Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
A02-002	6	$21.64	$22.09	$22.58	$23.12	$23.82	$24.67	$25.24	$26.23	--	$26.54	--	$27.65	--
	E7	$24.35	$24.90	$25.42	$26.08	$26.48	$27.25	$27.65	$28.34	--	$29.50	--	$29.93	--
A02-003	E7	$24.35	$24.90	$25.42	$26.08	$26.48	$27.25	$27.65	$28.34	--	$29.50	--	$29.93	--
A02-005	6	$22.03	$22.50	$22.89	$23.39	$24.02	$24.72	$25.24	$25.98	--	$26.81	--	$28.01	--
	7	$22.72	$23.24	$23.80	$24.30	$24.72	$25.57	$26.24	$27.06	--	$27.84	--	$29.13	--
	E8	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
A02-006	9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
A02-007	7	$24.35	$24.90	$25.42	$26.08	$26.48	$27.25	$27.65	$28.34	--	$29.50	--	$29.93	--
	8	$24.95	$25.60	$26.23	$26.81	$27.25	$28.04	$28.79	$29.50	--	$30.20	--	$31.27	--
	E9	$25.22	--	$26.54	--	$27.85	--	$29.50	--	$31.00	--	$32.85	--	$34.73
A02-011	8	$24.35	$24.90	$25.42	$26.08	$26.48	$27.25	$27.65	$28.34	--	$29.50	--	$29.93	--
	9	$24.95	$25.60	$26.23	$26.81	$27.25	$28.04	$28.79	$29.50	--	$30.20	--	$31.27	--
	E10	$25.22	--	$26.54	--	$27.85	--	$29.50	--	$31.00	--	$32.85	--	$34.73
A02-012	9	$26.47	$27.16	$27.83	$28.52	$29.13	$30.69	$31.77	$32.94	--	--	--	--	--
	10	$25.19	--	$26.76	--	$28.30	--	$29.67	--	$31.27	--	$32.91	--	$34.62
	P11	$27.25	--	$28.97	--	$30.69	--	$32.37	--	$34.11	--	$35.86	--	$37.45
A02-013	9	$26.47	$27.16	$27.83	$28.52	$29.13	$30.69	$31.77	$32.94	--	--	--	--	--
	10	$25.57	--	$26.76	--	$27.93	--	$29.67	--	$31.27	--	$32.91	--	$34.73
	P11	$28.37	--	$29.92	--	$31.49	--	$33.71	--	$35.86	--	$38.17	--	$40.62
A02-014	9	$24.95	$25.60	$26.23	$26.81	$27.25	$28.04	$28.79	$29.50	--	$30.20	--	$31.27	--
	E10	$25.22	--	$26.54	--	$27.85	--	$29.50	--	$31.00	--	$32.85	--	$34.73

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
A02-015	8	$24.95	$25.60	$26.23	$26.81	$27.25	$28.04	$28.79	$29.50	--	$30.20	--	$31.27	--
A02-017	9	$27.15	--	$28.59	--	$30.11	--	$31.68	--	$33.04	--	$34.21	--	$35.44
	10	$28.52	--	$30.11	--	$31.68	--	$33.34	--	$35.03	--	$37.02	--	$38.94
	E11	$31.56	--	$33.34	--	$35.03	--	$37.41	--	$39.44	--	$41.89	--	$44.13
A02-018	10	$27.16	--	$28.53	--	$29.92	--	$31.77	--	$33.17	--	$34.95	--	$36.81
A02-020	11	$28.38	--	$29.93	--	$31.50	--	$33.20	--	$34.95	--	$36.50	--	$38.52
A02-021	12	$28.37	--	$29.92	--	$31.49	--	$33.71	--	$35.86	--	$38.17	--	$40.62
A02-022	E11	$29.37	--	$31.24	--	$33.10	--	$34.89	--	$36.77	--	$38.76	--	$40.76
A02-023	12	$30.62	--	$32.37	--	$34.11	--	$35.86	--	$37.87	--	$39.90	--	$42.08
A02-024	12	$30.33	--	$32.06	--	$33.71	--	$36.18	--	$38.52	--	$41.04	--	$43.57
A02-025	12	$32.42	--	$34.28	--	$36.16	--	$38.61	--	$40.90	--	$43.58	--	$46.10
A02-027	10	$27.10	--	$28.39	--	$29.72	--	$31.36	--	$32.94	--	$34.82	--	$36.55
A02-030	9	$14.45	$14.73	$14.98	$15.33	$15.55	$16.03	$16.39	$16.81	--	$17.17	--	$17.76	--
A02-031	10	$21.54	--	$22.78	--	$24.05	--	$25.22	--	$26.37	--	$27.23	--	$28.26
A02-032	6	$21.64	$22.09	$22.58	$23.12	$23.82	$24.67	$25.24	$26.23	--	$26.54	--	$27.65	--
A02-039	10	$32.70	--	$34.59	--	$36.40	--	$38.44	--	$40.13	--	$42.31	--	$44.60
	E11	$35.24	--	$37.49	--	$39.72	--	$41.86	--	$44.13	--	$46.51	--	$48.90
A02-040	E11	$35.24	--	$37.49	--	$39.72	--	$41.86	--	$44.13	--	$46.51	--	$48.90
A02-041	12	$36.40	--	$38.48	--	$40.47	--	$43.42	--	$46.22	--	$49.24	--	$52.28

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
A02-042	9	$26.47	$27.16	$27.83	$28.52	$29.13	$30.69	$31.77	$32.94	--	--	--	--	--
	10	$27.24	--	$28.83	--	$30.33	--	$32.02	--	$33.44	--	$35.26	--	$37.16
	E11	$29.37	--	$31.24	--	$33.10	--	$34.89	--	$36.77	--	$38.76	--	$40.76
A02-043	10	$27.68	--	$29.26	--	$30.82	--	$32.45	--	$33.79	--	$34.98	--	$36.26
	E11	$29.24	--	$30.82	--	$35.39	--	$37.13	--	$38.98	--	$42.92	--	$44.61
A02-044	12	$35.66	--	$37.71	--	$39.80	--	$42.39	--	$44.98	--	$47.94	--	$50.72
A02-045	13	$35.94	--	$38.14	--	$40.36	--	$42.73	--	$45.55	--	$48.29	--	$51.59
A02-046	7	$21.64	$22.09	$22.58	$23.12	$23.82	$24.67	$25.24	$26.23	--	$26.54	--	$27.65	--
	8	$24.35	$24.90	$25.42	$26.08	$26.48	$27.25	$27.65	$28.34	--	$29.50	--	$29.93	--
	E9	$26.82	$27.39	$27.93	$28.59	$29.08	$29.92	$30.65	$31.36	--	$32.13	--	$33.20	--
A02-047	9	$26.82	$27.39	$27.93	$29.72	--	$29.92	$30.65	$31.36	--	$32.13	--	$33.20	--
	E10	$29.80	--	$30.72	$32.68	--	$34.51	--	$36.24	--	$38.31	--	$40.22	--
A02-048	11	$31.22	--	$32.92	--	$34.65	--	$36.51	--	$38.44	--	$40.16	--	$42.37
A02-049	7	$24.35	$24.90	$25.42	$26.08	$26.48	$27.25	$27.65	$28.34	--	$29.50	--	$29.93	--
	E8	$27.44	$28.16	$28.86	$29.49	$29.98	$30.84	$31.67	$32.46	--	$33.23	--	$34.40	--
A02-050	9	$29.50	$30.13	$30.72	$31.46	$31.98	$32.91	$33.71	$34.51	--	$35.34	--	$36.51	--
A02-051	9	$29.93	$30.72	$31.49	$32.17	$32.70	$33.65	$34.56	$35.40	--	$36.24	--	$37.53	--
	E10	$30.28	--	$31.85	--	$33.42	--	$35.40	--	$37.19	--	$39.41	--	$41.68
A02-052	11	$34.05	--	$35.92	--	$37.80	--	$39.84	--	$41.94	--	$43.81	--	$46.23

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
A02-053	9	$31.77	$32.59	$33.39	$34.23	$34.96	$36.83	$38.12	$39.53	--	--	--	--	--
	10	$32.69	--	$34.59	--	$36.40	--	$38.43	--	$40.12	--	$42.31	--	$44.60
	P11	$35.25	--	$37.49	--	$39.72	--	$41.86	--	$44.13	--	$46.51	--	$48.90
A02-054	12	$36.40	--	$38.47	--	$40.46	--	$43.42	--	$46.23	--	$49.24	--	$52.28
A31-002	5	$22.03	$22.50	$22.89	$23.39	$24.02	$24.72	$25.24	$25.98	--	$26.81	--	$28.01	--
	E6	$22.72	$23.24	$23.80	$24.30	$24.72	$25.57	$26.24	$27.06	--	$27.84	--	$29.13	--
A31-003	E6	$22.72	$23.24	$23.80	$24.30	$24.72	$25.57	$26.24	$27.06	--	$27.84	--	$29.13	--
A31-004	6	$21.72	$22.22	$22.74	$23.27	$23.81	$24.30	$24.81	$25.40	--	$26.52	--	$27.39	--
A31-005	6	$22.03	$22.50	$22.89	$23.39	$24.02	$24.72	$25.24	$25.98	--	$26.81	--	$28.01	--
	7	$22.72	$23.24	$23.80	$24.30	$24.72	$25.57	$26.24	$27.06	--	$27.84	--	$29.13	--
	E8	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
A31-007	7	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
A31-008	8	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
A31-009	8	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
	E9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
A31-010	E9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
A31-011	9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
A31-012	10	$27.63	--	$29.13	--	$30.74	--	$32.37	--	$34.03	--	$35.79	--	$37.72
A31-013	E10	$27.63	--	$29.13	--	$30.74	--	$32.37	--	$34.03	--	$35.79	--	$37.72

