

CG18 RANGE 1

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,147.87	2,212.92	2,277.73	2,343.80	2,417.53
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,212.31	2,279.31	2,346.06	2,414.11	2,490.06
6%	2,276.74	2,345.70	2,414.39	2,484.43	2,562.58
8%	2,319.70	2,389.95	2,459.95	2,531.30	2,610.93
9%	2,341.18	2,412.08	2,482.73	2,554.74	2,635.11
10%	2,362.66	2,434.21	2,505.50	2,578.18	2,659.28
11%	2,384.14	2,456.34	2,528.28	2,601.62	2,683.46
12%	2,405.61	2,478.47	2,551.06	2,625.06	2,707.63

CROSSING GUARD SUPV

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,653.72	4,794.66	4,935.08	5,078.23	5,237.98
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,793.34	4,938.51	5,083.13	5,230.57	5,395.13
6%	4,932.94	5,082.35	5,231.18	5,382.93	5,552.26
8%	5,026.02	5,178.23	5,329.89	5,484.48	5,657.02
9%	5,072.56	5,226.17	5,379.25	5,535.27	5,709.41
10%	5,119.10	5,274.12	5,428.58	5,586.06	5,761.77
11%	5,165.64	5,322.07	5,477.94	5,636.84	5,814.16
12%	5,212.16	5,370.02	5,527.30	5,687.63	5,866.53

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	55,844.62	57,535.92	59,220.98	60,938.80	62,855.78
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	57,520.06	59,262.06	60,997.56	62,766.86	64,741.56
6%	59,195.24	60,988.20	62,774.14	64,595.18	66,627.08
8%	60,312.20	62,138.70	63,958.70	65,813.80	67,884.18
9%	60,870.68	62,714.08	64,550.98	66,423.24	68,512.86
10%	61,429.16	63,289.46	65,143.00	67,032.68	69,141.28
11%	61,987.64	63,864.84	65,735.28	67,642.12	69,769.96
12%	62,545.86	64,440.22	66,327.56	68,251.56	70,398.38

CG18 RANGE 2

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,177.25	2,250.75	2,324.26	2,404.94	2,471.03
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,242.57	2,318.27	2,393.99	2,477.09	2,545.16
6%	2,307.89	2,385.80	2,463.72	2,549.24	2,619.29
8%	2,351.43	2,430.81	2,510.20	2,597.34	2,668.71
9%	2,373.20	2,453.32	2,533.44	2,621.38	2,693.42
10%	2,394.98	2,475.83	2,556.69	2,645.43	2,718.13
11%	2,416.75	2,498.33	2,579.93	2,669.48	2,742.84
12%	2,438.52	2,520.84	2,603.17	2,693.53	2,767.55

COMM EVENTS COORD

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,717.38	4,876.63	5,035.90	5,210.70	5,353.90
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,858.90	5,022.92	5,186.98	5,367.03	5,514.51
6%	5,000.43	5,169.23	5,338.06	5,523.35	5,675.13
8%	5,094.77	5,266.76	5,438.77	5,627.57	5,782.21
9%	5,141.93	5,315.53	5,489.12	5,679.66	5,835.74
10%	5,189.12	5,364.30	5,539.50	5,731.77	5,889.28
11%	5,236.29	5,413.05	5,589.85	5,783.87	5,942.82
12%	5,283.46	5,461.82	5,640.20	5,835.98	5,996.36

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	56,608.50	58,519.50	60,430.76	62,528.44	64,246.78
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	58,306.82	60,275.02	62,243.74	64,404.34	66,174.16
6%	60,005.14	62,030.80	64,056.72	66,280.24	68,101.54
8%	61,137.18	63,201.06	65,265.20	67,530.84	69,386.46
9%	61,703.20	63,786.32	65,869.44	68,155.88	70,028.92
10%	62,269.48	64,371.58	66,473.94	68,781.18	70,671.38
11%	62,835.50	64,956.58	67,078.18	69,406.48	71,313.84
12%	63,401.52	65,541.84	67,682.42	70,031.78	71,956.30

CG18 RANGE 3

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,250.75	2,324.26	2,404.94	2,471.03	2,566.49
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,318.27	2,393.99	2,477.09	2,545.16	2,643.48
6%	2,385.80	2,463.72	2,549.24	2,619.29	2,720.48
8%	2,430.81	2,510.20	2,597.34	2,668.71	2,771.81
9%	2,453.32	2,533.44	2,621.38	2,693.42	2,797.47
10%	2,475.83	2,556.69	2,645.43	2,718.13	2,823.14
11%	2,498.33	2,579.93	2,669.48	2,742.84	2,848.80
12%	2,520.84	2,603.17	2,693.53	2,767.55	2,874.47

ADMINISTRATIVE SUPERVISOR
M.T. VOL/TOUR COORD
OLBR FAC/VOL COORD

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,876.63	5,035.90	5,210.70	5,353.90	5,560.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,022.92	5,186.98	5,367.03	5,514.51	5,727.54
6%	5,169.23	5,338.06	5,523.35	5,675.13	5,894.37
8%	5,266.76	5,438.77	5,627.57	5,782.21	6,005.59
9%	5,315.53	5,489.12	5,679.66	5,835.74	6,061.19
10%	5,364.30	5,539.50	5,731.77	5,889.28	6,116.80
11%	5,413.05	5,589.85	5,783.87	5,942.82	6,172.40
12%	5,461.82	5,640.20	5,835.98	5,996.36	6,228.02

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	58,519.50	60,430.76	62,528.44	64,246.78	66,728.74
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	60,275.02	62,243.74	64,404.34	66,174.16	68,730.48
6%	62,030.80	64,056.72	66,280.24	68,101.54	70,732.48
8%	63,201.06	65,265.20	67,530.84	69,386.46	72,067.06
9%	63,786.32	65,869.44	68,155.88	70,028.92	72,734.22
10%	64,371.58	66,473.94	68,781.18	70,671.38	73,401.64
11%	64,956.58	67,078.18	69,406.48	71,313.84	74,068.80
12%	65,541.84	67,682.42	70,031.78	71,956.30	74,736.22

CG18 RANGE 4

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,324.26	2,404.94	2,471.03	2,566.49	2,680.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,393.99	2,477.09	2,545.16	2,643.48	2,760.69
6%	2,463.72	2,549.24	2,619.29	2,720.48	2,841.10
8%	2,510.20	2,597.34	2,668.71	2,771.81	2,894.70
9%	2,533.44	2,621.38	2,693.42	2,797.47	2,921.51
10%	2,556.69	2,645.43	2,718.13	2,823.14	2,948.31
11%	2,579.93	2,669.48	2,742.84	2,848.80	2,975.11
12%	2,603.17	2,693.53	2,767.55	2,874.47	3,001.91

- COMMUNITY RELATIONS SPEC
- CONTRACT COMPLIANCE SPEC 1
- EO INVESTIGATOR 1
- LIB PROG COORD
- PARKING COMM OUTREACH SPEC
- PARKS PROGRAM COORDINATOR
- MARKETING & COMM SPEC
- M.T. GIFT SHOP MGR
- M.T. ASST OPER SUPV
- RECORDS MGT COORD 1
- SR CTR PROG COORD
- STS USE STAFF TEAM COORD
- TENANT SOCIAL SERVICES COORD
- WATER COMM OUTREACH SPEC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,035.90	5,210.70	5,353.90	5,560.73	5,807.27
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,186.98	5,367.03	5,514.51	5,727.54	5,981.50
6%	5,338.06	5,523.35	5,675.13	5,894.37	6,155.72
8%	5,438.77	5,627.57	5,782.21	6,005.59	6,271.85
9%	5,489.12	5,679.66	5,835.74	6,061.19	6,329.94
10%	5,539.50	5,731.77	5,889.28	6,116.80	6,388.01
11%	5,589.85	5,783.87	5,942.82	6,172.40	6,446.07
12%	5,640.20	5,835.98	5,996.36	6,228.02	6,504.14

