

Effective July 1, 2017

| RANGE |        | STEP A  | STEP B  | STEP C  | STEP D  | STEP E  | STEP F* |
|-------|--------|---------|---------|---------|---------|---------|---------|
| 30.5  | 12THLY | 1971.00 | 2005.00 | 2056.00 | 2149.00 | 2251.00 | 2363.00 |
|       | HOURLY | 11.33   | 11.53   | 11.80   | 12.36   | 12.93   | 13.58   |
| 32.0  | 12THLY | 2005.00 | 2104.00 | 2201.00 | 2301.00 | 2411.00 | 2531.00 |
|       | HOURLY | 11.53   | 12.09   | 12.65   | 13.23   | 13.85   | 14.56   |
| 32.5  | 12THLY | 2056.00 | 2149.00 | 2251.00 | 2357.00 | 2472.00 | 2593.00 |
|       | HOURLY | 11.80   | 12.36   | 12.93   | 13.54   | 14.21   | 14.90   |
| 33.0  | 12THLY | 2104.00 | 2201.00 | 2301.00 | 2414.00 | 2531.00 | 2657.00 |
|       | HOURLY | 12.09   | 12.65   | 13.23   | 13.87   | 14.56   | 15.27   |
| 33.5  | 12THLY | 2149.00 | 2251.00 | 2358.00 | 2472.00 | 2591.00 | 2721.00 |
|       | HOURLY | 12.36   | 12.93   | 13.54   | 14.21   | 14.89   | 15.65   |
| 34.0  | 12THLY | 2202.00 | 2301.00 | 2414.00 | 2531.00 | 2653.00 | 2785.00 |
|       | HOURLY | 12.65   | 13.23   | 13.87   | 14.56   | 15.25   | 16.01   |
| 34.5  | 12THLY | 2251.00 | 2358.00 | 2472.00 | 2591.00 | 2710.00 | 2848.00 |
|       | HOURLY | 12.93   | 13.54   | 14.21   | 14.89   | 15.56   | 16.38   |
| 35.0  | 12THLY | 2301.00 | 2414.00 | 2531.00 | 2653.00 | 2779.00 | 2921.00 |
|       | HOURLY | 13.23   | 13.87   | 14.56   | 15.25   | 15.97   | 16.79   |
| 35.5  | 12THLY | 2358.00 | 2472.00 | 2593.00 | 2710.00 | 2845.00 | 2987.00 |
|       | HOURLY | 13.54   | 14.21   | 14.90   | 15.56   | 16.36   | 17.15   |
| 36.0  | 12THLY | 2415.00 | 2531.00 | 2654.00 | 2779.00 | 2919.00 | 3062.00 |
|       | HOURLY | 13.87   | 14.56   | 15.26   | 15.97   | 16.78   | 17.59   |
| 36.5  | 12THLY | 2473.00 | 2593.00 | 2710.00 | 2845.00 | 2985.00 | 3132.00 |
|       | HOURLY | 14.22   | 14.90   | 15.56   | 16.36   | 17.14   | 17.99   |
| 37.0  | 12THLY | 2533.00 | 2654.00 | 2781.00 | 2919.00 | 3057.00 | 3212.00 |
|       | HOURLY | 14.56   | 15.26   | 15.99   | 16.78   | 17.57   | 18.46   |
| 37.5  | 12THLY | 2594.00 | 2711.00 | 2847.00 | 2986.00 | 3132.00 | 3287.00 |
|       | HOURLY | 14.90   | 15.59   | 16.37   | 17.15   | 17.99   | 18.89   |
| 38.0  | 12THLY | 2655.00 | 2781.00 | 2921.00 | 3057.00 | 3207.00 | 3368.00 |
|       | HOURLY | 15.26   | 15.99   | 16.79   | 17.57   | 18.44   | 19.36   |
| 38.5  | 12THLY | 2712.00 | 2848.00 | 2987.00 | 3132.00 | 3277.00 | 3442.00 |
|       | HOURLY | 15.59   | 16.38   | 17.15   | 17.99   | 18.83   | 19.78   |
| 39.0  | 12THLY | 2782.00 | 2922.00 | 3059.00 | 3209.00 | 3365.00 | 3534.00 |
|       | HOURLY | 15.99   | 16.80   | 17.57   | 18.45   | 19.34   | 20.31   |
| 39.5  | 12THLY | 2848.00 | 2987.00 | 3134.00 | 3281.00 | 3440.00 | 3610.00 |
|       | HOURLY | 16.38   | 17.15   | 18.00   | 18.86   | 19.77   | 20.74   |
| 40.0  | 12THLY | 2922.00 | 3060.00 | 3213.00 | 3367.00 | 3527.00 | 3704.00 |
|       | HOURLY | 16.80   | 17.58   | 18.47   | 19.35   | 20.26   | 21.28   |
| 40.5  | 12THLY | 2989.00 | 3135.00 | 3282.00 | 3441.00 | 3605.00 | 3786.00 |
|       | HOURLY | 17.17   | 18.01   | 18.86   | 19.78   | 20.71   | 21.76   |
| 41.0  | 12THLY | 3060.00 | 3214.00 | 3367.00 | 3528.00 | 3699.00 | 3882.00 |
|       | HOURLY | 17.58   | 18.47   | 19.35   | 20.27   | 21.24   | 22.30   |
| 41.5  | 12THLY | 3135.00 | 3282.00 | 3442.00 | 3606.00 | 3784.00 | 3970.00 |
|       | HOURLY | 18.01   | 18.86   | 19.78   | 20.72   | 21.75   | 22.81   |
| 42.0  | 12THLY | 3215.00 | 3367.00 | 3528.00 | 3699.00 | 3874.00 | 4066.00 |
|       | HOURLY | 18.48   | 19.35   | 20.27   | 21.24   | 22.26   | 23.36   |
| 42.5  | 12THLY | 3282.00 | 3442.00 | 3606.00 | 3784.00 | 3964.00 | 4164.00 |
