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SALARY SCHEDULE

12 Month Employees Effective: October 12, 2019

10 Month Employees Effective: October 12, 2019

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range :</i>	04	05	07	08	09	10
<i>Increment:</i>	1,079.70	1,134.91	1,253.64	1,316.92	1,380.14	1,447.47
<i>Step 1:</i>	25,751.60	26,831.30	29,160.59	30,414.23	31,731.15	33,111.29
<i>Step 2:</i>	26,831.30	27,966.21	30,414.23	31,731.15	33,111.29	34,558.76
<i>Step 3:</i>	27,911.00	29,101.12	31,667.87	33,048.07	34,491.43	36,006.23
<i>Step 4:</i>	28,990.70	30,236.03	32,921.51	34,364.99	35,871.57	37,453.70
<i>Step 5:</i>	30,070.40	31,370.94	34,175.15	35,681.91	37,251.71	38,901.17
<i>Step 6:</i>	31,150.10	32,505.85	35,428.79	36,998.83	38,631.85	40,348.64
<i>Step 7:</i>	32,229.80	33,640.76	36,682.43	38,315.75	40,011.99	41,796.11
<i>Step 8:</i>	33,309.50	34,775.67	37,936.07	39,632.67	41,392.13	43,243.58
<i>Step 9:</i>	34,389.20	35,910.58	39,189.71	40,949.59	42,772.27	44,691.05
<i>Step 10:</i>	35,468.90	37,045.49	40,443.35	42,266.51	44,152.41	46,138.52

<i>Range:</i>	11	12	13	14	15	16
<i>Increment:</i>	1,518.61	1,593.68	1,676.82	1,759.78	1,846.87	1,941.76
<i>Step 1:</i>	34,558.76	36,077.37	37,671.05	39,347.87	41,107.65	42,954.52
<i>Step 2:</i>	36,077.37	37,671.05	39,347.87	41,107.65	42,954.52	44,896.28
<i>Step 3:</i>	37,595.98	39,264.73	41,024.69	42,867.43	44,801.39	46,838.04
<i>Step 4:</i>	39,114.59	40,858.41	42,701.51	44,627.21	46,648.26	48,779.80
<i>Step 5:</i>	40,633.20	42,452.09	44,378.33	46,386.99	48,495.13	50,721.56
<i>Step 6:</i>	42,151.81	44,045.77	46,055.15	48,146.77	50,342.00	52,663.32
<i>Step 7:</i>	43,670.42	45,639.45	47,731.97	49,906.55	52,188.87	54,605.08
<i>Step 8:</i>	45,189.03	47,233.13	49,408.79	51,666.33	54,035.74	56,546.84
<i>Step 9:</i>	46,707.64	48,826.81	51,085.61	53,426.11	55,882.61	58,488.60
<i>Step 10:</i>	48,226.25	50,420.49	52,762.43	55,185.89	57,729.48	60,430.36

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SALARY SCHEDULE

12 Month Employees Effective: October 12, 2019

10 Month Employees Effective: October 12, 2019

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	17	18	19	20	21	22
<i>Increment:</i>	2,040.65	2,139.41	2,246.28	2,360.95	2,479.62	2,602.19
<i>Step 1:</i>	44,896.28	46,936.93	49,076.34	51,322.62	53,683.57	56,163.19
<i>Step 2:</i>	46,936.93	49,076.34	51,322.62	53,683.57	56,163.19	58,765.38
<i>Step 3:</i>	48,977.58	51,215.75	53,568.90	56,044.52	58,642.81	61,367.57
<i>Step 4:</i>	51,018.23	53,355.16	55,815.18	58,405.47	61,122.43	63,969.76
<i>Step 5:</i>	53,058.88	55,494.57	58,061.46	60,766.42	63,602.05	66,571.95
<i>Step 6:</i>	55,099.53	57,633.98	60,307.74	63,127.37	66,081.67	69,174.14
<i>Step 7:</i>	57,140.18	59,773.39	62,554.02	65,488.32	68,561.29	71,776.33
<i>Step 8:</i>	59,180.83	61,912.80	64,800.30	67,849.27	71,040.91	74,378.52
<i>Step 9:</i>	61,221.48	64,052.21	67,046.58	70,210.22	73,520.53	76,980.71
<i>Step 10:</i>	63,262.13	66,191.62	69,292.86	72,571.17	76,000.15	79,582.90

