

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
PA01	Years of Experience	PA01 \$/HR	1395 hours annualized	# PPL	TOTAL \$	PA01	Years of Experience	PA01 \$/HR	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
PA01-A	0	\$15.00	\$20,925	97	\$2,029,725	PA01-A	0	\$15.00	\$20,925		\$0		
PA01-B	1	\$15.39	\$21,469	69	\$1,481,364	PA01-B	1	\$15.39	\$21,469	77	\$1,653,117	\$544	2.60%
PA01-B	2	\$15.39	\$21,469	31	\$665,541	PA01-C	2	\$15.86	\$22,125	48	\$1,061,986	\$656	3.05%
PA01-B	3	\$15.39	\$21,469	18	\$386,443	PA01-C	3	\$15.86	\$22,125	24	\$530,993	\$656	3.05%
PA01-B	4	\$15.39	\$21,469	21	\$450,850	PA01-C	4	\$15.86	\$22,125	9	\$199,122	\$656	3.05%
PA01-B	5	\$15.39	\$21,469	12	\$257,629	PA01-C	5	\$15.86	\$22,125	18	\$398,245	\$656	3.05%
PA01-B	6	\$15.39	\$21,469	5	\$107,345	PA01-C	6	\$15.86	\$22,125	7	\$154,873	\$656	3.05%
PA01-B	7	\$15.39	\$21,469	9	\$193,221	PA01-D	7	\$16.33	\$22,780	3	\$68,341	\$1,311	6.11%
PA01-B	8	\$15.39	\$21,469	7	\$150,283	PA01-D	8	\$16.33	\$22,780	4	\$91,121	\$1,311	6.11%
PA01-B	9	\$15.39	\$21,469	13	\$279,098	PA01-D	9	\$16.33	\$22,780	4	\$91,121	\$1,311	6.11%
PA01-B	10	\$15.39	\$21,469	4	\$85,876	PA01-D	10	\$16.33	\$22,780	6	\$136,682	\$1,311	6.11%
PA01-C	11	\$15.86	\$22,125	5	\$110,624	PA01-D	11	\$16.33	\$22,780	3	\$68,341	\$1,311	6.11%
PA01-C	12	\$15.86	\$22,125	5	\$110,624	PA01-E	12	\$16.82	\$23,464	4	\$93,856	\$1,339	6.05%
PA01-C	13	\$15.86	\$22,125	4	\$88,499	PA01-E	13	\$16.82	\$23,464	3	\$70,392	\$1,339	6.05%
PA01-C	14	\$15.86	\$22,125	5	\$110,624	PA01-E	14	\$16.82	\$23,464	2	\$46,928	\$1,339	6.05%
PA01-C	15	\$15.86	\$22,125	3	\$66,374	PA01-E	15	\$16.82	\$23,464	2	\$46,928	\$1,339	6.05%
PA01-D	16	\$16.33	\$22,780	3	\$68,341	PA01-E	16	\$16.82	\$23,464	2	\$46,928	\$1,339	6.05%
PA01-D	17	\$16.33	\$22,780	8	\$182,243	PA01-F	17	\$17.33	\$24,175	1	\$24,175	\$1,395	6.12%
PA01-D	18	\$16.33	\$22,780	5	\$113,902	PA01-F	18	\$17.33	\$24,175	7	\$169,227	\$1,395	6.12%
PA01-D	19	\$16.33	\$22,780		\$0	PA01-F	19	\$17.33	\$24,175	0	\$0	\$1,395	6.12%
PA01-D	20	\$16.33	\$22,780	1	\$22,780	PA01-F	20	\$17.33	\$24,175		\$0	\$1,395	6.12%
PA01-D	21	\$16.33	\$22,780	5	\$113,902	PA01-F	21	\$17.33	\$24,175	1	\$24,175	\$1,395	6.12%
PA01-E	22	\$16.82	\$23,464	5	\$117,320	PA01-F	22	\$17.33	\$24,175	3	\$72,526	\$1,395	6.12%
PA01-F	23	\$17.33	\$24,175	3	\$72,526	PA01-G	23	\$17.85	\$24,901	4	\$99,603	\$1,437	6.12%
PA01-G	24	\$17.85	\$24,901	8	\$199,206	PA01-H	24	\$18.38	\$25,640	2	\$51,280	\$1,465	6.06%
PA01-H	25	\$18.38	\$25,640	4	\$102,560	PA01-I	25	\$19.12	\$26,672	4	\$106,690	\$1,772	7.11%
PA01-I	26	\$19.12	\$26,672	4	\$106,690	PA01-J	26	\$19.88	\$27,733	3	\$83,198	\$2,093	8.16%
PA01-J	27	\$19.88	\$27,733	5	\$138,663	PA01-K	27	\$20.48	\$28,570	1	\$28,570	\$1,897	7.11%
PA01-K	28	\$20.48	\$28,570	3	\$85,709	PA01-L	28	\$21.09	\$29,421	4	\$117,682	\$1,688	6.09%
PA01-L	29	\$21.09	\$29,421	3	\$88,262	PA01-M	29+	\$22.50	\$31,388	2	\$62,775	\$2,818	9.86%
PA01-M	30+	\$22.50	\$31,388	14	\$439,425	PA01-M	29+	\$22.50	\$31,388	3	\$94,163	\$1,967	6.69%
				379		PA01-M top		\$24.08	\$33,585	10	\$335,846	\$2,197	7.00%

23-24	23-24	23-24	23-24
PA02	Years of Experience	PA02 \$/HR	1395 hours annualized
PA02-A	0	\$15.15	\$21,134
PA02-B	1	\$15.64	\$21,818
PA02-B	2	\$15.64	\$21,818
PA02-B	3	\$15.64	\$21,818
PA02-B	4	\$15.64	\$21,818
PA02-B	5	\$15.64	\$21,818
PA02-B	6	\$15.64	\$21,818
PA02-B	7	\$15.64	\$21,818
PA02-B	8	\$15.64	\$21,818
PA02-B	9	\$15.64	\$21,818
PA02-B	10	\$15.64	\$21,818
PA02-C	11	\$16.11	\$22,473
PA02-C	12	\$16.11	\$22,473
PA02-C	13	\$16.11	\$22,473
PA02-C	14	\$16.11	\$22,473
PA02-C	15	\$16.11	\$22,473
PA02-D	16	\$16.58	\$23,129
PA02-D	17	\$16.58	\$23,129
PA02-D	18	\$16.58	\$23,129
PA02-D	19	\$16.58	\$23,129
PA02-D	20	\$16.58	\$23,129
PA02-D	21	\$16.58	\$23,129
PA02-E	22	\$17.07	\$23,813
PA02-F	23	\$17.58	\$24,524
PA02-G	24	\$18.10	\$25,250
PA02-H	25	\$18.63	\$25,989
PA02-I	26	\$19.37	\$27,021
PA02-J	27	\$20.13	\$28,081
PA02-K	28	\$20.73	\$28,918
PA02-L	29	\$21.34	\$29,769
PA02-M	30+	\$22.75	\$31,736

\$8,425,647

\$6,028,883

*ESOL paras have been removed from PA01 added into PA03, why this amount is lower than 23-24

Total 23-24 Para Cost
\$40,162,089
Total 23-24 Para w/ Benefits
\$48,780,874

Total 24-25 Para Cost
\$46,162,649
Total 24-25 Para w/ Benefits
\$56,244,572

Total 24-25 Para Cost Difference
\$7,463,698

For all Para Paygrades			
23-24	23-24	24-25	Proposed
Specific Paygrade	New Hire Placement	Specific Paygrade	New Hire Placement
A	0	A	0
B	1-10	B	1
C	11-15	C	2-6
D	16-21	D	7-11
E	22	E	12-16
F	23	F	17-22
G	24	G	23
H	25	H	24
I	26	I	25

J	27	J	26
K	28	K	27
L	29	L	28
M	30+	M	29+

# PPL	TOTAL \$	24-25	24-25	24-25	24-25	# PPL	TOTAL \$	current to proposed	
		PA02	Years of Experience	PA02 \$/HR	1395 hours annualized			Dollar Increase	Percent Increase
28	\$591,759	PA02-A	0	\$15.15	\$21,134		\$0		
15	\$327,267	PA02-B	1	\$15.64	\$21,818	28	\$610,898	\$684	3.23%
11	\$239,996	PA02-C	2	\$16.11	\$22,473	15	\$337,102	\$656	3.01%
4	\$87,271	PA02-C	3	\$16.11	\$22,473	11	\$247,208	\$656	3.01%
9	\$196,360	PA02-C	4	\$16.11	\$22,473	4	\$89,894	\$656	3.01%
9	\$196,360	PA02-C	5	\$16.11	\$22,473	9	\$202,261	\$656	3.01%
2	\$43,636	PA02-C	6	\$16.11	\$22,473	9	\$202,261	\$656	3.01%
3	\$65,453	PA02-D	7	\$16.58	\$23,129	2	\$46,258	\$1,311	6.01%
6	\$130,907	PA02-D	8	\$16.58	\$23,129	3	\$69,387	\$1,311	6.01%
3	\$65,453	PA02-D	9	\$16.58	\$23,129	6	\$138,775	\$1,311	6.01%
6	\$130,907	PA02-D	10	\$16.58	\$23,129	3	\$69,387	\$1,311	6.01%
2	\$44,947	PA02-D	11	\$16.58	\$23,129	6	\$138,775	\$1,311	6.01%
2	\$44,947	PA02-E	12	\$17.07	\$23,813	2	\$47,625	\$1,339	5.96%
1	\$22,473	PA02-E	13	\$17.07	\$23,813	2	\$47,625	\$1,339	5.96%
	\$0	PA02-E	14	\$17.07	\$23,813	1	\$23,813	\$1,339	5.96%
1	\$22,473	PA02-E	15	\$17.07	\$23,813		\$0	\$1,339	5.96%
1	\$23,129	PA02-E	16	\$17.07	\$23,813	1	\$23,813	\$1,339	5.96%
3	\$69,387	PA02-F	17	\$17.58	\$24,524	1	\$24,524	\$1,395	6.03%
2	\$46,258	PA02-F	18	\$17.58	\$24,524	3	\$73,572	\$1,395	6.03%
1	\$23,129	PA02-F	19	\$17.58	\$24,524	2	\$49,048	\$1,395	6.03%
1	\$23,129	PA02-F	20	\$17.58	\$24,524	1	\$24,524	\$1,395	6.03%
	\$0	PA02-F	21	\$17.58	\$24,524	1	\$24,524	\$1,395	6.03%
	\$0	PA02-F	22	\$17.58	\$24,524		\$0	\$1,395	6.03%
2	\$49,048	PA02-G	23	\$18.10	\$25,250		\$0	\$1,437	6.03%
2	\$50,499	PA02-H	24	\$18.63	\$25,989	2	\$51,978	\$1,465	5.97%
	\$0	PA02-I	25	\$19.37	\$27,021	2	\$54,042	\$1,772	7.02%
1	\$27,021	PA02-J	26	\$20.13	\$28,081		\$0	\$2,093	8.05%
2	\$56,163	PA02-K	27	\$20.73	\$28,918	1	\$28,918	\$1,897	7.02%
3	\$86,755	PA02-L	28	\$21.34	\$29,769	2	\$59,539	\$1,688	6.01%
1	\$29,769	PA02-M	29+	\$22.75	\$31,736	3	\$95,209	\$2,818	9.74%
4	\$126,945	PA02-M	29+	\$22.75	\$31,736	1	\$31,736	\$1,967	6.61%
125		PA02-M top		\$24.34	\$33,958	4	\$135,831	\$2,222	7.00%

