

CG43 RANGE 2

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,339.86	1,374.91	1,432.80	1,485.30	1,545.84
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,366.66	1,402.41	1,461.46	1,515.01	1,576.76
3%	1,380.06	1,416.16	1,475.78	1,529.86	1,592.22
5%	1,406.85	1,443.66	1,504.44	1,559.57	1,623.13
6%	1,420.25	1,457.40	1,518.77	1,574.42	1,638.59
7%	1,433.65	1,471.15	1,533.10	1,589.27	1,654.05
8%	1,447.05	1,484.90	1,547.42	1,604.12	1,669.51
9%	1,460.45	1,498.65	1,561.75	1,618.98	1,684.97
10%	1,473.85	1,512.40	1,576.08	1,633.83	1,700.42
11%	1,487.24	1,526.15	1,590.41	1,648.68	1,715.88
12%	1,500.64	1,539.90	1,604.74	1,663.54	1,731.34

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	2,903.03	2,978.97	3,104.40	3,218.15	3,349.32
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,961.10	3,038.56	3,166.50	3,282.52	3,416.31
3%	2,990.13	3,068.35	3,197.52	3,314.70	3,449.81
5%	3,048.18	3,127.93	3,259.62	3,379.07	3,516.78
6%	3,077.21	3,157.70	3,290.67	3,411.24	3,550.28
7%	3,106.24	3,187.49	3,321.72	3,443.42	3,583.78
8%	3,135.28	3,217.28	3,352.74	3,475.59	3,617.27
9%	3,164.31	3,247.08	3,383.79	3,507.79	3,650.77
10%	3,193.34	3,276.87	3,414.84	3,539.97	3,684.24
11%	3,222.35	3,306.66	3,445.89	3,572.14	3,717.74
12%	3,251.39	3,336.45	3,476.94	3,604.34	3,751.24

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	34,836.36	35,747.66	37,252.80	38,617.80	40,191.84
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	35,533.16	36,462.66	37,997.96	39,390.26	40,995.76
3%	35,881.56	36,820.16	38,370.28	39,776.36	41,397.72
5%	36,578.10	37,535.16	39,115.44	40,548.82	42,201.38
6%	36,926.50	37,892.40	39,488.02	40,934.92	42,603.34
7%	37,274.90	38,249.90	39,860.60	41,321.02	43,005.30
8%	37,623.30	38,607.40	40,232.92	41,707.12	43,407.26
9%	37,971.70	38,964.90	40,605.50	42,093.48	43,809.22
10%	38,320.10	39,322.40	40,978.08	42,479.58	44,210.92
11%	38,668.24	39,679.90	41,350.66	42,865.68	44,612.88
12%	39,016.64	40,037.40	41,723.24	43,252.04	45,014.84

CG43 RANGE 3

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,411.43	1,466.60	1,516.64	1,574.17	1,646.87
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,439.66	1,495.93	1,546.97	1,605.65	1,679.81
3%	1,453.77	1,510.60	1,562.14	1,621.40	1,696.28
5%	1,482.00	1,539.93	1,592.47	1,652.88	1,729.21
6%	1,496.12	1,554.60	1,607.64	1,668.62	1,745.68
7%	1,510.23	1,569.26	1,622.80	1,684.36	1,762.15
8%	1,524.34	1,583.93	1,637.97	1,700.10	1,778.62
9%	1,538.46	1,598.59	1,653.14	1,715.85	1,795.09
10%	1,552.57	1,613.26	1,668.30	1,731.59	1,811.56
11%	1,566.69	1,627.93	1,683.47	1,747.33	1,828.03
12%	1,580.80	1,642.59	1,698.64	1,763.07	1,844.49

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,058.10	3,177.63	3,286.05	3,410.70	3,568.22
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,119.26	3,241.18	3,351.77	3,478.91	3,639.59
3%	3,149.84	3,272.97	3,384.64	3,513.03	3,675.27
5%	3,211.00	3,336.52	3,450.35	3,581.24	3,746.62
6%	3,241.59	3,368.30	3,483.22	3,615.34	3,782.31
7%	3,272.17	3,400.06	3,516.07	3,649.45	3,817.99
8%	3,302.74	3,431.85	3,548.94	3,683.55	3,853.68
9%	3,333.33	3,463.61	3,581.80	3,717.68	3,889.36
10%	3,363.90	3,495.40	3,614.65	3,751.78	3,925.05
11%	3,394.50	3,527.18	3,647.52	3,785.88	3,960.73
12%	3,425.07	3,558.95	3,680.39	3,819.99	3,996.40

