01 02 03 04 05 06  Range: 4 Step 01 02	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385 29.803	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,271 2,384	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166	58,440 61,360 64,428 67,650 71,032 74,585 <u>Annually</u> 59,041 61,990	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385 29.803 31.294	2,248 2,360 2,478 2,602 2,732 2,869 <u>Bi-Weekly</u> 2,271 2,384 2,504	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385 29.803 31.294 32.858	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,271 2,384 2,504 2,629	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424 5,695	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602 5,883	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 05	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 HOurly 28.385 29.803 31.294 32.858 34.502	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,271 2,384 2,504 2,629 2,760	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424 5,695 5,980	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430  Hourly 29.318 30.783 32.322 33.938 35.637	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602 5,883 6,177	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385 29.803 31.294 32.858	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,271 2,384 2,504 2,629	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424 5,695	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602 5,883	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly 28.385 29.803 31.294 32.858 34.502 36.226	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424 5,695 5,980 6,279	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range:	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602 5,883 6,177 6,486	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 H15 Hourly	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424 5,695 5,980 6,279	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step Step	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602 5,883 6,177 6,486	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 01 01	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 H15 Hourly 28.620	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly 2,290	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,920 5,166 5,424 5,695 5,980 6,279 Monthly 4,961	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350 Annually 59,530	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 02 03 04 05 06	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418 435 Hourly 29.446	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993 Bi-Weekly 2,356	5,039 5,291 5,556 5,834 6,125 6,432 Monthly 5,082 5,336 5,602 5,883 6,177 6,486 Monthly 5,104	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829 Annually 61,248
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 Hourly 28.620 30.051	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly 2,290 2,404	4,870 5,113 5,369 5,637 5,919 6,215  Monthly 4,920 5,166 5,424 5,695 5,980 6,279  Monthly 4,961 5,209	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350 Annually 59,530 62,506	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418 435 Hourly 29.446 30.917	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993 Bi-Weekly 2,356 2,473	5,039 5,291 5,556 5,834 6,125 6,432  Monthly 5,082 5,336 5,602 5,883 6,177 6,486  Monthly 5,104 5,359	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829 Annually 61,248 64,307
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 Hourly 28.620 30.051 31.555	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly 2,290 2,404 2,524	4,870 5,113 5,369 5,637 5,919 6,215  Monthly 4,920 5,166 5,424 5,695 5,980 6,279  Monthly 4,961 5,209 5,470	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350 Annually 59,530 62,506 65,634	Step	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418 435 Hourly 29.446 30.917 32.464	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993 Bi-Weekly 2,356 2,473 2,597	5,039 5,291 5,556 5,834 6,125 6,432  Monthly 5,082 5,336 5,602 5,883 6,177 6,486  Monthly 5,104 5,359 5,627	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829 Annually 61,248 64,307 67,525
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06 06  Range: 4 05 06 06 07 08 08 08 08 08 08 08 08 08 08 08 08 08	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 H15 Hourly 28.620 30.051 31.555 33.131	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly 2,290 2,404 2,524 2,650	4,870 5,113 5,369 5,637 5,919 6,215  Monthly 4,920 5,166 5,424 5,695 5,980 6,279  Monthly 4,961 5,209 5,470 5,743	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350 Annually 59,530 62,506 65,634 68,912	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418 435 Hourly 29.446 30.917 32.464 34.087	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993 Bi-Weekly 2,356 2,473 2,597 2,727	5,039 5,291 5,556 5,834 6,125 6,432  Monthly 5,082 5,336 5,602 5,883 6,177 6,486  Monthly 5,104 5,359 5,627 5,908	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829 Annually 61,248 64,307 67,525 70,901
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 H15 Hourly 28.620 30.051 31.555 33.131 34.788	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly 2,290 2,404 2,524 2,650 2,783	4,870 5,113 5,369 5,637 5,919 6,215  Monthly 4,920 5,166 5,424 5,695 5,980 6,279  Monthly 4,961 5,209 5,470 5,743 6,030	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350 Annually 59,530 62,506 65,634 68,912 72,359	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418 435 Hourly 29.446 30.917 32.464 34.087 35.792	2,326 2,442 2,564 2,692 2,827 2,968  Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993  Bi-Weekly 2,356 2,473 2,597 2,727 2,863	5,039 5,291 5,556 5,834 6,125 6,432  Monthly 5,082 5,336 5,602 5,883 6,177 6,486  Monthly 5,104 5,359 5,627 5,908 6,204	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829 Annually 61,248 64,307 67,525 70,901 74,447
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06 06  Range: 4 05 06 06 07 08 08 08 08 08 08 08 08 08 08 08 08 08	Hourly 28.096 29.500 30.975 32.524 34.150 35.858 H12 Hourly 28.385 29.803 31.294 32.858 34.502 36.226 H15 Hourly 28.620 30.051 31.555 33.131	2,248 2,360 2,478 2,602 2,732 2,869  Bi-Weekly 2,271 2,384 2,504 2,629 2,760 2,898  Bi-Weekly 2,290 2,404 2,524 2,650	4,870 5,113 5,369 5,637 5,919 6,215  Monthly 4,920 5,166 5,424 5,695 5,980 6,279  Monthly 4,961 5,209 5,470 5,743	58,440 61,360 64,428 67,650 71,032 74,585 Annually 59,041 61,990 65,092 68,345 71,764 75,350 Annually 59,530 62,506 65,634 68,912	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04	Hourly 29.072 30.527 32.053 33.656 35.338 37.105 430 Hourly 29.318 30.783 32.322 33.938 35.637 37.418 435 Hourly 29.446 30.917 32.464 34.087	2,326 2,442 2,564 2,692 2,827 2,968 Bi-Weekly 2,345 2,463 2,586 2,715 2,851 2,993 Bi-Weekly 2,356 2,473 2,597 2,727	5,039 5,291 5,556 5,834 6,125 6,432  Monthly 5,082 5,336 5,602 5,883 6,177 6,486  Monthly 5,104 5,359 5,627 5,908	60,470 63,496 66,670 70,004 73,503 77,178 Annually 60,981 64,029 67,230 70,591 74,125 77,829 Annually 61,248 64,307 67,525 70,901

Effective Dates: 7/5/2025 - 7/3/2026

Range: 4	437				Range: 4	<b>156</b>			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	<u>Monthly</u>	Annually
01	29.616	2,369	5,133	61,601	01	31.936	2,555	5,536	66,427
02	31.097	2,488	5,390	64,682	02	33.534	2,683	5,813	69,751
03	32.652	2,612	5,660	67,916	03	35.209	2,817	6,103	73,235
04	34.285	2,743	5,943	71,313	04	36.970	2,958	6,408	76,898
05	35.999	2,880	6,240	74,878	05	38.820	3,106	6,729	80,746
06	37.799	3,024	6,552	78,622	06	40.759	3,261	7,065	84,779
Range:	440				Range: 4	160			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	30.153	2,412	5,227	62,718	01	32.343	2,587	5,606	67,273
02	31.660	2,533	5,488	65,853	02	33.961	2,717	5,887	70,639
03	33.243	2,659	5,762	69,145	03	35.658	2,853	6,181	74,169
04	34.904	2,792	6,050	72,600	04	37.441	2,995	6,490	77,877
05	36.650	2,932	6,353	76,232	05	39.313	3,145	6,814	81,771
06	38.483	3,079	6,670	80,045	06	41.280	3,302	7,155	85,862
Range: 4	442				Range: 4	<b>163</b>			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	30.429	2,434	5,274	63,292	01	32.674	2,614	5,663	67,962
02	31.952	2,556	5,538	66,460	02	34.309	2,745	5,947	71,363
03	33.550	2,684	5,815	69,784	03	36.022	2,882	6,244	74,926
04	35.228	2,818	6,106	73,274	04	37.824	3,026	6,556	78,674
05	36.988	2,959	6,411	76,935	05	39.716	3,177	6,884	82,609
06	38.838	3,107	6,732	80,783	06	41.701	3,336	7,228	86,738
Range: 4	445					10.1			
	+43				Range: 4	164			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	<u>Range:</u> 2 <u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
<u>Step</u> 01	<u>Hourly</u> 30.772	2,462	5,334	64,006	Step 01	<u>Hourly</u> 33.015	2,641	5,723	68,671
Step 01 02	Hourly 30.772 32.311	2,462 2,585	5,334 5,601	64,006 67,207	<u>Step</u> 01 02	Hourly 33.015 34.665	2,641 2,773	5,723 6,009	68,671 72,103
Step 01 02 03	Hourly 30.772 32.311 33.926	2,462 2,585 2,714	5,334 5,601 5,881	64,006 67,207 70,566	Step 01 02 03	Hourly 33.015 34.665 36.399	2,641 2,773 2,912	5,723 6,009 6,309	68,671 72,103 75,710
Step 01 02 03 04	Hourly 30.772 32.311 33.926 35.622	2,462 2,585 2,714 2,850	5,334 5,601 5,881 6,174	64,006 67,207 70,566 74,094	<u>Step</u> 01 02 03 04	Hourly 33.015 34.665 36.399 38.218	2,641 2,773 2,912 3,057	5,723 6,009 6,309 6,624	68,671 72,103 75,710 79,493
Step 01 02 03 04 05	Hourly 30.772 32.311 33.926 35.622 37.404	2,462 2,585 2,714 2,850 2,992	5,334 5,601 5,881 6,174 6,483	64,006 67,207 70,566 74,094 77,800	Step 01 02 03 04 05	Hourly 33.015 34.665 36.399 38.218 40.129	2,641 2,773 2,912 3,057 3,210	5,723 6,009 6,309 6,624 6,956	68,671 72,103 75,710 79,493 83,468
Step 01 02 03 04	Hourly 30.772 32.311 33.926 35.622	2,462 2,585 2,714 2,850	5,334 5,601 5,881 6,174	64,006 67,207 70,566 74,094	<u>Step</u> 01 02 03 04	Hourly 33.015 34.665 36.399 38.218	2,641 2,773 2,912 3,057	5,723 6,009 6,309 6,624	68,671 72,103 75,710 79,493
Step 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274	2,462 2,585 2,714 2,850 2,992 3,142	5,334 5,601 5,881 6,174 6,483 6,807	64,006 67,207 70,566 74,094 77,800 81,690	Step 01 02 03 04 05 06	Hourly 33.015 34.665 36.399 38.218 40.129 42.136	2,641 2,773 2,912 3,057 3,210 3,371	5,723 6,009 6,309 6,624 6,956 7,304	68,671 72,103 75,710 79,493 83,468 87,643
Step 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly	5,334 5,601 5,881 6,174 6,483 6,807	64,006 67,207 70,566 74,094 77,800 81,690	Step 01 02 03 04 05 06 <i>Range:</i> 4	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 465 Hourly	2,641 2,773 2,912 3,057 3,210 3,371 Bi-Weekly	5,723 6,009 6,309 6,624 6,956 7,304	68,671 72,103 75,710 79,493 83,468 87,643
Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659	Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 465 Hourly 33.343	2,641 2,773 2,912 3,057 3,210 3,371 Bi-Weekly 2,667	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353
Step 01 02 03 04 05 06  Range: 4 Step 01 02	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889	Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01 02	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849	Step 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 05	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088 3,242	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849	Step 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088 3,242 3,404	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674 455 Hourly	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174 Bi-Weekly	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877 Monthly	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088 3,242 3,404 <u>Bi-Weekly</u>	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 01 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674 455 Hourly 31.613	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174 Bi-Weekly 2,529	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877 Monthly 5,480	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522 Annually 65,755	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555 Hourly 33.455	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088 3,242 3,404 <u>Bi-Weekly</u> 2,676	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376 Monthly 5,799	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514 Annually 69,586
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674 455 Hourly 31.613 33.194	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174 Bi-Weekly 2,529 2,656	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877 Monthly 5,480 5,754	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522 Annually 65,755 69,044	Step	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555 466 Hourly 33.455 35.128	2,641 2,773 2,912 3,057 3,210 3,371 <u>Bi-Weekly</u> 2,667 2,801 2,941 3,088 3,242 3,404 <u>Bi-Weekly</u> 2,676 2,810	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376 Monthly 5,799 6,089	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514 Annually 69,586 73,066
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674 455 Hourly 31.613 33.194 34.854	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174 Bi-Weekly 2,529 2,656 2,788	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877 Monthly 5,480 5,754 6,041	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522 Annually 65,755 69,044 72,496	Step	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555 466 Hourly 33.455 35.128 36.884	2,641 2,773 2,912 3,057 3,210 3,371 Bi-Weekly 2,667 2,801 2,941 3,088 3,242 3,404 Bi-Weekly 2,676 2,810 2,951	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376 Monthly 5,799 6,089 6,393	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514 Annually 69,586 73,066 76,719
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4 05 06 06  01 02 03 04 05 06	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674 455 Hourly 31.613 33.194 34.854 36.596	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174 Bi-Weekly 2,529 2,656 2,788 2,928	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877 Monthly 5,480 5,754 6,041 6,343	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522 Annually 65,755 69,044 72,496 76,120	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555 Hourly 33.455 35.128 36.884 38.728	2,641 2,773 2,912 3,057 3,210 3,371 Bi-Weekly 2,667 2,801 2,941 3,088 3,242 3,404 Bi-Weekly 2,676 2,810 2,951 3,098	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376 Monthly 5,799 6,089 6,393 6,713	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514 Annually 69,586 73,066 76,719 80,554
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 O5 06  Range: 4 O5 06 O6  Range: 4 O5 06 O6 O6 O7	Hourly 30.772 32.311 33.926 35.622 37.404 39.274 448 Hourly 31.086 32.639 34.271 35.985 37.784 39.674 455 Hourly 31.613 33.194 34.854	2,462 2,585 2,714 2,850 2,992 3,142 Bi-Weekly 2,487 2,611 2,742 2,879 3,023 3,174 Bi-Weekly 2,529 2,656 2,788	5,334 5,601 5,881 6,174 6,483 6,807 Monthly 5,388 5,657 5,940 6,237 6,549 6,877 Monthly 5,480 5,754 6,041	64,006 67,207 70,566 74,094 77,800 81,690 Annually 64,659 67,889 71,284 74,849 78,591 82,522 Annually 65,755 69,044 72,496	Step	Hourly 33.015 34.665 36.399 38.218 40.129 42.136 Hourly 33.343 35.011 36.762 38.598 40.529 42.555 466 Hourly 33.455 35.128 36.884	2,641 2,773 2,912 3,057 3,210 3,371 Bi-Weekly 2,667 2,801 2,941 3,088 3,242 3,404 Bi-Weekly 2,676 2,810 2,951	5,723 6,009 6,309 6,624 6,956 7,304 Monthly 5,779 6,069 6,372 6,690 7,025 7,376 Monthly 5,799 6,089 6,393	68,671 72,103 75,710 79,493 83,468 87,643 Annually 69,353 72,823 76,465 80,284 84,300 88,514 Annually 69,586 73,066 76,719