PA03	Years of Experience	23-24	23-24	# PPL	TOTAL \$	23-24	# PPL
		PA03 \$/HR	1395 hours annualized			1976 hours annualized	
PA03-A	0	\$15.30	\$21,344	91	\$1,942,259	\$30,233	no data
PA03-B	1	\$15.89	\$22,167	63	\$1,396,493	\$31,399	
PA03-B	2	\$15.89	\$22,167	35	\$775,829	\$31,399	
PA03-B	3	\$15.89	\$22,167	28	\$620,663	\$31,399	
PA03-B	4	\$15.89	\$22,167	27	\$598,497	\$31,399	
PA03-B	5	\$15.89	\$22,167	18	\$398,998	\$31,399	
PA03-B	6	\$15.89	\$22,167	5	\$110,833	\$31,399	
PA03-B	7	\$15.89	\$22,167	14	\$310,332	\$31,399	
PA03-B	8	\$15.89	\$22,167	16	\$354,665	\$31,399	
PA03-B	9	\$15.89	\$22,167	10	\$221,666	\$31,399	
PA03-B	10	\$15.89	\$22,167	7	\$155,166	\$31,399	
PA03-C	11	\$16.36	\$22,822	6	\$136,933	\$32,327	
PA03-C	12	\$16.36	\$22,822	8	\$182,578	\$32,327	
PA03-C	13	\$16.36	\$22,822	7	\$159,755	\$32,327	
PA03-C	14	\$16.36	\$22,822	5	\$114,111	\$32,327	
PA03-C	15	\$16.36	\$22,822	6	\$136,933	\$32,327	
PA03-D	16	\$16.83	\$23,478	10	\$234,779	\$33,256	
PA03-D	17	\$16.83	\$23,478	8	\$187,823	\$33,256	
PA03-D	18	\$16.83	\$23,478	6	\$140,867	\$33,256	
PA03-D	19	\$16.83	\$23,478	5	\$117,389	\$33,256	
PA03-D	20	\$16.83	\$23,478	3	\$70,434	\$33,256	
PA03-D	21	\$16.83	\$23,478	1	\$23,478	\$33,256	
PA03-E	22	\$17.32	\$24,161	8	\$193,291	\$34,224	
PA03-F	23	\$17.83	\$24,873	9	\$223,856	\$35,232	
PA03-G	24	\$18.35	\$25,598	10	\$255,983	\$36,260	
PA03-H	25	\$18.88	\$26,338	6	\$158,026	\$37,307	
PA03-I	26	\$19.62	\$27,370	5	\$136,850	\$38,769	
PA03-J	27	\$20.38	\$28,430	3	\$85,290	\$40,271	
PA03-K	28	\$20.98	\$29,267	5	\$146,336	\$41,456	
PA03-L	29	\$21.59	\$30,118	6	\$180,708	\$42,662	
PA03-M	30+	\$23.00	\$32,085	18	\$577,530	\$45,448	

\$2,821,443 \$2,948,528 \$10,348,347

	24-25	24-25	24-25	24-25			current to proposed	current to proposed	24-25			Moving ESOL Paras from PA01 to PA03								
TOTAL \$	PA03	Years of Experience	PA03 \$/HR	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase	1976 hours annualized	# PPL	TOTAL \$	PA01	Years of Experience	PA01 \$/HR	1395 hours annualized	# PPL	TOTAL \$	1395 hours annualized		
no data	PA03-A	0	\$15.30	\$21,344		\$0			\$30,233	no data		PA01-A	0	\$15.00	\$20,925	27	\$564,975	\$21,344		
	PA03-B	1	\$15.89	\$22,167	91	\$2,017,156	\$823	3.86%	\$31,399			PA01-B	1	\$15.39	\$21,469	21	\$450,850	\$22,167		
	PA03-C	2	\$16.36	\$22,822	63	\$1,437,799	\$656	2.96%	\$32,327			PA01-B	2	\$15.39	\$21,469	7	\$150,283	\$22,822		
	PA03-C	3	\$16.36	\$22,822	35	\$798,777	\$656	2.96%	\$32,327			PA01-B	3	\$15.39	\$21,469	9	\$193,221	\$22,822		
	PA03-C	4	\$16.36	\$22,822	28	\$639,022	\$656	2.96%	\$32,327			PA01-B	4	\$15.39	\$21,469	3	\$64,407	\$22,822		
	PA03-C	5	\$16.36	\$22,822	27	\$616,199	\$656	2.96%	\$32,327			PA01-B	5	\$15.39	\$21,469	5	\$107,345	\$22,822		
	PA03-C	6	\$16.36	\$22,822	18	\$410,800	\$656	2.96%	\$32,327			PA01-B	6	\$15.39	\$21,469	2	\$42,938	\$22,822		
	PA03-D	7	\$16.83	\$23,478	5	\$117,389	\$1,311	5.92%	\$33,256			PA01-B	7	\$15.39	\$21,469	5	\$107,345	\$23,478		
	PA03-D	8	\$16.83	\$23,478	14	\$328,690	\$1,311	5.92%	\$33,256			PA01-B	8	\$15.39	\$21,469	3	\$64,407	\$23,478		
	PA03-D	9	\$16.83	\$23,478	16	\$375,646	\$1,311	5.92%	\$33,256			PA01-B	9	\$15.39	\$21,469	7	\$150,283	\$23,478		
	PA03-D	10	\$16.83	\$23,478	10	\$234,779	\$1,311	5.92%	\$33,256			PA01-B	10	\$15.39	\$21,469	1	\$21,469	\$23,478		
	PA03-D	11	\$16.83	\$23,478	7	\$164,345	\$1,311	5.92%	\$33,256			PA01-C	11	\$15.86	\$22,125	1	\$22,125	\$23,478		
	PA03-E	12	\$17.32	\$24,161	6	\$144,968	\$1,339	5.87%	\$34,224			PA01-C	12	\$15.86	\$22,125	2	\$44,249	\$24,161		
	PA03-E	13	\$17.32	\$24,161	8	\$193,291	\$1,339	5.87%	\$34,224			PA01-C	13	\$15.86	\$22,125	2	\$44,249	\$24,161		
	PA03-E	14	\$17.32	\$24,161	7	\$169,130	\$1,339	5.87%	\$34,224			PA01-C	14	\$15.86	\$22,125	3	\$66,374	\$24,161		
	PA03-E	15	\$17.32	\$24,161	5	\$120,807	\$1,339	5.87%	\$34,224			PA01-C	15	\$15.86	\$22,125	1	\$22,125	\$24,161		
	PA03-E	16	\$17.32	\$24,161	6	\$144,968	\$1,339	5.87%	\$34,224			PA01-D	16	\$16.33	\$22,780	2	\$45,561	\$24,161		
	PA03-F	17	\$17.83	\$24,873	10	\$248,729	\$1,395	5.94%	\$35,232			PA01-D	17	\$16.33	\$22,780	1	\$22,780	\$24,873		
	PA03-F	18	\$17.83	\$24,873	8	\$198,983	\$1,395	5.94%	\$35,232			PA01-D	18	\$16.33	\$22,780	5	\$113,902	\$24,873		
	PA03-F	19	\$17.83	\$24,873	6	\$149,237	\$1,395	5.94%	\$35,232			PA01-D	19	\$16.33	\$22,780		\$0	\$24,873		
	PA03-F	20	\$17.83	\$24,873	5	\$124,364	\$1,395	5.94%	\$35,232			PA01-D	20	\$16.33	\$22,780		\$0	\$24,873		
	PA03-F	21	\$17.83	\$24,873	3	\$74,619	\$1,395	5.94%	\$35,232			PA01-D	21	\$16.33	\$22,780	2	\$45,561	\$24,873		
	PA03-F	22	\$17.83	\$24,873	1	\$24,873	\$1,395	5.94%	\$35,232			PA01-E	22	\$16.82	\$23,464	1	\$23,464	\$24,873		
	PA03-G	23	\$18.35	\$25,598	8	\$204,786	\$1,437	5.95%	\$36,260			PA01-F	23	\$17.33	\$24,175	1	\$24,175	\$25,598		
	PA03-H	24	\$18.88	\$26,338	9	\$237,038	\$1,465	5.89%	\$37,307			PA01-G	24	\$17.85	\$24,901	4	\$99,603	\$26,338		
	PA03-I	25	\$19.62	\$27,370	10	\$273,699	\$1,772	6.92%	\$38,769			PA01-H	25	\$18.38	\$25,640	1	\$25,640	\$27,370		
	PA03-J	26	\$20.38	\$28,430	6	\$170,581	\$2,093	7.94%	\$40,271			PA01-I	26	\$19.12	\$26,672	3	\$80,017	\$28,430		
	PA03-K	27	\$20.98	\$29,267	5	\$146,336	\$1,897	6.93%	\$41,456			PA01-J	27	\$19.88	\$27,733	1	\$27,733	\$29,267		
	PA03-L	28	\$21.59	\$30,118	3	\$90,354	\$1,688	5.94%	\$42,662			PA01-K	28	\$20.48	\$28,570	1	\$28,570	\$30,118		
	PA03-M	29+	\$23.00	\$32,085	5	\$160,425	\$2,818	9.63%	\$45,448			PA01-L	29	\$21.09	\$29,421		\$0	\$32,085		
	PA03-M	29+	\$23.00	\$32,085	6	\$192,510	\$1,967	6.53%	\$45,448			PA01-M	30+	\$22.50	\$31,388	4	\$125,550	\$32,085		
	PA03-M top		\$24.61	\$34,331	18	\$617,957	\$2,246	7.00%	\$48,629								\$0	\$34,331		

