

CG18 RANGE 1

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	2,033.85	2,095.46	2,156.82	2,219.38	2,289.21
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,074.53	2,137.37	2,199.96	2,263.77	2,334.99
3%	2,094.87	2,158.32	2,221.52	2,285.96	2,357.89
5%	2,135.54	2,200.23	2,264.66	2,330.35	2,403.67
6%	2,155.88	2,221.19	2,286.23	2,352.54	2,426.56
7%	2,176.22	2,242.14	2,307.80	2,374.74	2,449.45
8%	2,196.56	2,263.10	2,329.37	2,396.93	2,472.35
9%	2,216.90	2,284.05	2,350.93	2,419.12	2,495.24
10%	2,237.24	2,305.01	2,372.50	2,441.32	2,518.13
11%	2,257.57	2,325.96	2,394.07	2,463.51	2,541.02
12%	2,277.91	2,346.92	2,415.64	2,485.71	2,563.92

CROSSING GUARD SUPV

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,406.68	4,540.16	4,673.11	4,808.66	4,959.96
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,494.82	4,630.97	4,766.58	4,904.84	5,059.15
3%	4,538.89	4,676.36	4,813.29	4,952.91	5,108.76
5%	4,627.00	4,767.17	4,906.76	5,049.09	5,207.95
6%	4,671.07	4,812.58	4,953.50	5,097.17	5,257.55
7%	4,715.14	4,857.97	5,000.23	5,145.27	5,307.14
8%	4,759.21	4,903.38	5,046.97	5,193.35	5,356.76
9%	4,803.28	4,948.78	5,093.68	5,241.43	5,406.35
10%	4,847.35	4,994.19	5,140.42	5,289.53	5,455.95
11%	4,891.40	5,039.58	5,187.15	5,337.61	5,505.54
12%	4,935.47	5,084.99	5,233.89	5,385.71	5,555.16

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	52,880.10	54,481.96	56,077.32	57,703.88	59,519.46

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	53,937.78	55,571.62	57,198.96	58,858.02	60,709.74
3%	54,466.62	56,116.32	57,759.52	59,434.96	61,305.14
5%	55,524.04	57,205.98	58,881.16	60,589.10	62,495.42
6%	56,052.88	57,750.94	59,441.98	61,166.04	63,090.56
7%	56,581.72	58,295.64	60,002.80	61,743.24	63,685.70
8%	57,110.56	58,840.60	60,563.62	62,320.18	64,281.10
9%	57,639.40	59,385.30	61,124.18	62,897.12	64,876.24
10%	58,168.24	59,930.26	61,685.00	63,474.32	65,471.38
11%	58,696.82	60,474.96	62,245.82	64,051.26	66,066.52
12%	59,225.66	61,019.92	62,806.64	64,628.46	66,661.92

CG18 RANGE 2

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	2,061.68	2,131.28	2,200.89	2,277.28	2,339.86
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,102.91	2,173.91	2,244.91	2,322.83	2,386.66
3%	2,123.53	2,195.22	2,266.92	2,345.60	2,410.06
5%	2,164.76	2,237.84	2,310.93	2,391.14	2,456.85
6%	2,185.38	2,259.16	2,332.94	2,413.92	2,480.25
7%	2,206.00	2,280.47	2,354.95	2,436.69	2,503.65
8%	2,226.61	2,301.78	2,376.96	2,459.46	2,527.05
9%	2,247.23	2,323.10	2,398.97	2,482.24	2,550.45
10%	2,267.85	2,344.41	2,420.98	2,505.01	2,573.85
11%	2,288.46	2,365.72	2,442.99	2,527.78	2,597.24
12%	2,309.08	2,387.03	2,465.00	2,550.55	2,620.64

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,466.97	4,617.77	4,768.60	4,934.11	5,069.70
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,556.31	4,710.14	4,863.97	5,032.80	5,171.10
3%	4,600.98	4,756.31	4,911.66	5,082.13	5,221.80
5%	4,690.31	4,848.65	5,007.02	5,180.80	5,323.18
6%	4,734.99	4,894.85	5,054.70	5,230.16	5,373.88
7%	4,779.67	4,941.02	5,102.39	5,279.50	5,424.58
8%	4,824.32	4,987.19	5,150.08	5,328.83	5,475.28
9%	4,869.00	5,033.38	5,197.77	5,378.19	5,525.98
10%	4,913.68	5,079.56	5,245.46	5,427.52	5,576.68
11%	4,958.33	5,125.73	5,293.15	5,476.86	5,627.35
12%	5,003.01	5,171.90	5,340.83	5,526.19	5,678.05

COMM EVENTS COORD

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	53,603.68	55,413.28	57,223.14	59,209.28	60,836.36
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	54,675.66	56,521.66	58,367.66	60,393.58	62,053.16
3%	55,211.78	57,075.72	58,939.92	60,985.60	62,661.56
5%	56,283.76	58,183.84	60,084.18	62,169.64	63,878.10
6%	56,819.88	58,738.16	60,656.44	62,761.92	64,486.50
7%	57,356.00	59,292.22	61,228.70	63,353.94	65,094.90
8%	57,891.86	59,846.28	61,800.96	63,945.96	65,703.30
9%	58,427.98	60,400.60	62,373.22	64,538.24	66,311.70
10%	58,964.10	60,954.66	62,945.48	65,130.26	66,920.10
11%	59,499.96	61,508.72	63,517.74	65,722.28	67,528.24
12%	60,036.08	62,062.78	64,090.00	66,314.30	68,136.64

CG18 RANGE 3

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	2,131.28	2,200.89	2,277.28	2,339.86	2,430.26
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,173.91	2,244.91	2,322.83	2,386.66	2,478.87
3%	2,195.22	2,266.92	2,345.60	2,410.06	2,503.17
5%	2,237.84	2,310.93	2,391.14	2,456.85	2,551.77
6%	2,259.16	2,332.94	2,413.92	2,480.25	2,576.08
7%	2,280.47	2,354.95	2,436.69	2,503.65	2,600.38
8%	2,301.78	2,376.96	2,459.46	2,527.05	2,624.68
9%	2,323.10	2,398.97	2,482.24	2,550.45	2,648.98
10%	2,344.41	2,420.98	2,505.01	2,573.85	2,673.29
11%	2,365.72	2,442.99	2,527.78	2,597.24	2,697.59
12%	2,387.03	2,465.00	2,550.55	2,620.64	2,721.89

ADMINISTRATIVE SUPERVISOR
M.T. VOL/TOUR COORD
OLBR FAC/VOL COORD

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,617.77	4,768.60	4,934.11	5,069.70	5,265.56
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,710.14	4,863.97	5,032.80	5,171.10	5,370.89
3%	4,756.31	4,911.66	5,082.13	5,221.80	5,423.54
5%	4,848.65	5,007.02	5,180.80	5,323.18	5,528.84
6%	4,894.85	5,054.70	5,230.16	5,373.88	5,581.51
7%	4,941.02	5,102.39	5,279.50	5,424.58	5,634.16
8%	4,987.19	5,150.08	5,328.83	5,475.28	5,686.81
9%	5,033.38	5,197.77	5,378.19	5,525.98	5,739.46
10%	5,079.56	5,245.46	5,427.52	5,576.68	5,792.13
11%	5,125.73	5,293.15	5,476.86	5,627.35	5,844.78
12%	5,171.90	5,340.83	5,526.19	5,678.05	5,897.43

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	55,413.28	57,223.14	59,209.28	60,836.36	63,186.76
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	56,521.66	58,367.66	60,393.58	62,053.16	64,450.62
3%	57,075.72	58,939.92	60,985.60	62,661.56	65,082.42
5%	58,183.84	60,084.18	62,169.64	63,878.10	66,346.02
6%	58,738.16	60,656.44	62,761.92	64,486.50	66,978.08
7%	59,292.22	61,228.70	63,353.94	65,094.90	67,609.88
8%	59,846.28	61,800.96	63,945.96	65,703.30	68,241.68
9%	60,400.60	62,373.22	64,538.24	66,311.70	68,873.48
10%	60,954.66	62,945.48	65,130.26	66,920.10	69,505.54
11%	61,508.72	63,517.74	65,722.28	67,528.24	70,137.34
12%	62,062.78	64,090.00	66,314.30	68,136.64	70,769.14

CG18 RANGE 4

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	2,200.89	2,277.28	2,339.86	2,430.26	2,538.01
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,244.91	2,322.83	2,386.66	2,478.87	2,588.77
3%	2,266.92	2,345.60	2,410.06	2,503.17	2,614.15
5%	2,310.93	2,391.14	2,456.85	2,551.77	2,664.91
6%	2,332.94	2,413.92	2,480.25	2,576.08	2,690.29
7%	2,354.95	2,436.69	2,503.65	2,600.38	2,715.67
8%	2,376.96	2,459.46	2,527.05	2,624.68	2,741.05
9%	2,398.97	2,482.24	2,550.45	2,648.98	2,766.43
10%	2,420.98	2,505.01	2,573.85	2,673.29	2,791.81
11%	2,442.99	2,527.78	2,597.24	2,697.59	2,817.19
12%	2,465.00	2,550.55	2,620.64	2,721.89	2,842.57

- CONTRACT COMPLIANCE SPEC 1
- DR & PS COORD
- EO INV/CONC 1
- LIB PROG COORD
- PARKING COMM OUTREACH SPEC
- M.T. GIFT SHOP MGR
- M.T. ASST OPER SUPV
- MARKETING & COMM SPEC
- RECORDS MGT COORD 1
- SR CTR PROG COORD
- STS USE STAFF TEAM COORD
- WATER COMM OUTREACH SPEC

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,768.60	4,934.11	5,069.70	5,265.56	5,499.02
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,863.97	5,032.80	5,171.10	5,370.89	5,609.00
3%	4,911.66	5,082.13	5,221.80	5,423.54	5,663.99
5%	5,007.02	5,180.80	5,323.18	5,528.84	5,773.97
6%	5,054.70	5,230.16	5,373.88	5,581.51	5,828.96
7%	5,102.39	5,279.50	5,424.58	5,634.16	5,883.95
8%	5,150.08	5,328.83	5,475.28	5,686.81	5,938.94
9%	5,197.77	5,378.19	5,525.98	5,739.46	5,993.93
10%	5,245.46	5,427.52	5,576.68	5,792.13	6,048.92
11%	5,293.15	5,476.86	5,627.35	5,844.78	6,103.91
12%	5,340.83	5,526.19	5,678.05	5,897.43	6,158.90

