

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
PG01	Years of Experience	PG01 \$/HR	1976 hours annualized	# PPL	TOTAL \$	PG01	Years of Experience	PG01 \$/HR	1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
PG01-A	0	\$15.00	\$29,640		\$0	PG01-A	0	\$15.00	\$29,640		\$0		
PG01-B	1	\$15.34	\$30,312	2	\$60,624	PG01-B	1	\$15.34	\$30,312		\$0	\$672	2.27%
PG01-B	2	\$15.34	\$30,312		\$0	PG01-C	2	\$15.80	\$31,221	2	\$62,442	\$909	3.00%
PG01-B	3	\$15.34	\$30,312		\$0	PG01-C	3	\$15.80	\$31,221		\$0	\$909	3.00%
PG01-B	4	\$15.34	\$30,312		\$0	PG01-C	4	\$15.80	\$31,221		\$0	\$909	3.00%
PG01-B	5	\$15.34	\$30,312	1	\$30,312	PG01-C	5	\$15.80	\$31,221		\$0	\$909	3.00%
PG01-B	6	\$15.34	\$30,312		\$0	PG01-C	6	\$15.80	\$31,221	1	\$31,221	\$909	3.00%
PG01-B	7	\$15.34	\$30,312		\$0	PG01-D	7	\$16.27	\$32,150		\$0	\$1,838	6.06%
PG01-B	8	\$15.34	\$30,312		\$0	PG01-D	8	\$16.27	\$32,150		\$0	\$1,838	6.06%
PG01-B	9	\$15.34	\$30,312	2	\$60,624	PG01-D	9	\$16.27	\$32,150		\$0	\$1,838	6.06%
PG01-B	10	\$15.34	\$30,312		\$0	PG01-D	10	\$16.27	\$32,150	2	\$64,299	\$1,838	6.06%
PG01-C	11	\$15.80	\$31,221		\$0	PG01-D	11	\$16.27	\$32,150		\$0	\$1,838	6.06%
PG01-C	12	\$15.80	\$31,221		\$0	PG01-E	12	\$16.76	\$33,118		\$0	\$1,897	6.08%
PG01-C	13	\$15.80	\$31,221	1	\$31,221	PG01-E	13	\$16.76	\$33,118		\$0	\$1,897	6.08%
PG01-C	14	\$15.80	\$31,221		\$0	PG01-E	14	\$16.76	\$33,118	1	\$33,118	\$1,897	6.08%
PG01-C	15	\$15.80	\$31,221		\$0	PG01-E	15	\$16.76	\$33,118		\$0	\$1,897	6.08%
PG01-D	16	\$16.27	\$32,150		\$0	PG01-E	16	\$16.76	\$33,118		\$0	\$1,897	6.08%
PG01-D	17	\$16.27	\$32,150		\$0	PG01-F	17	\$17.26	\$34,106		\$0	\$1,956	6.08%
PG01-D	18	\$16.27	\$32,150		\$0	PG01-F	18	\$17.26	\$34,106		\$0	\$1,956	6.08%
PG01-D	19	\$16.27	\$32,150		\$0	PG01-F	19	\$17.26	\$34,106		\$0	\$1,956	6.08%
PG01-D	20	\$16.27	\$32,150		\$0	PG01-F	20	\$17.26	\$34,106		\$0	\$1,956	6.08%
PG01-D	21	\$16.27	\$32,150	1	\$32,150	PG01-F	21	\$17.26	\$34,106		\$0	\$1,956	6.08%
PG01-E	22	\$16.76	\$33,118		\$0	PG01-F	22	\$17.26	\$34,106	1	\$34,106	\$1,956	6.08%
PG01-F	23	\$17.26	\$34,106		\$0	PG01-G	23	\$17.78	\$35,133		\$0	\$2,016	6.09%
PG01-G	24	\$17.78	\$35,133		\$0	PG01-H	24	\$18.49	\$36,536		\$0	\$2,430	7.13%
PG01-H	25	\$18.49	\$36,536		\$0	PG01-I	25	\$19.05	\$37,643		\$0	\$2,510	7.14%
PG01-I	26	\$19.05	\$37,643		\$0	PG01-J	26	\$19.62	\$38,769		\$0	\$2,233	6.11%
PG01-J	27	\$19.62	\$38,769		\$0	PG01-K	27	\$20.25	\$40,014		\$0	\$2,371	6.30%
PG01-K	28	\$20.25	\$40,014		\$0	PG01-L	28	\$21.25	\$41,990		\$0	\$3,221	8.31%
PG01-L	29	\$21.25	\$41,990		\$0	PG01-M	29+	\$22.25	\$43,966		\$0	\$3,952	9.88%
PG01-M	30+	\$22.25	\$43,966		\$0	PG01-M	29+	\$22.25	\$43,966		\$0	\$1,976	4.71%
				7		PG01-M top		\$23.81	\$47,044		\$0	\$3,078	7.00%

23-24	23-24	23-24	23-24			23-24			24-25	24-25
PG02	Years of Experience	PG02 \$/HR	1568 hours annualized	# PPL	TOTAL \$	1976 hours annualized	# PPL	TOTAL \$	PG02	Years of Experience
PG02-A	0	\$15.25	\$23,912		\$0	\$30,134	1	\$30,134	PG02-A	0
PG02-B	1	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-B	1
PG02-B	2	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-C	2
PG02-B	3	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-C	3
PG02-B	4	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-C	4
PG02-B	5	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-C	5
PG02-B	6	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-C	6
PG02-B	7	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-D	7
PG02-B	8	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-D	8
PG02-B	9	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-D	9
PG02-B	10	\$15.59	\$24,445		\$0	\$30,806		\$0	PG02-D	10
PG02-C	11	\$16.05	\$25,166		\$0	\$31,715		\$0	PG02-D	11
PG02-C	12	\$16.05	\$25,166		\$0	\$31,715		\$0	PG02-E	12
PG02-C	13	\$16.05	\$25,166		\$0	\$31,715		\$0	PG02-E	13
PG02-C	14	\$16.05	\$25,166		\$0	\$31,715		\$0	PG02-E	14
PG02-C	15	\$16.05	\$25,166	1	\$25,166	\$31,715		\$0	PG02-E	15
PG02-D	16	\$16.52	\$25,903		\$0	\$32,644	1	\$32,644	PG02-E	16
PG02-D	17	\$16.52	\$25,903		\$0	\$32,644		\$0	PG02-F	17
PG02-D	18	\$16.52	\$25,903		\$0	\$32,644	1	\$32,644	PG02-F	18
PG02-D	19	\$16.52	\$25,903		\$0	\$32,644		\$0	PG02-F	19
PG02-D	20	\$16.52	\$25,903		\$0	\$32,644		\$0	PG02-F	20
PG02-D	21	\$16.52	\$25,903		\$0	\$32,644		\$0	PG02-F	21
PG02-E	22	\$17.01	\$26,672		\$0	\$33,612		\$0	PG02-F	22
PG02-F	23	\$17.51	\$27,456		\$0	\$34,600		\$0	PG02-G	23
PG02-G	24	\$18.03	\$28,271		\$0	\$35,627		\$0	PG02-H	24
PG02-H	25	\$18.74	\$29,384		\$0	\$37,030		\$0	PG02-I	25
PG02-I	26	\$19.30	\$30,262		\$0	\$38,137		\$0	PG02-J	26
PG02-J	27	\$19.87	\$31,156		\$0	\$39,263		\$0	PG02-K	27
PG02-K	28	\$20.50	\$32,144		\$0	\$40,508		\$0	PG02-L	28
PG02-L	29	\$21.50	\$33,712		\$0	\$42,484		\$0	PG02-M	29+
PG02-M	30+	\$22.50	\$35,280		\$0	\$44,460		\$0	PG02-M	29+
				1			3		PG02-M top	

\$214,930

\$225,185

\$25,166

\$95,421

Total 23-24 ESP Cost
\$18,833,827
Total 23-24 ESP w/ Benefits
\$22,875,567

Total 24-25 ESP Cost
\$19,621,206
Total 24-25 ESP w/ Benefits
\$23,906,477

Total 24-25 ESP Cost Difference
\$1,030,911

For all ESP Paygrades		Proposed	
23-24	23-24	24-25	24-25
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+

