

Appendix B. Wage Schedule

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
C38	16A	40	7	24.54	1,888	49,078	25.03	1,925	50,058	25.53	1,964	51,058
		45	8	25.10	1,931	50,198	25.60	1,969	51,198	26.11	2,008	52,218
		50	9	25.66	1,974	51,318	26.17	2,013	52,338	26.69	2,053	53,378
C38	17	40	7	25.05	1,927	50,098	25.55	1,965	51,098	26.06	2,005	52,118
		45	8	25.66	1,974	51,318	26.17	2,013	52,338	26.69	2,053	53,378
		50	9	26.28	2,021	52,558	26.81	2,062	53,618	27.35	2,104	54,698
C38	18	40	7	26.28	2,021	52,558	26.81	2,062	53,618	27.35	2,104	54,698
		45	8	26.84	2,065	53,678	27.38	2,106	54,758	27.93	2,148	55,858
		50	9	27.39	2,107	54,778	27.94	2,149	55,878	28.50	2,192	56,998
C38	19	40	7	27.39	2,107	54,778	27.94	2,149	55,878	28.50	2,192	56,998
		45	8	28.00	2,154	55,998	28.56	2,197	57,118	29.13	2,241	58,258
		50	9	28.61	2,201	57,218	29.18	2,245	58,358	29.76	2,289	59,518
C38	20	10	1	25.05	1,927	50,098	25.55	1,965	51,098	26.06	2,005	52,118
		15	2	25.66	1,974	51,318	26.17	2,013	52,338	26.69	2,053	53,378
		20	3	26.28	2,021	52,558	26.81	2,062	53,618	27.35	2,104	54,698
		25	4	26.84	2,065	53,678	27.38	2,106	54,758	27.93	2,148	55,858
		30	5	27.39	2,107	54,778	27.94	2,149	55,878	28.50	2,192	56,998
		35	6	28.00	2,154	55,998	28.56	2,197	57,118	29.13	2,241	58,258
		40	7	28.61	2,201	57,218	29.18	2,245	58,358	29.76	2,289	59,518
		45	8	29.28	2,252	58,558	29.87	2,298	59,738	30.47	2,344	60,938
C38	21	50	9	29.94	2,303	59,877	30.54	2,349	61,078	31.15	2,396	62,298
		40	7	29.94	2,303	59,877	30.54	2,349	61,078	31.15	2,396	62,298
		45	8	30.65	2,358	61,298	31.26	2,405	62,518	31.89	2,453	63,777
C38	22	50	9	31.36	2,412	62,717	31.99	2,461	63,977	32.63	2,510	65,257
		40	7	31.36	2,412	62,717	31.99	2,461	63,977	32.63	2,510	65,257
		45	8	32.08	2,468	64,157	32.72	2,517	65,437	33.37	2,567	66,737
C38	23	50	9	32.79	2,522	65,577	33.45	2,573	66,897	34.12	2,625	68,237
		40	7	32.50	2,500	64,997	33.15	2,550	66,297	33.81	2,601	67,617
		45	8	33.22	2,555	66,437	33.88	2,606	67,757	34.56	2,658	69,117
		50	9	33.91	2,608	67,817	34.59	2,661	69,177	35.28	2,714	70,557

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
C38	24	40	7	33.91	2,608	67,817	34.59	2,661	69,177	35.28	2,714	70,557
		45	8	34.72	2,671	69,437	35.41	2,724	70,817	36.12	2,778	72,237
		50	9	35.53	2,733	71,057	36.24	2,788	72,477	36.96	2,843	73,917
C39	16A	40	7	24.54	1,925	50,061	25.03	1,964	51,060	25.53	2,003	52,080
		45	8	25.10	1,969	51,203	25.60	2,009	52,223	26.11	2,049	53,263
