

CG20 RANGE 3

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,565.79	1,618.10	1,665.88	1,720.71	1,789.91
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,612.76	1,666.64	1,715.86	1,772.33	1,843.61
6%	1,659.74	1,715.19	1,765.83	1,823.95	1,897.30
8%	1,691.05	1,747.55	1,799.15	1,858.37	1,933.10
9%	1,706.71	1,763.73	1,815.81	1,875.57	1,951.00
10%	1,722.37	1,779.91	1,832.47	1,892.78	1,968.90
11%	1,738.03	1,796.09	1,849.13	1,909.99	1,986.80
12%	1,753.68	1,812.27	1,865.79	1,927.20	2,004.70

CLERK 1
CLERK TYP 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,392.55	3,505.88	3,609.41	3,728.21	3,878.14
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,494.31	3,611.05	3,717.70	3,840.05	3,994.49
6%	3,596.10	3,716.25	3,825.97	3,951.89	4,110.82
8%	3,663.94	3,786.36	3,898.16	4,026.47	4,188.38
9%	3,697.87	3,821.42	3,934.26	4,063.74	4,227.17
10%	3,731.80	3,856.47	3,970.35	4,101.02	4,265.95
11%	3,765.73	3,891.53	4,006.45	4,138.31	4,304.73
12%	3,799.64	3,926.59	4,042.55	4,175.60	4,343.52

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	40,710.54	42,070.60	43,312.88	44,738.46	46,537.66

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	41,931.76	43,332.64	44,612.36	46,080.58	47,933.86
6%	43,153.24	44,594.94	45,911.58	47,422.70	49,329.80
8%	43,967.30	45,436.30	46,777.90	48,317.62	50,260.60
9%	44,374.46	45,856.98	47,211.06	48,764.82	50,726.00
10%	44,781.62	46,277.66	47,644.22	49,212.28	51,191.40
11%	45,188.78	46,698.34	48,077.38	49,659.74	51,656.80
12%	45,595.68	47,119.02	48,510.54	50,107.20	52,122.20

CG20 RANGE 4

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,698.42	1,737.32	1,776.14	1,820.65	1,859.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,749.37	1,789.44	1,829.42	1,875.27	1,915.22
6%	1,800.33	1,841.56	1,882.71	1,929.89	1,971.01
8%	1,834.29	1,876.31	1,918.23	1,966.30	2,008.20
9%	1,851.28	1,893.68	1,935.99	1,984.51	2,026.79
10%	1,868.26	1,911.05	1,953.75	2,002.72	2,045.38
11%	1,885.25	1,928.43	1,971.52	2,020.92	2,063.98
12%	1,902.23	1,945.80	1,989.28	2,039.13	2,082.57

POLICE RPT TYPIST 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,679.91	3,764.19	3,848.30	3,944.74	4,028.79
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,790.30	3,877.12	3,963.74	4,063.09	4,149.64
6%	3,900.72	3,990.05	4,079.21	4,181.43	4,270.52
8%	3,974.30	4,065.34	4,156.17	4,260.32	4,351.10
9%	4,011.11	4,102.97	4,194.65	4,299.77	4,391.38
10%	4,047.90	4,140.61	4,233.13	4,339.23	4,431.66
11%	4,084.71	4,178.27	4,271.63	4,378.66	4,471.96
12%	4,121.50	4,215.90	4,310.11	4,418.12	4,512.24

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	44,158.92	45,170.32	46,179.64	47,336.90	48,345.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	45,483.62	46,525.44	47,564.92	48,757.02	49,795.72
6%	46,808.58	47,880.56	48,950.46	50,177.14	51,246.26
8%	47,691.54	48,784.06	49,873.98	51,123.80	52,213.20
9%	48,133.28	49,235.68	50,335.74	51,597.26	52,696.54
10%	48,574.76	49,687.30	50,797.50	52,070.72	53,179.88
11%	49,016.50	50,139.18	51,259.52	52,543.92	53,663.48
12%	49,457.98	50,590.80	51,721.28	53,017.38	54,146.82

CG20 RANGE 5

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	1,737.32	1,776.14	1,819.11	1,859.44	1,915.00
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	1,789.44	1,829.42	1,873.68	1,915.22	1,972.45
6%	1,841.56	1,882.71	1,928.26	1,971.01	2,029.90
8%	1,876.31	1,918.23	1,964.64	2,008.20	2,068.20
9%	1,893.68	1,935.99	1,982.83	2,026.79	2,087.35
10%	1,911.05	1,953.75	2,001.02	2,045.38	2,106.50
11%	1,928.43	1,971.52	2,019.21	2,063.98	2,125.65
12%	1,945.80	1,989.28	2,037.40	2,082.57	2,144.80

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	3,764.19	3,848.30	3,941.41	4,028.79	4,149.17
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	3,877.12	3,963.74	4,059.64	4,149.64	4,273.64
6%	3,990.05	4,079.21	4,177.90	4,270.52	4,398.12
8%	4,065.34	4,156.17	4,256.72	4,351.10	4,481.10
9%	4,102.97	4,194.65	4,296.13	4,391.38	4,522.59
10%	4,140.61	4,233.13	4,335.54	4,431.66	4,564.08
11%	4,178.27	4,271.63	4,374.96	4,471.96	4,605.58
12%	4,215.90	4,310.11	4,414.37	4,512.24	4,647.07