\$0

\$10,828,255

\$0

\$2,779,203

This amount is already acc

		current to proposed	current to proposed
# PPL	TOTAL \$	Dollar Increase	Percent Increase
	\$0		
27	\$598,497	\$698	3.15%
21	\$479,266	\$1,353	5.93%
7	\$159,755	\$1,353	5.93%
9	\$205,400	\$1,353	5.93%
3	\$68,467	\$1,353	5.93%
5	\$114,111	\$1,353	5.93%
2	\$46,956	\$2,009	8.56%
5	\$117,389	\$2,009	8.56%
3	\$70,434	\$2,009	8.56%
7	\$164,345	\$2,009	8.56%
1	\$23,478	\$1,353	5.76%
1	\$24,161	\$2,037	8.43%
2	\$48,323	\$2,037	8.43%
2	\$48,323	\$2,037	8.43%
3	\$72,484	\$2,037	8.43%
1	\$24,161	\$1,381	5.72%
2	\$49,746	\$2,093	8.41%
1	\$24,873	\$2,093	8.41%
5	\$124,364	\$2,093	8.41%
	\$0	\$2,093	8.41%
	\$0	\$2,093	8.41%
2	\$49,746	\$1,409	5.66%
1	\$25,598	\$1,423	5.56%
1	\$26,338	\$1,437	5.46%
4	\$109,480	\$1,730	6.32%
1	\$28,430	\$1,758	6.18%
3	\$87,801	\$1,535	5.24%
1	\$30,118	\$1,548	5.14%
1	\$32,085	\$2,664	8.30%
	\$0	\$698	2.17%
4	\$137,324	\$2,943	8.57%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
PA04	Years of Experience	PA04 \$/HR	1395 hours annualized	# PPL	TOTAL \$	PA04	Years of Experience	PA04 \$/HR	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
PA04-A	0	\$15.60	\$21,762		\$0	PA04-A	0	\$15.60	\$21,762		\$0		
PA04-B	1	\$16.14	\$22,515		\$0	PA04-B	1	\$16.14	\$22,515		\$0	\$753	3.46%
PA04-B	2	\$16.14	\$22,515	1	\$22,515	PA04-C	2	\$16.61	\$23,171		\$0	\$656	2.91%
PA04-B	3	\$16.14	\$22,515		\$0	PA04-C	3	\$16.61	\$23,171	1	\$23,171	\$656	2.91%
PA04-B	4	\$16.14	\$22,515	2	\$45,031	PA04-C	4	\$16.61	\$23,171		\$0	\$656	2.91%
PA04-B	5	\$16.14	\$22,515		\$0	PA04-C	5	\$16.61	\$23,171	2	\$46,342	\$656	2.91%
PA04-B	6	\$16.14	\$22,515	2	\$45,031	PA04-C	6	\$16.61	\$23,171		\$0	\$656	2.91%
PA04-B	7	\$16.14	\$22,515		\$0	PA04-D	7	\$17.08	\$23,827	2	\$47,653	\$1,311	5.82%
PA04-B	8	\$16.14	\$22,515	1	\$22,515	PA04-D	8	\$17.08	\$23,827		\$0	\$1,311	5.82%
PA04-B	9	\$16.14	\$22,515	2	\$45,031	PA04-D	9	\$17.08	\$23,827	1	\$23,827	\$1,311	5.82%
PA04-B	10	\$16.14	\$22,515	1	\$22,515	PA04-D	10	\$17.08	\$23,827	2	\$47,653	\$1,311	5.82%
PA04-C	11	\$16.61	\$23,171		\$0	PA04-D	11	\$17.08	\$23,827	1	\$23,827	\$1,311	5.82%
PA04-C	12	\$16.61	\$23,171		\$0	PA04-E	12	\$17.57	\$24,510		\$0	\$1,339	5.78%
PA04-C	13	\$16.61	\$23,171	2	\$46,342	PA04-E	13	\$17.57	\$24,510		\$0	\$1,339	5.78%
PA04-C	14	\$16.61	\$23,171		\$0	PA04-E	14	\$17.57	\$24,510	2	\$49,020	\$1,339	5.78%
PA04-C	15	\$16.61	\$23,171		\$0	PA04-E	15	\$17.57	\$24,510		\$0	\$1,339	5.78%
PA04-D	16	\$17.08	\$23,827		\$0	PA04-E	16	\$17.57	\$24,510		\$0	\$1,339	5.78%
PA04-D	17	\$17.08	\$23,827	1	\$23,827	PA04-F	17	\$18.08	\$25,222		\$0	\$1,395	5.85%
PA04-D	18	\$17.08	\$23,827	1	\$23,827	PA04-F	18	\$18.08	\$25,222	1	\$25,222	\$1,395	5.85%
PA04-D	19	\$17.08	\$23,827	1	\$23,827	PA04-F	19	\$18.08	\$25,222	1	\$25,222	\$1,395	5.85%
PA04-D	20	\$17.08	\$23,827		\$0	PA04-F	20	\$18.08	\$25,222	1	\$25,222	\$1,395	5.85%
PA04-D	21	\$17.08	\$23,827		\$0	PA04-F	21	\$18.08	\$25,222		\$0	\$1,395	5.85%
PA04-E	22	\$17.57	\$24,510		\$0	PA04-F	22	\$18.08	\$25,222		\$0	\$1,395	5.85%
PA04-F	23	\$18.08	\$25,222	1	\$25,222	PA04-G	23	\$18.60	\$25,947		\$0	\$1,437	5.86%
PA04-G	24	\$18.60	\$25,947	1	\$25,947	PA04-H	24	\$19.13	\$26,686	1	\$26,686	\$1,465	5.81%
PA04-H	25	\$19.13	\$26,686	1	\$26,686	PA04-I	25	\$19.87	\$27,719	1	\$27,719	\$1,772	6.83%
PA04-I	26	\$19.87	\$27,719	1	\$27,719	PA04-J	26	\$20.63	\$28,779	1	\$28,779	\$2,093	7.84%
PA04-J	27	\$20.63	\$28,779		\$0	PA04-K	27	\$21.23	\$29,616	1	\$29,616	\$1,897	6.84%
PA04-K	28	\$21.23	\$29,616		\$0	PA04-L	28	\$21.84	\$30,467		\$0	\$1,688	5.87%
PA04-L	29	\$21.84	\$30,467		\$0	PA04-M	29+	\$23.25	\$32,434		\$0	\$2,818	9.51%
PA04-M	30+	\$23.25	\$32,434	1	\$32,434	PA04-M	29+	\$23.25	\$32,434		\$0	\$1,967	6.46%
				19		PA04-M top		\$24.88	\$34,704	1	\$34,704	\$2,270	7.00%

\$2,991,452 \$458,467 \$484,661

ESOL para move from PA01 to PA03
 counted for in the 23-24 costout in PA01

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
PA05	Years of Experience	PA05 \$/HR	1395 hours annualized	# PPL	TOTAL \$	PA05	Years of Experience	PA05 \$/HR	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
PA05-A	0	\$15.85	\$22,111		\$0	PA05-A	0	\$15.85	\$22,111		\$0		
PA05-B	1	\$16.39	\$22,864		\$0	PA05-B	1	\$16.39	\$22,864		\$0	\$753	3.41%
PA05-B	2	\$16.39	\$22,864		\$0	PA05-C	2	\$16.86	\$23,520		\$0	\$656	2.87%
PA05-B	3	\$16.39	\$22,864		\$0	PA05-C	3	\$16.86	\$23,520		\$0	\$656	2.87%
PA05-B	4	\$16.39	\$22,864		\$0	PA05-C	4	\$16.86	\$23,520		\$0	\$656	2.87%
PA05-B	5	\$16.39	\$22,864		\$0	PA05-C	5	\$16.86	\$23,520		\$0	\$656	2.87%
PA05-B	6	\$16.39	\$22,864		\$0	PA05-C	6	\$16.86	\$23,520		\$0	\$656	2.87%
PA05-B	7	\$16.39	\$22,864	1	\$22,864	PA05-D	7	\$17.33	\$24,175		\$0	\$1,311	5.74%
PA05-B	8	\$16.39	\$22,864		\$0	PA05-D	8	\$17.33	\$24,175	1	\$24,175	\$1,311	5.74%
PA05-B	9	\$16.39	\$22,864		\$0	PA05-D	9	\$17.33	\$24,175		\$0	\$1,311	5.74%
PA05-B	10	\$16.39	\$22,864		\$0	PA05-D	10	\$17.33	\$24,175		\$0	\$1,311	5.74%
PA05-C	11	\$16.86	\$23,520		\$0	PA05-D	11	\$17.33	\$24,175		\$0	\$1,311	5.74%
PA05-C	12	\$16.86	\$23,520		\$0	PA05-E	12	\$17.82	\$24,859		\$0	\$1,339	5.69%
PA05-C	13	\$16.86	\$23,520		\$0	PA05-E	13	\$17.82	\$24,859		\$0	\$1,339	5.69%
PA05-C	14	\$16.86	\$23,520		\$0	PA05-E	14	\$17.82	\$24,859		\$0	\$1,339	5.69%
PA05-C	15	\$16.86	\$23,520		\$0	PA05-E	15	\$17.82	\$24,859		\$0	\$1,339	5.69%
PA05-D	16	\$17.33	\$24,175		\$0	PA05-E	16	\$17.82	\$24,859		\$0	\$1,339	5.69%
PA05-D	17	\$17.33	\$24,175		\$0	PA05-F	17	\$18.33	\$25,570		\$0	\$1,395	5.77%
PA05-D	18	\$17.33	\$24,175		\$0	PA05-F	18	\$18.33	\$25,570		\$0	\$1,395	5.77%
PA05-D	19	\$17.33	\$24,175		\$0	PA05-F	19	\$18.33	\$25,570		\$0	\$1,395	5.77%
PA05-D	20	\$17.33	\$24,175		\$0	PA05-F	20	\$18.33	\$25,570		\$0	\$1,395	5.77%
PA05-D	21	\$17.33	\$24,175		\$0	PA05-F	21	\$18.33	\$25,570		\$0	\$1,395	5.77%
PA05-E	22	\$17.82	\$24,859		\$0	PA05-F	22	\$18.33	\$25,570		\$0	\$1,395	5.77%
PA05-F	23	\$18.33	\$25,570		\$0	PA05-G	23	\$18.85	\$26,296		\$0	\$1,437	5.78%
PA05-G	24	\$18.85	\$26,296		\$0	PA05-H	24	\$19.38	\$27,035		\$0	\$1,465	5.73%
PA05-H	25	\$19.38	\$27,035		\$0	PA05-I	25	\$20.12	\$28,067		\$0	\$1,772	6.74%
PA05-I	26	\$20.12	\$28,067		\$0	PA05-J	26	\$20.88	\$29,128		\$0	\$2,093	7.74%
PA05-J	27	\$20.88	\$29,128		\$0	PA05-K	27	\$21.48	\$29,965		\$0	\$1,897	6.76%
PA05-K	28	\$21.48	\$29,965		\$0	PA05-L	28	\$22.09	\$30,816		\$0	\$1,688	5.80%
PA05-L	29	\$22.09	\$30,816		\$0	PA05-M	29+	\$23.50	\$32,783		\$0	\$2,818	9.40%
PA05-M	30+	\$23.50	\$32,783		\$0	PA05-M	29+	\$23.50	\$32,783		\$0	\$1,967	6.38%
				1		PA05-M top		\$25.15	\$35,077		\$0	\$2,295	7.00%

23-24	23-24	23-24	23-24
PA06	Years of Experience	PA06 \$/HR	1552 hours annualized
PA06-A	0	\$16.10	\$24,987
PA06-B	1	\$16.61	\$25,779
PA06-B	2	\$16.61	\$25,779
PA06-B	3	\$16.61	\$25,779
PA06-B	4	\$16.61	\$25,779
PA06-B	5	\$16.61	\$25,779
PA06-B	6	\$16.61	\$25,779
PA06-B	7	\$16.61	\$25,779
PA06-B	8	\$16.61	\$25,779
PA06-B	9	\$16.61	\$25,779
PA06-B	10	\$16.61	\$25,779
PA06-C	11	\$17.11	\$26,555
PA06-C	12	\$17.11	\$26,555
PA06-C	13	\$17.11	\$26,555
PA06-C	14	\$17.11	\$26,555
PA06-C	15	\$17.11	\$26,555
PA06-D	16	\$17.62	\$27,346
PA06-D	17	\$17.62	\$27,346
PA06-D	18	\$17.62	\$27,346
PA06-D	19	\$17.62	\$27,346
PA06-D	20	\$17.62	\$27,346
PA06-D	21	\$17.62	\$27,346
PA06-E	22	\$18.15	\$28,169
PA06-F	23	\$18.87	\$29,286
PA06-G	24	\$19.63	\$30,466
PA06-H	25	\$20.22	\$31,381
PA06-I	26	\$20.82	\$32,313
PA06-J	27	\$21.50	\$33,368
PA06-K	28	\$22.25	\$34,532
PA06-L	29	\$23.25	\$36,084
PA06-M	30+	\$24.50	\$38,024

