

CG71 RANGE 1

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 | 2,113.32 | 2,173.04 | 2,232.79 | 2,298.49 | 2,352.29 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 2,155.59 | 2,216.50 | 2,277.45 | 2,344.46 | 2,399.34 |
| 3% | 2,176.72 | 2,238.23 | 2,299.77 | 2,367.44 | 2,422.86 |
| 5% | 2,218.99 | 2,281.69 | 2,344.43 | 2,413.41 | 2,469.90 |
| 6% | 2,240.12 | 2,303.42 | 2,366.76 | 2,436.40 | 2,493.43 |
| 7% | 2,261.25 | 2,325.15 | 2,389.09 | 2,459.38 | 2,516.95 |
| 8% | 2,282.39 | 2,346.88 | 2,411.41 | 2,482.37 | 2,540.47 |
| 9% | 2,303.52 | 2,368.61 | 2,433.74 | 2,505.35 | 2,564.00 |
| 10% | 2,324.65 | 2,390.34 | 2,456.07 | 2,528.34 | 2,587.52 |
| 11% | 2,345.79 | 2,412.07 | 2,478.40 | 2,551.32 | 2,611.04 |
| 12% | 2,366.92 | 2,433.80 | 2,500.72 | 2,574.31 | 2,634.56 |

PAINTER

| Monthly | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 4,578.86 | 4,708.25 | 4,837.71 | 4,980.06 | 5,096.63 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 4,670.45 | 4,802.42 | 4,934.48 | 5,079.66 | 5,198.57 |
| 3% | 4,716.23 | 4,849.50 | 4,982.84 | 5,129.45 | 5,249.53 |
| 5% | 4,807.81 | 4,943.66 | 5,079.60 | 5,229.06 | 5,351.45 |
| 6% | 4,853.59 | 4,990.74 | 5,127.98 | 5,278.87 | 5,402.43 |
| 7% | 4,899.38 | 5,037.83 | 5,176.36 | 5,328.66 | 5,453.39 |
| 8% | 4,945.18 | 5,084.91 | 5,224.72 | 5,378.47 | 5,504.35 |
| 9% | 4,990.96 | 5,131.99 | 5,273.10 | 5,428.26 | 5,555.33 |
| 10% | 5,036.74 | 5,179.07 | 5,321.49 | 5,478.07 | 5,606.29 |
| 11% | 5,082.55 | 5,226.15 | 5,369.87 | 5,527.86 | 5,657.25 |
| 12% | 5,128.33 | 5,273.23 | 5,418.23 | 5,577.67 | 5,708.21 |

| Annual | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 54,946.32 | 56,499.04 | 58,052.54 | 59,760.74 | 61,159.54 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 56,045.34 | 57,629.00 | 59,213.70 | 60,955.96 | 62,382.84 |
| 3% | 56,594.72 | 58,193.98 | 59,794.02 | 61,553.44 | 62,994.36 |
| 5% | 57,693.74 | 59,323.94 | 60,955.18 | 62,748.66 | 64,217.40 |
| 6% | 58,243.12 | 59,888.92 | 61,535.76 | 63,346.40 | 64,829.18 |
| 7% | 58,792.50 | 60,453.90 | 62,116.34 | 63,943.88 | 65,440.70 |
| 8% | 59,342.14 | 61,018.88 | 62,696.66 | 64,541.62 | 66,052.22 |
| 9% | 59,891.52 | 61,583.86 | 63,277.24 | 65,139.10 | 66,664.00 |
| 10% | 60,440.90 | 62,148.84 | 63,857.82 | 65,736.84 | 67,275.52 |
| 11% | 60,990.54 | 62,713.82 | 64,438.40 | 66,334.32 | 67,887.04 |
| 12% | 61,539.92 | 63,278.80 | 65,018.72 | 66,932.06 | 68,498.56 |

CG71 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 | 2,197.59 | 2,257.31 | 2,317.06 | 2,382.76 | 2,436.47 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 2,241.54 | 2,302.46 | 2,363.40 | 2,430.42 | 2,485.20 |
| 3% | 2,263.52 | 2,325.03 | 2,386.57 | 2,454.24 | 2,509.56 |
| 5% | 2,307.47 | 2,370.18 | 2,432.91 | 2,501.90 | 2,558.29 |
| 6% | 2,329.45 | 2,392.75 | 2,456.08 | 2,525.73 | 2,582.66 |
| 7% | 2,351.42 | 2,415.32 | 2,479.25 | 2,549.55 | 2,607.02 |
| 8% | 2,373.40 | 2,437.89 | 2,502.42 | 2,573.38 | 2,631.39 |
| 9% | 2,395.37 | 2,460.47 | 2,525.60 | 2,597.21 | 2,655.75 |
| 10% | 2,417.35 | 2,483.04 | 2,548.77 | 2,621.04 | 2,680.12 |
| 11% | 2,439.32 | 2,505.61 | 2,571.94 | 2,644.86 | 2,704.48 |
| 12% | 2,461.30 | 2,528.19 | 2,595.11 | 2,668.69 | 2,728.85 |

