

GR 16 RANGE 2

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,617.91	1,654.94	1,691.77	1,734.09	1,771.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,650.27	1,688.04	1,725.61	1,768.77	1,806.50
3%	1,666.45	1,704.59	1,742.52	1,786.11	1,824.21
5%	1,698.81	1,737.69	1,776.36	1,820.79	1,859.63
6%	1,714.98	1,754.24	1,793.28	1,838.14	1,877.34
7%	1,731.16	1,770.79	1,810.19	1,855.48	1,895.06
8%	1,747.34	1,787.34	1,827.11	1,872.82	1,912.77
9%	1,763.52	1,803.88	1,844.03	1,890.16	1,930.48
10%	1,779.70	1,820.43	1,860.95	1,907.50	1,948.19
11%	1,795.88	1,836.98	1,877.86	1,924.84	1,965.90
12%	1,812.06	1,853.53	1,894.78	1,942.18	1,983.61

COMMAND CTR OPR
 CUSTODIAL WKR 1
 PKG CASHIER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,505.47	3,585.70	3,665.50	3,757.20	3,837.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,575.59	3,657.42	3,738.82	3,832.34	3,914.08
3%	3,610.64	3,693.28	3,775.46	3,869.91	3,952.46
5%	3,680.76	3,765.00	3,848.78	3,945.05	4,029.20
6%	3,715.79	3,800.85	3,885.44	3,982.64	4,067.57
7%	3,750.85	3,836.71	3,922.08	4,020.21	4,105.96
8%	3,785.90	3,872.57	3,958.74	4,057.78	4,144.34
9%	3,820.96	3,908.41	3,995.40	4,095.35	4,182.71
10%	3,856.02	3,944.27	4,032.06	4,132.92	4,221.08
11%	3,891.07	3,980.12	4,068.70	4,170.49	4,259.45
12%	3,926.13	4,015.98	4,105.36	4,208.06	4,297.82

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	42,065.66	43,028.44	43,986.02	45,086.34	46,048.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	42,907.02	43,889.04	44,865.86	45,988.02	46,969.00
3%	43,327.70	44,319.34	45,305.52	46,438.86	47,429.46
5%	44,169.06	45,179.94	46,185.36	47,340.54	48,350.38
6%	44,589.48	45,610.24	46,625.28	47,791.64	48,810.84
7%	45,010.16	46,040.54	47,064.94	48,242.48	49,271.56
8%	45,430.84	46,470.84	47,504.86	48,693.32	49,732.02
9%	45,851.52	46,900.88	47,944.78	49,144.16	50,192.48
10%	46,272.20	47,331.18	48,384.70	49,595.00	50,652.94
11%	46,692.88	47,761.48	48,824.36	50,045.84	51,113.40
12%	47,113.56	48,191.78	49,264.28	50,496.68	51,573.86

GR 16 RANGE 3

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,654.94	1,691.77	1,734.09	1,771.08	1,823.95
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,688.04	1,725.61	1,768.77	1,806.50	1,860.43
3%	1,704.59	1,742.52	1,786.11	1,824.21	1,878.67
5%	1,737.69	1,776.36	1,820.79	1,859.63	1,915.15
6%	1,754.24	1,793.28	1,838.14	1,877.34	1,933.39
7%	1,770.79	1,810.19	1,855.48	1,895.06	1,951.63
8%	1,787.34	1,827.11	1,872.82	1,912.77	1,969.87
9%	1,803.88	1,844.03	1,890.16	1,930.48	1,988.11
10%	1,820.43	1,860.95	1,907.50	1,948.19	2,006.35
11%	1,836.98	1,877.86	1,924.84	1,965.90	2,024.58
12%	1,853.53	1,894.78	1,942.18	1,983.61	2,042.82

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,585.70	3,665.50	3,757.20	3,837.34	3,951.89
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,657.42	3,738.82	3,832.34	3,914.08	4,030.93
3%	3,693.28	3,775.46	3,869.91	3,952.46	4,070.45
5%	3,765.00	3,848.78	3,945.05	4,029.20	4,149.49
6%	3,800.85	3,885.44	3,982.64	4,067.57	4,189.01
7%	3,836.71	3,922.08	4,020.21	4,105.96	4,228.53
8%	3,872.57	3,958.74	4,057.78	4,144.34	4,268.05
9%	3,908.41	3,995.40	4,095.35	4,182.71	4,307.57
10%	3,944.27	4,032.06	4,132.92	4,221.08	4,347.09
11%	3,980.12	4,068.70	4,170.49	4,259.45	4,386.59
12%	4,015.98	4,105.36	4,208.06	4,297.82	4,426.11

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	43,028.44	43,986.02	45,086.34	46,048.08	47,422.70
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	43,889.04	44,865.86	45,988.02	46,969.00	48,371.18
3%	44,319.34	45,305.52	46,438.86	47,429.46	48,845.42
5%	45,179.94	46,185.36	47,340.54	48,350.38	49,793.90
6%	45,610.24	46,625.28	47,791.64	48,810.84	50,268.14
7%	46,040.54	47,064.94	48,242.48	49,271.56	50,742.38
8%	46,470.84	47,504.86	48,693.32	49,732.02	51,216.62
9%	46,900.88	47,944.78	49,144.16	50,192.48	51,690.86
10%	47,331.18	48,384.70	49,595.00	50,652.94	52,165.10
11%	47,761.48	48,824.36	50,045.84	51,113.40	52,639.08
12%	48,191.78	49,264.28	50,496.68	51,573.86	53,113.32

GR 16 RANGE 4

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,686.51	1,728.59	1,765.38	1,817.95	1,865.24
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,720.24	1,763.16	1,800.69	1,854.31	1,902.54
3%	1,737.11	1,780.45	1,818.34	1,872.49	1,921.20
5%	1,770.84	1,815.02	1,853.65	1,908.85	1,958.50
6%	1,787.70	1,832.31	1,871.30	1,927.03	1,977.15
7%	1,804.57	1,849.59	1,888.96	1,945.21	1,995.81
8%	1,821.43	1,866.88	1,906.61	1,963.39	2,014.46
9%	1,838.30	1,884.16	1,924.26	1,981.57	2,033.11
10%	1,855.16	1,901.45	1,941.92	1,999.75	2,051.76
11%	1,872.03	1,918.73	1,959.57	2,017.92	2,070.42
12%	1,888.89	1,936.02	1,977.23	2,036.10	2,089.07

CUSTOMER SERVICE AMBASSADOR
PARKS WORKER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,654.11	3,745.28	3,824.99	3,938.89	4,041.35
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,727.19	3,820.18	3,901.50	4,017.67	4,122.17
3%	3,763.74	3,857.64	3,939.74	4,057.06	4,162.60
5%	3,836.82	3,932.54	4,016.24	4,135.84	4,243.42
6%	3,873.35	3,970.01	4,054.48	4,175.23	4,283.83
7%	3,909.90	4,007.45	4,092.75	4,214.62	4,324.26
8%	3,946.43	4,044.91	4,130.99	4,254.01	4,364.66
9%	3,982.98	4,082.35	4,169.23	4,293.40	4,405.07
10%	4,019.51	4,119.81	4,207.49	4,332.79	4,445.48
11%	4,056.07	4,157.25	4,245.74	4,372.16	4,485.91
12%	4,092.60	4,194.71	4,284.00	4,411.55	4,526.32

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	43,849.26	44,943.34	45,899.88	47,266.70	48,496.24
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	44,726.24	45,842.16	46,817.94	48,212.06	49,466.04
3%	45,164.86	46,291.70	47,276.84	48,684.74	49,951.20
5%	46,041.84	47,190.52	48,194.90	49,630.10	50,921.00
6%	46,480.20	47,640.06	48,653.80	50,102.78	51,405.90
7%	46,918.82	48,089.34	49,112.96	50,575.46	51,891.06
8%	47,357.18	48,538.88	49,571.86	51,048.14	52,375.96
9%	47,795.80	48,988.16	50,030.76	51,520.82	52,860.86
10%	48,234.16	49,437.70	50,489.92	51,993.50	53,345.76
11%	48,672.78	49,886.98	50,948.82	52,465.92	53,830.92
12%	49,111.14	50,336.52	51,407.98	52,938.60	54,315.82