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	57,223.14	59,209.28	60,836.36	63,186.76	65,988.26
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	58,367.66	60,393.58	62,053.16	64,450.62	67,308.02
3%	58,939.92	60,985.60	62,661.56	65,082.42	67,967.90
5%	60,084.18	62,169.64	63,878.10	66,346.02	69,287.66
6%	60,656.44	62,761.92	64,486.50	66,978.08	69,947.54
7%	61,228.70	63,353.94	65,094.90	67,609.88	70,607.42
8%	61,800.96	63,945.96	65,703.30	68,241.68	71,267.30
9%	62,373.22	64,538.24	66,311.70	68,873.48	71,927.18
10%	62,945.48	65,130.26	66,920.10	69,505.54	72,587.06
11%	63,517.74	65,722.28	67,528.24	70,137.34	73,246.94
12%	64,090.00	66,314.30	68,136.64	70,769.14	73,906.82

CG18 RANGE 5

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	2,277.28	2,339.86	2,430.26	2,538.01	2,640.31
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,322.83	2,386.66	2,478.87	2,588.77	2,693.12
3%	2,345.60	2,410.06	2,503.17	2,614.15	2,719.52
5%	2,391.14	2,456.85	2,551.77	2,664.91	2,772.33
6%	2,413.92	2,480.25	2,576.08	2,690.29	2,798.73
7%	2,436.69	2,503.65	2,600.38	2,715.67	2,825.13
8%	2,459.46	2,527.05	2,624.68	2,741.05	2,851.53
9%	2,482.24	2,550.45	2,648.98	2,766.43	2,877.94
10%	2,505.01	2,573.85	2,673.29	2,791.81	2,904.34
11%	2,527.78	2,597.24	2,697.59	2,817.19	2,930.74
12%	2,550.55	2,620.64	2,721.89	2,842.57	2,957.15

- GOLF CLUB OPR SUPV
- HEARINGS & ACCOM SPEC 1
- M.T. ASST OPR MGR
- PARALEGAL MEDIATOR 1
- PKG ENF FIELD SUPV
- POLICE COURT SERVS SUPV
- POLICE RECORDS SERVS SUPV
- POLICE REPORT SUPV
- PUB WKS FORE
- TRAINING CENTER COORD
- TREE TRIMMER FORE

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,934.11	5,069.70	5,265.56	5,499.02	5,720.67
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,032.80	5,171.10	5,370.89	5,609.00	5,835.09
3%	5,082.13	5,221.80	5,423.54	5,663.99	5,892.29
5%	5,180.80	5,323.18	5,528.84	5,773.97	6,006.72
6%	5,230.16	5,373.88	5,581.51	5,828.96	6,063.92
7%	5,279.50	5,424.58	5,634.16	5,883.95	6,121.12
8%	5,328.83	5,475.28	5,686.81	5,938.94	6,178.32
9%	5,378.19	5,525.98	5,739.46	5,993.93	6,235.54
10%	5,427.52	5,576.68	5,792.13	6,048.92	6,292.74
11%	5,476.86	5,627.35	5,844.78	6,103.91	6,349.94
12%	5,526.19	5,678.05	5,897.43	6,158.90	6,407.16

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	59,209.28	60,836.36	63,186.76	65,988.26	68,648.06
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	60,393.58	62,053.16	64,450.62	67,308.02	70,021.12
3%	60,985.60	62,661.56	65,082.42	67,967.90	70,707.52
5%	62,169.64	63,878.10	66,346.02	69,287.66	72,080.58
6%	62,761.92	64,486.50	66,978.08	69,947.54	72,766.98
7%	63,353.94	65,094.90	67,609.88	70,607.42	73,453.38
8%	63,945.96	65,703.30	68,241.68	71,267.30	74,139.78
9%	64,538.24	66,311.70	68,873.48	71,927.18	74,826.44
10%	65,130.26	66,920.10	69,505.54	72,587.06	75,512.84
11%	65,722.28	67,528.24	70,137.34	73,246.94	76,199.24
12%	66,314.30	68,136.64	70,769.14	73,906.82	76,885.90

CG18 RANGE 6

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	2,339.86	2,430.26	2,538.01	2,640.31	2,755.02
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,386.66	2,478.87	2,588.77	2,693.12	2,810.12
3%	2,410.06	2,503.17	2,614.15	2,719.52	2,837.67
5%	2,456.85	2,551.77	2,664.91	2,772.33	2,892.77
6%	2,480.25	2,576.08	2,690.29	2,798.73	2,920.32
7%	2,503.65	2,600.38	2,715.67	2,825.13	2,947.87
8%	2,527.05	2,624.68	2,741.05	2,851.53	2,975.42
9%	2,550.45	2,648.98	2,766.43	2,877.94	3,002.97
10%	2,573.85	2,673.29	2,791.81	2,904.34	3,030.52
11%	2,597.24	2,697.59	2,817.19	2,930.74	3,058.07
12%	2,620.64	2,721.89	2,842.57	2,957.15	3,085.62
Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	5,069.70	5,265.56	5,499.02	5,720.67	5,969.21
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,171.10	5,370.89	5,609.00	5,835.09	6,088.59
3%	5,221.80	5,423.54	5,663.99	5,892.29	6,148.29
5%	5,323.18	5,528.84	5,773.97	6,006.72	6,267.67
6%	5,373.88	5,581.51	5,828.96	6,063.92	6,327.36
7%	5,424.58	5,634.16	5,883.95	6,121.12	6,387.05
8%	5,475.28	5,686.81	5,938.94	6,178.32	6,446.74
9%	5,525.98	5,739.46	5,993.93	6,235.54	6,506.44
10%	5,576.68	5,792.13	6,048.92	6,292.74	6,566.13
11%	5,627.35	5,844.78	6,103.91	6,349.94	6,625.82
12%	5,678.05	5,897.43	6,158.90	6,407.16	6,685.51

- ACCOUNTANT 1
- ADMIN ANAL 1
- ARCHITECT 1
- ASST CONST MGR 1
- BLDG MAINT SUPV
- BUSINESS DEV SPEC 1
- CHILD CARE PROG SPEC 1
- COM DEV SPEC 1
- COMM SERVS SPEC 1
- COMP OFF ADMIN SERVS SUPV
- CONTRACT COMPL SPEC 2
- CRIME ANALYST 1
- DATA ANALYST 1
- EMP ASST SPEC 1
- ENGINEER 1
- EO INV/CONC 2
- GOLF CLUB OPR SUPV 2
- GRANTS ADMIN 1
- HRA 1
- HYDROGEO 1
- IT SPEC 1
- LANDSCAPE ARCHITECT 1
- M.T. EVENT SERVS MGR
- OCC/ACC SPEC 1
- PKG MAINT SUPV
- PKG REVENUE SUPV
- PLANNER 1
- REAL ESTATE SPECIALIST 1
- REAL ESTATE DEV SPEC 1
- RECORDS MGT COORD 2
- WATER RES SPEC 1

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	60,836.36	63,186.76	65,988.26	68,648.06	71,630.52
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	62,053.16	64,450.62	67,308.02	70,021.12	73,063.12
3%	62,661.56	65,082.42	67,967.90	70,707.52	73,779.42
5%	63,878.10	66,346.02	69,287.66	72,080.58	75,212.02
6%	64,486.50	66,978.08	69,947.54	72,766.98	75,928.32
7%	65,094.90	67,609.88	70,607.42	73,453.38	76,644.62
8%	65,703.30	68,241.68	71,267.30	74,139.78	77,360.92
9%	66,311.70	68,873.48	71,927.18	74,826.44	78,077.22
10%	66,920.10	69,505.54	72,587.06	75,512.84	78,793.52
11%	67,528.24	70,137.34	73,246.94	76,199.24	79,509.82
12%	68,136.64	70,769.14	73,906.82	76,885.90	80,226.12

CG18 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	2,430.26	2,538.01	2,640.31	2,755.02	2,878.88
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,478.87	2,588.77	2,693.12	2,810.12	2,936.46
3%	2,503.17	2,614.15	2,719.52	2,837.67	2,965.25
5%	2,551.77	2,664.91	2,772.33	2,892.77	3,022.82
6%	2,576.08	2,690.29	2,798.73	2,920.32	3,051.61
7%	2,600.38	2,715.67	2,825.13	2,947.87	3,080.40
8%	2,624.68	2,741.05	2,851.53	2,975.42	3,109.19
9%	2,648.98	2,766.43	2,877.94	3,002.97	3,137.98
10%	2,673.29	2,791.81	2,904.34	3,030.52	3,166.77
11%	2,697.59	2,817.19	2,930.74	3,058.07	3,195.56
12%	2,721.89	2,842.57	2,957.15	3,085.62	3,224.35

HEARINGS & ACCOM SPEC 2
 LITIGATION ASST 2
 MAINT & REPAIR COORD
 PARALEGAL MEDIATOR 2
 PUB WKS GEN FORE
 SAFETY COORDINATOR

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	5,265.56	5,499.02	5,720.67	5,969.21	6,237.57
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,370.89	5,609.00	5,835.09	6,088.59	6,362.33
3%	5,423.54	5,663.99	5,892.29	6,148.29	6,424.71
5%	5,528.84	5,773.97	6,006.72	6,267.67	6,549.44
6%	5,581.51	5,828.96	6,063.92	6,327.36	6,611.82
7%	5,634.16	5,883.95	6,121.12	6,387.05	6,674.20
8%	5,686.81	5,938.94	6,178.32	6,446.74	6,736.58
9%	5,739.46	5,993.93	6,235.54	6,506.44	6,798.96
10%	5,792.13	6,048.92	6,292.74	6,566.13	6,861.34
11%	5,844.78	6,103.91	6,349.94	6,625.82	6,923.71
12%	5,897.43	6,158.90	6,407.16	6,685.51	6,986.09