PAINTER LEADWORKER

| Monthly | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 4,761.45 | 4,890.84 | 5,020.30 | 5,162.65 | 5,279.02 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 4,856.67 | 4,988.66 | 5,120.70 | 5,265.91 | 5,384.60 |
| 3% | 4,904.29 | 5,037.57 | 5,170.90 | 5,317.52 | 5,437.38 |
| 5% | 4,999.52 | 5,135.39 | 5,271.31 | 5,420.78 | 5,542.96 |
| 6% | 5,047.14 | 5,184.29 | 5,321.51 | 5,472.42 | 5,595.76 |
| 7% | 5,094.74 | 5,233.19 | 5,371.71 | 5,524.03 | 5,648.54 |
| 8% | 5,142.37 | 5,282.10 | 5,421.91 | 5,575.66 | 5,701.35 |
| 9% | 5,189.97 | 5,331.02 | 5,472.13 | 5,627.29 | 5,754.13 |
| 10% | 5,237.59 | 5,379.92 | 5,522.34 | 5,678.92 | 5,806.93 |
| 11% | 5,285.19 | 5,428.82 | 5,572.54 | 5,730.53 | 5,859.71 |
| 12% | 5,332.82 | 5,477.75 | 5,622.74 | 5,782.16 | 5,912.51 |

| Annual | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 57,137.34 | 58,690.06 | 60,243.56 | 61,951.76 | 63,348.22 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 58,280.04 | 59,863.96 | 61,448.40 | 63,190.92 | 64,615.20 |
| 3% | 58,851.52 | 60,450.78 | 62,050.82 | 63,810.24 | 65,248.56 |
| 5% | 59,994.22 | 61,624.68 | 63,255.66 | 65,049.40 | 66,515.54 |
| 6% | 60,565.70 | 62,211.50 | 63,858.08 | 65,668.98 | 67,149.16 |
| 7% | 61,136.92 | 62,798.32 | 64,460.50 | 66,288.30 | 67,782.52 |
| 8% | 61,708.40 | 63,385.14 | 65,062.92 | 66,907.88 | 68,416.14 |
| 9% | 62,279.62 | 63,972.22 | 65,665.60 | 67,527.46 | 69,049.50 |
| 10% | 62,851.10 | 64,559.04 | 66,268.02 | 68,147.04 | 69,683.12 |
| 11% | 63,422.32 | 65,145.86 | 66,870.44 | 68,766.36 | 70,316.48 |
| 12% | 63,993.80 | 65,732.94 | 67,472.86 | 69,385.94 | 70,950.10 |

CG71 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 | 2,232.79 | 2,298.49 | 2,352.29 | 2,429.89 | 2,522.35 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 2,277.45 | 2,344.46 | 2,399.34 | 2,478.49 | 2,572.80 |
| 3% | 2,299.77 | 2,367.44 | 2,422.86 | 2,502.79 | 2,598.02 |
| 5% | 2,344.43 | 2,413.41 | 2,469.90 | 2,551.38 | 2,648.47 |
| 6% | 2,366.76 | 2,436.40 | 2,493.43 | 2,575.68 | 2,673.69 |
| 7% | 2,389.09 | 2,459.38 | 2,516.95 | 2,599.98 | 2,698.91 |
| 8% | 2,411.41 | 2,482.37 | 2,540.47 | 2,624.28 | 2,724.14 |
| 9% | 2,433.74 | 2,505.35 | 2,564.00 | 2,648.58 | 2,749.36 |
| 10% | 2,456.07 | 2,528.34 | 2,587.52 | 2,672.88 | 2,774.59 |
| 11% | 2,478.40 | 2,551.32 | 2,611.04 | 2,697.18 | 2,799.81 |
| 12% | 2,500.72 | 2,574.31 | 2,634.56 | 2,721.48 | 2,825.03 |