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	45,170.32	46,179.64	47,296.86	48,345.44	49,790.00
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	46,525.44	47,564.92	48,715.68	49,795.72	51,283.70
6%	47,880.56	48,950.46	50,134.76	51,246.26	52,777.40
8%	48,784.06	49,873.98	51,080.64	52,213.20	53,773.20
9%	49,235.68	50,335.74	51,553.58	52,696.54	54,271.10
10%	49,687.30	50,797.50	52,026.52	53,179.88	54,769.00
11%	50,139.18	51,259.52	52,499.46	53,663.48	55,266.90
12%	50,590.80	51,721.28	52,972.40	54,146.82	55,764.80

CG20 RANGE 6

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,776.14	1,820.65	1,859.44	1,915.00	1,965.03
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,829.42	1,875.27	1,915.22	1,972.45	2,023.98
6%	1,882.71	1,929.89	1,971.01	2,029.90	2,082.93
8%	1,918.23	1,966.30	2,008.20	2,068.20	2,122.23
9%	1,935.99	1,984.51	2,026.79	2,087.35	2,141.88
10%	1,953.75	2,002.72	2,045.38	2,106.50	2,161.53
11%	1,971.52	2,020.92	2,063.98	2,125.65	2,181.18
12%	1,989.28	2,039.13	2,082.57	2,144.80	2,200.83

ADMIN SUPPT CLK 1
 CLERK 2
 CLERK TYP 2
 SALES CLERK
 WORD PROC OPR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,848.30	3,944.74	4,028.79	4,149.17	4,257.57
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,963.74	4,063.09	4,149.64	4,273.64	4,385.29
6%	4,079.21	4,181.43	4,270.52	4,398.12	4,513.02
8%	4,156.17	4,260.32	4,351.10	4,481.10	4,598.17
9%	4,194.65	4,299.77	4,391.38	4,522.59	4,640.74
10%	4,233.13	4,339.23	4,431.66	4,564.08	4,683.32
11%	4,271.63	4,378.66	4,471.96	4,605.58	4,725.89
12%	4,310.11	4,418.12	4,512.24	4,647.07	4,768.47

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	46,179.64	47,336.90	48,345.44	49,790.00	51,090.78
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	47,564.92	48,757.02	49,795.72	51,283.70	52,623.48
6%	48,950.46	50,177.14	51,246.26	52,777.40	54,156.18
8%	49,873.98	51,123.80	52,213.20	53,773.20	55,177.98
9%	50,335.74	51,597.26	52,696.54	54,271.10	55,688.88
10%	50,797.50	52,070.72	53,179.88	54,769.00	56,199.78
11%	51,259.52	52,543.92	53,663.48	55,266.90	56,710.68
12%	51,721.28	53,017.38	54,146.82	55,764.80	57,221.58

CG20 RANGE 7

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,820.65	1,859.44	1,915.00	1,965.03	2,031.74
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,875.27	1,915.22	1,972.45	2,023.98	2,092.69
6%	1,929.89	1,971.01	2,029.90	2,082.93	2,153.64
8%	1,966.30	2,008.20	2,068.20	2,122.23	2,194.28
9%	1,984.51	2,026.79	2,087.35	2,141.88	2,214.60
10%	2,002.72	2,045.38	2,106.50	2,161.53	2,234.91
11%	2,020.92	2,063.98	2,125.65	2,181.18	2,255.23
12%	2,039.13	2,082.57	2,144.80	2,200.83	2,275.55

ACCT CLERK 1
 DOCUMENT SERVICES SPEC 1
 INFORMATION CLK
 PKG REVENUE CLK
 POLICE RPT OPR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,944.74	4,028.79	4,149.17	4,257.57	4,402.10
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,063.09	4,149.64	4,273.64	4,385.29	4,534.16
6%	4,181.43	4,270.52	4,398.12	4,513.02	4,666.22
8%	4,260.32	4,351.10	4,481.10	4,598.17	4,754.27
9%	4,299.77	4,391.38	4,522.59	4,640.74	4,798.30
10%	4,339.23	4,431.66	4,564.08	4,683.32	4,842.31
11%	4,378.66	4,471.96	4,605.58	4,725.89	4,886.33
12%	4,418.12	4,512.24	4,647.07	4,768.47	4,930.36

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	47,336.90	48,345.44	49,790.00	51,090.78	52,825.24
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	48,757.02	49,795.72	51,283.70	52,623.48	54,409.94
6%	50,177.14	51,246.26	52,777.40	54,156.18	55,994.64
8%	51,123.80	52,213.20	53,773.20	55,177.98	57,051.28
9%	51,597.26	52,696.54	54,271.10	55,688.88	57,579.60
10%	52,070.72	53,179.88	54,769.00	56,199.78	58,107.66
11%	52,543.92	53,663.48	55,266.90	56,710.68	58,635.98
12%	53,017.38	54,146.82	55,764.80	57,221.58	59,164.30