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	60,430.76	62,528.44	64,246.78	66,728.74	69,687.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	62,243.74	64,404.34	66,174.16	68,730.48	71,777.94
6%	64,056.72	66,280.24	68,101.54	70,732.48	73,868.60
8%	65,265.20	67,530.84	69,386.46	72,067.06	75,262.20
9%	65,869.44	68,155.88	70,028.92	72,734.22	75,959.26
10%	66,473.94	68,781.18	70,671.38	73,401.64	76,656.06
11%	67,078.18	69,406.48	71,313.84	74,068.80	77,352.86
12%	67,682.42	70,031.78	71,956.30	74,736.22	78,049.66

CG18 RANGE 5

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,404.94	2,471.03	2,566.49	2,680.28	2,788.31
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,477.09	2,545.16	2,643.48	2,760.69	2,871.96
6%	2,549.24	2,619.29	2,720.48	2,841.10	2,955.61
8%	2,597.34	2,668.71	2,771.81	2,894.70	3,011.37
9%	2,621.38	2,693.42	2,797.47	2,921.51	3,039.26
10%	2,645.43	2,718.13	2,823.14	2,948.31	3,067.14
11%	2,669.48	2,742.84	2,848.80	2,975.11	3,095.02
12%	2,693.53	2,767.55	2,874.47	3,001.91	3,122.91

CDA ADMISSIONS AND ELIGIBILITY SUPV
 GOLF CLUB OPR SUPV
 HEARINGS & ACCOM SPEC 1
 M.T. ASST OPR MGR
 PARALEGAL MEDIATOR 1
 PKG ENF FIELD SUPV
 POLICE RECORDS SERVS SUPV
 PUB WKS FORE
 TRAINING CENTER COORD
 TREE TRIMMER FORE

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,210.70	5,353.90	5,560.73	5,807.27	6,041.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,367.03	5,514.51	5,727.54	5,981.50	6,222.58
6%	5,523.35	5,675.13	5,894.37	6,155.72	6,403.82
8%	5,627.57	5,782.21	6,005.59	6,271.85	6,524.64
9%	5,679.66	5,835.74	6,061.19	6,329.94	6,585.06
10%	5,731.77	5,889.28	6,116.80	6,388.01	6,645.47
11%	5,783.87	5,942.82	6,172.40	6,446.07	6,705.88
12%	5,835.98	5,996.36	6,228.02	6,504.14	6,766.31

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	62,528.44	64,246.78	66,728.74	69,687.28	72,496.06
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	64,404.34	66,174.16	68,730.48	71,777.94	74,670.96
6%	66,280.24	68,101.54	70,732.48	73,868.60	76,845.86
8%	67,530.84	69,386.46	72,067.06	75,262.20	78,295.62
9%	68,155.88	70,028.92	72,734.22	75,959.26	79,020.76
10%	68,781.18	70,671.38	73,401.64	76,656.06	79,745.64
11%	69,406.48	71,313.84	74,068.80	77,352.86	80,470.52
12%	70,031.78	71,956.30	74,736.22	78,049.66	81,195.66

CG18 RANGE 6

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,471.03	2,566.49	2,680.28	2,788.31	2,909.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,545.16	2,643.48	2,760.69	2,871.96	2,996.74
6%	2,619.29	2,720.48	2,841.10	2,955.61	3,084.03
8%	2,668.71	2,771.81	2,894.70	3,011.37	3,142.22
9%	2,693.42	2,797.47	2,921.51	3,039.26	3,171.31
10%	2,718.13	2,823.14	2,948.31	3,067.14	3,200.41
11%	2,742.84	2,848.80	2,975.11	3,095.02	3,229.50
12%	2,767.55	2,874.47	3,001.91	3,122.91	3,258.60

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,353.90	5,560.73	5,807.27	6,041.34	6,303.83
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,514.51	5,727.54	5,981.50	6,222.58	6,492.94
6%	5,675.13	5,894.37	6,155.72	6,403.82	6,682.07
8%	5,782.21	6,005.59	6,271.85	6,524.64	6,808.14
9%	5,835.74	6,061.19	6,329.94	6,585.06	6,871.17
10%	5,889.28	6,116.80	6,388.01	6,645.47	6,934.22
11%	5,942.82	6,172.40	6,446.07	6,705.88	6,997.25
12%	5,996.36	6,228.02	6,504.14	6,766.31	7,060.30

- ACCOUNTANT 1
- ADMIN ANAL 1
- ARCHITECT 1
- ASST CONST MGR 1
- BLDG MAINT SUPV
- BUSINESS DEV SPEC 1
- CHILD CARE PROG SPEC 1
- COM DEV SPEC 1
- COMM SERVS SPEC 1
- COMP OFF ADMIN SERVS SUPV
- CONTRACT COMPL SPEC 2
- CRIME ANALYST 1
- DATA ANALYST 1
- EMP ASST SPEC 1
- ENGINEER 1
- EO INVESTIGATOR 2
- GIS SPEC 1
- GOLF CLUB OPR SUPV 2
- GRANTS ADMIN 1
- HRA 1
- HYDROGEO 1
- IT SPEC 1
- LANDSCAPE ARCHITECT 1
- M.T. EVENT SERVS MGR
- OCC/ACC SPEC 1
- PKG MAINT SUPV
- PKG REVENUE SUPV
- PLANNER 1
- REAL ESTATE SPECIALIST 1
- REAL ESTATE DEV SPEC 1
- RECORDS MGT COORD 2
- WATER RES SPEC 1

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	64,246.78	66,728.74	69,687.28	72,496.06	75,645.96
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	66,174.16	68,730.48	71,777.94	74,670.96	77,915.24
6%	68,101.54	70,732.48	73,868.60	76,845.86	80,184.78
8%	69,386.46	72,067.06	75,262.20	78,295.62	81,697.72
9%	70,028.92	72,734.22	75,959.26	79,020.76	82,454.06
10%	70,671.38	73,401.64	76,656.06	79,745.64	83,210.66
11%	71,313.84	74,068.80	77,352.86	80,470.52	83,967.00
12%	71,956.30	74,736.22	78,049.66	81,195.66	84,723.60

CG18 RANGE 7

Effective 7/9/23 + 2.00%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	2,566.49	2,680.28	2,788.31	2,909.46	3,040.26
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	2,643.48	2,760.69	2,871.96	2,996.74	3,131.47
6%	2,720.48	2,841.10	2,955.61	3,084.03	3,222.68
8%	2,771.81	2,894.70	3,011.37	3,142.22	3,283.48
9%	2,797.47	2,921.51	3,039.26	3,171.31	3,313.88
10%	2,823.14	2,948.31	3,067.14	3,200.41	3,344.29
11%	2,848.80	2,975.11	3,095.02	3,229.50	3,374.69
12%	2,874.47	3,001.91	3,122.91	3,258.60	3,405.09

HEARINGS & ACCOM SPEC 2
 LITIGATION ASST 2
 MAINT & REPAIR COORD
 PARALEGAL MEDIATOR 2
 POLICE CASE PROCESS SUPERVISOR
 POLICE COURT SERVICES SUPERVISOR
 PUB WKS GEN FORE
 SAFETY COORDINATOR

