

| EXECUTIVE SECRETARY I |           |        |       |            |
|-----------------------|-----------|--------|-------|------------|
| YEARS                 | INDEX     | SALARY | \$    | 16.95 Base |
| 0                     | 1.0000000 | \$     | 16.95 |            |
| 1                     | 1.0288204 | \$     | 17.44 |            |
| 2                     | 1.0536193 | \$     | 17.86 |            |
| 3                     | 1.0824397 | \$     | 18.35 |            |
| 4                     | 1.1146113 | \$     | 18.89 |            |
| 5                     | 1.1146113 | \$     | 18.89 |            |
| 6                     | 1.1346113 | \$     | 19.23 |            |
| 7                     | 1.1346113 | \$     | 19.23 |            |
| 8                     | 1.1546113 | \$     | 19.57 |            |
| 9                     | 1.1546113 | \$     | 19.57 |            |
| 10                    | 1.1746113 | \$     | 19.91 |            |
| 11                    | 1.1746113 | \$     | 19.91 |            |
| 12                    | 1.1946113 | \$     | 20.25 |            |
| 13                    | 1.1946113 | \$     | 20.25 |            |
| 14                    | 1.2146113 | \$     | 20.59 |            |
| 15                    | 1.2146113 | \$     | 20.59 |            |
| 16                    | 1.2346113 | \$     | 20.93 |            |
| 17                    | 1.2346113 | \$     | 20.93 |            |
| 18                    | 1.2346113 | \$     | 20.93 |            |
| 19                    | 1.2546113 | \$     | 21.27 |            |
| 20                    | 1.2546113 | \$     | 21.27 |            |
| 21                    | 1.2546113 | \$     | 21.27 |            |
| 22                    | 1.2746113 | \$     | 21.60 |            |
| 23                    | 1.2746113 | \$     | 21.60 |            |
| 24                    | 1.2946113 | \$     | 21.94 |            |

| EXECUTIVE SECRETARY II |           |        |       |            |
|------------------------|-----------|--------|-------|------------|
| YEARS                  | INDEX     | SALARY | \$    | 16.50 Base |
| 0                      | 1.0000000 | \$     | 16.50 |            |
| 1                      | 1.0288204 | \$     | 16.98 |            |
| 2                      | 1.0536193 | \$     | 17.38 |            |
| 3                      | 1.0824397 | \$     | 17.86 |            |
| 4                      | 1.1146113 | \$     | 18.39 |            |
| 5                      | 1.1146113 | \$     | 18.39 |            |
| 6                      | 1.1346113 | \$     | 18.72 |            |
| 7                      | 1.1346113 | \$     | 18.72 |            |
| 8                      | 1.1546113 | \$     | 19.05 |            |
| 9                      | 1.1546113 | \$     | 19.05 |            |
| 10                     | 1.1746113 | \$     | 19.38 |            |
| 11                     | 1.1746113 | \$     | 19.38 |            |
| 12                     | 1.1946113 | \$     | 19.71 |            |

|    |              |       |
|----|--------------|-------|
| 13 | 1.1946113 \$ | 19.71 |
| 14 | 1.2146113 \$ | 20.04 |
| 15 | 1.2146113 \$ | 20.04 |
| 16 | 1.2346113 \$ | 20.37 |
| 17 | 1.2346113 \$ | 20.37 |
| 18 | 1.2346113 \$ | 20.37 |
| 19 | 1.2546113 \$ | 20.70 |
| 20 | 1.2546113 \$ | 20.70 |
| 21 | 1.2546113 \$ | 20.70 |
| 22 | 1.2746113 \$ | 21.03 |
| 23 | 1.2746113 \$ | 21.03 |
| 24 | 1.2946113 \$ | 21.36 |

