

| 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 30           | Annual  | 33564  | 34332  | 35124  | 35976  | 36768  | 37608  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244   |
|              | Monthly | 2797   | 2861   | 2927   | 2998   | 3064   | 3134   | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687    |
|              | Hourly  | 16.07  | 16.44  | 16.82  | 17.23  | 17.61  | 18.01  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19   |
|              | Standby | 1.13   | 1.15   | 1.18   | 1.21   | 1.23   | 1.26   | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48    |
| 31           | Annual  | 34332  | 35124  | 35976  | 36768  | 37608  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324   |
|              | Monthly | 2861   | 2927   | 2998   | 3064   | 3134   | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777    |
|              | Hourly  | 16.44  | 16.82  | 17.23  | 17.61  | 18.01  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71   |
|              | Standby | 1.15   | 1.18   | 1.21   | 1.23   | 1.26   | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52    |
| 32           | Annual  | 35124  | 35976  | 36768  | 37608  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368   |
|              | Monthly | 2927   | 2998   | 3064   | 3134   | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864    |
|              | Hourly  | 16.82  | 17.23  | 17.61  | 18.01  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21   |
|              | Standby | 1.18   | 1.21   | 1.23   | 1.26   | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55    |
| 33           | Annual  | 35976  | 36768  | 37608  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508   |
|              | Monthly | 2998   | 3064   | 3134   | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959    |
|              | Hourly  | 17.23  | 17.61  | 18.01  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75   |
|              | Standby | 1.21   | 1.23   | 1.26   | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59    |
| 34           | Annual  | 36768  | 37608  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624   |
|              | Monthly | 3064   | 3134   | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052    |
|              | Hourly  | 17.61  | 18.01  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29   |
|              | Standby | 1.23   | 1.26   | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63    |
| 35           | Annual  | 37608  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764   |
|              | Monthly | 3134   | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147    |
|              | Hourly  | 18.01  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83   |
|              | Standby | 1.26   | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67    |
| 36           | Annual  | 38532  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000   |
|              | Monthly | 3211   | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250    |
|              | Hourly  | 18.45  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43   |
|              | Standby | 1.29   | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71    |
| 37           | Annual  | 39396  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272   |
|              | Monthly | 3283   | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356    |
|              | Hourly  | 18.87  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03   |
|              | Standby | 1.32   | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75    |
| 38           | Annual  | 40356  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592   |
|              | Monthly | 3363   | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466    |
|              | Hourly  | 19.33  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67   |
|              | Standby | 1.35   | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 39           | Annual  | 41220  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876   |
|              | Monthly | 3435   | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573    |
|              | Hourly  | 19.74  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28   |
|              | Standby | 1.38   | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84    |
| 40           | Annual  | 42300  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328   |
|              | Monthly | 3525   | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694    |
|              | Hourly  | 20.26  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98   |
|              | Standby | 1.42   | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89    |
| 41           | Annual  | 43236  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624   |
|              | Monthly | 3603   | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802    |
|              | Hourly  | 20.71  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60   |
|              | Standby | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93    |
| 42           | Annual  | 44244  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148   |
|              | Monthly | 3687   | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929    |
|              | Hourly  | 21.19  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33   |
|              | Standby | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98    |
| 43           | Annual  | 45324  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612   |
|              | Monthly | 3777   | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051    |
|              | Hourly  | 21.71  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03   |
|              | Standby | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03    |
| 44           | Annual  | 46368  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208   |
|              | Monthly | 3864   | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184    |
|              | Hourly  | 22.21  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79   |
|              | Standby | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09    |
| 45           | Annual  | 47508  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708   |
|              | Monthly | 3959   | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309    |
|              | Hourly  | 22.75  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51   |
|              | Standby | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14    |
| 46           | Annual  | 48624  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268   |
|              | Monthly | 4052   | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439    |
|              | Hourly  | 23.29  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26   |
|              | Standby | 1.63   | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19    |
| 47           | Annual  | 49764  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864   |
|              | Monthly | 4147   | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572    |
|              | Hourly  | 23.83  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02   |
|              | Standby | 1.67   | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 48           | Annual  | 51000  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628   |
|              | Monthly | 4250   | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719    |
|              | Hourly  | 24.43  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87   |
|              | Standby | 1.71   | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30    |
| 49           | Annual  | 52272  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296   |
|              | Monthly | 4356   | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858    |
|              | Hourly  | 25.03  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67   |
|              | Standby | 1.75   | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36    |
| 50           | Annual  | 53592  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060   |
|              | Monthly | 4466   | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005    |
|              | Hourly  | 25.67  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51   |
|              | Standby | 1.80   | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42    |
| 51           | Annual  | 54876  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848   |
|              | Monthly | 4573   | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154    |
|              | Hourly  | 26.28  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37   |
|              | Standby | 1.84   | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48    |
| 52           | Annual  | 56328  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696   |
|              | Monthly | 4694   | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308    |
