

P-2 SH 40-Hours Salary Plan Effective 08/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH          | 1            | Annual        | \$24,459.00   | \$25,057.00   | \$25,657.00   | \$26,242.00   | \$26,844.00   | \$27,436.00   | \$28,032.00   | \$28,873.00   | \$29,308.00   |
|             |              | Bi-Wk         | \$937.13      | \$960.04      | \$983.03      | \$1,005.45    | \$1,028.51    | \$1,051.19    | \$1,074.03    | \$1,106.25    | \$1,122.92    |
|             |              | Daily         | \$93.72       | \$96.01       | \$98.31       | \$100.55      | \$102.86      | \$105.12      | \$107.41      | \$110.63      | \$112.30      |
|             |              | Hourly        | \$11.72       | \$12.01       | \$12.29       | \$12.57       | \$12.86       | \$13.14       | \$13.43       | \$13.83       | \$14.04       |
| SH          | 2            | Annual        | \$25,657.00   | \$26,242.00   | \$26,844.00   | \$27,436.00   | \$28,032.00   | \$28,628.00   | \$29,221.00   | \$30,098.00   | \$30,550.00   |
|             |              | Bi-Wk         | \$983.03      | \$1,005.45    | \$1,028.51    | \$1,051.19    | \$1,074.03    | \$1,096.86    | \$1,119.58    | \$1,153.19    | \$1,170.50    |
|             |              | Daily         | \$98.31       | \$100.55      | \$102.86      | \$105.12      | \$107.41      | \$109.69      | \$111.96      | \$115.32      | \$117.05      |
|             |              | Hourly        | \$12.29       | \$12.57       | \$12.86       | \$13.14       | \$13.43       | \$13.72       | \$14.00       | \$14.42       | \$14.64       |
| SH          | 3            | Annual        | \$26,242.00   | \$26,844.00   | \$27,436.00   | \$28,032.00   | \$28,628.00   | \$29,221.00   | \$29,815.00   | \$30,708.00   | \$31,168.00   |
|             |              | Bi-Wk         | \$1,005.45    | \$1,028.51    | \$1,051.19    | \$1,074.03    | \$1,096.86    | \$1,119.58    | \$1,142.34    | \$1,176.56    | \$1,194.18    |
|             |              | Daily         | \$100.55      | \$102.86      | \$105.12      | \$107.41      | \$109.69      | \$111.96      | \$114.24      | \$117.66      | \$119.42      |
|             |              | Hourly        | \$12.57       | \$12.86       | \$13.14       | \$13.43       | \$13.72       | \$14.00       | \$14.28       | \$14.71       | \$14.93       |
| SH          | 4            | Annual        | \$27,091.00   | \$27,814.00   | \$28,542.00   | \$29,265.00   | \$29,990.00   | \$30,710.00   | \$31,434.00   | \$32,379.00   | \$32,862.00   |
|             |              | Bi-Wk         | \$1,037.97    | \$1,065.68    | \$1,093.57    | \$1,121.27    | \$1,149.05    | \$1,176.63    | \$1,204.37    | \$1,240.58    | \$1,259.09    |
|             |              | Daily         | \$103.80      | \$106.57      | \$109.36      | \$112.13      | \$114.91      | \$117.67      | \$120.44      | \$124.06      | \$125.91      |
|             |              | Hourly        | \$12.98       | \$13.33       | \$13.67       | \$14.02       | \$14.37       | \$14.71       | \$15.06       | \$15.51       | \$15.74       |
| SH          | 5            | Annual        | \$27,775.00   | \$28,542.00   | \$29,304.00   | \$30,070.00   | \$30,830.00   | \$31,595.00   | \$32,364.00   | \$33,335.00   | \$33,837.00   |
|             |              | Bi-Wk         | \$1,064.18    | \$1,093.57    | \$1,122.76    | \$1,152.11    | \$1,181.23    | \$1,210.54    | \$1,240.00    | \$1,277.21    | \$1,296.44    |
|             |              | Daily         | \$106.42      | \$109.36      | \$112.28      | \$115.22      | \$118.13      | \$121.06      | \$124.00      | \$127.73      | \$129.65      |
|             |              | Hourly        | \$13.31       | \$13.67       | \$14.04       | \$14.41       | \$14.77       | \$15.14       | \$15.50       | \$15.97       | \$16.21       |
| SH          | 6            | Annual        | \$28,715.00   | \$29,482.00   | \$30,247.00   | \$31,006.00   | \$31,772.00   | \$32,538.00   | \$33,299.00   | \$34,297.00   | \$34,814.00   |