Effective Dates: 7/5/2025 - 7/3/2026

Range: 4	167				Range: 4	78			
Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	33.676	2,694	5,837	70,046	01	36.390	2,911	6,308	75,691
02	35.362	2,829	6,129	73,553	02	38.209	3,057	6,623	79,475
03	37.129	2,970	6,436	77,228	03	40.120	3,210	6,954	83,450
04	38.985	3,119	6,757	81,089	04	42.125	3,370	7,302	87,620
05	40.934	3,275	7,095	85,143	05	44.231	3,538	7,667	92,000
06	42.982	3,439	7,450	89,403	06	46.444	3,716	8,050	96,604
Range: 4	168				Range: 4	80			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	Annually
01	33.892	2,711	5,875	70,495	01	37.488	2,999	6,498	77,975
02	35.587	2,847	6,168	74,021	02	39.363	3,149	6,823	81,875
03	37.366	2,989	6,477	77,721	03	41.332	3,307	7,164	85,971
04	39.235	3,139	6,801	81,609	04	43.397	3,472	7,522	90,266
05	41.196	3,296	7,141	85,688	05	45.568	3,645	7,898	94,781
06	43.256	3,460	7,498	89,972	06	47.845	3,828	8,293	99,518
Range: 4	169				Range: 4	81			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	Annually
<u>0105</u> 01	34.311	2,745	5,947	71,367	01	37.961	3,037	6,580	78,959
02	36.026	2,882	6,245	74,934	02	39.859	3,189	6,909	82,907
03	37.828	3,026	6,557	78,682	03	41.852	3,348	7,254	87,052
04	39.719	3,178	6,885	82,616	04	43.944	3,516	7,617	91,404
05	41.704	3,336	7,229	86,744	05	46.141	3,691	7,998	95,973
06	43.789	3,503	7,590	91,081	06	48.448	3,876	8,398	100,772
Range: 4	170				Range: 4	82			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
<u> </u>	34.727	2,778	6,019	72,232	01	38.201	3,056	6,622	79,458
02	36.462	2,770	6,320	75,841	02	40.111	3,209	6,953	83,431
03	38.287	3,063	6,636	79,637	03	42.117	3,369	7,300	87,603
04	40.201	3,216	6,968	83,618	04	44.223	3,538	7,665	91,984
05	42.212	3,377	7,317	87,801	05	46.434	3,715	8,049	96,583
06	44.321	3,546	7,682	92,188	06	48.756	3,900	8,451	101,412
Bongo: A	175				Panga: 4	83			
<u>Range:</u> 4 <u>Step</u>		Bi-Weekly	Monthly	Appually			Ri Weekly	Monthly	Appually
<u>заер</u> 01	35.550	2,844	Monthly 6,162	<u>Annually</u> 73,944	<u>Step</u> 01	38.938	Bi-Weekly 3,115	Monthly 6,749	<u>Annually</u> 80,991
02	37.327	2,044	6,470	73,944 77,640	02	40.883	3,113	7,086	85,037
02	39.192	3,135	6,793	81,519	03	42.928	3,434	7,000 7,441	89,290
03	41.153	3,133	7,133	85,598	04	45.075	3,606	7,813	93,756
05	43.211	3,457	7,100	89,879	05	47.327	3,786	8,203	98,440
06	45.371	3,630	7,864	94,372	06	49.694	3,976	8,614	103,364
	170				D = 11 = 12	0.5			
Range: 4		Di Waaldy	Monthly	Amarally	Range: 4		Di Waakhi	Monthly	بالمبيطة
Step 01	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u> 74,404	Step 01	Hourly		Monthly 6,932	Annually
01 02	35.771 37.560	2,862 3,005	6,200 6,510		01	39.993	3,199 3,350	6,932 7,279	83,185 87 345
02	39.437	3,005 3,155	6,836	78,125 82,029	02 03	41.993 44.093	3,359 3,527	7,279 7,643	87,345 91,713
US		3, 133							
		2 212	7 17Ω	86 131	[ 17]	46 7U /	3 /11/1	8 ハンム	96 208
04	41.409	3,313 3.478	7,178 7,537	86,131 90.438	04	46.297 48.612	3,704 3,889	8,025 8.426	96,298 101 113
04 05	41.409 43.480	3,478	7,537	90,438	05	48.612	3,889	8,426	101,113
04	41.409								

Range: 488	R			
Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	40.975	3,278	7,102	85,228
02	43.025	3,442	7,458	89,492
03	45.176	3,614	7,831	93,966
04	47.434	3,795	8,222	98,663
05	49.806	3,984	8,633	103,596
06	52.296	4,184	9,065	108,776
<u>Range:</u> 490	0			
Step Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	43.027	3,442	7,458	89,496
02	45.179	3,614	7,831	93,972
03	47.438	3,795	8,223	98,671
04	49.809	3,985	8,634	103,603
05	52.300	4,184	9,065	108,784
06	54.915	4,393	9,519	114,223
<u>Range:</u> 49	5			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	44.118	3,529	7,647	91,765
02	46.323	3,706	8,029	96,352
03	48.640	3,891	8,431	101,171
04	51.072	4,086	8,852	106,230
05	53.626	4,290	9,295	111,542
06	56.306	4,504	9,760	117,116
Range: 49	7			
Range: 497 Step	7 <u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
		Bi-Weekly 3,630	Monthly 7,866	<u>Annually</u> 94,392
Step	<u>Hourly</u>			-
Step 01	Hourly 45.381 47.650 50.033	3,630	7,866 8,259 8,672	94,392
Step 01 02 03 04	Hourly 45.381 47.650 50.033 52.536	3,630 3,812 4,003 4,203	7,866 8,259 8,672 9,106	94,392 99,112 104,069 109,275
Step 01 02 03 04 05	Hourly 45.381 47.650 50.033 52.536 55.162	3,630 3,812 4,003 4,203 4,413	7,866 8,259 8,672 9,106 9,561	94,392 99,112 104,069 109,275 114,737
Step 01 02 03 04	Hourly 45.381 47.650 50.033 52.536	3,630 3,812 4,003 4,203	7,866 8,259 8,672 9,106	94,392 99,112 104,069 109,275
Step 01 02 03 04 05	Hourly 45.381 47.650 50.033 52.536 55.162 57.920	3,630 3,812 4,003 4,203 4,413	7,866 8,259 8,672 9,106 9,561	94,392 99,112 104,069 109,275 114,737
Step 01 02 03 04 05 06	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly	3,630 3,812 4,003 4,203 4,413	7,866 8,259 8,672 9,106 9,561	94,392 99,112 104,069 109,275 114,737
Step 01 02 03 04 05 06 Range: 498 Step 01	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503	94,392 99,112 104,069 109,275 114,737 120,474 <u>Annually</u> 102,039
Step 01 02 03 04 05 06  Range: 498 Step 01 02	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510	3,630 3,812 4,003 4,203 4,413 4,634 <u>Bi-Weekly</u> 3,925 4,121	7,866 8,259 8,672 9,106 9,561 10,039 <u>Monthly</u> 8,503 8,928	94,392 99,112 104,069 109,275 114,737 120,474 <u>Annually</u> 102,039 107,141
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084	3,630 3,812 4,003 4,203 4,413 4,634 <u>Bi-Weekly</u> 3,925 4,121 4,327	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788	3,630 3,812 4,003 4,203 4,413 4,634 <u>Bi-Weekly</u> 3,925 4,121 4,327 4,543	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788	3,630 3,812 4,003 4,203 4,413 4,634 <u>Bi-Weekly</u> 3,925 4,121 4,327 4,543	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026
Step 01 02 03 04 05 06  Range: 498 01 02 03 04 05 06  Range: 498 Step	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770 5,009	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336 10,852	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026 130,227
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05 06  Range: 498 Step 01 01	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609 9 Hourly 51.531	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770 5,009	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336 10,852 Monthly 8,932	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026 130,227 Annually 107,184
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05 06	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609 9 Hourly 51.531 54.108	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770 5,009 Bi-Weekly 4,122 4,329	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336 10,852 Monthly 8,932 9,379	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026 130,227 Annually 107,184 112,545
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05 06  Range: 498 01 02 03 04 05 06	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609 9 Hourly 51.531 54.108 56.813	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770 5,009 Bi-Weekly 4,122 4,329 4,545	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336 10,852 Monthly 8,932 9,379 9,848	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026 130,227 Annually 107,184 112,545 118,171
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05 06  Range: 498 01 02 03 04 05 06	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609 9 Hourly 51.531 54.108 56.813 59.653	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770 5,009 Bi-Weekly 4,122 4,329 4,545 4,772	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336 10,852 Monthly 8,932 9,379 9,848 10,340	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026 130,227 Annually 107,184 112,545 118,171 124,078
Step 01 02 03 04 05 06  Range: 498 Step 01 02 03 04 05 06  Range: 498 01 02 03 04 05 06	Hourly 45.381 47.650 50.033 52.536 55.162 57.920 8 Hourly 49.057 51.510 54.084 56.788 59.628 62.609 9 Hourly 51.531 54.108 56.813	3,630 3,812 4,003 4,203 4,413 4,634 Bi-Weekly 3,925 4,121 4,327 4,543 4,770 5,009 Bi-Weekly 4,122 4,329 4,545	7,866 8,259 8,672 9,106 9,561 10,039 Monthly 8,503 8,928 9,375 9,843 10,336 10,852 Monthly 8,932 9,379 9,848	94,392 99,112 104,069 109,275 114,737 120,474 Annually 102,039 107,141 112,495 118,119 124,026 130,227 Annually 107,184 112,545 118,171