CG20 RANGE 8

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,859.44	1,915.00	1,965.03	2,031.62	2,081.66
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,915.22	1,972.45	2,023.98	2,092.57	2,144.11
6%	1,971.01	2,029.90	2,082.93	2,153.52	2,206.56
8%	2,008.20	2,068.20	2,122.23	2,194.15	2,248.19
9%	2,026.79	2,087.35	2,141.88	2,214.47	2,269.01
10%	2,045.38	2,106.50	2,161.53	2,234.78	2,289.83
11%	2,063.98	2,125.65	2,181.18	2,255.10	2,310.64
12%	2,082.57	2,144.80	2,200.83	2,275.41	2,331.46

LEGAL OFFICE ASST
 POLICE RCDS SVS CLK
 POLICE RPT TYPIST 2
 WORD PROC OPR 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,028.79	4,149.17	4,257.57	4,401.84	4,510.26
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,149.64	4,273.64	4,385.29	4,533.90	4,645.57
6%	4,270.52	4,398.12	4,513.02	4,665.96	4,780.88
8%	4,351.10	4,481.10	4,598.17	4,753.99	4,871.08
9%	4,391.38	4,522.59	4,640.74	4,798.02	4,916.19
10%	4,431.66	4,564.08	4,683.32	4,842.02	4,961.30
11%	4,471.96	4,605.58	4,725.89	4,886.05	5,006.39
12%	4,512.24	4,647.07	4,768.47	4,930.06	5,051.50

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	48,345.44	49,790.00	51,090.78	52,822.12	54,123.16
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	49,795.72	51,283.70	52,623.48	54,406.82	55,746.86
6%	51,246.26	52,777.40	54,156.18	55,991.52	57,370.56
8%	52,213.20	53,773.20	55,177.98	57,047.90	58,452.94
9%	52,696.54	54,271.10	55,688.88	57,576.22	58,994.26
10%	53,179.88	54,769.00	56,199.78	58,104.28	59,535.58
11%	53,663.48	55,266.90	56,710.68	58,632.60	60,076.64
12%	54,146.82	55,764.80	57,221.58	59,160.66	60,617.96

CG20 RANGE 9

Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,915.00	1,965.03	2,031.62	2,081.66	2,153.17
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,972.45	2,023.98	2,092.57	2,144.11	2,217.77
6%	2,029.90	2,082.93	2,153.52	2,206.56	2,282.36
8%	2,068.20	2,122.23	2,194.15	2,248.19	2,325.42
9%	2,087.35	2,141.88	2,214.47	2,269.01	2,346.96
10%	2,106.50	2,161.53	2,234.78	2,289.83	2,368.49
11%	2,125.65	2,181.18	2,255.10	2,310.64	2,390.02
12%	2,144.80	2,200.83	2,275.41	2,331.46	2,411.55

- ACCT CLERK 2
- ADMIN CLK 1
- ADMIN SUPPORT CLK 2
- CC PROD/DIRECTOR 1
- GRAPHICS TECH
- JUD SUPPORT CLK 1
- MUNI CLK 1
- POLICE RPT OPR 2
- PROP LISTER 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,149.17	4,257.57	4,401.84	4,510.26	4,665.20
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,273.64	4,385.29	4,533.90	4,645.57	4,805.17
6%	4,398.12	4,513.02	4,665.96	4,780.88	4,945.11
8%	4,481.10	4,598.17	4,753.99	4,871.08	5,038.41
9%	4,522.59	4,640.74	4,798.02	4,916.19	5,085.08
10%	4,564.08	4,683.32	4,842.02	4,961.30	5,131.73
11%	4,605.58	4,725.89	4,886.05	5,006.39	5,178.38
12%	4,647.07	4,768.47	4,930.06	5,051.50	5,225.03

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	49,790.00	51,090.78	52,822.12	54,123.16	55,982.42
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	51,283.70	52,623.48	54,406.82	55,746.86	57,662.02
6%	52,777.40	54,156.18	55,991.52	57,370.56	59,341.36
8%	53,773.20	55,177.98	57,047.90	58,452.94	60,460.92
9%	54,271.10	55,688.88	57,576.22	58,994.26	61,020.96
10%	54,769.00	56,199.78	58,104.28	59,535.58	61,580.74
11%	55,266.90	56,710.68	58,632.60	60,076.64	62,140.52
12%	55,764.80	57,221.58	59,160.66	60,617.96	62,700.30

CG20 RANGE 10 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,965.03	2,031.62	2,081.66	2,153.17	2,213.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,023.98	2,092.57	2,144.11	2,217.77	2,279.99
6%	2,082.93	2,153.52	2,206.56	2,282.36	2,346.39
8%	2,122.23	2,194.15	2,248.19	2,325.42	2,390.67
9%	2,141.88	2,214.47	2,269.01	2,346.96	2,412.80
10%	2,161.53	2,234.78	2,289.83	2,368.49	2,434.94
11%	2,181.18	2,255.10	2,310.64	2,390.02	2,457.07
12%	2,200.83	2,275.41	2,331.46	2,411.55	2,479.21