|             |              | Bi-Wk         | \$1,100.20    | \$1,129.58    | \$1,158.89    | \$1,187.97    | \$1,217.32    | \$1,246.67    | \$1,275.83    | \$1,314.07    | \$1,333.87    |
|             |              | Daily         | \$110.02      | \$112.96      | \$115.89      | \$118.80      | \$121.74      | \$124.67      | \$127.59      | \$131.41      | \$133.39      |
|             |              | Hourly        | \$13.76       | \$14.12       | \$14.49       | \$14.85       | \$15.22       | \$15.59       | \$15.95       | \$16.43       | \$16.68       |
| SH          | 7            | Annual        | \$29,558.00   | \$30,330.00   | \$31,085.00   | \$31,854.00   | \$32,620.00   | \$33,383.00   | \$34,142.00   | \$35,166.00   | \$35,697.00   |
|             |              | Bi-Wk         | \$1,132.50    | \$1,162.07    | \$1,191.00    | \$1,220.46    | \$1,249.81    | \$1,279.05    | \$1,308.13    | \$1,347.36    | \$1,367.71    |
|             |              | Daily         | \$113.25      | \$116.21      | \$119.10      | \$122.05      | \$124.99      | \$127.91      | \$130.82      | \$134.74      | \$136.78      |
|             |              | Hourly        | \$14.16       | \$14.53       | \$14.89       | \$15.26       | \$15.63       | \$15.99       | \$16.36       | \$16.85       | \$17.10       |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH          | 8            | Annual        | \$31,772.00   | \$32,709.00   | \$33,642.00   | \$34,581.00   | \$35,514.00   | \$36,451.00   | \$37,398.00   | \$38,519.00   | \$39,099.00   |
|             |              | Bi-Wk         | \$1,217.32    | \$1,253.22    | \$1,288.97    | \$1,324.95    | \$1,360.69    | \$1,396.60    | \$1,432.88    | \$1,475.83    | \$1,498.05    |
|             |              | Daily         | \$121.74      | \$125.33      | \$128.90      | \$132.50      | \$136.07      | \$139.66      | \$143.29      | \$147.59      | \$149.81      |
|             |              | Hourly        | \$15.22       | \$15.67       | \$16.12       | \$16.57       | \$17.01       | \$17.46       | \$17.92       | \$18.45       | \$18.73       |
| SH          | 9            | Annual        | \$32,747.00   | \$33,724.00   | \$34,696.00   | \$35,681.00   | \$36,658.00   | \$37,627.00   | \$38,615.00   | \$39,773.00   | \$40,370.00   |
|             |              | Bi-Wk         | \$1,254.68    | \$1,292.11    | \$1,329.35    | \$1,367.09    | \$1,404.53    | \$1,441.65    | \$1,479.51    | \$1,523.87    | \$1,546.75    |
|             |              | Daily         | \$125.47      | \$129.22      | \$132.94      | \$136.71      | \$140.46      | \$144.17      | \$147.96      | \$152.39      | \$154.68      |
|             |              | Hourly        | \$15.69       | \$16.16       | \$16.62       | \$17.09       | \$17.56       | \$18.03       | \$18.50       | \$19.05       | \$19.34       |
| SH          | 10           | Annual        | \$33,803.00   | \$34,826.00   | \$35,851.00   | \$36,869.00   | \$37,889.00   | \$38,923.00   | \$39,997.00   | \$41,198.00   | \$41,818.00   |
|             |              | Bi-Wk         | \$1,295.14    | \$1,334.33    | \$1,373.61    | \$1,412.61    | \$1,451.69    | \$1,491.31    | \$1,532.46    | \$1,578.47    | \$1,602.23    |
|             |              | Daily         | \$129.52      | \$133.44      | \$137.37      | \$141.27      | \$145.17      | \$149.14      | \$153.25      | \$157.85      | \$160.23      |
|             |              | Hourly        | \$16.19       | \$16.68       | \$17.18       | \$17.66       | \$18.15       | \$18.65       | \$19.16       | \$19.74       | \$20.03       |
| SH          | 11           | Annual        | \$34,875.00   | \$35,938.00   | \$37,002.00   | \$38,069.00   | \$39,162.00   | \$40,281.00   | \$41,393.00   | \$42,633.00   | \$43,277.00   |
|             |              | Bi-Wk         | \$1,336.21    | \$1,376.94    | \$1,417.71    | \$1,458.59    | \$1,500.46    | \$1,543.34    | \$1,585.94    | \$1,633.45    | \$1,658.13    |
|             |              | Daily         | \$133.63      | \$137.70      | \$141.78      | \$145.86      | \$150.05      | \$154.34      | \$158.60      | \$163.35      | \$165.82      |