\$22,864

\$24,175

		24-25	24-25	24-25	24-25			current to proposed	current to proposed
# PPL	TOTAL \$	PA06	Years of Experience	PA06 \$/HR	1552 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
	\$0	PA06-A	0	\$18.00	\$27,936		\$0		
	\$0	PA06-B	1	\$18.70	\$29,022		\$0	\$4,035	16.15%
	\$0	PA06-C	2	\$19.40	\$30,109		\$0	\$4,330	16.80%
	\$0	PA06-C	3	\$19.40	\$30,109		\$0	\$4,330	16.80%
	\$0	PA06-C	4	\$19.40	\$30,109		\$0	\$4,330	16.80%
	\$0	PA06-C	5	\$19.40	\$30,109		\$0	\$4,330	16.80%
1	\$25,779	PA06-C	6	\$19.40	\$30,109		\$0	\$4,330	16.80%
	\$0	PA06-D	7	\$20.10	\$31,195	1	\$31,195	\$5,416	21.01%
	\$0	PA06-D	8	\$20.10	\$31,195		\$0	\$5,416	21.01%
	\$0	PA06-D	9	\$20.10	\$31,195		\$0	\$5,416	21.01%
	\$0	PA06-D	10	\$20.10	\$31,195		\$0	\$5,416	21.01%
	\$0	PA06-D	11	\$20.10	\$31,195		\$0	\$5,416	21.01%
	\$0	PA06-E	12	\$20.80	\$32,282		\$0	\$5,727	21.57%
	\$0	PA06-E	13	\$20.80	\$32,282		\$0	\$5,727	21.57%
	\$0	PA06-E	14	\$20.80	\$32,282		\$0	\$5,727	21.57%
	\$0	PA06-E	15	\$20.80	\$32,282		\$0	\$5,727	21.57%
	\$0	PA06-E	16	\$20.80	\$32,282		\$0	\$5,727	21.57%
	\$0	PA06-F	17	\$21.50	\$33,368		\$0	\$6,022	22.02%
	\$0	PA06-F	18	\$21.50	\$33,368		\$0	\$6,022	22.02%
	\$0	PA06-F	19	\$21.50	\$33,368		\$0	\$6,022	22.02%
	\$0	PA06-F	20	\$21.50	\$33,368		\$0	\$6,022	22.02%
	\$0	PA06-F	21	\$21.50	\$33,368		\$0	\$6,022	22.02%
	\$0	PA06-F	22	\$21.50	\$33,368		\$0	\$6,022	22.02%
	\$0	PA06-G	23	\$22.20	\$34,454		\$0	\$6,286	22.31%
	\$0	PA06-H	24	\$22.90	\$35,541		\$0	\$6,255	21.36%
	\$0	PA06-I	25	\$23.60	\$36,627		\$0	\$6,161	20.22%
	\$0	PA06-J	26	\$24.30	\$37,714		\$0	\$6,332	20.18%
	\$0	PA06-K	27	\$25.00	\$38,800		\$0	\$6,487	20.08%
3	\$103,596	PA06-L	28	\$25.70	\$39,886		\$0	\$6,518	19.53%
	\$0	PA06-M	29+	\$27.00	\$41,904	3	\$125,712	\$7,372	21.35%
	\$0	PA06-M	29+	\$27.00	\$41,904		\$0	\$5,820	16.13%
4		PA06-M top		\$28.89	\$44,837		\$0	\$6,813	17.92%

\$129,375

\$156,907

23-24	23-24	23-24	23-24			23-24	
PA07	Years of Experience	PA07 \$/HR	1395 hours annualized	# PPL	TOTAL \$	1568 hours annualized	# PPL
PA07-A	0	\$18.00	\$25,110	3	\$75,330	\$28,224	23
PA07-B	1	\$18.54	\$25,863		\$0	\$29,071	20
PA07-B	2	\$18.54	\$25,863		\$0	\$29,071	7
PA07-B	3	\$18.54	\$25,863	1	\$25,863	\$29,071	5
PA07-B	4	\$18.54	\$25,863		\$0	\$29,071	3
PA07-B	5	\$18.54	\$25,863	1	\$25,863	\$29,071	3
PA07-B	6	\$18.54	\$25,863	2	\$51,727	\$29,071	1
PA07-B	7	\$18.54	\$25,863		\$0	\$29,071	3
PA07-B	8	\$18.54	\$25,863	1	\$25,863	\$29,071	1
PA07-B	9	\$18.54	\$25,863	1	\$25,863	\$29,071	3
PA07-B	10	\$18.54	\$25,863		\$0	\$29,071	1
PA07-C	11	\$19.10	\$26,639		\$0	\$29,943	1
PA07-C	12	\$19.10	\$26,639		\$0	\$29,943	1
PA07-C	13	\$19.10	\$26,639		\$0	\$29,943	1
PA07-C	14	\$19.10	\$26,639		\$0	\$29,943	1
PA07-C	15	\$19.10	\$26,639		\$0	\$29,943	
PA07-D	16	\$19.67	\$27,438		\$0	\$30,841	
PA07-D	17	\$19.67	\$27,438		\$0	\$30,841	
PA07-D	18	\$19.67	\$27,438		\$0	\$30,841	
PA07-D	19	\$19.67	\$27,438		\$0	\$30,841	
PA07-D	20	\$19.67	\$27,438		\$0	\$30,841	
PA07-D	21	\$19.67	\$27,438	1	\$27,438	\$30,841	
PA07-E	22	\$20.26	\$28,262		\$0	\$31,766	3
PA07-F	23	\$20.87	\$29,109		\$0	\$32,719	
PA07-G	24	\$21.49	\$29,983	3	\$89,948	\$33,701	5
PA07-H	25	\$22.14	\$30,882		\$0	\$34,712	5
PA07-I	26	\$22.80	\$31,809	1	\$31,809	\$35,753	1
PA07-J	27	\$23.49	\$32,763		\$0	\$36,826	3
PA07-K	28	\$24.19	\$33,746		\$0	\$37,931	3
PA07-L	29	\$24.92	\$34,758	1	\$34,758	\$39,069	4
PA07-M	30+	\$25.66	\$35,801	5	\$179,004	\$40,241	62

20

160

\$593,467

- \$16.35
- \$16.86
- \$17.36
- \$17.87
- \$18.40
- \$19.12
- \$19.88
- \$20.47
- \$21.07

\$21.75
\$22.50
\$23.50
\$24.75

	23-24			24-25			24-25			current to proposed			24-25			current to proposed		
TOTAL \$	1976 hours annualized	# PPL	TOTAL \$	PA07	Years of Experience	PA07 \$/HR	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase	1568 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase		
\$649,152	\$35,568	2	\$71,136	PA07-A	0	\$18.00	\$25,110		\$0			\$28,224		\$0				
\$581,414	\$36,635		\$0	PA07-B	1	\$18.54	\$25,863	3	\$77,590	\$753	3.00%	\$29,071	23	\$668,627	\$847	3.00%		
\$203,495	\$36,635		\$0	PA07-C	2	\$19.10	\$26,645		\$0	\$781	3.02%	\$29,949	20	\$598,976	\$878	3.02%		
\$145,354	\$36,635		\$0	PA07-C	3	\$19.10	\$26,645		\$0	\$781	3.02%	\$29,949	7	\$209,642	\$878	3.02%		
\$87,212	\$36,635		\$0	PA07-C	4	\$19.10	\$26,645	1	\$26,645	\$781	3.02%	\$29,949	5	\$149,744	\$878	3.02%		
\$87,212	\$36,635	1	\$36,635	PA07-C	5	\$19.10	\$26,645		\$0	\$781	3.02%	\$29,949	3	\$89,846	\$878	3.02%		
\$29,071	\$36,635		\$0	PA07-C	6	\$19.10	\$26,645	1	\$26,645	\$781	3.02%	\$29,949	3	\$89,846	\$878	3.02%		
\$87,212	\$36,635		\$0	PA07-D	7	\$19.67	\$27,440	2	\$54,879	\$1,576	6.09%	\$30,843	1	\$30,843	\$1,772	6.09%		
\$29,071	\$36,635		\$0	PA07-D	8	\$19.67	\$27,440		\$0	\$1,576	6.09%	\$30,843	3	\$92,528	\$1,772	6.09%		
\$87,212	\$36,635	2	\$73,270	PA07-D	9	\$19.67	\$27,440	1	\$27,440	\$1,576	6.09%	\$30,843	1	\$30,843	\$1,772	6.09%		
\$29,071	\$36,635	1	\$36,635	PA07-D	10	\$19.67	\$27,440	1	\$27,440	\$1,576	6.09%	\$30,843	3	\$92,528	\$1,772	6.09%		
\$29,943	\$37,734		\$0	PA07-D	11	\$19.67	\$27,440		\$0	\$1,576	6.09%	\$30,843	1	\$30,843	\$1,772	6.09%		
\$29,943	\$37,734		\$0	PA07-E	12	\$20.26	\$28,263		\$0	\$1,624	6.09%	\$31,768	1	\$31,768	\$1,825	6.09%		
\$29,943	\$37,734		\$0	PA07-E	13	\$20.26	\$28,263		\$0	\$1,624	6.09%	\$31,768	1	\$31,768	\$1,825	6.09%		
\$29,943	\$37,734		\$0	PA07-E	14	\$20.26	\$28,263		\$0	\$1,624	6.09%	\$31,768	1	\$31,768	\$1,825	6.09%		
\$0	\$37,734		\$0	PA07-E	15	\$20.26	\$28,263		\$0	\$1,624	6.09%	\$31,768	1	\$31,768	\$1,825	6.09%		
\$0	\$38,866	1	\$38,866	PA07-E	16	\$20.26	\$28,263		\$0	\$1,624	6.09%	\$31,768		\$0	\$1,825	6.09%		
\$0	\$38,866		\$0	PA07-F	17	\$20.87	\$29,114		\$0	\$1,675	6.11%	\$32,724		\$0	\$1,883	6.11%		
\$0	\$38,866	1	\$38,866	PA07-F	18	\$20.87	\$29,114		\$0	\$1,675	6.11%	\$32,724		\$0	\$1,883	6.11%		
\$0	\$38,866		\$0	PA07-F	19	\$20.87	\$29,114		\$0	\$1,675	6.11%	\$32,724		\$0	\$1,883	6.11%		
\$0	\$38,866	1	\$38,866	PA07-F	20	\$20.87	\$29,114		\$0	\$1,675	6.11%	\$32,724		\$0	\$1,883	6.11%		
\$0	\$38,866	2	\$77,732	PA07-F	21	\$20.87	\$29,114		\$0	\$1,675	6.11%	\$32,724		\$0	\$1,883	6.11%		
\$95,299	\$40,032	1	\$40,032	PA07-F	22	\$20.87	\$29,114	1	\$29,114	\$1,675	6.11%	\$32,724		\$0	\$1,883	6.11%		
\$0	\$41,233	1	\$41,233	PA07-G	23	\$21.49	\$29,979		\$0	\$1,717	6.08%	\$33,696	3	\$101,089	\$1,930	6.08%		
\$168,505	\$42,470	1	\$42,470	PA07-H	24	\$22.14	\$30,885		\$0	\$1,776	6.10%	\$34,716		\$0	\$1,996	6.10%		
\$173,560	\$43,744	6	\$262,465	PA07-I	25	\$22.80	\$31,806	3	\$95,418	\$1,823	6.08%	\$35,750	5	\$178,752	\$2,049	6.08%		
\$35,753	\$45,056		\$0	PA07-J	26	\$23.49	\$32,769		\$0	\$1,886	6.11%	\$36,832	5	\$184,162	\$2,120	6.11%		
\$110,478	\$46,408		\$0	PA07-K	27	\$24.19	\$33,745	1	\$33,745	\$1,936	6.09%	\$37,930	1	\$37,930	\$2,177	6.09%		
\$113,792	\$47,800	1	\$47,800	PA07-L	28	\$24.92	\$34,763		\$0	\$2,001	6.11%	\$39,075	3	\$117,224	\$2,249	6.11%		
\$156,274	\$49,234		\$0	PA07-M	29+	\$26.00	\$36,270		\$0	\$2,524	7.48%	\$40,768	3	\$122,304	\$2,837	7.48%		
\$2,494,922	\$50,711	5	\$253,557	PA07-M	29+	\$26.00	\$36,270	1	\$36,270	\$1,512	4.35%	\$40,768	4	\$163,072	\$1,699	4.35%		
		26		PA07-M top		\$27.46	\$38,301	5	\$191,507	\$2,501	6.98%	\$43,051	62	\$2,669,182	\$2,811	6.98%		