ASST PROG COORD
DOCUMENT SERVICES SPEC 2
LEGAL ADMIN ASST 1
MAYORAL OFFICE CLERK
PED BIC SAFETY ASST
SECRETARY 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,257.57	4,401.84	4,510.26	4,665.20	4,796.09
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,385.29	4,533.90	4,645.57	4,805.17	4,939.98
6%	4,513.02	4,665.96	4,780.88	4,945.11	5,083.85
8%	4,598.17	4,753.99	4,871.08	5,038.41	5,179.79
9%	4,640.74	4,798.02	4,916.19	5,085.08	5,227.73
10%	4,683.32	4,842.02	4,961.30	5,131.73	5,275.70
11%	4,725.89	4,886.05	5,006.39	5,178.38	5,323.65
12%	4,768.47	4,930.06	5,051.50	5,225.03	5,371.62

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	51,090.78	52,822.12	54,123.16	55,982.42	57,553.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	52,623.48	54,406.82	55,746.86	57,662.02	59,279.74
6%	54,156.18	55,991.52	57,370.56	59,341.36	61,006.14
8%	55,177.98	57,047.90	58,452.94	60,460.92	62,157.42
9%	55,688.88	57,576.22	58,994.26	61,020.96	62,732.80
10%	56,199.78	58,104.28	59,535.58	61,580.74	63,308.44
11%	56,710.68	58,632.60	60,076.64	62,140.52	63,883.82
12%	57,221.58	59,160.66	60,617.96	62,700.30	64,459.46

CG20 RANGE 11 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,031.62	2,081.66	2,153.17	2,213.58	2,274.08
w/ Longevity					
3%	2,092.57	2,144.11	2,217.77	2,279.99	2,342.30
6%	2,153.52	2,206.56	2,282.36	2,346.39	2,410.52
8%	2,194.15	2,248.19	2,325.42	2,390.67	2,456.01
9%	2,214.47	2,269.01	2,346.96	2,412.80	2,478.75
10%	2,234.78	2,289.83	2,368.49	2,434.94	2,501.49
11%	2,255.10	2,310.64	2,390.02	2,457.07	2,524.23
12%	2,275.41	2,331.46	2,411.55	2,479.21	2,546.97

- | | |
|-----------------------|-----------------------|
| ACCT CLERK 3 | M.T. BOOKING COORD |
| ADMIN CLK 2 | PLAN AIDE |
| CONTRACT COMP AIDE | POLICE CASE RPT LDWKR |
| GIFT SHOP SALES LDWKR | PROGRAM ASST 1 |
| HOUSING SPEC 1 | PROP LISTER 2 |
| JUD SUPPORT CLK 2 | STS PUB INFO ASST |
| LEGAL ADMIN ASST 2 | |

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,401.84	4,510.26	4,665.20	4,796.09	4,927.17
w/ Longevity					
3%	4,533.90	4,645.57	4,805.17	4,939.98	5,074.98
6%	4,665.96	4,780.88	4,945.11	5,083.85	5,222.79
8%	4,753.99	4,871.08	5,038.41	5,179.79	5,321.36
9%	4,798.02	4,916.19	5,085.08	5,227.73	5,370.63
10%	4,842.02	4,961.30	5,131.73	5,275.70	5,419.90
11%	4,886.05	5,006.39	5,178.38	5,323.65	5,469.17
12%	4,930.06	5,051.50	5,225.03	5,371.62	5,518.44

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	52,822.12	54,123.16	55,982.42	57,553.08	59,126.08
w/ Longevity					
3%	54,406.82	55,746.86	57,662.02	59,279.74	60,899.80
6%	55,991.52	57,370.56	59,341.36	61,006.14	62,673.52
8%	57,047.90	58,452.94	60,460.92	62,157.42	63,856.26
9%	57,576.22	58,994.26	61,020.96	62,732.80	64,447.50
10%	58,104.28	59,535.58	61,580.74	63,308.44	65,038.74
11%	58,632.60	60,076.64	62,140.52	63,883.82	65,629.98
12%	59,160.66	60,617.96	62,700.30	64,459.46	66,221.22

CG20 RANGE 11A Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,015.68	2,069.52	2,146.42	2,211.37	2,276.60
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,076.15	2,131.61	2,210.81	2,277.71	2,344.90
6%	2,136.62	2,193.69	2,275.21	2,344.05	2,413.20
8%	2,176.93	2,235.08	2,318.13	2,388.28	2,458.73
9%	2,197.09	2,255.78	2,339.60	2,410.39	2,481.49
10%	2,217.25	2,276.47	2,361.06	2,432.51	2,504.26
11%	2,237.40	2,297.17	2,382.53	2,454.62	2,527.03
12%	2,257.56	2,317.86	2,403.99	2,476.73	2,549.79