GR 16 RANGE 5

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,728.59	1,765.38	1,817.95	1,865.24	1,928.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,763.16	1,800.69	1,854.31	1,902.54	1,966.91
3%	1,780.45	1,818.34	1,872.49	1,921.20	1,986.19
5%	1,815.02	1,853.65	1,908.85	1,958.50	2,024.76
6%	1,832.31	1,871.30	1,927.03	1,977.15	2,044.04
7%	1,849.59	1,888.96	1,945.21	1,995.81	2,063.32
8%	1,866.88	1,906.61	1,963.39	2,014.46	2,082.61
9%	1,884.16	1,924.26	1,981.57	2,033.11	2,101.89
10%	1,901.45	1,941.92	1,999.75	2,051.76	2,121.17
11%	1,918.73	1,959.57	2,017.92	2,070.42	2,140.46
12%	1,936.02	1,977.23	2,036.10	2,089.07	2,159.74

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,745.28	3,824.99	3,938.89	4,041.35	4,178.07
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,820.18	3,901.50	4,017.67	4,122.17	4,261.64
3%	3,857.64	3,939.74	4,057.06	4,162.60	4,303.41
5%	3,932.54	4,016.24	4,135.84	4,243.42	4,386.98
6%	3,970.01	4,054.48	4,175.23	4,283.83	4,428.75
7%	4,007.45	4,092.75	4,214.62	4,324.26	4,470.53
8%	4,044.91	4,130.99	4,254.01	4,364.66	4,512.32
9%	4,082.35	4,169.23	4,293.40	4,405.07	4,554.10
10%	4,119.81	4,207.49	4,332.79	4,445.48	4,595.87
11%	4,157.25	4,245.74	4,372.16	4,485.91	4,637.66
12%	4,194.71	4,284.00	4,411.55	4,526.32	4,679.44

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	44,943.34	45,899.88	47,266.70	48,496.24	50,136.84
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	45,842.16	46,817.94	48,212.06	49,466.04	51,139.66
3%	46,291.70	47,276.84	48,684.74	49,951.20	51,640.94
5%	47,190.52	48,194.90	49,630.10	50,921.00	52,643.76
6%	47,640.06	48,653.80	50,102.78	51,405.90	53,145.04
7%	48,089.34	49,112.96	50,575.46	51,891.06	53,646.32
8%	48,538.88	49,571.86	51,048.14	52,375.96	54,147.86
9%	48,988.16	50,030.76	51,520.82	52,860.86	54,649.14
10%	49,437.70	50,489.92	51,993.50	53,345.76	55,150.42
11%	49,886.98	50,948.82	52,465.92	53,830.92	55,651.96
12%	50,336.52	51,407.98	52,938.60	54,315.82	56,153.24

GR 16 RANGE 6

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,765.38	1,817.95	1,865.24	1,928.34	1,975.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,800.69	1,854.31	1,902.54	1,966.91	2,015.23
3%	1,818.34	1,872.49	1,921.20	1,986.19	2,034.99
5%	1,853.65	1,908.85	1,958.50	2,024.76	2,074.51
6%	1,871.30	1,927.03	1,977.15	2,044.04	2,094.26
7%	1,888.96	1,945.21	1,995.81	2,063.32	2,114.02
8%	1,906.61	1,963.39	2,014.46	2,082.61	2,133.78
9%	1,924.26	1,981.57	2,033.11	2,101.89	2,153.53
10%	1,941.92	1,999.75	2,051.76	2,121.17	2,173.29
11%	1,959.57	2,017.92	2,070.42	2,140.46	2,193.05
12%	1,977.23	2,036.10	2,089.07	2,159.74	2,212.81

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,824.99	3,938.89	4,041.35	4,178.07	4,280.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,901.50	4,017.67	4,122.17	4,261.64	4,366.33
3%	3,939.74	4,057.06	4,162.60	4,303.41	4,409.15
5%	4,016.24	4,135.84	4,243.42	4,386.98	4,494.77
6%	4,054.48	4,175.23	4,283.83	4,428.75	4,537.56
7%	4,092.75	4,214.62	4,324.26	4,470.53	4,580.38
8%	4,130.99	4,254.01	4,364.66	4,512.32	4,623.19
9%	4,169.23	4,293.40	4,405.07	4,554.10	4,665.98
10%	4,207.49	4,332.79	4,445.48	4,595.87	4,708.80
11%	4,245.74	4,372.16	4,485.91	4,637.66	4,751.61
12%	4,284.00	4,411.55	4,526.32	4,679.44	4,794.42

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	45,899.88	47,266.70	48,496.24	50,136.84	51,368.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	46,817.94	48,212.06	49,466.04	51,139.66	52,395.98
3%	47,276.84	48,684.74	49,951.20	51,640.94	52,909.74
5%	48,194.90	49,630.10	50,921.00	52,643.76	53,937.26
6%	48,653.80	50,102.78	51,405.90	53,145.04	54,450.76
7%	49,112.96	50,575.46	51,891.06	53,646.32	54,964.52
8%	49,571.86	51,048.14	52,375.96	54,147.86	55,478.28
9%	50,030.76	51,520.82	52,860.86	54,649.14	55,991.78
10%	50,489.92	51,993.50	53,345.76	55,150.42	56,505.54
11%	50,948.82	52,465.92	53,830.92	55,651.96	57,019.30
12%	51,407.98	52,938.60	54,315.82	56,153.24	57,533.06

GR 16 RANGE 7

Effective 12/01/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,823.95	1,871.78	1,934.86	1,982.45	2,046.51
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,860.43	1,909.22	1,973.56	2,022.10	2,087.44
3%	1,878.67	1,927.93	1,992.91	2,041.92	2,107.91
5%	1,915.15	1,965.37	2,031.60	2,081.57	2,148.84
6%	1,933.39	1,984.09	2,050.95	2,101.40	2,169.30
7%	1,951.63	2,002.80	2,070.30	2,121.22	2,189.77
8%	1,969.87	2,021.52	2,089.65	2,141.05	2,210.23
9%	1,988.11	2,040.24	2,109.00	2,160.87	2,230.70
10%	2,006.35	2,058.96	2,128.35	2,180.70	2,251.16
11%	2,024.58	2,077.68	2,147.69	2,200.52	2,271.63
12%	2,042.82	2,096.39	2,167.04	2,220.34	2,292.09

CUSTODIAL WKR 2
 LABORER
 M.T. COMMAND CTR OPER
 M.T. OPERS WKR
 POLICE PROPERTY CLK 1
 STOCK CLERK

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,951.89	4,055.52	4,192.20	4,295.31	4,434.11
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,030.93	4,136.64	4,276.05	4,381.22	4,522.79
3%	4,070.45	4,177.18	4,317.97	4,424.16	4,567.14
5%	4,149.49	4,258.30	4,401.80	4,510.07	4,655.82
6%	4,189.01	4,298.86	4,443.73	4,553.03	4,700.15
7%	4,228.53	4,339.40	4,485.65	4,595.98	4,744.50
8%	4,268.05	4,379.96	4,527.58	4,638.94	4,788.83
9%	4,307.57	4,420.52	4,569.50	4,681.89	4,833.18
10%	4,347.09	4,461.08	4,611.43	4,724.85	4,877.51
11%	4,386.59	4,501.64	4,653.33	4,767.79	4,921.87
12%	4,426.11	4,542.18	4,695.25	4,810.74	4,966.20

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	47,422.70	48,666.28	50,306.36	51,543.70	53,209.26
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	48,371.18	49,639.72	51,312.56	52,574.60	54,273.44
3%	48,845.42	50,126.18	51,815.66	53,089.92	54,805.66
5%	49,793.90	51,099.62	52,821.60	54,120.82	55,869.84
6%	50,268.14	51,586.34	53,324.70	54,636.40	56,401.80
7%	50,742.38	52,072.80	53,827.80	55,151.72	56,934.02
8%	51,216.62	52,559.52	54,330.90	55,667.30	57,465.98
9%	51,690.86	53,046.24	54,834.00	56,182.62	57,998.20
10%	52,165.10	53,532.96	55,337.10	56,698.20	58,530.16
11%	52,639.08	54,019.68	55,839.94	57,213.52	59,062.38
12%	53,113.32	54,506.14	56,343.04	57,728.84	59,594.34