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	63,186.76	65,988.26	68,648.06	71,630.52	74,850.88
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	64,450.62	67,308.02	70,021.12	73,063.12	76,347.96
3%	65,082.42	67,967.90	70,707.52	73,779.42	77,096.50
5%	66,346.02	69,287.66	72,080.58	75,212.02	78,593.32
6%	66,978.08	69,947.54	72,766.98	75,928.32	79,341.86
7%	67,609.88	70,607.42	73,453.38	76,644.62	80,090.40
8%	68,241.68	71,267.30	74,139.78	77,360.92	80,838.94
9%	68,873.48	71,927.18	74,826.44	78,077.22	81,587.48
10%	69,505.54	72,587.06	75,512.84	78,793.52	82,336.02
11%	70,137.34	73,246.94	76,199.24	79,509.82	83,084.56
12%	70,769.14	73,906.82	76,885.90	80,226.12	83,833.10

CG18 RANGE 8

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,538.01	2,640.31	2,755.02	2,878.88	3,011.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,588.77	2,693.12	2,810.12	2,936.46	3,072.00
3%	2,614.15	2,719.52	2,837.67	2,965.25	3,102.11
5%	2,664.91	2,772.33	2,892.77	3,022.82	3,162.35
6%	2,690.29	2,798.73	2,920.32	3,051.61	3,192.47
7%	2,715.67	2,825.13	2,947.87	3,080.40	3,222.58
8%	2,741.05	2,851.53	2,975.42	3,109.19	3,252.70
9%	2,766.43	2,877.94	3,002.97	3,137.98	3,282.82
10%	2,791.81	2,904.34	3,030.52	3,166.77	3,312.94
11%	2,817.19	2,930.74	3,058.07	3,195.56	3,343.05
12%	2,842.57	2,957.15	3,085.62	3,224.35	3,373.17

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,499.02	5,720.67	5,969.21	6,237.57	6,525.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	5,609.00	5,835.09	6,088.59	6,362.33	6,656.00
3%	5,663.99	5,892.29	6,148.29	6,424.71	6,721.24
5%	5,773.97	6,006.72	6,267.67	6,549.44	6,851.76
6%	5,828.96	6,063.92	6,327.36	6,611.82	6,917.02
7%	5,883.95	6,121.12	6,387.05	6,674.20	6,982.26
8%	5,938.94	6,178.32	6,446.74	6,736.58	7,047.52
9%	5,993.93	6,235.54	6,506.44	6,798.96	7,112.78
10%	6,048.92	6,292.74	6,566.13	6,861.34	7,178.04
11%	6,103.91	6,349.94	6,625.82	6,923.71	7,243.28
12%	6,158.90	6,407.16	6,685.51	6,986.09	7,308.54

ACCOUNTANT 2	FORENSIC VIDEO ANALYST	M.T. COM. REL. SUPV
ADMIN ANAL 2	GRANT WRITER	MAD PKS FD COORD
ARCHITECT 2	GRANTS ADMIN 2	MAYOR'S OFF ADM COORD
ASST CONST MGR 2	HORTICULTURE SUPV	OCC/ACC SPEC 2
BUSINESS DEV SPEC 2	HRA 2	ORGAN IMPROV SPEC
CHLD CARE PROG SPEC 2	HSG ASST PROG SUPV	PKG ANALYST
COM CO LEG ANAL	HSG MAINT SUPV	PKG ENFC SUPV
COM DEV SPEC 2	HSG MOD GRTS MGR	PKS GEN SUPV
COMM SERVS SPEC 2	HSG OPER ANALYST	PLANNER 2
CONS RESOURCE SUPV	HSG REHAB SPEC	POLICE PROPERTY SUPV
CONT COMPL SPEC 3	HSG SITE MGR	PROCESS PLANT SUPV
CRIME ANALYST 2	HTFROGEO 2	PUBLIC INFO OFFICER 1
DATA ANALYST 2	HYDROGEOLOGIST 2	REAL ESTATE SPECIALIST 2
ENGINEER 2	IT SPEC 2	REAL ESTATE DEV SPEC 2
EMP ASST SPEC 2	LANDSCAPE ARCHITECT 2	RECR SERVS COORD
EO INV/CONC 3	LANDSCAPE CONSTR SUP	SURVEYOR 2
FORESTRY OPR SUPV	LIBRARIAN 3	WARNER PK FAC MGR
	M.T. BUILD MAINT SUPV	WATER RES SPEC 2

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	65,988.26	68,648.06	71,630.52	74,850.88	78,305.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	67,308.02	70,021.12	73,063.12	76,347.96	79,872.00
3%	67,967.90	70,707.52	73,779.42	77,096.50	80,654.86
5%	69,287.66	72,080.58	75,212.02	78,593.32	82,221.10
6%	69,947.54	72,766.98	75,928.32	79,341.86	83,004.22
7%	70,607.42	73,453.38	76,644.62	80,090.40	83,787.08
8%	71,267.30	74,139.78	77,360.92	80,838.94	84,570.20
9%	71,927.18	74,826.44	78,077.22	81,587.48	85,353.32
10%	72,587.06	75,512.84	78,793.52	82,336.02	86,136.44
11%	73,246.94	76,199.24	79,509.82	83,084.56	86,919.30
12%	73,906.82	76,885.90	80,226.12	83,833.10	87,702.42

CG18 RANGE 9

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	2,640.31	2,755.02	2,878.88	3,011.76	3,161.47
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,693.12	2,810.12	2,936.46	3,072.00	3,224.70
3%	2,719.52	2,837.67	2,965.25	3,102.11	3,256.31
5%	2,772.33	2,892.77	3,022.82	3,162.35	3,319.54
6%	2,798.73	2,920.32	3,051.61	3,192.47	3,351.16
7%	2,825.13	2,947.87	3,080.40	3,222.58	3,382.77
8%	2,851.53	2,975.42	3,109.19	3,252.70	3,414.39
9%	2,877.94	3,002.97	3,137.98	3,282.82	3,446.00
10%	2,904.34	3,030.52	3,166.77	3,312.94	3,477.62
11%	2,930.74	3,058.07	3,195.56	3,343.05	3,509.23
12%	2,957.15	3,085.62	3,224.35	3,373.17	3,540.85

CONSTRUCTION SUPV
 GIS SPECIALIST
 PKG OPER SUPV
 SIDEWALK PROG SUPV

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	5,720.67	5,969.21	6,237.57	6,525.48	6,849.85
w/ Longevity <th><u>Step 1</u></th> <th><u>Step 2</u></th> <th><u>Step 3</u></th> <th><u>Step 4</u></th> <th><u>Step 5</u></th>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,835.09	6,088.59	6,362.33	6,656.00	6,986.85
3%	5,892.29	6,148.29	6,424.71	6,721.24	7,055.34
5%	6,006.72	6,267.67	6,549.44	6,851.76	7,192.34
6%	6,063.92	6,327.36	6,611.82	6,917.02	7,260.85
7%	6,121.12	6,387.05	6,674.20	6,982.26	7,329.34
8%	6,178.32	6,446.74	6,736.58	7,047.52	7,397.85
9%	6,235.54	6,506.44	6,798.96	7,112.78	7,466.33
10%	6,292.74	6,566.13	6,861.34	7,178.04	7,534.84
11%	6,349.94	6,625.82	6,923.71	7,243.28	7,603.33
12%	6,407.16	6,685.51	6,986.09	7,308.54	7,671.84

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	68,648.06	71,630.52	74,850.88	78,305.76	82,198.22

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	70,021.12	73,063.12	76,347.96	79,872.00	83,842.20
3%	70,707.52	73,779.42	77,096.50	80,654.86	84,664.06
5%	72,080.58	75,212.02	78,593.32	82,221.10	86,308.04
6%	72,766.98	75,928.32	79,341.86	83,004.22	87,130.16
7%	73,453.38	76,644.62	80,090.40	83,787.08	87,952.02
8%	74,139.78	77,360.92	80,838.94	84,570.20	88,774.14
9%	74,826.44	78,077.22	81,587.48	85,353.32	89,596.00
10%	75,512.84	78,793.52	82,336.02	86,136.44	90,418.12
11%	76,199.24	79,509.82	83,084.56	86,919.30	91,239.98
12%	76,885.90	80,226.12	83,833.10	87,702.42	92,062.10

CG18 RANGE 10 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,755.02	2,878.88	3,011.76	3,161.47	3,311.03
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,810.12	2,936.46	3,072.00	3,224.70	3,377.25
3%	2,837.67	2,965.25	3,102.11	3,256.31	3,410.36
5%	2,892.77	3,022.82	3,162.35	3,319.54	3,476.58
6%	2,920.32	3,051.61	3,192.47	3,351.16	3,509.69
7%	2,947.87	3,080.40	3,222.58	3,382.77	3,542.80
8%	2,975.42	3,109.19	3,252.70	3,414.39	3,575.91
9%	3,002.97	3,137.98	3,282.82	3,446.00	3,609.02
10%	3,030.52	3,166.77	3,312.94	3,477.62	3,642.13
11%	3,058.07	3,195.56	3,343.05	3,509.23	3,675.24
12%	3,085.62	3,224.35	3,373.17	3,540.85	3,708.35

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,969.21	6,237.57	6,525.48	6,849.85	7,173.90
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	6,088.59	6,362.33	6,656.00	6,986.85	7,317.38
3%	6,148.29	6,424.71	6,721.24	7,055.34	7,389.11
5%	6,267.67	6,549.44	6,851.76	7,192.34	7,532.59
6%	6,327.36	6,611.82	6,917.02	7,260.85	7,604.33
7%	6,387.05	6,674.20	6,982.26	7,329.34	7,676.07
8%	6,446.74	6,736.58	7,047.52	7,397.85	7,747.81
9%	6,506.44	6,798.96	7,112.78	7,466.33	7,819.54
10%	6,566.13	6,861.34	7,178.04	7,534.84	7,891.28
11%	6,625.82	6,923.71	7,243.28	7,603.33	7,963.02
12%	6,685.51	6,986.09	7,308.54	7,671.84	8,034.76