		50	9	25.66	2,013	52,345	26.17	2,053	53,386	26.69	2,094	54,447
C39	17	40	7	25.05	1,965	51,101	25.55	2,005	52,121	26.06	2,045	53,161
		45	8	25.66	2,013	52,345	26.17	2,053	53,386	26.69	2,094	54,447
		50	9	26.28	2,062	53,610	26.81	2,104	54,691	27.35	2,146	55,793
C39	18	40	7	26.28	2,062	53,610	26.81	2,104	54,691	27.35	2,146	55,793
		45	8	26.84	2,106	54,753	27.38	2,148	55,854	27.93	2,191	56,976
		50	9	27.39	2,149	55,875	27.94	2,192	56,996	28.50	2,236	58,139
C39	19	40	7	27.39	2,149	55,875	27.94	2,192	56,996	28.50	2,236	58,139
		45	8	28.00	2,197	57,119	28.56	2,241	58,261	29.13	2,286	59,424
		50	9	28.61	2,245	58,363	29.18	2,289	59,526	29.76	2,335	60,709
C39	20	40	7	28.61	2,245	58,363	29.18	2,289	59,526	29.76	2,335	60,709
		45	8	29.28	2,297	59,730	29.87	2,344	60,934	30.47	2,391	62,158
		50	9	29.94	2,349	61,076	30.54	2,396	62,300	31.15	2,444	63,545
C39	21	40	7	29.94	2,349	61,076	30.54	2,396	62,300	31.15	2,444	63,545
		45	8	30.65	2,405	62,525	31.26	2,453	63,769	31.89	2,502	65,054
		50	9	31.36	2,461	63,973	31.99	2,510	65,258	32.63	2,560	66,564
C39	22	40	7	31.36	2,461	63,973	31.99	2,510	65,258	32.63	2,560	66,564
		45	8	32.08	2,517	65,442	32.72	2,567	66,747	33.37	2,618	68,073
		50	9	32.79	2,573	66,890	33.45	2,624	68,237	34.12	2,677	69,604
C39	23	40	7	32.50	2,550	66,299	33.15	2,601	67,625	33.81	2,653	68,971
		45	8	33.21	2,606	67,747	33.87	2,657	69,093	34.55	2,711	70,481
		50	9	33.91	2,661	69,175	34.59	2,714	70,562	35.28	2,768	71,970
C39	24	40	7	33.91	2,661	69,175	34.59	2,714	70,562	35.28	2,768	71,970
		45	8	34.71	2,723	70,807	35.40	2,777	72,214	36.11	2,833	73,663
		50	9	35.53	2,788	72,480	36.24	2,843	73,928	36.96	2,900	75,397

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	06	10	1	13.83	1,106	28,766	14.11	1,129	29,349	14.39	1,151	29,931
		15	2	14.14	1,131	29,411	14.42	1,154	29,994	14.71	1,177	30,597
		20	3	14.44	1,155	30,035	14.73	1,178	30,638	15.02	1,202	31,242
		25	4	14.75	1,180	30,680	15.05	1,204	31,304	15.35	1,228	31,928
		30	5	15.05	1,204	31,304	15.35	1,228	31,928	15.66	1,253	32,573
		35	6	15.41	1,233	32,053	15.72	1,258	32,698	16.03	1,282	33,342
		40	7	15.77	1,262	32,802	16.09	1,287	33,467	16.41	1,313	34,133
		45	8	16.08	1,286	33,446	16.40	1,312	34,112	16.73	1,338	34,798
		50	9	16.38	1,310	34,070	16.71	1,337	34,757	17.04	1,363	35,443
CIP	12	10	1	17.80	1,424	37,024	18.16	1,453	37,773	18.52	1,482	38,522
		15	2	18.16	1,453	37,773	18.52	1,482	38,522	18.89	1,511	39,291
		20	3	18.51	1,481	38,501	18.88	1,510	39,270	19.26	1,541	40,061