Range: 21		Di Maakhi	Monthly	Ammually
<u>Step</u> 03	<u>Hourly</u> 19.279	<u>Bi-Weekly</u> 1,542	Monthly 3,342	<u>Annually</u> 40,100
04	20.243	1,619	3,509	42,105
05	21.255	1,700	3,684	44,210
05	22.317	1,785	3,868	46,419
Range: 22	0			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
03	19.483	1,559	3,377	40,525
04 05	20.456 21.479	1,636 1,718	3,546	42,548 44,676
06	22.554	1,804	3,723 3,909	44,676 46,912
D 00°	-			
Range: 22	<i>H</i> ourly	Bi-Weekly	Monthly	<u>Annually</u>
<u>010</u>	19.338	1,547	3,352	40,223
02	20.304	1,624	3,519	42,232
03	21.321	1,706	3,696	44,348
04	22.386	1,791	3,880	46,563
05 06	23.507	1,881	4,075	48,895
06	24.681	1,974	4,278	51,336
Range: 23	0			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	19.537	1,563	3,386	40,637
02	20.515	1,641	3,556	42,671
03 04	21.538 22.617	1,723 1,809	3,733 3,920	44,799 47,043
05	23.748	1,900	4,116	49,396
06	24.934	1,995	4,322	51,863
Range: 23	2			
Range: 23	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	20.169	1,614	3,496	41,952
02	21.178	1,694	3,671	44,050
03	22.238	1,779	3,855	46,255
04 05	23.350	1,868	4,047	48,568
05 06	24.516 25.743	1,961 2,059	4,249 4,462	50,993 53,545
		_,000	.,	00,0.0
Range: 23		Di Waakhy	Monthly	Appually
<u>Step</u> 01	<u>Hourly</u> 20.508	<u>Bi-Weekly</u> 1,641	Monthly 3,555	<u>Annually</u> 42,657
02	21.533	1,723	3,732	44,789
03	22.610	1,809	3,919	47,029
04	23.742	1,899	4,115	49,383
05	24.929	1,994	4,321	51,852
06	26.174	2,094	4,537	54,442

Range: 2	40			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	20.722	1,658	3,592	43,102
02	21.757	1,741	3,771	45,255
03	22.844	1,828	3,960	47,516
04	23.988	1,919	4,158	49,895
05	25.188	2,015	4,366	52,391
06	26.446	2,116	4,584	55,008
Range: 2	50			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	20.861	1,669	3,616	43,391
02	21.903	1,752	3,797	45,558
03	22.999	1,840	3,986	47,838
04	24.149	1,932	4,186	50,230
05	25.356	2,028	4,395	52,740
06	26.623	2,130	4,615	55,376
Range: 2	58			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	21.210	1,697	3,676	44,117
02	22.272	1,782	3,860	46,326
03	23.384	1,871	4,053	48,639
04	24.554	1,964	4,256	51,072
05	25.781	2,062	4,469	53,624
06	27.070	2,166	4,692	56,306
Range: 2	60			
<u>Range:</u> 2 Step	60 <u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
<u>Step</u> 01	<u>Hourly</u> 21.336	Bi-Weekly 1,707	Monthly 3,698	Annually 44,379
<u>Step</u> 01 02	Hourly 21.336 22.402	1,707 1,792	3,698 3,883	44,379 46,596
Step 01 02 03	Hourly 21.336 22.402 23.522	1,707 1,792 1,882	3,698 3,883 4,077	44,379 46,596 48,926
Step 01 02 03 04	Hourly 21.336 22.402 23.522 24.698	1,707 1,792 1,882 1,976	3,698 3,883 4,077 4,281	44,379 46,596 48,926 51,372
Step 01 02 03 04 05	Hourly 21.336 22.402 23.522 24.698 25.932	1,707 1,792 1,882 1,976 2,075	3,698 3,883 4,077 4,281 4,495	44,379 46,596 48,926 51,372 53,939
Step 01 02 03 04	Hourly 21.336 22.402 23.522 24.698	1,707 1,792 1,882 1,976	3,698 3,883 4,077 4,281	44,379 46,596 48,926 51,372
Step 01 02 03 04 05 06	Hourly 21.336 22.402 23.522 24.698 25.932 27.231	1,707 1,792 1,882 1,976 2,075 2,178	3,698 3,883 4,077 4,281 4,495 4,720	44,379 46,596 48,926 51,372 53,939
Step 01 02 03 04 05 06 Range: 2	Hourly 21.336 22.402 23.522 24.698 25.932 27.231	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly	3,698 3,883 4,077 4,281 4,495 4,720	44,379 46,596 48,926 51,372 53,939 56,640 Annually
Step 01 02 03 04 05 06  Range: 2 Step 01	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724	3,698 3,883 4,077 4,281 4,495 4,720 Monthly 3,736	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828
Step 01 02 03 04 05 06 Range: 2 Step 01 02	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630	1,707 1,792 1,882 1,976 2,075 2,178 <u>Bi-Weekly</u> 1,724 1,810	3,698 3,883 4,077 4,281 4,495 4,720 Monthly 3,736 3,923	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761	1,707 1,792 1,882 1,976 2,075 2,178 <u>Bi-Weekly</u> 1,724 1,810 1,901	3,698 3,883 4,077 4,281 4,495 4,720 Monthly 3,736 3,923 4,119	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996 2,096	3,698 3,883 4,077 4,281 4,495 4,720 Monthly 3,736 3,923 4,119 4,325 4,541	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Range: 2	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200	3,698 3,883 4,077 4,281 4,495 4,720 Monthly 3,736 3,923 4,119 4,325 4,541 4,768	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Step 06	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506 Hourly	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325 4,541 4,768  Monthly	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212 Annually
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Step 01 01	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506 70 Hourly 21.836	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200 Bi-Weekly 1,747	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325 4,541 4,768  Monthly 3,785	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212 Annually 45,419
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506 70 Hourly 21.836 22.929	1,707 1,792 1,882 1,976 2,075 2,178 Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200 Bi-Weekly 1,747 1,834	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325 4,541 4,768  Monthly 3,785 3,974	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212 Annually 45,419 47,692
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506 70 Hourly 21.836 22.929 24.075	1,707 1,792 1,882 1,976 2,075 2,178  Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200  Bi-Weekly 1,747 1,834 1,926	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325 4,541 4,768  Monthly 3,785 3,974 4,173	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212 Annually 45,419 47,692 50,076
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506 70 Hourly 21.836 22.929 24.075 25.279	1,707 1,792 1,882 1,976 2,075 2,178  Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200  Bi-Weekly 1,747 1,834 1,926 2,022	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325 4,541 4,768  Monthly 3,785 3,974 4,173 4,382	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212 Annually 45,419 47,692 50,076 52,580
Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06  Range: 2 Step 01 02 03 04 05 06	Hourly 21.336 22.402 23.522 24.698 25.932 27.231 65 Hourly 21.552 22.630 23.761 24.950 26.197 27.506 70 Hourly 21.836 22.929 24.075	1,707 1,792 1,882 1,976 2,075 2,178  Bi-Weekly 1,724 1,810 1,901 1,996 2,096 2,200  Bi-Weekly 1,747 1,834 1,926	3,698 3,883 4,077 4,281 4,495 4,720  Monthly 3,736 3,923 4,119 4,325 4,541 4,768  Monthly 3,785 3,974 4,173	44,379 46,596 48,926 51,372 53,939 56,640 Annually 44,828 47,070 49,423 51,896 54,490 57,212 Annually 45,419 47,692 50,076