SECRETARY 2 LEGAL

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,367.31	4,483.96	4,650.58	4,791.30	4,932.63
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,498.33	4,618.49	4,790.09	4,935.04	5,080.62
6%	4,629.34	4,753.00	4,929.62	5,078.78	5,228.60
8%	4,716.68	4,842.67	5,022.62	5,174.61	5,327.25
9%	4,760.36	4,887.52	5,069.13	5,222.51	5,376.56
10%	4,804.04	4,932.35	5,115.63	5,270.44	5,425.90
11%	4,847.70	4,977.20	5,162.15	5,318.34	5,475.23
12%	4,891.38	5,022.03	5,208.65	5,366.25	5,524.55

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	52,407.68	53,807.52	55,806.92	57,495.62	59,191.60
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	53,979.90	55,421.86	57,481.06	59,220.46	60,967.40
6%	55,552.12	57,035.94	59,155.46	60,945.30	62,743.20
8%	56,600.18	58,112.08	60,271.38	62,095.28	63,926.98
9%	57,124.34	58,650.28	60,829.60	62,670.14	64,518.74
10%	57,648.50	59,188.22	61,387.56	63,245.26	65,110.76
11%	58,172.40	59,726.42	61,945.78	63,820.12	65,702.78
12%	58,696.56	60,264.36	62,503.74	64,394.98	66,294.54

CG20 RANGE 12 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,081.66	2,153.17	2,213.58	2,274.08	2,334.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,144.11	2,217.77	2,279.99	2,342.30	2,404.47
6%	2,206.56	2,282.36	2,346.39	2,410.52	2,474.51
8%	2,248.19	2,325.42	2,390.67	2,456.01	2,521.20
9%	2,269.01	2,346.96	2,412.80	2,478.75	2,544.54
10%	2,289.83	2,368.49	2,434.94	2,501.49	2,567.88
11%	2,310.64	2,390.02	2,457.07	2,524.23	2,591.23
12%	2,331.46	2,411.55	2,479.21	2,546.97	2,614.57

- BIC REG COORD
- COMM DEVEL AIDE
- FIN OPER LDWKR
- HSG ASST OUTREACH COORD
- MUNICIPAL CLERK 2
- PKS EVENT SCHED
- PROGRAM ASST 2
- REAL ESTATE AIDE
- S.C. VOLUNTEER COORD
- SENIOR CTR PROG ASST
- TENANT SVS AIDE

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,510.26	4,665.20	4,796.09	4,927.17	5,057.95
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,645.57	4,805.17	4,939.98	5,074.98	5,209.69
6%	4,780.88	4,945.11	5,083.85	5,222.79	5,361.44
8%	4,871.08	5,038.41	5,179.79	5,321.36	5,462.60
9%	4,916.19	5,085.08	5,227.73	5,370.63	5,513.17
10%	4,961.30	5,131.73	5,275.70	5,419.90	5,563.74
11%	5,006.39	5,178.38	5,323.65	5,469.17	5,614.33
12%	5,051.50	5,225.03	5,371.62	5,518.44	5,664.90

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	54,123.16	55,982.42	57,553.08	59,126.08	60,695.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	55,746.86	57,662.02	59,279.74	60,899.80	62,516.22
6%	57,370.56	59,341.36	61,006.14	62,673.52	64,337.26
8%	58,452.94	60,460.92	62,157.42	63,856.26	65,551.20
9%	58,994.26	61,020.96	62,732.80	64,447.50	66,158.04
10%	59,535.58	61,580.74	63,308.44	65,038.74	66,764.88
11%	60,076.64	62,140.52	63,883.82	65,629.98	67,371.98
12%	60,617.96	62,700.30	64,459.46	66,221.22	67,978.82

CG20 RANGE 12A Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,069.52	2,146.42	2,211.37	2,276.15	2,342.15
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,131.61	2,210.81	2,277.71	2,344.43	2,412.41
6%	2,193.69	2,275.21	2,344.05	2,412.72	2,482.68
8%	2,235.08	2,318.13	2,388.28	2,458.24	2,529.52
9%	2,255.78	2,339.60	2,410.39	2,481.00	2,552.94
10%	2,276.47	2,361.06	2,432.51	2,503.77	2,576.37
11%	2,297.17	2,382.53	2,454.62	2,526.53	2,599.79
12%	2,317.86	2,403.99	2,476.73	2,549.29	2,623.21

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,483.96	4,650.58	4,791.30	4,931.66	5,074.66
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,618.49	4,790.09	4,935.04	5,079.60	5,226.89
6%	4,753.00	4,929.62	5,078.78	5,227.56	5,379.14
8%	4,842.67	5,022.62	5,174.61	5,326.19	5,480.63
9%	4,887.52	5,069.13	5,222.51	5,375.50	5,531.37
10%	4,932.35	5,115.63	5,270.44	5,424.84	5,582.14
11%	4,977.20	5,162.15	5,318.34	5,474.15	5,632.88
12%	5,022.03	5,208.65	5,366.25	5,523.46	5,683.62