24-25	24-25			current to proposed	current to proposed	24-25			current to proposed	current to proposed
PG02 \$/HR	1568 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase	1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
\$15.25	\$23,912		\$0			\$30,134		\$0		
\$15.59	\$24,445		\$0	\$533	2.23%	\$30,806	1	\$30,806	\$672	2.23%
\$16.05	\$25,166		\$0	\$721	2.95%	\$31,715		\$0	\$909	2.95%
\$16.05	\$25,166		\$0	\$721	2.87%	\$31,715		\$0	\$909	2.95%
\$16.05	\$25,166		\$0	\$721	2.87%	\$31,715		\$0	\$909	2.95%
\$16.05	\$25,166		\$0	\$721	2.87%	\$31,715		\$0	\$909	2.95%
\$16.05	\$25,166		\$0	\$721	2.87%	\$31,715		\$0	\$909	2.95%
\$16.52	\$25,903		\$0	\$1,458	5.79%	\$32,644		\$0	\$1,838	5.97%
\$16.52	\$25,903		\$0	\$1,458	5.63%	\$32,644		\$0	\$1,838	5.97%
\$16.52	\$25,903		\$0	\$1,458	5.63%	\$32,644		\$0	\$1,838	5.97%
\$16.52	\$25,903		\$0	\$1,458	5.63%	\$32,644		\$0	\$1,838	5.97%
\$16.52	\$25,903		\$0	\$1,458	5.63%	\$32,644		\$0	\$1,838	5.97%
\$17.01	\$26,672		\$0	\$1,505	5.81%	\$33,612		\$0	\$1,897	5.98%
\$17.01	\$26,672		\$0	\$1,505	5.64%	\$33,612		\$0	\$1,897	5.98%
\$17.01	\$26,672		\$0	\$1,505	5.64%	\$33,612		\$0	\$1,897	5.98%
\$17.01	\$26,672		\$0	\$1,505	5.64%	\$33,612		\$0	\$1,897	5.98%
\$17.01	\$26,672	1	\$26,672	\$1,505	5.64%	\$33,612		\$0	\$1,897	5.98%
\$17.51	\$27,456		\$0	\$1,552	5.82%	\$34,600	1	\$34,600	\$1,956	5.99%
\$17.51	\$27,456		\$0	\$1,552	5.65%	\$34,600		\$0	\$1,956	5.99%
\$17.51	\$27,456		\$0	\$1,552	5.65%	\$34,600	1	\$34,600	\$1,956	5.99%
\$17.51	\$27,456		\$0	\$1,552	5.65%	\$34,600		\$0	\$1,956	5.99%
\$17.51	\$27,456		\$0	\$1,552	5.65%	\$34,600		\$0	\$1,956	5.99%
\$18.03	\$28,271		\$0	\$1,599	5.83%	\$35,627		\$0	\$2,016	6.00%
\$18.74	\$29,384		\$0	\$1,929	6.82%	\$37,030		\$0	\$2,430	7.02%
\$19.30	\$30,262		\$0	\$1,991	6.78%	\$38,137		\$0	\$2,510	7.04%
\$19.87	\$31,156		\$0	\$1,772	5.85%	\$39,263		\$0	\$2,233	6.03%
\$20.50	\$32,144		\$0	\$1,882	6.04%	\$40,508		\$0	\$2,371	6.22%
\$21.50	\$37,112		\$0	\$2,556	7.95%	\$42,484		\$0	\$3,221	8.20%
\$22.50	\$35,280		\$0	\$3,136	9.30%	\$44,460		\$0	\$3,952	9.76%
\$22.50	\$35,280		\$0	\$1,568	4.44%	\$44,460		\$0	\$1,976	4.65%
\$24.08	\$37,750		\$0	\$2,470	7.00%	\$47,572		\$0	\$3,112	7.00%

\$26,672

\$100,005

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed
PG03	Years of Experience	PG03 \$/HR	1976 hours annualized	# PPL	TOTAL \$	PG03	Years of Experience	PG03 \$/HR	1976 hours annualized	# PPL	TOTAL \$	Dollar Increase
PG03-A	0	\$15.75	\$31,122	5	\$155,610	PG03-A	0	\$15.75	\$31,122		\$0	
PG03-B	1	\$16.10	\$31,814		\$0	PG03-B	1	\$16.10	\$31,814	5	\$159,068	\$692
PG03-B	2	\$16.10	\$31,814		\$0	PG03-C	2	\$16.60	\$32,802		\$0	\$988
PG03-B	3	\$16.10	\$31,814		\$0	PG03-C	3	\$16.60	\$32,802		\$0	\$988
PG03-B	4	\$16.10	\$31,814		\$0	PG03-C	4	\$16.60	\$32,802		\$0	\$988
PG03-B	5	\$16.10	\$31,814		\$0	PG03-C	5	\$16.60	\$32,802		\$0	\$988
PG03-B	6	\$16.10	\$31,814		\$0	PG03-C	6	\$16.60	\$32,802		\$0	\$988
PG03-B	7	\$16.10	\$31,814		\$0	PG03-D	7	\$17.10	\$33,790		\$0	\$1,976
PG03-B	8	\$16.10	\$31,814		\$0	PG03-D	8	\$17.10	\$33,790		\$0	\$1,976
PG03-B	9	\$16.10	\$31,814		\$0	PG03-D	9	\$17.10	\$33,790		\$0	\$1,976
PG03-B	10	\$16.10	\$31,814		\$0	PG03-D	10	\$17.10	\$33,790		\$0	\$1,976
PG03-C	11	\$16.60	\$32,802	2	\$65,603	PG03-D	11	\$17.10	\$33,790		\$0	\$1,976
PG03-C	12	\$16.60	\$32,802		\$0	PG03-E	12	\$17.60	\$34,778	2	\$69,555	\$1,976
PG03-C	13	\$16.60	\$32,802		\$0	PG03-E	13	\$17.60	\$34,778		\$0	\$1,976
PG03-C	14	\$16.60	\$32,802	1	\$32,802	PG03-E	14	\$17.60	\$34,778		\$0	\$1,976
PG03-C	15	\$16.60	\$32,802		\$0	PG03-E	15	\$17.60	\$34,778	1	\$34,778	\$1,976
PG03-D	16	\$17.10	\$33,790		\$0	PG03-E	16	\$17.60	\$34,778		\$0	\$1,976
PG03-D	17	\$17.10	\$33,790		\$0	PG03-F	17	\$18.10	\$35,766		\$0	\$1,976
PG03-D	18	\$17.10	\$33,790	1	\$33,790	PG03-F	18	\$18.10	\$35,766		\$0	\$1,976
PG03-D	19	\$17.10	\$33,790		\$0	PG03-F	19	\$18.10	\$35,766	1	\$35,766	\$1,976
PG03-D	20	\$17.10	\$33,790		\$0	PG03-F	20	\$18.10	\$35,766		\$0	\$1,976
PG03-D	21	\$17.10	\$33,790		\$0	PG03-F	21	\$18.10	\$35,766		\$0	\$1,976
PG03-E	22	\$17.60	\$34,778		\$0	PG03-F	22	\$18.10	\$35,766		\$0	\$1,976
PG03-F	23	\$18.10	\$35,766	1	\$35,766	PG03-G	23	\$18.60	\$36,754		\$0	\$1,976
PG03-G	24	\$18.60	\$36,754		\$0	PG03-H	24	\$19.15	\$37,840	1	\$37,840	\$2,075
PG03-H	25	\$19.15	\$37,840		\$0	PG03-I	25	\$19.70	\$38,927		\$0	\$2,174
PG03-I	26	\$19.70	\$38,927		\$0	PG03-J	26	\$20.25	\$40,014		\$0	\$2,174
PG03-J	27	\$20.25	\$40,014		\$0	PG03-K	27	\$20.80	\$41,101		\$0	\$2,174
PG03-K	28	\$20.80	\$41,101		\$0	PG03-L	28	\$21.80	\$43,077		\$0	\$3,063
PG03-L	29	\$21.80	\$43,077		\$0	PG03-M	29+	\$22.80	\$45,053		\$0	\$3,952
PG03-M	30+	\$22.80	\$45,053	3	\$135,158	PG03-M	29+	\$22.80	\$45,053		\$0	\$1,976
				13		PG03-M top		\$24.40	\$48,206	3	\$144,619	\$3,154

