

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 27           | Annual  | 25716  | 26244  | 26928  | 27492  | 28128  | 28776  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780   |
|              | Monthly | 2143   | 2187   | 2244   | 2291   | 2344   | 2398   | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815    |
|              | Hourly  | 12.32  | 12.57  | 12.90  | 13.17  | 13.47  | 13.78  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18   |
|              | Standby | 0.86   | 0.88   | 0.90   | 0.92   | 0.94   | 0.96   | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13    |
| 28           | Annual  | 26244  | 26928  | 27492  | 28128  | 28776  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632   |
|              | Monthly | 2187   | 2244   | 2291   | 2344   | 2398   | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886    |
|              | Hourly  | 12.57  | 12.90  | 13.17  | 13.47  | 13.78  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59   |
|              | Standby | 0.88   | 0.90   | 0.92   | 0.94   | 0.96   | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16    |
| 29           | Annual  | 26928  | 27492  | 28128  | 28776  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412   |
|              | Monthly | 2244   | 2291   | 2344   | 2398   | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951    |
|              | Hourly  | 12.90  | 13.17  | 13.47  | 13.78  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96   |
|              | Standby | 0.90   | 0.92   | 0.94   | 0.96   | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19    |
| 30           | Annual  | 27492  | 28128  | 28776  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252   |
|              | Monthly | 2291   | 2344   | 2398   | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021    |
|              | Hourly  | 13.17  | 13.47  | 13.78  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36   |
|              | Standby | 0.92   | 0.94   | 0.96   | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22    |
| 31           | Annual  | 28128  | 28776  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128   |
|              | Monthly | 2344   | 2398   | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094    |
|              | Hourly  | 13.47  | 13.78  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78   |
|              | Standby | 0.94   | 0.96   | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24    |
| 32           | Annual  | 28776  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968   |
|              | Monthly | 2398   | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164    |
|              | Hourly  | 13.78  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18   |
|              | Standby | 0.96   | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27    |
| 33           | Annual  | 29472  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928   |
|              | Monthly | 2456   | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244    |
|              | Hourly  | 14.11  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64   |
|              | Standby | 0.99   | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31    |
| 34           | Annual  | 30132  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828   |
|              | Monthly | 2511   | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319    |
|              | Hourly  | 14.43  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07   |
|              | Standby | 1.01   | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34    |
| 35           | Annual  | 30816  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764   |
|              | Monthly | 2568   | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397    |
|              | Hourly  | 14.76  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52   |
|              | Standby | 1.03   | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 36           | Annual  | 31548  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760   |
|              | Monthly | 2629   | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480    |
|              | Hourly  | 15.11  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00   |
|              | Standby | 1.06   | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40    |
| 37           | Annual  | 32268  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816   |
|              | Monthly | 2689   | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568    |
|              | Hourly  | 15.45  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51   |
|              | Standby | 1.08   | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44    |
| 38           | Annual  | 33048  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896   |
|              | Monthly | 2754   | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658    |
|              | Hourly  | 15.83  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02   |
|              | Standby | 1.11   | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47    |
| 39           | Annual  | 33780  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964   |
|              | Monthly | 2815   | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747    |
|              | Hourly  | 16.18  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53   |
|              | Standby | 1.13   | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51    |
| 40           | Annual  | 34632  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140   |
|              | Monthly | 2886   | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845    |
|              | Hourly  | 16.59  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10   |
|              | Standby | 1.16   | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55    |
| 41           | Annual  | 35412  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208   |
|              | Monthly | 2951   | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934    |
|              | Hourly  | 16.96  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61   |
|              | Standby | 1.19   | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58    |
| 42           | Annual  | 36252  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444   |
|              | Monthly | 3021   | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037    |
|              | Hourly  | 17.36  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20   |
|              | Standby | 1.22   | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62    |
| 43           | Annual  | 37128  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656   |
|              | Monthly | 3094   | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138    |
|              | Hourly  | 17.78  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78   |
|              | Standby | 1.24   | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66    |
| 44           | Annual  | 37968  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940   |
|              | Monthly | 3164   | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245    |
|              | Hourly  | 18.18  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40   |