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	53,807.52	55,806.92	57,495.62	59,179.90	60,895.90
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	55,421.86	57,481.06	59,220.46	60,955.18	62,722.66
6%	57,035.94	59,155.46	60,945.30	62,730.72	64,549.68
8%	58,112.08	60,271.38	62,095.28	63,914.24	65,767.52
9%	58,650.28	60,829.60	62,670.14	64,506.00	66,376.44
10%	59,188.22	61,387.56	63,245.26	65,098.02	66,985.62
11%	59,726.42	61,945.78	63,820.12	65,689.78	67,594.54
12%	60,264.36	62,503.74	64,394.98	66,281.54	68,203.46

CG20 RANGE 13 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,153.17	2,213.58	2,274.08	2,334.44	2,400.81
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,217.77	2,279.99	2,342.30	2,404.47	2,472.83
6%	2,282.36	2,346.39	2,410.52	2,474.51	2,544.86
8%	2,325.42	2,390.67	2,456.01	2,521.20	2,592.87
9%	2,346.96	2,412.80	2,478.75	2,544.54	2,616.88
10%	2,368.49	2,434.94	2,501.49	2,567.88	2,640.89
11%	2,390.02	2,457.07	2,524.23	2,591.23	2,664.90
12%	2,411.55	2,479.21	2,546.97	2,614.57	2,688.91

ACCT TECH 1
DOCUMENT SERVICES LEADWORKER
HSG SPEC OUTREACH COORD
HOUSING SPEC 2
JUD SUPPORT CLK 3
M.T. EVENT COORD
PROP LISTER 3

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,665.20	4,796.09	4,927.17	5,057.95	5,201.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,805.17	4,939.98	5,074.98	5,209.69	5,357.80
6%	4,945.11	5,083.85	5,222.79	5,361.44	5,513.86
8%	5,038.41	5,179.79	5,321.36	5,462.60	5,617.89
9%	5,085.08	5,227.73	5,370.63	5,513.17	5,669.91
10%	5,131.73	5,275.70	5,419.90	5,563.74	5,721.93
11%	5,178.38	5,323.65	5,469.17	5,614.33	5,773.95
12%	5,225.03	5,371.62	5,518.44	5,664.90	5,825.97

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	55,982.42	57,553.08	59,126.08	60,695.44	62,421.06
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	57,662.02	59,279.74	60,899.80	62,516.22	64,293.58
6%	59,341.36	61,006.14	62,673.52	64,337.26	66,166.36
8%	60,460.92	62,157.42	63,856.26	65,551.20	67,414.62
9%	61,020.96	62,732.80	64,447.50	66,158.04	68,038.88
10%	61,580.74	63,308.44	65,038.74	66,764.88	68,663.14
11%	62,140.52	63,883.82	65,629.98	67,371.98	69,287.40
12%	62,700.30	64,459.46	66,221.22	67,978.82	69,911.66

CG20 RANGE 14 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,213.58	2,274.08	2,334.44	2,400.81	2,455.29
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,279.99	2,342.30	2,404.47	2,472.83	2,528.95
6%	2,346.39	2,410.52	2,474.51	2,544.86	2,602.61
8%	2,390.67	2,456.01	2,521.20	2,592.87	2,651.71
9%	2,412.80	2,478.75	2,544.54	2,616.88	2,676.27
10%	2,434.94	2,501.49	2,567.88	2,640.89	2,700.82
11%	2,457.07	2,524.23	2,591.23	2,664.90	2,725.37
12%	2,479.21	2,546.97	2,614.57	2,688.91	2,749.92

ACCT TECH 2
 ADMIN ASST
 CHILD CARE ASST COORD
 COMM DEV TECH 1
 HOUSING SPEC 3
 ORD REVISIONS SPEC
 RECORDS MGT COORD

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,796.09	4,927.17	5,057.95	5,201.76	5,319.80
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,939.98	5,074.98	5,209.69	5,357.80	5,479.39
6%	5,083.85	5,222.79	5,361.44	5,513.86	5,638.99
8%	5,179.79	5,321.36	5,462.60	5,617.89	5,745.37
9%	5,227.73	5,370.63	5,513.17	5,669.91	5,798.59
10%	5,275.70	5,419.90	5,563.74	5,721.93	5,851.78
11%	5,323.65	5,469.17	5,614.33	5,773.95	5,904.97
12%	5,371.62	5,518.44	5,664.90	5,825.97	5,958.16

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	57,553.08	59,126.08	60,695.44	62,421.06	63,837.54
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	59,279.74	60,899.80	62,516.22	64,293.58	65,752.70
6%	61,006.14	62,673.52	64,337.26	66,166.36	67,667.86
8%	62,157.42	63,856.26	65,551.20	67,414.62	68,944.46
9%	62,732.80	64,447.50	66,158.04	68,038.88	69,583.02
10%	63,308.44	65,038.74	66,764.88	68,663.14	70,221.32
11%	63,883.82	65,629.98	67,371.98	69,287.40	70,859.62
12%	64,459.46	66,221.22	67,978.82	69,911.66	71,497.92