\$458,728

\$481,626

24-25			current to proposed	current to proposed
1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
\$32,110		\$0		
\$33,197	6	\$199,181	\$1,087	3.38%
\$34,185	2	\$68,370	\$988	2.98%
\$34,185	1	\$34,185	\$988	2.98%
\$34,185		\$0	\$988	2.98%
\$34,185		\$0	\$988	2.98%
\$34,185		\$0	\$988	2.98%
\$35,173		\$0	\$1,976	5.95%
\$35,173		\$0	\$1,976	5.95%
\$35,173	2	\$70,346	\$1,976	5.95%
\$35,173	1	\$35,173	\$1,976	5.95%
\$36,161		\$0	\$1,976	5.78%
\$36,161	1	\$36,161	\$1,976	5.78%
\$36,161		\$0	\$1,976	5.78%
\$36,161		\$0	\$1,976	5.78%
\$36,161		\$0	\$1,976	5.78%
\$36,161		\$0	\$1,976	5.78%
\$37,643		\$0	\$2,470	7.02%
\$37,643		\$0	\$2,470	7.02%
\$37,643	1	\$37,643	\$2,470	7.02%
\$37,643	1	\$37,643	\$2,470	7.02%
\$39,125		\$0	\$2,964	8.20%
\$40,607	1	\$40,607	\$2,964	7.87%
\$42,089	1	\$42,089	\$2,964	7.58%
\$43,571		\$0	\$2,964	7.30%
\$45,053		\$0	\$2,964	7.04%
\$46,535		\$0	\$2,964	6.80%
\$48,412		\$0	\$3,359	7.46%
\$48,412		\$0	\$1,877	4.03%
\$51,378		\$0	\$3,361	7.00%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25		
PG06	Years of Experience	PG06 \$/HR	1976 hours annualized	# PPL	TOTAL \$	PG06	Years of Experience	PG06 \$/HR	1976 hours annualized	# PPL	TOTAL \$
PG06-A	0	\$16.50	\$32,604	no data	no data	PG06-A	0	\$16.50	\$32,604		\$0
PG06-B	1	\$17.05	\$33,691			PG06-B	1	\$17.05	\$33,691	no data	
PG06-B	2	\$17.05	\$33,691			PG06-C	2	\$17.55	\$34,679		\$0
PG06-B	3	\$17.05	\$33,691			PG06-C	3	\$17.55	\$34,679		\$0
PG06-B	4	\$17.05	\$33,691			PG06-C	4	\$17.55	\$34,679		\$0
PG06-B	5	\$17.05	\$33,691			PG06-C	5	\$17.55	\$34,679		\$0
PG06-B	6	\$17.05	\$33,691			PG06-C	6	\$17.55	\$34,679		\$0
PG06-B	7	\$17.05	\$33,691			PG06-D	7	\$18.05	\$35,667		\$0
PG06-B	8	\$17.05	\$33,691			PG06-D	8	\$18.05	\$35,667		\$0
PG06-B	9	\$17.05	\$33,691			PG06-D	9	\$18.05	\$35,667		\$0
PG06-B	10	\$17.05	\$33,691			PG06-D	10	\$18.05	\$35,667		\$0
PG06-C	11	\$17.55	\$34,679			PG06-D	11	\$18.05	\$35,667		\$0
PG06-C	12	\$17.55	\$34,679			PG06-E	12	\$18.55	\$36,655		\$0
PG06-C	13	\$17.55	\$34,679			PG06-E	13	\$18.55	\$36,655		\$0
PG06-C	14	\$17.55	\$34,679			PG06-E	14	\$18.55	\$36,655		\$0
PG06-C	15	\$17.55	\$34,679			PG06-E	15	\$18.55	\$36,655		\$0
PG06-D	16	\$18.05	\$35,667			PG06-E	16	\$18.55	\$36,655		\$0
PG06-D	17	\$18.05	\$35,667			PG06-F	17	\$19.30	\$38,137		\$0
PG06-D	18	\$18.05	\$35,667			PG06-F	18	\$19.30	\$38,137		\$0
PG06-D	19	\$18.05	\$35,667			PG06-F	19	\$19.30	\$38,137		\$0
PG06-D	20	\$18.05	\$35,667			PG06-F	20	\$19.30	\$38,137		\$0
PG06-D	21	\$18.05	\$35,667			PG06-F	21	\$19.30	\$38,137		\$0
PG06-E	22	\$18.55	\$36,655			PG06-F	22	\$19.30	\$38,137		\$0
PG06-F	23	\$19.30	\$38,137			PG06-G	23	\$20.05	\$39,619		\$0
PG06-G	24	\$20.05	\$39,619			PG06-H	24	\$20.80	\$41,101		\$0
PG06-H	25	\$20.80	\$41,101			PG06-I	25	\$21.55	\$42,583		\$0
PG06-I	26	\$21.55	\$42,583			PG06-J	26	\$22.30	\$44,065		\$0
PG06-J	27	\$22.30	\$44,065			PG06-K	27	\$23.05	\$45,547		0
PG06-K	28	\$23.05	\$45,547			PG06-L	28	\$23.80	\$47,029		0
PG06-L	29	\$23.80	\$47,029			PG06-M	29+	\$25.00	\$49,400		\$0
PG06-M	30+	\$25.00	\$49,400			PG06-M	29+	\$25.00	\$49,400		\$0
						PG06-M top		\$26.75	\$52,858		\$0

23-24	23-24	23-24	23-24			24-25	24-25
PG07	Years of Experience	PG07 \$/HR	1976 hours annualized	# PPL	TOTAL \$	PG07	Years of Experience
PG07-A	0	\$18.00	\$35,568	4	\$142,272	PG07-A	0
PG07-B	1	\$18.50	\$36,556	1	\$36,556	PG07-B	1
PG07-B	2	\$18.50	\$36,556	1	\$36,556	PG07-C	2
PG07-B	3	\$18.50	\$36,556		\$0	PG07-C	3
PG07-B	4	\$18.50	\$36,556	1	\$36,556	PG07-C	4
PG07-B	5	\$18.50	\$36,556		\$0	PG07-C	5
PG07-B	6	\$18.50	\$36,556	2	\$73,112	PG07-C	6
PG07-B	7	\$18.50	\$36,556		\$0	PG07-D	7
PG07-B	8	\$18.50	\$36,556		\$0	PG07-D	8
PG07-B	9	\$18.50	\$36,556		\$0	PG07-D	9
PG07-B	10	\$18.50	\$36,556		\$0	PG07-D	10
PG07-C	11	\$19.00	\$37,544	1	\$37,544	PG07-D	11
PG07-C	12	\$19.00	\$37,544		\$0	PG07-E	12
PG07-C	13	\$19.00	\$37,544		\$0	PG07-E	13
PG07-C	14	\$19.00	\$37,544		\$0	PG07-E	14
PG07-C	15	\$19.00	\$37,544		\$0	PG07-E	15
PG07-D	16	\$19.50	\$38,532		\$0	PG07-E	16
PG07-D	17	\$19.50	\$38,532		\$0	PG07-F	17
PG07-D	18	\$19.50	\$38,532		\$0	PG07-F	18
PG07-D	19	\$19.50	\$38,532		\$0	PG07-F	19
PG07-D	20	\$19.50	\$38,532		\$0	PG07-F	20
PG07-D	21	\$19.50	\$38,532		\$0	PG07-F	21
PG07-E	22	\$20.00	\$39,520		\$0	PG07-F	22
PG07-F	23	\$20.50	\$40,508		\$0	PG07-G	23
PG07-G	24	\$21.00	\$41,496	1	\$41,496	PG07-H	24
PG07-H	25	\$22.00	\$43,472	1	\$43,472	PG07-I	25
PG07-I	26	\$22.50	\$44,460	3	\$133,380	PG07-J	26
PG07-J	27	\$23.00	\$45,448		\$0	PG07-K	27
PG07-K	28	\$23.50	\$46,436	6	\$278,616	PG07-L	28
PG07-L	29	\$24.00	\$47,424		\$0	PG07-M	29+
PG07-M	30+	\$25.00	\$49,400		\$0	PG07-M	29+
				21		PG07-M top	