|              | Standby | 1.27   | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 45           | Annual  | 38928  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176   |
|              | Monthly | 3244   | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348    |
|              | Hourly  | 18.64  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99   |
|              | Standby | 1.31   | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75    |
| 46           | Annual  | 39828  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472   |
|              | Monthly | 3319   | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456    |
|              | Hourly  | 19.07  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61   |
|              | Standby | 1.34   | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79    |
| 47           | Annual  | 40764  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780   |
|              | Monthly | 3397   | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565    |
|              | Hourly  | 19.52  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24   |
|              | Standby | 1.37   | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84    |
| 48           | Annual  | 41760  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196   |
|              | Monthly | 3480   | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683    |
|              | Hourly  | 20.00  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91   |
|              | Standby | 1.40   | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88    |
| 49           | Annual  | 42816  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576   |
|              | Monthly | 3568   | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798    |
|              | Hourly  | 20.51  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57   |
|              | Standby | 1.44   | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93    |
| 50           | Annual  | 43896  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040   |
|              | Monthly | 3658   | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920    |
|              | Hourly  | 21.02  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28   |
|              | Standby | 1.47   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98    |
| 51           | Annual  | 44964  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492   |
|              | Monthly | 3747   | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041    |
|              | Hourly  | 21.53  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97   |
|              | Standby | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03    |
| 52           | Annual  | 46140  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016   |
|              | Monthly | 3845   | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168    |
|              | Hourly  | 22.10  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70   |
|              | Standby | 1.55   | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08    |
| 53           | Annual  | 47208  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552   |
|              | Monthly | 3934   | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296    |
|              | Hourly  | 22.61  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44   |
|              | Standby | 1.58   | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

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|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 54           | Annual  | 48444  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124   |
|              | Monthly | 4037   | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427    |
|              | Hourly  | 23.20  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19   |
|              | Standby | 1.62   | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18    |
| 55           | Annual  | 49656  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768   |
|              | Monthly | 4138   | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564    |
|              | Hourly  | 23.78  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98   |
|              | Standby | 1.66   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24    |
| 56           | Annual  | 50940  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472   |
|              | Monthly | 4245   | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706    |
|              | Hourly  | 24.40  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79   |
|              | Standby | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30    |
| 57           | Annual  | 52176  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140   |
|              | Monthly | 4348   | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845    |
|              | Hourly  | 24.99  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59   |
|              | Standby | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35    |
| 58           | Annual  | 53472  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964   |
|              | Monthly | 4456   | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997    |
|              | Hourly  | 25.61  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47   |
|              | Standby | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41    |
| 59           | Annual  | 54780  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680   |
|              | Monthly | 4565   | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140    |
|              | Hourly  | 26.24  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29   |
|              | Standby | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47    |
| 60           | Annual  | 56196  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564   |
|              | Monthly | 4683   | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297    |
|              | Hourly  | 26.91  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19   |
|              | Standby | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53    |
| 61           | Annual  | 57576  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472   |
|              | Monthly | 4798   | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456    |
|              | Hourly  | 27.57  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10   |
|              | Standby | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60    |
| 62           | Annual  | 59040  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380   |
|              | Monthly | 4920   | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615    |
|              | Hourly  | 28.28  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02   |
|              | Standby | 1.98   | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 63           | Annual  | 60492  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360   |
|              | Monthly | 5041   | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780    |
|              | Hourly  | 28.97  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97   |
|              | Standby | 2.03   | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73    |
| 64           | Annual  | 62016  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400   |
|              | Monthly | 5168   | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950    |