|             |              | Hourly        | \$16.71       | \$17.22       | \$17.73       | \$18.24       | \$18.76       | \$19.30       | \$19.83       | \$20.42       | \$20.73       |
| SH          | 12           | Annual        | \$36,010.00   | \$37,113.00   | \$38,221.00   | \$39,368.00   | \$40,527.00   | \$41,688.00   | \$42,851.00   | \$44,137.00   | \$44,798.00   |
|             |              | Bi-Wk         | \$1,379.70    | \$1,421.96    | \$1,464.41    | \$1,508.36    | \$1,552.76    | \$1,597.25    | \$1,641.81    | \$1,691.08    | \$1,716.40    |
|             |              | Daily         | \$137.97      | \$142.20      | \$146.45      | \$150.84      | \$155.28      | \$159.73      | \$164.19      | \$169.11      | \$171.64      |
|             |              | Hourly        | \$17.25       | \$17.78       | \$18.31       | \$18.86       | \$19.41       | \$19.97       | \$20.53       | \$21.14       | \$21.46       |
| SH          | 13           | Annual        | \$38,038.00   | \$39,435.00   | \$40,855.00   | \$42,262.00   | \$43,686.00   | \$45,106.00   | \$46,526.00   | \$47,916.00   | \$48,640.00   |
|             |              | Bi-Wk         | \$1,457.40    | \$1,510.92    | \$1,565.33    | \$1,619.24    | \$1,673.80    | \$1,728.20    | \$1,782.61    | \$1,835.87    | \$1,863.61    |
|             |              | Daily         | \$145.74      | \$151.10      | \$156.54      | \$161.93      | \$167.38      | \$172.82      | \$178.27      | \$183.59      | \$186.37      |
|             |              | Hourly        | \$18.22       | \$18.89       | \$19.57       | \$20.25       | \$20.93       | \$21.61       | \$22.29       | \$22.95       | \$23.30       |
| SH          | 14           | Annual        | \$39,819.00   | \$41,283.00   | \$42,748.00   | \$44,209.00   | \$45,663.00   | \$47,129.00   | \$48,588.00   | \$50,046.00   | \$50,798.00   |
|             |              | Bi-Wk         | \$1,525.64    | \$1,581.73    | \$1,637.86    | \$1,693.84    | \$1,749.55    | \$1,805.71    | \$1,861.61    | \$1,917.48    | \$1,946.29    |
|             |              | Daily         | \$152.57      | \$158.18      | \$163.79      | \$169.39      | \$174.96      | \$180.58      | \$186.17      | \$191.75      | \$194.63      |
|             |              | Hourly        | \$19.08       | \$19.78       | \$20.48       | \$21.18       | \$21.87       | \$22.58       | \$23.28       | \$23.97       | \$24.33       |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH          | 15           | Annual        | \$41,728.00   | \$43,237.00   | \$44,743.00   | \$46,241.00   | \$47,749.00   | \$49,259.00   | \$50,771.00   | \$52,292.00   | \$53,082.00   |
|             |              | Bi-Wk         | \$1,598.78    | \$1,656.60    | \$1,714.30    | \$1,771.69    | \$1,829.47    | \$1,887.32    | \$1,945.25    | \$2,003.53    | \$2,033.80    |
|             |              | Daily         | \$159.88      | \$165.66      | \$171.43      | \$177.17      | \$182.95      | \$188.74      | \$194.53      | \$200.36      | \$203.38      |
|             |              | Hourly        | \$19.99       | \$20.71       | \$21.43       | \$22.15       | \$22.87       | \$23.60       | \$24.32       | \$25.05       | \$25.43       |
| SH          | 16           | Annual        | \$43,764.00   | \$45,317.00   | \$46,868.00   | \$48,408.00   | \$49,962.00   | \$51,514.00   | \$53,059.00   | \$54,653.00   | \$55,474.00   |
|             |              | Bi-Wk         | \$1,676.79    | \$1,736.29    | \$1,795.71    | \$1,854.72    | \$1,914.26    | \$1,973.72    | \$2,032.92    | \$2,093.99    | \$2,125.45    |
|             |              | Daily         | \$167.68      | \$173.63      | \$179.58      | \$185.48      | \$191.43      | \$197.38      | \$203.30      | \$209.40      | \$212.55      |
|             |              | Hourly        | \$20.96       | \$21.71       | \$22.45       | \$23.19       | \$23.93       | \$24.68       | \$25.42       | \$26.18       | \$26.57       |
| SH          | 17           | Annual        | \$45,933.00   | \$47,521.00   | \$49,121.00   | \$50,714.00   | \$52,304.00   | \$53,899.00   | \$55,499.00   | \$57,164.00   | \$58,021.00   |