\$3,497,425	\$1,099,565			\$626,691		\$5,785,049
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24-25			current to proposed	current to proposed
1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
\$35,568		\$0		
\$36,635	2	\$73,270	\$1,067	3.00%
\$37,742		\$0	\$1,107	3.02%
\$37,742		\$0	\$1,107	3.02%
\$37,742		\$0	\$1,107	3.02%
\$37,742		\$0	\$1,107	3.02%
\$37,742	1	\$37,742	\$1,107	3.02%
\$38,868		\$0	\$2,233	6.09%
\$38,868		\$0	\$2,233	6.09%
\$38,868		\$0	\$2,233	6.09%
\$38,868	2	\$77,736	\$2,233	6.09%
\$38,868	1	\$38,868	\$2,233	6.09%
\$40,034		\$0	\$2,300	6.09%
\$40,034		\$0	\$2,300	6.09%
\$40,034		\$0	\$2,300	6.09%
\$40,034		\$0	\$2,300	6.09%
\$41,239	1	\$41,239	\$2,373	6.11%
\$41,239		\$0	\$2,373	6.11%
\$41,239	1	\$41,239	\$2,373	6.11%
\$41,239		\$0	\$2,373	6.11%
\$41,239	1	\$41,239	\$2,373	6.11%
\$41,239	2	\$82,478	\$2,373	6.11%
\$42,464	1	\$42,464	\$2,432	6.08%
\$43,749	1	\$43,749	\$2,516	6.10%
\$45,053	1	\$45,053	\$2,583	6.08%
\$46,416	6	\$278,497	\$2,672	6.11%
\$47,799		\$0	\$2,743	6.09%
\$49,242		\$0	\$2,834	6.11%
\$51,376	1	\$51,376	\$3,576	7.48%
\$51,376		\$0	\$2,142	4.35%
\$54,253	5	\$271,267	\$3,542	6.98%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed
PA08	Years of Experience	PA08 \$/HR	1620 hours annualized	# PPL	TOTAL \$	PA08	Years of Experience	PA08 \$/HR	1620 hours annualized	# PPL	TOTAL \$	Dollar Increase
PA08-A	0	\$18.52	\$30,002	32	\$960,077	PA08-A	0	\$18.52	\$30,002		\$0	
PA08-B	1	\$20.02	\$32,432	8	\$259,459	PA08-B	1	\$20.02	\$32,432	32	\$1,037,837	\$2,430
PA08-B	2	\$20.02	\$32,432	1	\$32,432	PA08-C	2	\$21.62	\$35,024	8	\$280,195	\$2,592
PA08-B	3	\$20.02	\$32,432	1	\$32,432	PA08-C	3	\$21.62	\$35,024	1	\$35,024	\$2,592
PA08-B	4	\$20.02	\$32,432	1	\$32,432	PA08-C	4	\$21.62	\$35,024	1	\$35,024	\$2,592
PA08-B	5	\$20.02	\$32,432		\$0	PA08-C	5	\$21.62	\$35,024	1	\$35,024	\$2,592
PA08-B	6	\$20.02	\$32,432		\$0	PA08-C	6	\$21.62	\$35,024		\$0	\$2,592
PA08-B	7	\$20.02	\$32,432		\$0	PA08-C	7	\$21.62	\$35,024		\$0	\$2,592
PA08-B	8	\$20.02	\$32,432	1	\$32,432	PA08-C	8	\$21.62	\$35,024		\$0	\$2,592
PA08-B	9	\$20.02	\$32,432		\$0	PA08-C	9	\$21.62	\$35,024	1	\$35,024	\$2,592
PA08-B	10	\$20.02	\$32,432	1	\$32,432	PA08-C	10	\$21.62	\$35,024		\$0	\$2,592
PA08-C	11	\$21.62	\$35,024	12	\$420,293	PA08-C	11	\$21.62	\$35,024	1	\$35,024	\$2,592
PA08-C	12	\$21.62	\$35,024		\$0	PA08-D	12	\$23.22	\$37,616	12	\$451,397	\$2,592
PA08-C	13	\$21.62	\$35,024		\$0	PA08-D	13	\$23.22	\$37,616		\$0	\$2,592
PA08-C	14	\$21.62	\$35,024		\$0	PA08-D	14	\$23.22	\$37,616		\$0	\$2,592
PA08-C	15	\$21.62	\$35,024		\$0	PA08-D	15	\$23.22	\$37,616		\$0	\$2,592
PA08-D	16	\$23.22	\$37,616	2	\$75,233	PA08-D	16	\$23.22	\$37,616		\$0	\$2,592
PA08-D	17	\$23.22	\$37,616		\$0	PA08-E	17	\$24.82	\$40,208	2	\$80,417	\$2,592
PA08-D	18	\$23.22	\$37,616		\$0	PA08-E	18	\$24.82	\$40,208		\$0	\$2,592
PA08-D	19	\$23.22	\$37,616		\$0	PA08-E	19	\$24.82	\$40,208		\$0	\$2,592
PA08-D	20	\$23.22	\$37,616		\$0	PA08-E	20	\$24.82	\$40,208		\$0	\$2,592
PA08-D	21	\$23.22	\$37,616		\$0	PA08-E	21	\$24.82	\$40,208		\$0	\$2,592
PA08-E	22	\$24.82	\$40,208	6	\$241,250	PA08-E	22	\$24.82	\$40,208		\$0	\$2,592
PA08-F	23	\$26.42	\$42,800	3	\$128,401	PA08-F	23	\$26.42	\$42,800	6	\$256,802	\$2,592
PA08-G	24	\$28.02	\$45,392	4	\$181,570	PA08-G	24	\$28.02	\$45,392	3	\$136,177	\$2,592
PA08-H	25	\$29.62	\$47,984	7	\$335,891	PA08-H	25	\$29.62	\$47,984	4	\$191,938	\$2,592
PA08-I	26	\$31.22	\$50,576	1	\$50,576	PA08-I	26	\$31.22	\$50,576	7	\$354,035	\$2,592
PA08-J	27	\$32.82	\$53,168	3	\$159,505	PA08-J	27	\$32.82	\$53,168	1	\$53,168	\$2,592
PA08-K	28	\$34.42	\$55,760	1	\$55,760	PA08-K	28	\$34.42	\$55,760	3	\$167,281	\$2,592
PA08-L	29	\$36.02	\$58,352	3	\$175,057	PA08-L	29+	\$36.02	\$58,352	1	\$58,352	\$2,592
PA08-M	30+	\$37.00	\$59,940	6	\$359,640	PA08-M	29+	\$37.75	\$61,155	3	\$183,465	\$2,803
				93		PA08-M top		\$39.59	\$64,136	6	\$384,815	\$4,196

****Network Managers move 1 level due to each level already having 3% difference.**

\$1,166,217	\$3,564,875	\$3,811,001
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current to proposed
Percent Increase
8.10%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.99%
7.40%
7.40%
7.40%
6.89%
6.89%
6.89%
6.89%
6.89%
6.89%
6.45%
6.06%
5.71%
5.40%
5.12%
4.88%
4.65%
4.80%
7.00%

23-24						24-25						current to proposed		current to proposed	
PA09	Years of Experience	PA09 \$/hr	1395 hours annualized	# PPL	TOTAL \$	PA09	Years of Experience	PA09 \$/hr	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase		
PA09-A	0	\$18.00	\$25,110	14	\$351,540	PA09-A	0	\$18.00	\$25,110		\$0				
PA09-B	1	\$18.70	\$26,087	12	\$313,038	PA09-B	1	\$18.70	\$26,087	14	\$365,211	\$977	3.89%		
PA09-B	2	\$18.70	\$26,087	5	\$130,433	PA09-C	2	\$19.40	\$27,063	12	\$324,756	\$976	3.74%		
PA09-B	3	\$18.70	\$26,087	5	\$130,433	PA09-C	3	\$19.40	\$27,063	5	\$135,315	\$976	3.74%		
PA09-B	4	\$18.70	\$26,087	3	\$78,260	PA09-C	4	\$19.40	\$27,063	5	\$135,315	\$976	3.74%		
PA09-B	5	\$18.70	\$26,087	7	\$182,606	PA09-C	5	\$19.40	\$27,063	3	\$81,189	\$976	3.74%		
PA09-B	6	\$18.70	\$26,087	4	\$104,346	PA09-C	6	\$19.40	\$27,063	7	\$189,441	\$976	3.74%		
PA09-B	7	\$18.70	\$26,087	10	\$260,865	PA09-D	7	\$20.10	\$28,040	4	\$112,158	\$1,953	7.49%		
PA09-B	8	\$18.70	\$26,087	2	\$52,173	PA09-D	8	\$20.10	\$28,040	10	\$280,395	\$1,953	7.49%		
PA09-B	9	\$18.70	\$26,087	5	\$130,433	PA09-D	9	\$20.10	\$28,040	2	\$56,079	\$1,953	7.49%		
PA09-B	10	\$18.70	\$26,087	2	\$52,173	PA09-D	10	\$20.10	\$28,040	5	\$140,198	\$1,953	7.49%		
PA09-C	11	\$19.40	\$27,063	1	\$27,063	PA09-D	11	\$20.10	\$28,040	2	\$56,079	\$1,953	7.49%		
PA09-C	12	\$19.40	\$27,063	1	\$27,063	PA09-E	12	\$20.80	\$29,016	1	\$29,016	\$1,953	7.22%		
PA09-C	13	\$19.40	\$27,063		\$0	PA09-E	13	\$20.80	\$29,016	1	\$29,016	\$1,953	7.22%		
PA09-C	14	\$19.40	\$27,063	1	\$27,063	PA09-E	14	\$20.80	\$29,016		\$0	\$1,953	7.22%		
PA09-C	15	\$19.40	\$27,063	4	\$108,252	PA09-E	15	\$20.80	\$29,016	1	\$29,016	\$1,953	7.22%		
PA09-D	16	\$20.10	\$28,040		\$0	PA09-E	16	\$20.80	\$29,016	4	\$116,064	\$1,953	7.22%		
PA09-D	17	\$20.10	\$28,040	1	\$28,040	PA09-F	17	\$21.50	\$29,993		\$0	\$1,953	6.97%		
PA09-D	18	\$20.10	\$28,040	2	\$56,079	PA09-F	18	\$21.50	\$29,993	1	\$29,993	\$1,953	6.97%		
PA09-D	19	\$20.10	\$28,040		\$0	PA09-F	19	\$21.50	\$29,993	2	\$59,985	\$1,953	6.97%		
PA09-D	20	\$20.10	\$28,040		\$0	PA09-F	20	\$21.50	\$29,993		\$0	\$1,953	6.97%		
PA09-D	21	\$20.10	\$28,040		\$0	PA09-F	21	\$21.50	\$29,993		\$0	\$1,953	6.97%		
PA09-E	22	\$20.80	\$29,016	4	\$116,064	PA09-F	22	\$21.50	\$29,993		\$0	\$1,953	6.97%		
PA09-F	23	\$21.50	\$29,993	1	\$29,993	PA09-G	23	\$22.20	\$30,969	4	\$123,876	\$1,953	6.73%		
PA09-G	24	\$22.20	\$30,969	2	\$61,938	PA09-H	24	\$22.90	\$31,946	1	\$31,946	\$1,953	6.51%		
PA09-H	25	\$22.90	\$31,946	1	\$31,946	PA09-I	25	\$23.60	\$32,922	2	\$65,844	\$1,953	6.31%		
PA09-I	26	\$23.60	\$32,922	3	\$98,766	PA09-J	26	\$24.30	\$33,899	1	\$33,899	\$1,953	6.11%		
PA09-J	27	\$24.30	\$33,899	2	\$67,797	PA09-K	27	\$25.00	\$34,875	3	\$104,625	\$1,953	5.93%		
PA09-K	28	\$25.00	\$34,875	3	\$104,625	PA09-L	28	\$25.70	\$35,852	2	\$71,703	\$1,953	5.76%		
PA09-L	29	\$25.70	\$35,852	1	\$35,852	PA09-M	29+	\$27.00	\$37,665	3	\$112,995	\$2,790	8.00%		
PA09-M	30+	\$27.00	\$37,665	2	\$75,330	PA09-M	29+	\$27.00	\$37,665	1	\$37,665	\$1,814	5.06%		
				98		PA09-M top		\$28.89	\$40,302	2	\$80,603	\$2,637	7.00%		