|              | Hourly  | 29.70  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94   |
|              | Standby | 2.08   | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80    |
| 65           | Annual  | 63552  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476   |
|              | Monthly | 5296   | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123    |
|              | Hourly  | 30.44  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94   |
|              | Standby | 2.13   | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87    |
| 66           | Annual  | 65124  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636   |
|              | Monthly | 5427   | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303    |
|              | Hourly  | 31.19  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97   |
|              | Standby | 2.18   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94    |
| 67           | Annual  | 66768  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808   |
|              | Monthly | 5564   | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484    |
|              | Hourly  | 31.98  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01   |
|              | Standby | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01    |
| 68           | Annual  | 68472  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064   |
|              | Monthly | 5706   | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672    |
|              | Hourly  | 32.79  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09   |
|              | Standby | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09    |
| 69           | Annual  | 70140  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356   |
|              | Monthly | 5845   | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863    |
|              | Hourly  | 33.59  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19   |
|              | Standby | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16    |
| 70           | Annual  | 71964  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732   |
|              | Monthly | 5997   | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061    |
|              | Hourly  | 34.47  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33   |
|              | Standby | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24    |
| 71           | Annual  | 73680  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156   |
|              | Monthly | 6140   | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263    |
|              | Hourly  | 35.29  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49   |
|              | Standby | 2.47   | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 72           | Annual  | 75564  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652  |
|              | Monthly | 6297   | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471    |
|              | Hourly  | 36.19  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68   |
|              | Standby | 2.53   | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41    |
| 73           | Annual  | 77472  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148  |
|              | Monthly | 6456   | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679    |
|              | Hourly  | 37.10  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88   |
|              | Standby | 2.60   | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49    |
| 74           | Annual  | 79380  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800  |
|              | Monthly | 6615   | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900    |
|              | Hourly  | 38.02  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15   |
|              | Standby | 2.66   | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58    |
| 75           | Annual  | 81360  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440  |
|              | Monthly | 6780   | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120    |
|              | Hourly  | 38.97  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41   |
|              | Standby | 2.73   | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67    |
| 76           | Annual  | 83400  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164  |
|              | Monthly | 6950   | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347    |
|              | Hourly  | 39.94  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72   |
|              | Standby | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76    |
| 77           | Annual  | 85476  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972  |
|              | Monthly | 7123   | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581    |
|              | Hourly  | 40.94  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06   |
|              | Standby | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85    |
| 78           | Annual  | 87636  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864  |
|              | Monthly | 7303   | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822    |
|              | Hourly  | 41.97  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45   |
|              | Standby | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95    |
| 79           | Annual  | 89808  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756  |
|              | Monthly | 7484   | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063   |
|              | Hourly  | 43.01  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83   |
|              | Standby | 3.01   | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05    |
| 80           | Annual  | 92064  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780  |
|              | Monthly | 7672   | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315   |
|              | Hourly  | 44.09  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28   |
|              | Standby | 3.09   | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 81           | Annual  | 94356  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900  |
|              | Monthly | 7863   | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575   |
|              | Hourly  | 45.19  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78   |
|              | Standby | 3.16   | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25    |
| 82           | Annual  | 96732  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068  |
|              | Monthly | 8061   | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839   |
|              | Hourly  | 46.33  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29   |
|              | Standby | 3.24   | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36    |
| 83           | Annual  | 99156  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308  |
|              | Monthly | 8263   | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109   |
|              | Hourly  | 47.49  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84   |
|              | Standby | 3.32   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47    |
| 84           | Annual  | 101652 | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668  |