Range: 2	275				Range: 3	15			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	Annually
<u>0105</u> 01	22.300	1,784	3,865	46,384	01	24.106	1,928	4,178	50,140
02	23.414	1,873	4,058	48,701	02	25.311	2,025	4,387	52,647
03	24.585	1,967	4,261	51,137	03	26.576	2,126	4,607	55,278
04	25.814	2,065	4,474	53,693	04	27.905	2,232	4,837	58,042
05	27.104	2,168	4,698	56,376	05	29.300	2,344	5,079	60,944
06	28.460	2,277	4,933	59,197	06	30.767	2,461	5,333	63,995
Range: 2	285				Range: 3	27			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	Annually
01	22.781	1,822	3,949	47,384	01	24.577	1,966	4,260	51,120
02	23.919	1,914	4,146	49,752	02	25.807	2,065	4,473	53,679
03	25.116	2,009	4,353	52,241	03	27.097	2,168	4,697	56,362
04	26.371	2,110	4,571	54,852	04	28.452	2,276	4,932	59,180
05	27.689	2,215	4,799	57,593	05	29.874	2,390	5,178	62,138
06	29.074	2,326	5,039	60,474	06	31.368	2,509	5,437	65,245
Range: 2	287				Range: 3	30			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	23.014	1,841	3,989	47,869	01	24.827	1,986	4,303	51,640
02	24.167	1,933	4,189	50,267	02	26.068	2,085	4,518	54,221
03	25.375	2,030	4,398	52,780	03	27.372	2,190	4,744	56,934
04	26.644	2,132	4,618	55,420	04	28.741	2,299	4,982	59,781
05	27.976	2,238	4,849	58,190	05	30.179	2,414	5,231	62,772
06	29.375	2,350	5,092	61,100	06	31.687	2,535	5,492	65,909
Range: 2	295				Range: 3	35			
Range: 2 Step	295 Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> 3 <u>Step</u>	35 Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
		Bi-Weekly 1,865	Monthly 4,042	Annually 48,501			Bi-Weekly 2,000	Monthly 4,334	<u>Annually</u> 52,012
Step	<u>Hourly</u>			48,501 50,927	Step	<u>Hourly</u>			
Step 01 02 03	Hourly 23.318 24.484 25.708	1,865 1,959 2,057	4,042 4,244 4,456	48,501 50,927 53,473	<u>Step</u> 01	Hourly 25.006 26.256 27.568	2,000 2,100 2,205	4,334	52,012 54,612 57,341
Step 01 02 03 04	Hourly 23.318 24.484 25.708 26.994	1,865 1,959 2,057 2,160	4,042 4,244 4,456 4,679	48,501 50,927 53,473 56,148	Step 01 02 03 04	Hourly 25.006 26.256 27.568 28.947	2,000 2,100 2,205 2,316	4,334 4,551 4,778 5,017	52,012 54,612 57,341 60,210
Step 01 02 03 04 05	Hourly 23.318 24.484 25.708 26.994 28.344	1,865 1,959 2,057 2,160 2,268	4,042 4,244 4,456 4,679 4,913	48,501 50,927 53,473 56,148 58,956	Step 01 02 03 04 05	Hourly 25.006 26.256 27.568 28.947 30.393	2,000 2,100 2,205 2,316 2,431	4,334 4,551 4,778 5,017 5,268	52,012 54,612 57,341 60,210 63,217
Step 01 02 03 04	Hourly 23.318 24.484 25.708 26.994	1,865 1,959 2,057 2,160	4,042 4,244 4,456 4,679	48,501 50,927 53,473 56,148	Step 01 02 03 04	Hourly 25.006 26.256 27.568 28.947	2,000 2,100 2,205 2,316	4,334 4,551 4,778 5,017	52,012 54,612 57,341 60,210
Step 01 02 03 04 05 06	Hourly 23.318 24.484 25.708 26.994 28.344	1,865 1,959 2,057 2,160 2,268	4,042 4,244 4,456 4,679 4,913	48,501 50,927 53,473 56,148 58,956	Step 01 02 03 04 05 06	Hourly 25.006 26.256 27.568 28.947 30.393	2,000 2,100 2,205 2,316 2,431	4,334 4,551 4,778 5,017 5,268	52,012 54,612 57,341 60,210 63,217
Step 01 02 03 04 05	Hourly 23.318 24.484 25.708 26.994 28.344 29.761	1,865 1,959 2,057 2,160 2,268	4,042 4,244 4,456 4,679 4,913	48,501 50,927 53,473 56,148 58,956	Step 01 02 03 04 05 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915	2,000 2,100 2,205 2,316 2,431	4,334 4,551 4,778 5,017 5,268 5,532	52,012 54,612 57,341 60,210 63,217 66,383
Step 01 02 03 04 05 06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761	1,865 1,959 2,057 2,160 2,268 2,381	4,042 4,244 4,456 4,679 4,913 5,159	48,501 50,927 53,473 56,148 58,956 61,903	Step 01 02 03 04 05 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915	2,000 2,100 2,205 2,316 2,431 2,553	4,334 4,551 4,778 5,017 5,268 5,532	52,012 54,612 57,341 60,210 63,217 66,383
Step 01 02 03 04 05 06  Range: Step	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 800 Hourly	1,865 1,959 2,057 2,160 2,268 2,381	4,042 4,244 4,456 4,679 4,913 5,159	48,501 50,927 53,473 56,148 58,956 61,903	Step 01 02 03 04 05 06 <u>Range:</u> 3	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly	2,000 2,100 2,205 2,316 2,431 2,553 Bi-Weekly	4,334 4,551 4,778 5,017 5,268 5,532	52,012 54,612 57,341 60,210 63,217 66,383
Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421	1,865 1,959 2,057 2,160 2,268 2,381 Bi-Weekly 1,874	4,042 4,244 4,456 4,679 4,913 5,159 <u>Monthly</u> 4,060	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716	Step 01 02 03 04 05 06 Range: 3 Step 01	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144
Step 01 02 03 04 05 06  Range: 3 Step 01 02	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591	1,865 1,959 2,057 2,160 2,268 2,381 Bi-Weekly 1,874 1,967	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149	Step 01 02 03 04 05 06 Range: 3 Step 01 02	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821	1,865 1,959 2,057 2,160 2,268 2,381 Bi-Weekly 1,874 1,967 2,066 2,169 2,277	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708	Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106 2,211 2,322 2,438	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112	1,865 1,959 2,057 2,160 2,268 2,381 <u>Bi-Weekly</u> 1,874 1,967 2,066 2,169	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393	Step 01 02 03 04 05 06 <u>Range:</u> 3 Step 01 02 03 04	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106 2,211 2,322	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366
Step 01 02 03 04 05 06  Range: 3 04 05 06  Range: 3 04 05 06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892	1,865 1,959 2,057 2,160 2,268 2,381 <u>Bi-Weekly</u> 1,874 1,967 2,066 2,169 2,277 2,391	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106 2,211 2,322 2,438 2,560	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly	1,865 1,959 2,057 2,160 2,268 2,381 Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391 Bi-Weekly	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 Step 01 02 03 04 05 06  Range: 3 Step 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106 2,211 2,322 2,438 2,560 <u>Bi-Weekly</u>	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 01	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly 24.054	1,865 1,959 2,057 2,160 2,268 2,381 Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391 Bi-Weekly 1,924	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181 Monthly 4,169	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175 Annually 50,032	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 01 02 03 04 05 06  Range: 3	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly 25.209	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106 2,211 2,322 2,438 2,560 <u>Bi-Weekly</u> 2,017	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546 Monthly 4,370	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552 Annually 52,435
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly 24.054 25.257	1,865 1,959 2,057 2,160 2,268 2,381  Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391  Bi-Weekly 1,924 2,021	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181 Monthly 4,169 4,378	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175 Annually 50,032 52,535	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly 25.209 26.470	2,000 2,100 2,205 2,316 2,431 2,553 <u>Bi-Weekly</u> 2,006 2,106 2,211 2,322 2,438 2,560 <u>Bi-Weekly</u> 2,017 2,118	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546 Monthly 4,370 4,588	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552 Annually 52,435 55,058
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly 24.054 25.257 26.518	1,865 1,959 2,057 2,160 2,268 2,381  Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391  Bi-Weekly 1,924 2,021 2,121	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181 Monthly 4,169 4,378 4,596	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175 Annually 50,032 52,535 55,157	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3  Step 01 02 03 04 05 06  Range: 3	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly 25.209 26.470 27.795	2,000 2,100 2,205 2,316 2,431 2,553 Bi-Weekly 2,006 2,106 2,211 2,322 2,438 2,560 Bi-Weekly 2,017 2,118 2,224	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546 Monthly 4,370 4,588 4,818	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552 Annually 52,435 55,058 57,814
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly 24.054 25.257 26.518 27.847	1,865 1,959 2,057 2,160 2,268 2,381  Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391  Bi-Weekly 1,924 2,021 2,121 2,228	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181 Monthly 4,169 4,378 4,596 4,827	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175 Annually 50,032 52,535 55,157 57,922	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly 25.209 26.470 27.795 29.184	2,000 2,100 2,205 2,316 2,431 2,553 Bi-Weekly 2,006 2,106 2,211 2,322 2,438 2,560 Bi-Weekly 2,017 2,118 2,224 2,335	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546 Monthly 4,370 4,588 4,818 5,059	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552 Annually 52,435 55,058 57,814 60,703
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly 24.054 25.257 26.518 27.847 29.239	1,865 1,959 2,057 2,160 2,268 2,381  Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391  Bi-Weekly 1,924 2,021 2,121 2,228 2,339	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181 Monthly 4,169 4,378 4,596 4,827 5,068	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175 Annually 50,032 52,535 55,157 57,922 60,817	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 O4 05 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly 25.209 26.470 27.795 29.184 30.644	2,000 2,100 2,205 2,316 2,431 2,553 Bi-Weekly 2,006 2,106 2,211 2,322 2,438 2,560 Bi-Weekly 2,017 2,118 2,224 2,335 2,452	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546 Monthly 4,370 4,388 4,818 5,059 5,312	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552 Annually 52,435 55,058 57,814 60,703 63,740
Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06  Range: 3     Step     01     02     03     04     05     06	Hourly 23.318 24.484 25.708 26.994 28.344 29.761 300 Hourly 23.421 24.591 25.821 27.112 28.468 29.892 310 Hourly 24.054 25.257 26.518 27.847	1,865 1,959 2,057 2,160 2,268 2,381  Bi-Weekly 1,874 1,967 2,066 2,169 2,277 2,391  Bi-Weekly 1,924 2,021 2,121 2,228	4,042 4,244 4,456 4,679 4,913 5,159 Monthly 4,060 4,262 4,476 4,699 4,934 5,181 Monthly 4,169 4,378 4,596 4,827	48,501 50,927 53,473 56,148 58,956 61,903 Annually 48,716 51,149 53,708 56,393 59,213 62,175 Annually 50,032 52,535 55,157 57,922	Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06	Hourly 25.006 26.256 27.568 28.947 30.393 31.915 40 Hourly 25.069 26.323 27.639 29.022 30.473 31.996 43 Hourly 25.209 26.470 27.795 29.184	2,000 2,100 2,205 2,316 2,431 2,553 Bi-Weekly 2,006 2,106 2,211 2,322 2,438 2,560 Bi-Weekly 2,017 2,118 2,224 2,335	4,334 4,551 4,778 5,017 5,268 5,532 Monthly 4,345 4,563 4,791 5,030 5,282 5,546 Monthly 4,370 4,588 4,818 5,059	52,012 54,612 57,341 60,210 63,217 66,383 Annually 52,144 54,752 57,489 60,366 63,384 66,552 Annually 52,435 55,058 57,814 60,703

Range:	345				Range:	367			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	Annually
<u>0105</u> 01	25.290	2,023	4,384	52,603	01	26.516	2,121	4,596	55,153
02	26.554	2,124	4,603	55,232	02	27.843	2,227	4,826	57,913
03	27.882	2,231	4,833	57,995	03	29.236	2,339	5,068	60,811
04	29.277	2,342	5,075	60,896	04	30.696	2,456	5,321	63,848
05	30.740	2,459	5,328	63,939	05	32.232	2,579	5,587	67,043
06	32.277	2,582	5,595	67,136	06	33.843	2,707	5,866	70,393
Range:	346				Range:	370			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	25.327	2,026	4,390	52,680	01	26.996	2,160	4,679	56,152
02	26.594	2,128	4,610	55,316	02	28.348	2,268	4,914	58,964
03	27.924	2,234	4,840	58,082	03	29.764	2,381	5,159	61,909
04	29.319	2,346	5,082	60,984	04	31.252	2,500	5,417	65,004
05	30.785	2,463	5,336	64,033	05	32.815	2,625	5,688	68,255
06	32.324	2,586	5,603	67,234	06	34.457	2,757	5,973	71,671
Range:	350				Range:	375			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	25.463	2,037	4,414	52,963	01	27.271	2,182	4,727	56,724
02	26.736	2,139	4,634	55,611	02	28.635	2,291	4,963	59,561
03	28.073	2,246	4,866	58,392	03	30.068	2,405	5,212	62,541
04	29.476	2,358	5,109	61,310	04	31.571	2,526	5,472	65,668
05	30.949	2,476	5,364	64,374	05	33.148	2,652	5,746	68,948
06	32.496	2,600	5,633	67,592	06	34.807	2,785	6,033	72,399
_									
	352				Range:	380			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
<u>Step</u> 01	<u>Hourly</u> 25.760	2,061	4,465	53,581	<u>Step</u> 01	<u>Hourly</u> 27.496	2,200	4,766	57,192
Step 01 02	Hourly 25.760 27.047	2,061 2,164	4,465 4,688	53,581 56,258	<u>Step</u> 01 02	Hourly 27.496 28.872	2,200 2,310	4,766 5,004	57,192 60,054
Step 01 02 03	Hourly 25.760 27.047 28.399	2,061 2,164 2,272	4,465 4,688 4,922	53,581 56,258 59,070	Step 01 02 03	Hourly 27.496 28.872 30.314	2,200 2,310 2,425	4,766 5,004 5,254	57,192 60,054 63,053
Step 01 02 03 04	Hourly 25.760 27.047 28.399 29.822	2,061 2,164 2,272 2,386	4,465 4,688 4,922 5,169	53,581 56,258 59,070 62,030	Step 01 02 03 04	Hourly 27.496 28.872 30.314 31.830	2,200 2,310 2,425 2,546	4,766 5,004 5,254 5,517	57,192 60,054 63,053 66,206
Step 01 02 03 04 05	Hourly 25.760 27.047 28.399 29.822 31.311	2,061 2,164 2,272 2,386 2,505	4,465 4,688 4,922 5,169 5,427	53,581 56,258 59,070 62,030 65,127	Step 01 02 03 04 05	Hourly 27.496 28.872 30.314 31.830 33.421	2,200 2,310 2,425 2,546 2,674	4,766 5,004 5,254 5,517 5,793	57,192 60,054 63,053 66,206 69,516
Step 01 02 03 04	Hourly 25.760 27.047 28.399 29.822	2,061 2,164 2,272 2,386	4,465 4,688 4,922 5,169	53,581 56,258 59,070 62,030	Step 01 02 03 04	Hourly 27.496 28.872 30.314 31.830	2,200 2,310 2,425 2,546	4,766 5,004 5,254 5,517	57,192 60,054 63,053 66,206
Step 01 02 03 04 05 06	Hourly 25.760 27.047 28.399 29.822 31.311 32.877	2,061 2,164 2,272 2,386 2,505 2,630	4,465 4,688 4,922 5,169 5,427 5,699	53,581 56,258 59,070 62,030 65,127 68,384	Step 01 02 03 04 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092	2,200 2,310 2,425 2,546 2,674 2,807	4,766 5,004 5,254 5,517 5,793 6,083	57,192 60,054 63,053 66,206 69,516 72,991
Step 01 02 03 04 05 06 Range:	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly	4,465 4,688 4,922 5,169 5,427 5,699	53,581 56,258 59,070 62,030 65,127 68,384	Step 01 02 03 04 05 06 <i>Range:</i> 3	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly	2,200 2,310 2,425 2,546 2,674 2,807	4,766 5,004 5,254 5,517 5,793 6,083	57,192 60,054 63,053 66,206 69,516 72,991 Annually
Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488	53,581 56,258 59,070 62,030 65,127 68,384 <u>Annually</u> 53,857	Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304
Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01 02	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712	53,581 56,258 59,070 62,030 65,127 68,384 <u>Annually</u> 53,857 56,549	Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01 02	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928	2,200 2,310 2,425 2,546 2,674 2,807 <u>Bi-Weekly</u> 2,204 2,314	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546	2,061 2,164 2,272 2,386 2,505 2,630 <u>Bi-Weekly</u> 2,071 2,175 2,284	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376	Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01 02 03	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375	2,200 2,310 2,425 2,546 2,674 2,807 <u>Bi-Weekly</u> 2,204 2,314 2,430	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948 5,195	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346	Step 01 02 03 04 05 06 <i>Range:</i> 3 Step 01 02 03 04	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04 05	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398 2,518	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948 5,195 5,455	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552 2,679	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653
Step 01 02 03 04 05 06 Range: 3 Step 01 02 03 04	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948 5,195	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346	Step 01 02 03 04 05 06  Range: Step 01 02 03 04	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 8 05 06	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047	2,061 2,164 2,272 2,386 2,505 2,630 <u>Bi-Weekly</u> 2,071 2,175 2,284 2,398 2,518 2,644	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948 5,195 5,455 5,728	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163	2,200 2,310 2,425 2,546 2,674 2,807 <u>Bi-Weekly</u> 2,204 2,314 2,430 2,552 2,679 2,813	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139
Step 01 02 03 04 05 06  Range: 3 Step 01 02 03 04 05 06  Range: 3 Step Step	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047	2,061 2,164 2,272 2,386 2,505 2,630 <u>Bi-Weekly</u> 2,071 2,175 2,284 2,398 2,518 2,644 <u>Bi-Weekly</u>	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948 5,195 5,455 5,728	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552 2,679 2,813 Bi-Weekly	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 01	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047	2,061 2,164 2,272 2,386 2,505 2,630 <u>Bi-Weekly</u> 2,071 2,175 2,284 2,398 2,518 2,644 <u>Bi-Weekly</u> 2,092	4,465 4,688 4,922 5,169 5,427 5,699 Monthly 4,488 4,712 4,948 5,195 5,455 5,728	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738 Annually 54,392	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 01 02 03 04 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163 385 Hourly 27.675	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552 2,679 2,813 Bi-Weekly 2,214	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139 Annually 57,564
Step     01     02     03     04     05     06  Range:    3     Step     01     02     03     04     05     06  Range:    3     04     05     06  Range:    3     04     05     06	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047 360 Hourly 26.150 27.458	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398 2,518 2,644 Bi-Weekly 2,092 2,197	4,465 4,688 4,922 5,169 5,427 5,699  Monthly 4,488 4,712 4,948 5,195 5,455 5,728  Monthly 4,533 4,759	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738 Annually 54,392 57,113	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163 385 Hourly 27.675 29.059	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552 2,679 2,813 Bi-Weekly 2,214 2,325	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095 Monthly 4,797 5,037	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139 Annually 57,564 60,443
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047 360 Hourly 26.150 27.458 28.831	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398 2,518 2,644 Bi-Weekly 2,092 2,197 2,306	4,465 4,688 4,922 5,169 5,427 5,699  Monthly 4,488 4,712 4,948 5,195 5,455 5,728  Monthly 4,533 4,759 4,997	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738 Annually 54,392 57,113 59,968	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163 385 Hourly 27.675 29.059 30.513	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552 2,679 2,813 Bi-Weekly 2,214 2,325 2,441	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095 Monthly 4,797 5,037 5,289	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139 Annually 57,564 60,443 63,467
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047 360 Hourly 26.150 27.458 28.831 30.272	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398 2,518 2,644 Bi-Weekly 2,092 2,197 2,306 2,422	4,465 4,688 4,922 5,169 5,427 5,699  Monthly 4,488 4,712 4,948 5,195 5,455 5,728  Monthly 4,533 4,759 4,997 5,247	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738 Annually 54,392 57,113 59,968 62,966	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163 385 Hourly 27.675 29.059 30.513 32.037	2,200 2,310 2,425 2,546 2,674 2,807   Bi-Weekly 2,204 2,314 2,430 2,552 2,679 2,813  Bi-Weekly 2,214 2,325 2,441 2,563	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095 Monthly 4,797 5,037 5,037 5,289 5,553	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139 Annually 57,564 60,443 63,467 66,637
Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 25.760 27.047 28.399 29.822 31.311 32.877 355 Hourly 25.893 27.187 28.546 29.974 31.473 33.047 360 Hourly 26.150 27.458 28.831	2,061 2,164 2,272 2,386 2,505 2,630 Bi-Weekly 2,071 2,175 2,284 2,398 2,518 2,644 Bi-Weekly 2,092 2,197 2,306	4,465 4,688 4,922 5,169 5,427 5,699  Monthly 4,488 4,712 4,948 5,195 5,455 5,728  Monthly 4,533 4,759 4,997	53,581 56,258 59,070 62,030 65,127 68,384 Annually 53,857 56,549 59,376 62,346 65,464 68,738 Annually 54,392 57,113 59,968	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 27.496 28.872 30.314 31.830 33.421 35.092 382 Hourly 27.550 28.928 30.375 31.894 33.487 35.163 385 Hourly 27.675 29.059 30.513	2,200 2,310 2,425 2,546 2,674 2,807 Bi-Weekly 2,204 2,314 2,430 2,552 2,679 2,813 Bi-Weekly 2,214 2,325 2,441	4,766 5,004 5,254 5,517 5,793 6,083 Monthly 4,775 5,014 5,265 5,528 5,804 6,095 Monthly 4,797 5,037 5,289	57,192 60,054 63,053 66,206 69,516 72,991 Annually 57,304 60,170 63,180 66,340 69,653 73,139 Annually 57,564 60,443 63,467