|             |              | Bi-Wk         | \$1,759.89    | \$1,820.73    | \$1,882.04    | \$1,943.07    | \$2,003.99    | \$2,065.10    | \$2,126.40    | \$2,190.20    | \$2,223.03    |
|             |              | Daily         | \$175.99      | \$182.08      | \$188.21      | \$194.31      | \$200.40      | \$206.51      | \$212.64      | \$219.02      | \$222.31      |
|             |              | Hourly        | \$22.00       | \$22.76       | \$23.53       | \$24.29       | \$25.05       | \$25.82       | \$26.58       | \$27.38       | \$27.79       |
| SH          | 18           | Annual        | \$48,249.00   | \$49,872.00   | \$51,514.00   | \$53,148.00   | \$54,781.00   | \$56,414.00   | \$58,048.00   | \$59,791.00   | \$60,692.00   |
|             |              | Bi-Wk         | \$1,848.63    | \$1,910.81    | \$1,973.72    | \$2,036.33    | \$2,098.89    | \$2,161.46    | \$2,224.07    | \$2,290.85    | \$2,325.37    |
|             |              | Daily         | \$184.87      | \$191.09      | \$197.38      | \$203.64      | \$209.89      | \$216.15      | \$222.41      | \$229.09      | \$232.54      |
|             |              | Hourly        | \$23.11       | \$23.89       | \$24.68       | \$25.46       | \$26.24       | \$27.02       | \$27.81       | \$28.64       | \$29.07       |
| SH          | 19           | Annual        | \$50,624.00   | \$52,304.00   | \$53,985.00   | \$55,672.00   | \$57,355.00   | \$59,034.00   | \$60,713.00   | \$62,535.00   | \$63,477.00   |
|             |              | Bi-Wk         | \$1,939.62    | \$2,003.99    | \$2,068.40    | \$2,133.03    | \$2,197.51    | \$2,261.84    | \$2,326.17    | \$2,395.98    | \$2,432.07    |
|             |              | Daily         | \$193.97      | \$200.40      | \$206.84      | \$213.31      | \$219.76      | \$226.19      | \$232.62      | \$239.60      | \$243.21      |
|             |              | Hourly        | \$24.25       | \$25.05       | \$25.86       | \$26.67       | \$27.47       | \$28.28       | \$29.08       | \$29.95       | \$30.41       |
| SH          | 20           | Annual        | \$53,194.00   | \$54,925.00   | \$56,642.00   | \$58,364.00   | \$60,085.00   | \$61,815.00   | \$63,534.00   | \$65,438.00   | \$66,423.00   |
|             |              | Bi-Wk         | \$2,038.09    | \$2,104.41    | \$2,170.20    | \$2,236.17    | \$2,302.11    | \$2,368.40    | \$2,434.26    | \$2,507.21    | \$2,544.95    |
|             |              | Daily         | \$203.81      | \$210.45      | \$217.02      | \$223.62      | \$230.22      | \$236.84      | \$243.43      | \$250.73      | \$254.50      |
|             |              | Hourly        | \$25.48       | \$26.31       | \$27.13       | \$27.96       | \$28.78       | \$29.61       | \$30.43       | \$31.35       | \$31.82       |
| SH          | 21           | Annual        | \$55,820.00   | \$57,601.00   | \$59,364.00   | \$61,133.00   | \$62,907.00   | \$64,673.00   | \$66,445.00   | \$68,436.00   | \$69,466.00   |
|             |              | Bi-Wk         | \$2,138.70    | \$2,206.94    | \$2,274.49    | \$2,342.27    | \$2,410.23    | \$2,477.90    | \$2,545.79    | \$2,622.07    | \$2,661.54    |
|             |              | Daily         | \$213.87      | \$220.70      | \$227.45      | \$234.23      | \$241.03      | \$247.79      | \$254.58      | \$262.21      | \$266.16      |
|             |              | Hourly        | \$26.74       | \$27.59       | \$28.44       | \$29.28       | \$30.13       | \$30.98       | \$31.83       | \$32.78       | \$33.27       |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH *        | 22           | Annual        | \$57,355.00   | \$59,452.00   | \$61,551.00   | \$63,650.00   | \$65,759.00   | \$67,856.00   | \$69,957.00   | \$72,055.00   | \$73,140.00   |
|             |              | Bi-Wk         | \$2,197.51    | \$2,277.86    | \$2,358.28    | \$2,438.70    | \$2,519.51    | \$2,599.85    | \$2,680.35    | \$2,760.73    | \$2,802.30    |