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
A31-014	8	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
	9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
	E10	$27.63	--	$29.13	--	$30.74	--	$32.37	--	$34.03	--	$35.79	--	$37.72
A31-018	11	$29.37	--	$31.24	--	$33.10	--	$34.89	--	$36.77	--	$38.76	--	$40.76
A31-019	11	$30.21	--	$32.02	--	$33.78	--	$35.69	--	$37.69	--	$39.81	--	$41.65
A31-021	8	$23.60	--	$25.07	--	$26.52	--	$27.83	--	$29.09	--	$30.64	--	$32.23
A31-023	4	$19.97	$20.50	$20.93	$21.21	$21.72	$22.28	$22.87	$23.22	--	$23.69	--	$24.25	--
	E5	$20.84	$21.33	$21.82	$22.22	$22.74	$23.27	$23.81	$24.30	--	$25.07	--	$25.76	--
A31-024	6	$20.84	$21.33	$21.82	$22.22	$22.74	$23.27	$23.81	$24.30	--	$25.07	--	$25.76	--
A31-025	8	$29.47	$30.08	$30.69	$31.49	$32.18	$32.99	$33.61	$34.59	--	$36.15	--	$37.16	--
	E9	$32.32	--	$34.02	--	$35.70	--	$37.16	--	$38.84	--	$40.45	--	$41.53
A31-026	10	$33.16	--	$34.97	--	$36.88	--	$38.84	--	$40.83	--	$42.95	--	$45.27
A31-027	E10	$32.70	--	$34.59	--	$36.40	--	$38.44	--	$40.13	--	$42.31	--	$44.60
A31-028	11	$35.24	--	$37.49	--	$39.72	--	$41.86	--	$44.13	--	$46.51	--	$48.90
A31-029	7	$22.72	$23.24	$23.80	$24.30	$24.72	$25.57	$26.24	$27.06	--	$27.84	--	$29.13	--
	8	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
	E9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
A31-030	8	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
	9	$26.93	--	$28.35	--	$29.75	--	$30.98	--	$32.37	--	$33.70	--	$34.62
	E10	$27.24	--	$28.83	--	$30.33	--	$32.02	--	$33.44	--	$35.26	--	$37.16

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
A31-031	7	$27.26	$27.88	$28.57	$29.15	$29.66	$30.69	$31.50	$32.47	--	$33.40	--	$34.96	--
	8	$29.47	$30.09	$30.69	$31.50	$32.17	$32.98	$33.61	$34.59	--	$36.15	--	$37.17	--
	E9	$32.32	--	$34.01	--	$35.70	--	$37.17	--	$38.84	--	$40.44	--	$41.54
A31-032	10	$33.17	--	$34.96	--	$36.87	--	$38.84	--	$40.85	--	$42.95	--	$45.26
A31-033	E10	$32.69	--	$34.59	--	$36.40	--	$38.43	--	$40.12	--	$42.31	--	$44.60
A31-034	11	$35.25	--	$37.49	--	$39.72	--	$41.86	--	$44.13	--	$46.51	--	$48.90
C12-001	8	$24.15	$27.23	$27.67	$28.60	$29.09	$29.92	$31.75	$33.48	--	--	--	--	--
	E9	$25.00	$28.19	$28.60	$29.60	$30.34	$31.22	$32.65	$34.95	--	$36.29	--	--	--
C12-002	9	$25.00	$28.19	$28.60	$29.60	$30.34	$31.22	$32.65	$34.95	--	--	--	--	--
	E10	$24.53	$25.20	$25.87	$29.09	--	$30.60	--	$32.02	--	$34.19	--	$37.07	--
C12-003	E10	$24.53	$25.20	$25.87	$29.09	--	$30.60	--	$32.02	--	$34.19	--	$37.07	--
C12-005	E10	$21.55	--	$25.42	--	$29.32	--	$31.22	--	$33.00	--	$35.64	--	$38.90
C12-006	8	$24.15	$27.23	$27.67	$28.60	$29.09	$29.92	$31.75	$33.48	--	--	--	--	--
	9	$25.00	$28.19	$28.60	$29.60	$30.34	$31.22	$32.65	$34.95	--	--	--	--	--
	E10	$24.53	$25.20	$25.87	$29.09	--	$30.60	--	$32.02	--	$34.19	--	$37.07	--
C12-007	7	$22.00	--	--	--	--	--	--	--	--	--	--	--	--
E42-001	6	$22.32	$22.81	$23.32	$23.89	$24.44	$25.20	$25.69	$26.23	--	$27.06	--	$27.88	--
	7	$22.94	$23.61	$24.30	$24.91	$25.45	$26.05	$26.57	$27.50	--	$28.15	--	$29.05	--
	E8	$24.40	$24.91	$25.40	$26.05	$26.57	$27.25	$27.88	$28.86	--	$29.66	--	$30.32	--

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
E42-002	8	$24.40	$24.91	$25.40	$26.05	$26.57	$27.25	$27.88	$28.86	--	$29.66	--	$30.32	--
	9	$23.85	--	$25.21	--	$26.57	--	$27.88	--	$29.28	--	$31.12	--	$32.62
	E10	$24.76	--	$26.23	--	$27.69	--	$29.05	--	$30.53	--	$32.14	--	$34.04
E42-005	11	$26.08	--	$27.69	--	$29.30	--	$30.86	--	$32.62	--	$34.27	--	$36.09
E42-009	8	$23.21	$23.81	$24.41	$25.03	$25.59	$26.24	$26.85	$27.78	--	$28.53	--	$29.27	--
	9	$22.81	--	$24.24	--	$25.59	--	$26.85	--	$28.26	--	$29.99	--	$31.45
	E10	$23.70	--	$25.19	--	$26.67	--	$27.97	--	$29.42	--	$31.09	--	$32.85
E42-010	9	$22.81	--	$24.24	--	$25.59	--	$26.85	--	$28.26	--	$29.99	--	$31.45
	E10	$23.70	--	$25.19	--	$26.67	--	$27.97	--	$29.42	--	$31.09	--	$32.85
E42-011	9	$23.15	--	$24.24	--	$25.19	--	$26.67	--	$27.97	--	$29.76	--	$31.09
	10	$25.39	--	$26.67	--	$27.97	--	$29.76	--	$31.45	--	$33.16	--	$35.00
	P11	$28.30	--	$29.99	--	$31.68	--	$34.10	--	$36.33	--	$38.73	--	$41.31
E42-012	8	$23.21	$23.81	$24.41	$25.03	$25.59	$26.24	$26.85	$27.57	--	$28.53	--	$29.27	--
	9	$23.15	--	$24.24	--	$25.19	--	$26.67	--	$27.97	--	$29.76	--	$31.09
	E10	$25.39	--	$26.67	--	$27.97	--	$29.76	--	$31.45	--	$33.16	--	$35.00
E42-013	11	$25.08	--	$26.67	--	$28.30	--	$29.76	--	$31.45	--	$33.16	--	$34.98
E42-014	12	$30.50	--	$32.29	--	$34.10	--	$36.69	--	$39.12	--	$41.72	--	$44.47
E42-017	8	$24.75	$25.26	$25.87	$26.48	$27.02	$27.63	$28.26	$29.11	--	$29.85	--	$30.53	--
	9	$24.31	--	$25.69	--	$27.02	--	$28.26	--	$29.65	--	$31.34	--	$32.70
	E10	$25.13	--	$26.63	--	$28.14	--	$29.30	--	$30.79	--	$32.37	--	$34.08