23-24	23-24
PA10	Years of Experience
PA10-A	0
PA10-B	1
PA10-B	2
PA10-B	3
PA10-B	4
PA10-B	5
PA10-B	6
PA10-B	7
PA10-B	8
PA10-B	9
PA10-B	10
PA10-C	11
PA10-C	12
PA10-C	13
PA10-C	14
PA10-C	15
PA10-D	16
PA10-D	17
PA10-D	18
PA10-D	19
PA10-D	20
PA10-D	21
PA10-E	22
PA10-F	23
PA10-G	24
PA10-H	25
PA10-I	26
PA10-J	27
PA10-K	28
PA10-L	29
PA10-M	30+

\$2,682,167

\$2,832,380

CDATS

TOTAL \$
 \$1,590,422
 \$102,234
 \$26,327
 \$243,996
 \$139,630
 \$57,546
 \$148,176
 \$122,053
 \$94,315

\$194,275
\$2,468,001
\$5,186,975

23-24			23-24			24-25			24-25			24-25			current to proposed		24-25			
PA10 \$/hr	1395 hours annualized	# PPL	TOTAL \$	1552 hours annualized	# PPL	TOTAL \$	PA10	Years of Experience	PA10 \$/hr	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase	1552 hours annualized	# PPL	TOTAL \$			
\$23.00	\$32,085	13	\$417,105	\$35,696		\$0	PA10-A	0	\$23.00	\$32,085		\$0			\$35,696		\$0			
\$23.67	\$33,020	9	\$297,177	\$36,736		\$0	PA10-B	1	\$23.67	\$33,020	13	\$429,255	\$935	2.91%	\$36,736		\$0			
\$23.67	\$33,020	2	\$66,039	\$36,736		\$0	PA10-C	2	\$24.38	\$34,010	9	\$306,091	\$990	3.00%	\$37,838		\$0			
\$23.67	\$33,020	6	\$198,118	\$36,736		\$0	PA10-C	3	\$24.38	\$34,010	2	\$68,020	\$990	3.00%	\$37,838		\$0			
\$23.67	\$33,020	3	\$99,059	\$36,736		\$0	PA10-C	4	\$24.38	\$34,010	6	\$204,061	\$990	3.00%	\$37,838		\$0			
\$23.67	\$33,020	4	\$132,079	\$36,736		\$0	PA10-C	5	\$24.38	\$34,010	3	\$102,030	\$990	3.00%	\$37,838		\$0			
\$23.67	\$33,020	2	\$66,039	\$36,736		\$0	PA10-C	6	\$24.38	\$34,010	4	\$136,040	\$990	3.00%	\$37,838		\$0			
\$23.67	\$33,020		\$0	\$36,736		\$0	PA10-D	7	\$25.10	\$35,015	2	\$70,029	\$1,995	6.04%	\$38,955		\$0			
\$23.67	\$33,020		\$0	\$36,736		\$0	PA10-D	8	\$25.10	\$35,015		\$0	\$1,995	6.04%	\$38,955		\$0			
\$23.67	\$33,020		\$0	\$36,736		\$0	PA10-D	9	\$25.10	\$35,015		\$0	\$1,995	6.04%	\$38,955		\$0			
\$23.67	\$33,020		\$0	\$36,736		\$0	PA10-D	10	\$25.10	\$35,015		\$0	\$1,995	6.04%	\$38,955		\$0			
\$24.38	\$34,010	3	\$102,030	\$37,838		\$0	PA10-D	11	\$25.10	\$35,015		\$0	\$1,995	6.04%	\$38,955		\$0			
\$24.38	\$34,010		\$0	\$37,838		\$0	PA10-E	12	\$25.85	\$36,061	3	\$108,182	\$2,051	6.03%	\$40,119		\$0			
\$24.38	\$34,010		\$0	\$37,838		\$0	PA10-E	13	\$25.85	\$36,061		\$0	\$2,051	6.03%	\$40,119		\$0			
\$24.38	\$34,010		\$0	\$37,838		\$0	PA10-E	14	\$25.85	\$36,061		\$0	\$2,051	6.03%	\$40,119		\$0			
\$24.38	\$34,010		\$0	\$37,838		\$0	PA10-E	15	\$25.85	\$36,061		\$0	\$2,051	6.03%	\$40,119		\$0			
\$25.10	\$35,015	2	\$70,029	\$38,955		\$0	PA10-E	16	\$25.85	\$36,061		\$0	\$2,051	6.03%	\$40,119		\$0			
\$25.10	\$35,015		\$0	\$38,955		\$0	PA10-F	17	\$26.62	\$37,135	2	\$74,270	\$2,120	6.06%	\$41,314		\$0			
\$25.10	\$35,015		\$0	\$38,955		\$0	PA10-F	18	\$26.62	\$37,135		\$0	\$2,120	6.06%	\$41,314		\$0			
\$25.10	\$35,015		\$0	\$38,955		\$0	PA10-F	19	\$26.62	\$37,135		\$0	\$2,120	6.06%	\$41,314		\$0			
\$25.10	\$35,015		\$0	\$38,955		\$0	PA10-F	20	\$26.62	\$37,135		\$0	\$2,120	6.06%	\$41,314		\$0			
\$25.10	\$35,015		\$0	\$38,955		\$0	PA10-F	21	\$26.62	\$37,135		\$0	\$2,120	6.06%	\$41,314		\$0			
\$25.85	\$36,061	2	\$72,122	\$40,119	1	\$40,119	PA10-F	22	\$26.62	\$37,135		\$0	\$2,120	6.06%	\$41,314		\$0			
\$26.62	\$37,135	1	\$37,135	\$41,314	1	\$41,314	PA10-G	23	\$27.41	\$38,237	2	\$76,474	\$2,176	6.03%	\$42,540	1	\$42,540			
\$27.41	\$38,237	1	\$38,237	\$42,540		\$0	PA10-H	24	\$28.23	\$39,381	1	\$39,381	\$2,246	6.05%	\$43,813	1	\$43,813			
\$28.23	\$39,381	8	\$315,047	\$43,813		\$0	PA10-I	25	\$29.07	\$40,553	1	\$40,553	\$2,316	6.06%	\$45,117		\$0			
\$29.07	\$40,553	5	\$202,763	\$45,117		\$0	PA10-J	26	\$29.93	\$41,752	8	\$334,019	\$2,372	6.02%	\$46,451		\$0			
\$29.93	\$41,752		\$0	\$46,451		\$0	PA10-K	27	\$30.27	\$42,227	5	\$211,133	\$1,674	4.13%	\$46,979		\$0			
\$30.27	\$42,227	5	\$211,133	\$46,979		\$0	PA10-L	28	\$31.18	\$43,496		\$0	\$1,744	4.18%	\$48,391		\$0			
\$31.18	\$43,496	4	\$173,984	\$48,391		\$0	PA10-M	29+	\$32.50	\$45,338	5	\$226,688	\$3,111	7.37%	\$50,440		\$0			
\$32.00	\$44,640	56	\$2,499,840	\$49,664	2	\$99,328	PA10-M	29+	\$32.50	\$45,338	4	\$181,350	\$1,841	4.23%	\$50,440		\$0			
		126			4		PA10-M top		\$34.24	\$47,765	56	\$2,674,829	\$3,125	7.00%	\$53,140	2	\$106,281			

\$4,997,936	\$180,761	\$5,282,405	\$192,634
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current to proposed	current to proposed
Dollar Increase	Percent Increase
\$1,040	2.91%
\$1,102	3.00%
\$1,102	3.00%
\$1,102	3.00%
\$1,102	3.00%
\$1,102	3.00%
\$2,219	6.04%
\$2,219	6.04%
\$2,219	6.04%
\$2,219	6.04%
\$2,219	6.04%
\$2,219	6.04%
\$2,281	6.03%
\$2,281	6.03%
\$2,281	6.03%
\$2,281	6.03%
\$2,281	6.03%
\$2,359	6.06%
\$2,359	6.06%
\$2,359	6.06%
\$2,359	6.06%
\$2,359	6.06%
\$2,359	6.06%
\$2,421	6.03%
\$2,499	6.05%
\$2,576	6.06%
\$2,638	6.02%
\$1,862	4.13%
\$1,940	4.18%
\$3,461	7.37%
\$2,049	4.23%
\$3,476	7.00%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25		
SL00	Years of Experience	SL00 \$/HR	1395 hours annualized	# PPL	TOTAL \$	SL00	Years of Experience	SL00	1395 hours annualized	# PPL	TOTAL \$
SL00-A	0	\$15.00	\$20,925	no data	no data	SL00-A	0	\$15.00	\$20,925	no data	
SL00-B	1	\$15.25	\$21,274			SL00-B	1	\$15.25	\$21,274		
SL00-B	2	\$15.25	\$21,274			SL00-C	2	\$15.50	\$21,623		
SL00-B	3	\$15.25	\$21,274			SL00-C	3	\$15.50	\$21,623		
SL00-B	4	\$15.25	\$21,274			SL00-C	4	\$15.50	\$21,623		
SL00-B	5	\$15.25	\$21,274			SL00-C	5	\$15.50	\$21,623		
SL00-B	6	\$15.25	\$21,274			SL00-C	6	\$15.50	\$21,623		
SL00-B	7	\$15.25	\$21,274			SL00-D	7	\$15.75	\$21,971		
SL00-B	8	\$15.25	\$21,274			SL00-D	8	\$15.75	\$21,971		
SL00-B	9	\$15.25	\$21,274			SL00-D	9	\$15.75	\$21,971		
SL00-B	10	\$15.25	\$21,274			SL00-D	10	\$15.75	\$21,971		
SL00-C	11	\$15.50	\$21,623			SL00-D	11	\$15.75	\$21,971		
SL00-C	12	\$15.50	\$21,623			SL00-E	12	\$16.00	\$22,320		
SL00-C	13	\$15.50	\$21,623			SL00-E	13	\$16.00	\$22,320		
SL00-C	14	\$15.50	\$21,623			SL00-E	14	\$16.00	\$22,320		
SL00-C	15	\$15.50	\$21,623			SL00-E	15	\$16.00	\$22,320		
SL00-D	16	\$15.75	\$21,971			SL00-E	16	\$16.00	\$22,320		
SL00-D	17	\$15.75	\$21,971			SL00-F	17	\$16.25	\$22,669		
SL00-D	18	\$15.75	\$21,971			SL00-F	18	\$16.25	\$22,669		
SL00-D	19	\$15.75	\$21,971			SL00-F	19	\$16.25	\$22,669		
SL00-D	20	\$15.75	\$21,971			SL00-F	20	\$16.25	\$22,669		
SL00-D	21	\$15.75	\$21,971			SL00-F	21	\$16.25	\$22,669		
SL00-E	22	\$16.00	\$22,320			SL00-F	22	\$16.25	\$22,669		
SL00-F	23	\$16.25	\$22,669			SL00-G	23	\$16.50	\$23,018		
SL00-G	24	\$16.50	\$23,018			SL00-H	24	\$16.75	\$23,366		
SL00-H	25	\$16.75	\$23,366			SL00-I	25	\$17.00	\$23,715		
SL00-I	26	\$17.00	\$23,715			SL00-J	26	\$17.25	\$24,064		
SL00-J	27	\$17.25	\$24,064			SL00-K	27	\$17.50	\$24,413		
SL00-K	28	\$17.50	\$24,413			SL00-L	28	\$17.75	\$24,761		
SL00-L	29	\$17.75	\$24,761			SL00-M	29+	\$18.00	\$25,110		
SL00-M	30+	\$18.00	\$25,110			SL00-M	29+	\$18.00	\$25,110		
						SL00-M top		\$19.26	\$26,868		