|             |              | Daily         | \$219.76      | \$227.79      | \$235.83      | \$243.87      | \$251.96      | \$259.99      | \$268.04      | \$276.08      | \$280.23      |
|             |              | Hourly        | \$27.47       | \$28.48       | \$29.48       | \$30.49       | \$31.50       | \$32.50       | \$33.51       | \$34.51       | \$35.03       |
| SH          | 23           | Annual        | \$60,068.00   | \$62,258.00   | \$64,446.00   | \$66,630.00   | \$68,826.00   | \$71,010.00   | \$73,198.00   | \$75,392.00   | \$76,525.00   |
|             |              | Bi-Wk         | \$2,301.46    | \$2,385.37    | \$2,469.20    | \$2,552.88    | \$2,637.02    | \$2,720.69    | \$2,804.53    | \$2,888.59    | \$2,932.00    |
|             |              | Daily         | \$230.15      | \$238.54      | \$246.92      | \$255.29      | \$263.71      | \$272.07      | \$280.46      | \$288.86      | \$293.20      |
|             |              | Hourly        | \$28.77       | \$29.82       | \$30.87       | \$31.92       | \$32.97       | \$34.01       | \$35.06       | \$36.11       | \$36.65       |
| SH          | 24           | Annual        | \$62,958.00   | \$65,241.00   | \$67,519.00   | \$69,801.00   | \$72,083.00   | \$74,363.00   | \$76,641.00   | \$78,941.00   | \$80,129.00   |
|             |              | Bi-Wk         | \$2,412.19    | \$2,499.66    | \$2,586.94    | \$2,674.37    | \$2,761.81    | \$2,849.16    | \$2,936.44    | \$3,024.56    | \$3,070.08    |
|             |              | Daily         | \$241.22      | \$249.97      | \$258.70      | \$267.44      | \$276.19      | \$284.92      | \$293.65      | \$302.46      | \$307.01      |
|             |              | Hourly        | \$30.16       | \$31.25       | \$32.34       | \$33.43       | \$34.53       | \$35.62       | \$36.71       | \$37.81       | \$38.38       |
| SH          | 25           | Annual        | \$66,037.00   | \$68,396.00   | \$70,765.00   | \$73,127.00   | \$75,494.00   | \$77,859.00   | \$80,224.00   | \$82,630.00   | \$83,869.00   |
|             |              | Bi-Wk         | \$2,530.16    | \$2,620.54    | \$2,711.31    | \$2,801.81    | \$2,892.50    | \$2,983.11    | \$3,073.72    | \$3,165.91    | \$3,213.38    |
|             |              | Daily         | \$253.02      | \$262.06      | \$271.14      | \$280.19      | \$289.25      | \$298.32      | \$307.38      | \$316.60      | \$321.34      |
|             |              | Hourly        | \$31.63       | \$32.76       | \$33.90       | \$35.03       | \$36.16       | \$37.29       | \$38.43       | \$39.58       | \$40.17       |
| SH          | 26           | Annual        | \$69,286.00   | \$71,737.00   | \$74,191.00   | \$76,641.00   | \$79,097.00   | \$81,558.00   | \$84,002.00   | \$86,523.00   | \$87,824.00   |
|             |              | Bi-Wk         | \$2,654.64    | \$2,748.55    | \$2,842.57    | \$2,936.44    | \$3,030.54    | \$3,124.83    | \$3,218.47    | \$3,315.06    | \$3,364.91    |
|             |              | Daily         | \$265.47      | \$274.86      | \$284.26      | \$293.65      | \$303.06      | \$312.49      | \$321.85      | \$331.51      | \$336.50      |
|             |              | Hourly        | \$33.19       | \$34.36       | \$35.54       | \$36.71       | \$37.89       | \$39.07       | \$40.24       | \$41.44       | \$42.07       |
| SH          | 27           | Annual        | \$72,725.00   | \$75,266.00   | \$77,806.00   | \$80,338.00   | \$82,876.00   | \$85,413.00   | \$87,956.00   | \$90,595.00   | \$91,956.00   |
|             |              | Bi-Wk         | \$2,786.40    | \$2,883.76    | \$2,981.08    | \$3,078.09    | \$3,175.33    | \$3,272.53    | \$3,369.97    | \$3,471.08    | \$3,523.22    |
|             |              | Daily         | \$278.64      | \$288.38      | \$298.11      | \$307.81      | \$317.54      | \$327.26      | \$337.00      | \$347.11      | \$352.33      |
|             |              | Hourly        | \$34.83       | \$36.05       | \$37.27       | \$38.48       | \$39.70       | \$40.91       | \$42.13       | \$43.39       | \$44.05       |