|              | Monthly | 8471   | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389   |
|              | Hourly  | 48.68  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45   |
|              | Standby | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58    |
| 85           | Annual  | 104148 | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028  |
|              | Monthly | 8679   | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669   |
|              | Hourly  | 49.88  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06   |
|              | Standby | 3.49   | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69    |
| 86           | Annual  | 106800 | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580  |
|              | Monthly | 8900   | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965   |
|              | Hourly  | 51.15  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76   |
|              | Standby | 3.58   | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81    |
| 87           | Annual  | 109440 | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216  |
|              | Monthly | 9120   | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268   |
|              | Hourly  | 52.41  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51   |
|              | Standby | 3.67   | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94    |
| 88           | Annual  | 112164 | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864  |
|              | Monthly | 9347   | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572   |
|              | Hourly  | 53.72  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25   |
|              | Standby | 3.76   | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06    |
| 89           | Annual  | 114972 | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656  |
|              | Monthly | 9581   | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888   |
|              | Hourly  | 55.06  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07   |
|              | Standby | 3.85   | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 90           | Annual  | 117864 | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472  |
|              | Monthly | 9822   | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206   |
|              | Hourly  | 56.45  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90   |
|              | Standby | 3.95   | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31    |
| 91           | Annual  | 120756 | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456  |
|              | Monthly | 10063  | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538   |
|              | Hourly  | 57.83  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80   |
|              | Standby | 4.05   | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45    |
| 92           | Annual  | 123780 | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500  |
|              | Monthly | 10315  | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875   |
|              | Hourly  | 59.28  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74   |
|              | Standby | 4.15   | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58    |
| 93           | Annual  | 126900 | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724  |
|              | Monthly | 10575  | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227   |
|              | Hourly  | 60.78  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76   |
|              | Standby | 4.25   | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72    |
| 94           | Annual  | 130068 | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948  |
|              | Monthly | 10839  | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579   |
|              | Hourly  | 62.29  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79   |
|              | Standby | 4.36   | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87    |
| 95           | Annual  | 133308 | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340  |
|              | Monthly | 11109  | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945   |
|              | Hourly  | 63.84  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89   |
|              | Standby | 4.47   | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01    |
| 96           | Annual  | 136668 | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828  |
|              | Monthly | 11389  | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319   |
|              | Hourly  | 65.45  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04   |
|              | Standby | 4.58   | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16    |
| 97           | Annual  | 140028 | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436  |
|              | Monthly | 11669  | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703   |
|              | Hourly  | 67.06  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25   |
|              | Standby | 4.69   | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32    |
| 98           | Annual  | 143580 | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152  |
|              | Monthly | 11965  | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096   |
|              | Hourly  | 68.76  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51   |
|              | Standby | 4.81   | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 99           | Annual  | 147216 | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964  |
|              | Monthly | 12268  | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497   |
|              | Hourly  | 70.51  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81   |
|              | Standby | 4.94   | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64    |
| 100          | Annual  | 150864 | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920  |
|              | Monthly | 12572  | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910   |
|              | Hourly  | 72.25  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18   |
|              | Standby | 5.06   | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80    |
| 101          | Annual  | 154656 | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984  |
|              | Monthly | 12888  | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332   |
|              | Hourly  | 74.07  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61   |
|              | Standby | 5.18   | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97    |
| 102          | Annual  | 158472 | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192  |
|              | Monthly | 13206  | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766   |
|              | Hourly  | 75.90  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10  |
|              | Standby | 5.31   | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15    |
| 103          | Annual  | 162456 | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520  |
|              | Monthly | 13538  | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210   |
|              | Hourly  | 77.80  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66  |
|              | Standby | 5.45   | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33    |