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SALARY SCHEDULE

12 Month Employees Effective: October 12, 2019

10 Month Employees Effective: October 12, 2019

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	23	24	25	26
<i>Increment:</i>	2,732.64	2,867.15	3,013.47	3,163.80
<i>Step 1:</i>	58,765.38	61,498.02	64,365.17	67,378.64
<i>Step 2:</i>	61,498.02	64,365.17	67,378.64	70,542.44
<i>Step 3:</i>	64,230.66	67,232.32	70,392.11	73,706.24
<i>Step 4:</i>	66,963.30	70,099.47	73,405.58	76,870.04
<i>Step 5:</i>	69,695.94	72,966.62	76,419.05	80,033.84
<i>Step 6:</i>	72,428.58	75,833.77	79,432.52	83,197.64
<i>Step 7:</i>	75,161.22	78,700.92	82,445.99	86,361.44
<i>Step 8:</i>	77,893.86	81,568.07	85,459.46	89,525.24
<i>Step 9:</i>	80,626.50	84,435.22	88,472.93	92,689.04
<i>Step 10:</i>	83,359.14	87,302.37	91,486.40	95,852.84

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SALARY SCHEDULE

12 Month Employees Effective: July 4, 2020

10 Month Employees Effective: September 12, 2020

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	04	05	07	08	09	10
<i>Increment:</i>	1,101.30	1,157.60	1,278.71	1,343.26	1,407.75	1,476.42
<i>Step 1:</i>	26,266.63	27,367.93	29,743.80	31,022.51	32,365.77	33,773.52
<i>Step 2:</i>	27,367.93	28,525.53	31,022.51	32,365.77	33,773.52	35,249.94
<i>Step 3:</i>	28,469.23	29,683.13	32,301.22	33,709.03	35,181.27	36,726.36
<i>Step 4:</i>	29,570.53	30,840.73	33,579.93	35,052.29	36,589.02	38,202.78
<i>Step 5:</i>	30,671.83	31,998.33	34,858.64	36,395.55	37,996.77	39,679.20
<i>Step 6:</i>	31,773.13	33,155.93	36,137.35	37,738.81	39,404.52	41,155.62
<i>Step 7:</i>	32,874.43	34,313.53	37,416.06	39,082.07	40,812.27	42,632.04
<i>Step 8:</i>	33,975.73	35,471.13	38,694.77	40,425.33	42,220.02	44,108.46
<i>Step 9:</i>	35,077.03	36,628.73	39,973.48	41,768.59	43,627.77	45,584.88
<i>Step 10:</i>	36,178.33	37,786.33	41,252.19	43,111.85	45,035.52	47,061.30

<i>Range:</i>	11	12	13	14	15	16
<i>Increment:</i>	1,548.98	1,625.55	1,710.36	1,794.97	1,883.81	1,980.60
<i>Step 1:</i>	35,249.94	36,798.92	38,424.47	40,134.83	41,929.80	43,813.61
<i>Step 2:</i>	36,798.92	38,424.47	40,134.83	41,929.80	43,813.61	45,794.21
<i>Step 3:</i>	38,347.90	40,050.02	41,845.19	43,724.77	45,697.42	47,774.81
<i>Step 4:</i>	39,896.88	41,675.57	43,555.55	45,519.74	47,581.23	49,755.41
<i>Step 5:</i>	41,445.86	43,301.12	45,265.91	47,314.71	49,465.04	51,736.01
<i>Step 6:</i>	42,994.84	44,926.67	46,976.27	49,109.68	51,348.85	53,716.61
<i>Step 7:</i>	44,543.82	46,552.22	48,686.63	50,904.65	53,232.66	55,697.21
<i>Step 8:</i>	46,092.80	48,177.77	50,396.99	52,699.62	55,116.47	57,677.81
<i>Step 9:</i>	47,641.78	49,803.32	52,107.35	54,494.59	57,000.28	59,658.41
<i>Step 10:</i>	49,190.76	51,428.87	53,817.71	56,289.56	58,884.09	61,639.01