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	36,697.18	38,131.60	39,432.64	40,928.42	42,818.62
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	37,431.16	38,894.18	40,221.22	41,746.90	43,675.06
3%	37,798.02	39,275.60	40,615.64	42,156.40	44,103.28
5%	38,532.00	40,038.18	41,404.22	42,974.88	44,959.46
6%	38,899.12	40,419.60	41,798.64	43,384.12	45,387.68
7%	39,265.98	40,800.76	42,192.80	43,793.36	45,815.90
8%	39,632.84	41,182.18	42,587.22	44,202.60	46,244.12
9%	39,999.96	41,563.34	42,981.64	44,612.10	46,672.34
10%	40,366.82	41,944.76	43,375.80	45,021.34	47,100.56
11%	40,733.94	42,326.18	43,770.22	45,430.58	47,528.78
12%	41,100.80	42,707.34	44,164.64	45,839.82	47,956.74

CG43 RANGE 4

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,550.74	1,591.72	1,632.48	1,679.11	1,719.86
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,581.75	1,623.55	1,665.13	1,712.69	1,754.26
3%	1,597.26	1,639.47	1,681.45	1,729.48	1,771.46
5%	1,628.28	1,671.31	1,714.10	1,763.07	1,805.85
6%	1,643.78	1,687.22	1,730.43	1,779.86	1,823.05
7%	1,659.29	1,703.14	1,746.75	1,796.65	1,840.25
8%	1,674.80	1,719.06	1,763.08	1,813.44	1,857.45
9%	1,690.31	1,734.97	1,779.40	1,830.23	1,874.65
10%	1,705.81	1,750.89	1,795.73	1,847.02	1,891.85
11%	1,721.32	1,766.81	1,812.05	1,863.81	1,909.04
12%	1,736.83	1,782.73	1,828.38	1,880.60	1,926.24

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,359.94	3,448.73	3,537.04	3,638.07	3,726.36
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,427.13	3,517.69	3,607.78	3,710.83	3,800.90
3%	3,460.73	3,552.19	3,643.14	3,747.21	3,838.16
5%	3,527.94	3,621.17	3,713.88	3,819.99	3,912.68
6%	3,561.52	3,655.64	3,749.27	3,856.36	3,949.94
7%	3,595.13	3,690.14	3,784.63	3,892.74	3,987.21
8%	3,628.73	3,724.63	3,820.01	3,929.12	4,024.48
9%	3,662.34	3,759.10	3,855.37	3,965.50	4,061.74
10%	3,695.92	3,793.60	3,890.75	4,001.88	4,099.01
11%	3,729.53	3,828.09	3,926.11	4,038.26	4,136.25
12%	3,763.13	3,862.58	3,961.49	4,074.63	4,173.52

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	40,319.24	41,384.72	42,444.48	43,656.86	44,716.36
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	41,125.50	42,212.30	43,293.38	44,529.94	45,610.76
3%	41,528.76	42,626.22	43,717.70	44,966.48	46,057.96
5%	42,335.28	43,454.06	44,566.60	45,839.82	46,952.10
6%	42,738.28	43,867.72	44,991.18	46,276.36	47,399.30
7%	43,141.54	44,281.64	45,415.50	46,712.90	47,846.50
8%	43,544.80	44,695.56	45,840.08	47,149.44	48,293.70
9%	43,948.06	45,109.22	46,264.40	47,585.98	48,740.90
10%	44,351.06	45,523.14	46,688.98	48,022.52	49,188.10
11%	44,754.32	45,937.06	47,113.30	48,459.06	49,635.04
12%	45,157.58	46,350.98	47,537.88	48,895.60	50,082.24

CG43 RANGE 5

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,591.72	1,632.48	1,679.11	1,719.86	1,778.32
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,623.55	1,665.13	1,712.69	1,754.26	1,813.89
3%	1,639.47	1,681.45	1,729.48	1,771.46	1,831.67
5%	1,671.31	1,714.10	1,763.07	1,805.85	1,867.24
6%	1,687.22	1,730.43	1,779.86	1,823.05	1,885.02
7%	1,703.14	1,746.75	1,796.65	1,840.25	1,902.80
8%	1,719.06	1,763.08	1,813.44	1,857.45	1,920.59
9%	1,734.97	1,779.40	1,830.23	1,874.65	1,938.37
10%	1,750.89	1,795.73	1,847.02	1,891.85	1,956.15
11%	1,766.81	1,812.05	1,863.81	1,909.04	1,973.94
12%	1,782.73	1,828.38	1,880.60	1,926.24	1,991.72