|       | HOURLY | 18.86   | 19.78   | 20.72   | 21.75   | 22.79   | 23.94   |
| 43.0  | 12THLY | 3368.00 | 3528.00 | 3699.00 | 3874.00 | 4062.00 | 4266.00 |
|       | HOURLY | 19.36   | 20.27   | 21.24   | 22.26   | 23.34   | 24.52   |
| 43.5  | 12THLY | 3442.00 | 3608.00 | 3785.00 | 3967.00 | 4155.00 | 4363.00 |
|       | HOURLY | 19.78   | 20.73   | 21.76   | 22.80   | 23.89   | 25.08   |
| 44.0  | 12THLY | 3530.00 | 3700.00 | 3874.00 | 4063.00 | 4258.00 | 4470.00 |
|       | HOURLY | 20.29   | 21.26   | 22.26   | 23.35   | 24.48   | 25.69   |
| 44.5  | 12THLY | 3608.00 | 3786.00 | 3967.00 | 4155.00 | 4365.00 | 4586.00 |

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| RANGE |        | STEP A  | STEP B  | STEP C  | STEP D  | STEP E  | STEP F* |
|-------|--------|---------|---------|---------|---------|---------|---------|
|       | HOURLY | 20.73   | 21.76   | 22.80   | 23.89   | 25.09   | 26.35   |
| 45.0  | 12THLY | 3700.00 | 3877.00 | 4065.00 | 4261.00 | 4471.00 | 4695.00 |
|       | HOURLY | 21.26   | 22.27   | 23.36   | 24.49   | 25.70   | 26.99   |
| 45.5  | 12THLY | 3786.00 | 3967.00 | 4157.00 | 4368.00 | 4575.00 | 4805.00 |
|       | HOURLY | 21.76   | 22.80   | 23.90   | 25.10   | 26.30   | 27.62   |
| 46.0  | 12THLY | 3877.00 | 4065.00 | 4261.00 | 4474.00 | 4690.00 | 4921.00 |
|       | HOURLY | 22.27   | 23.36   | 24.49   | 25.72   | 26.94   | 28.28   |
| 46.5  | 12THLY | 3968.00 | 4157.00 | 4368.00 | 4575.00 | 4806.00 | 5043.00 |
|       | HOURLY | 22.80   | 23.90   | 25.10   | 26.30   | 27.62   | 28.98   |
| 47.0  | 12THLY | 4065.00 | 4261.00 | 4474.00 | 4690.00 | 4919.00 | 5166.00 |
|       | HOURLY | 23.36   | 24.49   | 25.72   | 26.94   | 28.26   | 29.68   |
| 47.5  | 12THLY | 4157.00 | 4368.00 | 4578.00 | 4806.00 | 5039.00 | 5292.00 |
|       | HOURLY | 23.90   | 25.10   | 26.31   | 27.62   | 28.96   | 30.42   |
| 48.0  | 12THLY | 4262.00 | 4474.00 | 4690.00 | 4920.00 | 5160.00 | 5417.00 |
|       | HOURLY | 24.50   | 25.72   | 26.94   | 28.27   | 29.65   | 31.14   |
| 48.5  | 12THLY | 4372.00 | 4578.00 | 4807.00 | 5036.00 | 5288.00 | 5553.00 |
|       | HOURLY | 25.12   | 26.31   | 27.63   | 28.94   | 30.39   | 31.91   |
| 49.0  | 12THLY | 4475.00 | 4691.00 | 4920.00 | 5160.00 | 5417.00 | 5690.00 |
|       | HOURLY | 25.73   | 26.96   | 28.27   | 29.65   | 31.14   | 32.70   |
| 49.5  | 12THLY | 4579.00 | 4808.00 | 5040.00 | 5289.00 | 5547.00 | 5818.00 |
|       | HOURLY | 26.32   | 27.65   | 28.97   | 30.40   | 31.88   | 33.44   |
| 50.0  | 12THLY | 4692.00 | 4921.00 | 5160.00 | 5417.00 | 5684.00 | 5968.00 |
|       | HOURLY | 26.96   | 28.28   | 29.65   | 31.14   | 32.66   | 34.30   |
| 50.5  | 12THLY | 4808.00 | 5041.00 | 5291.00 | 5548.00 | 5813.00 | 6105.00 |
|       | HOURLY | 27.65   | 28.97   | 30.41   | 31.88   | 33.41   | 35.07   |
| 51.0  | 12THLY | 4921.00 | 5162.00 | 5419.00 | 5681.00 | 5963.00 | 6258.00 |
|       | HOURLY | 28.28   | 29.66   | 31.15   | 32.65   | 34.27   | 35.98   |
| 51.5  | 12THLY | 5041.00 | 5291.00 | 5548.00 | 5813.00 | 6102.00 | 6407.00 |
|       | HOURLY | 28.97   | 30.41   | 31.88   | 33.41   | 35.05   | 36.81   |
| 52.0  | 12THLY | 5165.00 | 5419.00 | 5681.00 | 5963.00 | 6254.00 | 6565.00 |
|       | HOURLY | 29.67   | 31.15   | 32.65   | 34.27   | 35.96   | 37.74   |
| 52.5  | 12THLY | 5292.00 | 5549.00 | 5814.00 | 6103.00 | 6407.00 | 6726.00 |
|       | HOURLY | 30.42   | 31.89   | 33.41   | 35.06   | 36.81   | 38.66   |
| 53.0  | 12THLY | 5420.00 | 5684.00 | 5961.00 | 6254.00 | 6562.00 | 6891.00 |
|       | HOURLY | 31.15   | 32.66   | 34.26   | 35.96   | 37.72   | 39.60   |
| 53.5  | 12THLY | 5550.00 | 5815.00 | 6104.00 | 6409.00 | 6719.00 | 7051.00 |
|       | HOURLY | 31.89   | 33.42   | 35.07   | 36.82   | 38.61   | 40.52   |
| 54.0  | 12THLY | 5687.00 | 5965.00 | 6255.00 | 6562.00 | 6885.00 | 7228.00 |