Range: Step	{un				Range: 4	120			
	390 Hourly	Bi-Weekly	Monthly	<u>Annually</u>	<u>rtange.</u> Step	Hourly	Bi-Weekly	<u>Monthly</u>	Annually
<u>0105</u>	27.767	2,221	4,813	57,755	01	29.640	2,371	5,138	61,651
02	29.156	2,332	5,054	60,644	02	31.121	2,490	5,394	64,732
03	30.614	2,449	5,306	63,677	03	32.678	2,614	5,664	67,970
04	32.143	2,571	5,571	66,857	04	34.311	2,745	5,947	71,367
05	33.751	2,700	5,850	70,202	05	36.028	2,882	6,245	74,938
06	35.437	2,835	6,142	73,709	06	37.829	3,026	6,557	78,684
Range:	395				Range: 4	123			
Step	<b>Hourly</b>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	Hourly	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	27.964	2,237	4,847	58,165	01	29.836	2,387	5,172	62,059
02	29.363	2,349	5,090	61,075	02	31.328	2,506	5,430	65,162
03	30.832	2,467	5,344	64,131	03	32.894	2,632	5,702	68,420
04	32.374	2,590	5,611	67,338	04	34.540	2,763	5,987	71,843
05	33.993	2,719	5,892	70,705	05	36.265	2,901	6,286	75,431
06	35.693	2,855	6,187	74,241	06	38.079	3,046	6,600	79,204
Range:	405				Range: 4	124			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	28.611	2,289	4,959	59,511	01	29.868	2,389	5,177	62,125
02	30.044	2,404	5,208	62,492	02	31.362	2,509	5,436	65,233
03	31.547	2,524	5,468	65,618	03	32.931	2,634	5,708	68,496
04	33.123	2,650	5,741	68,896	04	34.576	2,766	5,993	71,918
05	34.779	2,782	6,028	72,340	05	36.306	2,904	6,293	75,516
06	36.519	2,922	6,330	75,960	06	38.122	3,050	6,608	79,294
Range:	410				Bongo: A	105			
					<u>Range:</u> 4	125			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	<u>Kange.</u> 4 <u>Step</u>	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
Step 01	28.939	2,315	5,016	60,193	<u>Step</u> 01	<u>Hourly</u> 29.944	2,396	5,190	62,284
<u>Step</u> 01 02	28.939 30.385	2,315 2,431	5,016 5,267	60,193 63,201	Step 01 02	Hourly 29.944 31.443	2,396 2,515	5,190 5,450	62,284 65,401
Step 01 02 03	28.939 30.385 31.904	2,315 2,431 2,552	5,016 5,267 5,530	60,193 63,201 66,360	Step 01 02 03	Hourly 29.944 31.443 33.015	2,396 2,515 2,641	5,190 5,450 5,723	62,284 65,401 68,671
Step 01 02 03 04	28.939 30.385 31.904 33.500	2,315 2,431 2,552 2,680	5,016 5,267 5,530 5,807	60,193 63,201 66,360 69,680	Step 01 02 03 04	Hourly 29.944 31.443 33.015 34.666	2,396 2,515 2,641 2,773	5,190 5,450 5,723 6,009	62,284 65,401 68,671 72,105
Step 01 02 03 04 05	28.939 30.385 31.904 33.500 35.174	2,315 2,431 2,552 2,680 2,814	5,016 5,267 5,530 5,807 6,097	60,193 63,201 66,360 69,680 73,162	Step 01 02 03 04 05	Hourly 29.944 31.443 33.015 34.666 36.398	2,396 2,515 2,641 2,773 2,912	5,190 5,450 5,723 6,009 6,309	62,284 65,401 68,671 72,105 75,708
Step 01 02 03 04	28.939 30.385 31.904 33.500	2,315 2,431 2,552 2,680	5,016 5,267 5,530 5,807	60,193 63,201 66,360 69,680	Step 01 02 03 04	Hourly 29.944 31.443 33.015 34.666	2,396 2,515 2,641 2,773	5,190 5,450 5,723 6,009	62,284 65,401 68,671 72,105
Step 01 02 03 04 05 06	28.939 30.385 31.904 33.500 35.174 36.934	2,315 2,431 2,552 2,680 2,814 2,955	5,016 5,267 5,530 5,807 6,097 6,402	60,193 63,201 66,360 69,680 73,162 76,823	Step 01 02 03 04 05 06	Hourly 29.944 31.443 33.015 34.666 36.398 38.218	2,396 2,515 2,641 2,773 2,912 3,057	5,190 5,450 5,723 6,009 6,309 6,624	62,284 65,401 68,671 72,105 75,708 79,493
Step 01 02 03 04 05 06 Range: 4	28.939 30.385 31.904 33.500 35.174 36.934 412 Hourly	2,315 2,431 2,552 2,680 2,814 2,955	5,016 5,267 5,530 5,807 6,097 6,402	60,193 63,201 66,360 69,680 73,162 76,823	Step 01 02 03 04 05 06 <i>Range:</i> 4	Hourly 29.944 31.443 33.015 34.666 36.398 38.218	2,396 2,515 2,641 2,773 2,912 3,057 Bi-Weekly	5,190 5,450 5,723 6,009 6,309 6,624	62,284 65,401 68,671 72,105 75,708 79,493
Step 01 02 03 04 05 06 Range: 4 Step 01	28.939 30.385 31.904 33.500 35.174 36.934 <b>412</b> <u>Hourly</u> 29.237	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813	Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 430 Hourly 30.198	2,396 2,515 2,641 2,773 2,912 3,057 Bi-Weekly 2,416	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812
Step 01 02 03 04 05 06 Range: 4 Step 01 02	28.939 30.385 31.904 33.500 35.174 36.934 <b>412</b> Hourly 29.237 30.697	2,315 2,431 2,552 2,680 2,814 2,955 <u>Bi-Weekly</u> 2,339 2,456	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850	Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01 02	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 130 Hourly 30.198 31.706	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	28.939 30.385 31.904 33.500 35.174 36.934 <b>412</b> Hourly 29.237 30.697 32.233	2,315 2,431 2,552 2,680 2,814 2,955 <u>Bi-Weekly</u> 2,339 2,456 2,579	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 430 Hourly 30.198 31.706 33.292	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04	28.939 30.385 31.904 33.500 35.174 36.934 <b>412</b> Hourly 29.237 30.697 32.233 33.844	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396	Step 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 430 Hourly 30.198 31.706 33.292 34.956	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 05	28.939 30.385 31.904 33.500 35.174 36.934 <b>412</b> <u>Hourly</u> 29.237 30.697 32.233 33.844 35.537	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708 2,843	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 430 Hourly 30.198 31.706 33.292 34.956 36.706	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796 2,936	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04	28.939 30.385 31.904 33.500 35.174 36.934 <b>412</b> Hourly 29.237 30.697 32.233 33.844	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396	Step 01 02 03 04 05 06 <u>Range:</u> 4 <u>Step</u> 01 02 03 04	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 430 Hourly 30.198 31.706 33.292 34.956	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708
Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160 6,468	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 130 Hourly 30.198 31.706 33.292 34.956 36.706 38.541	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796 2,936 3,083	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165
Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4 Step	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313  415  Hourly	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160 6,468	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 130 Hourly 30.198 31.706 33.292 34.956 36.706 38.541 135 Hourly	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796 2,936 3,083 <u>Bi-Weekly</u>	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165 Annually
Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313  415  Hourly 29.479	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985 Bi-Weekly 2,358	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160 6,468 Monthly 5,110	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 30.198 31.706 33.292 34.956 36.706 38.541 435 Hourly 30.329	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796 2,936 3,083 <u>Bi-Weekly</u> 2,426	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680 Monthly 5,257	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165 Annually 63,084
Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313  415  Hourly 29.479 30.953	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985 Bi-Weekly 2,358 2,476	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160 6,468 Monthly 5,110 5,365	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611 Annually 61,316 64,382	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 430 Hourly 30.198 31.706 33.292 34.956 36.706 38.541 435 Hourly 30.329 31.845	2,396 2,515 2,641 2,773 2,912 3,057 <u>Bi-Weekly</u> 2,416 2,536 2,663 2,796 2,936 3,083 <u>Bi-Weekly</u> 2,426 2,548	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680 Monthly 5,257 5,520	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165 Annually 63,084 66,238
Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313  415  Hourly 29.479 30.953 32.502	2,315 2,431 2,552 2,680 2,814 2,955  Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985  Bi-Weekly 2,358 2,476 2,600	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160 6,468 Monthly 5,110 5,365 5,634	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611 Annually 61,316 64,382 67,604	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 30.198 31.706 33.292 34.956 36.706 38.541 435 Hourly 30.329 31.845 33.438	2,396 2,515 2,641 2,773 2,912 3,057 Bi-Weekly 2,416 2,536 2,663 2,796 2,936 3,083 Bi-Weekly 2,426 2,426 2,548 2,675	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680 Monthly 5,257 5,520 5,796	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165 Annually 63,084 66,238 69,551
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06 06  Range: 4 05 06 06 06 06 06 06 06 06 06 06 06 06 06	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313  415  Hourly 29.479 30.953 32.502 34.125	2,315 2,431 2,552 2,680 2,814 2,955  Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985  Bi-Weekly 2,358 2,476 2,600 2,730	5,016 5,267 5,530 5,807 6,097 6,402  Monthly 5,068 5,321 5,587 5,866 6,160 6,468  Monthly 5,110 5,365 5,634 5,915	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611 Annually 61,316 64,382 67,604 70,980	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 30.198 31.706 33.292 34.956 36.706 38.541 435 Hourly 30.329 31.845 33.438 35.110	2,396 2,515 2,641 2,773 2,912 3,057  Bi-Weekly 2,416 2,536 2,663 2,796 2,936 3,083  Bi-Weekly 2,426 2,548 2,675 2,809	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680 Monthly 5,257 5,520 5,796 6,086	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165 Annually 63,084 66,238 69,551 73,029
Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06  Range: 4     Step     01     02     03     04     05     06	28.939 30.385 31.904 33.500 35.174 36.934  412  Hourly 29.237 30.697 32.233 33.844 35.537 37.313  415  Hourly 29.479 30.953 32.502	2,315 2,431 2,552 2,680 2,814 2,955  Bi-Weekly 2,339 2,456 2,579 2,708 2,843 2,985  Bi-Weekly 2,358 2,476 2,600	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,068 5,321 5,587 5,866 6,160 6,468 Monthly 5,110 5,365 5,634	60,193 63,201 66,360 69,680 73,162 76,823 Annually 60,813 63,850 67,045 70,396 73,917 77,611 Annually 61,316 64,382 67,604	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 29.944 31.443 33.015 34.666 36.398 38.218 30.198 31.706 33.292 34.956 36.706 38.541 435 Hourly 30.329 31.845 33.438	2,396 2,515 2,641 2,773 2,912 3,057 Bi-Weekly 2,416 2,536 2,663 2,796 2,936 3,083 Bi-Weekly 2,426 2,426 2,548 2,675	5,190 5,450 5,723 6,009 6,309 6,624 Monthly 5,234 5,496 5,771 6,059 6,362 6,680 Monthly 5,257 5,520 5,796	62,284 65,401 68,671 72,105 75,708 79,493 Annually 62,812 65,948 69,247 72,708 76,348 80,165 Annually 63,084 66,238 69,551