CG20 RANGE 14A 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	2,211.37	2,276.15	2,342.15	2,415.88	2,476.19
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	2,277.71	2,344.43	2,412.41	2,488.36	2,550.48
6%	2,344.05	2,412.72	2,482.68	2,560.83	2,624.76
8%	2,388.28	2,458.24	2,529.52	2,609.15	2,674.29
9%	2,410.39	2,481.00	2,552.94	2,633.31	2,699.05
10%	2,432.51	2,503.77	2,576.37	2,657.47	2,723.81
11%	2,454.62	2,526.53	2,599.79	2,681.63	2,748.57
12%	2,476.73	2,549.29	2,623.21	2,705.79	2,773.33

Monthly	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	4,791.30	4,931.66	5,074.66	5,234.41	5,365.08
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	4,935.04	5,079.60	5,226.89	5,391.45	5,526.04
6%	5,078.78	5,227.56	5,379.14	5,548.47	5,686.98
8%	5,174.61	5,326.19	5,480.63	5,653.16	5,794.30
9%	5,222.51	5,375.50	5,531.37	5,705.51	5,847.94
10%	5,270.44	5,424.84	5,582.14	5,757.85	5,901.59
11%	5,318.34	5,474.15	5,632.88	5,810.20	5,955.24
12%	5,366.25	5,523.46	5,683.62	5,862.55	6,008.88

Annual	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Base	57,495.62	59,179.90	60,895.90	62,812.88	64,380.94
w/ Longevity	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
3%	59,220.46	60,955.18	62,722.66	64,697.36	66,312.48
6%	60,945.30	62,730.72	64,549.68	66,581.58	68,243.76
8%	62,095.28	63,914.24	65,767.52	67,837.90	69,531.54
9%	62,670.14	64,506.00	66,376.44	68,466.06	70,175.30
10%	63,245.26	65,098.02	66,985.62	69,094.22	70,819.06
11%	63,820.12	65,689.78	67,594.54	69,722.38	71,462.82
12%	64,394.98	66,281.54	68,203.46	70,350.54	72,106.58

CG20 RANGE 15 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,274.08	2,334.44	2,400.81	2,455.29	2,533.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,342.30	2,404.47	2,472.83	2,528.95	2,609.74
6%	2,410.52	2,474.51	2,544.86	2,602.61	2,685.75
8%	2,456.01	2,521.20	2,592.87	2,651.71	2,736.43
9%	2,478.75	2,544.54	2,616.88	2,676.27	2,761.77
10%	2,501.49	2,567.88	2,640.89	2,700.82	2,787.10
11%	2,524.23	2,591.23	2,664.90	2,725.37	2,812.44
12%	2,546.97	2,614.57	2,688.91	2,749.92	2,837.78

CERTIFIED MUNICIPAL CLERK

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,927.17	5,057.95	5,201.76	5,319.80	5,489.75
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,074.98	5,209.69	5,357.80	5,479.39	5,654.44
6%	5,222.79	5,361.44	5,513.86	5,638.99	5,819.13
8%	5,321.36	5,462.60	5,617.89	5,745.37	5,928.93
9%	5,370.63	5,513.17	5,669.91	5,798.59	5,983.84
10%	5,419.90	5,563.74	5,721.93	5,851.78	6,038.72
11%	5,469.17	5,614.33	5,773.95	5,904.97	6,093.62
12%	5,518.44	5,664.90	5,825.97	5,958.16	6,148.52

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	59,126.08	60,695.44	62,421.06	63,837.54	65,876.98
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	60,899.80	62,516.22	64,293.58	65,752.70	67,853.24
6%	62,673.52	64,337.26	66,166.36	67,667.86	69,829.50
8%	63,856.26	65,551.20	67,414.62	68,944.46	71,147.18
9%	64,447.50	66,158.04	68,038.88	69,583.02	71,806.02
10%	65,038.74	66,764.88	68,663.14	70,221.32	72,464.60
11%	65,629.98	67,371.98	69,287.40	70,859.62	73,123.44
12%	66,221.22	67,978.82	69,911.66	71,497.92	73,782.28

CG20 RANGE 15A Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,276.15	2,342.15	2,415.88	2,476.19	2,563.19
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,344.43	2,412.41	2,488.36	2,550.48	2,640.09
6%	2,412.72	2,482.68	2,560.83	2,624.76	2,716.98
8%	2,458.24	2,529.52	2,609.15	2,674.29	2,768.25
9%	2,481.00	2,552.94	2,633.31	2,699.05	2,793.88
10%	2,503.77	2,576.37	2,657.47	2,723.81	2,819.51
11%	2,526.53	2,599.79	2,681.63	2,748.57	2,845.14
12%	2,549.29	2,623.21	2,705.79	2,773.33	2,870.77

PAYROLL TECH 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,931.66	5,074.66	5,234.41	5,365.08	5,553.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,079.60	5,226.89	5,391.45	5,526.04	5,720.20
6%	5,227.56	5,379.14	5,548.47	5,686.98	5,886.79
8%	5,326.19	5,480.63	5,653.16	5,794.30	5,997.88
9%	5,375.50	5,531.37	5,705.51	5,847.94	6,053.41
10%	5,424.84	5,582.14	5,757.85	5,901.59	6,108.94
11%	5,474.15	5,632.88	5,810.20	5,955.24	6,164.47
12%	5,523.46	5,683.62	5,862.55	6,008.88	6,220.00