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	5,560.73	5,807.27	6,041.34	6,303.83	6,587.23
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	5,727.54	5,981.50	6,222.58	6,492.94	6,784.85
6%	5,894.37	6,155.72	6,403.82	6,682.07	6,982.47
8%	6,005.59	6,271.85	6,524.64	6,808.14	7,114.21
9%	6,061.19	6,329.94	6,585.06	6,871.17	7,180.07
10%	6,116.80	6,388.01	6,645.47	6,934.22	7,245.96
11%	6,172.40	6,446.07	6,705.88	6,997.25	7,311.83
12%	6,228.02	6,504.14	6,766.31	7,060.30	7,377.70

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	66,728.74	69,687.28	72,496.06	75,645.96	79,046.76
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	68,730.48	71,777.94	74,670.96	77,915.24	81,418.22
6%	70,732.48	73,868.60	76,845.86	80,184.78	83,789.68
8%	72,067.06	75,262.20	78,295.62	81,697.72	85,370.48
9%	72,734.22	75,959.26	79,020.76	82,454.06	86,160.88
10%	73,401.64	76,656.06	79,745.64	83,210.66	86,951.54
11%	74,068.80	77,352.86	80,470.52	83,967.00	87,741.94
12%	74,736.22	78,049.66	81,195.66	84,723.60	88,532.34

CG18 RANGE 8

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,680.28	2,788.31	2,909.46	3,040.26	3,180.59
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,760.69	2,871.96	2,996.74	3,131.47	3,276.01
6%	2,841.10	2,955.61	3,084.03	3,222.68	3,371.43
8%	2,894.70	3,011.37	3,142.22	3,283.48	3,435.04
9%	2,921.51	3,039.26	3,171.31	3,313.88	3,466.84
10%	2,948.31	3,067.14	3,200.41	3,344.29	3,498.65
11%	2,975.11	3,095.02	3,229.50	3,374.69	3,530.45
12%	3,001.91	3,122.91	3,258.60	3,405.09	3,562.26

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,807.27	6,041.34	6,303.83	6,587.23	6,891.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,981.50	6,222.58	6,492.94	6,784.85	7,098.02
6%	6,155.72	6,403.82	6,682.07	6,982.47	7,304.77
8%	6,271.85	6,524.64	6,808.14	7,114.21	7,442.59
9%	6,329.94	6,585.06	6,871.17	7,180.07	7,511.49
10%	6,388.01	6,645.47	6,934.22	7,245.96	7,580.41
11%	6,446.07	6,705.88	6,997.25	7,311.83	7,649.31
12%	6,504.14	6,766.31	7,060.30	7,377.70	7,718.23

- ACCOUNTANT 2
- ADMIN ANALYST 2
- ARCHITECT 2
- ASST CONST MGR 2
- BUSINESS DEV SPEC 2
- CHLD CARE PROG SPEC 2
- COM CO LEG ANALYST
- COM DEV SPEC 2
- COMM SERVS SPEC 2
- CONS RESOURCE SUPV
- CONT COMPL SPEC 3
- CRIME ANALYST 2
- DATA ANALYST 2
- ENGINEER 2
- EMP ASST SPEC 2
- EO INVESTIGATOR 3
- FORESTRY OPR SUPV
- FORENSIC VIDEO ANALYST
- GIS SPECIALIST 2
- GRANT WRITER
- GRANTS ADMIN 2
- HORTICULTURE SUPV
- HRA 2
- HSG ASST PROG SUPV
- HSG MAINT SUPV
- HSG MOD GRTS MGR
- HSG OPER ANALYST
- HSG REHAB SPEC
- HSG SITE MGR
- HTFROGEO 2
- HYDROGEOLOGIST 2
- IT SPEC 2
- LANDSCAPE ARCHITECT 2
- LANDSCAPE CONSTR SUP
- LIBRARIAN 3
- MAD PKS FD COORD
- MAYOR'S OFF ADM COORD
- M.T. BUILD MAINT SUPV
- M.T. COM. REL. SUPV
- M.T. OPER MGR
- OCC/ACC SPEC 2
- ORGAN IMPROV SPEC
- PKG ANALYST
- PKG ENFC SUPV
- PKS GEN SUPV
- PLANNER 2
- POLICE PROPERTY SUPV
- PROCESS PLANT SUPV
- PUBLIC INFO OFFICER 1
- REAL ESTATE SPECIALIST 2
- REAL ESTATE DEV SPEC 2
- RECR SERVS COORD
- SURVEYOR 2
- WARNER PK FAC MGR
- WATER RES SPEC 2

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	69,687.28	72,496.06	75,645.96	79,046.76	82,695.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	71,777.94	74,670.96	77,915.24	81,418.22	85,176.26
6%	73,868.60	76,845.86	80,184.78	83,789.68	87,657.18
8%	75,262.20	78,295.62	81,697.72	85,370.48	89,311.04
9%	75,959.26	79,020.76	82,454.06	86,160.88	90,137.84
10%	76,656.06	79,745.64	83,210.66	86,951.54	90,964.90
11%	77,352.86	80,470.52	83,967.00	87,741.94	91,791.70
12%	78,049.66	81,195.66	84,723.60	88,532.34	92,618.76

CG18 RANGE 9

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,788.31	2,909.46	3,040.26	3,180.59	3,338.69
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,871.96	2,996.74	3,131.47	3,276.01	3,438.85
6%	2,955.61	3,084.03	3,222.68	3,371.43	3,539.01
8%	3,011.37	3,142.22	3,283.48	3,435.04	3,605.79
9%	3,039.26	3,171.31	3,313.88	3,466.84	3,639.17
10%	3,067.14	3,200.41	3,344.29	3,498.65	3,672.56
11%	3,095.02	3,229.50	3,374.69	3,530.45	3,705.95
12%	3,122.91	3,258.60	3,405.09	3,562.26	3,739.33

CONSTRUCTION SUPV
 GIS SPECIALIST
 PKG OPER SUPV
 SIDEWALK PROG SUPV

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,041.34	6,303.83	6,587.23	6,891.28	7,233.83
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,222.58	6,492.94	6,784.85	7,098.02	7,450.84
6%	6,403.82	6,682.07	6,982.47	7,304.77	7,667.86
8%	6,524.64	6,808.14	7,114.21	7,442.59	7,812.55
9%	6,585.06	6,871.17	7,180.07	7,511.49	7,884.87
10%	6,645.47	6,934.22	7,245.96	7,580.41	7,957.21
11%	6,705.88	6,997.25	7,311.83	7,649.31	8,029.56
12%	6,766.31	7,060.30	7,377.70	7,718.23	8,101.88

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	72,496.06	75,645.96	79,046.76	82,695.34	86,805.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	74,670.96	77,915.24	81,418.22	85,176.26	89,410.10
6%	76,845.86	80,184.78	83,789.68	87,657.18	92,014.26
8%	78,295.62	81,697.72	85,370.48	89,311.04	93,750.54
9%	79,020.76	82,454.06	86,160.88	90,137.84	94,618.42
10%	79,745.64	83,210.66	86,951.54	90,964.90	95,486.56
11%	80,470.52	83,967.00	87,741.94	91,791.70	96,354.70
12%	81,195.66	84,723.60	88,532.34	92,618.76	97,222.58

CG18 RANGE 10

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,909.46	3,040.26	3,180.59	3,338.69	3,496.64
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,996.74	3,131.47	3,276.01	3,438.85	3,601.54
6%	3,084.03	3,222.68	3,371.43	3,539.01	3,706.44
8%	3,142.22	3,283.48	3,435.04	3,605.79	3,776.37
9%	3,171.31	3,313.88	3,466.84	3,639.17	3,811.34
10%	3,200.41	3,344.29	3,498.65	3,672.56	3,846.30
11%	3,229.50	3,374.69	3,530.45	3,705.95	3,881.27
12%	3,258.60	3,405.09	3,562.26	3,739.33	3,916.24