		25	4	18.93	1,514	39,374	19.31	1,545	40,165	19.70	1,576	40,976
		30	5	19.34	1,547	40,227	19.73	1,578	41,038	20.12	1,610	41,850
		35	6	19.74	1,579	41,059	20.13	1,610	41,870	20.53	1,642	42,702
		40	7	20.15	1,612	41,912	20.55	1,644	42,744	20.96	1,677	43,597
		45	8	20.66	1,653	42,973	21.07	1,686	43,826	21.49	1,719	44,699
		50	9	21.16	1,693	44,013	21.58	1,726	44,886	22.01	1,761	45,781
CIP	13	10	1	18.51	1,481	38,501	18.88	1,510	39,270	19.26	1,541	40,061
		15	2	18.93	1,514	39,374	19.31	1,545	40,165	19.70	1,576	40,976
		20	3	19.34	1,547	40,227	19.73	1,578	41,038	20.12	1,610	41,850
		25	4	19.74	1,579	41,059	20.13	1,610	41,870	20.53	1,642	42,702
		30	5	20.15	1,612	41,912	20.55	1,644	42,744	20.96	1,677	43,597
		35	6	20.66	1,653	42,973	21.07	1,686	43,826	21.49	1,719	44,699
		40	7	21.16	1,693	44,013	21.58	1,726	44,886	22.01	1,761	45,781
		45	8	21.62	1,730	44,970	22.05	1,764	45,864	22.49	1,799	46,779
		50	9	22.09	1,767	45,947	22.53	1,802	46,862	22.98	1,838	47,798
CIP	14	10	1	19.34	1,547	40,227	19.73	1,578	41,038	20.12	1,610	41,850
		15	2	19.74	1,579	41,059	20.13	1,610	41,870	20.53	1,642	42,702
		20	3	20.15	1,612	41,912	20.55	1,644	42,744	20.96	1,677	43,597
		25	4	20.66	1,653	42,973	21.07	1,686	43,826	21.49	1,719	44,699
		30	5	21.16	1,693	44,013	21.58	1,726	44,886	22.01	1,761	45,781
		35	6	21.62	1,730	44,970	22.05	1,764	45,864	22.49	1,799	46,779
		40	7	22.09	1,767	45,947	22.53	1,802	46,862	22.98	1,838	47,798
		45	8	22.54	1,803	46,883	22.99	1,839	47,819	23.45	1,876	48,776
		50	9	23.02	1,842	47,882	23.48	1,878	48,838	23.95	1,916	49,816

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	15	10	1	20.15	1,612	41,912	20.55	1,644	42,744	20.96	1,677	43,597
		15	2	20.66	1,653	42,973	21.07	1,686	43,826	21.49	1,719	44,699
		20	3	21.16	1,693	44,013	21.58	1,726	44,886	22.01	1,761	45,781
		25	4	21.62	1,730	44,970	22.05	1,764	45,864	22.49	1,799	46,779
		30	5	22.09	1,767	45,947	22.53	1,802	46,862	22.98	1,838	47,798
		35	6	22.54	1,803	46,883	22.99	1,839	47,819	23.45	1,876	48,776
		40	7	23.02	1,842	47,882	23.48	1,878	48,838	23.95	1,916	49,816
		45	8	23.53	1,882	48,942	24.00	1,920	49,920	24.48	1,958	50,918
		50	9	24.04	1,923	50,003	24.52	1,962	51,002	25.01	2,001	52,021
CIP	16	10	1	21.16	1,693	44,013	21.58	1,726	44,886	22.01	1,761	45,781
		15	2	21.62	1,730	44,970	22.05	1,764	45,864	22.49	1,799	46,779
		20	3	22.09	1,767	45,947	22.53	1,802	46,862	22.98	1,838	47,798
		25	4	22.54	1,803	46,883	22.99	1,839	47,819	23.45	1,876	48,776
		30	5	23.02	1,842	47,882	23.48	1,878	48,838	23.95	1,916	49,816