ACCOUNTANT 3	HRA 3	POLICE RECORDS CUST
ADMIN ANAL 3	HSG INIT SPEC	PLANNER 3
AFF ACTION SPEC	HYDROGEO 3	PROCESS IMPROV SPEC
ARCHITECT 3	IT Admin Serv Mgr	PUBLIC INFO OFFICER 2
ASSET MANAGER 1	IT SPECIALIST 3	PUBLIC WORKS DEV MGR 1
BUSINESS DEV SPEC 3	LANDSCAPE ARCHITECT 3	PUBLIC WORKS GEN SUPV
COM DEV SPEC 3	LIB MEDIA COORD	QI & OPER MGR
CONSTRUCTION MGR 1	LIB PROG SUPV	REAL ESTATE SPECIALIST 3
DATA ANALYST 3	LIBRARIAN SUPV	REAL ESTATE DEV SPEC 3
DIGITAL MEDIA SUPV	M.T. BUISNESS MGR	STS OPER ANAL
DISB RIGHTS & SERV COORD	MAD ARTS PROG ADMIN	STS PUB INFO/REC
ENGINEER 3	NH RESOURCE COORD	SUSTAINABILITY PROG COORD
EQUITY COORD	OCC/ACC SPEC 3	TRAFF ENGR 1
FOOD POLICY ADMIN	PKG ASSET/GIS COORD	TRAFFIC OPER SUPV
GOLF PROGRAM SUPV	PKS FAC/MAINT SUPV	TRANSP OPNS ANAL
GRANTS ADMIN 3	PED BICYCLE ADMIN	WATER QUALITY MGR
		WATER RES SPEC 3

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	71,630.52	74,850.88	78,305.76	82,198.22	86,086.78
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	73,063.12	76,347.96	79,872.00	83,842.20	87,808.50
3%	73,779.42	77,096.50	80,654.86	84,664.06	88,669.36
5%	75,212.02	78,593.32	82,221.10	86,308.04	90,391.08
6%	75,928.32	79,341.86	83,004.22	87,130.16	91,251.94
7%	76,644.62	80,090.40	83,787.08	87,952.02	92,112.80
8%	77,360.92	80,838.94	84,570.20	88,774.14	92,973.66
9%	78,077.22	81,587.48	85,353.32	89,596.00	93,834.52
10%	78,793.52	82,336.02	86,136.44	90,418.12	94,695.38
11%	79,509.82	83,084.56	86,919.30	91,239.98	95,556.24
12%	80,226.12	83,833.10	87,702.42	92,062.10	96,417.10

CG18 RANGE 11 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	2,878.88	3,011.76	3,161.47	3,311.03	3,469.16
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,936.46	3,072.00	3,224.70	3,377.25	3,538.54
3%	2,965.25	3,102.11	3,256.31	3,410.36	3,573.23
5%	3,022.82	3,162.35	3,319.54	3,476.58	3,642.62
6%	3,051.61	3,192.47	3,351.16	3,509.69	3,677.31
7%	3,080.40	3,222.58	3,382.77	3,542.80	3,712.00
8%	3,109.19	3,252.70	3,414.39	3,575.91	3,746.69
9%	3,137.98	3,282.82	3,446.00	3,609.02	3,781.38
10%	3,166.77	3,312.94	3,477.62	3,642.13	3,816.08
11%	3,195.56	3,343.05	3,509.23	3,675.24	3,850.77
12%	3,224.35	3,373.17	3,540.85	3,708.35	3,885.46

CITY FORESTER
CUST SERV SUPV

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	6,237.57	6,525.48	6,849.85	7,173.90	7,516.51
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	6,362.33	6,656.00	6,986.85	7,317.38	7,666.84
3%	6,424.71	6,721.24	7,055.34	7,389.11	7,742.00
5%	6,549.44	6,851.76	7,192.34	7,532.59	7,892.34
6%	6,611.82	6,917.02	7,260.85	7,604.33	7,967.51
7%	6,674.20	6,982.26	7,329.34	7,676.07	8,042.67
8%	6,736.58	7,047.52	7,397.85	7,747.81	8,117.83
9%	6,798.96	7,112.78	7,466.33	7,819.54	8,192.99
10%	6,861.34	7,178.04	7,534.84	7,891.28	8,268.17
11%	6,923.71	7,243.28	7,603.33	7,963.02	8,343.34
12%	6,986.09	7,308.54	7,671.84	8,034.76	8,418.50

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	74,850.88	78,305.76	82,198.22	86,086.78

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	76,347.96	79,872.00	83,842.20	87,808.50
3%	77,096.50	80,654.86	84,664.06	88,669.36
5%	78,593.32	82,221.10	86,308.04	90,391.08
6%	79,341.86	83,004.22	87,130.16	91,251.94
7%	80,090.40	83,787.08	87,952.02	92,112.80
8%	80,838.94	84,570.20	88,774.14	92,973.66
9%	81,587.48	85,353.32	89,596.00	93,834.52
10%	82,336.02	86,136.44	90,418.12	94,695.38
11%	83,084.56	86,919.30	91,239.98	95,556.24
12%	83,833.10	87,702.42	92,062.10	96,417.10

Step 5
90,198.16

Step 5
92,002.04
92,903.98
94,708.12
95,610.06
96,512.00
97,413.94
98,315.88
99,218.08
100,120.02
101,021.96

CG18 RANGE 12 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	3,011.76	3,161.47	3,311.03	3,469.16	3,635.99
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,072.00	3,224.70	3,377.25	3,538.54	3,708.71
3%	3,102.11	3,256.31	3,410.36	3,573.23	3,745.07
5%	3,162.35	3,319.54	3,476.58	3,642.62	3,817.79
6%	3,192.47	3,351.16	3,509.69	3,677.31	3,854.15
7%	3,222.58	3,382.77	3,542.80	3,712.00	3,890.51
8%	3,252.70	3,414.39	3,575.91	3,746.69	3,926.87
9%	3,282.82	3,446.00	3,609.02	3,781.38	3,963.23
10%	3,312.94	3,477.62	3,642.13	3,816.08	3,999.59
11%	3,343.05	3,509.23	3,675.24	3,850.77	4,035.95
12%	3,373.17	3,540.85	3,708.35	3,885.46	4,072.31

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	6,525.48	6,849.85	7,173.90	7,516.51	7,877.98
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	6,656.00	6,986.85	7,317.38	7,666.84	8,035.54
3%	6,721.24	7,055.34	7,389.11	7,742.00	8,114.32
5%	6,851.76	7,192.34	7,532.59	7,892.34	8,271.88
6%	6,917.02	7,260.85	7,604.33	7,967.51	8,350.66
7%	6,982.26	7,329.34	7,676.07	8,042.67	8,429.44
8%	7,047.52	7,397.85	7,747.81	8,117.83	8,508.22
9%	7,112.78	7,466.33	7,819.54	8,192.99	8,587.00
10%	7,178.04	7,534.84	7,891.28	8,268.17	8,665.78
11%	7,243.28	7,603.33	7,963.02	8,343.34	8,744.56
12%	7,308.54	7,671.84	8,034.76	8,418.50	8,823.34

ACCOUNTANT 4	FLEET PROG MGR	REAL ESTATE SPE
ADMIN ANAL 4	GRANS ADMIN 4	REAL ESTATE DE'
ARCHITECT 4	HSG INSPECTION SUPV	SENIOR CTR DIR
ASSET MANAGER 2	HYDROGEO 4	STS/PW SIC
BUSINESS DEV SPEC 4	IT SPECIALIST 4	TRAFF ENGR 2
CONSTRUCTION MGR 2	LABOR RELATIONS SPEC	WATER UTIL MA
CONTROL SYS PROG	LAND ARCH 4	
COM DEV SPEC 4	LIBRARY FACILITIES MANAGER	
COMMUNIC OPER SUPV	ORGAN DEV/TRAIN OFF	
DATA ANALYST 4	PKS COMM SVC MGR	
ECON DEV SPEC	PKS FIN/ADMIN MGR	
ENGINEER 4	PLANNER 4	
FIRE ADM SERV MGR	POLICE INFO SYS COORD	
FLEET OPR MGR	PUBLIC WORKS DEV MGR 2	

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	78,305.76	82,198.22	86,086.78	90,198.16
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	79,872.00	83,842.20	87,808.50	92,002.04
3%	80,654.86	84,664.06	88,669.36	92,903.98
5%	82,221.10	86,308.04	90,391.08	94,708.12
6%	83,004.22	87,130.16	91,251.94	95,610.06
7%	83,787.08	87,952.02	92,112.80	96,512.00
8%	84,570.20	88,774.14	92,973.66	97,413.94
9%	85,353.32	89,596.00	93,834.52	98,315.88
10%	86,136.44	90,418.12	94,695.38	99,218.08
11%	86,919.30	91,239.98	95,556.24	100,120.02
12%	87,702.42	92,062.10	96,417.10	101,021.96

ECIALIST 4

V SPEC 4

INT SUPV

Step 5

94,535.74

Step 5

96,426.46

97,371.82

99,262.54

100,207.90

101,153.26

102,098.62

103,043.98

103,989.34

104,934.70

105,880.06

CG18 RANGE 13 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	3,161.47	3,311.03	3,469.16	3,635.99	3,803.15
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,224.70	3,377.25	3,538.54	3,708.71	3,879.21
3%	3,256.31	3,410.36	3,573.23	3,745.07	3,917.24
5%	3,319.54	3,476.58	3,642.62	3,817.79	3,993.31
6%	3,351.16	3,509.69	3,677.31	3,854.15	4,031.34
7%	3,382.77	3,542.80	3,712.00	3,890.51	4,069.37
8%	3,414.39	3,575.91	3,746.69	3,926.87	4,107.40
9%	3,446.00	3,609.02	3,781.38	3,963.23	4,145.43
10%	3,477.62	3,642.13	3,816.08	3,999.59	4,183.47
11%	3,509.23	3,675.24	3,850.77	4,035.95	4,221.50
12%	3,540.85	3,708.35	3,885.46	4,072.31	4,259.53