| <b>SECRETARY I</b> |           |             | Base<br>\$ 14.53 |
|--------------------|-----------|-------------|------------------|
| YEARS              | INDEX     | HOURLY RATE |                  |
| 0                  | 1.0000000 | \$ 14.53    |                  |
| 1                  | 1.0288204 | \$ 14.95    |                  |
| 2                  | 1.0536193 | \$ 15.31    |                  |
| 3                  | 1.0824397 | \$ 15.73    |                  |
| 4                  | 1.1146113 | \$ 16.20    |                  |
| 5                  | 1.1146113 | \$ 16.20    |                  |
| 6                  | 1.1346113 | \$ 16.49    |                  |
| 7                  | 1.1346113 | \$ 16.49    |                  |
| 8                  | 1.1546113 | \$ 16.78    |                  |
| 9                  | 1.1546113 | \$ 16.78    |                  |
| 10                 | 1.1746113 | \$ 17.07    |                  |
| 11                 | 1.1746113 | \$ 17.07    |                  |
| 12                 | 1.1946113 | \$ 17.36    |                  |
| 13                 | 1.1946113 | \$ 17.36    |                  |
| 14                 | 1.2146113 | \$ 17.65    |                  |
| 15                 | 1.2146113 | \$ 17.65    |                  |
| 16                 | 1.2346113 | \$ 17.94    |                  |
| 17                 | 1.2346113 | \$ 17.94    |                  |
| 18                 | 1.2346113 | \$ 17.94    |                  |
| 19                 | 1.2546113 | \$ 18.23    |                  |
| 20                 | 1.2546113 | \$ 18.23    |                  |
| 21                 | 1.2546113 | \$ 18.23    |                  |
| 22                 | 1.2746113 | \$ 18.52    |                  |
| 23                 | 1.2746113 | \$ 18.52    |                  |
| 24                 | 1.2946113 | \$ 18.81    |                  |

| <b>SECRETARY II</b> |           |             | Base<br>\$ 15.16 |
|---------------------|-----------|-------------|------------------|
| YEARS               | INDEX     | HOURLY RATE |                  |
| 0                   | 1.0000000 | \$ 15.16    |                  |
| 1                   | 1.0288204 | \$ 15.60    |                  |
| 2                   | 1.0536193 | \$ 15.97    |                  |
| 3                   | 1.0824397 | \$ 16.41    |                  |
| 4                   | 1.1146113 | \$ 16.90    |                  |
| 5                   | 1.1146113 | \$ 16.90    |                  |
| 6                   | 1.1346113 | \$ 17.20    |                  |
| 7                   | 1.1346113 | \$ 17.20    |                  |
| 8                   | 1.1546113 | \$ 17.50    |                  |
| 9                   | 1.1546113 | \$ 17.50    |                  |
| 10                  | 1.1746113 | \$ 17.81    |                  |
| 11                  | 1.1746113 | \$ 17.81    |                  |
| 12                  | 1.1946113 | \$ 18.11    |                  |
| 13                  | 1.1946113 | \$ 18.11    |                  |
| 14                  | 1.2146113 | \$ 18.41    |                  |
| 15                  | 1.2146113 | \$ 18.41    |                  |
| 16                  | 1.2346113 | \$ 18.72    |                  |
| 17                  | 1.2346113 | \$ 18.72    |                  |
| 18                  | 1.2346113 | \$ 18.72    |                  |
| 19                  | 1.2546113 | \$ 19.02    |                  |
| 20                  | 1.2546113 | \$ 19.02    |                  |
| 21                  | 1.2546113 | \$ 19.02    |                  |
| 22                  | 1.2746113 | \$ 19.32    |                  |
| 23                  | 1.2746113 | \$ 19.32    |                  |
| 24                  | 1.2946113 | \$ 19.63    |                  |

| <b>SECRETARY III</b> |           |             | Base<br>\$ 15.73 |
|----------------------|-----------|-------------|------------------|
| YEARS                | INDEX     | HOURLY RATE |                  |
| 0                    | 1.0000000 | \$ 15.73    |                  |
| 1                    | 1.0288204 | \$ 16.18    |                  |
| 2                    | 1.0536193 | \$ 16.57    |                  |
| 3                    | 1.0824397 | \$ 17.03    |                  |
| 4                    | 1.1146113 | \$ 17.53    |                  |
| 5                    | 1.1146113 | \$ 17.53    |                  |
| 6                    | 1.1346113 | \$ 17.85    |                  |
| 7                    | 1.1346113 | \$ 17.85    |                  |
| 8                    | 1.1546113 | \$ 18.16    |                  |
| 9                    | 1.1546113 | \$ 18.16    |                  |
| 10                   | 1.1746113 | \$ 18.48    |                  |