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,303.83	6,587.23	6,891.28	7,233.83	7,576.05
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,492.94	6,784.85	7,098.02	7,450.84	7,803.34
6%	6,682.07	6,982.47	7,304.77	7,667.86	8,030.62
8%	6,808.14	7,114.21	7,442.59	7,812.55	8,182.14
9%	6,871.17	7,180.07	7,511.49	7,884.87	8,257.90
10%	6,934.22	7,245.96	7,580.41	7,957.21	8,333.65
11%	6,997.25	7,311.83	7,649.31	8,029.56	8,409.42
12%	7,060.30	7,377.70	7,718.23	8,101.88	8,485.19

- ACCOUNTANT 3
- ADMIN ANAL 3
- AFF ACTION SPEC
- ARCHITECT 3
- ASSET MANAGER 1
- BUSINESS DEV SPEC 3
- COM DEV SPEC 3
- CONSTRUCTION MGR 1
- CRIME ANALYST 3
- DATA ANALYST 3
- DIGITAL MEDIA SUPV
- DISB RIGHTS & SERV COORD
- ENGINEER 3
- EQUITY COORD
- FOOD POLICY ADMIN
- GIS SPECIALIST 3
- GOLF PROGRAM SUPV
- GRANTS ADMIN 3
- HRA 3
- HSG INIT SPEC
- HYDROGEO 3
- IT SPECIALIST 3
- IT PROJ&REC COORD
- LANDSCAPE ARCHITECT 3
- LIB MEDIA COORD
- LIB PROG SUPV
- LIBRARIAN SUPV
- MENTAL HEALTH SPEC
- M.T. BUISNESS MGR
- NH RESOURCE COORD
- OCC/ACC SPEC 3
- PKG ASSET/GIS COORD
- PKS FAC/MAINT SUPV
- PED BICYCLE ADMIN
- POLICE RECORDS CUST
- PLANNER 3
- PROCESS IMPROV SPEC
- PUBLIC INFO OFFICER 2
- PUBLIC WORKS DEV MGR 1
- PUBLIC WORKS GEN SUPV
- QI & OPER MGR
- REAL ESTATE SPECIALIST 3
- REAL ESTATE DEV SPEC 3
- STS OPER ANAL
- STS PUB INFO/REC
- SUSTAINABILITY PROG COORD
- TRAFF ENGR 1
- TRANSP OPNS ANAL
- WATER RES SPEC 3

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	75,645.96	79,046.76	82,695.34	86,805.94	90,912.64
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	77,915.24	81,418.22	85,176.26	89,410.10	93,640.04
6%	80,184.78	83,789.68	87,657.18	92,014.26	96,367.44
8%	81,697.72	85,370.48	89,311.04	93,750.54	98,185.62
9%	82,454.06	86,160.88	90,137.84	94,618.42	99,094.84
10%	83,210.66	86,951.54	90,964.90	95,486.56	100,003.80
11%	83,967.00	87,741.94	91,791.70	96,354.70	100,913.02
12%	84,723.60	88,532.34	92,618.76	97,222.58	101,822.24

CG18 RANGE 11 Effective 7/9/23 + 2.00%

Biweekly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,040.26	3,180.59	3,338.69	3,496.64	3,663.64
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	3,131.47	3,276.01	3,438.85	3,601.54	3,773.55
6%	3,222.68	3,371.43	3,539.01	3,706.44	3,883.46
8%	3,283.48	3,435.04	3,605.79	3,776.37	3,956.73
9%	3,313.88	3,466.84	3,639.17	3,811.34	3,993.37
10%	3,344.29	3,498.65	3,672.56	3,846.30	4,030.00
11%	3,374.69	3,530.45	3,705.95	3,881.27	4,066.64
12%	3,405.09	3,562.26	3,739.33	3,916.24	4,103.28

CITY FORESTER
 CUST SERV SUPV
 EMERGENCY MGT COORD

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	6,587.23	6,891.28	7,233.83	7,576.05	7,937.89
w/ Longevity <td><u>Step 1</u></td> <td><u>Step 2</u></td> <td><u>Step 3</u></td> <td><u>Step 4</u></td> <td><u>Step 5</u></td>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	6,784.85	7,098.02	7,450.84	7,803.34	8,176.03
6%	6,982.47	7,304.77	7,667.86	8,030.62	8,414.16
8%	7,114.21	7,442.59	7,812.55	8,182.14	8,572.92
9%	7,180.07	7,511.49	7,884.87	8,257.90	8,652.30
10%	7,245.96	7,580.41	7,957.21	8,333.65	8,731.67
11%	7,311.83	7,649.31	8,029.56	8,409.42	8,811.05
12%	7,377.70	7,718.23	8,101.88	8,485.19	8,890.44

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	79,046.76	82,695.34	86,805.94	90,912.64	95,254.64
w/ Longevity <td><u>Step 1</u></td> <td><u>Step 2</u></td> <td><u>Step 3</u></td> <td><u>Step 4</u></td> <td><u>Step 5</u></td>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	81,418.22	85,176.26	89,410.10	93,640.04	98,112.30
6%	83,789.68	87,657.18	92,014.26	96,367.44	100,969.96
8%	85,370.48	89,311.04	93,750.54	98,185.62	102,874.98
9%	86,160.88	90,137.84	94,618.42	99,094.84	103,827.62
10%	86,951.54	90,964.90	95,486.56	100,003.80	104,780.00
11%	87,741.94	91,791.70	96,354.70	100,913.02	105,732.64
12%	88,532.34	92,618.76	97,222.58	101,822.24	106,685.28

CG18 RANGE 12 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,180.59	3,338.69	3,496.64	3,663.64	3,839.81
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,276.01	3,438.85	3,601.54	3,773.55	3,955.00
6%	3,371.43	3,539.01	3,706.44	3,883.46	4,070.20
8%	3,435.04	3,605.79	3,776.37	3,956.73	4,146.99
9%	3,466.84	3,639.17	3,811.34	3,993.37	4,185.39
10%	3,498.65	3,672.56	3,846.30	4,030.00	4,223.79
11%	3,530.45	3,705.95	3,881.27	4,066.64	4,262.19
12%	3,562.26	3,739.33	3,916.24	4,103.28	4,300.59
Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,891.28	7,233.83	7,576.05	7,937.89	8,319.59
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,098.02	7,450.84	7,803.34	8,176.03	8,569.17
6%	7,304.77	7,667.86	8,030.62	8,414.16	8,818.77
8%	7,442.59	7,812.55	8,182.14	8,572.92	8,985.15
9%	7,511.49	7,884.87	8,257.90	8,652.30	9,068.35
10%	7,580.41	7,957.21	8,333.65	8,731.67	9,151.55
11%	7,649.31	8,029.56	8,409.42	8,811.05	9,234.75
12%	7,718.23	8,101.88	8,485.19	8,890.44	9,317.95

ACCOUNTANT 4	FLEET OPR MGR				
ADMIN ANAL 4	FLEET PROG MGR				PUBLIC WORKS DEV MGR 2
ARCHITECT 4	GIS SPECIALIST 4				REAL ESTATE SPECIALIST 4
ARTS AND CULTURE ADMIN	GRANS ADMIN 4				REAL ESTATE DEV SPEC 4
ASSET MANAGER 2	HSG INSPECTION SUPV				SENIOR CTR DIR
BUSINESS DEV SPEC 4	HYDROGEO 4				STS/PW SIC
CONSTRUCTION MGR 2	IT SPECIALIST 4				TRAFF ENGR 2
CONTROL SYS PROG	LABOR RELATIONS SPEC				TRAFFIC OPER SUPV
COM DEV SPEC 4	LAND ARCH 4				WATER UTIL MAINT SUPV
COMMUNIC OPER SUPV	LIBRARY FACILITIES MANAGER				
DATA ANALYST 4	ORGAN DEV/TRAIN OFF				
ECON DEV SPEC	PKS COMM SVC MGR				
ENGINEER 4	PKS FIN/ADMIN MGR				
FIRE ADM SERV MGR	PLANNER 4				
FIRE PROTECTION ENGR	POLICE INFO SYS COORD				
Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	82,695.34	86,805.94	90,912.64	95,254.64	99,835.06
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	85,176.26	89,410.10	93,640.04	98,112.30	102,830.00
6%	87,657.18	92,014.26	96,367.44	100,969.96	105,825.20
8%	89,311.04	93,750.54	98,185.62	102,874.98	107,821.74
9%	90,137.84	94,618.42	99,094.84	103,827.62	108,820.14
10%	90,964.90	95,486.56	100,003.80	104,780.00	109,818.54
11%	91,791.70	96,354.70	100,913.02	105,732.64	110,816.94
12%	92,618.76	97,222.58	101,822.24	106,685.28	111,815.34