BOTANICAL CENTER DIR
 COMP MAP/GIS COORD
 FIRE PROTECTION ENGR

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	6,849.85	7,173.90	7,516.51	7,877.98	8,240.16
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	6,986.85	7,317.38	7,666.84	8,035.54	8,404.96
3%	7,055.34	7,389.11	7,742.00	8,114.32	8,487.35
5%	7,192.34	7,532.59	7,892.34	8,271.88	8,652.17
6%	7,260.85	7,604.33	7,967.51	8,350.66	8,734.57
7%	7,329.34	7,676.07	8,042.67	8,429.44	8,816.97
8%	7,397.85	7,747.81	8,117.83	8,508.22	8,899.37
9%	7,466.33	7,819.54	8,192.99	8,587.00	8,981.77
10%	7,534.84	7,891.28	8,268.17	8,665.78	9,064.19
11%	7,603.33	7,963.02	8,343.34	8,744.56	9,146.58
12%	7,671.84	8,034.76	8,418.50	8,823.34	9,228.98

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	82,198.22	86,086.78	90,198.16	94,535.74

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	83,842.20	87,808.50	92,002.04	96,426.46
3%	84,664.06	88,669.36	92,903.98	97,371.82
5%	86,308.04	90,391.08	94,708.12	99,262.54
6%	87,130.16	91,251.94	95,610.06	100,207.90
7%	87,952.02	92,112.80	96,512.00	101,153.26
8%	88,774.14	92,973.66	97,413.94	102,098.62
9%	89,596.00	93,834.52	98,315.88	103,043.98
10%	90,418.12	94,695.38	99,218.08	103,989.34
11%	91,239.98	95,556.24	100,120.02	104,934.70
12%	92,062.10	96,417.10	101,021.96	105,880.06

Step 5
98,881.90

Step 5
100,859.46
101,848.24
103,826.06
104,814.84
105,803.62
106,792.40
107,781.18
108,770.22
109,759.00
110,747.78

CG18 RANGE 14 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	3,311.03	3,469.16	3,635.99	3,803.15	3,986.01
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,377.25	3,538.54	3,708.71	3,879.21	4,065.73
3%	3,410.36	3,573.23	3,745.07	3,917.24	4,105.59
5%	3,476.58	3,642.62	3,817.79	3,993.31	4,185.31
6%	3,509.69	3,677.31	3,854.15	4,031.34	4,225.17
7%	3,542.80	3,712.00	3,890.51	4,069.37	4,265.03
8%	3,575.91	3,746.69	3,926.87	4,107.40	4,304.89
9%	3,609.02	3,781.38	3,963.23	4,145.43	4,344.75
10%	3,642.13	3,816.08	3,999.59	4,183.47	4,384.61
11%	3,675.24	3,850.77	4,035.95	4,221.50	4,424.47
12%	3,708.35	3,885.46	4,072.31	4,259.53	4,464.33

- ASSESS BUS SYS MGR
- ASSESS OPER MGR
- COMM DEV PROG MGR
- ENGINEERING FIN MGR
- LIB BUS OPER MGR
- LIB COM SERVS MGR
- PKS OPER MGR
- PKS PLAN/DEV MGR
- POLICE ADMIN SVC MGR
- PRINCIPAL ACCOUNTANT
- PRINCIPAL IT SPECIALIST
- TRAFF ENGR 3
- WATER SUPPLY MGR
- ZONING ADMIN
- WATER QUALITY MGR

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	7,173.90	7,516.51	7,877.98	8,240.16	8,636.36
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	7,317.38	7,666.84	8,035.54	8,404.96	8,809.08
3%	7,389.11	7,742.00	8,114.32	8,487.35	8,895.45
5%	7,532.59	7,892.34	8,271.88	8,652.17	9,068.17
6%	7,604.33	7,967.51	8,350.66	8,734.57	9,154.54
7%	7,676.07	8,042.67	8,429.44	8,816.97	9,240.90
8%	7,747.81	8,117.83	8,508.22	8,899.37	9,327.26
9%	7,819.54	8,192.99	8,587.00	8,981.77	9,413.63
10%	7,891.28	8,268.17	8,665.78	9,064.19	9,499.99
11%	7,963.02	8,343.34	8,744.56	9,146.58	9,586.35
12%	8,034.76	8,418.50	8,823.34	9,228.98	9,672.72

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	86,086.78	90,198.16	94,535.74	98,881.90
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	87,808.50	92,002.04	96,426.46	100,859.46
3%	88,669.36	92,903.98	97,371.82	101,848.24
5%	90,391.08	94,708.12	99,262.54	103,826.06
6%	91,251.94	95,610.06	100,207.90	104,814.84
7%	92,112.80	96,512.00	101,153.26	105,803.62
8%	92,973.66	97,413.94	102,098.62	106,792.40
9%	93,834.52	98,315.88	103,043.98	107,781.18
10%	94,695.38	99,218.08	103,989.34	108,770.22
11%	95,556.24	100,120.02	104,934.70	109,759.00
12%	96,417.10	101,021.96	105,880.06	110,747.78

Step 5
103,636.26

Step 5
105,708.98
106,745.34
108,818.06
109,854.42
110,890.78
111,927.14
112,963.50
113,999.86
115,036.22
116,072.58

CG18 RANGE 15 Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,469.16	3,635.99	3,803.15	3,986.01	4,176.97
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,538.54	3,708.71	3,879.21	4,065.73	4,260.51
3%	3,573.23	3,745.07	3,917.24	4,105.59	4,302.28
5%	3,642.62	3,817.79	3,993.31	4,185.31	4,385.82
6%	3,677.31	3,854.15	4,031.34	4,225.17	4,427.59
7%	3,712.00	3,890.51	4,069.37	4,265.03	4,469.36
8%	3,746.69	3,926.87	4,107.40	4,304.89	4,511.13
9%	3,781.38	3,963.23	4,145.43	4,344.75	4,552.90
10%	3,816.08	3,999.59	4,183.47	4,384.61	4,594.67
11%	3,850.77	4,035.95	4,221.50	4,424.47	4,636.44
12%	3,885.46	4,072.31	4,259.53	4,464.33	4,678.21

- | | |
|------------------------|------------------------|
| AFFIRMATIVE ACTION MGR | PLAN REV & INSP SUPV |
| ASST STREETS SUPER | POLICE RECORDS SEC MGR |
| COMM DEV GRTS SUPV | PRINCIPAL ARCHITECT |
| COMM SERVICES SUPV | PRINCIPAL ENGR 1 |
| DPCED ADMIN SVS MGR | PRINCIPAL PLANNER |
| EAP ASST PROG MGR | REAL ESTATE SUPV |
| ECON REV SUPV | RISK MANAGER |
| ENGR OPR MGR | TRAFF ENGR 4 |
| EQUAL OPPT MGR | TRAFF OPER MGR |
| M.T. ASSOC DIRECTOR | WATER UTIL FIN MGR |
| ORG HLTH/DEV MGR | WATER UTIL OPR MGR |

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,516.51	7,877.98	8,240.16	8,636.36	9,050.10
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	7,666.84	8,035.54	8,404.96	8,809.08	9,231.11
3%	7,742.00	8,114.32	8,487.35	8,895.45	9,321.61
5%	7,892.34	8,271.88	8,652.17	9,068.17	9,502.61
6%	7,967.51	8,350.66	8,734.57	9,154.54	9,593.11
7%	8,042.67	8,429.44	8,816.97	9,240.90	9,683.61
8%	8,117.83	8,508.22	8,899.37	9,327.26	9,774.12
9%	8,192.99	8,587.00	8,981.77	9,413.63	9,864.62
10%	8,268.17	8,665.78	9,064.19	9,499.99	9,955.12
11%	8,343.34	8,744.56	9,146.58	9,586.35	10,045.62
12%	8,418.50	8,823.34	9,228.98	9,672.72	10,136.12

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	90,198.16	94,535.74	98,881.90	103,636.26	108,601.22
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	92,002.04	96,426.46	100,859.46	105,708.98	110,773.26
3%	92,903.98	97,371.82	101,848.24	106,745.34	111,859.28
5%	94,708.12	99,262.54	103,826.06	108,818.06	114,031.32
6%	95,610.06	100,207.90	104,814.84	109,854.42	115,117.34
7%	96,512.00	101,153.26	105,803.62	110,890.78	116,203.36
8%	97,413.94	102,098.62	106,792.40	111,927.14	117,289.38
9%	98,315.88	103,043.98	107,781.18	112,963.50	118,375.40
10%	99,218.08	103,989.34	108,770.22	113,999.86	119,461.42
11%	100,120.02	104,934.70	109,759.00	115,036.22	120,547.44
12%	101,021.96	105,880.06	110,747.78	116,072.58	121,633.46

CG18 RANGE 16

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	3,635.99	3,803.15	3,986.01	4,176.97	4,381.76
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,708.71	3,879.21	4,065.73	4,260.51	4,469.40
3%	3,745.07	3,917.24	4,105.59	4,302.28	4,513.21
5%	3,817.79	3,993.31	4,185.31	4,385.82	4,600.85
6%	3,854.15	4,031.34	4,225.17	4,427.59	4,644.67
7%	3,890.51	4,069.37	4,265.03	4,469.36	4,688.48
8%	3,926.87	4,107.40	4,304.89	4,511.13	4,732.30
9%	3,963.23	4,145.43	4,344.75	4,552.90	4,776.12
10%	3,999.59	4,183.47	4,384.61	4,594.67	4,819.94
11%	4,035.95	4,221.50	4,424.47	4,636.44	4,863.75
12%	4,072.31	4,259.53	4,464.33	4,678.21	4,907.57

ASST PKS SUPERINTENDENT
 FAC/SUS MGR
 FIRE MARSHAL
 IT APP DEV MGR
 IT TECH SERV MGR
 LIBRARY ASSC DIRECTOR
 PRINCIPAL ENGR 2
 TRANSP PLANNING MGR
 TREASURY REVENUE MGR