Bongo:	137				l Panga:	456			
Range: 4 Step	Hourly	Bi-Weekly	Monthly	Annually	<u>Range:</u> Step	Hourly	Bi-Weekly	Monthly	Annually
<u>зіер</u> 01	30.504	2,440	5,287	63,448	<u>зіер</u> 01	32.894	2,632	5,702	68,420
02	32.030	2,562	5,552	66,622	02	34.540	2,763	5,987	71,843
03	33.632	2,691	5,830	69,955	03	36.265	2,901	6,286	75,431
04	35.314	2,825	6,121	73,453	04	38.079	3,046	6,600	79,204
05	37.079	2,966	6,427	77,124	05	39.985	3,199	6,931	83,169
06	38.933	3,115	6,748	80,981	06	41.982	3,359	7,277	87,323
		ŕ	,	•			ŕ	•	
	140					460			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	31.058	2,485	5,383	64,601	01	33.313	2,665	5,774	69,291
02	32.610	2,609	5,652	67,829	02	34.980	2,798	6,063	72,758
03	34.240	2,739	5,935	71,219	03	36.728	2,938	6,366	76,394
04	35.951	2,876	6,232	74,778	04	38.564	3,085	6,684	80,213
05	37.750	3,020	6,543	78,520	05	40.492	3,239	7,019	84,223
06	39.637	3,171	6,870	82,445	06	42.518	3,401	7,370	88,437
Range: 4	142				Range:	463			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	Annually
<u>919</u> 01	31.342	2,507	5,433	65,191	01	33.654	2,692	5,833	70,000
02	32.911	2,633	5,705	68,455	02	35.338	2,827	6,125	73,503
03	34.556	2,764	5,990	71,876	03	37.103	2,968	6,431	77,174
04	36.285	2,903	6,289	75,473	04	38.959	3,117	6,753	81,035
05	38.098	3,048	6,604	79,244	05	40.907	3,273	7,091	85,087
06	40.003	3,200	6,934	83,206	06	42.952	3,436	7,445	89,340
	145					464			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
Step 01	<u>Hourly</u> 31.695	2,536	5,494	65,926	<u>Step</u> 01	<u>Hourly</u> 34.005	2,720	5,894	70,730
Step 01 02	Hourly 31.695 33.280	2,536 2,662	5,494 5,769	65,926 69,222	<u>Step</u> 01 02	Hourly 34.005 35.705	2,720 2,856	5,894 6,189	70,730 74,266
Step 01 02 03	Hourly 31.695 33.280 34.944	2,536 2,662 2,796	5,494 5,769 6,057	65,926 69,222 72,684	Step 01 02 03	Hourly 34.005 35.705 37.491	2,720 2,856 2,999	5,894 6,189 6,498	70,730 74,266 77,981
Step 01 02 03 04	Hourly 31.695 33.280 34.944 36.691	2,536 2,662 2,796 2,935	5,494 5,769 6,057 6,360	65,926 69,222 72,684 76,317	Step 01 02 03 04	Hourly 34.005 35.705 37.491 39.365	2,720 2,856 2,999 3,149	5,894 6,189 6,498 6,823	70,730 74,266 77,981 81,879
Step 01 02 03 04 05	Hourly 31.695 33.280 34.944 36.691 38.526	2,536 2,662 2,796 2,935 3,082	5,494 5,769 6,057 6,360 6,678	65,926 69,222 72,684 76,317 80,134	Step 01 02 03 04 05	Hourly 34.005 35.705 37.491 39.365 41.333	2,720 2,856 2,999 3,149 3,307	5,894 6,189 6,498 6,823 7,164	70,730 74,266 77,981 81,879 85,973
Step 01 02 03 04	Hourly 31.695 33.280 34.944 36.691	2,536 2,662 2,796 2,935	5,494 5,769 6,057 6,360	65,926 69,222 72,684 76,317	Step 01 02 03 04	Hourly 34.005 35.705 37.491 39.365	2,720 2,856 2,999 3,149	5,894 6,189 6,498 6,823	70,730 74,266 77,981 81,879
Step 01 02 03 04 05	Hourly 31.695 33.280 34.944 36.691 38.526	2,536 2,662 2,796 2,935 3,082	5,494 5,769 6,057 6,360 6,678	65,926 69,222 72,684 76,317 80,134	Step 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400	2,720 2,856 2,999 3,149 3,307	5,894 6,189 6,498 6,823 7,164	70,730 74,266 77,981 81,879 85,973
Step 01 02 03 04 05 06	Hourly 31.695 33.280 34.944 36.691 38.526 40.452	2,536 2,662 2,796 2,935 3,082 3,236	5,494 5,769 6,057 6,360 6,678 7,012	65,926 69,222 72,684 76,317 80,134 84,140	Step 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400	2,720 2,856 2,999 3,149 3,307 3,472	5,894 6,189 6,498 6,823 7,164 7,523	70,730 74,266 77,981 81,879 85,973 90,272
Step 01 02 03 04 05	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 148 Hourly	2,536 2,662 2,796 2,935 3,082	5,494 5,769 6,057 6,360 6,678 7,012	65,926 69,222 72,684 76,317 80,134 84,140	Step 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly	5,894 6,189 6,498 6,823 7,164 7,523	70,730 74,266 77,981 81,879 85,973 90,272
Step 01 02 03 04 05 06	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600	Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433
Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 148 Hourly	2,536 2,662 2,796 2,935 3,082 3,236 <u>Bi-Weekly</u> 2,562 2,689	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747 2,885	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007
Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01 02	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299	2,536 2,662 2,796 2,935 3,082 3,236 <u>Bi-Weekly</u> 2,562 2,689 2,824	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747 2,885 3,029	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747 2,885	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007
Step 01 02 03 04 05 06 <u>Range:</u> 4 Step 01 02 03 04	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065	2,536 2,662 2,796 2,935 3,082 3,236 <u>Bi-Weekly</u> 2,562 2,689 2,824	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095	Step 01 02 03 04 05 06 Range: Step 01 02 03	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759 82,692
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180 3,340	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759 82,692 86,830
Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180 3,340 3,507	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759 82,692 86,830 91,171
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step Step	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 40.864	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: Step Step	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180 3,340 3,507	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759 82,692 86,830 91,171
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 01 01 02 03 04 05 06	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 40.864	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly 2,605	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually 67,727	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Resp 01 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832 466 Hourly 34.459	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180 3,340 3,507 <u>Bi-Weekly</u> 2,757	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759 82,692 86,830 91,171 Annually 71,675
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 455 Hourly 32.561 34.190	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly 2,605 2,735	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083 Monthly 5,644 5,926	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually 67,727 71,115	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Resp 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832 466 Hourly 34.459 36.182	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180 3,340 3,507 <u>Bi-Weekly</u> 2,757 2,895	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598 Monthly 5,973 6,272	70,730 74,266 77,981 81,879 85,973 90,272 Annually 71,433 75,007 78,759 82,692 86,830 91,171 Annually 71,675 75,259
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 455 Hourly 32.561 34.190 35.900	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly 2,605 2,735 2,872	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083 Monthly 5,644 5,926 6,223	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually 67,727 71,115 74,672	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832 466 Hourly 34.459 36.182 37.991	2,720 2,856 2,999 3,149 3,307 3,472 <u>Bi-Weekly</u> 2,747 2,885 3,029 3,180 3,340 3,507 <u>Bi-Weekly</u> 2,757 2,895 3,039	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598 Monthly 5,973 6,272 6,585	70,730 74,266 77,981 81,879 85,973 90,272  Annually 71,433 75,007 78,759 82,692 86,830 91,171  Annually 71,675 75,259 79,021
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4 05 06  Odd Odd Odd Odd Odd Odd Odd Odd Odd O	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 455 Hourly 32.561 34.190 35.900 37.694	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly 2,605 2,735 2,872 3,016	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083 Monthly 5,644 5,926 6,223 6,534	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually 67,727 71,115 74,672 78,404	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Resp 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832 466 Hourly 34.459 36.182 37.991 39.890	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747 2,885 3,029 3,180 3,340 3,507 Bi-Weekly 2,757 2,895 3,039 3,191	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598 Monthly 5,973 6,272 6,585 6,914	70,730 74,266 77,981 81,879 85,973 90,272  Annually 71,433 75,007 78,759 82,692 86,830 91,171  Annually 71,675 75,259 79,021 82,971
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Odd Odd Odd Odd Odd Odd Odd Odd Odd O	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 455 Hourly 32.561 34.190 35.900 37.694 39.579	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly 2,605 2,735 2,872 3,016 3,166	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083 Monthly 5,644 5,926 6,223 6,534 6,860	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually 67,727 71,115 74,672 78,404 82,324	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Range: 01 02 03 04 05 06  Range: 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832 466 Hourly 34.459 36.182 37.991 39.890 41.885	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747 2,885 3,029 3,180 3,340 3,507 Bi-Weekly 2,757 2,895 3,039 3,191 3,351	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598 Monthly 5,973 6,272 6,585 6,914 7,260	70,730 74,266 77,981 81,879 85,973 90,272  Annually 71,433 75,007 78,759 82,692 86,830 91,171  Annually 71,675 75,259 79,021 82,971 87,121
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4 05 06  Odd Odd Odd Odd Odd Odd Odd Odd Odd O	Hourly 31.695 33.280 34.944 36.691 38.526 40.452 448 Hourly 32.019 33.618 35.299 37.065 38.918 40.864 455 Hourly 32.561 34.190 35.900 37.694	2,536 2,662 2,796 2,935 3,082 3,236 Bi-Weekly 2,562 2,689 2,824 2,965 3,113 3,269 Bi-Weekly 2,605 2,735 2,872 3,016	5,494 5,769 6,057 6,360 6,678 7,012 Monthly 5,550 5,827 6,118 6,425 6,746 7,083 Monthly 5,644 5,926 6,223 6,534	65,926 69,222 72,684 76,317 80,134 84,140 Annually 66,600 69,925 73,422 77,095 80,949 84,997 Annually 67,727 71,115 74,672 78,404	Step 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06  Resp 01 02 03 04 05 06  Range: Step 01 02 03 04 05 06	Hourly 34.005 35.705 37.491 39.365 41.333 43.400 465 Hourly 34.343 36.061 37.865 39.756 41.745 43.832 466 Hourly 34.459 36.182 37.991 39.890	2,720 2,856 2,999 3,149 3,307 3,472 Bi-Weekly 2,747 2,885 3,029 3,180 3,340 3,507 Bi-Weekly 2,757 2,895 3,039 3,191	5,894 6,189 6,498 6,823 7,164 7,523 Monthly 5,953 6,251 6,563 6,891 7,236 7,598 Monthly 5,973 6,272 6,585 6,914	70,730 74,266 77,981 81,879 85,973 90,272  Annually 71,433 75,007 78,759 82,692 86,830 91,171  Annually 71,675 75,259 79,021 82,971

