

RATES OF PAY (Section 3.A - JCBA) - EFFECTIVE 4/1/16

| Effective Pay Step | April 1, 2016 | January 1, 2017 | January 1, 2018 | January 1, 2019 |
|-------------------------------|--------------------------|----------------------------|----------------------------|----------------------------|
| 1 | \$26.16 | \$26.69 | \$27.22 | \$28.04 |
| 2 | \$27.75 | \$28.30 | \$28.87 | \$29.73 |
| 3 | \$29.52 | \$30.11 | \$30.71 | \$31.63 |
| 4 | \$31.44 | \$32.07 | \$32.71 | \$33.69 |
| 5 | \$34.64 | \$35.33 | \$36.03 | \$37.12 |
| 6 | \$39.22 | \$40.00 | \$40.80 | \$42.03 |
| 7 | \$43.85 | \$ 44.73 | \$45.62 | \$46.99 |
| 8 | \$45.25 | \$46.16 | \$47.08 | \$48.49 |
| 9 | \$46.50 | \$47.43 | \$48.38 | \$49.83 |
| 10 | \$48.24 | \$49.20 | \$50.19 | \$51.69 |
| 11 | \$49.57 | \$50.56 | \$51.57 | \$53.12 |
| 12 | \$51.93 | \$52.97 | \$54.03 | \$55.65 |
| 13 | \$60.13 | \$61.33 | \$62.56 | \$64.43 |