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	7,877.98	8,240.16	8,636.36	9,050.10	9,493.81
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	8,035.54	8,404.96	8,809.08	9,231.11	9,683.70
3%	8,114.32	8,487.35	8,895.45	9,321.61	9,778.62
5%	8,271.88	8,652.17	9,068.17	9,502.61	9,968.51
6%	8,350.66	8,734.57	9,154.54	9,593.11	10,063.45
7%	8,429.44	8,816.97	9,240.90	9,683.61	10,158.37
8%	8,508.22	8,899.37	9,327.26	9,774.12	10,253.32
9%	8,587.00	8,981.77	9,413.63	9,864.62	10,348.26
10%	8,665.78	9,064.19	9,499.99	9,955.12	10,443.20
11%	8,744.56	9,146.58	9,586.35	10,045.62	10,538.13
12%	8,823.34	9,228.98	9,672.72	10,136.12	10,633.07

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	94,535.74	98,881.90	103,636.26	108,601.22

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	96,426.46	100,859.46	105,708.98	110,773.26
3%	97,371.82	101,848.24	106,745.34	111,859.28
5%	99,262.54	103,826.06	108,818.06	114,031.32
6%	100,207.90	104,814.84	109,854.42	115,117.34
7%	101,153.26	105,803.62	110,890.78	116,203.36
8%	102,098.62	106,792.40	111,927.14	117,289.38
9%	103,043.98	107,781.18	112,963.50	118,375.40
10%	103,989.34	108,770.22	113,999.86	119,461.42
11%	104,934.70	109,759.00	115,036.22	120,547.44
12%	105,880.06	110,747.78	116,072.58	121,633.46

Step 5
113,925.76

Step 5
116,204.40
117,343.46
119,622.10
120,761.42
121,900.48
123,039.80
124,179.12
125,318.44
126,457.50
127,596.82

CG18 RANGE 17 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	3,803.15	3,986.01	4,176.97	4,381.76	4,586.61
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,879.21	4,065.73	4,260.51	4,469.40	4,678.34
3%	3,917.24	4,105.59	4,302.28	4,513.21	4,724.21
5%	3,993.31	4,185.31	4,385.82	4,600.85	4,815.94
6%	4,031.34	4,225.17	4,427.59	4,644.67	4,861.81
7%	4,069.37	4,265.03	4,469.36	4,688.48	4,907.67
8%	4,107.40	4,304.89	4,511.13	4,732.30	4,953.54
9%	4,145.43	4,344.75	4,552.90	4,776.12	4,999.40
10%	4,183.47	4,384.61	4,594.67	4,819.94	5,045.27
11%	4,221.50	4,424.47	4,636.44	4,863.75	5,091.14
12%	4,259.53	4,464.33	4,678.21	4,907.57	5,137.00

ACCT SERVS MGR
ASST CITY ENGINEER
ASST CITY TRAFFIC ENGR
BUDGET & PROG EVAL MGR
EE & LABOR MGR
HR SERVS MGR
HSG OPER PROG MGR
PARKING DIVISION MGR
WATER UTL ASST GEN MGR

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	8,240.16	8,636.36	9,050.10	9,493.81	9,937.66
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	8,404.96	8,809.08	9,231.11	9,683.70	10,136.40
3%	8,487.35	8,895.45	9,321.61	9,778.62	10,235.79
5%	8,652.17	9,068.17	9,502.61	9,968.51	10,434.54
6%	8,734.57	9,154.54	9,593.11	10,063.45	10,533.92
7%	8,816.97	9,240.90	9,683.61	10,158.37	10,633.29
8%	8,899.37	9,327.26	9,774.12	10,253.32	10,732.67
9%	8,981.77	9,413.63	9,864.62	10,348.26	10,832.03
10%	9,064.19	9,499.99	9,955.12	10,443.20	10,931.42
11%	9,146.58	9,586.35	10,045.62	10,538.13	11,030.80
12%	9,228.98	9,672.72	10,136.12	10,633.07	11,130.17

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	98,881.90	103,636.26	108,601.22	113,925.76

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	100,859.46	105,708.98	110,773.26	116,204.40
3%	101,848.24	106,745.34	111,859.28	117,343.46
5%	103,826.06	108,818.06	114,031.32	119,622.10
6%	104,814.84	109,854.42	115,117.34	120,761.42
7%	105,803.62	110,890.78	116,203.36	121,900.48
8%	106,792.40	111,927.14	117,289.38	123,039.80
9%	107,781.18	112,963.50	118,375.40	124,179.12
10%	108,770.22	113,999.86	119,461.42	125,318.44
11%	109,759.00	115,036.22	120,547.44	126,457.50
12%	110,747.78	116,072.58	121,633.46	127,596.82

Step 5
119,251.86

Step 5
121,636.84
122,829.46
125,214.44
126,407.06
127,599.42
128,792.04
129,984.40
131,177.02
132,369.64
133,562.00

CG18 RANGE 18

Effective 12/01/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,986.01	4,176.97	4,381.76	4,586.61	4,789.93

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,065.73	4,260.51	4,469.40	4,678.34	4,885.73
3%	4,105.59	4,302.28	4,513.21	4,724.21	4,933.63
5%	4,185.31	4,385.82	4,600.85	4,815.94	5,029.43
6%	4,225.17	4,427.59	4,644.67	4,861.81	5,077.33
7%	4,265.03	4,469.36	4,688.48	4,907.67	5,125.23
8%	4,304.89	4,511.13	4,732.30	4,953.54	5,173.12
9%	4,344.75	4,552.90	4,776.12	4,999.40	5,221.02
10%	4,384.61	4,594.67	4,819.94	5,045.27	5,268.92
11%	4,424.47	4,636.44	4,863.75	5,091.14	5,316.82
12%	4,464.33	4,678.21	4,907.57	5,137.00	5,364.72

FIRE CHIEF ASST

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,636.36	9,050.10	9,493.81	9,937.66	10,378.18

Annual	Step 1	Step 2	Step 3	Step 4
Base	103,636.26	108,601.22	113,925.76	119,251.86

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	8,809.08	9,231.11	9,683.70	10,136.40	10,585.75
3%	8,895.45	9,321.61	9,778.62	10,235.79	10,689.53
5%	9,068.17	9,502.61	9,968.51	10,434.54	10,897.10
6%	9,154.54	9,593.11	10,063.45	10,533.92	11,000.88
7%	9,240.90	9,683.61	10,158.37	10,633.29	11,104.67
8%	9,327.26	9,774.12	10,253.32	10,732.67	11,208.43
9%	9,413.63	9,864.62	10,348.26	10,832.03	11,312.21
10%	9,499.99	9,955.12	10,443.20	10,931.42	11,415.99
11%	9,586.35	10,045.62	10,538.13	11,030.80	11,519.78
12%	9,672.72	10,136.12	10,633.07	11,130.17	11,623.56

w/ Longevity	Step 1	Step 2	Step 3	Step 4
2%	105,708.98	110,773.26	116,204.40	121,636.84
3%	106,745.34	111,859.28	117,343.46	122,829.46
5%	108,818.06	114,031.32	119,622.10	125,214.44
6%	109,854.42	115,117.34	120,761.42	126,407.06
7%	110,890.78	116,203.36	121,900.48	127,599.42
8%	111,927.14	117,289.38	123,039.80	128,792.04
9%	112,963.50	118,375.40	124,179.12	129,984.40
10%	113,999.86	119,461.42	125,318.44	131,177.02
11%	115,036.22	120,547.44	126,457.50	132,369.64
12%	116,072.58	121,633.46	127,596.82	133,562.00

Step 5
124,538.18

Step 5
127,028.98
128,274.38
130,765.18
132,010.58
133,255.98
134,501.12
135,746.52
136,991.92
138,237.32
139,482.72

CG18 RANGE 19

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	4,176.97	4,381.76	4,586.61	4,789.93	5,009.81
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,260.51	4,469.40	4,678.34	4,885.73	5,110.01
3%	4,302.28	4,513.21	4,724.21	4,933.63	5,160.10
5%	4,385.82	4,600.85	4,815.94	5,029.43	5,260.30
6%	4,427.59	4,644.67	4,861.81	5,077.33	5,310.40
7%	4,469.36	4,688.48	4,907.67	5,125.23	5,360.50
8%	4,511.13	4,732.30	4,953.54	5,173.12	5,410.59
9%	4,552.90	4,776.12	4,999.40	5,221.02	5,460.69
10%	4,594.67	4,819.94	5,045.27	5,268.92	5,510.79
11%	4,636.44	4,863.75	5,091.14	5,316.82	5,560.89
12%	4,678.21	4,907.57	5,137.00	5,364.72	5,610.99

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	9,050.10	9,493.81	9,937.66	10,378.18	10,854.59
w/ Longevity <td><u>Step 1</u> <td><u>Step 2</u> <td><u>Step 3</u> <td><u>Step 4</u> <td><u>Step 5</u></td> </td></td></td></td>	<u>Step 1</u> <td><u>Step 2</u> <td><u>Step 3</u> <td><u>Step 4</u> <td><u>Step 5</u></td> </td></td></td>	<u>Step 2</u> <td><u>Step 3</u> <td><u>Step 4</u> <td><u>Step 5</u></td> </td></td>	<u>Step 3</u> <td><u>Step 4</u> <td><u>Step 5</u></td> </td>	<u>Step 4</u> <td><u>Step 5</u></td>	<u>Step 5</u>
2%	9,231.11	9,683.70	10,136.40	10,585.75	11,071.69
3%	9,321.61	9,778.62	10,235.79	10,689.53	11,180.22
5%	9,502.61	9,968.51	10,434.54	10,897.10	11,397.32
6%	9,593.11	10,063.45	10,533.92	11,000.88	11,505.87
7%	9,683.61	10,158.37	10,633.29	11,104.67	11,614.42
8%	9,774.12	10,253.32	10,732.67	11,208.43	11,722.95
9%	9,864.62	10,348.26	10,832.03	11,312.21	11,831.50
10%	9,955.12	10,443.20	10,931.42	11,415.99	11,940.05
11%	10,045.62	10,538.13	11,030.80	11,519.78	12,048.60
12%	10,136.12	10,633.07	11,130.17	11,623.56	12,157.15