		35	6	23.53	1,882	48,942	24.00	1,920	49,920	24.48	1,958	50,918
		40	7	24.04	1,923	50,003	24.52	1,962	51,002	25.01	2,001	52,021
		45	8	24.54	1,963	51,043	25.03	2,002	52,062	25.53	2,042	53,102
		50	9	25.05	2,004	52,104	25.55	2,044	53,144	26.06	2,085	54,205
CIP	16A	10	1	21.57	1,726	44,866	22.00	1,760	45,760	22.44	1,795	46,675
		15	2	22.04	1,763	45,843	22.48	1,798	46,758	22.93	1,834	47,694
		20	3	22.50	1,800	46,800	22.95	1,836	47,736	23.41	1,873	48,693
		25	4	23.02	1,842	47,882	23.48	1,878	48,838	23.95	1,916	49,816
		30	5	23.53	1,882	48,942	24.00	1,920	49,920	24.48	1,958	50,918
		35	6	24.04	1,923	50,003	24.52	1,962	51,002	25.01	2,001	52,021
		40	7	24.54	1,963	51,043	25.03	2,002	52,062	25.53	2,042	53,102
		45	8	25.10	2,008	52,208	25.60	2,048	53,248	26.11	2,089	54,309
		50	9	25.66	2,053	53,373	26.17	2,094	54,434	26.69	2,135	55,515
CIP	17	10	1	22.09	1,767	45,947	22.53	1,802	46,862	22.98	1,838	47,798
		15	2	22.54	1,803	46,883	22.99	1,839	47,819	23.45	1,876	48,776
		20	3	23.02	1,842	47,882	23.48	1,878	48,838	23.95	1,916	49,816
		25	4	23.53	1,882	48,942	24.00	1,920	49,920	24.48	1,958	50,918
		30	5	24.04	1,923	50,003	24.52	1,962	51,002	25.01	2,001	52,021
		35	6	24.54	1,963	51,043	25.03	2,002	52,062	25.53	2,042	53,102
		40	7	25.05	2,004	52,104	25.55	2,044	53,144	26.06	2,085	54,205
		45	8	25.66	2,053	53,373	26.17	2,094	54,434	26.69	2,135	55,515
		50	9	26.28	2,102	54,662	26.81	2,145	55,765	27.35	2,188	56,888

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	18	10	1	23.02	1,842	47,882	23.48	1,878	48,838	23.95	1,916	49,816
		15	2	23.53	1,882	48,942	24.00	1,920	49,920	24.48	1,958	50,918
		20	3	24.04	1,923	50,003	24.52	1,962	51,002	25.01	2,001	52,021
		25	4	24.54	1,963	51,043	25.03	2,002	52,062	25.53	2,042	53,102
		30	5	25.05	2,004	52,104	25.55	2,044	53,144	26.06	2,085	54,205
		35	6	25.66	2,053	53,373	26.17	2,094	54,434	26.69	2,135	55,515
		40	7	26.28	2,102	54,662	26.81	2,145	55,765	27.35	2,188	56,888
		45	8	26.84	2,147	55,827	27.38	2,190	56,950	27.93	2,234	58,094
		50	9	27.39	2,191	56,971	27.94	2,235	58,115	28.50	2,280	59,280
CIP	18R	10	1	23.81	1,905	49,525	24.29	1,943	50,523	24.78	1,982	51,542
		15	2	24.32	1,946	50,586	24.81	1,985	51,605	25.31	2,025	52,645
		20	3	24.84	1,987	51,667	25.34	2,027	52,707	25.85	2,068	53,768
		25	4	25.34	2,027	52,707	25.85	2,068	53,768	26.37	2,110	54,850
		30	5	25.87	2,070	53,810	26.39	2,111	54,891	26.92	2,154	55,994
		35	6	26.48	2,118	55,078	27.01	2,161	56,181	27.55	2,204	57,304