| <b>ACCOUNT CLEI</b> |           |             | Base<br>\$ 15.99 |
|---------------------|-----------|-------------|------------------|
| YEARS               | INDEX     | HOURLY RATE |                  |
| 0                   | 1.0000000 | \$ 15.99    |                  |
| 1                   | 1.0288204 | \$ 16.45    |                  |
| 2                   | 1.0536193 | \$ 16.85    |                  |
| 3                   | 1.0824397 | \$ 17.31    |                  |
| 4                   | 1.1146113 | \$ 17.82    |                  |
| 5                   | 1.1146113 | \$ 17.82    |                  |
| 6                   | 1.1346113 | \$ 18.14    |                  |
| 7                   | 1.1346113 | \$ 18.14    |                  |
| 8                   | 1.1546113 | \$ 18.46    |                  |
| 9                   | 1.1546113 | \$ 18.46    |                  |
| 10                  | 1.1746113 | \$ 18.78    |                  |

|    |           |    |       |
|----|-----------|----|-------|
| 11 | 1.1746113 | \$ | 18.48 |
| 12 | 1.1946113 | \$ | 18.79 |
| 13 | 1.1946113 | \$ | 18.79 |
| 14 | 1.2146113 | \$ | 19.11 |
| 15 | 1.2146113 | \$ | 19.11 |
| 16 | 1.2346113 | \$ | 19.42 |
| 17 | 1.2346113 | \$ | 19.42 |
| 18 | 1.2346113 | \$ | 19.42 |
| 19 | 1.2546113 | \$ | 19.74 |
| 20 | 1.2546113 | \$ | 19.74 |
| 21 | 1.2546113 | \$ | 19.74 |
| 22 | 1.2746113 | \$ | 20.05 |
| 23 | 1.2746113 | \$ | 20.05 |
| 24 | 1.2946113 | \$ | 20.36 |

|    |           |    |       |
|----|-----------|----|-------|
| 11 | 1.1746113 | \$ | 18.78 |
| 12 | 1.1946113 | \$ | 19.10 |
| 13 | 1.1946113 | \$ | 19.10 |
| 14 | 1.2146113 | \$ | 19.42 |
| 15 | 1.2146113 | \$ | 19.42 |
| 16 | 1.2346113 | \$ | 19.74 |
| 17 | 1.2346113 | \$ | 19.74 |
| 18 | 1.2346113 | \$ | 19.74 |
| 19 | 1.2546113 | \$ | 20.06 |
| 20 | 1.2546113 | \$ | 20.06 |
| 21 | 1.2546113 | \$ | 20.06 |
| 22 | 1.2746113 | \$ | 20.38 |
| 23 | 1.2746113 | \$ | 20.38 |
| 24 | 1.2946113 | \$ | 20.70 |