|              | Hourly  | 26.98  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25   |
|              | Standby | 1.89   | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54    |
| 53           | Annual  | 57624  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568   |
|              | Monthly | 4802   | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464    |
|              | Hourly  | 27.60  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15   |
|              | Standby | 1.93   | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60    |
| 54           | Annual  | 59148  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500   |
|              | Monthly | 4929   | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625    |
|              | Hourly  | 28.33  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07   |
|              | Standby | 1.98   | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67    |
| 55           | Annual  | 60612  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528   |
|              | Monthly | 5051   | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794    |
|              | Hourly  | 29.03  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05   |
|              | Standby | 2.03   | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73    |
| 56           | Annual  | 62208  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580   |
|              | Monthly | 5184   | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965    |
|              | Hourly  | 29.79  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03   |
|              | Standby | 2.09   | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80    |

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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|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 57           | Annual  | 63708  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620   |
|              | Monthly | 5309   | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135    |
|              | Hourly  | 30.51  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01   |
|              | Standby | 2.14   | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87    |
| 58           | Annual  | 65268  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840   |
|              | Monthly | 5439   | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320    |
|              | Hourly  | 31.26  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07   |
|              | Standby | 2.19   | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94    |
| 59           | Annual  | 66864  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940   |
|              | Monthly | 5572   | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495    |
|              | Hourly  | 32.02  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07   |
|              | Standby | 2.24   | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02    |
| 60           | Annual  | 68628  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244   |
|              | Monthly | 5719   | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687    |
|              | Hourly  | 32.87  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18   |
|              | Standby | 2.30   | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09    |
| 61           | Annual  | 70296  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596   |
|              | Monthly | 5858   | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883    |
|              | Hourly  | 33.67  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30   |
|              | Standby | 2.36   | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17    |
| 62           | Annual  | 72060  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900   |
|              | Monthly | 6005   | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075    |
|              | Hourly  | 34.51  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41   |
|              | Standby | 2.42   | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25    |
| 63           | Annual  | 73848  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324   |
|              | Monthly | 6154   | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277    |
|              | Hourly  | 35.37  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57   |
|              | Standby | 2.48   | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33    |
| 64           | Annual  | 75696  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808  |
|              | Monthly | 6308   | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484    |
|              | Hourly  | 36.25  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76   |
|              | Standby | 2.54   | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41    |
| 65           | Annual  | 77568  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328  |
|              | Monthly | 6464   | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694    |
|              | Hourly  | 37.15  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97   |
|              | Standby | 2.60   | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 66           | Annual  | 79500  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992  |
|              | Monthly | 6625   | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916    |
|              | Hourly  | 38.07  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24   |
|              | Standby | 2.67   | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59    |
| 67           | Annual  | 81528  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656  |
|              | Monthly | 6794   | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138    |
|              | Hourly  | 39.05  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52   |
|              | Standby | 2.73   | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68    |
| 68           | Annual  | 83580  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392  |
|              | Monthly | 6965   | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366    |
|              | Hourly  | 40.03  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83   |
|              | Standby | 2.80   | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77    |
| 69           | Annual  | 85620  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176  |
|              | Monthly | 7135   | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598    |
|              | Hourly  | 41.01  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16   |
|              | Standby | 2.87   | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86    |
| 70           | Annual  | 87840  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080  |
|              | Monthly | 7320   | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840    |
|              | Hourly  | 42.07  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55   |
|              | Standby | 2.94   | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96    |
| 71           | Annual  | 89940  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056  |
|              | Monthly | 7495   | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088   |
|              | Hourly  | 43.07  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98   |
|              | Standby | 3.02   | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06    |
| 72           | Annual  | 92244  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080  |
|              | Monthly | 7687   | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340   |
|              | Hourly  | 44.18  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43   |
|              | Standby | 3.09   | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16    |
| 73           | Annual  | 94596  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152  |
|              | Monthly | 7883   | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596   |
|              | Hourly  | 45.30  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90   |
|              | Standby | 3.17   | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26    |
| 74           | Annual  | 96900  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380  |
|              | Monthly | 8075   | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865   |
|              | Hourly  | 46.41  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44   |
|              | Standby | 3.25   | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 75           | Annual  | 99324  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596  |
|              | Monthly | 8277   | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133   |
|              | Hourly  | 47.57  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98   |