		40	7	27.09	2,167	56,347	27.63	2,210	57,470	28.18	2,254	58,614
		45	8	27.65	2,212	57,512	28.20	2,256	58,656	28.76	2,301	59,821
		50	9	28.21	2,257	58,677	28.77	2,302	59,842	29.35	2,348	61,048
CIP	19	10	1	24.04	1,923	50,003	24.52	1,962	51,002	25.01	2,001	52,021
		15	2	24.54	1,963	51,043	25.03	2,002	52,062	25.53	2,042	53,102
		20	3	25.05	2,004	52,104	25.55	2,044	53,144	26.06	2,085	54,205
		25	4	25.66	2,053	53,373	26.17	2,094	54,434	26.69	2,135	55,515
		30	5	26.28	2,102	54,662	26.81	2,145	55,765	27.35	2,188	56,888
		35	6	26.84	2,147	55,827	27.38	2,190	56,950	27.93	2,234	58,094
		40	7	27.39	2,191	56,971	27.94	2,235	58,115	28.50	2,280	59,280
		45	8	28.00	2,240	58,240	28.56	2,285	59,405	29.13	2,330	60,590
		50	9	28.61	2,289	59,509	29.18	2,334	60,694	29.76	2,381	61,901
CIP	19A	10	1	24.54	1,963	51,043	25.03	2,002	52,062	25.53	2,042	53,102
		15	2	25.10	2,008	52,208	25.60	2,048	53,248	26.11	2,089	54,309
		20	3	25.66	2,053	53,373	26.17	2,094	54,434	26.69	2,135	55,515
		25	4	26.23	2,098	54,558	26.75	2,140	55,640	27.29	2,183	56,763
		30	5	26.79	2,143	55,723	27.33	2,186	56,846	27.88	2,230	57,990
		35	6	27.39	2,191	56,971	27.94	2,235	58,115	28.50	2,280	59,280
		40	7	28.00	2,240	58,240	28.56	2,285	59,405	29.13	2,330	60,590
		45	8	28.61	2,289	59,509	29.18	2,334	60,694	29.76	2,381	61,901
		50	9	29.23	2,338	60,798	29.81	2,385	62,005	30.41	2,433	63,253

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	19R	10	1	24.84	1,987	51,667	25.34	2,027	52,707	25.85	2,068	53,768
		15	2	25.34	2,027	52,707	25.85	2,068	53,768	26.37	2,110	54,850
		20	3	25.87	2,070	53,810	26.39	2,111	54,891	26.92	2,154	55,994
		25	4	26.48	2,118	55,078	27.01	2,161	56,181	27.55	2,204	57,304
		30	5	27.09	2,167	56,347	27.63	2,210	57,470	28.18	2,254	58,614
		35	6	27.65	2,212	57,512	28.20	2,256	58,656	28.76	2,301	59,821
		40	7	28.21	2,257	58,677	28.77	2,302	59,842	29.35	2,348	61,048
		45	8	28.83	2,306	59,966	29.41	2,353	61,173	30.00	2,400	62,400
		50	9	29.44	2,355	61,235	30.03	2,402	62,462	30.63	2,450	63,710
CIP	20	10	1	25.05	2,004	52,104	25.55	2,044	53,144	26.06	2,085	54,205
		15	2	25.66	2,053	53,373	26.17	2,094	54,434	26.69	2,135	55,515
		20	3	26.28	2,102	54,662	26.81	2,145	55,765	27.35	2,188	56,888
		25	4	26.84	2,147	55,827	27.38	2,190	56,950	27.93	2,234	58,094
		30	5	27.39	2,191	56,971	27.94	2,235	58,115	28.50	2,280	59,280
		35	6	28.00	2,240	58,240	28.56	2,285	59,405	29.13	2,330	60,590
		40	7	28.61	2,289	59,509	29.18	2,334	60,694	29.76	2,381	61,901