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,448.73	3,537.04	3,638.07	3,726.36	3,853.03
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,517.69	3,607.78	3,710.83	3,800.90	3,930.10
3%	3,552.19	3,643.14	3,747.21	3,838.16	3,968.62
5%	3,621.17	3,713.88	3,819.99	3,912.68	4,045.69
6%	3,655.64	3,749.27	3,856.36	3,949.94	4,084.21
7%	3,690.14	3,784.63	3,892.74	3,987.21	4,122.73
8%	3,724.63	3,820.01	3,929.12	4,024.48	4,161.28
9%	3,759.10	3,855.37	3,965.50	4,061.74	4,199.80
10%	3,793.60	3,890.75	4,001.88	4,099.01	4,238.33
11%	3,828.09	3,926.11	4,038.26	4,136.25	4,276.87
12%	3,862.58	3,961.49	4,074.63	4,173.52	4,315.39

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	41,384.72	42,444.48	43,656.86	44,716.36	46,236.32
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	42,212.30	43,293.38	44,529.94	45,610.76	47,161.14
3%	42,626.22	43,717.70	44,966.48	46,057.96	47,623.42
5%	43,454.06	44,566.60	45,839.82	46,952.10	48,548.24
6%	43,867.72	44,991.18	46,276.36	47,399.30	49,010.52
7%	44,281.64	45,415.50	46,712.90	47,846.50	49,472.80
8%	44,695.56	45,840.08	47,149.44	48,293.70	49,935.34
9%	45,109.22	46,264.40	47,585.98	48,740.90	50,397.62
10%	45,523.14	46,688.98	48,022.52	49,188.10	50,859.90
11%	45,937.06	47,113.30	48,459.06	49,635.04	51,322.44
12%	46,350.98	47,537.88	48,895.60	50,082.24	51,784.72

CG43 RANGE 6

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,632.48	1,679.11	1,719.86	1,778.32	1,830.75
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,665.13	1,712.69	1,754.26	1,813.89	1,867.37
3%	1,681.45	1,729.48	1,771.46	1,831.67	1,885.67
5%	1,714.10	1,763.07	1,805.85	1,867.24	1,922.29
6%	1,730.43	1,779.86	1,823.05	1,885.02	1,940.60
7%	1,746.75	1,796.65	1,840.25	1,902.80	1,958.90
8%	1,763.08	1,813.44	1,857.45	1,920.59	1,977.21
9%	1,779.40	1,830.23	1,874.65	1,938.37	1,995.52
10%	1,795.73	1,847.02	1,891.85	1,956.15	2,013.83
11%	1,812.05	1,863.81	1,909.04	1,973.94	2,032.13
12%	1,828.38	1,880.60	1,926.24	1,991.72	2,050.44

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,537.04	3,638.07	3,726.36	3,853.03	3,966.63
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,607.78	3,710.83	3,800.90	3,930.10	4,045.97
3%	3,643.14	3,747.21	3,838.16	3,968.62	4,085.62
5%	3,713.88	3,819.99	3,912.68	4,045.69	4,164.96
6%	3,749.27	3,856.36	3,949.94	4,084.21	4,204.63
7%	3,784.63	3,892.74	3,987.21	4,122.73	4,244.28
8%	3,820.01	3,929.12	4,024.48	4,161.28	4,283.96
9%	3,855.37	3,965.50	4,061.74	4,199.80	4,323.63
10%	3,890.75	4,001.88	4,099.01	4,238.33	4,363.30
11%	3,926.11	4,038.26	4,136.25	4,276.87	4,402.95
12%	3,961.49	4,074.63	4,173.52	4,315.39	4,442.62

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	42,444.48	43,656.86	44,716.36	46,236.32	47,599.50
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	43,293.38	44,529.94	45,610.76	47,161.14	48,551.62
3%	43,717.70	44,966.48	46,057.96	47,623.42	49,027.42
5%	44,566.60	45,839.82	46,952.10	48,548.24	49,979.54
6%	44,991.18	46,276.36	47,399.30	49,010.52	50,455.60
7%	45,415.50	46,712.90	47,846.50	49,472.80	50,931.40
8%	45,840.08	47,149.44	48,293.70	49,935.34	51,407.46
9%	46,264.40	47,585.98	48,740.90	50,397.62	51,883.52
10%	46,688.98	48,022.52	49,188.10	50,859.90	52,359.58
11%	47,113.30	48,459.06	49,635.04	51,322.44	52,835.38
12%	47,537.88	48,895.60	50,082.24	51,784.72	53,311.44