\$0

\$639,038

\$0

\$859,560

24-25	24-25			current to proposed	current to proposed
PG07 \$/HR	1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
\$18.00	\$35,568		\$0		
\$18.50	\$36,556	4	\$146,224	\$988	2.78%
\$19.00	\$37,544	1	\$37,544	\$988	2.70%
\$19.00	\$37,544	1	\$37,544	\$988	2.70%
\$19.00	\$37,544		\$0	\$988	2.70%
\$19.00	\$37,544	1	\$37,544	\$988	2.70%
\$19.00	\$37,544		\$0	\$988	2.70%
\$19.50	\$38,532	2	\$77,064	\$1,976	5.41%
\$19.50	\$38,532		\$0	\$1,976	5.41%
\$19.50	\$38,532		\$0	\$1,976	5.41%
\$19.50	\$38,532		\$0	\$1,976	5.41%
\$19.50	\$38,532		\$0	\$1,976	5.41%
\$20.00	\$39,520	1	\$39,520	\$1,976	5.26%
\$20.00	\$39,520		\$0	\$1,976	5.26%
\$20.00	\$39,520		\$0	\$1,976	5.26%
\$20.00	\$39,520		\$0	\$1,976	5.26%
\$20.00	\$39,520		\$0	\$1,976	5.26%
\$20.00	\$39,520		\$0	\$1,976	5.26%
\$20.50	\$40,508		\$0	\$1,976	5.13%
\$20.50	\$40,508		\$0	\$1,976	5.13%
\$20.50	\$40,508		\$0	\$1,976	5.13%
\$20.50	\$40,508		\$0	\$1,976	5.13%
\$20.50	\$40,508		\$0	\$1,976	5.13%
\$21.00	\$41,496		\$0	\$1,976	5.00%
\$22.00	\$43,472		\$0	\$2,964	7.32%
\$22.50	\$44,460	1	\$44,460	\$2,964	7.14%
\$23.00	\$45,448	1	\$45,448	\$1,976	4.55%
\$23.50	\$46,436	3		\$1,976	4.44%
\$24.00	\$47,424			\$1,976	4.35%
\$25.00	\$49,400	6	\$296,400	\$2,964	6.38%
\$25.00	\$49,400		\$0	\$1,976	4.17%
\$26.75	\$52,858		\$0	\$3,458	7.00%

23-24	23-24	23-24	23-24			23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed	24-25
PG08	Years of Experience	PG08 \$/HR	1728 hours annualized	# PPL	TOTAL \$	1976 hours annualized	# PPL	TOTAL \$	PG08	Years of Experience	PG08 \$/HR	1728 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase	1976 hours annualized
PG08-A	0	\$19.00	\$32,832		\$0	\$37,544		\$0	PG08-A	0	\$19.00	\$32,832		\$0			\$37,544
PG08-B	1	\$19.50	\$33,696		\$0	\$38,532	1	\$38,532	PG08-B	1	\$19.50	\$33,696		\$0	\$864	2.63%	\$38,532
PG08-B	2	\$19.50	\$33,696		\$0	\$38,532		\$0	PG08-C	2	\$20.00	\$34,560		\$0	\$864	2.56%	\$39,520
PG08-B	3	\$19.50	\$33,696		\$0	\$38,532		\$0	PG08-C	3	\$20.00	\$34,560		\$0	\$864	2.56%	\$39,520
PG08-B	4	\$19.50	\$33,696		\$0	\$38,532	1	\$38,532	PG08-C	4	\$20.00	\$34,560		\$0	\$864	2.56%	\$39,520
PG08-B	5	\$19.50	\$33,696		\$0	\$38,532	1	\$38,532	PG08-C	5	\$20.00	\$34,560		\$0	\$864	2.56%	\$39,520
PG08-B	6	\$19.50	\$33,696		\$0	\$38,532		\$0	PG08-C	6	\$20.00	\$34,560		\$0	\$864	2.56%	\$39,520
PG08-B	7	\$19.50	\$33,696		\$0	\$38,532		\$0	PG08-D	7	\$20.50	\$35,424		\$0	\$1,728	5.13%	\$40,508
PG08-B	8	\$19.50	\$33,696		\$0	\$38,532		\$0	PG08-D	8	\$20.50	\$35,424		\$0	\$1,728	5.13%	\$40,508
PG08-B	9	\$19.50	\$33,696		\$0	\$38,532		\$0	PG08-D	9	\$20.50	\$35,424		\$0	\$1,728	5.13%	\$40,508
PG08-B	10	\$19.50	\$33,696	1	\$33,696	\$38,532		\$0	PG08-D	10	\$20.50	\$35,424		\$0	\$1,728	5.13%	\$40,508
PG08-C	11	\$20.00	\$34,560		\$0	\$39,520	1	\$39,520	PG08-D	11	\$20.50	\$35,424	1	\$35,424	\$1,728	5.13%	\$40,508
PG08-C	12	\$20.00	\$34,560		\$0	\$39,520		\$0	PG08-E	12	\$21.00	\$36,288		\$0	\$1,728	5.00%	\$41,496
PG08-C	13	\$20.00	\$34,560		\$0	\$39,520		\$0	PG08-E	13	\$21.00	\$36,288		\$0	\$1,728	5.00%	\$41,496
PG08-C	14	\$20.00	\$34,560		\$0	\$39,520		\$0	PG08-E	14	\$21.00	\$36,288		\$0	\$1,728	5.00%	\$41,496
PG08-C	15	\$20.00	\$34,560		\$0	\$39,520		\$0	PG08-E	15	\$21.00	\$36,288		\$0	\$1,728	5.00%	\$41,496
PG08-D	16	\$20.50	\$35,424		\$0	\$40,508	1	\$40,508	PG08-E	16	\$21.00	\$36,288		\$0	\$1,728	5.00%	\$41,496
PG08-D	17	\$20.50	\$35,424		\$0	\$40,508		\$0	PG08-F	17	\$21.50	\$37,152		\$0	\$1,728	4.88%	\$42,484
PG08-D	18	\$20.50	\$35,424		\$0	\$40,508		\$0	PG08-F	18	\$21.50	\$37,152		\$0	\$1,728	4.88%	\$42,484
PG08-D	19	\$20.50	\$35,424		\$0	\$40,508		\$0	PG08-F	19	\$21.50	\$37,152		\$0	\$1,728	4.88%	\$42,484
PG08-D	20	\$20.50	\$35,424		\$0	\$40,508		\$0	PG08-F	20	\$21.50	\$37,152		\$0	\$1,728	4.88%	\$42,484
PG08-D	21	\$20.50	\$35,424		\$0	\$40,508		\$0	PG08-F	21	\$21.50	\$37,152		\$0	\$1,728	4.88%	\$42,484
PG08-E	22	\$21.00	\$36,288		\$0	\$41,496	3	\$124,488	PG08-F	22	\$21.50	\$37,152		\$0	\$1,728	4.88%	\$42,484
PG08-F	23	\$21.50	\$37,152		\$0	\$42,484		\$0	PG08-G	23	\$22.00	\$38,016		\$0	\$1,728	4.76%	\$43,472
PG08-G	24	\$22.00	\$38,016		\$0	\$43,472	1	\$43,472	PG08-H	24	\$22.50	\$38,880		\$0	\$1,728	4.65%	\$44,460
PG08-H	25	\$22.50	\$38,880		\$0	\$44,460	1	\$44,460	PG08-I	25	\$23.00	\$39,744		\$0	\$1,728	4.55%	\$45,448
PG08-I	26	\$23.00	\$39,744		\$0	\$45,448	1	\$45,448	PG08-J	26	\$23.50	\$40,608		\$0	\$1,728	4.44%	\$46,436
PG08-J	27	\$23.50	\$40,608		\$0	\$46,436	6	\$278,616	PG08-K	27	\$24.00	\$41,472		\$0	\$1,728	4.35%	\$47,424
PG08-K	28	\$24.00	\$41,472		\$0	\$47,424	1	\$47,424	PG08-L	28	\$25.00	\$43,200		\$0	\$2,592	6.38%	\$49,400
PG08-L	29	\$25.00	\$43,200	1	\$43,200	\$49,400	2	\$98,800	PG08-M	29+	\$26.50	\$45,792		\$0	\$4,320	10.42%	\$52,364
PG08-M	30+	\$26.50	\$45,792		\$0	\$52,364	7	\$366,548	PG08-M	29+	\$26.50	\$45,792	1	\$45,792	\$2,592	6.00%	\$52,364
				2			27		PG08-M top		\$28.36	\$48,997		\$0	\$3,205	7.00%	\$56,029