CG18 RANGE 13 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,338.69	3,496.64	3,663.64	3,839.81	4,016.35
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,438.85	3,601.54	3,773.55	3,955.00	4,136.84
6%	3,539.01	3,706.44	3,883.46	4,070.20	4,257.33
8%	3,605.79	3,776.37	3,956.73	4,146.99	4,337.66
9%	3,639.17	3,811.34	3,993.37	4,185.39	4,377.82
10%	3,672.56	3,846.30	4,030.00	4,223.79	4,417.99
11%	3,705.95	3,881.27	4,066.64	4,262.19	4,458.15
12%	3,739.33	3,916.24	4,103.28	4,300.59	4,498.31

BOTANICAL CENTER DIR
 COMP MAP/GIS COORD
 ELECTRICAL OPERATIONS SUPV

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,233.83	7,576.05	7,937.89	8,319.59	8,702.09
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,450.84	7,803.34	8,176.03	8,569.17	8,963.15
6%	7,667.86	8,030.62	8,414.16	8,818.77	9,224.22
8%	7,812.55	8,182.14	8,572.92	8,985.15	9,398.26
9%	7,884.87	8,257.90	8,652.30	9,068.35	9,485.28
10%	7,957.21	8,333.65	8,731.67	9,151.55	9,572.31
11%	8,029.56	8,409.42	8,811.05	9,234.75	9,659.33
12%	8,101.88	8,485.19	8,890.44	9,317.95	9,746.34

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	86,805.94	90,912.64	95,254.64	99,835.06	104,425.10
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	89,410.10	93,640.04	98,112.30	102,830.00	107,557.84
6%	92,014.26	96,367.44	100,969.96	105,825.20	110,690.58
8%	93,750.54	98,185.62	102,874.98	107,821.74	112,779.16
9%	94,618.42	99,094.84	103,827.62	108,820.14	113,823.32
10%	95,486.56	100,003.80	104,780.00	109,818.54	114,867.74
11%	96,354.70	100,913.02	105,732.64	110,816.94	115,911.90
12%	97,222.58	101,822.24	106,685.28	111,815.34	116,956.06

CG18 RANGE 14 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,496.64	3,663.64	3,839.81	4,016.35	4,209.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,601.54	3,773.55	3,955.00	4,136.84	4,335.74
6%	3,706.44	3,883.46	4,070.20	4,257.33	4,462.03
8%	3,776.37	3,956.73	4,146.99	4,337.66	4,546.22
9%	3,811.34	3,993.37	4,185.39	4,377.82	4,588.31
10%	3,846.30	4,030.00	4,223.79	4,417.99	4,630.41
11%	3,881.27	4,066.64	4,262.19	4,458.15	4,672.50
12%	3,916.24	4,103.28	4,300.59	4,498.31	4,714.60

- ASSESS BUS SYS MGR
- ASSESS OPER MGR
- COMM DEV PROG MGR
- ENGINEERING FIN MGR
- LIB BUS OPER MGR
- LIB COM SERVS MGR
- PKS OPER MGR
- PKS PLAN/DEV MGR
- POLICE ADMIN SVC MGR
- PRINCIPAL ACCOUNTANT
- PRINCIPAL IT SPECIALIST
- TRAFF ENGR 3
- WATER SUPPLY MGR
- ZONING ADMIN
- WATER QUALITY MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,576.05	7,937.89	8,319.59	8,702.09	9,120.50
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,803.34	8,176.03	8,569.17	8,963.15	9,394.10
6%	8,030.62	8,414.16	8,818.77	9,224.22	9,667.73
8%	8,182.14	8,572.92	8,985.15	9,398.26	9,850.14
9%	8,257.90	8,652.30	9,068.35	9,485.28	9,941.34
10%	8,333.65	8,731.67	9,151.55	9,572.31	10,032.56
11%	8,409.42	8,811.05	9,234.75	9,659.33	10,123.75
12%	8,485.19	8,890.44	9,317.95	9,746.34	10,214.97

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	90,912.64	95,254.64	99,835.06	104,425.10	109,445.96
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	93,640.04	98,112.30	102,830.00	107,557.84	112,729.24
6%	96,367.44	100,969.96	105,825.20	110,690.58	116,012.78
8%	98,185.62	102,874.98	107,821.74	112,779.16	118,201.72
9%	99,094.84	103,827.62	108,820.14	113,823.32	119,296.06
10%	100,003.80	104,780.00	109,818.54	114,867.74	120,390.66
11%	100,913.02	105,732.64	110,816.94	115,911.90	121,485.00
12%	101,822.24	106,685.28	111,815.34	116,956.06	122,579.60

CG18 RANGE 15 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,663.64	3,839.81	4,016.35	4,209.46	4,411.12
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,773.55	3,955.00	4,136.84	4,335.74	4,543.45
6%	3,883.46	4,070.20	4,257.33	4,462.03	4,675.79
8%	3,956.73	4,146.99	4,337.66	4,546.22	4,764.01
9%	3,993.37	4,185.39	4,377.82	4,588.31	4,808.12
10%	4,030.00	4,223.79	4,417.99	4,630.41	4,852.23
11%	4,066.64	4,262.19	4,458.15	4,672.50	4,896.34
12%	4,103.28	4,300.59	4,498.31	4,714.60	4,940.45

- AFFIRMATIVE ACTION MGR
- COMM DEV GRTS SUPV
- COMM SERVICES SUPV
- DPCED ADMIN SVS MGR
- EAP ASST PROG MGR
- ECON REV SUPV
- ENGR OPR MGR
- EQUAL OPPT MGR
- M.T. ASSOC DIRECTOR
- ORG HLTH/DEV MGR
- PLAN REV & INSP SUPV
- POLICE RECORDS SEC MGR
- PRINCIPAL ARCHITECT
- PRINCIPAL ENGR 1
- PRINCIPAL PLANNER
- REAL ESTATE SUPV
- RISK MANAGER
- TRAFF ENGR 4
- TRAFF OPER MGR
- WATER UTIL FIN MGR
- WATER UTIL OPR MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,937.89	8,319.59	8,702.09	9,120.50	9,557.43
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,176.03	8,569.17	8,963.15	9,394.10	9,844.14
6%	8,414.16	8,818.77	9,224.22	9,667.73	10,130.88
8%	8,572.92	8,985.15	9,398.26	9,850.14	10,322.02
9%	8,652.30	9,068.35	9,485.28	9,941.34	10,417.59
10%	8,731.67	9,151.55	9,572.31	10,032.56	10,513.17
11%	8,811.05	9,234.75	9,659.33	10,123.75	10,608.74
12%	8,890.44	9,317.95	9,746.34	10,214.97	10,704.31

