

Effective 1/21/10

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$3,689.26	\$95,920.76
2 After 1st Yr	\$3,763.06	\$97,839.56
3 After 2nd Yr	\$3,827.02	\$99,502.52
4 After 3rd Yr	\$3,931.13	\$102,209.38
5 After 4th Yr	\$4,150.41	\$107,910.66

Effective 7/1/10

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$3,763.05	\$97,839.30
2 After 1st Yr	\$3,838.32	\$99,796.32
3 After 2nd Yr	\$3,903.56	\$101,492.56
4 After 3rd Yr	\$4,009.75	\$104,253.50
5 After 4th Yr	\$4,233.42	\$110,068.92

Effective 7/1/11

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$3,838.31	\$99,796.06
2 After 1st Yr	\$3,915.09	\$101,792.34
3 After 2nd Yr	\$3,981.63	\$103,522.38
4 After 3rd Yr	\$4,089.95	\$106,338.70
5 After 4th Yr	\$4,318.09	\$112,270.34

Effective 7/1/12

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$3,886.29	\$101,043.54
2 After 1st Yr	\$3,964.03	\$103,064.78
3 After 2nd Yr	\$4,031.40	\$104,816.40
4 After 3rd Yr	\$4,141.07	\$107,667.82
5 After 4th Yr	\$4,372.07	\$113,673.82

Effective 7/1/13

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$3,934.87	\$102,306.62
2 After 1st Yr	\$4,013.58	\$104,353.08
3 After 2nd Yr	\$4,081.79	\$106,126.54
4 After 3rd Yr	\$4,192.83	\$109,013.58
5 After 4th Yr	\$4,426.72	\$115,094.72

Effective 7/1/14

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,023.40	\$104,608.40
2 After 1st Yr	\$4,103.89	\$106,701.14
3 After 2nd Yr	\$4,173.63	\$108,514.38
4 After 3rd Yr	\$4,287.17	\$111,466.42
5 After 4th Yr	\$4,526.32	\$117,684.32

Effective 7/1/15

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,113.93	\$106,962.18
2 After 1st Yr	\$4,196.23	\$109,101.98
3 After 2nd Yr	\$4,267.54	\$110,956.04
4 After 3rd Yr	\$4,383.63	\$113,974.38
5 After 4th Yr	\$4,628.16	\$120,332.16

Effective 7/1/16

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,206.49	\$109,368.74
2 After 1st Yr	\$4,290.65	\$111,556.90
3 After 2nd Yr	\$4,363.56	\$113,452.56
4 After 3rd Yr	\$4,482.26	\$116,538.76
5 After 4th Yr	\$4,732.29	\$123,039.54

Effective 7/1/17

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,301.14	\$111,829.64
2 After 1st Yr	\$4,387.19	\$114,066.94
3 After 2nd Yr	\$4,461.74	\$116,005.24
4 After 3rd Yr	\$4,583.11	\$119,160.86
5 After 4th Yr	\$4,838.77	\$125,808.02

Effective 7/1/18

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,397.92	\$114,345.92
2 After 1st Yr	\$4,485.90	\$116,633.40
3 After 2nd Yr	\$4,562.13	\$118,615.38
4 After 3rd Yr	\$4,686.23	\$121,841.98
5 After 4th Yr	\$4,947.64	\$128,638.64
6 Note 1	\$5,130.70	\$133,398.20

Effective 7/1/19

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,496.87	\$116,918.62
2 After 1st Yr	\$4,586.83	\$119,257.58
3 After 2nd Yr	\$4,664.78	\$121,284.28
4 After 3rd Yr	\$4,791.67	\$124,583.42
5 After 4th Yr	\$5,058.96	\$131,532.96
6 Note 1	\$5,246.14	\$136,399.64

Effective 7/1/20

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,609.29	\$119,841.54
2 After 1st Yr	\$4,701.50	\$122,239.00
3 After 2nd Yr	\$4,781.40	\$124,316.40
4 After 3rd Yr	\$4,911.46	\$127,697.96
5 After 4th Yr	\$5,185.43	\$134,821.18
6 Note 1	\$5,377.29	\$139,809.54

Effective 7/1/21

<u>Step</u>	<u>Bi-Weekly</u>	<u>Annual</u>
1 Upon Promotion	\$4,747.57	\$123,436.82
2 After 1st Yr	\$4,842.55	\$125,906.30
3 After 2nd Yr	\$4,924.84	\$128,045.84
4 After 3rd Yr	\$5,058.80	\$131,528.80
5 After 4th Yr	\$5,340.99	\$138,865.74
6 Note 1	\$5,538.61	\$144,003.86