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	108,601.22	113,925.76	119,251.86	124,538.18
w/ Longevity <td><u>Step 1</u> <td><u>Step 2</u> <td><u>Step 3</u> <td><u>Step 4</u></td> </td></td></td>	<u>Step 1</u> <td><u>Step 2</u> <td><u>Step 3</u> <td><u>Step 4</u></td> </td></td>	<u>Step 2</u> <td><u>Step 3</u> <td><u>Step 4</u></td> </td>	<u>Step 3</u> <td><u>Step 4</u></td>	<u>Step 4</u>
2%	110,773.26	116,204.40	121,636.84	127,028.98
3%	111,859.28	117,343.46	122,829.46	128,274.38
5%	114,031.32	119,622.10	125,214.44	130,765.18
6%	115,117.34	120,761.42	126,407.06	132,010.58
7%	116,203.36	121,900.48	127,599.42	133,255.98
8%	117,289.38	123,039.80	128,792.04	134,501.12
9%	118,375.40	124,179.12	129,984.40	135,746.52
10%	119,461.42	125,318.44	131,177.02	136,991.92
11%	120,547.44	126,457.50	132,369.64	138,237.32
12%	121,633.46	127,596.82	133,562.00	139,482.72

Step 5
130,255.06

Step 5
132,860.26
134,162.60
136,767.80
138,070.40
139,373.00
140,675.34
141,977.94
143,280.54
144,583.14
145,885.74

CG18 RANGE 20

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	4,381.76	4,586.61	4,789.93	5,009.81	5,245.63
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,469.40	4,678.34	4,885.73	5,110.01	5,350.54
3%	4,513.21	4,724.21	4,933.63	5,160.10	5,403.00
5%	4,600.85	4,815.94	5,029.43	5,260.30	5,507.91
6%	4,644.67	4,861.81	5,077.33	5,310.40	5,560.37
7%	4,688.48	4,907.67	5,125.23	5,360.50	5,612.82
8%	4,732.30	4,953.54	5,173.12	5,410.59	5,665.28
9%	4,776.12	4,999.40	5,221.02	5,460.69	5,717.74
10%	4,819.94	5,045.27	5,268.92	5,510.79	5,770.19
11%	4,863.75	5,091.14	5,316.82	5,560.89	5,822.65
12%	4,907.57	5,137.00	5,364.72	5,610.99	5,875.11

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	9,493.81	9,937.66	10,378.18	10,854.59	11,365.53
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	9,683.70	10,136.40	10,585.75	11,071.69	11,592.84
3%	9,778.62	10,235.79	10,689.53	11,180.22	11,706.50
5%	9,968.51	10,434.54	10,897.10	11,397.32	11,933.81
6%	10,063.45	10,533.92	11,000.88	11,505.87	12,047.47
7%	10,158.37	10,633.29	11,104.67	11,614.42	12,161.11
8%	10,253.32	10,732.67	11,208.43	11,722.95	12,274.77
9%	10,348.26	10,832.03	11,312.21	11,831.50	12,388.44
10%	10,443.20	10,931.42	11,415.99	11,940.05	12,502.08
11%	10,538.13	11,030.80	11,519.78	12,048.60	12,615.74
12%	10,633.07	11,130.17	11,623.56	12,157.15	12,729.41

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	113,925.76	119,251.86	124,538.18	130,255.06

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	116,204.40	121,636.84	127,028.98	132,860.26
3%	117,343.46	122,829.46	128,274.38	134,162.60
5%	119,622.10	125,214.44	130,765.18	136,767.80
6%	120,761.42	126,407.06	132,010.58	138,070.40
7%	121,900.48	127,599.42	133,255.98	139,373.00
8%	123,039.80	128,792.04	134,501.12	140,675.34
9%	124,179.12	129,984.40	135,746.52	141,977.94
10%	125,318.44	131,177.02	136,991.92	143,280.54
11%	126,457.50	132,369.64	138,237.32	144,583.14
12%	127,596.82	133,562.00	139,482.72	145,885.74

Step 5
136,386.38

Step 5
139,114.04
140,478.00
143,205.66
144,569.62
145,933.32
147,297.28
148,661.24
150,024.94
151,388.90
152,752.86

CG18 RANGE 21

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	4,586.61	4,789.93	5,009.81	5,245.63	5,489.14
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,678.34	4,885.73	5,110.01	5,350.54	5,598.92
3%	4,724.21	4,933.63	5,160.10	5,403.00	5,653.81
5%	4,815.94	5,029.43	5,260.30	5,507.91	5,763.60
6%	4,861.81	5,077.33	5,310.40	5,560.37	5,818.49
7%	4,907.67	5,125.23	5,360.50	5,612.82	5,873.38
8%	4,953.54	5,173.12	5,410.59	5,665.28	5,928.27
9%	4,999.40	5,221.02	5,460.69	5,717.74	5,983.16
10%	5,045.27	5,268.92	5,510.79	5,770.19	6,038.05
11%	5,091.14	5,316.82	5,560.89	5,822.65	6,092.95
12%	5,137.00	5,364.72	5,610.99	5,875.11	6,147.84

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	9,937.66	10,378.18	10,854.59	11,365.53	11,893.14
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	10,136.40	10,585.75	11,071.69	11,592.84	12,130.99
3%	10,235.79	10,689.53	11,180.22	11,706.50	12,249.92
5%	10,434.54	10,897.10	11,397.32	11,933.81	12,487.80
6%	10,533.92	11,000.88	11,505.87	12,047.47	12,606.73
7%	10,633.29	11,104.67	11,614.42	12,161.11	12,725.66
8%	10,732.67	11,208.43	11,722.95	12,274.77	12,844.59
9%	10,832.03	11,312.21	11,831.50	12,388.44	12,963.51
10%	10,931.42	11,415.99	11,940.05	12,502.08	13,082.44
11%	11,030.80	11,519.78	12,048.60	12,615.74	13,201.39
12%	11,130.17	11,623.56	12,157.15	12,729.41	13,320.32

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	119,251.86	124,538.18	130,255.06	136,386.38
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	121,636.84	127,028.98	132,860.26	139,114.04
3%	122,829.46	128,274.38	134,162.60	140,478.00
5%	125,214.44	130,765.18	136,767.80	143,205.66
6%	126,407.06	132,010.58	138,070.40	144,569.62
7%	127,599.42	133,255.98	139,373.00	145,933.32
8%	128,792.04	134,501.12	140,675.34	147,297.28
9%	129,984.40	135,746.52	141,977.94	148,661.24
10%	131,177.02	136,991.92	143,280.54	150,024.94
11%	132,369.64	138,237.32	144,583.14	151,388.90
12%	133,562.00	139,482.72	145,885.74	152,752.86

Step 5
142,717.64

Step 5
145,571.92
146,999.06
149,853.60
151,280.74
152,707.88
154,135.02
155,562.16
156,989.30
158,416.70
159,843.84

CG18 RANGE 22

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	4,789.93	5,009.81	5,245.63	5,489.14	5,748.44

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,885.73	5,110.01	5,350.54	5,598.92	5,863.41
3%	4,933.63	5,160.10	5,403.00	5,653.81	5,920.89
5%	5,029.43	5,260.30	5,507.91	5,763.60	6,035.86
6%	5,077.33	5,310.40	5,560.37	5,818.49	6,093.35
7%	5,125.23	5,360.50	5,612.82	5,873.38	6,150.83
8%	5,173.12	5,410.59	5,665.28	5,928.27	6,208.32
9%	5,221.02	5,460.69	5,717.74	5,983.16	6,265.80
10%	5,268.92	5,510.79	5,770.19	6,038.05	6,323.28
11%	5,316.82	5,560.89	5,822.65	6,092.95	6,380.77
12%	5,364.72	5,610.99	5,875.11	6,147.84	6,438.25

DEPUTY CITY ATTY

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	10,378.18	10,854.59	11,365.53	11,893.14	12,454.95

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	124,538.18	130,255.06	136,386.38	142,717.64

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	10,585.75	11,071.69	11,592.84	12,130.99	12,704.06
3%	10,689.53	11,180.22	11,706.50	12,249.92	12,828.60
5%	10,897.10	11,397.32	11,933.81	12,487.80	13,077.70
6%	11,000.88	11,505.87	12,047.47	12,606.73	13,202.26
7%	11,104.67	11,614.42	12,161.11	12,725.66	13,326.80
8%	11,208.43	11,722.95	12,274.77	12,844.59	13,451.36
9%	11,312.21	11,831.50	12,388.44	12,963.51	13,575.90
10%	11,415.99	11,940.05	12,502.08	13,082.44	13,700.44
11%	11,519.78	12,048.60	12,615.74	13,201.39	13,825.00
12%	11,623.56	12,157.15	12,729.41	13,320.32	13,949.54

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	127,028.98	132,860.26	139,114.04	145,571.92
3%	128,274.38	134,162.60	140,478.00	146,999.06
5%	130,765.18	136,767.80	143,205.66	149,853.60
6%	132,010.58	138,070.40	144,569.62	151,280.74
7%	133,255.98	139,373.00	145,933.32	152,707.88
8%	134,501.12	140,675.34	147,297.28	154,135.02
9%	135,746.52	141,977.94	148,661.24	155,562.16
10%	136,991.92	143,280.54	150,024.94	156,989.30
11%	138,237.32	144,583.14	151,388.90	158,416.70
12%	139,482.72	145,885.74	152,752.86	159,843.84

Step 5
149,459.44

Step 5
152,448.66
153,943.14
156,932.36
158,427.10
159,921.58
161,416.32
162,910.80
164,405.28
165,900.02
167,394.50

CG18 RANGE 23

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	5,009.81	5,245.63	5,489.14	5,748.44	6,007.50
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,110.01	5,350.54	5,598.92	5,863.41	6,127.65
3%	5,160.10	5,403.00	5,653.81	5,920.89	6,187.73
5%	5,260.30	5,507.91	5,763.60	6,035.86	6,307.88
6%	5,310.40	5,560.37	5,818.49	6,093.35	6,367.95
7%	5,360.50	5,612.82	5,873.38	6,150.83	6,428.03
8%	5,410.59	5,665.28	5,928.27	6,208.32	6,488.10
9%	5,460.69	5,717.74	5,983.16	6,265.80	6,548.18
10%	5,510.79	5,770.19	6,038.05	6,323.28	6,608.25
11%	5,560.89	5,822.65	6,092.95	6,380.77	6,668.33
12%	5,610.99	5,875.11	6,147.84	6,438.25	6,728.40