|              | Standby | 3.33   | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48    |
| 76           | Annual  | 101808 | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932  |
|              | Monthly | 8484   | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411   |
|              | Hourly  | 48.76  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58   |
|              | Standby | 3.41   | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59    |
| 77           | Annual  | 104328 | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364  |
|              | Monthly | 8694   | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697   |
|              | Hourly  | 49.97  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22   |
|              | Standby | 3.50   | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71    |
| 78           | Annual  | 106992 | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880  |
|              | Monthly | 8916   | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990   |
|              | Hourly  | 51.24  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91   |
|              | Standby | 3.59   | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82    |
| 79           | Annual  | 109656 | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408  |
|              | Monthly | 9138   | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284   |
|              | Hourly  | 52.52  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60   |
|              | Standby | 3.68   | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94    |
| 80           | Annual  | 112392 | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104  |
|              | Monthly | 9366   | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592   |
|              | Hourly  | 53.83  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37   |
|              | Standby | 3.77   | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07    |
| 81           | Annual  | 115176 | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920  |
|              | Monthly | 9598   | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910   |
|              | Hourly  | 55.16  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20   |
|              | Standby | 3.86   | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19    |
| 82           | Annual  | 118080 | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772  |
|              | Monthly | 9840   | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231   |
|              | Hourly  | 56.55  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04   |
|              | Standby | 3.96   | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32    |
| 83           | Annual  | 121056 | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744  |
|              | Monthly | 10088  | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562   |
|              | Hourly  | 57.98  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94   |
|              | Standby | 4.06   | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 84           | Annual  | 124080 | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836  |
|              | Monthly | 10340  | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903   |
|              | Hourly  | 59.43  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90   |
|              | Standby | 4.16   | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59    |
| 85           | Annual  | 127152 | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940  |
|              | Monthly | 10596  | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245   |
|              | Hourly  | 60.90  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87   |
|              | Standby | 4.26   | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73    |
| 86           | Annual  | 130380 | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260  |
|              | Monthly | 10865  | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605   |
|              | Hourly  | 62.44  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94   |
|              | Standby | 4.37   | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88    |
| 87           | Annual  | 133596 | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700  |
|              | Monthly | 11133  | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975   |
|              | Hourly  | 63.98  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06   |
|              | Standby | 4.48   | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02    |
| 88           | Annual  | 136932 | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152  |
|              | Monthly | 11411  | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346   |
|              | Hourly  | 65.58  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20   |
|              | Standby | 4.59   | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17    |
| 89           | Annual  | 140364 | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784  |
|              | Monthly | 11697  | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732   |
|              | Hourly  | 67.22  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41   |
|              | Standby | 4.71   | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33    |
| 90           | Annual  | 143880 | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464  |
|              | Monthly | 11990  | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122   |
|              | Hourly  | 68.91  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66   |
|              | Standby | 4.82   | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49    |
| 91           | Annual  | 147408 | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324  |
|              | Monthly | 12284  | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527   |
|              | Hourly  | 70.60  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98   |
|              | Standby | 4.94   | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65    |
| 92           | Annual  | 151104 | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268  |
|              | Monthly | 12592  | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939   |
|              | Hourly  | 72.37  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35   |
|              | Standby | 5.07   | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 93           | Annual  | 154920 | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416  |
|              | Monthly | 12910  | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368   |
|              | Hourly  | 74.20  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82   |
|              | Standby | 5.19   | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99    |
| 94           | Annual  | 158772 | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576  |
|              | Monthly | 13231  | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798   |
|              | Hourly  | 76.04  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29  |
|              | Standby | 5.32   | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16    |
| 95           | Annual  | 162744 | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916  |
|              | Monthly | 13562  | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243   |
|              | Hourly  | 77.94  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84  |
|              | Standby | 5.46   | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34    |
| 96           | Annual  | 166836 | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412  |
|              | Monthly | 13903  | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701   |
|              | Hourly  | 79.90  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48  |
|              | Standby | 5.59   | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52    |
| 97           | Annual  | 170940 | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028  |
|              | Monthly | 14245  | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169   |
|              | Hourly  | 81.87  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17  |
|              | Standby | 5.73   | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71    |
| 98           | Annual  | 175260 | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776  |
|              | Monthly | 14605  | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648   |
|              | Hourly  | 83.94  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92  |
|              | Standby | 5.88   | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90    |
| 99           | Annual  | 179700 | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680  |
|              | Monthly | 14975  | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140   |
|              | Hourly  | 86.06  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75  |