| BUS DRIVER |           |             | HEAD BUS DRIVER |           |             | Base     |
|------------|-----------|-------------|-----------------|-----------|-------------|----------|
| \$ 15.25   |           |             |                 |           |             | \$ 15.83 |
| YEARS      | INDEX     | HOURLY RATE | YEARS           | INDEX     | HOURLY RATE |          |
| 0          | 1.0000000 | \$ 15.25    | 0               | 1.0000000 | \$ 15.83    |          |
| 1          | 1.0288204 | \$ 15.69    | 1               | 1.0288204 | \$ 16.29    |          |
| 2          | 1.0536193 | \$ 16.07    | 2               | 1.0536193 | \$ 16.68    |          |
| 3          | 1.0824397 | \$ 16.51    | 3               | 1.0824397 | \$ 17.14    |          |
| 4          | 1.1146113 | \$ 17.00    | 4               | 1.1146113 | \$ 17.64    |          |
| 5          | 1.1146113 | \$ 17.00    | 5               | 1.1146113 | \$ 17.64    |          |
| 6          | 1.1346113 | \$ 17.30    | 6               | 1.1346113 | \$ 17.96    |          |
| 7          | 1.1346113 | \$ 17.30    | 7               | 1.1346113 | \$ 17.96    |          |
| 8          | 1.1546113 | \$ 17.61    | 8               | 1.1546113 | \$ 18.28    |          |
| 9          | 1.1546113 | \$ 17.61    | 9               | 1.1546113 | \$ 18.28    |          |
| 10         | 1.1746113 | \$ 17.91    | 10              | 1.1746113 | \$ 18.59    |          |
| 11         | 1.1746113 | \$ 17.91    | 11              | 1.1746113 | \$ 18.59    |          |
| 12         | 1.1946113 | \$ 18.22    | 12              | 1.1946113 | \$ 18.91    |          |
| 13         | 1.1946113 | \$ 18.22    | 13              | 1.1946113 | \$ 18.91    |          |
| 14         | 1.2146113 | \$ 18.52    | 14              | 1.2146113 | \$ 19.23    |          |
| 15         | 1.2146113 | \$ 18.52    | 15              | 1.2146113 | \$ 19.23    |          |
| 16         | 1.2346113 | \$ 18.83    | 16              | 1.2346113 | \$ 19.54    |          |
| 17         | 1.2346113 | \$ 18.83    | 17              | 1.2346113 | \$ 19.54    |          |
| 18         | 1.2346113 | \$ 18.83    | 18              | 1.2346113 | \$ 19.54    |          |
| 19         | 1.2546113 | \$ 19.13    | 19              | 1.2546113 | \$ 19.86    |          |
| 20         | 1.2546113 | \$ 19.13    | 20              | 1.2546113 | \$ 19.86    |          |
| 21         | 1.2546113 | \$ 19.13    | 21              | 1.2546113 | \$ 19.86    |          |
| 22         | 1.2746113 | \$ 19.44    | 22              | 1.2746113 | \$ 20.18    |          |
| 23         | 1.2746113 | \$ 19.44    | 23              | 1.2746113 | \$ 20.18    |          |
| 24         | 1.2946113 | \$ 19.74    | 24              | 1.2946113 | \$ 20.49    |          |

HEAD MECHANIC

\$ 16.79

| YEARS | INDEX     | HOURLY RATE |
|-------|-----------|-------------|
| 0     | 1.0000000 | \$ 16.79    |
| 1     | 1.0288204 | \$ 17.27    |
| 2     | 1.0536193 | \$ 17.69    |
| 3     | 1.0824397 | \$ 18.17    |
| 4     | 1.1146113 | \$ 18.71    |
| 5     | 1.1146113 | \$ 18.71    |
| 6     | 1.1346113 | \$ 19.05    |
| 7     | 1.1346113 | \$ 19.05    |
| 8     | 1.1546113 | \$ 19.39    |
| 9     | 1.1546113 | \$ 19.39    |
| 10    | 1.1746113 | \$ 19.72    |
| 11    | 1.1746113 | \$ 19.72    |
| 12    | 1.1946113 | \$ 20.06    |
| 13    | 1.1946113 | \$ 20.06    |
| 14    | 1.2146113 | \$ 20.39    |
| 15    | 1.2146113 | \$ 20.39    |
| 16    | 1.2346113 | \$ 20.73    |
| 17    | 1.2346113 | \$ 20.73    |
| 18    | 1.2346113 | \$ 20.73    |
| 19    | 1.2546113 | \$ 21.06    |
| 20    | 1.2546113 | \$ 21.06    |
| 21    | 1.2546113 | \$ 21.06    |
| 22    | 1.2746113 | \$ 21.40    |
| 23    | 1.2746113 | \$ 21.40    |
| 24    | 1.2946113 | \$ 21.74    |