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
E42-019	7	$27.52	$28.33	$29.15	$29.78	$30.48	$31.25	$31.89	$32.98	--	$33.65	--	$34.87	--
	E8	$29.14	$29.78	$30.47	$31.25	$31.89	$32.66	$33.40	$34.59	--	$35.46	--	$36.35	--
E42-020	9	$28.58	--	$30.24	--	$31.89	--	$33.40	--	$35.12	--	$37.35	--	$39.09
H21-001	9	$25.78	$26.55	$27.39	$28.26	$29.06	$30.34	$31.45	$32.57	--	$34.70	--	$36.79	--
	10	$26.64	--	$28.26	--	$29.86	--	$32.02	--	$33.50	--	$35.60	--	$37.56
	P11	$30.86	--	$32.69	--	$34.46	--	$36.50	--	$38.73	--	$41.06	--	$43.45
H21-002	9	$25.78	$26.55	$27.39	$28.26	$29.06	$30.34	$31.45	$32.57	--	$34.70	--	$36.79	--
	10	$27.15	--	$28.83	--	$30.50	--	$32.67	--	$34.19	--	$36.20	--	$38.32
	P11	$31.36	--	$33.32	--	$35.14	--	$37.28	--	$39.51	--	$41.82	--	$44.30
H21-003	9	$25.78	$26.55	$27.39	$28.26	$29.06	$30.34	$31.45	$32.57	--	$34.70	--	--	--
	10	$24.76	--	$26.19	--	$27.63	--	$29.65	--	$31.42	--	$33.20	--	$35.07
	P11	$31.77	--	$33.81	--	$35.86	--	$38.27	--	$40.66	--	$43.05	--	$45.48
H21-004	9	$27.84	--	$29.65	--	$31.42	--	$32.69	--	$34.19	--	$35.86	--	$37.28
	10	$28.90	--	$30.47	--	$32.02	--	$33.81	--	$35.60	--	$37.56	--	$39.83
	P11	$32.72	--	$34.81	--	$36.95	--	$39.09	--	$41.38	--	$43.88	--	$46.29
H21-006	10	$28.90	--	$30.47	--	$32.02	--	$33.81	--	$35.60	--	$37.56	--	$39.83
	P11	$32.72	--	$34.81	--	$36.95	--	$39.09	--	$41.38	--	$43.88	--	$46.29
H21-007	P11	$30.86	--	$32.69	--	$34.46	--	$36.50	--	$38.73	--	$41.06	--	$43.45
H21-009	12	$32.40	--	$34.81	--	$37.28	--	$39.50	--	$41.84	--	$44.31	--	$47.24
H21-010	12	$33.02	--	$35.55	--	$37.97	--	$40.24	--	$42.62	--	$45.23	--	$48.20
H21-011	12	$33.81	--	$35.86	--	$37.96	--	$40.66	--	$43.45	--	$46.03	--	$48.67

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
H21-013	12	$35.02	--	$37.28	--	$39.50	--	$41.84	--	$44.31	--	$46.92	--	$49.60
H21-014	13	$35.14	--	$37.96	--	$40.66	--	$43.05	--	$46.03	--	$48.67	--	$51.62
H21-016	13	$37.97	--	$40.30	--	$42.62	--	$45.07	--	$47.81	--	$50.61	--	$53.61
H21-017	14	$37.92	--	$40.66	--	$43.45	--	$46.92	--	$49.60	--	$52.64	--	$55.78
H21-018	14	$40.15	--	$43.05	--	$46.03	--	$48.67	--	$51.62	--	$54.78	--	$58.01
H21-019	15	$42.81	--	$46.03	--	$49.22	--	$52.64	--	$55.78	--	$59.20	--	$62.70
H21-020	13	$38.88	--	$41.38	--	$43.88	--	$46.92	--	$50.13	--	$53.21	--	$56.32
H21-021	15	$40.90	--	$43.88	--	$46.92	--	$50.61	--	$54.78	--	$58.01	--	$61.72
H21-022	10	$31.60	--	$33.37	--	$35.07	--	$37.49	--	$39.17	--	$41.41	--	$43.61
	P11	$36.80	--	$38.90	--	$41.02	--	$43.30	--	$45.73	--	$48.28	--	$50.93
H21-023	12	$38.63	--	$41.31	--	$44.06	--	$46.57	--	$49.19	--	$52.00	--	$55.32
H21-024	13	$41.09	--	$44.04	--	$46.96	--	$49.62	--	$52.89	--	$55.84	--	$59.04
H21-025	14	$43.88	--	$46.96	--	$50.03	--	$53.87	--	$56.86	--	$60.17	--	$63.68
H21-033	13	$36.06	--	$38.75	--	$41.43	--	$43.89	--	$46.97	--	$49.70	--	$52.66
H21-034	14	$38.66	--	$41.43	--	$44.30	--	$47.81	--	$50.60	--	$53.66	--	$56.98
H21-035	13	$35.96	--	$38.31	--	$40.66	--	$43.45	--	$46.31	--	$49.25	--	$52.21
H21-036	14	$41.46	--	$43.88	--	$46.29	--	$49.60	--	$53.21	--	$56.32	--	$59.83
H21-038	15	$42.65	--	$45.48	--	$48.30	--	$51.63	--	$55.28	--	$58.62	--	$62.75

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
H21-039	9	$33.40	--	$35.60	--	$37.70	--	$39.22	--	$41.02	--	$43.04	--	$44.74
	10	$34.68	--	$36.54	--	$38.44	--	$40.56	--	$42.70	--	$45.06	--	$47.79
	P11	$39.25	--	$41.80	--	$44.33	--	$46.92	--	$49.64	--	$52.65	--	$55.55
H21-040	P11	$40.56	--	$43.04	--	$45.55	--	$48.79	--	$52.14	--	$55.23	--	$58.40
H21-041	12	$42.02	--	$44.74	--	$47.39	--	$50.19	--	$53.18	--	$56.29	--	$59.52
H21-042	12	$43.12	--	$45.94	--	$48.79	--	$52.14	--	$55.55	--	$59.06	--	$62.62
H21-043	13	$46.65	--	$49.64	--	$52.65	--	$56.29	--	$60.15	--	$63.86	--	$67.58
H21-044	12	$42.62	--	$45.13	--	$47.79	--	$50.60	--	$53.70	--	$56.80	--	$60.15
H21-045	13	$45.84	--	$48.76	--	$51.65	--	$54.52	--	$57.88	--	$61.35	--	$64.99
H21-046	14	$48.66	--	$52.17	--	$55.64	--	$59.03	--	$62.53	--	$66.38	--	$70.25
H21-047	15	$51.70	--	$55.70	--	$59.68	--	$63.86	--	$67.55	--	$71.82	--	$75.99
H21-048	14	$49.76	--	$52.65	--	$55.55	--	$59.52	--	$63.86	--	$67.58	--	$71.79
H21-049	13	$45.82	--	$48.76	--	$51.64	--	$54.51	--	$57.87	--	$61.37	--	$64.99
H21-050	14	$48.65	--	$52.18	--	$55.64	--	$59.03	--	$62.53	--	$66.37	--	$70.26
H21-051	9	$33.40	--	$35.59	--	$37.70	--	$39.23	--	$41.01	--	$43.04	--	$44.74
	10	$34.68	--	$36.55	--	$38.43	--	$40.57	--	$42.71	--	$45.07	--	$47.79
	P11	$39.26	--	$41.78	--	$44.34	--	$46.91	--	$49.65	--	$52.65	--	$55.55
H21-052	12	$42.02	--	$44.74	--	$47.40	--	$50.21	--	$53.17	--	$56.29	--	$59.52
H21-053	15	$51.70	--	$55.70	--	$59.69	--	$63.86	--	$67.55	--	$71.82	--	$75.98
H21-054	13	$45.57	--	$48.37	--	$51.14	--	$54.10	--	$57.37	--	$60.74	--	$64.33

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
H21-055	14	$48.17	--	$51.66	--	$55.24	--	$58.39	--	$61.94	--	$65.73	--	$69.62
H21-056	15	$51.37	--	$55.24	--	$59.07	--	$63.17	--	$66.94	--	$71.05	--	$75.24
H21-057	12	$42.63	--	$45.13	--	$47.79	--	$50.60	--	$53.70	--	$56.79	--	$60.15
H21-058	9	$30.93	$31.87	$32.87	$33.92	$34.88	$36.41	$37.74	$39.09	--	$41.64	--	$44.16	--
	10	$31.96	--	$33.92	--	$35.83	--	$38.43	--	$40.19	--	$42.71	--	$45.07
	P11	$37.04	--	$39.23	--	$41.36	--	$43.81	--	$46.46	--	$49.26	--	$52.13
H21-059	12	$38.88	--	$41.78	--	$44.74	--	$47.40	--	$50.21	--	$53.17	--	$56.67
H21-060	12	$39.09	--	$42.08	--	$45.13	--	$47.79	--	$50.60	--	$53.70	--	$57.27
H21-061	13	$42.71	--	$45.98	--	$49.35	--	$52.18	--	$55.71	--	$59.02	--	$62.51
H21-062	14	$45.97	--	$49.35	--	$52.65	--	$56.78	--	$60.11	--	$63.89	--	$67.59
L32-003	6	$19.55	$20.07	$20.64	$21.14	$21.72	$22.22	$22.74	$23.36	--	$24.26	--	$25.08	--
	E7	$21.22	$21.82	$22.44	$23.09	$23.55	$24.26	$24.81	$25.75	--	$26.43	--	$27.47	--
L32-004	6	$19.55	$20.07	$20.64	$21.14	$21.72	$22.22	$22.74	$23.36	--	$24.26	--	$25.08	--
	7	$21.22	$21.82	$22.44	$23.09	$23.55	$24.26	$24.81	$25.75	--	$26.43	--	$27.47	--
	E8	$23.35	$24.02	$24.63	$25.24	$25.75	$26.43	$27.15	$27.84	--	$28.84	--	$29.98	--
L32-005	7	$19.55	$20.07	$20.64	$21.14	$21.72	$22.22	$22.74	$23.36	--	$24.26	--	$25.08	--
	8	$21.22	$21.82	$22.44	$23.09	$23.55	$24.26	$24.81	$25.75	--	$26.43	--	$27.47	--
	E9	$23.35	$24.02	$24.63	$25.24	$25.75	$26.43	$27.15	$27.84	--	$28.84	--	$29.98	--