CG43 RANGE 7

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,679.11	1,719.86	1,778.32	1,830.75	1,900.73
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,712.69	1,754.26	1,813.89	1,867.37	1,938.74
3%	1,729.48	1,771.46	1,831.67	1,885.67	1,957.75
5%	1,763.07	1,805.85	1,867.24	1,922.29	1,995.77
6%	1,779.86	1,823.05	1,885.02	1,940.60	2,014.77
7%	1,796.65	1,840.25	1,902.80	1,958.90	2,033.78
8%	1,813.44	1,857.45	1,920.59	1,977.21	2,052.79
9%	1,830.23	1,874.65	1,938.37	1,995.52	2,071.80
10%	1,847.02	1,891.85	1,956.15	2,013.83	2,090.80
11%	1,863.81	1,909.04	1,973.94	2,032.13	2,109.81
12%	1,880.60	1,926.24	1,991.72	2,050.44	2,128.82

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,638.07	3,726.36	3,853.03	3,966.63	4,118.25
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,710.83	3,800.90	3,930.10	4,045.97	4,200.60
3%	3,747.21	3,838.16	3,968.62	4,085.62	4,241.79
5%	3,819.99	3,912.68	4,045.69	4,164.96	4,324.17
6%	3,856.36	3,949.94	4,084.21	4,204.63	4,365.34
7%	3,892.74	3,987.21	4,122.73	4,244.28	4,406.52
8%	3,929.12	4,024.48	4,161.28	4,283.96	4,447.71
9%	3,965.50	4,061.74	4,199.80	4,323.63	4,488.90
10%	4,001.88	4,099.01	4,238.33	4,363.30	4,530.07
11%	4,038.26	4,136.25	4,276.87	4,402.95	4,571.26
12%	4,074.63	4,173.52	4,315.39	4,442.62	4,612.44

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	43,656.86	44,716.36	46,236.32	47,599.50	49,418.98
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	44,529.94	45,610.76	47,161.14	48,551.62	50,407.24
3%	44,966.48	46,057.96	47,623.42	49,027.42	50,901.50
5%	45,839.82	46,952.10	48,548.24	49,979.54	51,890.02
6%	46,276.36	47,399.30	49,010.52	50,455.60	52,384.02
7%	46,712.90	47,846.50	49,472.80	50,931.40	52,878.28
8%	47,149.44	48,293.70	49,935.34	51,407.46	53,372.54
9%	47,585.98	48,740.90	50,397.62	51,883.52	53,866.80
10%	48,022.52	49,188.10	50,859.90	52,359.58	54,360.80
11%	48,459.06	49,635.04	51,322.44	52,835.38	54,855.06
12%	48,895.60	50,082.24	51,784.72	53,311.44	55,349.32

CG43 RANGE 8

Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,719.86	1,778.32	1,830.75	1,900.73	1,953.25
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,754.26	1,813.89	1,867.37	1,938.74	1,992.32
3%	1,771.46	1,831.67	1,885.67	1,957.75	2,011.85
5%	1,805.85	1,867.24	1,922.29	1,995.77	2,050.91
6%	1,823.05	1,885.02	1,940.60	2,014.77	2,070.45
7%	1,840.25	1,902.80	1,958.90	2,033.78	2,089.98
8%	1,857.45	1,920.59	1,977.21	2,052.79	2,109.51
9%	1,874.65	1,938.37	1,995.52	2,071.80	2,129.04
10%	1,891.85	1,956.15	2,013.83	2,090.80	2,148.58
11%	1,909.04	1,973.94	2,032.13	2,109.81	2,168.11
12%	1,926.24	1,991.72	2,050.44	2,128.82	2,187.64

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,726.36	3,853.03	3,966.63	4,118.25	4,232.04
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	3,800.90	3,930.10	4,045.97	4,200.60	4,316.69
3%	3,838.16	3,968.62	4,085.62	4,241.79	4,359.01
5%	3,912.68	4,045.69	4,164.96	4,324.17	4,443.64
6%	3,949.94	4,084.21	4,204.63	4,365.34	4,485.98
7%	3,987.21	4,122.73	4,244.28	4,406.52	4,528.29
8%	4,024.48	4,161.28	4,283.96	4,447.71	4,570.61
9%	4,061.74	4,199.80	4,323.63	4,488.90	4,612.92
10%	4,099.01	4,238.33	4,363.30	4,530.07	4,655.26
11%	4,136.25	4,276.87	4,402.95	4,571.26	4,697.57
12%	4,173.52	4,315.39	4,442.62	4,612.44	4,739.89