| SH ***      | 28           | Annual        | \$76,449.00   | \$79,019.00   | \$81,646.00   | \$84,275.00   | \$86,897.00   | \$89,530.00   | \$92,153.00   | \$94,917.00   | \$96,343.00   |
|             |              | Bi-Wk         | \$2,929.09    | \$3,027.55    | \$3,128.20    | \$3,228.93    | \$3,329.39    | \$3,430.27    | \$3,530.77    | \$3,636.67    | \$3,691.31    |
|             |              | Daily         | \$292.91      | \$302.76      | \$312.82      | \$322.90      | \$332.94      | \$343.03      | \$353.08      | \$363.67      | \$369.14      |
|             |              | Hourly        | \$36.62       | \$37.85       | \$39.11       | \$40.37       | \$41.62       | \$42.88       | \$44.14       | \$45.46       | \$46.15       |

P-2 SH 40-Hours Salary Plan Effective 08/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH          | 29           | Annual        | \$77,130.00   | \$80,023.00   | \$82,915.00   | \$85,818.00   | \$88,712.00   | \$91,601.00   | \$94,497.00   | \$97,329.00   | \$98,798.00   |
|             |              | Bi-Wk         | \$2,955.18    | \$3,066.02    | \$3,176.82    | \$3,288.05    | \$3,398.93    | \$3,509.62    | \$3,620.58    | \$3,729.09    | \$3,785.37    |
|             |              | Daily         | \$295.52      | \$306.61      | \$317.69      | \$328.81      | \$339.90      | \$350.97      | \$362.06      | \$372.91      | \$378.54      |
|             |              | Hourly        | \$36.94       | \$38.33       | \$39.72       | \$41.11       | \$42.49       | \$43.88       | \$45.26       | \$46.62       | \$47.32       |
| SH          | 30           | Annual        | \$80,224.00   | \$83,200.00   | \$86,186.00   | \$89,155.00   | \$92,137.00   | \$95,121.00   | \$98,096.00   | \$101,038.00  | \$102,559.00  |
|             |              | Bi-Wk         | \$3,073.72    | \$3,187.74    | \$3,302.15    | \$3,415.91    | \$3,530.16    | \$3,644.49    | \$3,758.47    | \$3,871.19    | \$3,929.47    |
|             |              | Daily         | \$307.38      | \$318.78      | \$330.22      | \$341.60      | \$353.02      | \$364.45      | \$375.85      | \$387.12      | \$392.95      |
|             |              | Hourly        | \$38.43       | \$39.85       | \$41.28       | \$42.70       | \$44.13       | \$45.56       | \$46.99       | \$48.39       | \$49.12       |
| SH          | 31           | Annual        | \$83,440.00   | \$86,508.00   | \$89,580.00   | \$92,645.00   | \$95,710.00   | \$98,779.00   | \$101,836.00  | \$104,895.00  | \$106,470.00  |
|             |              | Bi-Wk         | \$3,196.94    | \$3,314.49    | \$3,432.19    | \$3,549.62    | \$3,667.05    | \$3,784.64    | \$3,901.77    | \$4,018.97    | \$4,079.32    |
|             |              | Daily         | \$319.70      | \$331.45      | \$343.22      | \$354.97      | \$366.71      | \$378.47      | \$390.18      | \$401.90      | \$407.94      |
|             |              | Hourly        | \$39.97       | \$41.44       | \$42.91       | \$44.38       | \$45.84       | \$47.31       | \$48.78       | \$50.24       | \$51.00       |
| SH          | 32           | Annual        | \$86,789.00   | \$89,939.00   | \$93,081.00   | \$96,241.00   | \$99,397.00   | \$102,541.00  | \$105,704.00  | \$108,876.00  | \$110,511.00  |
|             |              | Bi-Wk         | \$3,325.25    | \$3,445.94    | \$3,566.33    | \$3,687.40    | \$3,808.32    | \$3,928.78    | \$4,049.97    | \$4,171.50    | \$4,234.14    |
|             |              | Daily         | \$332.53      | \$344.60      | \$356.64      | \$368.74      | \$380.84      | \$392.88      | \$405.00      | \$417.15      | \$423.42      |
|             |              | Hourly        | \$41.57       | \$43.08       | \$44.58       | \$46.10       | \$47.61       | \$49.11       | \$50.63       | \$52.15       | \$52.93       |
| SH          | 33           | Annual        | \$90,281.00   | \$93,517.00   | \$96,761.00   | \$99,996.00   | \$103,237.00  | \$106,470.00  | \$109,718.00  | \$113,007.00  | \$114,707.00  |