AIDES/MONITORS

Base  
\$ 13.81

| YEARS | INDEX     | HOURLY RATE |
|-------|-----------|-------------|
| 0     | 1.0000000 | \$ 13.81    |
| 1     | 1.0288204 | \$ 14.21    |
| 2     | 1.0536193 | \$ 14.55    |
| 3     | 1.0824397 | \$ 14.95    |
| 4     | 1.1146113 | \$ 15.39    |
| 5     | 1.1146113 | \$ 15.39    |
| 6     | 1.1346113 | \$ 15.67    |
| 7     | 1.1346113 | \$ 15.67    |
| 8     | 1.1546113 | \$ 15.95    |
| 9     | 1.1546113 | \$ 15.95    |
| 10    | 1.1746113 | \$ 16.22    |
| 11    | 1.1746113 | \$ 16.22    |
| 12    | 1.1946113 | \$ 16.50    |
| 13    | 1.1946113 | \$ 16.50    |
| 14    | 1.2146113 | \$ 16.77    |
| 15    | 1.2146113 | \$ 16.77    |
| 16    | 1.2346113 | \$ 17.05    |
| 17    | 1.2346113 | \$ 17.05    |
| 18    | 1.2346113 | \$ 17.05    |
| 19    | 1.2546113 | \$ 17.33    |
| 20    | 1.2546113 | \$ 17.33    |
| 21    | 1.2546113 | \$ 17.33    |
| 22    | 1.2746113 | \$ 17.60    |
| 23    | 1.2746113 | \$ 17.60    |
| 24    | 1.2946113 | \$ 17.88    |

NURSE AIDE

Base  
\$ 15.74

| YEARS | INDEX     | HOURLY RATE |
|-------|-----------|-------------|
| 0     | 1.0000000 | \$ 15.74    |
| 1     | 1.0288204 | \$ 16.19    |
| 2     | 1.0536193 | \$ 16.58    |
| 3     | 1.0824397 | \$ 17.04    |
| 4     | 1.1146113 | \$ 17.54    |
| 5     | 1.1146113 | \$ 17.54    |
| 6     | 1.1346113 | \$ 17.86    |
| 7     | 1.1346113 | \$ 17.86    |
| 8     | 1.1546113 | \$ 18.17    |
| 9     | 1.1546113 | \$ 18.17    |
| 10    | 1.1746113 | \$ 18.49    |
| 11    | 1.1746113 | \$ 18.49    |
| 12    | 1.1946113 | \$ 18.80    |

|    |           |    |       |
|----|-----------|----|-------|
| 13 | 1.1946113 | \$ | 18.80 |
| 14 | 1.2146113 | \$ | 19.12 |
| 15 | 1.2146113 | \$ | 19.12 |
| 16 | 1.2346113 | \$ | 19.43 |
| 17 | 1.2346113 | \$ | 19.43 |
| 18 | 1.2346113 | \$ | 19.43 |
| 19 | 1.2546113 | \$ | 19.75 |
| 20 | 1.2546113 | \$ | 19.75 |
| 21 | 1.2546113 | \$ | 19.75 |
| 22 | 1.2746113 | \$ | 20.06 |
| 23 | 1.2746113 | \$ | 20.06 |
| 24 | 1.2946113 | \$ | 20.38 |