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	44,716.36	46,236.32	47,599.50	49,418.98	50,784.50
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	45,610.76	47,161.14	48,551.62	50,407.24	51,800.32
3%	46,057.96	47,623.42	49,027.42	50,901.50	52,308.10
5%	46,952.10	48,548.24	49,979.54	51,890.02	53,323.66
6%	47,399.30	49,010.52	50,455.60	52,384.02	53,831.70
7%	47,846.50	49,472.80	50,931.40	52,878.28	54,339.48
8%	48,293.70	49,935.34	51,407.46	53,372.54	54,847.26
9%	48,740.90	50,397.62	51,883.52	53,866.80	55,355.04
10%	49,188.10	50,859.90	52,359.58	54,360.80	55,863.08
11%	49,635.04	51,322.44	52,835.38	54,855.06	56,370.86
12%	50,082.24	51,784.72	53,311.44	55,349.32	56,878.64

CG43 RANGE 9

Effective 12/1/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,778.32	1,830.75	1,900.73	1,953.25	2,028.36
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	1,813.89	1,867.37	1,938.74	1,992.32	2,068.93
3%	1,831.67	1,885.67	1,957.75	2,011.85	2,089.21
5%	1,867.24	1,922.29	1,995.77	2,050.91	2,129.78
6%	1,885.02	1,940.60	2,014.77	2,070.45	2,150.06
7%	1,902.80	1,958.90	2,033.78	2,089.98	2,170.35
8%	1,920.59	1,977.21	2,052.79	2,109.51	2,190.63
9%	1,938.37	1,995.52	2,071.80	2,129.04	2,210.91
10%	1,956.15	2,013.83	2,090.80	2,148.58	2,231.20
11%	1,973.94	2,032.13	2,109.81	2,168.11	2,251.48
12%	1,991.72	2,050.44	2,128.82	2,187.64	2,271.76

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,853.03	3,966.63	4,118.25	4,232.04	4,394.78
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	3,930.10	4,045.97	4,200.60	4,316.69	4,482.68
3%	3,968.62	4,085.62	4,241.79	4,359.01	4,526.62
5%	4,045.69	4,164.96	4,324.17	4,443.64	4,614.52
6%	4,084.21	4,204.63	4,365.34	4,485.98	4,658.46
7%	4,122.73	4,244.28	4,406.52	4,528.29	4,702.43
8%	4,161.28	4,283.96	4,447.71	4,570.61	4,746.37
9%	4,199.80	4,323.63	4,488.90	4,612.92	4,790.31
10%	4,238.33	4,363.30	4,530.07	4,655.26	4,834.27
11%	4,276.87	4,402.95	4,571.26	4,697.57	4,878.21
12%	4,315.39	4,442.62	4,612.44	4,739.89	4,922.15

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	46,236.32	47,599.50	49,418.98	50,784.50	52,737.36
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	47,161.14	48,551.62	50,407.24	51,800.32	53,792.18
3%	47,623.42	49,027.42	50,901.50	52,308.10	54,319.46
5%	48,548.24	49,979.54	51,890.02	53,323.66	55,374.28
6%	49,010.52	50,455.60	52,384.02	53,831.70	55,901.56
7%	49,472.80	50,931.40	52,878.28	54,339.48	56,429.10
8%	49,935.34	51,407.46	53,372.54	54,847.26	56,956.38
9%	50,397.62	51,883.52	53,866.80	55,355.04	57,483.66
10%	50,859.90	52,359.58	54,360.80	55,863.08	58,011.20
11%	51,322.44	52,835.38	54,855.06	56,370.86	58,538.48
12%	51,784.72	53,311.44	55,349.32	56,878.64	59,065.76