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
L32-006	8	$21.22	$21.82	$22.44	$23.09	$23.55	$24.26	$24.81	$25.75	--	$26.43	--	$27.47	--
	9	$23.35	$24.02	$24.63	$25.24	$25.75	$26.43	$27.15	$27.84	--	$28.84	--	$29.98	--
	E10	$24.67	--	$26.18	--	$27.65	--	$29.09	--	$30.82	--	$32.36	--	$34.69
L32-007	9	$23.35	$24.02	$24.63	$25.24	$25.75	$26.43	$27.15	$27.84	--	$28.84	--	$29.98	--
	10	$24.67	--	$26.18	--	$27.65	--	$29.09	--	$30.82	--	$32.36	--	$34.69
	E11	$26.28	--	$28.10	--	$29.90	--	$31.73	--	$33.55	--	$35.60	--	$38.04
L32-009	9	$24.67	--	$26.18	--	$27.65	--	$29.09	--	$30.82	--	$32.36	--	$34.69
L32-010	10	$24.67	--	$26.18	--	$27.65	--	$29.09	--	$30.82	--	$32.36	--	$34.69
L32-012	11	$26.28	--	$28.10	--	$29.90	--	$31.73	--	$33.55	--	$35.60	--	$38.04
L32-013	12	$28.07	--	$29.90	--	$31.73	--	$34.19	--	$36.98	--	$39.13	--	$41.98
L32-014	E12	$28.07	--	$29.90	--	$31.73	--	$34.19	--	$36.98	--	$39.13	--	$41.98
L32-015	13	$31.24	--	$33.55	--	$35.86	--	$38.36	--	$40.70	--	$43.08	--	$46.07
L32-019	8	$23.35	$24.02	$24.63	$25.24	$25.75	$26.43	$27.15	$27.84	--	$28.84	--	$29.98	--
L32-020	9	$27.84	--	$29.65	--	$31.42	--	$32.69	--	$34.19	--	$35.86	--	$37.28
	10	$28.90	--	$30.47	--	$32.02	--	$33.81	--	$35.60	--	$37.56	--	$39.83
	P11	$31.73	--	$34.19	--	$36.55	--	$38.75	--	$41.12	--	$43.50	--	$47.05
L32-022	8	$25.47	$26.18	$26.92	$27.70	$28.25	$29.10	$29.78	$30.89	--	$31.70	--	$32.97	--
	9	$28.02	$28.83	$29.55	$30.29	$30.89	$31.70	$32.57	$33.40	--	$34.61	--	$35.97	--
	E10	$29.60	--	$31.42	--	$33.18	--	$34.91	--	$37.00	--	$38.83	--	$41.63
L32-023	11	$31.55	--	$33.72	--	$35.86	--	$38.09	--	$40.25	--	$42.70	--	$45.63

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
L32-024	12	$33.68	--	$35.86	--	$38.09	--	$41.02	--	$44.36	--	$46.96	--	$50.38
L32-026	E11	$30.44	--	$32.40	--	$34.27	--	$36.14	--	$38.23	--	$40.37	--	$43.18
L32-027	12	$32.52	--	$34.48	--	$36.39	--	$38.94	--	$42.15	--	$44.37	--	$47.67
L32-028	8	$25.46	$26.17	$26.93	$27.71	$28.25	$29.10	$29.78	$30.89	--	$31.71	--	$32.96	--
	9	$28.02	$28.83	$29.55	$30.29	$30.89	$31.71	$32.58	$33.40	--	$34.61	--	$35.98	--
	E10	$29.60	--	$31.43	--	$33.18	--	$34.91	--	$36.99	--	$38.83	--	$41.63
L32-029	11	$31.53	--	$33.72	--	$35.87	--	$38.08	--	$40.25	--	$42.71	--	$45.64
L32-030	12	$33.68	--	$35.87	--	$38.08	--	$41.01	--	$44.36	--	$46.96	--	$50.37
L32-031	E7	$25.46	$26.17	$26.93	$27.71	$28.25	$29.10	$29.78	$30.89	--	$31.71	--	$32.96	--
L32-032	8	$28.02	$28.83	$29.55	$30.29	$30.89	$31.71	$32.58	$33.40	--	$34.61	--	$35.98	--
NERE-001	5	$20.96	$21.47	$21.96	$22.47	$22.82	$23.39	$23.69	$24.44	--	$25.25	--	$26.00	--
	6	$22.58	$22.96	$23.39	$23.96	$24.44	$25.13	$25.53	$26.00	--	$26.75	--	$27.57	--
	E7	$23.92	$24.44	$24.99	$25.53	$26.00	$26.76	$27.36	$28.19	--	$28.83	--	$29.67	--
NERE-002	7	$23.92	$24.44	$24.99	$25.53	$26.00	$26.76	$27.36	$28.19	--	$28.83	--	$29.67	--
	E8	$25.24	$25.83	$26.41	$27.00	$27.57	$28.19	$28.83	$29.34	--	$30.33	--	$31.10	--
NERE-004	8	$25.24	$25.83	$26.41	$27.00	$27.57	$28.19	$28.83	$29.34	--	$30.33	--	$31.10	--
NERE-005	8	$23.39	$23.93	$24.46	$25.03	$25.47	$25.97	$26.52	$27.15	--	$28.25	--	$29.08	--
NERE-006	9	$24.97	$25.59	$26.16	$26.71	$27.24	$27.88	$28.52	$29.08	--	$30.21	--	$30.98	--
NERE-007	10	$25.17	--	$26.71	--	$28.25	--	$29.65	--	$30.98	--	$32.54	--	$34.10
NERE-008	11	$27.22	--	$28.86	--	$30.48	--	$32.14	--	$33.78	--	$35.72	--	$37.61

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-009	12	$29.95	--	$31.60	--	$33.33	--	$35.47	--	$37.61	--	$39.93	--	$42.31
NERE-010	9	$25.60	--	$27.06	--	$28.52	--	$29.79	--	$31.25	--	$32.80	--	$34.34
NERE-011	10	$25.60	--	$27.06	--	$28.52	--	$29.79	--	$31.25	--	$32.80	--	$34.34
NERE-012	E10	$25.71	--	$27.15	--	$28.56	--	$29.87	--	$31.36	--	$32.87	--	$34.44
NERE-013	11	$26.57	--	$27.93	--	$29.30	--	$31.09	--	$32.73	--	$34.77	--	$36.33
NERE-014	12	$27.93	--	$29.79	--	$31.60	--	$33.33	--	$35.05	--	$37.02	--	$38.96
NERE-015	11	$27.93	--	$29.79	--	$31.60	--	$33.33	--	$35.05	--	$37.02	--	$38.96
NERE-016	12	$29.95	--	$31.60	--	$33.33	--	$35.47	--	$37.97	--	$39.99	--	$42.79
NERE-017	12	$30.12	--	$31.86	--	$33.64	--	$35.55	--	$37.39	--	$39.09	--	$41.26
NERE-018	13	$32.61	--	$34.73	--	$36.82	--	$39.55	--	$42.14	--	$44.96	--	$47.53
NERE-019	14	$34.77	--	$37.16	--	$39.55	--	$42.46	--	$45.86	--	$48.82	--	$52.14
NERE-024	12	$29.36	--	$31.38	--	$33.40	--	$35.79	--	$38.08	--	$40.54	--	$42.92
NERE-025	12	$31.51	--	$33.64	--	$35.79	--	$38.45	--	$40.97	--	$43.61	--	$46.10
NERE-027	13	$33.65	--	$36.06	--	$38.45	--	$41.26	--	$44.43	--	$47.39	--	$50.62
NERE-030	13	$38.45	--	$41.26	--	$44.09	--	$47.39	--	$50.62	--	$53.63	--	$56.22
NERE-033	8	$25.14	$25.76	$26.31	$26.85	$27.47	$28.04	$28.70	$29.28	--	$30.26	--	$31.05	--
	9	$25.12	--	$26.08	--	$27.06	--	$28.52	--	$29.76	--	$31.46	--	$32.80
	E10	$26.64	--	$27.93	--	$29.27	--	$31.13	--	$32.82	--	$34.62	--	$36.37
NERE-034	10	$26.77	--	$28.04	--	$29.32	--	$31.20	--	$32.87	--	$34.69	--	$36.63