\$761,748	\$76,896	\$1,244,880	\$81,216
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		current to proposed	current to proposed
# PPL	TOTAL \$	Dollar Increase	Percent Increase
	\$0		
	\$0	\$988	2.63%
1	\$39,520	\$988	2.56%
	\$0	\$988	2.56%
	\$0	\$988	2.56%
1	\$39,520	\$988	2.56%
1	\$39,520	\$988	2.56%
	\$0	\$1,976	5.13%
	\$0	\$1,976	5.13%
	\$0	\$1,976	5.13%
	\$0	\$1,976	5.13%
1	\$41,496	\$1,976	5.00%
	\$0	\$1,976	5.00%
	\$0	\$1,976	5.00%
	\$0	\$1,976	5.00%
	\$0	\$1,976	5.00%
1	\$42,484	\$1,976	4.88%
	\$0	\$1,976	4.88%
	\$0	\$1,976	4.88%
	\$0	\$1,976	4.88%
	\$0	\$1,976	4.88%
	\$0	\$1,976	4.88%
3	\$130,416	\$1,976	4.76%
	\$0	\$1,976	4.65%
1	\$45,448	\$1,976	4.55%
1	\$46,436	\$1,976	4.44%
1	\$47,424	\$1,976	4.35%
6	\$296,400	\$2,964	6.38%
1	\$52,364	\$4,940	10.42%
2	\$104,728	\$2,964	6.00%
7	\$392,206	\$3,665	7.00%

23-24	23-24	23-24	23-24			23-24			23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed	24-25
SBS	Years of Experience	SBS \$/hr	1568 hours annualized	# PPL	TOTAL \$	1728 hours annualized	# PPL	TOTAL \$	1976 hours annualized	# PPL	TOTAL \$	SBS	Years of Experience	SBS \$/hr	1568 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase	1728 hours annualized
SBS-A	0	\$15.00	\$23,520	47	\$1,105,440	\$25,920	2	\$51,840	\$29,640	3	\$88,920	SBS-A	0	\$15.00	\$23,520		\$0			\$25,920
SBS-B	1	\$15.50	\$24,304	9	\$218,736	\$26,784	1	\$26,784	\$30,628		\$0	SBS-B	1	\$15.50	\$24,304	47	\$1,142,288	\$784	3.33%	\$26,784
SBS-B	2	\$15.50	\$24,304	7	\$170,128	\$26,784		\$0	\$30,628	1	\$30,628	SBS-C	2	\$16.00	\$25,088	9	\$225,792	\$784	3.23%	\$27,648
SBS-B	3	\$15.50	\$24,304	3	\$72,912	\$26,784		\$0	\$30,628		\$0	SBS-C	3	\$16.00	\$25,088	7	\$175,616	\$784	3.23%	\$27,648
SBS-B	4	\$15.50	\$24,304	5	\$121,520	\$26,784	2	\$53,568	\$30,628	1	\$30,628	SBS-C	4	\$16.00	\$25,088	3	\$75,264	\$784	3.23%	\$27,648
SBS-B	5	\$15.50	\$24,304	5	\$121,520	\$26,784	1	\$26,784	\$30,628		\$0	SBS-C	5	\$16.00	\$25,088	5	\$125,440	\$784	3.23%	\$27,648
SBS-B	6	\$15.50	\$24,304	2	\$48,608	\$26,784		\$0	\$30,628	1	\$30,628	SBS-C	6	\$16.00	\$25,088	5	\$125,440	\$784	3.23%	\$27,648
SBS-B	7	\$15.50	\$24,304	3	\$72,912	\$26,784		\$0	\$30,628		\$0	SBS-D	7	\$16.50	\$25,872	2	\$51,744	\$1,568	6.45%	\$28,512
SBS-B	8	\$15.50	\$24,304		\$0	\$26,784		\$0	\$30,628		\$0	SBS-D	8	\$16.50	\$25,872	3	\$77,616	\$1,568	6.45%	\$28,512
SBS-B	9	\$15.50	\$24,304	1	\$24,304	\$26,784		\$0	\$30,628		\$0	SBS-D	9	\$16.50	\$25,872		\$0	\$1,568	6.45%	\$28,512
SBS-B	10	\$15.50	\$24,304	6	\$145,824	\$26,784	1	\$26,784	\$30,628	2	\$61,256	SBS-D	10	\$16.50	\$25,872	1	\$25,872	\$1,568	6.45%	\$28,512
SBS-C	11	\$16.00	\$25,088	2	\$50,176	\$27,648		\$0	\$31,616	1	\$31,616	SBS-D	11	\$16.50	\$25,872	6	\$155,232	\$1,568	6.45%	\$28,512
SBS-C	12	\$16.00	\$25,088		\$0	\$27,648		\$0	\$31,616		\$0	SBS-E	12	\$17.00	\$26,656	2	\$53,312	\$1,568	6.25%	\$29,376
SBS-C	13	\$16.00	\$25,088		\$0	\$27,648	2	\$55,296	\$31,616		\$0	SBS-E	13	\$17.00	\$26,656		\$0	\$1,568	6.25%	\$29,376
SBS-C	14	\$16.00	\$25,088	5	\$125,440	\$27,648		\$0	\$31,616		\$0	SBS-E	14	\$17.00	\$26,656		\$0	\$1,568	6.25%	\$29,376
SBS-C	15	\$16.00	\$25,088	3	\$75,264	\$27,648	1	\$27,648	\$31,616		\$0	SBS-E	15	\$17.00	\$26,656	5	\$133,280	\$1,568	6.25%	\$29,376
SBS-D	16	\$16.50	\$25,872	2	\$51,744	\$28,512		\$0	\$32,604		\$0	SBS-E	16	\$17.00	\$26,656	3	\$79,968	\$1,568	6.25%	\$29,376
SBS-D	17	\$16.50	\$25,872		\$0	\$28,512		\$0	\$32,604		\$0	SBS-F	17	\$17.50	\$27,440	2	\$54,880	\$1,568	6.06%	\$30,240
SBS-D	18	\$16.50	\$25,872	4	\$103,488	\$28,512		\$0	\$32,604	1	\$32,604	SBS-F	18	\$17.50	\$27,440		\$0	\$1,568	6.06%	\$30,240
SBS-D	19	\$16.50	\$25,872	3	\$77,616	\$28,512		\$0	\$32,604	1	\$32,604	SBS-F	19	\$17.50	\$27,440	4	\$109,760	\$1,568	6.06%	\$30,240
SBS-D	20	\$16.50	\$25,872	4	\$103,488	\$28,512		\$0	\$32,604	1	\$32,604	SBS-F	20	\$17.50	\$27,440	3	\$82,320	\$1,568	6.06%	\$30,240
SBS-D	21	\$16.50	\$25,872		\$0	\$28,512		\$0	\$32,604		\$0	SBS-F	21	\$17.50	\$27,440	4	\$109,760	\$1,568	6.06%	\$30,240
SBS-E	22	\$17.00	\$26,656		\$0	\$29,376		\$0	\$33,592	1	\$33,592	SBS-F	22	\$17.50	\$27,440		\$0	\$1,568	6.06%	\$30,240
SBS-F	23	\$17.50	\$27,440	4	\$109,760	\$30,240		\$0	\$34,580	2	\$69,160	SBS-G	23	\$18.00	\$28,224		\$0	\$1,568	5.88%	\$31,104
SBS-G	24	\$18.00	\$28,224	2	\$56,448	\$31,104	2	\$62,208	\$35,568		\$0	SBS-H	24	\$18.75	\$29,400	4	\$117,600	\$1,960	7.14%	\$32,400
SBS-H	25	\$18.75	\$29,400	2	\$58,800	\$32,400		\$0	\$37,050	1	\$37,050	SBS-I	25	\$19.50	\$30,576	2	\$61,152	\$2,352	8.33%	\$33,696
SBS-I	26	\$19.50	\$30,576	2	\$61,152	\$33,696		\$0	\$38,532		\$0	SBS-J	26	\$20.25	\$31,752	2	\$63,504	\$2,352	8.00%	\$34,992
SBS-J	27	\$20.25	\$31,752	2	\$63,504	\$34,992		\$0	\$40,014		\$0	SBS-K	27	\$21.00	\$32,928	2	\$65,856	\$2,352	7.69%	\$36,288
SBS-K	28	\$21.00	\$32,928	3	\$98,784	\$36,288		\$0	\$41,496		\$0	SBS-L	28	\$21.75	\$34,104	2	\$68,208	\$2,352	7.41%	\$37,584
SBS-L	29	\$21.75	\$34,104		\$0	\$37,584		\$0	\$42,978		\$0	SBS-M	29+	\$23.00	\$36,064	3	\$108,192	\$3,136	9.52%	\$39,744
SBS-M	30+	\$23.00	\$36,064	6	\$216,384	\$39,744		\$0	\$45,448		\$0	SBS-M	29+	\$23.00	\$36,064		\$0	\$1,960	5.75%	\$39,744
				132			12			16		SBS-M top		\$24.61	\$38,588	6	\$231,531	\$2,524	7.00%	\$42,526

