



| Pay Increase | 5%      |         |         |         | 3.50%   |         |         |         | 2.30%   |         |         |         |         |         |         |         |         |         |         |         |         |       |
|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Step         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |       |
| Grade        | 00      | 01      | 02      | 03      | 04      | 05      | 06      | 07      | 08      | 09      | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      | 20      | Grade |
| 1            |         |         |         |         |         | 15.6036 | 16.1695 | 16.7351 | 17.1197 | 17.5131 | 17.9165 | 18.3290 | 18.7502 | 19.1817 | 19.6219 | 20.0733 | 20.5359 | 21.0080 | 21.4912 | 21.9856 | 22.4912 | 1     |
| 2            |         |         |         | 15.2184 | 15.7703 | 16.3222 | 16.8935 | 17.4841 | 17.8864 | 18.2978 | 18.7193 | 19.1493 | 19.5895 | 20.0409 | 20.5012 | 20.9729 | 21.4553 | 21.9489 | 22.4537 | 22.9701 | 23.4985 | 2     |
| 3            |         |         | 15.3859 | 15.9440 | 16.5021 | 17.0796 | 17.6769 | 18.2955 | 18.7168 | 19.1471 | 19.5870 | 20.0387 | 20.4992 | 20.9704 | 21.4531 | 21.9469 | 22.4505 | 22.9670 | 23.4952 | 24.0357 | 24.5886 | 3     |
| 4            |         | 15.3109 | 16.1168 | 16.6808 | 17.2646 | 17.8687 | 18.4939 | 19.1414 | 19.5818 | 20.0320 | 20.4923 | 20.9638 | 21.4464 | 21.9391 | 22.4440 | 22.9599 | 23.4884 | 24.0285 | 24.5812 | 25.1466 | 25.7249 | 4     |
| 5            | 15.2532 | 16.0561 | 16.8589 | 17.4484 | 18.0592 | 18.6914 | 19.3455 | 20.0231 | 20.4835 | 20.9538 | 21.4364 | 21.9290 | 22.4338 | 22.9499 | 23.4771 | 24.0176 | 24.5695 | 25.1346 | 25.7126 | 26.3039 | 26.9050 | 5     |
| 6            | 15.9914 | 16.7909 | 17.6303 | 18.2477 | 18.8864 | 19.5471 | 20.2316 | 20.9392 | 21.4219 | 21.9145 | 22.4183 | 22.9332 | 23.4616 | 24.0009 | 24.5527 | 25.1177 | 25.6951 | 26.2861 | 26.8905 | 27.5092 | 28.1418 | 6     |
| 7            | 16.7362 | 17.5734 | 18.4515 | 19.0969 | 19.7656 | 20.4579 | 21.1734 | 21.9145 | 22.4183 | 22.9344 | 23.4616 | 24.0009 | 24.5538 | 25.1177 | 25.6962 | 26.2869 | 26.8910 | 27.5095 | 28.1420 | 28.7894 | 29.4516 | 7     |
| 8            | 17.5164 | 18.3925 | 19.3120 | 19.9885 | 20.6873 | 21.4119 | 22.1608 | 22.9366 | 23.4648 | 24.0044 | 24.5560 | 25.1211 | 25.6984 | 26.2903 | 26.8944 | 27.5130 | 28.1460 | 28.7934 | 29.4555 | 30.1331 | 30.8262 | 8     |
| 9            | 18.3947 | 19.3154 | 20.2805 | 20.9905 | 21.7251 | 22.4851 | 23.2720 | 24.0868 | 24.6408 | 25.2081 | 25.7876 | 26.3805 | 26.9880 | 27.6078 | 28.2430 | 28.8927 | 29.5571 | 30.2368 | 30.9322 | 31.6437 | 32.3715 | 9     |
| 10           | 19.2005 | 20.1602 | 21.1689 | 21.9089 | 22.6758 | 23.4704 | 24.2918 | 25.1412 | 25.7195 | 26.3114 | 26.9168 | 27.5353 | 28.1695 | 28.8169 | 29.4791 | 30.1579 | 30.8511 | 31.5606 | 32.2865 | 33.0290 | 33.7887 | 10    |
| 11           | 20.1067 | 21.1120 | 22.1675 | 22.9444 | 23.7469 | 24.5784 | 25.4389 | 26.3281 | 26.9345 | 27.5541 | 28.1873 | 28.8359 | 29.4992 | 30.1779 | 30.8712 | 31.5811 | 32.3078 | 33.0508 | 33.8110 | 34.5887 | 35.3841 | 11    |
| 12           | 21.0552 | 22.1074 | 23.2130 | 24.0255 | 24.8659 | 25.7363 | 26.6369 | 27.5697 | 28.2039 | 28.8527 | 29.5158 | 30.1947 | 30.8889 | 31.6001 | 32.3269 | 33.0701 | 33.8304 | 34.6085 | 35.4024 | 36.2187 | 37.0517 | 12    |
| 13           | 22.0505 | 23.1528 | 24.3097 | 25.1612 | 26.0418 | 26.9535 | 27.8964 | 28.8727 | 29.5369 | 30.2169 | 30.9113 | 31.6224 | 32.3501 | 33.0937 | 33.8548 | 34.6339 | 35.4296 | 36.2445 | 37.0781 | 37.9310 | 38.8033 | 13    |
| 14           | 23.1639 | 24.3219 | 25.5381 | 26.4318 | 27.3570 | 28.3143 | 29.3052 | 30.3306 | 31.0283 | 31.7416 | 32.4716 | 33.2195 | 33.9830 | 34.7644 | 35.5644 | 36.3826 | 37.2186 | 38.0746 | 38.9502 | 39.8461 | 40.7626 | 14    |
| 15           | 24.3187 | 25.5346 | 26.8108 | 27.7493 | 28.7201 | 29.7255 | 30.7664 | 31.8431 | 32.5752 | 33.2424 | 34.0911 | 34.8747 |         |         |         |         |         |         |         |         |         |       |

Effective 06/21/2025