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-035	11	$29.66	--	$31.38	--	$33.10	--	$35.55	--	$37.68	--	$40.06	--	$42.92
NERE-036	12	$31.81	--	$33.64	--	$35.55	--	$38.08	--	$40.54	--	$43.27	--	$46.10
NERE-038	13	$34.07	--	$36.06	--	$38.08	--	$40.97	--	$44.09	--	$47.02	--	$50.36
NERE-041	10	$27.31	--	$28.56	--	$29.85	--	$31.54	--	$33.29	--	$34.88	--	$36.63
NERE-042	9	$25.22	--	$26.41	--	$27.57	--	$28.83	--	$30.12	--	$31.51	--	$33.17
NERE-043	10	$25.71	--	$27.15	--	$28.56	--	$29.87	--	$31.36	--	$32.87	--	$34.44
NERE-044	7	$23.93	$24.43	$24.95	$25.43	$26.00	$26.75	$27.36	$28.21	--	$28.83	--	$29.72	--
	8	$25.24	$25.83	$26.41	$27.00	$27.54	$28.21	$28.83	$29.42	--	$30.34	--	$31.13	--
	E9	$25.21	--	$26.19	--	$27.15	--	$28.56	--	$29.85	--	$31.54	--	$32.87
NERE-051	9	$25.25	--	$26.71	--	$28.15	--	$29.79	--	$31.36	--	$33.42	--	$35.32
NERE-052	10	$28.68	--	$30.31	--	$32.01	--	$33.71	--	$35.66	--	$37.28	--	$39.40
NERE-053	11	$28.68	--	$30.31	--	$32.01	--	$33.71	--	$35.66	--	$37.28	--	$39.40
NERE-055	11	$30.50	--	$32.29	--	$34.10	--	$36.59	--	$38.98	--	$41.98	--	$44.49
NERE-057	12	$32.95	--	$34.95	--	$36.98	--	$39.40	--	$42.45	--	$45.40	--	$48.52
NERE-058	14	$34.30	--	$36.36	--	$38.45	--	$41.24	--	$43.97	--	$47.85	--	$50.76
NERE-063	8	$27.04	--	$28.55	--	$30.11	--	$31.35	--	$32.85	--	$34.29	--	$35.14
NERE-064	10	$27.04	--	$28.55	--	$30.11	--	$31.35	--	$32.85	--	$34.29	--	$35.14
NERE-065	9	$28.02	--	$29.58	--	$31.13	--	$32.85	--	$34.67	--	$36.49	--	$38.61
NERE-067	11	$28.02	--	$29.58	--	$31.13	--	$32.85	--	$34.67	--	$36.49	--	$38.61

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-068	10	$30.47	--	$32.24	--	$34.06	--	$35.87	--	$37.93	--	$39.99	--	$41.93
NERE-069	11	$30.47	--	$32.24	--	$34.06	--	$35.87	--	$37.93	--	$39.99	--	$41.93
NERE-070	12	$30.47	--	$32.24	--	$34.06	--	$35.87	--	$37.93	--	$39.99	--	$41.93
NERE-071	11	$32.07	--	$34.29	--	$36.49	--	$38.61	--	$40.76	--	$42.71	--	$45.30
NERE-072	12	$32.07	--	$34.29	--	$36.49	--	$38.61	--	$40.76	--	$42.71	--	$45.30
NERE-073	13	$32.07	--	$34.29	--	$36.49	--	$38.61	--	$40.76	--	$42.71	--	$45.30
NERE-074	13	$36.37	--	$38.61	--	$40.76	--	$43.24	--	$46.25	--	$48.94	--	$51.75
NERE-075	14	$36.37	--	$38.61	--	$40.76	--	$43.24	--	$46.25	--	$48.94	--	$51.75
NERE-076	13	$34.54	--	$36.63	--	$38.73	--	$41.11	--	$43.41	--	$46.03	--	$48.75
	14	$40.51	--	$43.04	--	$45.63	--	$48.75	--	$52.05	--	$55.32	--	$58.55
	P15	$45.07	--	$48.31	--	$51.51	--	$54.73	--	$57.92	--	$61.43	--	$64.99
NERE-077	16	$52.97	--	$56.37	--	$59.78	--	$63.30	--	$66.29	--	$70.32	--	$73.79
NERE-078	17	$57.31	--	$60.87	--	$64.50	--	$67.68	--	$71.75	--	$75.18	--	$78.89
NERE-079	18	$61.33	--	$65.13	--	$68.99	--	$73.15	--	$76.67	--	$80.37	--	$84.40
NERE-080	13	$34.04	--	$36.09	--	$38.15	--	$40.40	--	$43.05	--	$45.63	--	$48.75
NERE-081	14	$35.87	--	$38.47	--	$41.08	--	$44.29	--	$46.99	--	$49.81	--	$52.62
NERE-082	15	$38.90	--	$41.91	--	$44.79	--	$47.82	--	$51.63	--	$54.77	--	$57.92
NERE-083	13	$35.03	--	$37.58	--	$40.17	--	$43.01	--	$45.97	--	$48.60	--	$51.53
NERE-084	14	$37.36	--	$40.17	--	$43.01	--	$46.26	--	$49.51	--	$52.53	--	$55.16

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-085	15	$40.45	--	$43.36	--	$46.26	--	$49.99	--	$54.19	--	$56.85	--	$60.24
NERE-086	7	$24.56	$25.07	$25.57	$26.24	$26.81	$27.49	$28.01	$28.83	--	$30.13	--	$30.98	--
NERE-088	10	$24.26	--	$25.75	--	$27.22	--	$28.53	--	$29.83	--	$31.36	--	$32.95
NERE-089	9	$24.26	--	$25.75	--	$27.22	--	$28.53	--	$29.83	--	$31.36	--	$32.95
NERE-090	10	$26.28	--	$27.83	--	$29.42	--	$31.06	--	$32.69	--	$34.67	--	$36.49
NERE-091	11	$26.28	--	$27.83	--	$29.42	--	$31.06	--	$32.69	--	$34.67	--	$36.49
NERE-092	12	$28.77	--	$30.48	--	$32.16	--	$34.29	--	$36.49	--	$38.82	--	$41.17
NERE-093	11	$28.77	--	$30.48	--	$32.16	--	$34.29	--	$36.49	--	$38.82	--	$41.17
NERE-094	13	$32.93	--	$34.89	--	$36.88	--	$39.66	--	$42.71	--	$45.73	--	$48.34
NERE-095	12	$32.93	--	$34.89	--	$36.88	--	$39.66	--	$42.71	--	$45.73	--	$48.34
NERE-097	13	$38.12	--	$40.30	--	$42.43	--	$45.04	--	$47.50	--	$50.08	--	$52.75
NERE-098	12	$29.04	--	$30.81	--	$32.61	--	$34.95	--	$37.58	--	$39.83	--	$42.31
NERE-099	10	$27.18	--	$28.97	--	$30.81	--	$32.61	--	$34.31	--	$36.24	--	$38.25
NERE-100	11	$29.04	--	$30.81	--	$32.61	--	$34.95	--	$37.58	--	$39.83	--	$42.13
NERE-101	12	$29.04	--	$30.81	--	$32.61	--	$34.95	--	$37.58	--	$39.83	--	$42.13
NERE-102	13	$32.11	--	$34.31	--	$36.52	--	$38.98	--	$41.30	--	$43.83	--	$46.26
NERE-106	12	$32.67	--	$34.95	--	$37.28	--	$39.40	--	$41.73	--	$44.21	--	$47.15
NERE-107	13	$35.26	--	$37.96	--	$40.60	--	$43.01	--	$45.97	--	$48.60	--	$51.53
NERE-108	14	$37.89	--	$40.60	--	$43.36	--	$46.81	--	$49.51	--	$52.53	--	$55.74

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-109	15	$40.83	--	$43.83	--	$46.81	--	$50.57	--	$54.70	--	$57.98	--	$61.60
NERE-110	15	$45.81	--	$49.18	--	$52.53	--	$56.28	--	$60.24	--	$63.75	--	$67.66
NERE-111	13	$41.13	--	$44.04	--	$46.93	--	$49.55	--	$52.80	--	$55.78	--	$58.98
NERE-112	14	$43.86	--	$46.93	--	$49.92	--	$53.79	--	$56.74	--	$60.10	--	$63.55
NERE-113	14	$38.59	--	$41.34	--	$44.17	--	$47.72	--	$50.56	--	$53.56	--	$56.85
NERE-114	15	$41.50	--	$44.64	--	$47.72	--	$51.53	--	$55.74	--	$59.07	--	$62.84
NERE-116	13	$37.80	--	$40.17	--	$42.55	--	$45.04	--	$47.72	--	$50.57	--	$53.54
NERE-117	14	$40.04	--	$43.01	--	$45.97	--	$48.60	--	$51.53	--	$54.70	--	$57.98
NERE-118	15	$42.71	--	$45.97	--	$49.18	--	$52.53	--	$55.74	--	$59.09	--	$62.69
NERE-120	13	$38.76	--	$41.30	--	$43.83	--	$46.81	--	$49.99	--	$53.06	--	$56.28
NERE-121	14	$41.39	--	$43.83	--	$46.26	--	$49.51	--	$53.06	--	$56.28	--	$59.74
NERE-122	15	$42.65	--	$45.41	--	$48.17	--	$51.53	--	$55.16	--	$58.50	--	$62.69
NERE-123	13	$36.01	--	$38.19	--	$40.44	--	$42.86	--	$45.62	--	$48.31	--	$51.69
NERE-124	14	$37.89	--	$40.70	--	$43.46	--	$46.98	--	$49.86	--	$52.80	--	$55.78
NERE-125	15	$41.35	--	$44.39	--	$47.44	--	$50.74	--	$54.86	--	$58.04	--	$61.40
NERE-126	16	$44.11	--	$47.44	--	$50.74	--	$54.86	--	$58.63	--	$62.64	--	$66.33
NERE-128	11	$29.89	--	$31.51	--	$33.16	--	$34.99	--	$37.30	--	$40.32	--	$42.38
NERE-131	13	$32.64	--	$34.54	--	$36.48	--	$39.15	--	$41.67	--	$45.13	--	$47.93
NERE-133	10	$25.31	--	$26.94	--	$28.53	--	$30.01	--	$31.68	--	$33.43	--	$35.14

