· · · · · ·	/21										
	/						After 1 Year	After 1 Year	After 1 Year	After 1 Year	After 1 Year
							at 1st	at 2nd	at 3rd	at 4th	at 5th
							Longevity	Longevity	Longevity	Longevity	Longevity
						After 2 Years	Rate & 10	Rate & 12	Rate & 15	Rate & 20	Rate & 25
						at 4th Step	Years Service	Years Service	Years Service	Years Service	Years Service
	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th step	6th Step	7th Step	8th Step	9th Step	10th Step
Grade 18	\$ 29.958	\$ 31.403	\$ 32.859	\$ 34.493	\$ 36.084	\$ 37.865	\$ 38.718	\$ 39.106	\$ 39.587	\$ 41.384	\$ 43.453
	\$ 2,396.64	\$ 2,512.24	\$ 2,628.72	\$ 2,759.44	\$ 2,886.72	\$ 3,029.20	\$ 3,097.44	\$ 3,128.48	\$ 3,166.96	\$ 3,310.72	\$ 3,476.24
	\$ 62,312.64	\$ 65,318.24	\$ 68,346.72	. ,	\$ 75,054.72	\$ 78,759.20	\$ 80,533.44	\$ 81,340.48	\$ 82,340.96	\$ 86,078.72	\$ 90,382.24
Effective 7/1/2	21										
							After 1 Year at 1st	After 1 Year at 2nd	After 1 Year at 3rd	After 1 Year at 4th	After 1 Year at 5th
							Longevity	Longevity	Longevity	Longevity	Longevity
						After 2 Years	Rate & 10	Rate & 12	Rate & 15	Rate & 20	Rate & 25
						at 4th Step	Years Service		Years Service		Years Service
						at 4th Step	Tears Service	Tears Service	Tears Service	Tears Service	Tears Service
	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th step	6th Step	7th Step	8th Step	9th Step	10th Step
Grade 18	\$ 30.407	\$ 31.874	\$ 33.352	\$ 35.010	\$ 36.625	\$ 38.433	\$ 39.299	\$ 39.693	\$ 40.181	\$ 42.005	\$ 44.105
	\$ 2,432.59	\$ 2,549.92	\$ 2,668.15	\$ 2,800.83	\$ 2,930.02	\$ 3,074.64	\$ 3,143.90	\$ 3,175.41	\$ 3,214.46	\$ 3,360.38	\$ 3,528.40
	\$ 63,247.34	\$ 66,297.92	\$ 69,371.90	\$ 72,821.58	\$ 76,180.52	\$ 79,940.64	\$ 81,741.40	\$ 82,560.66	\$ 83,575.96	\$ 87,369.88	\$ 91,738.40
Effective 7/1/2	22						After 1 Year	After 1 Year	After 1 Year	After 1 Year	After 1 Year
							at 1st	at 2nd	at 3rd	at 4th	at 5th
							Longevity	Longevity	Longevity	Longevity	Longevity
						After 2 Years	Rate & 10	Rate & 12	Rate & 15	Rate & 20	Rate & 25
						at 4th Step			Years Service		Years Service
	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th step	6th Step	7th Step	8th Step	9th Step	10th Step
										p	
Grade 18	\$ 31.168	\$ 32.671	\$ 34.186	\$ 35.886	\$ 37.541	\$ 39.394	\$ 40.281	\$ 40.685	\$ 41.185	\$ 43.055	\$ 45.208
	\$ 2,493.40	\$ 2,613.67	\$ 2,734.85	\$ 2,870.85	\$ 3,003.27	\$ 3,151.50	\$ 3,222.50	\$ 3,254.79	\$ 3,294.83	\$ 3,444.39	\$ 3,616.61
	\$ 64,828.40	\$ 67,955.42	\$ 71,106.10	\$ 74,642.10	\$ 78,085.02	\$ 81,939.00	\$ 83,785.00	\$ 84,624.54	\$ 85,665.58	\$ 89,554.14	\$ 94,031.86
Effective 7/1/2	72										
Effective 7/1/2	25	1									
							After 1 Year	After 1 Year	After 1 Year	After 1 Year	After 1 Year
9							After 1 Year at 1st	After 1 Year at 2nd	After 1 Year at 3rd	After 1 Year at 4th	After 1 Year at 5th
							After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	After 1 Year at 4th Longevity	After 1 Year at 5th Longevity
						After 2 Years	at 1st	at 2nd	at 3rd	at 4th	at 5th
						After 2 Years at 4th Step	at 1st Longevity	at 2nd Longevity Rate & 12	at 3rd Longevity	at 4th Longevity Rate & 20	at 5th Longevity
	Entry Rate	1st Step	2nd Step	3rd Step	4th Step		at 1st Longevity Rate & 10	at 2nd Longevity Rate & 12	at 3rd Longevity Rate & 15	at 4th Longevity Rate & 20	at 5th Longevity Rate & 25
Grade 19						at 4th Step 5th step	at 1st Longevity Rate & 10 Years Service 6th Step	at 2nd Longevity Rate & 12 Years Service 7th Step	at 3rd Longevity Rate & 15 Years Service 8th Step	at 4th Longevity Rate & 20 Years Service 9th Step	at 5th Longevity Rate & 25 Years Service 10th Step