23-24	23-24		23-24
SL01	Years of Experience		SL01 \$/HR
SL01-A	0	no data	\$16.00
SL01-B	1		\$16.25
SL01-B	2		\$16.25
SL01-B	3		\$16.25
SL01-B	4		\$16.25
SL01-B	5		\$16.25
SL01-B	6		\$16.25
SL01-B	7		\$16.25
SL01-B	8		\$16.25
SL01-B	9		\$16.25
SL01-B	10		\$16.25
SL01-C	11		\$16.50
SL01-C	12		\$16.50
SL01-C	13		\$16.50
SL01-C	14		\$16.50
SL01-C	15		\$16.50
SL01-D	16		\$16.75
SL01-D	17		\$16.75
SL01-D	18		\$16.75
SL01-D	19		\$16.75
SL01-D	20		\$16.75
SL01-D	21		\$16.75
SL01-E	22		\$17.00
SL01-F	23		\$17.25
SL01-G	24		\$17.50
SL01-H	25		\$17.75
SL01-I	26		\$18.00
SL01-J	27		\$18.25
SL01-K	28		\$18.50
SL01-L	29		\$18.75
SL01-M	30+		\$19.00

23-24	24-25	24-25	24-25	24-25		
1395 hours annualized	SL01	Years of Experience	SL01	1395 hours annualized	# PPL	TOTAL \$
\$22,320	SL01-A	0	\$16.00	\$22,320	no data	
\$22,669	SL01-B	1	\$16.25	\$22,669		
\$22,669	SL01-C	2	\$16.50	\$23,018		
\$22,669	SL01-C	3	\$16.50	\$23,018		
\$22,669	SL01-C	4	\$16.50	\$23,018		
\$22,669	SL01-C	5	\$16.50	\$23,018		
\$22,669	SL01-C	6	\$16.50	\$23,018		
\$22,669	SL01-D	7	\$16.75	\$23,366		
\$22,669	SL01-D	8	\$16.75	\$23,366		
\$22,669	SL01-D	9	\$16.75	\$23,366		
\$22,669	SL01-D	10	\$16.75	\$23,366		
\$23,018	SL01-D	11	\$16.75	\$23,366		
\$23,018	SL01-E	12	\$17.00	\$23,715		
\$23,018	SL01-E	13	\$17.00	\$23,715		
\$23,018	SL01-E	14	\$17.00	\$23,715		
\$23,018	SL01-E	15	\$17.00	\$23,715		
\$23,366	SL01-E	16	\$17.00	\$23,715		
\$23,366	SL01-F	17	\$17.25	\$24,064		
\$23,366	SL01-F	18	\$17.25	\$24,064		
\$23,366	SL01-F	19	\$17.25	\$24,064		
\$23,366	SL01-F	20	\$17.25	\$24,064		
\$23,366	SL01-F	21	\$17.25	\$24,064		
\$23,715	SL01-F	22	\$17.25	\$24,064		
\$24,064	SL01-G	23	\$17.50	\$24,413		
\$24,413	SL01-H	24	\$17.75	\$24,761		
\$24,761	SL01-I	25	\$18.00	\$25,110		
\$25,110	SL01-J	26	\$18.25	\$25,459		
\$25,459	SL01-K	27	\$18.50	\$25,808		
\$25,808	SL01-L	28	\$18.75	\$26,156		
\$26,156	SL01-M	29+	\$19.00	\$26,505		
\$26,505	SL01-M	29+	\$19.00	\$26,505		
	SL01-M top		\$20.33	\$28,360		

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25		
SL02	Years of Experience	SL02 \$/HR	1395 hours annualized	# PPL	TOTAL \$	SL02	Years of Experience	SL02	1395 hours annualized	# PPL	TOTAL \$
SL02-A	0	\$18.00	\$25,110		\$0	SL02-A	0	\$18.00	\$25,110		\$0
SL02-B	1	\$18.25	\$25,459		\$0	SL02-B	1	\$18.25	\$25,459		\$0
SL02-B	2	\$18.25	\$25,459		\$0	SL02-C	2	\$18.50	\$25,808		\$0
SL02-B	3	\$18.25	\$25,459		\$0	SL02-C	3	\$18.50	\$25,808		\$0
SL02-B	4	\$18.25	\$25,459		\$0	SL02-C	4	\$18.50	\$25,808		\$0
SL02-B	5	\$18.25	\$25,459		\$0	SL02-C	5	\$18.50	\$25,808		\$0
SL02-B	6	\$18.25	\$25,459		\$0	SL02-C	6	\$18.50	\$25,808		\$0
SL02-B	7	\$18.25	\$25,459		\$0	SL02-D	7	\$18.75	\$26,156		\$0
SL02-B	8	\$18.25	\$25,459		\$0	SL02-D	8	\$18.75	\$26,156		\$0
SL02-B	9	\$18.25	\$25,459		\$0	SL02-D	9	\$18.75	\$26,156		\$0
SL02-B	10	\$18.25	\$25,459		\$0	SL02-D	10	\$18.75	\$26,156		\$0
SL02-C	11	\$18.50	\$25,808		\$0	SL02-D	11	\$18.75	\$26,156		\$0
SL02-C	12	\$18.50	\$25,808		\$0	SL02-E	12	\$19.00	\$26,505		\$0
SL02-C	13	\$18.50	\$25,808		\$0	SL02-E	13	\$19.00	\$26,505		\$0
SL02-C	14	\$18.50	\$25,808		\$0	SL02-E	14	\$19.00	\$26,505		\$0
SL02-C	15	\$18.50	\$25,808		\$0	SL02-E	15	\$19.00	\$26,505		\$0
SL02-D	16	\$18.75	\$26,156		\$0	SL02-E	16	\$19.00	\$26,505		\$0
SL02-D	17	\$18.75	\$26,156		\$0	SL02-F	17	\$19.25	\$26,854		\$0
SL02-D	18	\$18.75	\$26,156		\$0	SL02-F	18	\$19.25	\$26,854		\$0
SL02-D	19	\$18.75	\$26,156		\$0	SL02-F	19	\$19.25	\$26,854		\$0
SL02-D	20	\$18.75	\$26,156		\$0	SL02-F	20	\$19.25	\$26,854		\$0
SL02-D	21	\$18.75	\$26,156		\$0	SL02-F	21	\$19.25	\$26,854		\$0
SL02-E	22	\$19.00	\$26,505		\$0	SL02-F	22	\$19.25	\$26,854		\$0
SL02-F	23	\$19.25	\$26,854		\$0	SL02-G	23	\$19.50	\$27,203		\$0
SL02-G	24	\$19.50	\$27,203		\$0	SL02-H	24	\$19.75	\$27,551		\$0
SL02-H	25	\$19.75	\$27,551		\$0	SL02-I	25	\$20.00	\$27,900		\$0
SL02-I	26	\$20.00	\$27,900		\$0	SL02-J	26	\$20.25	\$28,249		\$0
SL02-J	27	\$20.25	\$28,249		\$0	SL02-K	27	\$21.00	\$29,295		\$0
SL02-K	28	\$21.00	\$29,295		\$0	SL02-L	28	\$22.00	\$30,690		\$0
SL02-L	29	\$22.00	\$30,690		\$0	SL02-M	29+	\$24.00	\$33,480		\$0
SL02-M	30+	\$24.00	\$33,480	1	\$33,480	SL02-M	29+	\$24.00	\$33,480		\$0
						SL02-M top		\$25.68	\$35,824	1	\$35,824

0 \$33,480

0 \$35,824

current to proposed	current to proposed
Dollar Increase	Percent Increase
\$349	1.39%
\$349	1.37%
\$349	1.37%
\$349	1.37%
\$349	1.37%
\$349	1.37%
\$698	2.74%
\$698	2.74%
\$698	2.74%
\$698	2.74%
\$698	2.74%
\$698	2.70%
\$698	2.70%
\$698	2.70%
\$698	2.70%
\$698	2.67%
\$698	2.67%
\$698	2.67%
\$698	2.67%
\$698	2.67%
\$698	2.67%
\$698	2.63%
\$698	2.60%
\$698	2.56%
\$698	2.53%
\$1,395	5.00%
\$2,441	8.64%
\$4,185	14.29%
\$2,790	9.09%
\$2,344	7.00%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
SL03	Years of Experience	SL03 \$/HR	1395 hours annualized	# PPL	TOTAL \$	SL03	Years of Experience	SL03	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
SL03-A	0	\$20.00	\$27,900		\$0	SL03-A	0	\$20.00	\$27,900		\$0		
SL03-B	1	\$20.25	\$28,249		\$0	SL03-B	1	\$20.25	\$28,249		\$0	\$349	1.25%
SL03-B	2	\$20.25	\$28,249	1	\$28,249	SL03-C	2	\$20.86	\$29,100		\$0	\$851	3.01%
SL03-B	3	\$20.25	\$28,249		\$0	SL03-C	3	\$20.86	\$29,100	1	\$29,100	\$851	3.01%
SL03-B	4	\$20.25	\$28,249		\$0	SL03-C	4	\$20.86	\$29,100		\$0	\$851	3.01%
SL03-B	5	\$20.25	\$28,249		\$0	SL03-C	5	\$20.86	\$29,100		\$0	\$851	3.01%
SL03-B	6	\$20.25	\$28,249		\$0	SL03-C	6	\$20.86	\$29,100		\$0	\$851	3.01%
SL03-B	7	\$20.25	\$28,249	1	\$28,249	SL03-D	7	\$21.48	\$29,965		\$0	\$1,716	6.07%
SL03-B	8	\$20.25	\$28,249	1	\$28,249	SL03-D	8	\$21.48	\$29,965	1	\$29,965	\$1,716	6.07%
SL03-B	9	\$20.25	\$28,249		\$0	SL03-D	9	\$21.48	\$29,965	1	\$29,965	\$1,716	6.07%
SL03-B	10	\$20.25	\$28,249		\$0	SL03-D	10	\$21.48	\$29,965		\$0	\$1,716	6.07%
SL03-C	11	\$20.86	\$29,100		\$0	SL03-D	11	\$21.48	\$29,965		\$0	\$1,716	6.07%
SL03-C	12	\$20.86	\$29,100		\$0	SL03-E	12	\$22.13	\$30,871		\$0	\$1,772	6.09%
SL03-C	13	\$20.86	\$29,100		\$0	SL03-E	13	\$22.13	\$30,871		\$0	\$1,772	6.09%
SL03-C	14	\$20.86	\$29,100		\$0	SL03-E	14	\$22.13	\$30,871		\$0	\$1,772	6.09%
SL03-C	15	\$20.86	\$29,100		\$0	SL03-E	15	\$22.13	\$30,871		\$0	\$1,772	6.09%
SL03-D	16	\$21.48	\$29,965		\$0	SL03-E	16	\$22.13	\$30,871		\$0	\$1,772	6.09%
SL03-D	17	\$21.48	\$29,965		\$0	SL03-F	17	\$23.01	\$32,099		\$0	\$2,134	7.12%
SL03-D	18	\$21.48	\$29,965		\$0	SL03-F	18	\$23.01	\$32,099		\$0	\$2,134	7.12%
SL03-D	19	\$21.48	\$29,965		\$0	SL03-F	19	\$23.01	\$32,099		\$0	\$2,134	7.12%
SL03-D	20	\$21.48	\$29,965		\$0	SL03-F	20	\$23.01	\$32,099		\$0	\$2,134	7.12%
SL03-D	21	\$21.48	\$29,965		\$0	SL03-F	21	\$23.01	\$32,099		\$0	\$2,134	7.12%
SL03-E	22	\$22.13	\$30,871		\$0	SL03-F	22	\$23.01	\$32,099		\$0	\$2,134	7.12%
SL03-F	23	\$23.01	\$32,099		\$0	SL03-G	23	\$23.93	\$33,382		\$0	\$2,511	8.13%
SL03-G	24	\$23.93	\$33,382		\$0	SL03-H	24	\$25.13	\$35,056		\$0	\$2,957	9.21%
SL03-H	25	\$25.13	\$35,056		\$0	SL03-I	25	\$25.88	\$36,103		\$0	\$2,720	8.15%
SL03-I	26	\$25.88	\$36,103		\$0	SL03-J	26	\$26.63	\$37,149		\$0	\$2,092	5.97%
SL03-J	27	\$26.63	\$37,149	1	\$37,149	SL03-K	27	\$27.38	\$38,195		\$0	\$2,092	5.80%
SL03-K	28	\$27.38	\$38,195		\$0	SL03-L	28	\$28.13	\$39,241	1	\$39,241	\$2,092	5.63%
SL03-L	29	\$28.13	\$39,241		\$0	SL03-M	29+	\$28.88	\$40,288		\$0	\$2,092	5.48%
SL03-M	30+	\$28.88	\$40,288	2	\$80,575	SL03-M	29+	\$28.88	\$40,288		\$0	\$1,046	2.67%
				6		SL03-M		\$30.90	\$43,108	2	\$86,215	\$2,820	7.00%