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	95,254.64	99,835.06	104,425.10	109,445.96	114,689.12
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	98,112.30	102,830.00	107,557.84	112,729.24	118,129.70
6%	100,969.96	105,825.20	110,690.58	116,012.78	121,570.54
8%	102,874.98	107,821.74	112,779.16	118,201.72	123,864.26
9%	103,827.62	108,820.14	113,823.32	119,296.06	125,011.12
10%	104,780.00	109,818.54	114,867.74	120,390.66	126,157.98
11%	105,732.64	110,816.94	115,911.90	121,485.00	127,304.84
12%	106,685.28	111,815.34	116,956.06	122,579.60	128,451.70

CG18 RANGE 16 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,839.81	4,016.35	4,209.46	4,411.12	4,627.39
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,955.00	4,136.84	4,335.74	4,543.45	4,766.21
6%	4,070.20	4,257.33	4,462.03	4,675.79	4,905.03
8%	4,146.99	4,337.66	4,546.22	4,764.01	4,997.58
9%	4,185.39	4,377.82	4,588.31	4,808.12	5,043.86
10%	4,223.79	4,417.99	4,630.41	4,852.23	5,090.13
11%	4,262.19	4,458.15	4,672.50	4,896.34	5,136.40
12%	4,300.59	4,498.31	4,714.60	4,940.45	5,182.68

- ASST PKS SUPERINTENDENT
- ASST STREETS SUPERVISOR
- FAC/SUS MGR
- FIRE MARSHAL
- IT ADMIN SERVICES MGR
- IT APP DEV MGR
- IT TECH SERVS MGR
- LIBRARY ASSC DIRECTOR
- POLICE DIRECTOR
- PRINCIPAL ENGR 2
- TRANSP PLANNING MGR
- TREASURY REVENUE MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,319.59	8,702.09	9,120.50	9,557.43	10,026.01
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,569.17	8,963.15	9,394.10	9,844.14	10,326.79
6%	8,818.77	9,224.22	9,667.73	10,130.88	10,627.57
8%	8,985.15	9,398.26	9,850.14	10,322.02	10,828.09
9%	9,068.35	9,485.28	9,941.34	10,417.59	10,928.36
10%	9,151.55	9,572.31	10,032.56	10,513.17	11,028.62
11%	9,234.75	9,659.33	10,123.75	10,608.74	11,128.87
12%	9,317.95	9,746.34	10,214.97	10,704.31	11,229.14

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	99,835.06	104,425.10	109,445.96	114,689.12	120,312.14
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	102,830.00	107,557.84	112,729.24	118,129.70	123,921.46
6%	105,825.20	110,690.58	116,012.78	121,570.54	127,530.78
8%	107,821.74	112,779.16	118,201.72	123,864.26	129,937.08
9%	108,820.14	113,823.32	119,296.06	125,011.12	131,140.36
10%	109,818.54	114,867.74	120,390.66	126,157.98	132,343.38
11%	110,816.94	115,911.90	121,485.00	127,304.84	133,546.40
12%	111,815.34	116,956.06	122,579.60	128,451.70	134,749.68

CG18 RANGE 17 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,016.35	4,209.46	4,411.12	4,627.39	4,843.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,136.84	4,335.74	4,543.45	4,766.21	4,989.04
6%	4,257.33	4,462.03	4,675.79	4,905.03	5,134.35
8%	4,337.66	4,546.22	4,764.01	4,997.58	5,231.23
9%	4,377.82	4,588.31	4,808.12	5,043.86	5,279.67
10%	4,417.99	4,630.41	4,852.23	5,090.13	5,328.10
11%	4,458.15	4,672.50	4,896.34	5,136.40	5,376.54
12%	4,498.31	4,714.60	4,940.45	5,182.68	5,424.98

- ACCT SERVS MGR
- ASST CITY ENGINEER
- ASST CITY TRAFFIC ENGR
- ASST IT DIRECTOR
- BUDGET & PROG EVAL MGR
- EE & LABOR MGR
- HR SERVS MGR
- HSG OPER PROG MGR
- PARKING DIVISION MGR
- WATER UTL ASST GEN MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,702.09	9,120.50	9,557.43	10,026.01	10,494.75
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,963.15	9,394.10	9,844.14	10,326.79	10,809.59
6%	9,224.22	9,667.73	10,130.88	10,627.57	11,124.43
8%	9,398.26	9,850.14	10,322.02	10,828.09	11,334.33
9%	9,485.28	9,941.34	10,417.59	10,928.36	11,439.29
10%	9,572.31	10,032.56	10,513.17	11,028.62	11,544.22
11%	9,659.33	10,123.75	10,608.74	11,128.87	11,649.17
12%	9,746.34	10,214.97	10,704.31	11,229.14	11,754.12

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	104,425.10	109,445.96	114,689.12	120,312.14	125,936.98
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	107,557.84	112,729.24	118,129.70	123,921.46	129,715.04
6%	110,690.58	116,012.78	121,570.54	127,530.78	133,493.10
8%	112,779.16	118,201.72	123,864.26	129,937.08	136,011.98
9%	113,823.32	119,296.06	125,011.12	131,140.36	137,271.42
10%	114,867.74	120,390.66	126,157.98	132,343.38	138,530.60
11%	115,911.90	121,485.00	127,304.84	133,546.40	139,790.04
12%	116,956.06	122,579.60	128,451.70	134,749.68	141,049.48

CG18 RANGE 18

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,209.46	4,411.12	4,627.39	4,843.73	5,058.45
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,335.74	4,543.45	4,766.21	4,989.04	5,210.20
6%	4,462.03	4,675.79	4,905.03	5,134.35	5,361.96
8%	4,546.22	4,764.01	4,997.58	5,231.23	5,463.13
9%	4,588.31	4,808.12	5,043.86	5,279.67	5,513.71
10%	4,630.41	4,852.23	5,090.13	5,328.10	5,564.30
11%	4,672.50	4,896.34	5,136.40	5,376.54	5,614.88
12%	4,714.60	4,940.45	5,182.68	5,424.98	5,665.46

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Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	9,120.50	9,557.43	10,026.01	10,494.75	10,959.98
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	9,394.10	9,844.14	10,326.79	10,809.59	11,288.77
6%	9,667.73	10,130.88	10,627.57	11,124.43	11,617.58
8%	9,850.14	10,322.02	10,828.09	11,334.33	11,836.78
9%	9,941.34	10,417.59	10,928.36	11,439.29	11,946.37
10%	10,032.56	10,513.17	11,028.62	11,544.22	12,055.98
11%	10,123.75	10,608.74	11,128.87	11,649.17	12,165.57
12%	10,214.97	10,704.31	11,229.14	11,754.12	12,275.16

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	109,445.96	114,689.12	120,312.14	125,936.98	131,519.70

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	112,729.24	118,129.70	123,921.46	129,715.04	135,465.20
6%	116,012.78	121,570.54	127,530.78	133,493.10	139,410.96
8%	118,201.72	123,864.26	129,937.08	136,011.98	142,041.38
9%	119,296.06	125,011.12	131,140.36	137,271.42	143,356.46
10%	120,390.66	126,157.98	132,343.38	138,530.60	144,671.80
11%	121,485.00	127,304.84	133,546.40	139,790.04	145,986.88
12%	122,579.60	128,451.70	134,749.68	141,049.48	147,301.96

CG18 RANGE 19

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,411.12	4,627.39	4,843.73	5,058.45	5,290.65
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,543.45	4,766.21	4,989.04	5,210.20	5,449.37
6%	4,675.79	4,905.03	5,134.35	5,361.96	5,608.09
8%	4,764.01	4,997.58	5,231.23	5,463.13	5,713.90
9%	4,808.12	5,043.86	5,279.67	5,513.71	5,766.81
10%	4,852.23	5,090.13	5,328.10	5,564.30	5,819.72
11%	4,896.34	5,136.40	5,376.54	5,614.88	5,872.62
12%	4,940.45	5,182.68	5,424.98	5,665.46	5,925.53