Grade 18	\$ 31.947	\$ 33.488	\$ 35.040	\$ 36.783	\$ 38.479	at 4th Step 5th step \$ 40.379	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288	at 2nd Longevity Rate & 12 Years Service 7th Step \$ 41.702	at 3rd Longevity Rate & 15 Years Service 8th Step \$ 42.215	at 4th Longevity Rate & 20 Years Service 9th Step \$ 44.131	at 5th Longevity Rate & 25 Years Service 10th Step \$ 46.338
Grade 18						at 4th Step 5th step	at 1st Longevity Rate & 10 Years Service 6th Step	at 2nd Longevity Rate & 12 Years Service 7th Step	at 3rd Longevity Rate & 15 Years Service 8th Step	at 4th Longevity Rate & 20 Years Service 9th Step	at 5th Longevity Rate & 25 Years Service 10th Step
	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step       5th step       \$       40.379       \$       3,230.29	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06	at 2nd Longevity Rate & 12 Years Service 7th Step \$ 41.702 \$ 3,336.16	at 3rd Longevity Rate & 15 Years Service 8th Step \$ 42.215 \$ 3,377.20	at 4th       Longevity       Rate & 20       Years Service       9th Step       \$ 44.131       \$ 3,530.50	at 5th       Longevity       Rate & 25       Years Service       10th Step       \$ 46.338       \$ 3,707.03
Grade 18 Effective 7/1/2	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step       5th step       \$       40.379       \$       3,230.29	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56	at 2nd Longevity Rate & 12 Years Service 7th Step \$ 41.702 \$ 3,336.16 \$ 86,740.16	at 3rd Longevity Rate & 15 Years Service 8th Step \$ 42.215 \$ 3,377.20 \$ 87,807.20	at 4th       Longevity       Rate & 20       Years Service       9th Step       \$ 44.131       \$ 3,530.50       \$ 91,792.48	at 5th       Longevity       Rate & 25       Years Service       10th Step       \$ 46.338       \$ 3,707.03       \$ 96,382.78
	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step       5th step       \$       40.379       \$       3,230.29	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year	at 2nd Longevity Rate & 12 Years Service 7th Step \$ 41.702 \$ 3,336.16 \$ 86,740.16 After 1 Year	at 3rd Longevity Rate & 15 Years Service 8th Step \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year	at 4th   Longevity   Rate & 20   Years Service   9th Step   \$   44.131   \$   3,530.50   \$   91,792.48   After 1 Year	at 5th     Longevity     Rate & 25     Years Service     10th Step     \$ 46.338     \$ 3,707.03     \$ 96,382.78     After 1 Year
	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step       5th step       \$       40.379       \$       3,230.29	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year at 1st	at 2nd       Longevity       Rate & 12       Years Service       7th Step       \$ 41.702       \$ 3,336.16       \$ 86,740.16       After 1 Year       at 2nd	at 3rd Longevity Rate & 15 Years Service & th Step \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year at 3rd	at 4th   Longevity   Rate & 20   Years Service   9th Step   \$ 44.131   \$ 3,530.50   \$ 91,792.48   After 1 Year   at 4th	at 5th Longevity Rate & 25 Years Service 10th Step \$ 46.338 \$ 3,707.03 \$ 96,382.78 After 1 Year at 5th
	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step       5th step       \$       40.379       \$       3,230.29	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year	at 2nd Longevity Rate & 12 Years Service 7th Step \$ 41.702 \$ 3,336.16 \$ 86,740.16 After 1 Year	at 3rd Longevity Rate & 15 Years Service 8th Step \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year	at 4th   Longevity   Rate & 20   Years Service   9th Step   \$   44.131   \$   3,530.50   \$   91,792.48   After 1 Year	at 5th     Longevity     Rate & 25     Years Service     10th Step     \$ 46.338     \$ 3,707.03     \$ 96,382.78     After 1 Year