CG43 RANGE 10 Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,830.75	1,900.73	1,953.25	2,028.36	2,091.75
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,867.37	1,938.74	1,992.32	2,068.93	2,133.59
3%	1,885.67	1,957.75	2,011.85	2,089.21	2,154.50
5%	1,922.29	1,995.77	2,050.91	2,129.78	2,196.34
6%	1,940.60	2,014.77	2,070.45	2,150.06	2,217.26
7%	1,958.90	2,033.78	2,089.98	2,170.35	2,238.17
8%	1,977.21	2,052.79	2,109.51	2,190.63	2,259.09
9%	1,995.52	2,071.80	2,129.04	2,210.91	2,280.01
10%	2,013.83	2,090.80	2,148.58	2,231.20	2,300.93
11%	2,032.13	2,109.81	2,168.11	2,251.48	2,321.84
12%	2,050.44	2,128.82	2,187.64	2,271.76	2,342.76

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,966.63	4,118.25	4,232.04	4,394.78	4,532.13
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,045.97	4,200.60	4,316.69	4,482.68	4,622.78
3%	4,085.62	4,241.79	4,359.01	4,526.62	4,668.08
5%	4,164.96	4,324.17	4,443.64	4,614.52	4,758.74
6%	4,204.63	4,365.34	4,485.98	4,658.46	4,804.06
7%	4,244.28	4,406.52	4,528.29	4,702.43	4,849.37
8%	4,283.96	4,447.71	4,570.61	4,746.37	4,894.70
9%	4,323.63	4,488.90	4,612.92	4,790.31	4,940.02
10%	4,363.30	4,530.07	4,655.26	4,834.27	4,985.35
11%	4,402.95	4,571.26	4,697.57	4,878.21	5,030.65
12%	4,442.62	4,612.44	4,739.89	4,922.15	5,075.98

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	47,599.50	49,418.98	50,784.50	52,737.36	54,385.50
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	48,551.62	50,407.24	51,800.32	53,792.18	55,473.34
3%	49,027.42	50,901.50	52,308.10	54,319.46	56,017.00
5%	49,979.54	51,890.02	53,323.66	55,374.28	57,104.84
6%	50,455.60	52,384.02	53,831.70	55,901.56	57,648.76
7%	50,931.40	52,878.28	54,339.48	56,429.10	58,192.42
8%	51,407.46	53,372.54	54,847.26	56,956.38	58,736.34
9%	51,883.52	53,866.80	55,355.04	57,483.66	59,280.26
10%	52,359.58	54,360.80	55,863.08	58,011.20	59,824.18
11%	52,835.38	54,855.06	56,370.86	58,538.48	60,367.84
12%	53,311.44	55,349.32	56,878.64	59,065.76	60,911.76

CG43 RANGE 11 Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,900.73	1,953.25	2,028.36	2,091.75	2,155.33
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,938.74	1,992.32	2,068.93	2,133.59	2,198.44
3%	1,957.75	2,011.85	2,089.21	2,154.50	2,219.99
5%	1,995.77	2,050.91	2,129.78	2,196.34	2,263.10
6%	2,014.77	2,070.45	2,150.06	2,217.26	2,284.65
7%	2,033.78	2,089.98	2,170.35	2,238.17	2,306.20
8%	2,052.79	2,109.51	2,190.63	2,259.09	2,327.76
9%	2,071.80	2,129.04	2,210.91	2,280.01	2,349.31
10%	2,090.80	2,148.58	2,231.20	2,300.93	2,370.86
11%	2,109.81	2,168.11	2,251.48	2,321.84	2,392.42
12%	2,128.82	2,187.64	2,271.76	2,342.76	2,413.97

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Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,118.25	4,232.04	4,394.78	4,532.13	4,669.88
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,200.60	4,316.69	4,482.68	4,622.78	4,763.29
3%	4,241.79	4,359.01	4,526.62	4,668.08	4,809.98
5%	4,324.17	4,443.64	4,614.52	4,758.74	4,903.38
6%	4,365.34	4,485.98	4,658.46	4,804.06	4,950.08
7%	4,406.52	4,528.29	4,702.43	4,849.37	4,996.77
8%	4,447.71	4,570.61	4,746.37	4,894.70	5,043.48
9%	4,488.90	4,612.92	4,790.31	4,940.02	5,090.17
10%	4,530.07	4,655.26	4,834.27	4,985.35	5,136.86
11%	4,571.26	4,697.57	4,878.21	5,030.65	5,183.58
12%	4,612.44	4,739.89	4,922.15	5,075.98	5,230.27