GR 16 RANGE 8

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,871.41	1,934.86	1,982.45	2,046.51	2,103.88
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,908.84	1,973.56	2,022.10	2,087.44	2,145.96
3%	1,927.55	1,992.91	2,041.92	2,107.91	2,167.00
5%	1,964.98	2,031.60	2,081.57	2,148.84	2,209.07
6%	1,983.69	2,050.95	2,101.40	2,169.30	2,230.11
7%	2,002.41	2,070.30	2,121.22	2,189.77	2,251.15
8%	2,021.12	2,089.65	2,141.05	2,210.23	2,272.19
9%	2,039.84	2,109.00	2,160.87	2,230.70	2,293.23
10%	2,058.55	2,128.35	2,180.70	2,251.16	2,314.27
11%	2,077.27	2,147.69	2,200.52	2,271.63	2,335.31
12%	2,095.98	2,167.04	2,220.34	2,292.09	2,356.35

ASSESS TECH 1
 AUTO SVS WKR
 PKG SERVICE WKR
 POLICE PROPERTY CLK 2
 PUB WKS MAINT WKR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,054.72	4,192.20	4,295.31	4,434.11	4,558.41
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,135.82	4,276.05	4,381.22	4,522.79	4,649.58
3%	4,176.36	4,317.97	4,424.16	4,567.14	4,695.17
5%	4,257.46	4,401.80	4,510.07	4,655.82	4,786.32
6%	4,298.00	4,443.73	4,553.03	4,700.15	4,831.91
7%	4,338.56	4,485.65	4,595.98	4,744.50	4,877.49
8%	4,379.09	4,527.58	4,638.94	4,788.83	4,923.08
9%	4,419.65	4,569.50	4,681.89	4,833.18	4,968.67
10%	4,460.19	4,611.43	4,724.85	4,877.51	5,014.25
11%	4,500.75	4,653.33	4,767.79	4,921.87	5,059.84
12%	4,541.29	4,695.25	4,810.74	4,966.20	5,105.43

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	48,656.66	50,306.36	51,543.70	53,209.26	54,700.88
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	49,629.84	51,312.56	52,574.60	54,273.44	55,794.96
3%	50,116.30	51,815.66	53,089.92	54,805.66	56,342.00
5%	51,089.48	52,821.60	54,120.82	55,869.84	57,435.82
6%	51,575.94	53,324.70	54,636.40	56,401.80	57,982.86
7%	52,062.66	53,827.80	55,151.72	56,934.02	58,529.90
8%	52,549.12	54,330.90	55,667.30	57,465.98	59,076.94
9%	53,035.84	54,834.00	56,182.62	57,998.20	59,623.98
10%	53,522.30	55,337.10	56,698.20	58,530.16	60,171.02
11%	54,009.02	55,839.94	57,213.52	59,062.38	60,718.06
12%	54,495.48	56,343.04	57,728.84	59,594.34	61,265.10

GR 16 RANGE 9

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,934.86	1,982.45	2,046.51	2,103.88	2,161.37
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,973.56	2,022.10	2,087.44	2,145.96	2,204.60
3%	1,992.91	2,041.92	2,107.91	2,167.00	2,226.21
5%	2,031.60	2,081.57	2,148.84	2,209.07	2,269.44
6%	2,050.95	2,101.40	2,169.30	2,230.11	2,291.05
7%	2,070.30	2,121.22	2,189.77	2,251.15	2,312.67
8%	2,089.65	2,141.05	2,210.23	2,272.19	2,334.28
9%	2,109.00	2,160.87	2,230.70	2,293.23	2,355.89
10%	2,128.35	2,180.70	2,251.16	2,314.27	2,377.51
11%	2,147.69	2,200.52	2,271.63	2,335.31	2,399.12
12%	2,167.04	2,220.34	2,292.09	2,356.35	2,420.73

CDA SECURITY MONITOR
 CONS CURATOR ASST
 CUSTODIAL WKR 3
 EQPT OPR 1
 FACILITY MAINT WKR
 FIELD SERV REP 1
 GARDENER
 M.T. OPER LDWKR
 PKG MAINT WKR 1
 PKS MAINT WKR

PUB WKS MAINT WKR 2
 SECTION 8 INSPECTOR
 ST VENDING MONITOR
 WATER QUALITY SAMPLER 1
 WATERWKS MAINT WKR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,192.20	4,295.31	4,434.11	4,558.41	4,682.97
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,276.05	4,381.22	4,522.79	4,649.58	4,776.63
3%	4,317.97	4,424.16	4,567.14	4,695.17	4,823.46
5%	4,401.80	4,510.07	4,655.82	4,786.32	4,917.12
6%	4,443.73	4,553.03	4,700.15	4,831.91	4,963.94
7%	4,485.65	4,595.98	4,744.50	4,877.49	5,010.79
8%	4,527.58	4,638.94	4,788.83	4,923.08	5,057.61
9%	4,569.50	4,681.89	4,833.18	4,968.67	5,104.43
10%	4,611.43	4,724.85	4,877.51	5,014.25	5,151.27
11%	4,653.33	4,767.79	4,921.87	5,059.84	5,198.09
12%	4,695.25	4,810.74	4,966.20	5,105.43	5,244.92

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	50,306.36	51,543.70	53,209.26	54,700.88	56,195.62

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	51,312.56	52,574.60	54,273.44	55,794.96	57,319.60
3%	51,815.66	53,089.92	54,805.66	56,342.00	57,881.46
5%	52,821.60	54,120.82	55,869.84	57,435.82	59,005.44
6%	53,324.70	54,636.40	56,401.80	57,982.86	59,567.30
7%	53,827.80	55,151.72	56,934.02	58,529.90	60,129.42
8%	54,330.90	55,667.30	57,465.98	59,076.94	60,691.28
9%	54,834.00	56,182.62	57,998.20	59,623.98	61,253.14
10%	55,337.10	56,698.20	58,530.16	60,171.02	61,815.26
11%	55,839.94	57,213.52	59,062.38	60,718.06	62,377.12
12%	56,343.04	57,728.84	59,594.34	61,265.10	62,938.98

GR 16 RANGE 10 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,982.45	2,046.51	2,103.88	2,161.37	2,218.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,022.10	2,087.44	2,145.96	2,204.60	2,263.32
3%	2,041.92	2,107.91	2,167.00	2,226.21	2,285.51
5%	2,081.57	2,148.84	2,209.07	2,269.44	2,329.89
6%	2,101.40	2,169.30	2,230.11	2,291.05	2,352.08
7%	2,121.22	2,189.77	2,251.15	2,312.67	2,374.27
8%	2,141.05	2,210.23	2,272.19	2,334.28	2,396.46
9%	2,160.87	2,230.70	2,293.23	2,355.89	2,418.64
10%	2,180.70	2,251.16	2,314.27	2,377.51	2,440.83
11%	2,200.52	2,271.63	2,335.31	2,399.12	2,463.02
12%	2,220.34	2,292.09	2,356.35	2,420.73	2,485.21

- ARBORIST 1
- ASSESS TECH 2
- DISPATCHER
- EQPT OPR 2
- HSG MAINT WKR
- OPERATIONS CLERK
- PARK RANGER
- PKG EQUIP MECH
- PROPERTY CODE INSP 1
- TRAFF CONT MAINT WKR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,295.31	4,434.11	4,558.41	4,682.97	4,807.70
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,381.22	4,522.79	4,649.58	4,776.63	4,903.86
3%	4,424.16	4,567.14	4,695.17	4,823.46	4,951.94
5%	4,510.07	4,655.82	4,786.32	4,917.12	5,048.10
6%	4,553.03	4,700.15	4,831.91	4,963.94	5,096.17
7%	4,595.98	4,744.50	4,877.49	5,010.79	5,144.25
8%	4,638.94	4,788.83	4,923.08	5,057.61	5,192.33
9%	4,681.89	4,833.18	4,968.67	5,104.43	5,240.39
10%	4,724.85	4,877.51	5,014.25	5,151.27	5,288.47
11%	4,767.79	4,921.87	5,059.84	5,198.09	5,336.54
12%	4,810.74	4,966.20	5,105.43	5,244.92	5,384.62

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	51,543.70	53,209.26	54,700.88	56,195.62	57,692.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	52,574.60	54,273.44	55,794.96	57,319.60	58,846.32
3%	53,089.92	54,805.66	56,342.00	57,881.46	59,423.26
5%	54,120.82	55,869.84	57,435.82	59,005.44	60,577.14
6%	54,636.40	56,401.80	57,982.86	59,567.30	61,154.08
7%	55,151.72	56,934.02	58,529.90	60,129.42	61,731.02
8%	55,667.30	57,465.98	59,076.94	60,691.28	62,307.96
9%	56,182.62	57,998.20	59,623.98	61,253.14	62,884.64
10%	56,698.20	58,530.16	60,171.02	61,815.26	63,461.58
11%	57,213.52	59,062.38	60,718.06	62,377.12	64,038.52
12%	57,728.84	59,594.34	61,265.10	62,938.98	64,615.46