\$1,317,962	\$3,353,952	\$330,912	\$511,290	\$3,519,627
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		current to proposed	current to proposed	24-25			current to proposed	current to proposed
# PPL	TOTAL \$	Dollar Increase	Percent Increase	1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
	\$0			\$29,640		\$0		
2	\$53,568	\$864	3.33%	\$30,628	3	\$91,884	\$988	3.33%
1	\$27,648	\$864	3.23%	\$31,616		\$0	\$988	3.23%
	\$0	\$864	3.23%	\$31,616	1	\$31,616	\$988	3.23%
	\$0	\$864	3.23%	\$31,616		\$0	\$988	3.23%
2	\$55,296	\$864	3.23%	\$31,616	1	\$31,616	\$988	3.23%
1	\$27,648	\$864	3.23%	\$31,616		\$0	\$988	3.23%
	\$0	\$1,728	6.45%	\$32,604	1	\$32,604	\$1,976	6.45%
	\$0	\$1,728	6.45%	\$32,604		\$0	\$1,976	6.45%
	\$0	\$1,728	6.45%	\$32,604		\$0	\$1,976	6.45%
	\$0	\$1,728	6.45%	\$32,604		\$0	\$1,976	6.45%
1	\$28,512	\$1,728	6.45%	\$32,604	2	\$65,208	\$1,976	6.45%
	\$0	\$1,728	6.25%	\$33,592	1	\$33,592	\$1,976	6.25%
	\$0	\$1,728	6.25%	\$33,592		\$0	\$1,976	6.25%
2	\$58,752	\$1,728	6.25%	\$33,592		\$0	\$1,976	6.25%
	\$0	\$1,728	6.25%	\$33,592		\$0	\$1,976	6.25%
1	\$29,376	\$1,728	6.25%	\$33,592		\$0	\$1,976	6.25%
	\$0	\$1,728	6.06%	\$34,580		\$0	\$1,976	6.06%
	\$0	\$1,728	6.06%	\$34,580		\$0	\$1,976	6.06%
	\$0	\$1,728	6.06%	\$34,580	1	\$34,580	\$1,976	6.06%
	\$0	\$1,728	6.06%	\$34,580	1	\$34,580	\$1,976	6.06%
	\$0	\$1,728	6.06%	\$34,580		\$0	\$1,976	6.06%
	\$0	\$1,728	5.88%	\$35,568	1	\$35,568	\$1,976	5.88%
	\$0	\$2,160	7.14%	\$37,050	2	\$74,100	\$2,470	7.14%
2	\$67,392	\$2,592	8.33%	\$38,532		\$0	\$2,964	8.33%
	\$0	\$2,592	8.00%	\$40,014	1	\$40,014	\$2,964	8.00%
	\$0	\$2,592	7.69%	\$41,496		\$0	\$2,964	7.69%
	\$0	\$2,592	7.41%	\$42,978		\$0	\$2,964	7.41%
	\$0	\$3,456	9.52%	\$45,448		\$0	\$3,952	9.52%
	\$0	\$2,160	5.75%	\$45,448		\$0	\$2,470	5.75%
	\$0	\$2,782	7.00%	\$48,629		\$0	\$3,181	7.00%

23-24	23-24	23-24	23-24			23-24			24-25	24-25	24-25	24-25		
FSRS	Years of Experience	FSRS \$/hr	1728 hours annualized	# PPL	TOTAL \$	1976 hours annualized	# PPL	TOTAL \$	FSRS	Years of Experience	FSRS \$/hr	1728 hours annualized	# PPL	TOTAL \$
FSRS-A	0	\$16.00	\$27,648	8	\$221,184	\$31,616	35	\$1,106,560	FSRS-A	0	\$16.00	\$27,648		\$0
FSRS-B	1	\$16.50	\$28,512	3	\$85,536	\$32,604	8	\$260,832	FSRS-B	1	\$16.50	\$28,512	8	\$228,096
FSRS-B	2	\$16.50	\$28,512	1	\$28,512	\$32,604	1	\$32,604	FSRS-C	2	\$17.00	\$29,376	3	\$88,128
FSRS-B	3	\$16.50	\$28,512		\$0	\$32,604	2	\$65,208	FSRS-C	3	\$17.00	\$29,376	1	\$29,376
FSRS-B	4	\$16.50	\$28,512	3	\$85,536	\$32,604	2	\$65,208	FSRS-C	4	\$17.00	\$29,376		\$0
FSRS-B	5	\$16.50	\$28,512	2	\$57,024	\$32,604	4	\$130,416	FSRS-C	5	\$17.00	\$29,376	3	\$88,128
FSRS-B	6	\$16.50	\$28,512	3	\$85,536	\$32,604	1	\$32,604	FSRS-C	6	\$17.00	\$29,376	2	\$58,752
FSRS-B	7	\$16.50	\$28,512	1	\$28,512	\$32,604	7	\$228,228	FSRS-D	7	\$17.50	\$30,240	3	\$90,720
FSRS-B	8	\$16.50	\$28,512	1	\$28,512	\$32,604	4	\$130,416	FSRS-D	8	\$17.50	\$30,240	1	\$30,240
FSRS-B	9	\$16.50	\$28,512	1	\$28,512	\$32,604	2	\$65,208	FSRS-D	9	\$17.50	\$30,240	1	\$30,240
FSRS-B	10	\$16.50	\$28,512		\$0	\$32,604	1	\$32,604	FSRS-D	10	\$17.50	\$30,240	1	\$30,240
FSRS-C	11	\$17.00	\$29,376	1	\$29,376	\$33,592	4	\$134,368	FSRS-D	11	\$17.50	\$30,240		\$0
FSRS-C	12	\$17.00	\$29,376		\$0	\$33,592		\$0	FSRS-E	12	\$18.00	\$31,104	1	\$31,104
FSRS-C	13	\$17.00	\$29,376	1	\$29,376	\$33,592	2	\$67,184	FSRS-E	13	\$18.00	\$31,104		\$0
FSRS-C	14	\$17.00	\$29,376	2	\$58,752	\$33,592	2	\$67,184	FSRS-E	14	\$18.00	\$31,104	1	\$31,104
FSRS-C	15	\$17.00	\$29,376	1	\$29,376	\$33,592	7	\$235,144	FSRS-E	15	\$18.00	\$31,104	2	\$62,208
FSRS-D	16	\$17.50	\$30,240	1	\$30,240	\$34,580	3	\$103,740	FSRS-E	16	\$18.00	\$31,104	1	\$31,104
FSRS-D	17	\$17.50	\$30,240		\$0	\$34,580		\$0	FSRS-F	17	\$18.50	\$31,968	1	\$31,968
FSRS-D	18	\$17.50	\$30,240		\$0	\$34,580	3	\$103,740	FSRS-F	18	\$18.50	\$31,968		\$0
FSRS-D	19	\$17.50	\$30,240		\$0	\$34,580	1	\$34,580	FSRS-F	19	\$18.50	\$31,968		\$0
FSRS-D	20	\$17.50	\$30,240	1	\$30,240	\$34,580	2	\$69,160	FSRS-F	20	\$18.50	\$31,968		\$0
FSRS-D	21	\$17.50	\$30,240	1	\$30,240	\$34,580	4	\$138,320	FSRS-F	21	\$18.50	\$31,968	1	\$31,968
FSRS-E	22	\$18.00	\$31,104	3	\$93,312	\$35,568	2	\$71,136	FSRS-F	22	\$18.50	\$31,968	1	\$31,968
FSRS-F	23	\$18.50	\$31,968	2	\$63,936	\$36,556	2	\$73,112	FSRS-G	23	\$19.00	\$32,832	3	\$98,496
FSRS-G	24	\$19.00	\$32,832		\$0	\$37,544	1	\$37,544	FSRS-H	24	\$19.50	\$33,696	2	\$67,392
FSRS-H	25	\$19.50	\$33,696	3	\$115,596		3	\$115,596	FSRS-I	25	\$20.00	\$34,560		\$0
FSRS-I	26	\$20.00	\$34,560		\$0	\$39,520	1	\$39,520	FSRS-J	26	\$20.75	\$35,856		\$0
FSRS-J	27	\$20.75	\$35,856	1	\$35,856	\$41,002	3	\$123,006	FSRS-K	27	\$21.75	\$37,584		\$0
FSRS-K	28	\$21.75	\$37,584		\$0	\$42,978		\$0	FSRS-L	28	\$22.50	\$38,880	1	\$38,880
FSRS-L	29	\$22.50	\$38,880	1	\$38,880	\$44,460	1	\$44,460	FSRS-M	29+	\$24.50	\$42,336		\$0
FSRS-M	30+	\$24.50	\$42,336	1	\$42,336	\$48,412	3	\$145,236	FSRS-M	29+	\$24.50	\$42,336	1	\$42,336
				39			111		FSRS-M top		\$26.22	\$45,300	1	\$45,300