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	9,557.43	10,026.01	10,494.75	10,959.98	11,463.08
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	9,844.14	10,326.79	10,809.59	11,288.77	11,806.97
6%	10,130.88	10,627.57	11,124.43	11,617.58	12,150.86
8%	10,322.02	10,828.09	11,334.33	11,836.78	12,380.12
9%	10,417.59	10,928.36	11,439.29	11,946.37	12,494.76
10%	10,513.17	11,028.62	11,544.22	12,055.98	12,609.39
11%	10,608.74	11,128.87	11,649.17	12,165.57	12,724.01
12%	10,704.31	11,229.14	11,754.12	12,275.16	12,838.65

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	114,689.12	120,312.14	125,936.98	131,519.70	137,556.90
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	118,129.70	123,921.46	129,715.04	135,465.20	141,683.62
6%	121,570.54	127,530.78	133,493.10	139,410.96	145,810.34
8%	123,864.26	129,937.08	136,011.98	142,041.38	148,561.40
9%	125,011.12	131,140.36	137,271.42	143,356.46	149,937.06
10%	126,157.98	132,343.38	138,530.60	144,671.80	151,312.72
11%	127,304.84	133,546.40	139,790.04	145,986.88	152,688.12
12%	128,451.70	134,749.68	141,049.48	147,301.96	154,063.78

CG18 RANGE 20 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,627.39	4,843.73	5,058.45	5,290.65	5,539.69
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,766.21	4,989.04	5,210.20	5,449.37	5,705.88
6%	4,905.03	5,134.35	5,361.96	5,608.09	5,872.07
8%	4,997.58	5,231.23	5,463.13	5,713.90	5,982.87
9%	5,043.86	5,279.67	5,513.71	5,766.81	6,038.26
10%	5,090.13	5,328.10	5,564.30	5,819.72	6,093.66
11%	5,136.40	5,376.54	5,614.88	5,872.62	6,149.06
12%	5,182.68	5,424.98	5,665.46	5,925.53	6,204.45

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	10,026.01	10,494.75	10,959.98	11,463.08	12,002.66
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	10,326.79	10,809.59	11,288.77	11,806.97	12,362.74
6%	10,627.57	11,124.43	11,617.58	12,150.86	12,722.82
8%	10,828.09	11,334.33	11,836.78	12,380.12	12,962.89
9%	10,928.36	11,439.29	11,946.37	12,494.76	13,082.90
10%	11,028.62	11,544.22	12,055.98	12,609.39	13,202.93
11%	11,128.87	11,649.17	12,165.57	12,724.01	13,322.96
12%	11,229.14	11,754.12	12,275.16	12,838.65	13,442.98

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	120,312.14	125,936.98	131,519.70	137,556.90	144,031.94
w/ Longevity <th>Step 1</th> <th>Step 2</th> <th>Step 3</th> <th>Step 4</th> <th>Step 5</th>	Step 1	Step 2	Step 3	Step 4	Step 5
3%	123,921.46	129,715.04	135,465.20	141,683.62	148,352.88
6%	127,530.78	133,493.10	139,410.96	145,810.34	152,673.82
8%	129,937.08	136,011.98	142,041.38	148,561.40	155,554.62
9%	131,140.36	137,271.42	143,356.46	149,937.06	156,994.76
10%	132,343.38	138,530.60	144,671.80	151,312.72	158,435.16
11%	133,546.40	139,790.04	145,986.88	152,688.12	159,875.56
12%	134,749.68	141,049.48	147,301.96	154,063.78	161,315.70

CG18 RANGE 21 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,843.73	5,058.45	5,290.65	5,539.69	5,796.85
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,989.04	5,210.20	5,449.37	5,705.88	5,970.76
6%	5,134.35	5,361.96	5,608.09	5,872.07	6,144.66
8%	5,231.23	5,463.13	5,713.90	5,982.87	6,260.60
9%	5,279.67	5,513.71	5,766.81	6,038.26	6,318.57
10%	5,328.10	5,564.30	5,819.72	6,093.66	6,376.54
11%	5,376.54	5,614.88	5,872.62	6,149.06	6,434.50
12%	5,424.98	5,665.46	5,925.53	6,204.45	6,492.47

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	10,494.75	10,959.98	11,463.08	12,002.66	12,559.84
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	10,809.59	11,288.77	11,806.97	12,362.74	12,936.65
6%	11,124.43	11,617.58	12,150.86	12,722.82	13,313.43
8%	11,334.33	11,836.78	12,380.12	12,962.89	13,564.63
9%	11,439.29	11,946.37	12,494.76	13,082.90	13,690.24
10%	11,544.22	12,055.98	12,609.39	13,202.93	13,815.84
11%	11,649.17	12,165.57	12,724.01	13,322.96	13,941.42
12%	11,754.12	12,275.16	12,838.65	13,442.98	14,067.02

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	125,936.98	131,519.70	137,556.90	144,031.94	150,718.10
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	129,715.04	135,465.20	141,683.62	148,352.88	155,239.76
6%	133,493.10	139,410.96	145,810.34	152,673.82	159,761.16
8%	136,011.98	142,041.38	148,561.40	155,554.62	162,775.60
9%	137,271.42	143,356.46	149,937.06	156,994.76	164,282.82
10%	138,530.60	144,671.80	151,312.72	158,435.16	165,790.04
11%	139,790.04	145,986.88	152,688.12	159,875.56	167,297.00
12%	141,049.48	147,301.96	154,063.78	161,315.70	168,804.22

CG18 RANGE 22 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,058.45	5,290.65	5,539.69	5,796.85	6,070.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,210.20	5,449.37	5,705.88	5,970.76	6,252.80
6%	5,361.96	5,608.09	5,872.07	6,144.66	6,434.92
8%	5,463.13	5,713.90	5,982.87	6,260.60	6,556.33
9%	5,513.71	5,766.81	6,038.26	6,318.57	6,617.04
10%	5,564.30	5,819.72	6,093.66	6,376.54	6,677.75
11%	5,614.88	5,872.62	6,149.06	6,434.50	6,738.45
12%	5,665.46	5,925.53	6,204.45	6,492.47	6,799.16

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Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	10,959.98	11,463.08	12,002.66	12,559.84	13,153.14
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	11,288.77	11,806.97	12,362.74	12,936.65	13,547.73
6%	11,617.58	12,150.86	12,722.82	13,313.43	13,942.33
8%	11,836.78	12,380.12	12,962.89	13,564.63	14,205.38
9%	11,946.37	12,494.76	13,082.90	13,690.24	14,336.92
10%	12,055.98	12,609.39	13,202.93	13,815.84	14,468.46
11%	12,165.57	12,724.01	13,322.96	13,941.42	14,599.98
12%	12,275.16	12,838.65	13,442.98	14,067.02	14,731.51

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	131,519.70	137,556.90	144,031.94	150,718.10	157,837.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	135,465.20	141,683.62	148,352.88	155,239.76	162,572.80
6%	139,410.96	145,810.34	152,673.82	159,761.16	167,307.92
8%	142,041.38	148,561.40	155,554.62	162,775.60	170,464.58
9%	143,356.46	149,937.06	156,994.76	164,282.82	172,043.04
10%	144,671.80	151,312.72	158,435.16	165,790.04	173,621.50
11%	145,986.88	152,688.12	159,875.56	167,297.00	175,199.70
12%	147,301.96	154,063.78	161,315.70	168,804.22	176,778.16