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	49,418.98	50,784.50	52,737.36	54,385.50	56,038.58
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	50,407.24	51,800.32	53,792.18	55,473.34	57,159.44
3%	50,901.50	52,308.10	54,319.46	56,017.00	57,719.74
5%	51,890.02	53,323.66	55,374.28	57,104.84	58,840.60
6%	52,384.02	53,831.70	55,901.56	57,648.76	59,400.90
7%	52,878.28	54,339.48	56,429.10	58,192.42	59,961.20
8%	53,372.54	54,847.26	56,956.38	58,736.34	60,521.76
9%	53,866.80	55,355.04	57,483.66	59,280.26	61,082.06
10%	54,360.80	55,863.08	58,011.20	59,824.18	61,642.36
11%	54,855.06	56,370.86	58,538.48	60,367.84	62,202.92
12%	55,349.32	56,878.64	59,065.76	60,911.76	62,763.22

CG43 RANGE 12 Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	1,953.25	2,028.36	2,091.75	2,155.33	2,218.65
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	1,992.32	2,068.93	2,133.59	2,198.44	2,263.02
3%	2,011.85	2,089.21	2,154.50	2,219.99	2,285.21
5%	2,050.91	2,129.78	2,196.34	2,263.10	2,329.58
6%	2,070.45	2,150.06	2,217.26	2,284.65	2,351.77
7%	2,089.98	2,170.35	2,238.17	2,306.20	2,373.96
8%	2,109.51	2,190.63	2,259.09	2,327.76	2,396.14
9%	2,129.04	2,210.91	2,280.01	2,349.31	2,418.33
10%	2,148.58	2,231.20	2,300.93	2,370.86	2,440.52
11%	2,168.11	2,251.48	2,321.84	2,392.42	2,462.70
12%	2,187.64	2,271.76	2,342.76	2,413.97	2,484.89

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,232.04	4,394.78	4,532.13	4,669.88	4,807.08
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,316.69	4,482.68	4,622.78	4,763.29	4,903.21
3%	4,359.01	4,526.62	4,668.08	4,809.98	4,951.29
5%	4,443.64	4,614.52	4,758.74	4,903.38	5,047.42
6%	4,485.98	4,658.46	4,804.06	4,950.08	5,095.50
7%	4,528.29	4,702.43	4,849.37	4,996.77	5,143.58
8%	4,570.61	4,746.37	4,894.70	5,043.48	5,191.64
9%	4,612.92	4,790.31	4,940.02	5,090.17	5,239.72
10%	4,655.26	4,834.27	4,985.35	5,136.86	5,287.79
11%	4,697.57	4,878.21	5,030.65	5,183.58	5,335.85
12%	4,739.89	4,922.15	5,075.98	5,230.27	5,383.93

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	50,784.50	52,737.36	54,385.50	56,038.58	57,684.90
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	51,800.32	53,792.18	55,473.34	57,159.44	58,838.52
3%	52,308.10	54,319.46	56,017.00	57,719.74	59,415.46
5%	53,323.66	55,374.28	57,104.84	58,840.60	60,569.08
6%	53,831.70	55,901.56	57,648.76	59,400.90	61,146.02
7%	54,339.48	56,429.10	58,192.42	59,961.20	61,722.96
8%	54,847.26	56,956.38	58,736.34	60,521.76	62,299.64
9%	55,355.04	57,483.66	59,280.26	61,082.06	62,876.58
10%	55,863.08	58,011.20	59,824.18	61,642.36	63,453.52
11%	56,370.86	58,538.48	60,367.84	62,202.92	64,030.20
12%	56,878.64	59,065.76	60,911.76	62,763.22	64,607.14

CG43 RANGE 13 Effective 12/1/19 +3.25%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	2,064.10	2,122.01	2,180.03	2,237.86	2,301.50
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	2,105.38	2,164.45	2,223.63	2,282.62	2,347.53
3%	2,126.02	2,185.67	2,245.43	2,305.00	2,370.55
5%	2,167.31	2,228.11	2,289.03	2,349.75	2,416.58
6%	2,187.95	2,249.33	2,310.83	2,372.13	2,439.59
7%	2,208.59	2,270.55	2,332.63	2,394.51	2,462.61
8%	2,229.23	2,291.77	2,354.43	2,416.89	2,485.62
9%	2,249.87	2,312.99	2,376.23	2,439.27	2,508.64
10%	2,270.51	2,334.21	2,398.03	2,461.65	2,531.65
11%	2,291.15	2,355.43	2,419.83	2,484.02	2,554.67
12%	2,311.79	2,376.65	2,441.63	2,506.40	2,577.68