|             |              | Bi-Wk         | \$3,459.05    | \$3,583.03    | \$3,707.32    | \$3,831.27    | \$3,955.45    | \$4,079.32    | \$4,203.76    | \$4,329.78    | \$4,394.91    |
|             |              | Daily         | \$345.91      | \$358.31      | \$370.74      | \$383.13      | \$395.55      | \$407.94      | \$420.38      | \$432.98      | \$439.50      |
|             |              | Hourly        | \$43.24       | \$44.79       | \$46.35       | \$47.90       | \$49.45       | \$51.00       | \$52.55       | \$54.13       | \$54.94       |
| SH          | 34           | Annual        | \$93,999.00   | \$97,325.00   | \$100,648.00  | \$103,987.00  | \$107,311.00  | \$110,640.00  | \$113,961.00  | \$117,381.00  | \$119,150.00  |
|             |              | Bi-Wk         | \$3,601.50    | \$3,728.93    | \$3,856.25    | \$3,984.18    | \$4,111.54    | \$4,239.09    | \$4,366.33    | \$4,497.36    | \$4,565.14    |
|             |              | Daily         | \$360.15      | \$372.90      | \$385.63      | \$398.42      | \$411.16      | \$423.91      | \$436.64      | \$449.74      | \$456.52      |
|             |              | Hourly        | \$45.02       | \$46.62       | \$48.21       | \$49.81       | \$51.40       | \$52.99       | \$54.58       | \$56.22       | \$57.07       |
| SH          | 35           | Annual        | \$97,865.00   | \$101,273.00  | \$104,686.00  | \$108,099.00  | \$111,511.00  | \$114,923.00  | \$118,327.00  | \$121,878.00  | \$123,710.00  |
|             |              | Bi-Wk         | \$3,749.62    | \$3,880.20    | \$4,010.96    | \$4,141.73    | \$4,272.46    | \$4,403.19    | \$4,533.61    | \$4,669.66    | \$4,739.85    |
|             |              | Daily         | \$374.97      | \$388.02      | \$401.10      | \$414.18      | \$427.25      | \$440.32      | \$453.37      | \$466.97      | \$473.99      |
|             |              | Hourly        | \$46.88       | \$48.51       | \$50.14       | \$51.78       | \$53.41       | \$55.04       | \$56.68       | \$58.38       | \$59.25       |

P-2 SH 40-Hours Salary Plan Effective 08/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH          | 36           | Annual        | \$101,931.00  | \$105,425.00  | \$108,929.00  | \$112,431.00  | \$115,931.00  | \$119,425.00  | \$122,931.00  | \$126,618.00  | \$128,518.00  |
|             |              | Bi-Wk         | \$3,905.41    | \$4,039.28    | \$4,173.53    | \$4,307.71    | \$4,441.81    | \$4,575.68    | \$4,710.00    | \$4,851.27    | \$4,924.07    |
|             |              | Daily         | \$390.55      | \$403.93      | \$417.36      | \$430.78      | \$444.19      | \$457.57      | \$471.00      | \$485.13      | \$492.41      |
|             |              | Hourly        | \$48.82       | \$50.50       | \$52.17       | \$53.85       | \$55.53       | \$57.20       | \$58.88       | \$60.65       | \$61.56       |
| SH          | 37           | Annual        | \$106,161.00  | \$109,761.00  | \$113,354.00  | \$116,944.00  | \$120,544.00  | \$124,137.00  | \$127,729.00  | \$131,560.00  | \$133,536.00  |
|             |              | Bi-Wk         | \$4,067.48    | \$4,205.41    | \$4,343.07    | \$4,480.62    | \$4,618.55    | \$4,756.21    | \$4,893.84    | \$5,040.62    | \$5,116.33    |
|             |              | Daily         | \$406.75      | \$420.55      | \$434.31      | \$448.07      | \$461.86      | \$475.63      | \$489.39      | \$504.07      | \$511.64      |
|             |              | Hourly        | \$50.85       | \$52.57       | \$54.29       | \$56.01       | \$57.74       | \$59.46       | \$61.18       | \$63.01       | \$63.96       |
| SH          | 38           | Annual        | \$110,542.00  | \$114,216.00  | \$117,902.00  | \$121,583.00  | \$125,266.00  | \$128,948.00  | \$132,625.00  | \$136,603.00  | \$138,654.00  |
|             |              | Bi-Wk         | \$4,235.33    | \$4,376.10    | \$4,517.32    | \$4,658.36    | \$4,799.47    | \$4,940.54    | \$5,081.42    | \$5,233.84    | \$5,312.42    |
|             |              | Daily         | \$423.54      | \$437.61      | \$451.74      | \$465.84      | \$479.95      | \$494.06      | \$508.15      | \$523.39      | \$531.25      |