Range: 4	167				Range: 4	<b>478</b>			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	Annually
01	34.686	2,775	6,012	72,147	01	37.482	2,999	6,497	77,963
02	36.423	2,914	6,313	75,760	02	39.355	3,148	6,822	81,858
03	38.243	3,059	6,629	79,545	03	41.324	3,306	7,163	85,954
04	40.155	3,212	6,960	83,522	04	43.389	3,471	7,521	90,249
05	42.162	3,373	7,308	87,697	05	45.558	3,645	7,897	94,761
06	44.271	3,542	7,674	92,084	06	47.837	3,827	8,292	99,501
		,	,	,			,	,	,
	168					480			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	34.909	2,793	6,051	72,611	01	38.613	3,089	6,693	80,315
02	36.655	2,932	6,354	76,242	02	40.544	3,244	7,028	84,332
03	38.487	3,079	6,671	80,053	03	42.572	3,406	7,379	88,550
04	40.412	3,233	7,005	84,057	04	44.699	3,576	7,748	92,974
05	42.432	3,395	7,355	88,259	05	46.935	3,755	8,135	97,625
06	44.554	3,564	7,723	92,672	06	49.280	3,942	8,542	102,502
Range: 4	169				Range: 4	<b>481</b>			
Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<b>Monthly</b>	<u>Annually</u>
01	35.340	2,827	6,126	73,507	01	39.100	3,128	6,777	81,328
02	37.107	2,969	6,432	77,183	02	41.055	3,284	7,116	85,394
03	38.963	3,117	6,754	81,043	03	43.108	3,449	7,472	89,665
04	40.911	3,273	7,091	85,095	04	45.262	3,621	7,845	94,145
05	42.955	3,436	7,446	89,346	05	47.525	3,802	8,238	98,852
06	45.103	3,608	7,818	93,814	06	49.901	3,992	8,650	103,794
_									
Denes	170				Danas	400			
	470	Pi Wookly	Monthly	Appually		482	Pi Wookly	Monthly	Appually
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
<u>Step</u> 01	<u>Hourly</u> 35.769	2,862	6,200	74,400	<u>Step</u> 01	<u>Hourly</u> 39.347	3,148	6,820	81,842
Step 01 02	Hourly 35.769 37.556	2,862 3,004	6,200 6,510	74,400 78,116	Step 01 02	Hourly 39.347 41.314	3,148 3,305	6,820 7,161	81,842 85,933
Step 01 02 03	Hourly 35.769 37.556 39.436	2,862 3,004 3,155	6,200 6,510 6,836	74,400 78,116 82,027	Step 01 02 03	Hourly 39.347 41.314 43.381	3,148 3,305 3,470	6,820 7,161 7,519	81,842 85,933 90,232
Step 01 02 03 04	Hourly 35.769 37.556 39.436 41.407	2,862 3,004 3,155 3,313	6,200 6,510 6,836 7,177	74,400 78,116 82,027 86,127	Step 01 02 03 04	Hourly 39.347 41.314 43.381 45.550	3,148 3,305 3,470 3,644	6,820 7,161 7,519 7,895	81,842 85,933 90,232 94,744
Step 01 02 03 04 05	Hourly 35.769 37.556 39.436 41.407 43.478	2,862 3,004 3,155 3,313 3,478	6,200 6,510 6,836 7,177 7,536	74,400 78,116 82,027 86,127 90,434	Step 01 02 03 04 05	Hourly 39.347 41.314 43.381 45.550 47.827	3,148 3,305 3,470 3,644 3,826	6,820 7,161 7,519 7,895 8,290	81,842 85,933 90,232 94,744 99,480
Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651	2,862 3,004 3,155 3,313	6,200 6,510 6,836 7,177	74,400 78,116 82,027 86,127	Step 01 02 03 04 05 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219	3,148 3,305 3,470 3,644	6,820 7,161 7,519 7,895	81,842 85,933 90,232 94,744
Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651	2,862 3,004 3,155 3,313 3,478 3,652	6,200 6,510 6,836 7,177 7,536 7,913	74,400 78,116 82,027 86,127 90,434 94,954	Step 01 02 03 04 05 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219	3,148 3,305 3,470 3,644 3,826 4,018	6,820 7,161 7,519 7,895 8,290 8,705	81,842 85,933 90,232 94,744 99,480 104,456
Step 01 02 03 04 05 06 Range: 4	Hourly 35.769 37.556 39.436 41.407 43.478 45.651	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly	6,200 6,510 6,836 7,177 7,536 7,913	74,400 78,116 82,027 86,127 90,434 94,954 Annually	Step 01 02 03 04 05 06 <i>Range:</i> 4	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly	3,148 3,305 3,470 3,644 3,826 4,018	6,820 7,161 7,519 7,895 8,290 8,705	81,842 85,933 90,232 94,744 99,480 104,456
Step 01 02 03 04 05 06 Range: 4 Step 01	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347	74,400 78,116 82,027 86,127 90,434 94,954 <u>Annually</u> 76,161	Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420
Step 01 02 03 04 05 06 Range: 4 Step 01 02	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664	74,400 78,116 82,027 86,127 90,434 94,954 <u>Annually</u> 76,161 79,970	Step 01 02 03 04 05 06 <i>Range:</i> 4 Step 01 02	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299	81,842 85,933 90,232 94,744 99,480 104,456 <u>Annually</u> 83,420 87,587
Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 05	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507	2,862 3,004 3,155 3,313 3,478 3,652 <u>Bi-Weekly</u> 2,929 3,076 3,229 3,391 3,561	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732	2,862 3,004 3,155 3,313 3,478 3,652 <u>Bi-Weekly</u> 2,929 3,076 3,229 3,391 3,561	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507	2,862 3,004 3,155 3,313 3,478 3,652 <u>Bi-Weekly</u> 2,929 3,076 3,229 3,391 3,561	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391 3,561 3,739	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715 8,100	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575 97,203	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Range: 4	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900 4,095	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449 8,872	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394 106,465
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step Step	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391 3,561 3,739 Bi-Weekly	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715 8,100	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575 97,203	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185 Hourly	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900 4,095	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449 8,872	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394 106,465 Annually
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 01 01	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732 476 Hourly 36.844	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391 3,561 3,739 Bi-Weekly 2,948	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715 8,100	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575 97,203 Annually 76,636	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 01 02 03 04 05 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185 Hourly 41.193	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900 4,095 Bi-Weekly 3,295	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449 8,872 Monthly 7,140	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394 106,465 Annually 85,681
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732 476 Hourly 36.844 38.687	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391 3,561 3,739 Bi-Weekly 2,948 3,095	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715 8,100 Monthly 6,386 6,706	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575 97,203 Annually 76,636 80,469	Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185 485 Hourly 41.193 43.253	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900 4,095 Bi-Weekly 3,295 3,460	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449 8,872 Monthly 7,140 7,497	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394 106,465 Annually 85,681 89,966
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 O5 06	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732 476 Hourly 36.844 38.687 40.620	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391 3,561 3,739 Bi-Weekly 2,948 3,095 3,250	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715 8,100 Monthly 6,386 6,706 7,041	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575 97,203 Annually 76,636 80,469 84,490	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185 485 Hourly 41.193 43.253 45.416	3,148 3,305 3,470 3,644 3,826 4,018 Bi-Weekly 3,208 3,369 3,537 3,714 3,900 4,095 Bi-Weekly 3,295 3,460 3,633	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449 8,872 Monthly 7,140 7,497 7,872	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394 106,465 Annually 85,681 89,966 94,465
Step 01 02 03 04 05 06  Range: 4 Step 01 02 03 04 05 06  Range: 4 05 06  Range: 4 05 06  Range: 4 05 06 06  Range: 4 05 06 06 07 08 08 08 08 08 08 08 08 08 08 08 08 08	Hourly 35.769 37.556 39.436 41.407 43.478 45.651 475 Hourly 36.616 38.447 40.368 42.388 44.507 46.732 476 Hourly 36.844 38.687 40.620 42.651	2,862 3,004 3,155 3,313 3,478 3,652 Bi-Weekly 2,929 3,076 3,229 3,391 3,561 3,739 Bi-Weekly 2,948 3,095 3,250 3,412	6,200 6,510 6,836 7,177 7,536 7,913 Monthly 6,347 6,664 6,997 7,347 7,715 8,100 Monthly 6,386 6,706 7,041 7,393	74,400 78,116 82,027 86,127 90,434 94,954 Annually 76,161 79,970 83,965 88,167 92,575 97,203 Annually 76,636 80,469 84,490 88,714	Step 01 02 03 04 05 06 Range: 4 Step 01 02 03 04 05 06 Range: 4 Step 01 02 03	Hourly 39.347 41.314 43.381 45.550 47.827 50.219 483 Hourly 40.106 42.109 44.216 46.427 48.747 51.185 485 Hourly 41.193 43.253 45.416 47.686	3,148 3,305 3,470 3,644 3,826 4,018  Bi-Weekly 3,208 3,369 3,537 3,714 3,900 4,095  Bi-Weekly 3,295 3,460 3,633 3,815	6,820 7,161 7,519 7,895 8,290 8,705 Monthly 6,952 7,299 7,664 8,047 8,449 8,872 Monthly 7,140 7,497 7,872 8,266	81,842 85,933 90,232 94,744 99,480 104,456 Annually 83,420 87,587 91,969 96,568 101,394 106,465 Annually 85,681 89,966 94,465 99,187