CUSTODIAL/MAINTENANCE

| STORE CLERK DELIVERYMAN |           |             | FIREMAN-CUSTODIAN |           |             | FIREMAN-CUSTODIAN   |           |             |
|-------------------------|-----------|-------------|-------------------|-----------|-------------|---------------------|-----------|-------------|
| \$ 15.16                |           |             | Base \$ 15.47     |           |             | Base + 1/2 \$ 15.67 |           |             |
| RS                      | INDEX     | IOURLY RATE | AR                | INDEX     | IOURLY RATE | RS                  | INDEX     | IOURLY RATE |
| 0                       | 1.0000000 | \$ 15.16    | 0                 | 1.0000000 | \$ 15.47    | 0                   | 1.0000000 | \$ 15.67    |
| 1                       | 1.0288204 | \$ 15.60    | 1                 | 1.0288204 | \$ 15.92    | 1                   | 1.02882   | \$ 16.12    |
| 2                       | 1.0536193 | \$ 15.97    | 2                 | 1.0536193 | \$ 16.30    | 2                   | 1.053619  | \$ 16.51    |
| 3                       | 1.0824397 | \$ 16.41    | 3                 | 1.0824397 | \$ 16.75    | 3                   | 1.08244   | \$ 16.96    |
| 4                       | 1.1146113 | \$ 16.90    | 4                 | 1.1146113 | \$ 17.24    | 4                   | 1.114611  | \$ 17.47    |
| 5                       | 1.1146113 | \$ 16.90    | 5                 | 1.1146113 | \$ 17.24    | 5                   | 1.114611  | \$ 17.47    |
| 6                       | 1.1346113 | \$ 17.20    | 6                 | 1.1346113 | \$ 17.55    | 6                   | 1.1346113 | \$ 17.78    |
| 7                       | 1.1346113 | \$ 17.20    | 7                 | 1.1346113 | \$ 17.55    | 7                   | 1.134611  | \$ 17.78    |
| 8                       | 1.1546113 | \$ 17.50    | 8                 | 1.1546113 | \$ 17.86    | 8                   | 1.1546113 | \$ 18.09    |
| 9                       | 1.1546113 | \$ 17.50    | 9                 | 1.1546113 | \$ 17.86    | 9                   | 1.154611  | \$ 18.09    |
| 10                      | 1.1746113 | \$ 17.81    | 10                | 1.1746113 | \$ 18.17    | 10                  | 1.1746113 | \$ 18.41    |
| 11                      | 1.1746113 | \$ 17.81    | 11                | 1.1746113 | \$ 18.17    | 11                  | 1.174611  | \$ 18.41    |
| 12                      | 1.1946113 | \$ 18.11    | 12                | 1.1946113 | \$ 18.48    | 12                  | 1.1946113 | \$ 18.72    |
| 13                      | 1.1946113 | \$ 18.11    | 13                | 1.1946113 | \$ 18.48    | 13                  | 1.194611  | \$ 18.72    |
| 14                      | 1.2146113 | \$ 18.41    | 14                | 1.2146113 | \$ 18.79    | 14                  | 1.2146113 | \$ 19.03    |
| 15                      | 1.2146113 | \$ 18.41    | 15                | 1.2146113 | \$ 18.79    | 15                  | 1.214611  | \$ 19.03    |
| 16                      | 1.2346113 | \$ 18.72    | 16                | 1.2346113 | \$ 19.10    | 16                  | 1.2346113 | \$ 19.35    |
| 17                      | 1.2346113 | \$ 18.72    | 17                | 1.2346113 | \$ 19.10    | 17                  | 1.234611  | \$ 19.35    |
| 18                      | 1.2346113 | \$ 18.72    | 18                | 1.2346113 | \$ 19.10    | 18                  | 1.2346113 | \$ 19.35    |
| 19                      | 1.2546113 | \$ 19.02    | 19                | 1.2546113 | \$ 19.41    | 19                  | 1.2546113 | \$ 19.66    |
| 20                      | 1.2546113 | \$ 19.02    | 20                | 1.2546113 | \$ 19.41    | 20                  | 1.2546113 | \$ 19.66    |
| 21                      | 1.2546113 | \$ 19.02    | 21                | 1.2546113 | \$ 19.41    | 21                  | 1.2546113 | \$ 19.66    |
| 22                      | 1.2746113 | \$ 19.32    | 22                | 1.2746113 | \$ 19.72    | 22                  | 1.2746113 | \$ 19.97    |
| 23                      | 1.2746113 | \$ 19.32    | 23                | 1.2746113 | \$ 19.72    | 23                  | 1.2746113 | \$ 19.97    |
| 24                      | 1.2946113 | \$ 19.63    | 24                | 1.2946113 | \$ 20.03    | 24                  | 1.2946113 | \$ 20.29    |

