

**Effective 1/21/10**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,357.95	\$113,306.70
2	After 1st Yr	\$4,402.72	\$114,470.72
3	After 2nd Yr	\$4,464.08	\$116,066.08
4	After 3rd Yr	\$4,565.06	\$118,691.56
5	After 4th Yr	\$4,772.99	\$124,097.74

**Effective 7/1/10**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,445.11	\$115,572.86
2	After 1st Yr	\$4,490.77	\$116,760.02
3	After 2nd Yr	\$4,553.36	\$118,387.36
4	After 3rd Yr	\$4,656.36	\$121,065.36
5	After 4th Yr	\$4,868.45	\$126,579.70

**Effective 7/1/11**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,534.01	\$117,884.26
2	After 1st Yr	\$4,580.59	\$119,095.34
3	After 2nd Yr	\$4,644.43	\$120,755.18
4	After 3rd Yr	\$4,749.49	\$123,486.74
5	After 4th Yr	\$4,965.82	\$129,111.32

**Effective 7/1/12**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,590.69	\$119,357.94
2	After 1st Yr	\$4,637.85	\$120,584.10
3	After 2nd Yr	\$4,702.49	\$122,264.74
4	After 3rd Yr	\$4,808.86	\$125,030.36
5	After 4th Yr	\$5,027.89	\$130,725.14

**Effective 7/1/13**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,648.07	\$120,849.82
2	After 1st Yr	\$4,695.82	\$122,091.32
3	After 2nd Yr	\$4,761.27	\$123,793.02
4	After 3rd Yr	\$4,868.97	\$126,593.22
5	After 4th Yr	\$5,090.74	\$132,359.24

**Effective 7/1/14**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,752.65	\$123,568.90
2	After 1st Yr	\$4,801.48	\$124,838.48
3	After 2nd Yr	\$4,868.40	\$126,578.40
4	After 3rd Yr	\$4,978.52	\$129,441.52
5	After 4th Yr	\$5,205.28	\$135,337.28

**Effective 7/1/15**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,859.58	\$126,349.08
2	After 1st Yr	\$4,909.51	\$127,647.26
3	After 2nd Yr	\$4,977.94	\$129,426.44
4	After 3rd Yr	\$5,090.54	\$132,354.04
5	After 4th Yr	\$5,322.40	\$138,382.40

**Effective 7/1/16**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$4,968.92	\$129,191.92
2	After 1st Yr	\$5,019.97	\$130,519.22
3	After 2nd Yr	\$5,089.94	\$132,338.44
4	After 3rd Yr	\$5,205.08	\$135,332.08
5	After 4th Yr	\$5,442.15	\$141,495.90

**Effective 7/1/17**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$5,080.72	\$132,098.72
2	After 1st Yr	\$5,132.92	\$133,455.92
3	After 2nd Yr	\$5,204.46	\$135,315.96
4	After 3rd Yr	\$5,322.19	\$138,376.94
5	After 4th Yr	\$5,564.60	\$144,679.60

**Effective 7/1/18**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$5,195.04	\$135,071.04
2	After 1st Yr	\$5,248.41	\$136,458.66
3	After 2nd Yr	\$5,321.56	\$138,360.56
4	After 3rd Yr	\$5,441.94	\$141,490.44
5	After 4th Yr	\$5,689.80	\$147,934.80
6	Note 1	\$5,900.32	\$153,408.32

**Effective 7/1/19**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$5,311.93	\$138,110.18
2	After 1st Yr	\$5,366.50	\$139,529.00
3	After 2nd Yr	\$5,441.30	\$141,473.80
4	After 3rd Yr	\$5,564.38	\$144,673.88
5	After 4th Yr	\$5,817.82	\$151,263.32
6	Note 1	\$6,033.08	\$156,860.08

**Effective 7/1/20**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$5,444.73	\$141,562.98
2	After 1st Yr	\$5,500.66	\$143,017.16
3	After 2nd Yr	\$5,577.33	\$145,010.58
4	After 3rd Yr	\$5,703.49	\$148,290.74
5	After 4th Yr	\$5,963.27	\$155,045.02
6	Note 1	\$6,183.91	\$160,781.66

**Effective 7/1/21**

<u>Step</u>		<u>Bi-Weekly</u>	<u>Annual</u>
1	Upon Promotion	\$5,608.07	\$145,809.82
2	After 1st Yr	\$5,665.68	\$147,307.68
3	After 2nd Yr	\$5,744.65	\$149,360.90
4	After 3rd Yr	\$5,874.59	\$152,739.34
5	After 4th Yr	\$6,142.17	\$159,696.42
6	Note 1	\$6,369.43	\$165,605.18