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SALARY SCHEDULE

12 Month Employees Effective: July 4, 2020

10 Month Employees Effective: September 12, 2020

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	17	18	19	20	21	22
<i>Increment:</i>	2,081.46	2,182.20	2,291.20	2,408.17	2,529.21	2,654.24
<i>Step 1:</i>	45,794.21	47,875.67	50,057.87	52,349.07	54,757.24	57,286.45
<i>Step 2:</i>	47,875.67	50,057.87	52,349.07	54,757.24	57,286.45	59,940.69
<i>Step 3:</i>	49,957.13	52,240.07	54,640.27	57,165.41	59,815.66	62,594.93
<i>Step 4:</i>	52,038.59	54,422.27	56,931.47	59,573.58	62,344.87	65,249.17
<i>Step 5:</i>	54,120.05	56,604.47	59,222.67	61,981.75	64,874.08	67,903.41
<i>Step 6:</i>	56,201.51	58,786.67	61,513.87	64,389.92	67,403.29	70,557.65
<i>Step 7:</i>	58,282.97	60,968.87	63,805.07	66,798.09	69,932.50	73,211.89
<i>Step 8:</i>	60,364.43	63,151.07	66,096.27	69,206.26	72,461.71	75,866.13
<i>Step 9:</i>	62,445.89	65,333.27	68,387.47	71,614.43	74,990.92	78,520.37
<i>Step 10:</i>	64,527.35	67,515.47	70,678.67	74,022.60	77,520.13	81,174.61

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SALARY SCHEDULE

12 Month Employees Effective: July 4, 2020

10 Month Employees Effective: September 12, 2020

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	23	24	25	26
<i>Increment:</i>	2,787.29	2,924.49	3,073.74	3,227.08
<i>Step 1:</i>	59,940.69	62,727.98	65,652.47	68,726.21
<i>Step 2:</i>	62,727.98	65,652.47	68,726.21	71,953.29
<i>Step 3:</i>	65,515.27	68,576.96	71,799.95	75,180.37
<i>Step 4:</i>	68,302.56	71,501.45	74,873.69	78,407.45
<i>Step 5:</i>	71,089.85	74,425.94	77,947.43	81,634.53
<i>Step 6:</i>	73,877.14	77,350.43	81,021.17	84,861.61
<i>Step 7:</i>	76,664.43	80,274.92	84,094.91	88,088.69
<i>Step 8:</i>	79,451.72	83,199.41	87,168.65	91,315.77
<i>Step 9:</i>	82,239.01	86,123.90	90,242.39	94,542.85
<i>Step 10:</i>	85,026.30	89,048.39	93,316.13	97,769.93

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SALARY SCHEDULE

12 Month Employees Effective: July 3, 2021

10 Month Employees Effective: September 11, 2021

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	04	05	07	08	09	10
<i>Increment:</i>	1,123.33	1,180.75	1,304.28	1,370.13	1,435.90	1,505.95
<i>Step 1:</i>	26,791.96	27,915.29	30,338.68	31,642.96	33,013.09	34,448.99
<i>Step 2:</i>	27,915.29	29,096.04	31,642.96	33,013.09	34,448.99	35,954.94
<i>Step 3:</i>	29,038.62	30,276.79	32,947.24	34,383.22	35,884.89	37,460.89
<i>Step 4:</i>	30,161.95	31,457.54	34,251.52	35,753.35	37,320.79	38,966.84
<i>Step 5:</i>	31,285.28	32,638.29	35,555.80	37,123.48	38,756.69	40,472.79
<i>Step 6:</i>	32,408.61	33,819.04	36,860.08	38,493.61	40,192.59	41,978.74
<i>Step 7:</i>	33,531.94	34,999.79	38,164.36	39,863.74	41,628.49	43,484.69
<i>Step 8:</i>	34,655.27	36,180.54	39,468.64	41,233.87	43,064.39	44,990.64
<i>Step 9:</i>	35,778.60	37,361.29	40,772.92	42,604.00	44,500.29	46,496.59
<i>Step 10:</i>	36,901.93	38,542.04	42,077.20	43,974.13	45,936.19	48,002.54

<i>Range:</i>	11	12	13	14	15	16
<i>Increment:</i>	1,579.96	1,658.06	1,744.57	1,830.87	1,921.48	2,020.21
<i>Step 1:</i>	35,954.94	37,534.90	39,192.96	40,937.53	42,768.40	44,689.88
<i>Step 2:</i>	37,534.90	39,192.96	40,937.53	42,768.40	44,689.88	46,710.09
<i>Step 3:</i>	39,114.86	40,851.02	42,682.10	44,599.27	46,611.36	48,730.30
<i>Step 4:</i>	40,694.82	42,509.08	44,426.67	46,430.14	48,532.84	50,750.51
<i>Step 5:</i>	42,274.78	44,167.14	46,171.24	48,261.01	50,454.32	52,770.72
<i>Step 6:</i>	43,854.74	45,825.20	47,915.81	50,091.88	52,375.80	54,790.93
<i>Step 7:</i>	45,434.70	47,483.26	49,660.38	51,922.75	54,297.28	56,811.14
<i>Step 8:</i>	47,014.66	49,141.32	51,404.95	53,753.62	56,218.76	58,831.35
<i>Step 9:</i>	48,594.62	50,799.38	53,149.52	55,584.49	58,140.24	60,851.56
<i>Step 10:</i>	50,174.58	52,457.44	54,894.09	57,415.36	60,061.72	62,871.77