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	10,854.59	11,365.53	11,893.14	12,454.95	13,016.25
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	11,071.69	11,592.84	12,130.99	12,704.06	13,276.58
3%	11,180.22	11,706.50	12,249.92	12,828.60	13,406.75
5%	11,397.32	11,933.81	12,487.80	13,077.70	13,667.07
6%	11,505.87	12,047.47	12,606.73	13,202.26	13,797.23
7%	11,614.42	12,161.11	12,725.66	13,326.80	13,927.40
8%	11,722.95	12,274.77	12,844.59	13,451.36	14,057.55
9%	11,831.50	12,388.44	12,963.51	13,575.90	14,187.72
10%	11,940.05	12,502.08	13,082.44	13,700.44	14,317.88
11%	12,048.60	12,615.74	13,201.39	13,825.00	14,448.05
12%	12,157.15	12,729.41	13,320.32	13,949.54	14,578.20

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	130,255.06	136,386.38	142,717.64	149,459.44
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	132,860.26	139,114.04	145,571.92	152,448.66
3%	134,162.60	140,478.00	146,999.06	153,943.14
5%	136,767.80	143,205.66	149,853.60	156,932.36
6%	138,070.40	144,569.62	151,280.74	158,427.10
7%	139,373.00	145,933.32	152,707.88	159,921.58
8%	140,675.34	147,297.28	154,135.02	161,416.32
9%	141,977.94	148,661.24	155,562.16	162,910.80
10%	143,280.54	150,024.94	156,989.30	164,405.28
11%	144,583.14	151,388.90	158,416.70	165,900.02
12%	145,885.74	152,752.86	159,843.84	167,394.50

Step 5
156,195.00

Step 5
159,318.90
160,880.98
164,004.88
165,566.70
167,128.78
168,690.60
170,252.68
171,814.50
173,376.58
174,938.40

CG18 RANGE 24

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	5,245.63	5,489.14	5,748.44	6,007.50	6,282.63
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,350.54	5,598.92	5,863.41	6,127.65	6,408.28
3%	5,403.00	5,653.81	5,920.89	6,187.73	6,471.11
5%	5,507.91	5,763.60	6,035.86	6,307.88	6,596.76
6%	5,560.37	5,818.49	6,093.35	6,367.95	6,659.59
7%	5,612.82	5,873.38	6,150.83	6,428.03	6,722.41
8%	5,665.28	5,928.27	6,208.32	6,488.10	6,785.24
9%	5,717.74	5,983.16	6,265.80	6,548.18	6,848.07
10%	5,770.19	6,038.05	6,323.28	6,608.25	6,910.89
11%	5,822.65	6,092.95	6,380.77	6,668.33	6,973.72
12%	5,875.11	6,147.84	6,438.25	6,728.40	7,036.55

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	11,365.53	11,893.14	12,454.95	13,016.25	13,612.37
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	11,592.84	12,130.99	12,704.06	13,276.58	13,884.61
3%	11,706.50	12,249.92	12,828.60	13,406.75	14,020.74
5%	11,933.81	12,487.80	13,077.70	13,667.07	14,292.98
6%	12,047.47	12,606.73	13,202.26	13,797.23	14,429.11
7%	12,161.11	12,725.66	13,326.80	13,927.40	14,565.22
8%	12,274.77	12,844.59	13,451.36	14,057.55	14,701.35
9%	12,388.44	12,963.51	13,575.90	14,187.72	14,837.49
10%	12,502.08	13,082.44	13,700.44	14,317.88	14,973.60
11%	12,615.74	13,201.39	13,825.00	14,448.05	15,109.73
12%	12,729.41	13,320.32	13,949.54	14,578.20	15,245.86

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	136,386.38	142,717.64	149,459.44	156,195.00
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	139,114.04	145,571.92	152,448.66	159,318.90
3%	140,478.00	146,999.06	153,943.14	160,880.98
5%	143,205.66	149,853.60	156,932.36	164,004.88
6%	144,569.62	151,280.74	158,427.10	165,566.70
7%	145,933.32	152,707.88	159,921.58	167,128.78
8%	147,297.28	154,135.02	161,416.32	168,690.60
9%	148,661.24	155,562.16	162,910.80	170,252.68
10%	150,024.94	156,989.30	164,405.28	171,814.50
11%	151,388.90	158,416.70	165,900.02	173,376.58
12%	152,752.86	159,843.84	167,394.50	174,938.40

Step 5
163,348.38

Step 5
166,615.28
168,248.86
171,515.76
173,149.34
174,782.66
176,416.24
178,049.82
179,683.14
181,316.72
182,950.30

CG18 RANGE 25

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	5,489.14	5,748.44	6,007.50	6,282.63	6,565.45
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,598.92	5,863.41	6,127.65	6,408.28	6,696.76
3%	5,653.81	5,920.89	6,187.73	6,471.11	6,762.41
5%	5,763.60	6,035.86	6,307.88	6,596.76	6,893.72
6%	5,818.49	6,093.35	6,367.95	6,659.59	6,959.38
7%	5,873.38	6,150.83	6,428.03	6,722.41	7,025.03
8%	5,928.27	6,208.32	6,488.10	6,785.24	7,090.69
9%	5,983.16	6,265.80	6,548.18	6,848.07	7,156.34
10%	6,038.05	6,323.28	6,608.25	6,910.89	7,222.00
11%	6,092.95	6,380.77	6,668.33	6,973.72	7,287.65
12%	6,147.84	6,438.25	6,728.40	7,036.55	7,353.30

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	11,893.14	12,454.95	13,016.25	13,612.37	14,225.14
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	12,130.99	12,704.06	13,276.58	13,884.61	14,509.65
3%	12,249.92	12,828.60	13,406.75	14,020.74	14,651.89
5%	12,487.80	13,077.70	13,667.07	14,292.98	14,936.39
6%	12,606.73	13,202.26	13,797.23	14,429.11	15,078.66
7%	12,725.66	13,326.80	13,927.40	14,565.22	15,220.90
8%	12,844.59	13,451.36	14,057.55	14,701.35	15,363.16
9%	12,963.51	13,575.90	14,187.72	14,837.49	15,505.40
10%	13,082.44	13,700.44	14,317.88	14,973.60	15,647.67
11%	13,201.39	13,825.00	14,448.05	15,109.73	15,789.91
12%	13,320.32	13,949.54	14,578.20	15,245.86	15,932.15

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	142,717.64	149,459.44	156,195.00	163,348.38
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	145,571.92	152,448.66	159,318.90	166,615.28
3%	146,999.06	153,943.14	160,880.98	168,248.86
5%	149,853.60	156,932.36	164,004.88	171,515.76
6%	151,280.74	158,427.10	165,566.70	173,149.34
7%	152,707.88	159,921.58	167,128.78	174,782.66
8%	154,135.02	161,416.32	168,690.60	176,416.24
9%	155,562.16	162,910.80	170,252.68	178,049.82
10%	156,989.30	164,405.28	171,814.50	179,683.14
11%	158,416.70	165,900.02	173,376.58	181,316.72
12%	159,843.84	167,394.50	174,938.40	182,950.30

Step 5
170,701.70

Step 5
174,115.76
175,822.66
179,236.72
180,943.88
182,650.78
184,357.94
186,064.84
187,772.00
189,478.90
191,185.80

CG18 RANGE 26

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	5,748.44	6,007.52	6,282.63	6,565.45	6,864.12
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	5,863.41	6,127.67	6,408.28	6,696.76	7,001.40
3%	5,920.89	6,187.75	6,471.11	6,762.41	7,070.04
5%	6,035.86	6,307.90	6,596.76	6,893.72	7,207.33
6%	6,093.35	6,367.97	6,659.59	6,959.38	7,275.97
7%	6,150.83	6,428.05	6,722.41	7,025.03	7,344.61
8%	6,208.32	6,488.12	6,785.24	7,090.69	7,413.25
9%	6,265.80	6,548.20	6,848.07	7,156.34	7,481.89
10%	6,323.28	6,608.27	6,910.89	7,222.00	7,550.53
11%	6,380.77	6,668.35	6,973.72	7,287.65	7,619.17
12%	6,438.25	6,728.42	7,036.55	7,353.30	7,687.81

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	12,454.95	13,016.29	13,612.37	14,225.14	14,872.26
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	12,704.06	13,276.62	13,884.61	14,509.65	15,169.70
3%	12,828.60	13,406.79	14,020.74	14,651.89	15,318.42
5%	13,077.70	13,667.12	14,292.98	14,936.39	15,615.88
6%	13,202.26	13,797.27	14,429.11	15,078.66	15,764.60
7%	13,326.80	13,927.44	14,565.22	15,220.90	15,913.32
8%	13,451.36	14,057.59	14,701.35	15,363.16	16,062.04
9%	13,575.90	14,187.77	14,837.49	15,505.40	16,210.76
10%	13,700.44	14,317.92	14,973.60	15,647.67	16,359.48
11%	13,825.00	14,448.09	15,109.73	15,789.91	16,508.20
12%	13,949.54	14,578.24	15,245.86	15,932.15	16,656.92

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Base	149,459.44	156,195.52	163,348.38	170,701.70

w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
2%	152,448.66	159,319.42	166,615.28	174,115.76
3%	153,943.14	160,881.50	168,248.86	175,822.66
5%	156,932.36	164,005.40	171,515.76	179,236.72
6%	158,427.10	165,567.22	173,149.34	180,943.88
7%	159,921.58	167,129.30	174,782.66	182,650.78
8%	161,416.32	168,691.12	176,416.24	184,357.94
9%	162,910.80	170,253.20	178,049.82	186,064.84
10%	164,405.28	171,815.02	179,683.14	187,772.00
11%	165,900.02	173,377.10	181,316.72	189,478.90
12%	167,394.50	174,938.92	182,950.30	191,185.80

Step 5
178,467.12

Step 5
182,036.40
183,821.04
187,390.58
189,175.22
190,959.86
192,744.50
194,529.14
196,313.78
198,098.42
199,883.06