| MAINTENANCE REPAIR |           |             | MAINTENANCE REPAIR  |           |             |
|--------------------|-----------|-------------|---------------------|-----------|-------------|
| \$ 16.79           |           |             | Base + 1/2 \$ 17.00 |           |             |
| YEA                | INDEX     | IOURLY RATE | AR                  | INDEX     | IOURLY RATE |
| 0                  | 1.0000000 | \$ 16.79    | 0                   | 1.0000000 | \$ 17.00    |
| 1                  | 1.0288204 | \$ 17.27    | 1                   | 1.0288204 | \$ 17.49    |
| 2                  | 1.0536193 | \$ 17.69    | 2                   | 1.0536193 | \$ 17.91    |
| 3                  | 1.0824397 | \$ 18.17    | 3                   | 1.0824397 | \$ 18.40    |
| 4                  | 1.1146113 | \$ 18.71    | 4                   | 1.1146113 | \$ 18.95    |
| 5                  | 1.1146113 | \$ 18.71    | 5                   | 1.1146113 | \$ 18.95    |
| 6                  | 1.1346113 | \$ 19.05    | 6                   | 1.1346113 | \$ 19.29    |
| 7                  | 1.1346113 | \$ 19.05    | 7                   | 1.1346113 | \$ 19.29    |
| 8                  | 1.1546113 | \$ 19.39    | 8                   | 1.1546113 | \$ 19.63    |
| 9                  | 1.1546113 | \$ 19.39    | 9                   | 1.1546113 | \$ 19.63    |
| 10                 | 1.1746113 | \$ 19.72    | 10                  | 1.1746113 | \$ 19.97    |
| 11                 | 1.1746113 | \$ 19.72    | 11                  | 1.1746113 | \$ 19.97    |
| 12                 | 1.1946113 | \$ 20.06    | 12                  | 1.1946113 | \$ 20.31    |
| 13                 | 1.1946113 | \$ 20.06    | 13                  | 1.1946113 | \$ 20.31    |



14 1.2146113 \$ 20.39  
15 1.2146113 \$ 20.39  
16 1.2346113 \$ 20.73  
17 1.2346113 \$ 20.73  
18 1.2346113 \$ 20.73  
19 1.2546113 \$ 21.06  
20 1.2546113 \$ 21.06  
21 1.2546113 \$ 21.06  
22 1.2746113 \$ 21.40  
23 1.2746113 \$ 21.40  
24 1.2946113 \$ 21.74

14 1.2146113 \$ 20.65  
15 1.2146113 \$ 20.65  
16 1.2346113 \$ 20.99  
17 1.2346113 \$ 20.99  
18 1.2346113 \$ 20.99  
19 1.2546113 \$ 21.33  
20 1.2546113 \$ 21.33  
21 1.2546113 \$ 21.33  
22 1.2746113 \$ 21.67  
23 1.2746113 \$ 21.67  
24 1.2946113 \$ 22.01

FOOD SERVICE

LUNCHROOM WORKER  
\$ 13.06

| YEARS | INDEX     | OURLY RATE |
|-------|-----------|------------|
| 0     | 1.0000000 | \$ 13.06   |
| 1     | 1.02882   | \$ 13.44   |
| 2     | 1.053619  | \$ 13.76   |
| 3     | 1.08244   | \$ 14.14   |
| 4     | 1.114611  | \$ 14.56   |
| 5     | 1.114611  | \$ 14.56   |
| 6     | 1.1346113 | \$ 14.82   |
| 7     | 1.134611  | \$ 14.82   |
| 8     | 1.1546113 | \$ 15.08   |
| 9     | 1.154611  | \$ 15.08   |
| 10    | 1.1746113 | \$ 15.34   |
| 11    | 1.174611  | \$ 15.34   |
| 12    | 1.1946113 | \$ 15.60   |
| 13    | 1.194611  | \$ 15.60   |
| 14    | 1.2146113 | \$ 15.86   |
| 15    | 1.214611  | \$ 15.86   |
| 16    | 1.2346113 | \$ 16.12   |
| 17    | 1.234611  | \$ 16.12   |
| 18    | 1.2346113 | \$ 16.12   |
| 19    | 1.2546113 | \$ 16.39   |
| 20    | 1.2546113 | \$ 16.39   |
| 21    | 1.2546113 | \$ 16.39   |
| 22    | 1.2746113 | \$ 16.65   |
| 23    | 1.2746113 | \$ 16.65   |
| 24    | 1.2946113 | \$ 16.91   |