\$348,192	\$539,942	\$1,160,784	\$3,752,918	\$1,217,748
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23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
Years of Experience	MHSL \$/HR	1545 hours annualized	# PPL	TOTAL \$	MHSL	Years of Experience	MHSL \$/HR	1545 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
0	\$16.00	\$24,720		\$0	MHSL-A	0	\$16.00	\$24,720		\$0		
1	\$16.40	\$25,338		\$0	MHSL-B	1	\$16.40	\$25,338		\$0	\$618	2.50%
2	\$16.40	\$25,338	1	\$25,338	MHSL-C	2	\$16.89	\$26,095		\$0	\$757	2.99%
3	\$16.40	\$25,338		\$0	MHSL-C	3	\$16.89	\$26,095	1	\$26,095	\$757	2.99%
4	\$16.40	\$25,338		\$0	MHSL-C	4	\$16.89	\$26,095		\$0	\$757	2.99%
5	\$16.40	\$25,338		\$0	MHSL-C	5	\$16.89	\$26,095		\$0	\$757	2.99%
6	\$16.40	\$25,338		\$0	MHSL-C	6	\$16.89	\$26,095		\$0	\$757	2.99%
7	\$16.40	\$25,338		\$0	MHSL-D	7	\$17.40	\$26,883		\$0	\$1,545	6.10%
8	\$16.40	\$25,338	1	\$25,338	MHSL-D	8	\$17.40	\$26,883		\$0	\$1,545	6.10%
9	\$16.40	\$25,338	1	\$25,338	MHSL-D	9	\$17.40	\$26,883	1	\$26,883	\$1,545	6.10%
10	\$16.40	\$25,338	1	\$25,338	MHSL-D	10	\$17.40	\$26,883	1	\$26,883	\$1,545	6.10%
11	\$16.89	\$26,095		\$0	MHSL-D	11	\$17.40	\$26,883	1	\$26,883	\$1,545	6.10%
12	\$16.89	\$26,095		\$0	MHSL-E	12	\$17.92	\$27,686		\$0	\$1,591	6.10%
13	\$16.89	\$26,095		\$0	MHSL-E	13	\$17.92	\$27,686		\$0	\$1,591	6.10%
14	\$16.89	\$26,095		\$0	MHSL-E	14	\$17.92	\$27,686		\$0	\$1,591	6.10%
15	\$16.89	\$26,095		\$0	MHSL-E	15	\$17.92	\$27,686		\$0	\$1,591	6.10%
16	\$17.40	\$26,883		\$0	MHSL-E	16	\$17.92	\$27,686		\$0	\$1,591	6.10%
17	\$17.40	\$26,883		\$0	MHSL-F	17	\$18.46	\$28,521		\$0	\$1,638	6.09%
18	\$17.40	\$26,883		\$0	MHSL-F	18	\$18.46	\$28,521		\$0	\$1,638	6.09%
19	\$17.40	\$26,883		\$0	MHSL-F	19	\$18.46	\$28,521		\$0	\$1,638	6.09%
20	\$17.40	\$26,883		\$0	MHSL-F	20	\$18.46	\$28,521		\$0	\$1,638	6.09%
21	\$17.40	\$26,883		\$0	MHSL-F	21	\$18.46	\$28,521		\$0	\$1,638	6.09%
22	\$17.92	\$27,686		\$0	MHSL-F	22	\$18.46	\$28,521		\$0	\$1,638	6.09%
23	\$18.46	\$28,521		\$0	MHSL-G	23	\$19.01	\$29,370		\$0	\$1,684	6.08%
24	\$19.01	\$29,370		\$0	MHSL-H	24	\$19.58	\$30,251		\$0	\$1,730	6.07%
25	\$19.58	\$30,251		\$0	MHSL-I	25	\$20.17	\$31,163		\$0	\$1,792	6.10%
26	\$20.17	\$31,163		\$0	MHSL-J	26	\$20.78	\$32,105		\$0	\$1,854	6.13%
27	\$20.78	\$32,105		\$0	MHSL-K	27	\$21.61	\$33,387		\$0	\$2,225	7.14%
28	\$21.61	\$33,387		\$0	MHSL-L	28	\$22.47	\$34,716		\$0	\$2,611	8.13%
29	\$22.47	\$34,716		\$0	MHSL-M	29+	\$23.50	\$36,308		\$0	\$2,920	8.75%
30+	\$23.50	\$36,308		\$0		29+	\$23.50	\$36,308		\$0	\$1,591	4.58%
			4		MHSL-M top		\$25.15	\$38,849		\$0	\$2,542	7.00%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25		
MSO	Years of Experience	MSO \$/HR	1728 hours annualized	# PPL	TOTAL \$	MSO	Years of Experience	MSO \$/HR	1728 hours annualized	# PPL	TOTAL \$
MSO-A	0	\$15.50	\$26,784		\$0	MSO-A	0	\$15.50	\$26,784		\$0
MSO-B	1	\$15.85	\$27,389		\$0	MSO-B	1	\$15.85	\$27,389		\$0
MSO-B	2	\$15.85	\$27,389		\$0	MSO-C	2	\$16.20	\$27,994		\$0
MSO-B	3	\$15.85	\$27,389		\$0	MSO-C	3	\$16.20	\$27,994		\$0
MSO-B	4	\$15.85	\$27,389		\$0	MSO-C	4	\$16.20	\$27,994		\$0
MSO-B	5	\$15.85	\$27,389		\$0	MSO-C	5	\$16.20	\$27,994		\$0
MSO-B	6	\$15.85	\$27,389		\$0	MSO-C	6	\$16.20	\$27,994		\$0
MSO-B	7	\$15.85	\$27,389		\$0	MSO-D	7	\$16.55	\$28,598		\$0
MSO-B	8	\$15.85	\$27,389	1	\$27,389	MSO-D	8	\$16.55	\$28,598		\$0
MSO-B	9	\$15.85	\$27,389		\$0	MSO-D	9	\$16.55	\$28,598	1	\$28,598
MSO-B	10	\$15.85	\$27,389		\$0	MSO-D	10	\$16.55	\$28,598		\$0
MSO-C	11	\$16.20	\$27,994		\$0	MSO-D	11	\$16.55	\$28,598		\$0
MSO-C	12	\$16.20	\$27,994		\$0	MSO-E	12	\$16.90	\$29,203		\$0
MSO-C	13	\$16.20	\$27,994		\$0	MSO-E	13	\$16.90	\$29,203		\$0
MSO-C	14	\$16.20	\$27,994		\$0	MSO-E	14	\$16.90	\$29,203		\$0
MSO-C	15	\$16.20	\$27,994		\$0	MSO-E	15	\$16.90	\$29,203		\$0
MSO-D	16	\$16.55	\$28,598		\$0	MSO-E	16	\$16.90	\$29,203		\$0
MSO-D	17	\$16.55	\$28,598		\$0	MSO-F	17	\$17.40	\$30,067		\$0
MSO-D	18	\$16.55	\$28,598		\$0	MSO-F	18	\$17.40	\$30,067		\$0
MSO-D	19	\$16.55	\$28,598		\$0	MSO-F	19	\$17.40	\$30,067		\$0
MSO-D	20	\$16.55	\$28,598		\$0	MSO-F	20	\$17.40	\$30,067		\$0
MSO-D	21	\$16.55	\$28,598		\$0	MSO-F	21	\$17.40	\$30,067		\$0
MSO-E	22	\$16.90	\$29,203		\$0	MSO-F	22	\$17.40	\$30,067		\$0
MSO-F	23	\$17.40	\$30,067		\$0	MSO-G	23	\$17.90	\$30,931.2		\$0
MSO-G	24	\$17.90	\$30,931		\$0	MSO-H	24	\$18.40	\$31,795.2		\$0
MSO-H	25	\$18.40	\$31,795		\$0	MSO-I	25	\$18.90	\$32,659		\$0
MSO-I	26	\$18.90	\$32,659		\$0	MSO-J	26	\$19.65	\$33,955		\$0
MSO-J	27	\$19.65	\$33,955		\$0	MSO-K	27	\$20.40	\$35,251		\$0
MSO-K	28	\$20.40	\$35,251		\$0	MSO-L	28	\$21.15	\$36,547		\$0
MSO-L	29	\$21.15	\$36,547		\$0	MSO-M	29+	\$23.00	\$39,744		\$0
MSO-M	30+	\$23.00	\$39,744		\$0	MSO-M top		\$24.61	\$42,526		\$0