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-136	11	$27.47	--	$29.26	--	$31.09	--	$32.85	--	$34.74	--	$36.52	--	$38.25
NERE-139	12	$30.45	--	$32.61	--	$34.74	--	$37.28	--	$39.83	--	$42.55	--	$45.04
NERE-140	13	$30.45	--	$32.61	--	$34.74	--	$37.28	--	$39.83	--	$42.55	--	$45.04
NERE-141	13	$31.68	--	$33.84	--	$36.03	--	$38.56	--	$41.09	--	$44.30	--	$46.71
NERE-142	13	$32.67	--	$34.95	--	$37.28	--	$40.17	--	$43.36	--	$46.26	--	$49.51
NERE-143	14	$32.67	--	$34.95	--	$37.28	--	$40.17	--	$43.36	--	$46.26	--	$49.51
NERE-146	14	$35.99	--	$38.66	--	$41.30	--	$44.62	--	$48.17	--	$51.53	--	$54.70
NERE-147	15	$35.99	--	$38.66	--	$41.30	--	$44.62	--	$48.17	--	$51.53	--	$54.70
NERE-148	13	$37.36	--	$40.17	--	$43.01	--	$46.26	--	$49.51	--	$52.53	--	$55.16
NERE-149	10	$25.67	--	$26.94	--	$28.25	--	$30.01	--	$31.68	--	$33.43	--	$35.32
NERE-152	14	$39.68	--	$42.55	--	$45.41	--	$48.17	--	$51.02	--	$54.20	--	$57.44
NERE-153	13	$40.83	--	$43.83	--	$46.81	--	$49.99	--	$53.54	--	$56.85	--	$60.24
NERE-154	14	$40.45	--	$43.36	--	$46.26	--	$49.99	--	$54.19	--	$56.85	--	$60.24
NERE-155	15	$40.45	--	$43.36	--	$46.26	--	$49.99	--	$54.19	--	$56.85	--	$60.24
NERE-156	16	$40.45	--	$43.36	--	$46.26	--	$49.99	--	$54.19	--	$56.85	--	$60.24
NERE-157	14	$42.20	--	$45.41	--	$48.60	--	$52.12	--	$55.74	--	$59.09	--	$62.69
NERE-158	15	$42.20	--	$45.41	--	$48.60	--	$52.12	--	$55.74	--	$59.09	--	$62.69
NERE-159	15	$45.81	--	$49.18	--	$52.53	--	$56.28	--	$60.24	--	$63.75	--	$67.66
NERE-160	16	$45.81	--	$49.18	--	$52.53	--	$56.28	--	$60.24	--	$63.75	--	$67.66

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-170	8	$24.14	$24.67	$25.22	$25.82	$26.44	$27.04	$27.65	$28.26	--	$29.13	--	$29.87	--
	9	$24.17	--	$25.08	--	$25.98	--	$27.49	--	$28.71	--	$30.33	--	$31.63
	E10	$25.67	--	$26.94	--	$28.25	--	$30.01	--	$31.68	--	$33.43	--	$35.32
NERE-171	9	$24.17	--	$25.08	--	$25.98	--	$27.49	--	$28.71	--	$30.33	--	$31.63
NERE-172	9	$25.17	--	$26.51	--	$27.83	--	$29.26	--	$30.81	--	$32.28	--	$33.70
	10	$27.27	--	$28.81	--	$30.29	--	$32.28	--	$33.70	--	$35.66	--	$37.28
	P11	$30.82	--	$32.61	--	$34.31	--	$36.24	--	$38.66	--	$40.97	--	$43.36
NERE-173	10	$27.27	--	$28.81	--	$30.29	--	$32.28	--	$33.70	--	$35.66	--	$37.28
	P11	$30.82	--	$32.61	--	$34.31	--	$36.24	--	$38.66	--	$40.97	--	$43.36
NERE-174	9	$26.63	$27.36	$28.10	$28.81	$29.58	$31.09	$32.28	$33.43	--	--	--	--	--
	10	$25.67	--	$26.94	--	$28.25	--	$30.01	--	$31.68	--	$33.43	--	$35.32
	P11	$28.60	--	$30.29	--	$31.99	--	$34.31	--	$36.52	--	$38.98	--	$41.73
NERE-175	P11	$28.60	--	$30.29	--	$31.99	--	$34.31	--	$36.52	--	$38.98	--	$41.73
NERE-176	10	$25.67	--	$26.94	--	$28.25	--	$30.01	--	$31.68	--	$33.43	--	$35.32
	P11	$28.60	--	$30.29	--	$31.99	--	$34.31	--	$36.52	--	$38.98	--	$41.73
NERE-178	10	$25.67	--	$26.94	--	$28.25	--	$30.01	--	$31.68	--	$33.43	--	$35.32
NERE-179	11	$28.60	--	$30.29	--	$31.99	--	$34.31	--	$36.52	--	$38.98	--	$41.73
NERE-180	12	$30.82	--	$32.61	--	$34.31	--	$36.98	--	$39.40	--	$42.13	--	$45.04
NERE-181	12	$32.91	--	$34.74	--	$36.52	--	$38.98	--	$41.73	--	$44.21	--	$47.15
NERE-182	13	$32.95	--	$34.95	--	$36.98	--	$39.83	--	$43.01	--	$45.97	--	$49.18

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-183	13	$35.44	--	$37.58	--	$39.83	--	$42.55	--	$45.41	--	$48.60	--	$51.53
NERE-185	14	$40.73	--	$43.36	--	$45.97	--	$49.51	--	$53.06	--	$56.85	--	$60.24
	P15	$45.81	--	$49.18	--	$52.53	--	$56.28	--	$60.24	--	$63.75	--	$67.66
NERE-186	14	$36.34	--	$38.66	--	$40.97	--	$44.21	--	$47.72	--	$51.02	--	$54.19
NERE-187	14	$37.80	--	$40.17	--	$42.55	--	$45.97	--	$49.18	--	$52.12	--	$55.16
NERE-188	15	$40.73	--	$43.36	--	$45.97	--	$49.51	--	$53.06	--	$56.85	--	$60.24
NERE-189	16	$45.81	--	$49.18	--	$52.53	--	$56.28	--	$60.24	--	$63.75	--	$67.66
NERE-190	16	$51.43	--	$54.70	--	$57.98	--	$61.60	--	$65.19	--	$68.99	--	$73.07
NERE-191	13	$36.99	--	$39.51	--	$42.03	--	$45.04	--	$48.02	--	$50.77	--	$53.21
NERE-194	12	$34.51	--	$36.46	--	$38.42	--	$41.01	--	$43.87	--	$46.35	--	$49.55
NERE-195	13	$37.18	--	$39.52	--	$41.89	--	$44.72	--	$47.73	--	$51.06	--	$54.11
NERE-196	14	$39.69	--	$42.18	--	$44.72	--	$48.26	--	$51.72	--	$54.73	--	$57.94
NERE-197	15	$42.85	--	$45.52	--	$48.26	--	$52.00	--	$55.78	--	$59.74	--	$63.31
NERE-238	13	$36.94	--	$39.33	--	$41.72	--	$44.52	--	$47.66	--	$50.58	--	$53.60
NERE-258	10	$26.57	--	$27.93	--	$29.30	--	$31.09	--	$32.73	--	$34.77	--	$36.33
NERE-261	16	$51.83	--	$54.81	--	$57.84	--	$61.03	--	$64.38	--	$68.16	--	$71.89
NERE-262	12	$30.33	--	$32.06	--	$33.71	--	$36.18	--	$38.52	--	$41.04	--	$43.57
NERE-264	12	$34.45	--	$36.52	--	$38.66	--	$41.30	--	$44.16	--	$46.76	--	$49.53
NERE-265	14	$38.75	--	$41.26	--	$43.72	--	$47.19	--	$50.58	--	$53.60	--	$56.64