	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step 5th step \$ 40.379 \$ 3,230.29 \$ 83,987.54	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year at 1st Longevity Rate & 10	at 2nd       Longevity       Rate & 12       Years Service       7th Step       \$ 3,336.16       \$ 86,740.16       Herry       After 1 Year       at 2nd       Longevity	at 3rd Longevity Rate & 15 Years Service \$th Step \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year at 3rd Longevity Rate & 15	at 4th Longevity Rate & 20 Years Service 9th Step \$ 44.131 \$ 3,530.50 \$ 91,792.48 After 1 Year at 4th Longevity Rate & 20	at 5th Longevity Rate & 25 Years Service 10th Step \$ 46.338 \$ 3,707.03 \$ 96,382.78 After 1 Year at 5th Longevity
	\$ 31.947 \$ 2,555.74 \$ 66,449.24	\$ 33.488 \$ 2,679.01	\$ 35.040 \$ 2,803.23	\$ 36.783 \$ 2,942.62	\$ 38.479 \$ 3,078.35	at 4th Step 5th step \$ 40.379 \$ 3,230.29 \$ 83,987.54 After 2 Years	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year at 1st Longevity Rate & 10	at 2nd Longevity Rate & 12 Years Service 7th Step \$ 41.702 \$ 3,336.16 \$ 86,740.16 After 1 Year at 2nd Longevity Rate & 12	at 3rd Longevity Rate & 15 Years Service \$th Step \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year at 3rd Longevity Rate & 15	at 4th Longevity Rate & 20 Years Service 9th Step \$ 44.131 \$ 3,530.50 \$ 91,792.48 After 1 Year at 4th Longevity Rate & 20	at 5th Longevity Rate & 25 Years Service 10th Step \$ 46.338 \$ 3,707.03 \$ 96,382.78 After 1 Year at 5th Longevity Rate & 25
Effective 7/1/2	\$ 31.947 \$ 2,555.74 \$ 66,449.24 24 Entry Rate	\$ 33.488 \$ 2,679.01 \$ 69,654.26	\$ 35.040 \$ 2,803.23 \$ 72,883.98	\$ 36.783 \$ 2,942.62 \$ 76,508.12	\$ 38.479 \$ 3,078.35 \$ 80,037.10 4th Step	at 4th Step 5th step \$ 40.379 \$ 3,230.29 \$ 83,987.54 After 2 Years at 4th Step 5th step	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	at 2nd Longevity Rate & 12 Years Service \$ 41.702 \$ 3,336.16 \$ 86,740.16 After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	at 3rd Longevity Rate & 15 Years Service \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	at 4th Longevity Rate & 20 Years Service 9th Step \$ 44.131 \$ 3,530.50 \$ 91,792.48 After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	at 5th Longevity Rate & 25 Years Service 10th Step \$ 46.338 \$ 3,707.03 \$ 96,382.78 After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
	\$ 31.947 \$ 2,555.74 \$ 66,449.24 24	\$ 33.488 \$ 2,679.01 \$ 69,654.26	\$ 35.040 \$ 2,803.23 \$ 72,883.98	\$ 36.783 \$ 2,942.62 \$ 76,508.12 	\$ 38.479 \$ 3,078.35 \$ 80,037.10	at 4th Step 5th step \$ 40.379 \$ 3,230.29 \$ 83,987.54 After 2 Years at 4th Step 5th step	at 1st Longevity Rate & 10 Years Service 6th Step \$ 41.288 \$ 3,303.06 \$ 85,879.56 After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	at 2nd Longevity Rate & 12 Years Service \$ 41.702 \$ 3,336.16 \$ 86,740.16 After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	at 3rd Longevity Rate & 15 Years Service \$ 42.215 \$ 3,377.20 \$ 87,807.20 After 1 Year at 3rd Longevity Rate & 15 Years Service	at 4th Longevity Rate & 20 Years Service 9th Step \$ 44.131 \$ 3,530.50 \$ 91,792.48 After 1 Year at 4th Longevity Rate & 20 Years Service	at 5th Longevity Rate & 25 Years Service 10th Step \$ 46.338 \$ 3,707.03 \$ 96,382.78 After 1 Year at 5th Longevity Rate & 25 Years Service