|             |              | Hourly        | \$52.95       | \$54.71       | \$56.47       | \$58.23       | \$60.00       | \$61.76       | \$63.52       | \$65.43       | \$66.41       |
| SH          | 39           | Annual        | \$115,271.00  | \$118,906.00  | \$122,676.00  | \$126,449.00  | \$130,217.00  | \$133,984.00  | \$137,752.00  | \$141,886.00  | \$144,011.00  |
|             |              | Bi-Wk         | \$4,416.52    | \$4,555.79    | \$4,700.23    | \$4,844.79    | \$4,989.16    | \$5,133.49    | \$5,277.86    | \$5,436.25    | \$5,517.67    |
|             |              | Daily         | \$441.66      | \$455.58      | \$470.03      | \$484.48      | \$498.92      | \$513.35      | \$527.79      | \$543.63      | \$551.77      |
|             |              | Hourly        | \$55.21       | \$56.95       | \$58.76       | \$60.56       | \$62.37       | \$64.17       | \$65.98       | \$67.96       | \$68.98       |
| SH          | 40           | Annual        | \$119,932.00  | \$123,784.00  | \$127,640.00  | \$131,482.00  | \$135,333.00  | \$139,183.00  | \$143,026.00  | \$147,318.00  | \$149,533.00  |
|             |              | Bi-Wk         | \$4,595.10    | \$4,742.69    | \$4,890.43    | \$5,037.63    | \$5,185.18    | \$5,332.69    | \$5,479.93    | \$5,644.37    | \$5,729.24    |
|             |              | Daily         | \$459.51      | \$474.27      | \$489.05      | \$503.77      | \$518.52      | \$533.27      | \$548.00      | \$564.44      | \$572.93      |
|             |              | Hourly        | \$57.44       | \$59.29       | \$61.14       | \$62.98       | \$64.82       | \$66.66       | \$68.50       | \$70.56       | \$71.62       |
| SH          | 41           | Annual        | \$124,958.00  | \$128,902.00  | \$132,841.00  | \$136,779.00  | \$140,727.00  | \$144,659.00  | \$148,604.00  | \$153,064.00  | \$155,360.00  |
|             |              | Bi-Wk         | \$4,787.67    | \$4,938.78    | \$5,089.70    | \$5,240.58    | \$5,391.84    | \$5,542.50    | \$5,693.64    | \$5,864.53    | \$5,952.50    |
|             |              | Daily         | \$478.77      | \$493.88      | \$508.97      | \$524.06      | \$539.19      | \$554.25      | \$569.37      | \$586.46      | \$595.25      |
|             |              | Hourly        | \$59.85       | \$61.74       | \$63.63       | \$65.51       | \$67.40       | \$69.29       | \$71.18       | \$73.31       | \$74.41       |
| SH          | 42           | Annual        | \$130,170.00  | \$134,194.00  | \$138,223.00  | \$142,252.00  | \$146,281.00  | \$150,310.00  | \$154,340.00  | \$158,970.00  | \$161,355.00  |
|             |              | Bi-Wk         | \$4,987.36    | \$5,141.54    | \$5,295.91    | \$5,450.27    | \$5,604.64    | \$5,759.01    | \$5,913.41    | \$6,090.81    | \$6,182.19    |
|             |              | Daily         | \$498.74      | \$514.16      | \$529.60      | \$545.03      | \$560.47      | \$575.91      | \$591.35      | \$609.09      | \$618.22      |
|             |              | Hourly        | \$62.35       | \$64.27       | \$66.20       | \$68.13       | \$70.06       | \$71.99       | \$73.92       | \$76.14       | \$77.28       |

P-2 SH 40-Hours Salary Plan Effective 08/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH          | 43           | Annual        | \$135,689.00  | \$139,802.00  | \$143,909.00  | \$148,013.00  | \$152,127.00  | \$156,237.00  | \$160,347.00  | \$165,157.00  | \$167,634.00  |
|             |              | Bi-Wk         | \$5,198.82    | \$5,356.40    | \$5,513.76    | \$5,671.00    | \$5,828.63    | \$5,986.10    | \$6,143.57    | \$6,327.86    | \$6,422.76    |
|             |              | Daily         | \$519.89      | \$535.64      | \$551.38      | \$567.10      | \$582.87      | \$598.61      | \$614.36      | \$632.79      | \$642.28      |
|             |              | Hourly        | \$64.99       | \$66.96       | \$68.93       | \$70.89       | \$72.86       | \$74.83       | \$76.80       | \$79.10       | \$80.29       |