GR 16 RANGE 11 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,046.51	2,103.88	2,161.37	2,218.94	2,282.17
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,087.44	2,145.96	2,204.60	2,263.32	2,327.81
3%	2,107.91	2,167.00	2,226.21	2,285.51	2,350.64
5%	2,148.84	2,209.07	2,269.44	2,329.89	2,396.28
6%	2,169.30	2,230.11	2,291.05	2,352.08	2,419.10
7%	2,189.77	2,251.15	2,312.67	2,374.27	2,441.92
8%	2,210.23	2,272.19	2,334.28	2,396.46	2,464.74
9%	2,230.70	2,293.23	2,355.89	2,418.64	2,487.57
10%	2,251.16	2,314.27	2,377.51	2,440.83	2,510.39
11%	2,271.63	2,335.31	2,399.12	2,463.02	2,533.21
12%	2,292.09	2,356.35	2,420.73	2,485.21	2,556.03

- COMMUNICATION WKR
- CUSTODIAL SERV COORD
- ENGR AIDE 1
- FIELD SERV REP 2
- FOR LAB TECH
- MAINT WORKER
- PKG ENFC OFF
- PKG REVENUE LDWKR
- PKG TECH AID
- PROPERTY CODE INSP 2
- PUB WKS MAINT WKR 3
- STOREKEEPER
- TRAFF SIG MAINT WKR
- WATER MTR READ LDWKR
- WATER ONE CALL COORD
- WATER QUALITY SAMPLER 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,434.11	4,558.41	4,682.97	4,807.70	4,944.70
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,522.79	4,649.58	4,776.63	4,903.86	5,043.59
3%	4,567.14	4,695.17	4,823.46	4,951.94	5,093.05
5%	4,655.82	4,786.32	4,917.12	5,048.10	5,191.94
6%	4,700.15	4,831.91	4,963.94	5,096.17	5,241.38
7%	4,744.50	4,877.49	5,010.79	5,144.25	5,290.83
8%	4,788.83	4,923.08	5,057.61	5,192.33	5,340.27
9%	4,833.18	4,968.67	5,104.43	5,240.39	5,389.74
10%	4,877.51	5,014.25	5,151.27	5,288.47	5,439.18
11%	4,921.87	5,059.84	5,198.09	5,336.54	5,488.62
12%	4,966.20	5,105.43	5,244.92	5,384.62	5,538.07

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	53,209.26	54,700.88	56,195.62	57,692.44	59,336.42
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	54,273.44	55,794.96	57,319.60	58,846.32	60,523.06
3%	54,805.66	56,342.00	57,881.46	59,423.26	61,116.64
5%	55,869.84	57,435.82	59,005.44	60,577.14	62,303.28
6%	56,401.80	57,982.86	59,567.30	61,154.08	62,896.60
7%	56,934.02	58,529.90	60,129.42	61,731.02	63,489.92
8%	57,465.98	59,076.94	60,691.28	62,307.96	64,083.24
9%	57,998.20	59,623.98	61,253.14	62,884.64	64,676.82
10%	58,530.16	60,171.02	61,815.26	63,461.58	65,270.14
11%	59,062.38	60,718.06	62,377.12	64,038.52	65,863.46
12%	59,594.34	61,265.10	62,938.98	64,615.46	66,456.78

GR 16 RANGE 12 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,103.88	2,161.37	2,218.94	2,282.17	2,333.97
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,145.96	2,204.60	2,263.32	2,327.81	2,380.65
3%	2,167.00	2,226.21	2,285.51	2,350.64	2,403.99
5%	2,209.07	2,269.44	2,329.89	2,396.28	2,450.67
6%	2,230.11	2,291.05	2,352.08	2,419.10	2,474.01
7%	2,251.15	2,312.67	2,374.27	2,441.92	2,497.35
8%	2,272.19	2,334.28	2,396.46	2,464.74	2,520.69
9%	2,293.23	2,355.89	2,418.64	2,487.57	2,544.03
10%	2,314.27	2,377.51	2,440.83	2,510.39	2,567.37
11%	2,335.31	2,399.12	2,463.02	2,533.21	2,590.71
12%	2,356.35	2,420.73	2,485.21	2,556.03	2,614.05

- ARBORIST 2
- ARCHITECT AIDE 1
- CIVIL TECH 1
- CONSERV TECH
- EQPT OPR 3
- GARDENER LEAD
- GREENSKEEPER 1
- PARK RANGER LEADWKR
- PKG EQUIP TECH 1
- PUB WKS LEADWKR
- WATER CIVIL TECH 1
- WATER HYDRANT INSPEC
- WATERWKS OPR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,558.41	4,682.97	4,807.70	4,944.70	5,056.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,649.58	4,776.63	4,903.86	5,043.59	5,158.08
3%	4,695.17	4,823.46	4,951.94	5,093.05	5,208.65
5%	4,786.32	4,917.12	5,048.10	5,191.94	5,309.79
6%	4,831.91	4,963.94	5,096.17	5,241.38	5,360.36
7%	4,877.49	5,010.79	5,144.25	5,290.83	5,410.93
8%	4,923.08	5,057.61	5,192.33	5,340.27	5,461.50
9%	4,968.67	5,104.43	5,240.39	5,389.74	5,512.07
10%	5,014.25	5,151.27	5,288.47	5,439.18	5,562.64
11%	5,059.84	5,198.09	5,336.54	5,488.62	5,613.21
12%	5,105.43	5,244.92	5,384.62	5,538.07	5,663.78

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	54,700.88	56,195.62	57,692.44	59,336.42	60,683.22
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	55,794.96	57,319.60	58,846.32	60,523.06	61,896.90
3%	56,342.00	57,881.46	59,423.26	61,116.64	62,503.74
5%	57,435.82	59,005.44	60,577.14	62,303.28	63,717.42
6%	57,982.86	59,567.30	61,154.08	62,896.60	64,324.26
7%	58,529.90	60,129.42	61,731.02	63,489.92	64,931.10
8%	59,076.94	60,691.28	62,307.96	64,083.24	65,537.94
9%	59,623.98	61,253.14	62,884.64	64,676.82	66,144.78
10%	60,171.02	61,815.26	63,461.58	65,270.14	66,751.62
11%	60,718.06	62,377.12	64,038.52	65,863.46	67,358.46
12%	61,265.10	62,938.98	64,615.46	66,456.78	67,965.30

GR 16 RANGE 13 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,161.37	2,218.94	2,282.17	2,333.97	2,408.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,204.60	2,263.32	2,327.81	2,380.65	2,456.85
3%	2,226.21	2,285.51	2,350.64	2,403.99	2,480.94
5%	2,269.44	2,329.89	2,396.28	2,450.67	2,529.11
6%	2,291.05	2,352.08	2,419.10	2,474.01	2,553.20
7%	2,312.67	2,374.27	2,441.92	2,497.35	2,577.29
8%	2,334.28	2,396.46	2,464.74	2,520.69	2,601.37
9%	2,355.89	2,418.64	2,487.57	2,544.03	2,625.46
10%	2,377.51	2,440.83	2,510.39	2,567.37	2,649.55
11%	2,399.12	2,463.02	2,533.21	2,590.71	2,673.63
12%	2,420.73	2,485.21	2,556.03	2,614.05	2,697.72

- AUTO MECH
- CODE ENFC OFF 1
- ENGR AIDE 2
- FIELD SERV REP 3
- FIRE CODE ENFORCE 1
- FIRE ED/ENCF OFF 1
- GREENSKEEPER 2
- MAINT MECH 1
- MAINT PAINTER
- PKG ENFC LDWKR
- PKG MAINT WKR 2
- PKS EQUIP MECH 1
- PLAN REIVEW SPEC 1
- PROPERTY CD INSP 3
- SIGN PAINTER
- WATER QUALITY SAMPLER 3
- WGTS MEASURES INSP 1
- ZONING CODE OFF 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,682.97	4,807.70	4,944.70	5,056.94	5,218.81
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,776.63	4,903.86	5,043.59	5,158.08	5,323.18
3%	4,823.46	4,951.94	5,093.05	5,208.65	5,375.37
5%	4,917.12	5,048.10	5,191.94	5,309.79	5,479.74
6%	4,963.94	5,096.17	5,241.38	5,360.36	5,531.93
7%	5,010.79	5,144.25	5,290.83	5,410.93	5,584.13
8%	5,057.61	5,192.33	5,340.27	5,461.50	5,636.30
9%	5,104.43	5,240.39	5,389.74	5,512.07	5,688.50
10%	5,151.27	5,288.47	5,439.18	5,562.64	5,740.69
11%	5,198.09	5,336.54	5,488.62	5,613.21	5,792.87
12%	5,244.92	5,384.62	5,538.07	5,663.78	5,845.06