\$101,352

\$106,744

\$27,389

\$28,598

current to proposed	current to proposed
Dollar Increase	Percent Increase
\$605	2.26%
\$605	2.21%
\$605	2.21%
\$605	2.21%
\$605	2.21%
\$605	2.21%
\$1,210	4.42%
\$1,210	4.42%
\$1,210	4.42%
\$1,210	4.42%
\$1,210	4.42%
\$1,210	4.42%
\$1,210	4.32%
\$1,210	4.32%
\$1,210	4.32%
\$1,210	4.32%
\$1,210	4.32%
\$1,469	5.14%
\$1,469	5.14%
\$1,469	5.14%
\$1,469	5.14%
\$1,469	5.14%
\$1,728	5.92%
\$1,728	5.75%
\$1,728	5.59%
\$2,160	6.79%
\$2,592	7.94%
\$2,592	7.63%
\$4,493	12.75%
\$3,197	8.75%
\$2,782	7.00%

23-24	23-24	23-24	23-24			24-25	24-25	24-25	24-25			current to proposed	current to proposed
PRINT	Years of Experience	PRINT \$/HR	1976 hours annualized	# PPL	TOTAL \$	PRINT	Years of Experience	PRINT	1976 hours annualized	# PPL	TOTAL \$	Dollar Increase	Percent Increase
PRINT-A	0	\$19.50	\$38,532	1	\$38,532	PRINT-A	0	\$19.50	\$38,532		\$0		
PRINT-B	1	\$19.75	\$39,026		\$0	PRINT-B	1	\$19.75	\$39,026	1	\$39,026		
PRINT-B	2	\$19.75	\$39,026		\$0	PRINT-C	2	\$20.00	\$39,520		\$0		
PRINT-B	3	\$19.75	\$39,026		\$0	PRINT-C	3	\$20.00	\$39,520		\$0		
PRINT-B	4	\$19.75	\$39,026		\$0	PRINT-C	4	\$20.00	\$39,520		\$0		
PRINT-B	5	\$19.75	\$39,026		\$0	PRINT-C	5	\$20.00	\$39,520		\$0		
PRINT-B	6	\$19.75	\$39,026		\$0	PRINT-C	6	\$20.00	\$39,520		\$0		
PRINT-B	7	\$19.75	\$39,026		\$0	PRINT-D	7	\$20.50	\$40,508		\$0		
PRINT-B	8	\$19.75	\$39,026		\$0	PRINT-D	8	\$20.50	\$40,508		\$0		
PRINT-B	9	\$19.75	\$39,026		\$0	PRINT-D	9	\$20.50	\$40,508		\$0		
PRINT-B	10	\$19.75	\$39,026		\$0	PRINT-D	10	\$20.50	\$40,508		\$0		
PRINT-C	11	\$20.00	\$39,520		\$0	PRINT-D	11	\$20.50	\$40,508		\$0		
PRINT-C	12	\$20.00	\$39,520		\$0	PRINT-E	12	\$21.00	\$41,496		\$0		
PRINT-C	13	\$20.00	\$39,520		\$0	PRINT-E	13	\$21.00	\$41,496		\$0		
PRINT-C	14	\$20.00	\$39,520		\$0	PRINT-E	14	\$21.00	\$41,496		\$0		
PRINT-C	15	\$20.00	\$39,520		\$0	PRINT-E	15	\$21.00	\$41,496		\$0		
PRINT-D	16	\$20.50	\$40,508		\$0	PRINT-E	16	\$21.00	\$41,496		\$0		
PRINT-D	17	\$20.50	\$40,508		\$0	PRINT-F	17	\$21.50	\$42,484		\$0		
PRINT-D	18	\$20.50	\$40,508		\$0	PRINT-F	18	\$21.50	\$42,484		\$0		
PRINT-D	19	\$20.50	\$40,508		\$0	PRINT-F	19	\$21.50	\$42,484		\$0		
PRINT-D	20	\$20.50	\$40,508		\$0	PRINT-F	20	\$21.50	\$42,484		\$0		
PRINT-D	21	\$20.50	\$40,508		\$0	PRINT-F	21	\$21.50	\$42,484		\$0		
PRINT-E	22	\$21.00	\$41,496		\$0	PRINT-F	22	\$21.50	\$42,484		\$0		
PRINT-F	23	\$21.50	\$42,484		\$0	PRINT-G	23	\$22.00	\$43,472		\$0		
PRINT-G	24	\$22.00	\$43,472		\$0	PRINT-H	24	\$22.50	\$44,460		\$0		
PRINT-H	25	\$22.50	\$44,460		\$0	PRINT-I	25	\$23.00	\$45,448		\$0		
PRINT-I	26	\$23.00	\$45,448		\$0	PRINT-J	26	\$23.50	\$46,436		\$0		
PRINT-J	27	\$23.50	\$46,436		\$0	PRINT-K	27	\$24.00	\$47,424		\$0		
PRINT-K	28	\$24.00	\$47,424		\$0	PRINT-L	28	\$24.50	\$48,412		\$0		
PRINT-L	29	\$24.50	\$48,412		\$0	PRINT-M	29+	\$25.00	\$49,400		\$0		
PRINT-M	30+	\$25.00	\$49,400	3	\$148,200	PRINT-M	29+	\$25.00	\$49,400		\$0		
				4		PRINT-M top		\$26.75	\$52,858	3	\$158,574		

\$186,732

\$197,600