		45	8	29.28	2,342	60,902	29.87	2,390	62,130	30.47	2,438	63,378
		50	9	29.94	2,395	62,275	30.54	2,443	63,523	31.15	2,492	64,792
CIP	21	10	1	26.28	2,102	54,662	26.81	2,145	55,765	27.35	2,188	56,888
		15	2	26.84	2,147	55,827	27.38	2,190	56,950	27.93	2,234	58,094
		20	3	27.39	2,191	56,971	27.94	2,235	58,115	28.50	2,280	59,280
		25	4	28.00	2,240	58,240	28.56	2,285	59,405	29.13	2,330	60,590
		30	5	28.61	2,289	59,509	29.18	2,334	60,694	29.76	2,381	61,901
		35	6	29.28	2,342	60,902	29.87	2,390	62,130	30.47	2,438	63,378
		40	7	29.94	2,395	62,275	30.54	2,443	63,523	31.15	2,492	64,792
		45	8	30.65	2,452	63,752	31.26	2,501	65,021	31.89	2,551	66,331
		50	9	31.36	2,509	65,229	31.99	2,559	66,539	32.63	2,610	67,870
CIP	22	10	1	27.39	2,191	56,971	27.94	2,235	58,115	28.50	2,280	59,280
		15	2	28.01	2,241	58,261	28.57	2,286	59,426	29.14	2,331	60,611
		20	3	28.62	2,290	59,530	29.19	2,335	60,715	29.77	2,382	61,922
		25	4	29.28	2,342	60,902	29.87	2,390	62,130	30.47	2,438	63,378
		30	5	29.94	2,395	62,275	30.54	2,443	63,523	31.15	2,492	64,792
		35	6	30.65	2,452	63,752	31.26	2,501	65,021	31.89	2,551	66,331
		40	7	31.36	2,509	65,229	31.99	2,559	66,539	32.63	2,610	67,870
		45	8	32.08	2,566	66,726	32.72	2,618	68,058	33.37	2,670	69,410
		50	9	32.79	2,623	68,203	33.45	2,676	69,576	34.12	2,730	70,970

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	23	10	1	28.36	2,269	58,989	28.93	2,314	60,174	29.51	2,361	61,381
		15	2	29.01	2,321	60,341	29.59	2,367	61,547	30.18	2,414	62,774
		20	3	29.67	2,374	61,714	30.26	2,421	62,941	30.87	2,470	64,210
		25	4	30.38	2,430	63,190	30.99	2,479	64,459	31.61	2,529	65,749
		30	5	31.08	2,486	64,646	31.70	2,536	65,936	32.33	2,586	67,246
		35	6	31.79	2,543	66,123	32.43	2,594	67,454	33.08	2,646	68,806
		40	7	32.50	2,600	67,600	33.15	2,652	68,952	33.81	2,705	70,325
		45	8	33.22	2,658	69,098	33.88	2,710	70,470	34.56	2,765	71,885
		50	9	33.91	2,713	70,533	34.59	2,767	71,947	35.28	2,822	73,382
CIP	23A	10	1	28.98	2,318	60,278	29.56	2,365	61,485	30.15	2,412	62,712
		15	2	29.67	2,374	61,714	30.26	2,421	62,941	30.87	2,470	64,210
		20	3	30.38	2,430	63,190	30.99	2,479	64,459	31.61	2,529	65,749
		25	4	31.10	2,488	64,688	31.72	2,538	65,978	32.35	2,588	67,288
		30	5	31.79	2,543	66,123	32.43	2,594	67,454	33.08	2,646	68,806
		35	6	32.54	2,603	67,683	33.19	2,655	69,035	33.85	2,708	70,408
		40	7	33.28	2,662	69,222	33.95	2,716	70,616	34.63	2,770	72,030
		45	8	34.01	2,721	70,741	34.69	2,775	72,155	35.38	2,830	73,590