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SALARY SCHEDULE

12 Month Employees Effective: July 3, 2021

10 Month Employees Effective: September 11, 2021

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	17	18	19	20	21	22
<i>Increment:</i>	2,123.09	2,225.85	2,337.02	2,456.33	2,579.80	2,707.32
<i>Step 1:</i>	46,710.09	48,833.18	51,059.03	53,396.05	55,852.38	58,432.18
<i>Step 2:</i>	48,833.18	51,059.03	53,396.05	55,852.38	58,432.18	61,139.50
<i>Step 3:</i>	50,956.27	53,284.88	55,733.07	58,308.71	61,011.98	63,846.82
<i>Step 4:</i>	53,079.36	55,510.73	58,070.09	60,765.04	63,591.78	66,554.14
<i>Step 5:</i>	55,202.45	57,736.58	60,407.11	63,221.37	66,171.58	69,261.46
<i>Step 6:</i>	57,325.54	59,962.43	62,744.13	65,677.70	68,751.38	71,968.78
<i>Step 7:</i>	59,448.63	62,188.28	65,081.15	68,134.03	71,331.18	74,676.10
<i>Step 8:</i>	61,571.72	64,414.13	67,418.17	70,590.36	73,910.98	77,383.42
<i>Step 9:</i>	63,694.81	66,639.98	69,755.19	73,046.69	76,490.78	80,090.74
<i>Step 10:</i>	65,817.90	68,865.83	72,092.21	75,503.02	79,070.58	82,798.06

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SALARY SCHEDULE

12 Month Employees Effective: July 3, 2021

10 Month Employees Effective: September 11, 2021

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	23	24	25	26
<i>Increment:</i>	2,843.04	2,982.98	3,135.21	3,291.63
<i>Step 1:</i>	61,139.50	63,982.54	66,965.52	70,100.73
<i>Step 2:</i>	63,982.54	66,965.52	70,100.73	73,392.36
<i>Step 3:</i>	66,825.58	69,948.50	73,235.94	76,683.99
<i>Step 4:</i>	69,668.62	72,931.48	76,371.15	79,975.62
<i>Step 5:</i>	72,511.66	75,914.46	79,506.36	83,267.25
<i>Step 6:</i>	75,354.70	78,897.44	82,641.57	86,558.88
<i>Step 7:</i>	78,197.74	81,880.42	85,776.78	89,850.51
<i>Step 8:</i>	81,040.78	84,863.40	88,911.99	93,142.14
<i>Step 9:</i>	83,883.82	87,846.38	92,047.20	96,433.77
<i>Step 10:</i>	86,726.86	90,829.36	95,182.41	99,725.40

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SALARY SCHEDULE

12 Month Employees Effective: April 9, 2022

10 Month Employees Effective: June 4, 2022

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	04	05	07	08	09	10
<i>Increment:</i>	1,145.80	1,204.36	1,330.37	1,397.53	1,464.62	1,536.07
<i>Step 1:</i>	27,327.80	28,473.60	30,945.45	32,275.82	33,673.35	35,137.97
<i>Step 2:</i>	28,473.60	29,677.96	32,275.82	33,673.35	35,137.97	36,674.04
<i>Step 3:</i>	29,619.40	30,882.32	33,606.19	35,070.88	36,602.59	38,210.11
<i>Step 4:</i>	30,765.20	32,086.68	34,936.56	36,468.41	38,067.21	39,746.18
<i>Step 5:</i>	31,911.00	33,291.04	36,266.93	37,865.94	39,531.83	41,282.25
<i>Step 6:</i>	33,056.80	34,495.40	37,597.30	39,263.47	40,996.45	42,818.32
<i>Step 7:</i>	34,202.60	35,699.76	38,927.67	40,661.00	42,461.07	44,354.39
<i>Step 8:</i>	35,348.40	36,904.12	40,258.04	42,058.53	43,925.69	45,890.46
<i>Step 9:</i>	36,494.20	38,108.48	41,588.41	43,456.06	45,390.31	47,426.53
<i>Step 10:</i>	37,640.00	39,312.84	42,918.78	44,853.59	46,854.93	48,962.60