|       | HOURLY | 32.68   | 34.28   | 35.97   | 37.72   | 39.56   | 41.54   |
| 54.5  | 12THLY | 5815.00 | 6104.00 | 6411.00 | 6720.00 | 7052.00 | 7403.00 |
|       | HOURLY | 33.42   | 35.07   | 36.83   | 38.61   | 40.53   | 42.55   |
| 55.0  | 12THLY | 5966.00 | 6259.00 | 6563.00 | 6887.00 | 7229.00 | 7592.00 |
|       | HOURLY | 34.29   | 35.98   | 37.73   | 39.57   | 41.55   | 43.63   |
| 55.5  | 12THLY | 6105.00 | 6414.00 | 6721.00 | 7053.00 | 7400.00 | 7771.00 |
|       | HOURLY | 35.07   | 36.84   | 38.63   | 40.53   | 42.53   | 44.66   |
| 56.0  | 12THLY | 6259.00 | 6565.00 | 6888.00 | 7229.00 | 7582.00 | 7964.00 |
|       | HOURLY | 35.98   | 37.74   | 39.57   | 41.55   | 43.58   | 45.77   |
| 56.5  | 12THLY | 6415.00 | 6722.00 | 7056.00 | 7402.00 | 7770.00 | 8158.00 |
|       | HOURLY | 36.85   | 38.64   | 40.55   | 42.54   | 44.66   | 46.90   |
| 57.0  | 12THLY | 6567.00 | 6889.00 | 7231.00 | 7583.00 | 7960.00 | 8358.00 |
|       | HOURLY | 37.75   | 39.59   | 41.55   | 43.58   | 45.74   | 48.03   |
| 57.5  | 12THLY | 6724.00 | 7059.00 | 7403.00 | 7771.00 | 8147.00 | 8558.00 |
|       | HOURLY | 38.65   | 40.56   | 42.55   | 44.66   | 46.83   | 49.18   |

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| RANGE                                                                                                                                 |        | STEP A  | STEP B  | STEP C  | STEP D  | STEP E   | STEP F*  |
|---------------------------------------------------------------------------------------------------------------------------------------|--------|---------|---------|---------|---------|----------|----------|
| 58.0                                                                                                                                  | 12THLY | 6892.00 | 7232.00 | 7584.00 | 7962.00 | 8355.00  | 8769.00  |
|                                                                                                                                       | HOURLY | 39.60   | 41.56   | 43.59   | 45.75   | 48.02    | 50.39    |
| 58.5                                                                                                                                  | 12THLY | 7061.00 | 7408.00 | 7772.00 | 8148.00 | 8558.00  | 8984.00  |
|                                                                                                                                       | HOURLY | 40.58   | 42.57   | 44.67   | 46.83   | 49.18    | 51.65    |
| 59.0                                                                                                                                  | 12THLY | 7236.00 | 7585.00 | 7965.00 | 8358.00 | 8760.00  | 9199.00  |
|                                                                                                                                       | HOURLY | 41.58   | 43.59   | 45.77   | 48.03   | 50.35    | 52.88    |
| 59.5                                                                                                                                  | 12THLY | 7409.00 | 7774.00 | 8151.00 | 8560.00 | 8977.00  | 9429.00  |
|                                                                                                                                       | HOURLY | 42.58   | 44.68   | 46.85   | 49.19   | 51.60    | 54.18    |
| 60.0                                                                                                                                  | 12THLY | 7589.00 | 7966.00 | 8359.00 | 8765.00 | 9200.00  | 9660.00  |
|                                                                                                                                       | HOURLY | 43.62   | 45.78   | 48.05   | 50.37   | 52.88    | 55.52    |