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-266	15	$41.93	--	$44.52	--	$47.19	--	$50.92	--	$54.51	--	$58.40	--	$61.95
NERE-267	6	$22.57	$22.94	$23.38	$23.90	$24.41	$25.11	$25.47	$25.97	--	$26.69	--	$27.57	--
	7	$23.83	$24.41	$24.97	$25.47	$25.97	$26.71	$27.34	$28.14	--	$28.79	--	$29.67	--
	E8	$25.21	$25.80	$26.38	$26.94	$27.54	$28.14	$28.79	$29.32	--	$30.31	--	$31.10	--
NERE-268	11	$27.18	--	$28.97	--	$30.81	--	$32.61	--	$34.31	--	$36.24	--	$38.25
NERE-275	12	$29.86	--	$31.60	--	$33.40	--	$35.26	--	$37.47	--	$40.40	--	$42.64
NERE-276	13	$31.73	--	$33.65	--	$35.65	--	$38.25	--	$40.75	--	$44.31	--	$47.02
NERE-279	P11	$31.73	--	$34.19	--	$36.55	--	$38.75	--	$41.12	--	$43.50	--	$47.05
NERE-280	15A	$34.54	--	$36.63	--	$38.73	--	$41.11	--	$43.41	--	$46.03	--	$48.75
	15B	$40.51	--	$43.04	--	$45.63	--	$48.75	--	$52.05	--	$55.32	--	$58.55
	15C	$45.07	--	$48.31	--	$51.51	--	$54.73	--	$57.92	--	$61.43	--	$64.99
NERE-281	9	$26.47	$27.16	$27.83	$28.52	$29.13	$30.69	$31.77	$32.94	--	--	--	--	--
	10	$25.57	--	$26.76	--	$27.93	--	$29.67	--	$31.27	--	$32.91	--	$34.73
	P11	$28.37	--	$29.92	--	$31.49	--	$33.71	--	$35.86	--	$38.17	--	$40.62
NERE-282	9	$25.71	--	$27.08	--	$28.42	--	$29.85	--	$31.46	--	$32.95	--	$34.39
	10	$27.84	--	$29.37	--	$30.91	--	$32.95	--	$34.39	--	$36.35	--	$38.04
	P11	$31.47	--	$33.25	--	$35.00	--	$36.99	--	$39.42	--	$41.81	--	$44.20
NERE-283	16	$44.09	--	$47.32	--	$50.53	--	$54.67	--	$60.41	--	$64.00	--	$68.16
NERE-284	9	$24.46	$25.05	$25.71	$26.33	$27.02	--	--	--	--	--	--	--	--
NERE-286	P11	$26.63	--	$31.99	--	$36.24	--	$41.30	--	$44.16	--	$46.76	--	$49.53

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-287	12	$47.24	--	$48.02	--	$48.77	--	$49.54	--	$50.32	--	$51.07	--	$51.84
NERE-289	13B	$37.43	--	$39.80	--	$42.45	--	$44.61	--	$46.81	--	$49.74	--	$52.72
	13M	$39.68	--	$42.55	--	$45.41	--	$48.17	--	$51.02	--	$54.20	--	$57.44
NERE-290	14B	$39.68	--	$42.55	--	$45.41	--	$48.17	--	$51.02	--	$54.20	--	$57.44
	14M	$42.20	--	$45.41	--	$48.60	--	$52.12	--	$55.74	--	$59.09	--	$62.69
NERE-291	6	$22.58	$22.96	$23.39	$23.96	$24.44	$25.13	$25.53	$26.00	--	$26.75	--	$27.57	--
	7	$23.92	$24.44	$24.99	$25.53	$26.00	$26.76	$27.36	$28.19	--	$28.83	--	$29.67	--
	E8	$25.24	$25.83	$26.41	$27.00	$27.57	$28.19	$28.83	$29.34	--	$30.33	--	$31.10	--
NERE-292	11	$33.52	--	$35.59	--	$37.54	--	$39.28	--	$41.34	--	$43.49	--	$45.60
NERE-293	12	$36.23	--	$38.44	--	$40.56	--	$42.81	--	$44.95	--	$47.26	--	$49.28
NERE-294	12	$41.69	--	$43.80	--	$45.94	--	$48.17	--	$50.37	--	$52.52	--	$54.61
NERE-295	13	$42.63	--	$44.99	--	$47.40	--	$50.37	--	$53.09	--	$55.90	--	$58.77
NERE-296	14	$45.23	--	$47.80	--	$50.37	--	$53.41	--	$56.35	--	$59.73	--	$62.70
NERE-297	15	$47.74	--	$50.57	--	$53.41	--	$56.97	--	$60.68	--	$64.21	--	$68.10
NERE-298	16	$51.70	--	$55.03	--	$58.25	--	$62.33	--	$66.58	--	$70.53	--	$74.24
NERE-299	17	$57.07	--	$60.68	--	$64.21	--	$68.71	--	$73.71	--	$76.92	--	$81.01
NERE-300	11	$36.54	--	$38.68	--	$40.89	--	$43.06	--	$45.53	--	$47.99	--	$50.32
NERE-301	12	$43.12	--	$45.91	--	$48.74	--	$52.04	--	$55.51	--	$59.02	--	$62.54
NERE-302	13	$46.51	--	$49.55	--	$52.59	--	$56.19	--	$60.00	--	$63.67	--	$67.54
NERE-303	14	$49.65	--	$52.59	--	$55.51	--	$59.43	--	$63.67	--	$67.54	--	$71.70

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-304	15	$51.19	--	$54.50	--	$57.82	--	$61.84	--	$66.19	--	$70.22	--	$75.24
NERE-305	P11	$42.31	--	$45.55	--	$48.74	--	$52.04	--	$55.17	--	$58.32	--	$61.84
NERE-306	12	$46.09	--	$49.55	--	$53.05	--	$56.19	--	$60.00	--	$63.67	--	$67.54
NERE-307	13	$49.01	--	$52.59	--	$56.19	--	$60.00	--	$64.26	--	$68.22	--	$72.31
NERE-308	14	$50.65	--	$54.50	--	$58.32	--	$62.54	--	$66.89	--	$70.92	--	$75.24
NERE-309	15	$54.96	--	$59.02	--	$63.04	--	$67.54	--	$72.31	--	$76.50	--	$81.19
NERE-310	12	$38.15	--	$40.89	--	$43.49	--	$46.76	--	$50.09	--	$53.53	--	$56.59
NERE-311	12	$39.61	--	$41.74	--	$43.82	--	$45.82	--	$48.02	--	$50.31	--	$52.14
NERE-312	13	$40.55	--	$42.90	--	$45.16	--	$48.02	--	$50.62	--	$53.45	--	$55.99
NERE-313	12	$42.70	--	$45.13	--	$47.72	--	$50.57	--	$53.56	--	$56.77	--	$59.98
NERE-314	13	$45.80	--	$48.73	--	$51.60	--	$54.49	--	$57.76	--	$61.22	--	$64.92
NERE-315	14	$48.53	--	$52.08	--	$55.56	--	$58.99	--	$62.44	--	$66.25	--	$70.22
NERE-316	15	$51.56	--	$55.56	--	$59.65	--	$63.65	--	$67.50	--	$71.74	--	$75.96
NERE-317	16	$55.55	--	$59.65	--	$63.65	--	$68.22	--	$72.94	--	$77.22	--	$81.99
NERE-318	9	$33.12	$33.96	$34.76	$35.64	$36.69	$38.29	$39.63	$41.02	--	--	--	--	--
	10	$33.89	--	$35.81	--	$37.77	--	$40.13	--	$41.88	--	$44.16	--	$46.15
	P11	$35.80	--	$38.09	--	$40.37	--	$42.68	--	$44.95	--	$47.02	--	$49.51
NERE-319	12	$36.76	--	$38.75	--	$40.78	--	$42.63	--	$44.60	--	$46.48	--	$48.61
NERE-320	13	$45.77	--	$48.71	--	$51.60	--	$54.49	--	$57.77	--	$61.22	--	$64.93

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-321	14	$48.54	--	$52.07	--	$55.57	--	$59.00	--	$62.45	--	$66.25	--	$70.22
NERE-322	15	$51.57	--	$55.57	--	$59.64	--	$63.64	--	$67.49	--	$71.74	--	$75.95
NERE-323	12	$34.84	--	$36.98	--	$39.14	--	$41.94	--	$45.11	--	$47.79	--	$50.78
NERE-324	13	$38.52	--	$41.17	--	$43.84	--	$46.77	--	$49.56	--	$52.59	--	$55.51
NERE-325	9	$33.12	$33.97	$34.76	$35.63	$36.68	$38.27	$39.63	$41.01	--	--	--	--	--
	10	$33.89	--	$35.82	--	$37.76	--	$40.12	--	$41.88	--	$44.16	--	$46.16
	P11	$35.81	--	$38.08	--	$40.37	--	$42.69	--	$44.95	--	$47.02	--	$49.52
NERE-326	12	$38.15	--	$40.88	--	$43.49	--	$46.77	--	$50.08	--	$53.54	--	$56.59
NERE-327	13	$40.99	--	$43.84	--	$46.77	--	$50.55	--	$54.50	--	$58.32	--	$62.55
NERE-328	14	$45.47	--	$48.72	--	$52.03	--	$56.19	--	$60.69	--	$65.03	--	$68.94
NERE-329	15	$50.65	--	$54.50	--	$58.32	--	$63.03	--	$67.54	--	$71.69	--	$75.75
NERE-330	12	$42.13	--	$44.74	--	$47.29	--	$50.08	--	$53.05	--	$56.19	--	$59.44
NERE-331	13	$45.36	--	$48.19	--	$51.06	--	$54.05	--	$57.27	--	$60.69	--	$64.25
NERE-332	14	$48.05	--	$51.61	--	$55.17	--	$58.32	--	$61.83	--	$65.64	--	$69.58
NERE-333	15	$51.25	--	$55.17	--	$59.02	--	$63.03	--	$66.89	--	$70.92	--	$75.23
NERE-334	13	$42.31	--	$45.56	--	$48.72	--	$51.61	--	$55.17	--	$58.32	--	$61.83
NERE-335	14	$45.47	--	$48.72	--	$52.03	--	$56.19	--	$59.41	--	$63.03	--	$66.89
NERE-336	15	$49.01	--	$52.59	--	$56.19	--	$60.69	--	$65.64	--	$69.58	--	$73.92
NERE-337	12	$39.54	--	$41.94	--	$44.36	--	$47.29	--	$50.93	--	$54.49	--	$58.24