		50	9	34.72	2,778	72,218	35.41	2,833	73,653	36.12	2,890	75,130
CIP	24	10	1	29.67	2,374	61,714	30.26	2,421	62,941	30.87	2,470	64,210
		15	2	30.38	2,430	63,190	30.99	2,479	64,459	31.61	2,529	65,749
		20	3	31.08	2,486	64,646	31.70	2,536	65,936	32.33	2,586	67,246
		25	4	31.79	2,543	66,123	32.43	2,594	67,454	33.08	2,646	68,806
		30	5	32.50	2,600	67,600	33.15	2,652	68,952	33.81	2,705	70,325
		35	6	33.20	2,656	69,056	33.86	2,709	70,429	34.54	2,763	71,843
		40	7	33.91	2,713	70,533	34.59	2,767	71,947	35.28	2,822	73,382
		45	8	34.71	2,777	72,197	35.40	2,832	73,632	36.11	2,889	75,109
		50	9	35.53	2,842	73,902	36.24	2,899	75,379	36.96	2,957	76,877
CIP	25	10	1	31.08	2,486	64,646	31.70	2,536	65,936	32.33	2,586	67,246
		15	2	31.79	2,543	66,123	32.43	2,594	67,454	33.08	2,646	68,806
		20	3	32.50	2,600	67,600	33.15	2,652	68,952	33.81	2,705	70,325
		25	4	33.22	2,658	69,098	33.88	2,710	70,470	34.56	2,765	71,885
		30	5	33.91	2,713	70,533	34.59	2,767	71,947	35.28	2,822	73,382
		35	6	34.72	2,778	72,218	35.41	2,833	73,653	36.12	2,890	75,130
		40	7	35.53	2,842	73,902	36.24	2,899	75,379	36.96	2,957	76,877
		45	8	36.39	2,911	75,691	37.12	2,970	77,210	37.86	3,029	78,749
		50	9	37.26	2,981	77,501	38.01	3,041	79,061	38.77	3,102	80,642

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	25A	10	1	31.79	2,543	66,123	32.43	2,594	67,454	33.08	2,646	68,806
		15	2	32.54	2,603	67,683	33.19	2,655	69,035	33.85	2,708	70,408
		20	3	33.28	2,662	69,222	33.95	2,716	70,616	34.63	2,770	72,030
		25	4	34.01	2,721	70,741	34.69	2,775	72,155	35.38	2,830	73,590
		30	5	34.71	2,777	72,197	35.40	2,832	73,632	36.11	2,889	75,109
		35	6	35.56	2,845	73,965	36.27	2,902	75,442	37.00	2,960	76,960
		40	7	36.38	2,910	75,670	37.11	2,969	77,189	37.85	3,028	78,728
		45	8	37.26	2,981	77,501	38.01	3,041	79,061	38.77	3,102	80,642
		50	9	38.14	3,051	79,331	38.90	3,112	80,912	39.68	3,174	82,534
CIP	26	10	1	32.50	2,600	67,600	33.15	2,652	68,952	33.81	2,705	70,325
		15	2	33.22	2,658	69,098	33.88	2,710	70,470	34.56	2,765	71,885
		20	3	33.91	2,713	70,533	34.59	2,767	71,947	35.28	2,822	73,382
		25	4	34.72	2,778	72,218	35.41	2,833	73,653	36.12	2,890	75,130
		30	5	35.53	2,842	73,902	36.24	2,899	75,379	36.96	2,957	76,877
		35	6	36.39	2,911	75,691	37.12	2,970	77,210	37.86	3,029	78,749
		40	7	37.26	2,981	77,501	38.01	3,041	79,061	38.77	3,102	80,642
		45	8	38.05	3,044	79,144	38.81	3,105	80,725	39.59	3,167	82,347
		50	9	38.86	3,109	80,829	39.64	3,171	82,451	40.43	3,234	84,094
CIP	27	10	1	33.91	2,713	70,533	34.59	2,767	71,947	35.28	2,822	73,382