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,472.22	4,597.69	4,723.40	4,848.70	4,986.58
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	4,561.66	4,689.64	4,817.87	4,945.68	5,086.32
3%	4,606.38	4,735.62	4,865.10	4,994.17	5,136.19
5%	4,695.84	4,827.57	4,959.57	5,091.13	5,235.92
6%	4,740.56	4,873.55	5,006.80	5,139.62	5,285.78
7%	4,785.28	4,919.53	5,054.03	5,188.11	5,335.66
8%	4,830.00	4,965.50	5,101.27	5,236.60	5,385.51
9%	4,874.72	5,011.48	5,148.50	5,285.09	5,435.39
10%	4,919.44	5,057.46	5,195.73	5,333.58	5,485.24
11%	4,964.16	5,103.43	5,242.97	5,382.04	5,535.12
12%	5,008.88	5,149.41	5,290.20	5,430.53	5,584.97

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	53,666.60	55,172.26	56,680.78	58,184.36	59,839.00
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2%	54,739.88	56,275.70	57,814.38	59,348.12	61,035.78
3%	55,276.52	56,827.42	58,381.18	59,930.00	61,634.30
5%	56,350.06	57,930.86	59,514.78	61,093.50	62,831.08
6%	56,886.70	58,482.58	60,081.58	61,675.38	63,429.34
7%	57,423.34	59,034.30	60,648.38	62,257.26	64,027.86
8%	57,959.98	59,586.02	61,215.18	62,839.14	64,626.12
9%	58,496.62	60,137.74	61,781.98	63,421.02	65,224.64
10%	59,033.26	60,689.46	62,348.78	64,002.90	65,822.90
11%	59,569.90	61,241.18	62,915.58	64,584.52	66,421.42
12%	60,106.54	61,792.90	63,482.38	65,166.40	67,019.68

CG43 RANGE 14 Effective 12/1/19 +3.25%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,122.01	2,180.03	2,237.86	2,301.50	2,353.74

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	2,164.45	2,223.63	2,282.62	2,347.53	2,400.81
3%	2,185.67	2,245.43	2,305.00	2,370.55	2,424.35
5%	2,228.11	2,289.03	2,349.75	2,416.58	2,471.43
6%	2,249.33	2,310.83	2,372.13	2,439.59	2,494.96
7%	2,270.55	2,332.63	2,394.51	2,462.61	2,518.50
8%	2,291.77	2,354.43	2,416.89	2,485.62	2,542.04
9%	2,312.99	2,376.23	2,439.27	2,508.64	2,565.58
10%	2,334.21	2,398.03	2,461.65	2,531.65	2,589.11
11%	2,355.43	2,419.83	2,484.02	2,554.67	2,612.65
12%	2,376.65	2,441.63	2,506.40	2,577.68	2,636.19

TRANSIT OFF MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,597.69	4,723.40	4,848.70	4,986.58	5,099.77

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	55,172.26	56,680.78	58,184.36	59,839.00	61,197.24

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	4,689.64	4,817.87	4,945.68	5,086.32	5,201.76
3%	4,735.62	4,865.10	4,994.17	5,136.19	5,252.76
5%	4,827.57	4,959.57	5,091.13	5,235.92	5,354.77
6%	4,873.55	5,006.80	5,139.62	5,285.78	5,405.75
7%	4,919.53	5,054.03	5,188.11	5,335.66	5,456.75
8%	4,965.50	5,101.27	5,236.60	5,385.51	5,507.75
9%	5,011.48	5,148.50	5,285.09	5,435.39	5,558.76
10%	5,057.46	5,195.73	5,333.58	5,485.24	5,609.74
11%	5,103.43	5,242.97	5,382.04	5,535.12	5,660.74
12%	5,149.41	5,290.20	5,430.53	5,584.97	5,711.75

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
2%	56,275.70	57,814.38	59,348.12	61,035.78	62,421.06
3%	56,827.42	58,381.18	59,930.00	61,634.30	63,033.10
5%	57,930.86	59,514.78	61,093.50	62,831.08	64,257.18
6%	58,482.58	60,081.58	61,675.38	63,429.34	64,868.96
7%	59,034.30	60,648.38	62,257.26	64,027.86	65,481.00
8%	59,586.02	61,215.18	62,839.14	64,626.12	66,093.04
9%	60,137.74	61,781.98	63,421.02	65,224.64	66,705.08
10%	60,689.46	62,348.78	64,002.90	65,822.90	67,316.86
11%	61,241.18	62,915.58	64,584.52	66,421.42	67,928.90
12%	61,792.90	63,482.38	65,166.40	67,019.68	68,540.94