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	56,195.62	57,692.44	59,336.42	60,683.22	62,625.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	57,319.60	58,846.32	60,523.06	61,896.90	63,878.10
3%	57,881.46	59,423.26	61,116.64	62,503.74	64,504.44
5%	59,005.44	60,577.14	62,303.28	63,717.42	65,756.86
6%	59,567.30	61,154.08	62,896.60	64,324.26	66,383.20
7%	60,129.42	61,731.02	63,489.92	64,931.10	67,009.54
8%	60,691.28	62,307.96	64,083.24	65,537.94	67,635.62
9%	61,253.14	62,884.64	64,676.82	66,144.78	68,261.96
10%	61,815.26	63,461.58	65,270.14	66,751.62	68,888.30
11%	62,377.12	64,038.52	65,863.46	67,358.46	69,514.38
12%	62,938.98	64,615.46	66,456.78	67,965.30	70,140.72

GR 16 RANGE 14 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,218.94	2,282.17	2,333.97	2,408.68	2,497.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,263.32	2,327.81	2,380.65	2,456.85	2,547.63
3%	2,285.51	2,350.64	2,403.99	2,480.94	2,572.61
5%	2,329.89	2,396.28	2,450.67	2,529.11	2,622.56
6%	2,352.08	2,419.10	2,474.01	2,553.20	2,647.54
7%	2,374.27	2,441.92	2,497.35	2,577.29	2,672.52
8%	2,396.46	2,464.74	2,520.69	2,601.37	2,697.49
9%	2,418.64	2,487.57	2,544.03	2,625.46	2,722.47
10%	2,440.83	2,510.39	2,567.37	2,649.55	2,747.45
11%	2,463.02	2,533.21	2,590.71	2,673.63	2,772.42
12%	2,485.21	2,556.03	2,614.05	2,697.72	2,797.40

- ARCHITECT AIDE 2
- CC ENGR
- CEMETERY OPRS LDWKR
- CIVIL TECH 2
- COMMUNIC TECH
- ENGR AIDE 3
- FIELD SERV ANAL
- FIELD SERV LDWKR 1
- GREENSKEEPER 3
- M.T. TACH SERVS SPEC 1
- PKG EQUIP TECH 2
- PKS CONSTRUCTION LDW
- PKS MAINT MECHANIC
- PKS OPR LDWKR
- PLAYGROUND TECH
- STR VENDING COORD
- TRAFF SIG ELECTR 1
- WATER CIVIL TECH 2
- WELDER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,807.70	4,944.70	5,056.94	5,218.81	5,411.64
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,903.86	5,043.59	5,158.08	5,323.18	5,519.87
3%	4,951.94	5,093.05	5,208.65	5,375.37	5,573.99
5%	5,048.10	5,191.94	5,309.79	5,479.74	5,682.21
6%	5,096.17	5,241.38	5,360.36	5,531.93	5,736.34
7%	5,144.25	5,290.83	5,410.93	5,584.13	5,790.46
8%	5,192.33	5,340.27	5,461.50	5,636.30	5,844.56
9%	5,240.39	5,389.74	5,512.07	5,688.50	5,898.69
10%	5,288.47	5,439.18	5,562.64	5,740.69	5,952.81
11%	5,336.54	5,488.62	5,613.21	5,792.87	6,006.91
12%	5,384.62	5,538.07	5,663.78	5,845.06	6,061.03

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	57,692.44	59,336.42	60,683.22	62,625.68	64,939.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	58,846.32	60,523.06	61,896.90	63,878.10	66,238.38
3%	59,423.26	61,116.64	62,503.74	64,504.44	66,887.86
5%	60,577.14	62,303.28	63,717.42	65,756.86	68,186.56
6%	61,154.08	62,896.60	64,324.26	66,383.20	68,836.04
7%	61,731.02	63,489.92	64,931.10	67,009.54	69,485.52
8%	62,307.96	64,083.24	65,537.94	67,635.62	70,134.74
9%	62,884.64	64,676.82	66,144.78	68,261.96	70,784.22
10%	63,461.58	65,270.14	66,751.62	68,888.30	71,433.70
11%	64,038.52	65,863.46	67,358.46	69,514.38	72,082.92
12%	64,615.46	66,456.78	67,965.30	70,140.72	72,732.40

GR 16 RANGE 14A Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,220.73	2,288.46	2,343.90	2,423.79	2,527.35
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,265.14	2,334.23	2,390.78	2,472.27	2,577.90
3%	2,287.35	2,357.11	2,414.22	2,496.50	2,603.17
5%	2,331.77	2,402.88	2,461.10	2,544.98	2,653.72
6%	2,353.97	2,425.77	2,484.53	2,569.22	2,678.99
7%	2,376.18	2,448.65	2,507.97	2,593.46	2,704.26
8%	2,398.39	2,471.54	2,531.41	2,617.69	2,729.54
9%	2,420.60	2,494.42	2,554.85	2,641.93	2,754.81
10%	2,442.80	2,517.31	2,578.29	2,666.17	2,780.09
11%	2,465.01	2,540.19	2,601.73	2,690.41	2,805.36
12%	2,487.22	2,563.08	2,625.17	2,714.64	2,830.63

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,811.58	4,958.33	5,078.45	5,251.55	5,475.93
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,907.80	5,057.50	5,180.02	5,356.59	5,585.45
3%	4,955.93	5,107.07	5,230.81	5,409.08	5,640.20
5%	5,052.17	5,206.24	5,332.38	5,514.12	5,749.73
6%	5,100.27	5,255.84	5,383.15	5,566.64	5,804.48
7%	5,148.39	5,305.41	5,433.94	5,619.16	5,859.23
8%	5,196.51	5,355.00	5,484.72	5,671.66	5,914.00
9%	5,244.63	5,404.58	5,535.51	5,724.18	5,968.76
10%	5,292.73	5,454.17	5,586.30	5,776.70	6,023.53
11%	5,340.86	5,503.75	5,637.08	5,829.22	6,078.28
12%	5,388.98	5,553.34	5,687.87	5,881.72	6,133.03

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	57,738.98	59,499.96	60,941.40	63,018.54	65,711.10
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	58,893.64	60,689.98	62,160.28	64,279.02	67,025.40
3%	59,471.10	61,284.86	62,769.72	64,909.00	67,682.42
5%	60,626.02	62,474.88	63,988.60	66,169.48	68,996.72
6%	61,203.22	63,070.02	64,597.78	66,799.72	69,653.74
7%	61,780.68	63,664.90	65,207.22	67,429.96	70,310.76
8%	62,358.14	64,260.04	65,816.66	68,059.94	70,968.04
9%	62,935.60	64,854.92	66,426.10	68,690.18	71,625.06
10%	63,512.80	65,450.06	67,035.54	69,320.42	72,282.34
11%	64,090.26	66,044.94	67,644.98	69,950.66	72,939.36
12%	64,667.72	66,640.08	68,254.42	70,580.64	73,596.38

GR 16 RANGE 15 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,273.38	2,324.96	2,399.23	2,488.28	2,572.21
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,318.85	2,371.46	2,447.21	2,538.05	2,623.65
3%	2,341.58	2,394.71	2,471.21	2,562.93	2,649.38
5%	2,387.05	2,441.21	2,519.19	2,612.69	2,700.82
6%	2,409.78	2,464.46	2,543.18	2,637.58	2,726.54
7%	2,432.52	2,487.71	2,567.18	2,662.46	2,752.26
8%	2,455.25	2,510.96	2,591.17	2,687.34	2,777.99
9%	2,477.98	2,534.21	2,615.16	2,712.23	2,803.71
10%	2,500.72	2,557.46	2,639.15	2,737.11	2,829.43
11%	2,523.45	2,580.71	2,663.15	2,761.99	2,855.15
12%	2,546.19	2,603.96	2,687.14	2,786.87	2,880.88