		15	2	34.72	2,778	72,218	35.41	2,833	73,653	36.12	2,890	75,130
		20	3	35.53	2,842	73,902	36.24	2,899	75,379	36.96	2,957	76,877
		25	4	36.39	2,911	75,691	37.12	2,970	77,210	37.86	3,029	78,749
		30	5	37.26	2,981	77,501	38.01	3,041	79,061	38.77	3,102	80,642
		35	6	38.05	3,044	79,144	38.81	3,105	80,725	39.59	3,167	82,347
		40	7	38.86	3,109	80,829	39.64	3,171	82,451	40.43	3,234	84,094
		45	8	39.77	3,182	82,722	40.57	3,246	84,386	41.38	3,310	86,070
		50	9	40.68	3,254	84,614	41.49	3,319	86,299	42.32	3,386	88,026
CIP	27A	10	1	34.66	2,773	72,093	35.35	2,828	73,528	36.06	2,885	75,005
		15	2	35.49	2,839	73,819	36.20	2,896	75,296	36.92	2,954	76,794
		20	3	36.33	2,906	75,566	37.06	2,965	77,085	37.80	3,024	78,624
		25	4	37.12	2,970	77,210	37.86	3,029	78,749	38.62	3,090	80,330
		30	5	37.90	3,032	78,832	38.66	3,093	80,413	39.43	3,154	82,014
		35	6	38.80	3,104	80,704	39.58	3,166	82,326	40.37	3,230	83,970
		40	7	39.69	3,175	82,555	40.48	3,238	84,198	41.29	3,303	85,883
		45	8	40.67	3,254	84,594	41.48	3,318	86,278	42.31	3,385	88,005
		50	9	41.66	3,333	86,653	42.49	3,399	88,379	43.34	3,467	90,147

Sal Plan	Range	Step	Munis Ref	June 18, 2018 – June 16, 2019			June 17, 2019 – June 14, 2020			June 15, 2020 – June 13, 2021		
				Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	28	10	1	35.53	2,842	73,902	36.24	2,899	75,379	36.96	2,957	76,877
		15	2	36.39	2,911	75,691	37.12	2,970	77,210	37.86	3,029	78,749
		20	3	37.26	2,981	77,501	38.01	3,041	79,061	38.77	3,102	80,642
		25	4	38.05	3,044	79,144	38.81	3,105	80,725	39.59	3,167	82,347
		30	5	38.86	3,109	80,829	39.64	3,171	82,451	40.43	3,234	84,094
		35	6	39.77	3,182	82,722	40.57	3,246	84,386	41.38	3,310	86,070
		40	7	40.68	3,254	84,614	41.49	3,319	86,299	42.32	3,386	88,026
		45	8	41.62	3,330	86,570	42.45	3,396	88,296	43.30	3,464	90,064
		50	9	42.55	3,404	88,504	43.40	3,472	90,272	44.27	3,542	92,082
CIP	29	10	1	37.26	2,981	77,501	38.01	3,041	79,061	38.77	3,102	80,642
		15	2	38.06	3,045	79,165	38.82	3,106	80,746	39.60	3,168	82,368
		20	3	38.86	3,109	80,829	39.64	3,171	82,451	40.43	3,234	84,094
		25	4	39.78	3,182	82,742	40.58	3,246	84,406	41.39	3,311	86,091
		30	5	40.68	3,254	84,614	41.49	3,319	86,299	42.32	3,386	88,026
		35	6	41.62	3,330	86,570	42.45	3,396	88,296	43.30	3,464	90,064
		40	7	42.55	3,404	88,504	43.40	3,472	90,272	44.27	3,542	92,082
		45	8	43.53	3,482	90,542	44.40	3,552	92,352	45.29	3,623	94,203
		50	9	44.51	3,561	92,581	45.40	3,632	94,432	46.31	3,705	96,325