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	59,179.90	60,895.90	62,812.88	64,380.94	66,642.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	60,955.18	62,722.66	64,697.36	66,312.48	68,642.34
6%	62,730.72	64,549.68	66,581.58	68,243.76	70,641.48
8%	63,914.24	65,767.52	67,837.90	69,531.54	71,974.50
9%	64,506.00	66,376.44	68,466.06	70,175.30	72,640.88
10%	65,098.02	66,985.62	69,094.22	70,819.06	73,307.26
11%	65,689.78	67,594.54	69,722.38	71,462.82	73,973.64
12%	66,281.54	68,203.46	70,350.54	72,106.58	74,640.02

CG20 RANGE 16 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,334.44	2,400.81	2,455.29	2,533.73	2,635.49
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,404.47	2,472.83	2,528.95	2,609.74	2,714.55
6%	2,474.51	2,544.86	2,602.61	2,685.75	2,793.62
8%	2,521.20	2,592.87	2,651.71	2,736.43	2,846.33
9%	2,544.54	2,616.88	2,676.27	2,761.77	2,872.68
10%	2,567.88	2,640.89	2,700.82	2,787.10	2,899.04
11%	2,591.23	2,664.90	2,725.37	2,812.44	2,925.39
12%	2,614.57	2,688.91	2,749.92	2,837.78	2,951.75

ACCT TECH 3
 COMM DEV TECH 2
 LEGISLATIVE MGMT SYSTEM SPEC
 PKG OPER ASST
 WATER UTIL COMP SPEC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,057.95	5,201.76	5,319.80	5,489.75	5,710.23
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,209.69	5,357.80	5,479.39	5,654.44	5,881.53
6%	5,361.44	5,513.86	5,638.99	5,819.13	6,052.84
8%	5,462.60	5,617.89	5,745.37	5,928.93	6,167.05
9%	5,513.17	5,669.91	5,798.59	5,983.84	6,224.14
10%	5,563.74	5,721.93	5,851.78	6,038.72	6,281.25
11%	5,614.33	5,773.95	5,904.97	6,093.62	6,338.35
12%	5,664.90	5,825.97	5,958.16	6,148.52	6,395.46

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	60,695.44	62,421.06	63,837.54	65,876.98	68,522.74
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	62,516.22	64,293.58	65,752.70	67,853.24	70,578.30
6%	64,337.26	66,166.36	67,667.86	69,829.50	72,634.12
8%	65,551.20	67,414.62	68,944.46	71,147.18	74,004.58
9%	66,158.04	68,038.88	69,583.02	71,806.02	74,689.68
10%	66,764.88	68,663.14	70,221.32	72,464.60	75,375.04
11%	67,371.98	69,287.40	70,859.62	73,123.44	76,060.14
12%	67,978.82	69,911.66	71,497.92	73,782.28	76,745.50

CG20 RANGE 17 Effective 7/9/23 + 2.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,400.81	2,455.29	2,533.73	2,635.49	2,740.69
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,472.83	2,528.95	2,609.74	2,714.55	2,822.91
6%	2,544.86	2,602.61	2,685.75	2,793.62	2,905.13
8%	2,592.87	2,651.71	2,736.43	2,846.33	2,959.95
9%	2,616.88	2,676.27	2,761.77	2,872.68	2,987.35
10%	2,640.89	2,700.82	2,787.10	2,899.04	3,014.76
11%	2,664.90	2,725.37	2,812.44	2,925.39	3,042.17
12%	2,688.91	2,749.92	2,837.78	2,951.75	3,069.57

PLAN TECH

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,201.76	5,319.80	5,489.75	5,710.23	5,938.16
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,357.80	5,479.39	5,654.44	5,881.53	6,116.31
6%	5,513.86	5,638.99	5,819.13	6,052.84	6,294.45
8%	5,617.89	5,745.37	5,928.93	6,167.05	6,413.23
9%	5,669.91	5,798.59	5,983.84	6,224.14	6,472.59
10%	5,721.93	5,851.78	6,038.72	6,281.25	6,531.98
11%	5,773.95	5,904.97	6,093.62	6,338.35	6,591.37
12%	5,825.97	5,958.16	6,148.52	6,395.46	6,650.74

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	62,421.06	63,837.54	65,876.98	68,522.74	71,257.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	64,293.58	65,752.70	67,853.24	70,578.30	73,395.66
6%	66,166.36	67,667.86	69,829.50	72,634.12	75,533.38
8%	67,414.62	68,944.46	71,147.18	74,004.58	76,958.70
9%	68,038.88	69,583.02	71,806.02	74,689.68	77,671.10
10%	68,663.14	70,221.32	72,464.60	75,375.04	78,383.76
11%	69,287.40	70,859.62	73,123.44	76,060.14	79,096.42
12%	69,911.66	71,497.92	73,782.28	76,745.50	79,808.82