CARPENTER

| Monthly | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 4,837.71 | 4,980.06 | 5,096.63 | 5,264.76 | 5,465.09 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 4,934.48 | 5,079.66 | 5,198.57 | 5,370.06 | 5,574.40 |
| 3% | 4,982.84 | 5,129.45 | 5,249.53 | 5,422.71 | 5,629.04 |
| 5% | 5,079.60 | 5,229.06 | 5,351.45 | 5,527.99 | 5,738.35 |
| 6% | 5,127.98 | 5,278.87 | 5,402.43 | 5,580.64 | 5,793.00 |
| 7% | 5,176.36 | 5,328.66 | 5,453.39 | 5,633.29 | 5,847.64 |
| 8% | 5,224.72 | 5,378.47 | 5,504.35 | 5,685.94 | 5,902.30 |
| 9% | 5,273.10 | 5,428.26 | 5,555.33 | 5,738.59 | 5,956.95 |
| 10% | 5,321.49 | 5,478.07 | 5,606.29 | 5,791.24 | 6,011.61 |
| 11% | 5,369.87 | 5,527.86 | 5,657.25 | 5,843.89 | 6,066.26 |
| 12% | 5,418.23 | 5,577.67 | 5,708.21 | 5,896.54 | 6,120.90 |

| Annual | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Base | 58,052.54 | 59,760.74 | 61,159.54 | 63,177.14 | 65,581.10 |

| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| 2% | 59,213.70 | 60,955.96 | 62,382.84 | 64,440.74 | 66,892.80 |
| 3% | 59,794.02 | 61,553.44 | 62,994.36 | 65,072.54 | 67,548.52 |
| 5% | 60,955.18 | 62,748.66 | 64,217.40 | 66,335.88 | 68,860.22 |
| 6% | 61,535.76 | 63,346.40 | 64,829.18 | 66,967.68 | 69,515.94 |
| 7% | 62,116.34 | 63,943.88 | 65,440.70 | 67,599.48 | 70,171.66 |
| 8% | 62,696.66 | 64,541.62 | 66,052.22 | 68,231.28 | 70,827.64 |
| 9% | 63,277.24 | 65,139.10 | 66,664.00 | 68,863.08 | 71,483.36 |
| 10% | 63,857.82 | 65,736.84 | 67,275.52 | 69,494.88 | 72,139.34 |
| 11% | 64,438.40 | 66,334.32 | 67,887.04 | 70,126.68 | 72,795.06 |
| 12% | 65,018.72 | 66,932.06 | 68,498.56 | 70,758.48 | 73,450.78 |

CG71 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 | 2,420.06 | 2,512.59 | 2,599.74 | 2,697.74 | 2,803.60 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 2,468.46 | 2,562.84 | 2,651.73 | 2,751.69 | 2,859.67 |
| 3% | 2,492.66 | 2,587.97 | 2,677.73 | 2,778.67 | 2,887.71 |
| 5% | 2,541.06 | 2,638.22 | 2,729.73 | 2,832.63 | 2,943.78 |
| 6% | 2,565.26 | 2,663.35 | 2,755.72 | 2,859.60 | 2,971.82 |
| 7% | 2,589.46 | 2,688.47 | 2,781.72 | 2,886.58 | 2,999.85 |
| 8% | 2,613.66 | 2,713.60 | 2,807.72 | 2,913.56 | 3,027.89 |
| 9% | 2,637.87 | 2,738.72 | 2,833.72 | 2,940.54 | 3,055.92 |
| 10% | 2,662.07 | 2,763.85 | 2,859.71 | 2,967.51 | 3,083.96 |
| 11% | 2,686.27 | 2,788.97 | 2,885.71 | 2,994.49 | 3,112.00 |
| 12% | 2,710.47 | 2,814.10 | 2,911.71 | 3,021.47 | 3,140.03 |

ELECTRICIAN

| Monthly | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 5,243.46 | 5,443.95 | 5,632.77 | 5,845.10 | 6,074.47 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 5,348.33 | 5,552.82 | 5,745.42 | 5,962.00 | 6,195.95 |
| 3% | 5,400.76 | 5,607.27 | 5,801.75 | 6,020.45 | 6,256.71 |
| 5% | 5,505.63 | 5,716.14 | 5,914.42 | 6,137.37 | 6,378.19 |
| 6% | 5,558.06 | 5,770.59 | 5,970.73 | 6,195.80 | 6,438.94 |
| 7% | 5,610.50 | 5,825.02 | 6,027.06 | 6,254.26 | 6,499.68 |
| 8% | 5,662.93 | 5,879.47 | 6,083.39 | 6,312.71 | 6,560.43 |
| 9% | 5,715.39 | 5,933.89 | 6,139.73 | 6,371.17 | 6,621.16 |
| 10% | 5,767.82 | 5,988.34 | 6,196.04 | 6,429.61 | 6,681.91 |
| 11% | 5,820.25 | 6,042.77 | 6,252.37 | 6,488.06 | 6,742.67 |
| 12% | 5,872.69 | 6,097.22 | 6,308.71 | 6,546.52 | 6,803.40 |

| Annual | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Base | 62,921.56 | 65,327.34 | 67,593.24 | 70,141.24 | 72,893.60 |

| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| 2% | 64,179.96 | 66,633.84 | 68,944.98 | 71,543.94 | 74,351.42 |
| 3% | 64,809.16 | 67,287.22 | 69,620.98 | 72,245.42 | 75,080.46 |
| 5% | 66,067.56 | 68,593.72 | 70,972.98 | 73,648.38 | 76,538.28 |
| 6% | 66,696.76 | 69,247.10 | 71,648.72 | 74,349.60 | 77,267.32 |
| 7% | 67,325.96 | 69,900.22 | 72,324.72 | 75,051.08 | 77,996.10 |
| 8% | 67,955.16 | 70,553.60 | 73,000.72 | 75,752.56 | 78,725.14 |
| 9% | 68,584.62 | 71,206.72 | 73,676.72 | 76,454.04 | 79,453.92 |
| 10% | 69,213.82 | 71,860.10 | 74,352.46 | 77,155.26 | 80,182.96 |
| 11% | 69,843.02 | 72,513.22 | 75,028.46 | 77,856.74 | 80,912.00 |
| 12% | 70,472.22 | 73,166.60 | 75,704.46 | 78,558.22 | 81,640.78 |

CG71 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 | 2,631.05 | 2,723.53 | 2,810.65 | 2,908.64 | 3,014.51 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 2,683.67 | 2,778.00 | 2,866.86 | 2,966.81 | 3,074.80 |
| 3% | 2,709.98 | 2,805.24 | 2,894.97 | 2,995.90 | 3,104.95 |
| 5% | 2,762.60 | 2,859.71 | 2,951.18 | 3,054.07 | 3,165.24 |
| 6% | 2,788.91 | 2,886.94 | 2,979.29 | 3,083.16 | 3,195.38 |
| 7% | 2,815.22 | 2,914.18 | 3,007.40 | 3,112.24 | 3,225.53 |
| 8% | 2,841.53 | 2,941.41 | 3,035.50 | 3,141.33 | 3,255.67 |
| 9% | 2,867.84 | 2,968.65 | 3,063.61 | 3,170.42 | 3,285.82 |
| 10% | 2,894.16 | 2,995.88 | 3,091.72 | 3,199.50 | 3,315.96 |
| 11% | 2,920.47 | 3,023.12 | 3,119.82 | 3,228.59 | 3,346.11 |
| 12% | 2,946.78 | 3,050.35 | 3,147.93 | 3,257.68 | 3,376.25 |

ELECTRICIAN FOREPERSON

| Monthly | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 5,700.61 | 5,900.98 | 6,089.74 | 6,302.05 | 6,531.44 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 5,814.62 | 6,019.00 | 6,211.53 | 6,428.09 | 6,662.07 |
| 3% | 5,871.62 | 6,078.02 | 6,272.44 | 6,491.12 | 6,727.39 |
| 5% | 5,985.63 | 6,196.04 | 6,394.22 | 6,617.15 | 6,858.02 |
| 6% | 6,042.64 | 6,255.04 | 6,455.13 | 6,680.18 | 6,923.32 |
| 7% | 6,099.64 | 6,314.06 | 6,516.03 | 6,743.19 | 6,988.65 |
| 8% | 6,156.65 | 6,373.06 | 6,576.92 | 6,806.22 | 7,053.95 |
| 9% | 6,213.65 | 6,432.08 | 6,637.82 | 6,869.24 | 7,119.28 |
| 10% | 6,270.68 | 6,491.07 | 6,698.73 | 6,932.25 | 7,184.58 |
| 11% | 6,327.69 | 6,550.09 | 6,759.61 | 6,995.28 | 7,249.91 |
| 12% | 6,384.69 | 6,609.09 | 6,820.52 | 7,058.31 | 7,315.21 |

| Annual | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Base | 68,407.30 | 70,811.78 | 73,076.90 | 75,624.64 | 78,377.26 |
| w/ Longevity | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| 2% | 69,775.42 | 72,228.00 | 74,538.36 | 77,137.06 | 79,944.80 |
| 3% | 70,459.48 | 72,936.24 | 75,269.22 | 77,893.40 | 80,728.70 |
| 5% | 71,827.60 | 74,352.46 | 76,730.68 | 79,405.82 | 82,296.24 |
| 6% | 72,511.66 | 75,060.44 | 77,461.54 | 80,162.16 | 83,079.88 |
| 7% | 73,195.72 | 75,768.68 | 78,192.40 | 80,918.24 | 83,863.78 |
| 8% | 73,879.78 | 76,476.66 | 78,923.00 | 81,674.58 | 84,647.42 |
| 9% | 74,563.84 | 77,184.90 | 79,653.86 | 82,430.92 | 85,431.32 |
| 10% | 75,248.16 | 77,892.88 | 80,384.72 | 83,187.00 | 86,214.96 |
| 11% | 75,932.22 | 78,601.12 | 81,115.32 | 83,943.34 | 86,998.86 |
| 12% | 76,616.28 | 79,309.10 | 81,846.18 | 84,699.68 | 87,782.50 |