- BUYER 1
- COMM PARA 1
- FIELD SERV LDWKR 2
- FORESTRY SPEC
- HORTICULTURIST
- M.T. TECH SERVS SPEC 2
- MAINT MECH 2
- MASTER MECHANIC
- PKS EQUIP MECH 2
- PROPERTY APPRAISER 1
- TRAFF OPER LDWKR
- WATER UTIL OPR LDWKR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,925.66	5,037.41	5,198.33	5,391.27	5,573.12
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,024.18	5,138.16	5,302.29	5,499.11	5,684.58
3%	5,073.42	5,188.54	5,354.29	5,553.02	5,740.32
5%	5,171.94	5,289.29	5,458.25	5,660.83	5,851.78
6%	5,221.19	5,339.66	5,510.22	5,714.76	5,907.50
7%	5,270.46	5,390.04	5,562.22	5,768.66	5,963.23
8%	5,319.71	5,440.41	5,614.20	5,822.57	6,018.98
9%	5,368.96	5,490.79	5,666.18	5,876.50	6,074.71
10%	5,418.23	5,541.16	5,718.16	5,930.41	6,130.43
11%	5,467.48	5,591.54	5,770.16	5,984.31	6,186.16
12%	5,516.75	5,641.91	5,822.14	6,038.22	6,241.91

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	59,107.88	60,448.96	62,379.98	64,695.28	66,877.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	60,290.10	61,657.96	63,627.46	65,989.30	68,214.90
3%	60,881.08	62,262.46	64,251.46	66,636.18	68,883.88
5%	62,063.30	63,471.46	65,498.94	67,929.94	70,221.32
6%	62,654.28	64,075.96	66,122.68	68,577.08	70,890.04
7%	63,245.52	64,680.46	66,746.68	69,223.96	71,558.76
8%	63,836.50	65,284.96	67,370.42	69,870.84	72,227.74
9%	64,427.48	65,889.46	67,994.16	70,517.98	72,896.46
10%	65,018.72	66,493.96	68,617.90	71,164.86	73,565.18
11%	65,609.70	67,098.46	69,241.90	71,811.74	74,233.90
12%	66,200.94	67,702.96	69,865.64	72,458.62	74,902.88

GR 16 RANGE 16 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,324.96	2,399.23	2,488.28	2,572.21	2,666.61
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,371.46	2,447.21	2,538.05	2,623.65	2,719.94
3%	2,394.71	2,471.21	2,562.93	2,649.38	2,746.61
5%	2,441.21	2,519.19	2,612.69	2,700.82	2,799.94
6%	2,464.46	2,543.18	2,637.58	2,726.54	2,826.61
7%	2,487.71	2,567.18	2,662.46	2,752.26	2,853.27
8%	2,510.96	2,591.17	2,687.34	2,777.99	2,879.94
9%	2,534.21	2,615.16	2,712.23	2,803.71	2,906.60
10%	2,557.46	2,639.15	2,737.11	2,829.43	2,933.27
11%	2,580.71	2,663.15	2,761.99	2,855.15	2,959.94
12%	2,603.96	2,687.14	2,786.87	2,880.88	2,986.60

BUILDING MAINT COORD
 CODE ENFC OFF 2
 CROSS CON CTRL INSP
 FIRE CODE ENFORCE 2
 FIRE ED/ENFC OFF 2
 MAINT ELECTR 1
 MEDIA TEAM LDWKR
 PLAN REVIEW SPEC 2
 WATER CIVIL TECH 3
 WGTS MEASURE INSP 2
 ZONING CODE OFF 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,037.41	5,198.33	5,391.27	5,573.12	5,777.66
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,138.16	5,302.29	5,499.11	5,684.58	5,893.20
3%	5,188.54	5,354.29	5,553.02	5,740.32	5,950.99
5%	5,289.29	5,458.25	5,660.83	5,851.78	6,066.54
6%	5,339.66	5,510.22	5,714.76	5,907.50	6,124.32
7%	5,390.04	5,562.22	5,768.66	5,963.23	6,182.09
8%	5,440.41	5,614.20	5,822.57	6,018.98	6,239.87
9%	5,490.79	5,666.18	5,876.50	6,074.71	6,297.63
10%	5,541.16	5,718.16	5,930.41	6,130.43	6,355.42
11%	5,591.54	5,770.16	5,984.31	6,186.16	6,413.20
12%	5,641.91	5,822.14	6,038.22	6,241.91	6,470.97

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	60,448.96	62,379.98	64,695.28	66,877.46	69,331.86
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	61,657.96	63,627.46	65,989.30	68,214.90	70,718.44
3%	62,262.46	64,251.46	66,636.18	68,883.88	71,411.86
5%	63,471.46	65,498.94	67,929.94	70,221.32	72,798.44
6%	64,075.96	66,122.68	68,577.08	70,890.04	73,491.86
7%	64,680.46	66,746.68	69,223.96	71,558.76	74,185.02
8%	65,284.96	67,370.42	69,870.84	72,227.74	74,878.44
9%	65,889.46	67,994.16	70,517.98	72,896.46	75,571.60
10%	66,493.96	68,617.90	71,164.86	73,565.18	76,265.02
11%	67,098.46	69,241.90	71,811.74	74,233.90	76,958.44
12%	67,702.96	69,865.64	72,458.62	74,902.88	77,651.60

GR 16 RANGE 17 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,399.23	2,488.28	2,572.21	2,666.61	2,768.49
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,447.21	2,538.05	2,623.65	2,719.94	2,823.86
3%	2,471.21	2,562.93	2,649.38	2,746.61	2,851.54
5%	2,519.19	2,612.69	2,700.82	2,799.94	2,906.91
6%	2,543.18	2,637.58	2,726.54	2,826.61	2,934.60
7%	2,567.18	2,662.46	2,752.26	2,853.27	2,962.28
8%	2,591.17	2,687.34	2,777.99	2,879.94	2,989.97
9%	2,615.16	2,712.23	2,803.71	2,906.60	3,017.65
10%	2,639.15	2,737.11	2,829.43	2,933.27	3,045.34
11%	2,663.15	2,761.99	2,855.15	2,959.94	3,073.02
12%	2,687.14	2,786.87	2,880.88	2,986.60	3,100.71

COMM PARA 2
 COMMUNIC TECH 2
 ECONOMIC DEV PROG COORD
 ELECTRONIC MTN TECH
 ENGR PROG SPEC 1
 TRAFF SIG ELECTR 2
 WATERWKS OPR 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,198.33	5,391.27	5,573.12	5,777.66	5,998.40
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,302.29	5,499.11	5,684.58	5,893.20	6,118.36
3%	5,354.29	5,553.02	5,740.32	5,950.99	6,178.34
5%	5,458.25	5,660.83	5,851.78	6,066.54	6,298.31
6%	5,510.22	5,714.76	5,907.50	6,124.32	6,358.30
7%	5,562.22	5,768.66	5,963.23	6,182.09	6,418.27
8%	5,614.20	5,822.57	6,018.98	6,239.87	6,478.27
9%	5,666.18	5,876.50	6,074.71	6,297.63	6,538.24
10%	5,718.16	5,930.41	6,130.43	6,355.42	6,598.24
11%	5,770.16	5,984.31	6,186.16	6,413.20	6,658.21
12%	5,822.14	6,038.22	6,241.91	6,470.97	6,718.21

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	62,379.98	64,695.28	66,877.46	69,331.86	71,980.74
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	63,627.46	65,989.30	68,214.90	70,718.44	73,420.36
3%	64,251.46	66,636.18	68,883.88	71,411.86	74,140.04
5%	65,498.94	67,929.94	70,221.32	72,798.44	75,579.66
6%	66,122.68	68,577.08	70,890.04	73,491.86	76,299.60
7%	66,746.68	69,223.96	71,558.76	74,185.02	77,019.28
8%	67,370.42	69,870.84	72,227.74	74,878.44	77,739.22
9%	67,994.16	70,517.98	72,896.46	75,571.60	78,458.90
10%	68,617.90	71,164.86	73,565.18	76,265.02	79,178.84
11%	69,241.90	71,811.74	74,233.90	76,958.44	79,898.52
12%	69,865.64	72,458.62	74,902.88	77,651.60	80,618.46