<i>Range:</i>	11	12	13	14	15	16
<i>Increment:</i>	1,611.56	1,691.22	1,779.46	1,867.49	1,959.91	2,060.61
<i>Step 1:</i>	36,674.04	38,285.60	39,976.82	41,756.28	43,623.77	45,583.68
<i>Step 2:</i>	38,285.60	39,976.82	41,756.28	43,623.77	45,583.68	47,644.29
<i>Step 3:</i>	39,897.16	41,668.04	43,535.74	45,491.26	47,543.59	49,704.90
<i>Step 4:</i>	41,508.72	43,359.26	45,315.20	47,358.75	49,503.50	51,765.51
<i>Step 5:</i>	43,120.28	45,050.48	47,094.66	49,226.24	51,463.41	53,826.12
<i>Step 6:</i>	44,731.84	46,741.70	48,874.12	51,093.73	53,423.32	55,886.73
<i>Step 7:</i>	46,343.40	48,432.92	50,653.58	52,961.22	55,383.23	57,947.34
<i>Step 8:</i>	47,954.96	50,124.14	52,433.04	54,828.71	57,343.14	60,007.95
<i>Step 9:</i>	49,566.52	51,815.36	54,212.50	56,696.20	59,303.05	62,068.56
<i>Step 10:</i>	51,178.08	53,506.58	55,991.96	58,563.69	61,262.96	64,129.17

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SALARY SCHEDULE

12 Month Employees Effective: April 9, 2022

10 Month Employees Effective: June 4, 2022

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	17	18	19	20	21	22
<i>Increment:</i>	2,165.55	2,270.37	2,383.76	2,505.46	2,631.39	2,761.47
<i>Step 1:</i>	47,644.29	49,809.84	52,080.21	54,463.97	56,969.43	59,600.82
<i>Step 2:</i>	49,809.84	52,080.21	54,463.97	56,969.43	59,600.82	62,362.29
<i>Step 3:</i>	51,975.39	54,350.58	56,847.73	59,474.89	62,232.21	65,123.76
<i>Step 4:</i>	54,140.94	56,620.95	59,231.49	61,980.35	64,863.60	67,885.23
<i>Step 5:</i>	56,306.49	58,891.32	61,615.25	64,485.81	67,494.99	70,646.70
<i>Step 6:</i>	58,472.04	61,161.69	63,999.01	66,991.27	70,126.38	73,408.17
<i>Step 7:</i>	60,637.59	63,432.06	66,382.77	69,496.73	72,757.77	76,169.64
<i>Step 8:</i>	62,803.14	65,702.43	68,766.53	72,002.19	75,389.16	78,931.11
<i>Step 9:</i>	64,968.69	67,972.80	71,150.29	74,507.65	78,020.55	81,692.58
<i>Step 10:</i>	67,134.24	70,243.17	73,534.05	77,013.11	80,651.94	84,454.05

A-4

SALARY SCHEDULE

12 Month Employees Effective: April 9, 2022

10 Month Employees Effective: June 4, 2022

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range:</i>	23	24	25	26
<i>Increment:</i>	2,899.90	3,042.64	3,197.91	3,357.47
<i>Step 1:</i>	62,362.29	65,262.19	68,304.83	71,502.74
<i>Step 2:</i>	65,262.19	68,304.83	71,502.74	74,860.21
<i>Step 3:</i>	68,162.09	71,347.47	74,700.65	78,217.68
<i>Step 4:</i>	71,061.99	74,390.11	77,898.56	81,575.15
<i>Step 5:</i>	73,961.89	77,432.75	81,096.47	84,932.62
<i>Step 6:</i>	76,861.79	80,475.39	84,294.38	88,290.09
<i>Step 7:</i>	79,761.69	83,518.03	87,492.29	91,647.56
<i>Step 8:</i>	82,661.59	86,560.67	90,690.20	95,005.03
<i>Step 9:</i>	85,561.49	89,603.31	93,888.11	98,362.50
<i>Step 10:</i>	88,461.39	92,645.95	97,086.02	101,719.97