| 104          | Annual  | 166500 | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992  |
|              | Monthly | 13875  | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666   |
|              | Hourly  | 79.74  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28  |
|              | Standby | 5.58   | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51    |
| 105          | Annual  | 170724 | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584  |
|              | Monthly | 14227  | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132   |
|              | Hourly  | 81.76  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95  |
|              | Standby | 5.72   | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70    |
| 106          | Annual  | 174948 | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320  |
|              | Monthly | 14579  | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610   |
|              | Hourly  | 83.79  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70  |
|              | Standby | 5.87   | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89    |
| 107          | Annual  | 179340 | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200  |
|              | Monthly | 14945  | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100   |
|              | Hourly  | 85.89  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52  |
|              | Standby | 6.01   | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09    |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 108          | Annual  | 183828 | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248  |
|              | Monthly | 15319  | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604   |
|              | Hourly  | 88.04  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41  |
|              | Standby | 6.16   | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29    |
| 109          | Annual  | 188436 | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416  |
|              | Monthly | 15703  | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118   |
|              | Hourly  | 90.25  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37  |
|              | Standby | 6.32   | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50    |
| 110          | Annual  | 193152 | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752  |
|              | Monthly | 16096  | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646   |
|              | Hourly  | 92.51  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40  |
|              | Standby | 6.48   | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71    |
| 111          | Annual  | 197964 | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244  |
|              | Monthly | 16497  | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187   |
|              | Hourly  | 94.81  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51  |
|              | Standby | 6.64   | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93    |
| 112          | Annual  | 202920 | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904  |
|              | Monthly | 16910  | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742   |
|              | Hourly  | 97.18  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70  |
|              | Standby | 6.80   | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15    |
| 113          | Annual  | 207984 | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732  |
|              | Monthly | 17332  | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311   |
|              | Hourly  | 99.61  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97  |
|              | Standby | 6.97   | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38    |
| 114          | Annual  | 213192 | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728  |
|              | Monthly | 17766  | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894   |
|              | Hourly  | 102.10 | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32  |
|              | Standby | 7.15   | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61    |
| 115          | Annual  | 218520 | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728 | 293892  |
|              | Monthly | 18210  | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894  | 24491   |
|              | Hourly  | 104.66 | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32 | 140.75  |
|              | Standby | 7.33   | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61   | 9.85    |
| 116          | Annual  | 223992 | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728 | 293892 | 301236  |
|              | Monthly | 18666  | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894  | 24491  | 25103   |
|              | Hourly  | 107.28 | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32 | 140.75 | 144.27  |
|              | Standby | 7.51   | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61   | 9.85   | 10.10   |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 117          | Annual  | 229584 | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728 | 293892 | 301236 | 308772  |
|              | Monthly | 19132  | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894  | 24491  | 25103  | 25731   |
|              | Hourly  | 109.95 | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32 | 140.75 | 144.27 | 147.88  |
|              | Standby | 7.70   | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61   | 9.85   | 10.10  | 10.35   |
| 118          | Annual  | 235320 | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728 | 293892 | 301236 | 308772 | 316488  |
|              | Monthly | 19610  | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894  | 24491  | 25103  | 25731  | 26374   |
|              | Hourly  | 112.70 | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32 | 140.75 | 144.27 | 147.88 | 151.57  |
|              | Standby | 7.89   | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61   | 9.85   | 10.10  | 10.35  | 10.61   |
| 119          | Annual  | 241200 | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728 | 293892 | 301236 | 308772 | 316488 | 324396  |
|              | Monthly | 20100  | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894  | 24491  | 25103  | 25731  | 26374  | 27033   |
|              | Hourly  | 115.52 | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32 | 140.75 | 144.27 | 147.88 | 151.57 | 155.36  |
|              | Standby | 8.09   | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61   | 9.85   | 10.10  | 10.35  | 10.61  | 10.88   |
| 120          | Annual  | 247248 | 253416 | 259752 | 266244 | 272904 | 279732 | 286728 | 293892 | 301236 | 308772 | 316488 | 324396 | 332508  |
|              | Monthly | 20604  | 21118  | 21646  | 22187  | 22742  | 23311  | 23894  | 24491  | 25103  | 25731  | 26374  | 27033  | 27709   |
|              | Hourly  | 118.41 | 121.37 | 124.40 | 127.51 | 130.70 | 133.97 | 137.32 | 140.75 | 144.27 | 147.88 | 151.57 | 155.36 | 159.25  |
|              | Standby | 8.29   | 8.50   | 8.71   | 8.93   | 9.15   | 9.38   | 9.61   | 9.85   | 10.10  | 10.35  | 10.61  | 10.88  | 11.15   |

Standby rate is equal to 7% of the hourly rate

\*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.