GR 16 RANGE 18 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,488.28	2,572.21	2,666.61	2,768.49	2,877.83
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,538.05	2,623.65	2,719.94	2,823.86	2,935.39
3%	2,562.93	2,649.38	2,746.61	2,851.54	2,964.16
5%	2,612.69	2,700.82	2,799.94	2,906.91	3,021.72
6%	2,637.58	2,726.54	2,826.61	2,934.60	3,050.50
7%	2,662.46	2,752.26	2,853.27	2,962.28	3,079.28
8%	2,687.34	2,777.99	2,879.94	2,989.97	3,108.06
9%	2,712.23	2,803.71	2,906.60	3,017.65	3,136.83
10%	2,737.11	2,829.43	2,933.27	3,045.34	3,165.61
11%	2,761.99	2,855.15	2,959.94	3,073.02	3,194.39
12%	2,786.87	2,880.88	2,986.60	3,100.71	3,223.17

COMM TECH 3
 PROPERTY APPRAISER 2
 TRAFF SIGNAL ELEC 3
 WGTS MEASURE INSP 3

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,391.27	5,573.12	5,777.66	5,998.40	6,235.30
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,499.11	5,684.58	5,893.20	6,118.36	6,360.01
3%	5,553.02	5,740.32	5,950.99	6,178.34	6,422.35
5%	5,660.83	5,851.78	6,066.54	6,298.31	6,547.06
6%	5,714.76	5,907.50	6,124.32	6,358.30	6,609.42
7%	5,768.66	5,963.23	6,182.09	6,418.27	6,671.77
8%	5,822.57	6,018.98	6,239.87	6,478.27	6,734.13
9%	5,876.50	6,074.71	6,297.63	6,538.24	6,796.47
10%	5,930.41	6,130.43	6,355.42	6,598.24	6,858.82
11%	5,984.31	6,186.16	6,413.20	6,658.21	6,921.18
12%	6,038.22	6,241.91	6,470.97	6,718.21	6,983.54

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	64,695.28	66,877.46	69,331.86	71,980.74	74,823.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	65,989.30	68,214.90	70,718.44	73,420.36	76,320.14
3%	66,636.18	68,883.88	71,411.86	74,140.04	77,068.16
5%	67,929.94	70,221.32	72,798.44	75,579.66	78,564.72
6%	68,577.08	70,890.04	73,491.86	76,299.60	79,313.00
7%	69,223.96	71,558.76	74,185.02	77,019.28	80,061.28
8%	69,870.84	72,227.74	74,878.44	77,739.22	80,809.56
9%	70,517.98	72,896.46	75,571.60	78,458.90	81,557.58
10%	71,164.86	73,565.18	76,265.02	79,178.84	82,305.86
11%	71,811.74	74,233.90	76,958.44	79,898.52	83,054.14
12%	72,458.62	74,902.88	77,651.60	80,618.46	83,802.42

GR 16 RANGE 19 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,572.21	2,666.61	2,768.49	2,877.83	3,001.09
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,623.65	2,719.94	2,823.86	2,935.39	3,061.11
3%	2,649.38	2,746.61	2,851.54	2,964.16	3,091.12
5%	2,700.82	2,799.94	2,906.91	3,021.72	3,151.14
6%	2,726.54	2,826.61	2,934.60	3,050.50	3,181.16
7%	2,752.26	2,853.27	2,962.28	3,079.28	3,211.17
8%	2,777.99	2,879.94	2,989.97	3,108.06	3,241.18
9%	2,803.71	2,906.60	3,017.65	3,136.83	3,271.19
10%	2,829.43	2,933.27	3,045.34	3,165.61	3,301.20
11%	2,855.15	2,959.94	3,073.02	3,194.39	3,331.21
12%	2,880.88	2,986.60	3,100.71	3,223.17	3,361.22

CODE ENFORC OFF 3
 ELEC/HEAT INSPECTOR
 ELEVATOR CODE ENFC OFF 1
 ENGR PROG SPEC 2
 FIRE CODE ENFORCE 3
 MAINT ELECT 2
 PLAN REVIEW SPEC 3
 PLUMB/HEAT INSPECTOR
 ZONING ADMIN ASST

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,573.12	5,777.66	5,998.40	6,235.30	6,502.36
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,684.58	5,893.20	6,118.36	6,360.01	6,632.41
3%	5,740.32	5,950.99	6,178.34	6,422.35	6,697.43
5%	5,851.78	6,066.54	6,298.31	6,547.06	6,827.47
6%	5,907.50	6,124.32	6,358.30	6,609.42	6,892.51
7%	5,963.23	6,182.09	6,418.27	6,671.77	6,957.54
8%	6,018.98	6,239.87	6,478.27	6,734.13	7,022.56
9%	6,074.71	6,297.63	6,538.24	6,796.47	7,087.58
10%	6,130.43	6,355.42	6,598.24	6,858.82	7,152.60
11%	6,186.16	6,413.20	6,658.21	6,921.18	7,217.62
12%	6,241.91	6,470.97	6,718.21	6,983.54	7,282.64

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	66,877.46	69,331.86	71,980.74	74,823.58	78,028.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	68,214.90	70,718.44	73,420.36	76,320.14	79,588.86
3%	68,883.88	71,411.86	74,140.04	77,068.16	80,369.12
5%	70,221.32	72,798.44	75,579.66	78,564.72	81,929.64
6%	70,890.04	73,491.86	76,299.60	79,313.00	82,710.16
7%	71,558.76	74,185.02	77,019.28	80,061.28	83,490.42
8%	72,227.74	74,878.44	77,739.22	80,809.56	84,270.68
9%	72,896.46	75,571.60	78,458.90	81,557.58	85,050.94
10%	73,565.18	76,265.02	79,178.84	82,305.86	85,831.20
11%	74,233.90	76,958.44	79,898.52	83,054.14	86,611.46
12%	74,902.88	77,651.60	80,618.46	83,802.42	87,391.72

GR 16 RANGE 20 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,666.61	2,768.49	2,877.83	3,001.09	3,124.13
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,719.94	2,823.86	2,935.39	3,061.11	3,186.61
3%	2,746.61	2,851.54	2,964.16	3,091.12	3,217.85
5%	2,799.94	2,906.91	3,021.72	3,151.14	3,280.34
6%	2,826.61	2,934.60	3,050.50	3,181.16	3,311.58
7%	2,853.27	2,962.28	3,079.28	3,211.17	3,342.82
8%	2,879.94	2,989.97	3,108.06	3,241.18	3,374.06
9%	2,906.60	3,017.65	3,136.83	3,271.19	3,405.30
10%	2,933.27	3,045.34	3,165.61	3,301.20	3,436.54
11%	2,959.94	3,073.02	3,194.39	3,331.21	3,467.78
12%	2,986.60	3,100.71	3,223.17	3,361.22	3,499.03

CODE ENFORC OFF 4
 COMM OPER LDWKR
 ELEVATOR CODE ENFC OFF 2
 FIRE CODE ENFORCE 4
 PLAN REIVEW SPEC 4
 PROPERTY APPRAISER 3

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,777.66	5,998.40	6,235.30	6,502.36	6,768.95
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,893.20	6,118.36	6,360.01	6,632.41	6,904.32
3%	5,950.99	6,178.34	6,422.35	6,697.43	6,972.01
5%	6,066.54	6,298.31	6,547.06	6,827.47	7,107.40
6%	6,124.32	6,358.30	6,609.42	6,892.51	7,175.09
7%	6,182.09	6,418.27	6,671.77	6,957.54	7,242.78
8%	6,239.87	6,478.27	6,734.13	7,022.56	7,310.46
9%	6,297.63	6,538.24	6,796.47	7,087.58	7,378.15
10%	6,355.42	6,598.24	6,858.82	7,152.60	7,445.84
11%	6,413.20	6,658.21	6,921.18	7,217.62	7,513.52
12%	6,470.97	6,718.21	6,983.54	7,282.64	7,581.23

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	69,331.86	71,980.74	74,823.58	78,028.34	81,227.38
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
2%	70,718.44	73,420.36	76,320.14	79,588.86	82,851.86
3%	71,411.86	74,140.04	77,068.16	80,369.12	83,664.10
5%	72,798.44	75,579.66	78,564.72	81,929.64	85,288.84
6%	73,491.86	76,299.60	79,313.00	82,710.16	86,101.08
7%	74,185.02	77,019.28	80,061.28	83,490.42	86,913.32
8%	74,878.44	77,739.22	80,809.56	84,270.68	87,725.56
9%	75,571.60	78,458.90	81,557.58	85,050.94	88,537.80
10%	76,265.02	79,178.84	82,305.86	85,831.20	89,350.04
11%	76,958.44	79,898.52	83,054.14	86,611.46	90,162.28
12%	77,651.60	80,618.46	83,802.42	87,391.72	90,974.78