|              | Standby | 6.02   | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10    |
| 100          | Annual  | 184152 | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728  |
|              | Monthly | 15346  | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644   |
|              | Hourly  | 88.20  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64  |
|              | Standby | 6.17   | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31    |
| 101          | Annual  | 188784 | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908  |
|              | Monthly | 15732  | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159   |
|              | Hourly  | 90.41  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60  |
|              | Standby | 6.33   | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51    |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 102          | Annual  | 193464 | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244  |
|              | Monthly | 16122  | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687   |
|              | Hourly  | 92.66  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64  |
|              | Standby | 6.49   | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72    |
| 103          | Annual  | 198324 | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736  |
|              | Monthly | 16527  | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228   |
|              | Hourly  | 94.98  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75  |
|              | Standby | 6.65   | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94    |
| 104          | Annual  | 203268 | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456  |
|              | Monthly | 16939  | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788   |
|              | Hourly  | 97.35  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97  |
|              | Standby | 6.81   | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17    |
| 105          | Annual  | 208416 | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260  |
|              | Monthly | 17368  | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355   |
|              | Hourly  | 99.82  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22  |
|              | Standby | 6.99   | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40    |
| 106          | Annual  | 213576 | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256  |
|              | Monthly | 17798  | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938   |
|              | Hourly  | 102.29 | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57  |
|              | Standby | 7.16   | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63    |
| 107          | Annual  | 218916 | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444  |
|              | Monthly | 18243  | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537   |
|              | Hourly  | 104.84 | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02  |
|              | Standby | 7.34   | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87    |
| 108          | Annual  | 224412 | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824  |
|              | Monthly | 18701  | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152   |
|              | Hourly  | 107.48 | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55  |
|              | Standby | 7.52   | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12   |
| 109          | Annual  | 230028 | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372  |
|              | Monthly | 19169  | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781   |
|              | Hourly  | 110.17 | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17  |
|              | Standby | 7.71   | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37   |
| 110          | Annual  | 235776 | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124  |
|              | Monthly | 19648  | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427   |
|              | Hourly  | 112.92 | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88  |
|              | Standby | 7.90   | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63   |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 111          | Annual  | 241680 | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032  |
|              | Monthly | 20140  | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086   |
|              | Hourly  | 115.75 | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67  |
|              | Standby | 8.10   | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90   |
| 112          | Annual  | 247728 | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168  |
|              | Monthly | 20644  | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764   |
|              | Hourly  | 118.64 | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56  |
|              | Standby | 8.31   | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17   |
| 113          | Annual  | 253908 | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496  |
|              | Monthly | 21159  | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458   |
|              | Hourly  | 121.60 | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55  |
|              | Standby | 8.51   | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45   |
| 114          | Annual  | 260244 | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028  |
|              | Monthly | 21687  | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169   |
|              | Hourly  | 124.64 | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64  |
|              | Standby | 8.72   | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73   |
| 115          | Annual  | 266736 | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028 | 358776  |
|              | Monthly | 22228  | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169  | 29898   |
|              | Hourly  | 127.75 | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64 | 171.83  |
|              | Standby | 8.94   | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73  | 12.03   |
| 116          | Annual  | 273456 | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028 | 358776 | 367752  |
|              | Monthly | 22788  | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169  | 29898  | 30646   |
|              | Hourly  | 130.97 | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64 | 171.83 | 176.13  |
|              | Standby | 9.17   | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73  | 12.03  | 12.33   |
| 117          | Annual  | 280260 | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028 | 358776 | 367752 | 376944  |
|              | Monthly | 23355  | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169  | 29898  | 30646  | 31412   |
|              | Hourly  | 134.22 | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64 | 171.83 | 176.13 | 180.53  |
|              | Standby | 9.40   | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73  | 12.03  | 12.33  | 12.64   |
| 118          | Annual  | 287256 | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028 | 358776 | 367752 | 376944 | 386352  |
|              | Monthly | 23938  | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169  | 29898  | 30646  | 31412  | 32196   |
|              | Hourly  | 137.57 | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64 | 171.83 | 176.13 | 180.53 | 185.03  |
|              | Standby | 9.63   | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73  | 12.03  | 12.33  | 12.64  | 12.95   |
| 119          | Annual  | 294444 | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028 | 358776 | 367752 | 376944 | 386352 | 396012  |
|              | Monthly | 24537  | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169  | 29898  | 30646  | 31412  | 32196  | 33001   |
|              | Hourly  | 141.02 | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64 | 171.83 | 176.13 | 180.53 | 185.03 | 189.66  |
|              | Standby | 9.87   | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73  | 12.03  | 12.33  | 12.64  | 12.95  | 13.28   |

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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 120          | Annual  | 301824 | 309372 | 317124 | 325032 | 333168 | 341496 | 350028 | 358776 | 367752 | 376944 | 386352 | 396012 | 405912  |
|              | Monthly | 25152  | 25781  | 26427  | 27086  | 27764  | 28458  | 29169  | 29898  | 30646  | 31412  | 32196  | 33001  | 33826   |
|              | Hourly  | 144.55 | 148.17 | 151.88 | 155.67 | 159.56 | 163.55 | 167.64 | 171.83 | 176.13 | 180.53 | 185.03 | 189.66 | 194.40  |
|              | Standby | 10.12  | 10.37  | 10.63  | 10.90  | 11.17  | 11.45  | 11.73  | 12.03  | 12.33  | 12.64  | 12.95  | 13.28  | 13.61   |

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.