23-24
SL04
SL04-A
SL04-B
SL04-B
SL04-B
SL04-B
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SL04-B
SL04-B
SL04-C
SL04-C
SL04-C
SL04-C
SL04-C
SL04-C
SL04-D
SL04-D
SL04-D
SL04-D
SL04-D
SL04-D
SL04-D
SL04-E
SL04-F
SL04-G
SL04-H
SL04-I
SL04-J
SL04-K
SL04-L
SL04-M

\$202,470

\$214,486

23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
Years of Experience	SL04 \$/HR	1395 hours annualized	# PPL	TOTAL \$	SL04	Years of Experience	SL04	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
0	\$23.00	\$32,085		\$0	SL04-A	0	\$23.00	\$32,085		\$0		
1	\$23.45	\$32,713		\$0	SL04-B	1	\$23.45	\$32,713		\$0	\$628	1.96%
2	\$23.45	\$32,713		\$0	SL04-C	2	\$24.15	\$33,689		\$0	\$977	2.99%
3	\$23.45	\$32,713		\$0	SL04-C	3	\$24.15	\$33,689		\$0	\$977	2.99%
4	\$23.45	\$32,713		\$0	SL04-C	4	\$24.15	\$33,689		\$0	\$977	2.99%
5	\$23.45	\$32,713		\$0	SL04-C	5	\$24.15	\$33,689		\$0	\$977	2.99%
6	\$23.45	\$32,713		\$0	SL04-C	6	\$24.15	\$33,689		\$0	\$977	2.99%
7	\$23.45	\$32,713		\$0	SL04-D	7	\$24.87	\$34,694		\$0	\$1,981	6.06%
8	\$23.45	\$32,713		\$0	SL04-D	8	\$24.87	\$34,694		\$0	\$1,981	6.06%
9	\$23.45	\$32,713		\$0	SL04-D	9	\$24.87	\$34,694		\$0	\$1,981	6.06%
10	\$23.45	\$32,713		\$0	SL04-D	10	\$24.87	\$34,694		\$0	\$1,981	6.06%
11	\$24.15	\$33,689		\$0	SL04-D	11	\$24.87	\$34,694		\$0	\$1,981	6.06%
12	\$24.15	\$33,689		\$0	SL04-E	12	\$25.62	\$35,740		\$0	\$2,051	6.09%
13	\$24.15	\$33,689		\$0	SL04-E	13	\$25.62	\$35,740		\$0	\$2,051	6.09%
14	\$24.15	\$33,689		\$0	SL04-E	14	\$25.62	\$35,740		\$0	\$2,051	6.09%
15	\$24.15	\$33,689		\$0	SL04-E	15	\$25.62	\$35,740		\$0	\$2,051	6.09%
16	\$24.87	\$34,694		\$0	SL04-E	16	\$25.62	\$35,740		\$0	\$2,051	6.09%
17	\$24.87	\$34,694		\$0	SL04-F	17	\$26.39	\$36,814		\$0	\$2,120	6.11%
18	\$24.87	\$34,694		\$0	SL04-F	18	\$26.39	\$36,814		\$0	\$2,120	6.11%
19	\$24.87	\$34,694		\$0	SL04-F	19	\$26.39	\$36,814		\$0	\$2,120	6.11%
20	\$24.87	\$34,694		\$0	SL04-F	20	\$26.39	\$36,814		\$0	\$2,120	6.11%
21	\$24.87	\$34,694		\$0	SL04-F	21	\$26.39	\$36,814		\$0	\$2,120	6.11%
22	\$25.62	\$35,740		\$0	SL04-F	22	\$26.39	\$36,814		\$0	\$2,120	6.11%
23	\$26.39	\$36,814		\$0	SL04-G	23	\$27.18	\$37,916		\$0	\$2,176	6.09%
24	\$27.18	\$37,916		\$0	SL04-H	24	\$28.27	\$39,437		\$0	\$2,623	7.12%
25	\$28.27	\$39,437		\$0	SL04-I	25	\$29.11	\$40,608		\$0	\$2,692	7.10%
26	\$29.11	\$40,608	1	\$40,608	SL04-J	26	\$29.86	\$41,655		\$0	\$2,218	5.62%
27	\$29.86	\$41,655		\$0	SL04-K	27	\$30.61	\$42,701	1	\$42,701	\$2,092	5.15%
28	\$30.61	\$42,701	1	\$42,701	SL04-L	28	\$31.36	\$43,747		\$0	\$2,092	5.02%
29	\$31.36	\$43,747		\$0	SL04-M	29+	\$32.11	\$44,793	1	\$44,793	\$2,092	4.90%
30+	\$32.11	\$44,793		\$0	SL04-M	29+	\$32.11	\$44,793		\$0	\$1,046	2.39%
			2		SL04-M top		\$34.36	\$47,929		\$0	\$3,136	7.00%

23-24	23-24	23-24	23-24		
SL05	Years of Experience	SL05 \$/HR	1395 hours annualized	# PPL	TOTAL \$
SL05-A	0	\$26.00	\$36,270		\$0
SL05-B	1	\$26.36	\$36,772		\$0
SL05-B	2	\$26.36	\$36,772		\$0
SL05-B	3	\$26.36	\$36,772		\$0
SL05-B	4	\$26.36	\$36,772		\$0
SL05-B	5	\$26.36	\$36,772		\$0
SL05-B	6	\$26.36	\$36,772		\$0
SL05-B	7	\$26.36	\$36,772		\$0
SL05-B	8	\$26.36	\$36,772		\$0
SL05-B	9	\$26.36	\$36,772		\$0
SL05-B	10	\$26.36	\$36,772		\$0
SL05-C	11	\$27.15	\$37,874		\$0
SL05-C	12	\$27.15	\$37,874		\$0
SL05-C	13	\$27.15	\$37,874		\$0
SL05-C	14	\$27.15	\$37,874		\$0
SL05-C	15	\$27.15	\$37,874		\$0
SL05-D	16	\$27.97	\$39,018		\$0
SL05-D	17	\$27.97	\$39,018		\$0
SL05-D	18	\$27.97	\$39,018		\$0
SL05-D	19	\$27.97	\$39,018		\$0
SL05-D	20	\$27.97	\$39,018		\$0
SL05-D	21	\$27.97	\$39,018		\$0
SL05-E	22	\$28.81	\$40,190		\$0
SL05-F	23	\$29.67	\$41,390		\$0
SL05-G	24	\$30.86	\$43,050		\$0
SL05-H	25	\$31.78	\$44,333		\$0
SL05-I	26	\$32.74	\$45,672		\$0
SL05-J	27	\$33.72	\$47,039		\$0
SL05-K	28	\$34.47	\$48,086		\$0
SL05-L	29	\$35.22	\$49,132	1	\$49,132
SL05-M	30+	\$35.97	\$50,178		\$0

\$83,309

\$87,494

\$49,132

1

24-25	24-25	24-25	24-25			current to proposed	current to proposed
SL05	Years of Experience	SL05	1395 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
SL05-A	0	\$26.00	\$36,270		\$0		
SL05-B	1	\$26.36	\$36,772		\$0	\$502	1.38%
SL05-C	2	\$27.15	\$37,874		\$0	\$1,102	3.00%
SL05-C	3	\$27.15	\$37,874		\$0	\$1,102	3.00%
SL05-C	4	\$27.15	\$37,874		\$0	\$1,102	3.00%
SL05-C	5	\$27.15	\$37,874		\$0	\$1,102	3.00%
SL05-C	6	\$27.15	\$37,874		\$0	\$1,102	3.00%
SL05-D	7	\$27.97	\$39,018		\$0	\$2,246	6.11%
SL05-D	8	\$27.97	\$39,018		\$0	\$2,246	6.11%
SL05-D	9	\$27.97	\$39,018		\$0	\$2,246	6.11%
SL05-D	10	\$27.97	\$39,018		\$0	\$2,246	6.11%
SL05-D	11	\$27.97	\$39,018		\$0	\$2,246	6.11%
SL05-E	12	\$28.81	\$40,190		\$0	\$2,316	6.11%
SL05-E	13	\$28.81	\$40,190		\$0	\$2,316	6.11%
SL05-E	14	\$28.81	\$40,190		\$0	\$2,316	6.11%
SL05-E	15	\$28.81	\$40,190		\$0	\$2,316	6.11%
SL05-E	16	\$28.81	\$40,190		\$0	\$2,316	6.11%
SL05-F	17	\$29.67	\$41,390		\$0	\$2,372	6.08%
SL05-F	18	\$29.67	\$41,390		\$0	\$2,372	6.08%
SL05-F	19	\$29.67	\$41,390		\$0	\$2,372	6.08%
SL05-F	20	\$29.67	\$41,390		\$0	\$2,372	6.08%
SL05-F	21	\$29.67	\$41,390		\$0	\$2,372	6.08%
SL05-F	22	\$29.67	\$41,390		\$0	\$2,372	6.08%
SL05-G	23	\$30.86	\$43,050		\$0	\$2,860	7.12%
SL05-H	24	\$31.78	\$44,333		\$0	\$2,943	7.11%
SL05-I	25	\$32.74	\$45,672		\$0	\$2,623	6.09%
SL05-J	26	\$33.72	\$47,039		\$0	\$2,706	6.10%
SL05-K	27	\$34.47	\$48,086		0	\$2,413	5.28%
SL05-L	28	\$35.22	\$49,132		0	\$2,093	4.45%
SL05-M	29+	\$36.75	\$51,266		\$0	\$3,181	6.61%
SL05-M	29+	\$36.75	\$51,266	1	\$51,266	\$2,134	4.34%
SL05-M top		\$38.49	\$53,691		\$0	\$3,512	7.00%

\$51,266