GR 16 RANGE 21 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,768.49	2,877.83	3,001.09	3,124.13	3,254.36
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,823.86	2,935.39	3,061.11	3,186.61	3,319.45
3%	2,851.54	2,964.16	3,091.12	3,217.85	3,351.99
5%	2,906.91	3,021.72	3,151.14	3,280.34	3,417.08
6%	2,934.60	3,050.50	3,181.16	3,311.58	3,449.62
7%	2,962.28	3,079.28	3,211.17	3,342.82	3,482.17
8%	2,989.97	3,108.06	3,241.18	3,374.06	3,514.71
9%	3,017.65	3,136.83	3,271.19	3,405.30	3,547.25
10%	3,045.34	3,165.61	3,301.20	3,436.54	3,579.80
11%	3,073.02	3,194.39	3,331.21	3,467.78	3,612.34
12%	3,100.71	3,223.17	3,361.22	3,499.03	3,644.88

PROPERTY APPRAISER 4
TRAFF ENGR DEV SPEC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,998.40	6,235.30	6,502.36	6,768.95	7,051.11
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	6,118.36	6,360.01	6,632.41	6,904.32	7,192.14
3%	6,178.34	6,422.35	6,697.43	6,972.01	7,262.65
5%	6,298.31	6,547.06	6,827.47	7,107.40	7,403.67
6%	6,358.30	6,609.42	6,892.51	7,175.09	7,474.18
7%	6,418.27	6,671.77	6,957.54	7,242.78	7,544.70
8%	6,478.27	6,734.13	7,022.56	7,310.46	7,615.21
9%	6,538.24	6,796.47	7,087.58	7,378.15	7,685.71
10%	6,598.24	6,858.82	7,152.60	7,445.84	7,756.23
11%	6,658.21	6,921.18	7,217.62	7,513.52	7,826.74
12%	6,718.21	6,983.54	7,282.64	7,581.23	7,897.24

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	71,980.74	74,823.58	78,028.34	81,227.38	84,613.36
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	73,420.36	76,320.14	79,588.86	82,851.86	86,305.70
3%	74,140.04	77,068.16	80,369.12	83,664.10	87,151.74
5%	75,579.66	78,564.72	81,929.64	85,288.84	88,844.08
6%	76,299.60	79,313.00	82,710.16	86,101.08	89,690.12
7%	77,019.28	80,061.28	83,490.42	86,913.32	90,536.42
8%	77,739.22	80,809.56	84,270.68	87,725.56	91,382.46
9%	78,458.90	81,557.58	85,050.94	88,537.80	92,228.50
10%	79,178.84	82,305.86	85,831.20	89,350.04	93,074.80
11%	79,898.52	83,054.14	86,611.46	90,162.28	93,920.84
12%	80,618.46	83,802.42	87,391.72	90,974.78	94,766.88

GR 16 RANGE 22 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,877.83	3,001.09	3,124.13	3,254.36	3,391.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,935.39	3,061.11	3,186.61	3,319.45	3,459.31
3%	2,964.16	3,091.12	3,217.85	3,351.99	3,493.22
5%	3,021.72	3,151.14	3,280.34	3,417.08	3,561.05
6%	3,050.50	3,181.16	3,311.58	3,449.62	3,594.97
7%	3,079.28	3,211.17	3,342.82	3,482.17	3,628.88
8%	3,108.06	3,241.18	3,374.06	3,514.71	3,662.80
9%	3,136.83	3,271.19	3,405.30	3,547.25	3,696.71
10%	3,165.61	3,301.20	3,436.54	3,579.80	3,730.63
11%	3,194.39	3,331.21	3,467.78	3,612.34	3,764.54
12%	3,223.17	3,361.22	3,499.03	3,644.88	3,798.46

TRAFF SYS & NET SPEC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,235.30	6,502.36	6,768.95	7,051.11	7,348.21
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	6,360.01	6,632.41	6,904.32	7,192.14	7,495.17
3%	6,422.35	6,697.43	6,972.01	7,262.65	7,568.64
5%	6,547.06	6,827.47	7,107.40	7,403.67	7,715.61
6%	6,609.42	6,892.51	7,175.09	7,474.18	7,789.10
7%	6,671.77	6,957.54	7,242.78	7,544.70	7,862.57
8%	6,734.13	7,022.56	7,310.46	7,615.21	7,936.07
9%	6,796.47	7,087.58	7,378.15	7,685.71	8,009.54
10%	6,858.82	7,152.60	7,445.84	7,756.23	8,083.03
11%	6,921.18	7,217.62	7,513.52	7,826.74	8,156.50
12%	6,983.54	7,282.64	7,581.23	7,897.24	8,230.00

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	74,823.58	78,028.34	81,227.38	84,613.36	88,178.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	76,320.14	79,588.86	82,851.86	86,305.70	89,942.06
3%	77,068.16	80,369.12	83,664.10	87,151.74	90,823.72
5%	78,564.72	81,929.64	85,288.84	88,844.08	92,587.30
6%	79,313.00	82,710.16	86,101.08	89,690.12	93,469.22
7%	80,061.28	83,490.42	86,913.32	90,536.42	94,350.88
8%	80,809.56	84,270.68	87,725.56	91,382.46	95,232.80
9%	81,557.58	85,050.94	88,537.80	92,228.50	96,114.46
10%	82,305.86	85,831.20	89,350.04	93,074.80	96,996.38
11%	83,054.14	86,611.46	90,162.28	93,920.84	97,878.04
12%	83,802.42	87,391.72	90,974.78	94,766.88	98,759.96

GR 16 RANGE 23 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,001.09	3,124.13	3,254.36	3,391.48	3,535.13
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,061.11	3,186.61	3,319.45	3,459.31	3,605.83
3%	3,091.12	3,217.85	3,351.99	3,493.22	3,641.18
5%	3,151.14	3,280.34	3,417.08	3,561.05	3,711.89
6%	3,181.16	3,311.58	3,449.62	3,594.97	3,747.24
7%	3,211.17	3,342.82	3,482.17	3,628.88	3,782.59
8%	3,241.18	3,374.06	3,514.71	3,662.80	3,817.94
9%	3,271.19	3,405.30	3,547.25	3,696.71	3,853.29
10%	3,301.20	3,436.54	3,579.80	3,730.63	3,888.64
11%	3,331.21	3,467.78	3,612.34	3,764.54	3,923.99
12%	3,361.22	3,499.03	3,644.88	3,798.46	3,959.35

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,502.36	6,768.95	7,051.11	7,348.21	7,659.45
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	6,632.41	6,904.32	7,192.14	7,495.17	7,812.63
3%	6,697.43	6,972.01	7,262.65	7,568.64	7,889.22
5%	6,827.47	7,107.40	7,403.67	7,715.61	8,042.43
6%	6,892.51	7,175.09	7,474.18	7,789.10	8,119.02
7%	6,957.54	7,242.78	7,544.70	7,862.57	8,195.61
8%	7,022.56	7,310.46	7,615.21	7,936.07	8,272.20
9%	7,087.58	7,378.15	7,685.71	8,009.54	8,348.80
10%	7,152.60	7,445.84	7,756.23	8,083.03	8,425.39
11%	7,217.62	7,513.52	7,826.74	8,156.50	8,501.98
12%	7,282.64	7,581.23	7,897.24	8,230.00	8,578.59

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	78,028.34	81,227.38	84,613.36	88,178.48	91,913.38
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	79,588.86	82,851.86	86,305.70	89,942.06	93,751.58
3%	80,369.12	83,664.10	87,151.74	90,823.72	94,670.68
5%	81,929.64	85,288.84	88,844.08	92,587.30	96,509.14
6%	82,710.16	86,101.08	89,690.12	93,469.22	97,428.24
7%	83,490.42	86,913.32	90,536.42	94,350.88	98,347.34
8%	84,270.68	87,725.56	91,382.46	95,232.80	99,266.44
9%	85,050.94	88,537.80	92,228.50	96,114.46	100,185.54
10%	85,831.20	89,350.04	93,074.80	96,996.38	101,104.64
11%	86,611.46	90,162.28	93,920.84	97,878.04	102,023.74
12%	87,391.72	90,974.78	94,766.88	98,759.96	102,943.10