LUNCHROOM COOK Base  
\$ 14.05

| YEARS | INDEX     | OURLY RATE |
|-------|-----------|------------|
| 0     | 1.0000000 | \$ 14.05   |
| 1     | 1.0288204 | \$ 14.45   |
| 2     | 1.0536193 | \$ 14.80   |
| 3     | 1.0824397 | \$ 15.21   |
| 4     | 1.1146113 | \$ 15.66   |
| 5     | 1.1146113 | \$ 15.66   |
| 6     | 1.1346113 | \$ 15.94   |
| 7     | 1.1346113 | \$ 15.94   |
| 8     | 1.1546113 | \$ 16.22   |
| 9     | 1.1546113 | \$ 16.22   |
| 10    | 1.1746113 | \$ 16.50   |
| 11    | 1.1746113 | \$ 16.50   |
| 12    | 1.1946113 | \$ 16.78   |
| 13    | 1.1946113 | \$ 16.78   |
| 14    | 1.2146113 | \$ 17.07   |
| 15    | 1.2146113 | \$ 17.07   |
| 16    | 1.2346113 | \$ 17.35   |
| 17    | 1.2346113 | \$ 17.35   |
| 18    | 1.2346113 | \$ 17.35   |
| 19    | 1.2546113 | \$ 17.63   |
| 20    | 1.2546113 | \$ 17.63   |
| 21    | 1.2546113 | \$ 17.63   |
| 22    | 1.2746113 | \$ 17.91   |
| 23    | 1.2746113 | \$ 17.91   |
| 24    | 1.2946113 | \$ 18.19   |

**LUNCHROOM MGR**  
Elementary \$ 15.33

| YEARS | INDEX     | OURLY RATE |
|-------|-----------|------------|
| 0     | 1.0000000 | \$ 15.33   |
| 1     | 1.0288204 | \$ 15.77   |
| 2     | 1.0536193 | \$ 16.15   |
| 3     | 1.0824397 | \$ 16.59   |
| 4     | 1.1146113 | \$ 17.09   |
| 5     | 1.1146113 | \$ 17.09   |
| 6     | 1.1346113 | \$ 17.39   |
| 7     | 1.1346113 | \$ 17.39   |
| 8     | 1.1546113 | \$ 17.70   |
| 9     | 1.1546113 | \$ 17.70   |
| 10    | 1.1746113 | \$ 18.01   |
| 11    | 1.1746113 | \$ 18.01   |
| 12    | 1.1946113 | \$ 18.31   |
| 13    | 1.1946113 | \$ 18.31   |
| 14    | 1.2146113 | \$ 18.62   |
| 15    | 1.2146113 | \$ 18.62   |
| 16    | 1.2346113 | \$ 18.93   |
| 17    | 1.2346113 | \$ 18.93   |
| 18    | 1.2346113 | \$ 18.93   |
| 19    | 1.2546113 | \$ 19.23   |
| 20    | 1.2546113 | \$ 19.23   |
| 21    | 1.2546113 | \$ 19.23   |
| 22    | 1.2746113 | \$ 19.54   |
| 23    | 1.2746113 | \$ 19.54   |
| 24    | 1.2946113 | \$ 19.85   |

**LUNCHROOM MGR**  
CHS Base \$ 15.87

| YEARS | INDEX     | OURLY RATE |
|-------|-----------|------------|
| 0     | 1.0000000 | \$ 15.87   |
| 1     | 1.0288204 | \$ 16.33   |
| 2     | 1.0536193 | \$ 16.72   |
| 3     | 1.0824397 | \$ 17.18   |
| 4     | 1.1146113 | \$ 17.69   |
| 5     | 1.1146113 | \$ 17.69   |
| 6     | 1.1346113 | \$ 18.01   |
| 7     | 1.1346113 | \$ 18.01   |
| 8     | 1.1546113 | \$ 18.32   |
| 9     | 1.1546113 | \$ 18.32   |
| 10    | 1.1746113 | \$ 18.64   |
| 11    | 1.1746113 | \$ 18.64   |
| 12    | 1.1946113 | \$ 18.96   |
| 13    | 1.1946113 | \$ 18.96   |
| 14    | 1.2146113 | \$ 19.28   |
| 15    | 1.2146113 | \$ 19.28   |
| 16    | 1.2346113 | \$ 19.59   |
| 17    | 1.2346113 | \$ 19.59   |
| 18    | 1.2346113 | \$ 19.59   |
| 19    | 1.2546113 | \$ 19.91   |
| 20    | 1.2546113 | \$ 19.91   |
| 21    | 1.2546113 | \$ 19.91   |
| 22    | 1.2746113 | \$ 20.23   |
| 23    | 1.2746113 | \$ 20.23   |
| 24    | 1.2946113 | \$ 20.55   |