Range: 48	28			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
01	42.204	3,376	7,315	87,784
02	44.316	3,545	7,681	92,177
03	46.531	3,722	8,065	96,784
04	48.857	3,909	8,469	101,623
05 00	51.300	4,104	8,892	106,704
06	53.865	4,309	9,337	112,039
Range: 49	90			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	44.318	3,545	7,682	92,181
02	46.534	3,723	8,066	96,791
03	48.861 51.303	3,909	8,469	101,631
04 05	53.869	4,104 4,310	8,893 9,337	106,710 112,048
06	56.562	4,525	9,804	117,649
		,	,	,
<u>Range:</u> 49		D: W		
Step 01	Hourly 45 442	Bi-Weekly	Monthly	Annually 04.510
01 02	45.442 47.713	3,635 3,817	7,877 8,270	94,519 99,243
03	50.099	4,008	8,684	104,206
04	52.604	4,208	9,118	109,416
05	55.235	4,419	9,574	114,889
06	57.995	4,640	10,052	120,630
Danas AC	17			
Range: 49		Ri-Weekly	Monthly	Annually
Step	<u>Hourly</u>	Bi-Weekly 3.739	Monthly 8.102	Annually 97.223
		Bi-Weekly 3,739 3,926	8,102	97,223
Step 01	<u>Hourly</u> 46.742	3,739		
<u>Step</u> 01 02	Hourly 46.742 49.080	3,739 3,926 4,123 4,329	8,102 8,507	97,223 102,086
Step 01 02 03 04 05	Hourly 46.742 49.080 51.534 54.112 56.817	3,739 3,926 4,123 4,329 4,545	8,102 8,507 8,933 9,379 9,848	97,223 102,086 107,191 112,553 118,179
Step 01 02 03 04	Hourly 46.742 49.080 51.534 54.112	3,739 3,926 4,123 4,329	8,102 8,507 8,933 9,379	97,223 102,086 107,191 112,553
Step 01 02 03 04 05	Hourly 46.742 49.080 51.534 54.112 56.817 59.658	3,739 3,926 4,123 4,329 4,545	8,102 8,507 8,933 9,379 9,848	97,223 102,086 107,191 112,553 118,179
Step 01 02 03 04 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658	3,739 3,926 4,123 4,329 4,545	8,102 8,507 8,933 9,379 9,848	97,223 102,086 107,191 112,553 118,179
Step 01 02 03 04 05 06  Range: 49	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100
Step 01 02 03 04 05 06  Range: 49 Step 01 02	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244	8,102 8,507 8,933 9,379 9,848 10,341 <u>Monthly</u> 8,758 9,196	97,223 102,086 107,191 112,553 118,179 124,089 <u>Annually</u> 105,100 110,354
Step 01 02 03 04 05 06  Range: 45 Step 01 02 03	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871
Step 01 02 03 04 05 06  Range: 45 Step 01 02 03 04	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457 4,679	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871 121,663
Step 01 02 03 04 05 06  Range: 45 Step 01 02 03 04 05 5 5 5 5 6 6 6 6 7 7 8 8 8 8 8 8 8 9 9 9 9 9 9 9 9 9 9 9	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Mourly 50.529 53.055 55.707 58.492 61.417	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457 4,679 4,913	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871 121,663 127,747
Step 01 02 03 04 05 06  Range: 45 Step 01 02 03 04	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457 4,679	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871 121,663
Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492 61.417 64.487	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457 4,679 4,913 5,159	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871 121,663 127,747 134,133
Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492 61.417 64.487	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457 4,679 4,913 5,159 <u>Bi-Weekly</u>	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871 121,663 127,747 134,133
Step 01 02 03 04 05 06  Range: 48 Step 01 02 03 04 05 06  Range: 48 Step 01 01 02 03 04 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492 61.417 64.487	3,739 3,926 4,123 4,329 4,545 4,773 <u>Bi-Weekly</u> 4,042 4,244 4,457 4,679 4,913 5,159 <u>Bi-Weekly</u> 4,246	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178	97,223 102,086 107,191 112,553 118,179 124,089 Annually 105,100 110,354 115,871 121,663 127,747 134,133 Annually 110,400
Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49 05 06  Range: 49 01 02 03 04 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Mourly 50.529 53.055 55.707 58.492 61.417 64.487 99 Hourly 53.077 55.731	3,739 3,926 4,123 4,329 4,545 4,773   Bi-Weekly 4,042 4,244 4,457 4,679 4,913 5,159  Bi-Weekly 4,246 4,458	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178 Monthly 9,200 9,660	97,223 102,086 107,191 112,553 118,179 124,089  Annually 105,100 110,354 115,871 121,663 127,747 134,133  Annually 110,400 115,920
Step 01 02 03 04 05 06  Range: 45 Step 01 02 03 04 05 06  Range: 45 06  Range: 45 01 02 03 04 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492 61.417 64.487 99 Hourly 53.077 55.731 58.517	3,739 3,926 4,123 4,329 4,545 4,773   Bi-Weekly 4,042 4,244 4,457 4,679 4,913 5,159  Bi-Weekly 4,246 4,458 4,681	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178 Monthly 9,200 9,660 10,143	97,223 102,086 107,191 112,553 118,179 124,089  Annually 105,100 110,354 115,871 121,663 127,747 134,133  Annually 110,400 115,920 121,715
Step 01 02 03 04 05 06  Range: 49 01 02 03 04 05 06  Range: 49 05 06  Range: 49 01 02 03 04 05 06	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Mourly 50.529 53.055 55.707 58.492 61.417 64.487 99 Hourly 53.077 55.731	3,739 3,926 4,123 4,329 4,545 4,773   Bi-Weekly 4,042 4,244 4,457 4,679 4,913 5,159  Bi-Weekly 4,246 4,458	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178 Monthly 9,200 9,660	97,223 102,086 107,191 112,553 118,179 124,089  Annually 105,100 110,354 115,871 121,663 127,747 134,133  Annually 110,400 115,920
Step 01 02 03 04 05 06  Range: 45 Step 01 02 03 04 05 06  Range: 45 06  Range: 45 06  Range: 45 06  Range: 45 07 08 09 09 09 09 09 09 09 09 09 09 09 09 09	Hourly 46.742 49.080 51.534 54.112 56.817 59.658 Hourly 50.529 53.055 55.707 58.492 61.417 64.487 99 Hourly 53.077 55.731 58.517 61.443	3,739 3,926 4,123 4,329 4,545 4,773   Bi-Weekly 4,042 4,244 4,457 4,679 4,913 5,159  Bi-Weekly 4,246 4,458 4,681 4,915	8,102 8,507 8,933 9,379 9,848 10,341 Monthly 8,758 9,196 9,656 10,139 10,646 11,178 Monthly 9,200 9,660 10,143 10,650	97,223 102,086 107,191 112,553 118,179 124,089  Annually 105,100 110,354 115,871 121,663 127,747 134,133  Annually 110,400 115,920 121,715 127,801

#### PAGE **HUMAN RESOURCES** 2 REVISED BY DEPARTMENT Personnel Services Laura Giannetti-Mercer Manager APPROVED BY POLICY/PROCEDURE Acting Director, Gretchen R. Beatty Human Resources SECTION ORIGINAL ISSUE DATE REVISION DATE 053 **EXCEPTIONAL PERFORMANCE PAY** April 13, 1989 October 3, 2006

**Supersedes:** Administrative Memorandum No. 483, dated June 23, 1990 and Personnel Policy No. 053 dated September 22, 1999 and January 3, 2001.

### **PURPOSE**

To implement the Exceptional Performance Pay program.

#### **POLICY**

Employees in the following bargaining units are eligible for Exceptional Performance Pay: Federation, Confidential and General Management.

Employees considered for Exceptional Performance Pay must meet the following criteria:

- A. One year continuous service at the top salary step. "Continuous" means no breaks in paid employment except for approved leaves of absence without pay.
- B. The employee must demonstrate consistently exceptional performance and attendance and the employee's supervisor and department head must certify this on the attached form. The employee's most recent regular performance appraisal should be attached.
- C. An employee may not receive Exceptional Performance Pay in consecutive fiscal years.
- D. As a guideline, the number of recipients in each department during any fiscal year is up to 10% of the number of positions (vs. FTE's) represented by all the affected units in a department. In departments where the above calculation yields a figure of less than two, two shall be the maximum. Each department shall attempt to distribute its award proportionately among employees in the eligible bargaining units.

#### **PROCEDURE**

- A. Department Heads shall submit nomination forms to the Director of Human Resources, who shall review them for conformity to basic criteria and to ensure Citywide consistency before sending the recommendation to the City Manager.
- B. Upon receipt of the City Manager's decision, the Director of Human Resources shall notify the Department Head and take steps to implement payment if the recommendation is approved.

Approved for Distribution:

Gretchen R. Beatty
Acting Director of Human Resources

APPENDIX B Page 1 Human Resources Department Policy No. 053 Subject: Exceptional Performance Pay October 3, 2006 Page 2

#### **PAYMENT**

- A. Exceptional Performance Pay awards shall be in the form of a lump-sum cash payment equal to 5% of the employee's base salary for one year based on the salary in effect on the date of the nomination.
- B. Exceptional Performance Pay is taxable and is considered compensation for retirement purposes. It is not to be included as part of the "regular rate" for purposes of the Fair Labor Standards Act.
- C. The Director of Human Resources shall ensure that adequate funds are budgeted for this program.

GRB:kvt

Attachment: Exceptional Performance Pay Nomination Form

# EXCEPTIONAL PERFORMANCE PAY NOMINATION FORM

EM	PLOYEE'S NAME:	DATE OF EVALUATION:
РΟ	SITION/TITLE:	TIME IN POSITION:
DE	PARTMENT:	DATE REACHED TOP STEP:
LEI	NGTH OF TIME EMPLOYEE HAS REPORTED TO 1	THIS SUPERVISOR:
	ase provide specific examples describing how the erect if necessary. No. 5 is optional.	mployee meets the standard. Attach an additional
1.	Quality of Work – Demonstrates the knowledge, ski rior manner.	ill and ability to perform everyday tasks in a supe-
2.	Attitude/Public Relations – Unusual job interest and put and/or very prompt and responsive service.	enthusiastic attitude that results in high work out-
3.	<u>Initiative</u> – Has demonstrated outstanding initiativ hancement or cost savings.	e which has resulted in significant program en-
4.	Attendance – No unexcused tardiness. Usually use as explained below.	es three days or less per year of sick leave, except
5.	Other – Utilizes an unusual skill or talent which is n assigned to and performed successfully in a special	
Dat	te:	Signature of Supervisor
* * :	* * * * * * * * * * * * * * * * * * * *	******

DEPARTMENT HEAD REVIEW

I agree/disagree (cross out one) with the above evaluation and recommend/do not recommend (cross out one) this employee for Exceptional Performance Pay.

Comments:
Date:
Department Head
* * * * * * * * * * * * * * * * * * * *
DIRECTOR OF HUMAN RESOURCES REVIEW
This recommendation conforms/does not conform (cross out one) to the basic criteria of the program, an ensures/does not ensure (cross out one) City-wide consistency.
Comments:
Date: Director of Human Resources Department
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<u>CITY MANAGER REVIEW</u>
This recommendation is approved/not approved (cross out one).
Comments:
Date: City Manager

## **FMEF Work Schedules**

						3/12.5+5			
	Traditional	Split Shift	5/8	4/	10	(See Note B)	Unsync	hronized	Synchronized
<u>Shifts</u>									
- # per 7-day period:	5	5	5	4	4	3 or 4	wk $1 = 5$	wk 1 = 5	wk 1 = 5
					_	_	wk 2=4	wk 2=4	wk 2=4
- # per pay period:	10	10	10	8	8	6	9	9	9
- Duration, in hours:	8.5 or 9	Varies (See	8	10.5	10	12.5 (5 on the	8 @ 9 hrs.	8 @ 9.5 or 10 hrs.	8 @ 9.5 or 10 hrs.
		Note A)				"payback day")	1 @ 8 hrs.	1 @ 8.5 or 9 hrs.	1 @ 8.5 or 9 hrs.
Meal Period									
- Duration, in minutes:	30 or 60	60	30	30	30	30	30	30 or 60	30 or 60
- Paid [See Art. 37(C)(3)(b)]:	No	No	Yes	No	Yes	Yes	Yes	No	No
# Hours Worked									
- Per week:	40	40	40	40	40	37.5 or 42.5	wk 1=44 or 45	wk $1 = 44$	wk 1 = 44
							wk 2= 36 or 35	wk $2 = 36$	wk $2 = 36$
- Per pay period:	80	80	80	80	80	80	80	80	80
	•							CSO's in Patrol - Yes	
Holidays part of reg. schedule?	No	No	Yes	Yes	Yes	Yes	Yes	Others - No	No

Note A: A split shift employee may work five hours, followed by several hours off, then return to work for three hours.

Note B: For details of this schedule, see the Side Letter dated 3/17/94 from the Director of Personnel to the FMEF President.

Note C: On the synchronized 9/80, the employee's day off is the Friday City Hall is closed. An unsynchronized 9/80 is when the employee's day off differs from the City Hall Friday closure.