| 60.5                                                                                                                                  | 12THLY | 7775.00 | 8159.00 | 8563.00 | 8979.00 | 9426.00  | 9896.00  |
|                                                                                                                                       | HOURLY | 44.69   | 46.90   | 49.21   | 51.60   | 54.17    | 56.88    |
| 61.0                                                                                                                                  | 12THLY | 7966.00 | 8361.00 | 8776.00 | 9200.00 | 9657.00  | 10141.00 |
|                                                                                                                                       | HOURLY | 45.78   | 48.05   | 50.42   | 52.88   | 55.50    | 58.29    |
| 61.5                                                                                                                                  | 12THLY | 8162.00 | 8565.00 | 8991.00 | 9428.00 | 9894.00  | 10390.00 |
|                                                                                                                                       | HOURLY | 46.91   | 49.22   | 51.69   | 54.18   | 56.87    | 59.70    |
| 62.0                                                                                                                                  | 12THLY | 8361.00 | 8777.00 | 9210.00 | 9657.00 | 10134.00 | 10644.00 |
|                                                                                                                                       | HOURLY | 48.05   | 50.42   | 52.93   | 55.50   | 58.25    | 61.17    |
| *F step is a longevity step, which requires 10 years of service with the office and at least one year at step E prior to advancement. |        |         |         |         |         |          |          |
| Longevity stipends for completed years of qualified service are paid as follows:                                                      |        |         |         |         |         |          |          |
| 15 years = 2% of base salary                                                                                                          |        |         |         |         |         |          |          |
| 18 years = 4% of base salary                                                                                                          |        |         |         |         |         |          |          |
| 21 years = 8% of base salary                                                                                                          |        |         |         |         |         |          |          |
| Employees hired on or prior to 09/01/1991 are eligible for the following stipend:                                                     |        |         |         |         |         |          |          |
| 24 years = 12% of base salary                                                                                                         |        |         |         |         |         |          |          |
| Employees hired prior to 07/01/1989 are eligible for the following stipends:                                                          |        |         |         |         |         |          |          |
| 27 years = 16% of base salary                                                                                                         |        |         |         |         |         |          |          |
| 30 years = 20% of base salary                                                                                                         |        |         |         |         |         |          |          |