CG18 RANGE 23

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,290.65	5,539.69	5,796.85	6,070.68	6,344.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,449.37	5,705.88	5,970.76	6,252.80	6,534.61
6%	5,608.09	5,872.07	6,144.66	6,434.92	6,724.94
8%	5,713.90	5,982.87	6,260.60	6,556.33	6,851.82
9%	5,766.81	6,038.26	6,318.57	6,617.04	6,915.27
10%	5,819.72	6,093.66	6,376.54	6,677.75	6,978.71
11%	5,872.62	6,149.06	6,434.50	6,738.45	7,042.15
12%	5,925.53	6,204.45	6,492.47	6,799.16	7,105.59

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	11,463.08	12,002.66	12,559.84	13,153.14	13,745.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	11,806.97	12,362.74	12,936.65	13,547.73	14,158.32
6%	12,150.86	12,722.82	13,313.43	13,942.33	14,570.70
8%	12,380.12	12,962.89	13,564.63	14,205.38	14,845.61
9%	12,494.76	13,082.90	13,690.24	14,336.92	14,983.09
10%	12,609.39	13,202.93	13,815.84	14,468.46	15,120.54
11%	12,724.01	13,322.96	13,941.42	14,599.98	15,257.99
12%	12,838.65	13,442.98	14,067.02	14,731.51	15,395.45

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	137,556.90	144,031.94	150,718.10	157,837.68	164,951.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	141,683.62	148,352.88	155,239.76	162,572.80	169,899.86
6%	145,810.34	152,673.82	159,761.16	167,307.92	174,848.44
8%	148,561.40	155,554.62	162,775.60	170,464.58	178,147.32
9%	149,937.06	156,994.76	164,282.82	172,043.04	179,797.02
10%	151,312.72	158,435.16	165,790.04	173,621.50	181,446.46
11%	152,688.12	159,875.56	167,297.00	175,199.70	183,095.90
12%	154,063.78	161,315.70	168,804.22	176,778.16	184,745.34

CG18 RANGE 24 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,539.69	5,796.85	6,070.68	6,344.28	6,634.82
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,705.88	5,970.76	6,252.80	6,534.61	6,833.86
6%	5,872.07	6,144.66	6,434.92	6,724.94	7,032.91
8%	5,982.87	6,260.60	6,556.33	6,851.82	7,165.61
9%	6,038.26	6,318.57	6,617.04	6,915.27	7,231.95
10%	6,093.66	6,376.54	6,677.75	6,978.71	7,298.30
11%	6,149.06	6,434.50	6,738.45	7,042.15	7,364.65
12%	6,204.45	6,492.47	6,799.16	7,105.59	7,431.00

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	12,002.66	12,559.84	13,153.14	13,745.94	14,375.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	12,362.74	12,936.65	13,547.73	14,158.32	14,806.70
6%	12,722.82	13,313.43	13,942.33	14,570.70	15,237.97
8%	12,962.89	13,564.63	14,205.38	14,845.61	15,525.49
9%	13,082.90	13,690.24	14,336.92	14,983.09	15,669.23
10%	13,202.93	13,815.84	14,468.46	15,120.54	15,812.98
11%	13,322.96	13,941.42	14,599.98	15,257.99	15,956.74
12%	13,442.98	14,067.02	14,731.51	15,395.45	16,100.50

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	144,031.94	150,718.10	157,837.68	164,951.28	172,505.32
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	148,352.88	155,239.76	162,572.80	169,899.86	177,680.36
6%	152,673.82	159,761.16	167,307.92	174,848.44	182,855.66
8%	155,554.62	162,775.60	170,464.58	178,147.32	186,305.86
9%	156,994.76	164,282.82	172,043.04	179,797.02	188,030.70
10%	158,435.16	165,790.04	173,621.50	181,446.46	189,755.80
11%	159,875.56	167,297.00	175,199.70	183,095.90	191,480.90
12%	161,315.70	168,804.22	176,778.16	184,745.34	193,206.00

CG18 RANGE 25

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,796.85	6,070.68	6,344.28	6,634.82	6,933.50
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,970.76	6,252.80	6,534.61	6,833.86	7,141.51
6%	6,144.66	6,434.92	6,724.94	7,032.91	7,349.51
8%	6,260.60	6,556.33	6,851.82	7,165.61	7,488.18
9%	6,318.57	6,617.04	6,915.27	7,231.95	7,557.52
10%	6,376.54	6,677.75	6,978.71	7,298.30	7,626.85
11%	6,434.50	6,738.45	7,042.15	7,364.65	7,696.19
12%	6,492.47	6,799.16	7,105.59	7,431.00	7,765.52

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	12,559.84	13,153.14	13,745.94	14,375.44	15,022.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	12,936.65	13,547.73	14,158.32	14,806.70	15,473.27
6%	13,313.43	13,942.33	14,570.70	15,237.97	15,923.94
8%	13,564.63	14,205.38	14,845.61	15,525.49	16,224.39
9%	13,690.24	14,336.92	14,983.09	15,669.23	16,374.63
10%	13,815.84	14,468.46	15,120.54	15,812.98	16,524.84
11%	13,941.42	14,599.98	15,257.99	15,956.74	16,675.08
12%	14,067.02	14,731.51	15,395.45	16,100.50	16,825.29

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	150,718.10	157,837.68	164,951.28	172,505.32	180,271.00
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	155,239.76	162,572.80	169,899.86	177,680.36	185,679.26
6%	159,761.16	167,307.92	174,848.44	182,855.66	191,087.26
8%	162,775.60	170,464.58	178,147.32	186,305.86	194,692.68
9%	164,282.82	172,043.04	179,797.02	188,030.70	196,495.52
10%	165,790.04	173,621.50	181,446.46	189,755.80	198,298.10
11%	167,297.00	175,199.70	183,095.90	191,480.90	200,100.94
12%	168,804.22	176,778.16	184,745.34	193,206.00	201,903.52

CG18 RANGE 26

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,070.68	6,344.30	6,634.82	6,933.50	7,248.91
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,252.80	6,534.63	6,833.86	7,141.51	7,466.38
6%	6,434.92	6,724.96	7,032.91	7,349.51	7,683.84
8%	6,556.33	6,851.84	7,165.61	7,488.18	7,828.82
9%	6,617.04	6,915.29	7,231.95	7,557.52	7,901.31
10%	6,677.75	6,978.73	7,298.30	7,626.85	7,973.80
11%	6,738.45	7,042.17	7,364.65	7,696.19	8,046.29
12%	6,799.16	7,105.62	7,431.00	7,765.52	8,118.78

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	13,153.14	13,745.98	14,375.44	15,022.58	15,705.97
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	13,547.73	14,158.37	14,806.70	15,473.27	16,177.16
6%	13,942.33	14,570.75	15,237.97	15,923.94	16,648.32
8%	14,205.38	14,845.65	15,525.49	16,224.39	16,962.44
9%	14,336.92	14,983.13	15,669.23	16,374.63	17,119.51
10%	14,468.46	15,120.58	15,812.98	16,524.84	17,276.57
11%	14,599.98	15,258.04	15,956.74	16,675.08	17,433.63
12%	14,731.51	15,395.51	16,100.50	16,825.29	17,590.69

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	157,837.68	164,951.80	172,505.32	180,271.00	188,471.66
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	162,572.80	169,900.38	177,680.36	185,679.26	194,125.88
6%	167,307.92	174,848.96	182,855.66	191,087.26	199,779.84
8%	170,464.58	178,147.84	186,305.86	194,692.68	203,549.32
9%	172,043.04	179,797.54	188,030.70	196,495.52	205,434.06
10%	173,621.50	181,446.98	189,755.80	198,298.10	207,318.80
11%	175,199.70	183,096.42	191,480.90	200,100.94	209,203.54
12%	176,778.16	184,746.12	193,206.00	201,903.52	211,088.28