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-338	12	$36.53	--	$39.14	--	$41.69	--	$44.74	--	$47.79	--	$51.06	--	$54.05
NERE-339	13	$39.21	--	$41.94	--	$44.74	--	$48.19	--	$52.03	--	$55.51	--	$59.41
NERE-340	14	$43.18	--	$46.39	--	$49.56	--	$53.54	--	$57.80	--	$61.83	--	$65.64
NERE-341	15	$48.54	--	$52.03	--	$55.51	--	$59.99	--	$65.03	--	$68.22	--	$72.30
NERE-342	13	$42.83	--	$46.02	--	$49.26	--	$52.07	--	$55.58	--	$58.99	--	$62.40
NERE-343	14	$45.88	--	$49.26	--	$52.59	--	$56.70	--	$59.95	--	$63.66	--	$67.53
NERE-344	15	$49.36	--	$53.05	--	$56.70	--	$61.27	--	$66.34	--	$70.23	--	$74.66
NERE-345	13	$49.01	--	$52.59	--	$56.19	--	$59.99	--	$64.25	--	$68.22	--	$72.30
NERE-346	13	$33.56	--	$35.51	--	$37.52	--	$40.25	--	$42.87	--	$46.19	--	$48.93
NERE-347	9	$31.95	$32.84	$33.72	$34.58	$35.49	$37.30	$38.75	$40.11	--	--	--	--	--
	10	$30.80	--	$32.33	--	$33.91	--	$36.02	--	$38.01	--	$40.11	--	$42.38
	P11	$34.32	--	$36.35	--	$38.40	--	$41.17	--	$43.84	--	$46.77	--	$50.08
NERE-348	12	$36.99	--	$39.14	--	$41.17	--	$44.36	--	$47.29	--	$50.55	--	$54.05
NERE-349	14	$45.97	--	$49.28	--	$53.23	--	$56.34	--	$59.73	--	$63.37	--	$66.40
NERE-350	10	$31.54	--	$33.34	--	$35.22	--	$37.09	--	$39.22	--	$41.00	--	$43.34
NERE-351	11	$28.68	--	$30.18	--	$31.64	--	$33.56	--	$37.05	--	$39.96	--	$41.20
NERE-352	12	$32.07	--	$33.86	--	$35.62	--	$37.47	--	$39.72	--	$42.59	--	$44.85
NERE-353	13	$33.98	--	$35.87	--	$37.82	--	$40.49	--	$43.01	--	$46.47	--	$49.26
NERE-354	17	$70.78	--	$75.23	--	$79.64	--	$84.46	--	$88.48	--	$92.80	--	$96.55

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
NERE-355	15	$49.92	--	$53.62	--	$57.32	--	$60.59	--	$64.24	--	$68.21	--	$72.29
U11-002	5	$21.55	$21.93	$22.34	$22.69	$23.08	$23.63	$24.05	$24.46	--	$25.20	--	$25.93	--
	E6	$22.68	$23.08	$23.50	$23.89	$24.34	$24.77	$25.20	$25.71	--	$26.32	--	$26.93	--
U11-003	E6	$22.68	$23.08	$23.50	$23.89	$24.34	$24.77	$25.20	$25.71	--	$26.32	--	$26.93	--
U11-004	7	$23.44	$23.89	$24.34	$24.77	$25.20	$25.71	$26.08	$26.55	--	$27.65	--	$28.36	--
U11-005	6	$23.39	$23.80	$24.17	$24.63	$25.07	$25.78	$26.06	$26.53	--	$27.21	--	$27.97	--
	7	$24.05	$24.48	$24.95	$25.45	$25.91	$26.39	$26.89	$27.65	--	$28.15	--	$28.87	--
	E8	$25.00	$25.45	$25.91	$26.39	$26.89	$27.39	$27.97	$28.74	--	$29.32	--	$30.01	--
U11-006	7	$23.44	$23.89	$24.34	$24.77	$25.20	$25.71	$26.08	$26.55	--	$27.65	--	$28.36	--
U11-007	7	$24.05	$24.48	$24.95	$25.45	$25.91	$26.39	$26.89	$27.65	--	$28.15	--	$28.87	--
	E8	$25.00	$25.45	$25.91	$26.39	$26.89	$27.39	$27.97	$28.74	--	$29.32	--	$30.01	--
U11-008	8	$25.00	$25.45	$25.91	$26.39	$26.89	$27.39	$27.97	$28.74	--	$29.32	--	$30.01	--
	E9	$24.63	--	$25.78	--	$26.89	--	$27.97	--	$29.09	--	$30.56	--	$31.75
U11-009	9	$24.63	--	$25.78	--	$26.89	--	$27.97	--	$29.09	--	$30.56	--	$31.75
U11-010	10	$26.53	--	$27.82	--	$29.09	--	$30.44	--	$31.75	--	$33.16	--	$34.67
U11-011	6	$22.79	$23.20	$23.60	$24.05	$24.48	$25.08	$25.47	$25.96	--	$26.57	--	$27.34	--
	7	$23.36	$23.84	$24.35	$24.78	$25.24	$25.79	$26.24	$27.00	--	$27.50	--	$28.26	--
	E8	$24.32	$24.78	$25.24	$25.79	$26.24	$26.76	$27.34	$28.10	--	$28.70	--	$29.28	--

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
U11-012	8	$24.32	$24.78	$25.24	$25.79	$26.24	$26.76	$27.34	$28.10	--	$28.70	--	$29.28	--
	E9	$23.92	--	$25.08	--	$26.24	--	$27.34	--	$28.43	--	$29.98	--	$31.12
U11-013	9	$23.92	--	$25.08	--	$26.24	--	$27.34	--	$28.43	--	$29.98	--	$31.12
U11-014	E9	$26.51	--	$27.63	--	$28.74	--	$29.86	--	$31.02	--	$32.52	--	$33.61
U11-016	6	$22.74	$23.15	$23.60	$24.04	$24.48	$25.08	$25.45	$25.96	--	$26.57	--	$27.34	--
	7	$23.34	$23.83	$24.35	$24.77	$25.24	$25.79	$26.23	$26.99	--	$27.50	--	$28.26	--
	E8	$24.30	$24.77	$25.24	$25.79	$26.23	$26.76	$27.34	$28.10	--	$28.70	--	$29.27	--
U11-017	6	$22.34	$22.79	$23.25	$23.67	$24.14	$24.77	$25.08	$25.69	--	$26.31	--	$27.02	--
	7	$23.06	$23.55	$24.05	$24.48	$24.95	$25.45	$25.93	$26.57	--	$27.15	--	$27.92	--
	E8	$24.05	$24.48	$24.95	$25.45	$25.93	$26.44	$27.02	$27.78	--	$28.36	--	$28.93	--
U11-018	7	$22.82	$23.25	$23.67	$24.14	$24.61	$25.22	$25.79	$26.44	--	$27.02	--	$27.78	--
	8	$24.05	$24.48	$24.95	$25.45	$25.93	$26.44	$27.02	$27.54	--	$28.36	--	$28.93	--
	E9	$23.89	--	$24.77	--	$25.69	--	$26.82	--	$27.92	--	$29.33	--	$30.48
U11-019	7	$23.41	$23.84	$24.32	$24.77	$25.21	$25.78	$26.24	$27.00	--	$27.49	--	$28.21	--
	8	$24.31	$24.77	$25.22	$25.78	$26.24	$26.71	$27.31	$28.04	--	$28.60	--	$29.27	--
	E9	$23.89	--	$25.07	--	$26.24	--	$27.31	--	$28.41	--	$29.93	--	$31.10
U11-020	E9	$24.14	--	$25.37	--	$26.57	--	$27.78	--	$28.87	--	$30.15	--	$31.60
U11-021	9	$23.93	--	$25.08	--	$26.23	--	$27.34	--	$28.42	--	$29.93	--	$31.12
U11-023	10	$25.72	--	$27.02	--	$28.36	--	$29.58	--	$31.02	--	$32.16	--	$33.65

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
U11-025	9	$26.30	$26.89	$27.50	$28.15	$28.81	$30.13	$31.17	$32.24	--	--	--	--	--
	10	$25.72	--	$27.02	--	$28.36	--	$29.58	--	$31.02	--	$32.16	--	$33.65
	P11	$27.13	--	$28.36	--	$29.58	--	$31.20	--	$32.45	--	$34.04	--	$35.30
U11-026	10	$25.72	--	$27.02	--	$28.36	--	$29.58	--	$31.02	--	$32.16	--	$33.65
U11-027	12	$28.66	--	$30.05	--	$31.43	--	$32.95	--	$34.38	--	$35.84	--	$37.62
U11-030	10	$28.36	--	$29.67	--	$31.02	--	$32.27	--	$33.61	--	$35.05	--	$36.51
U11-033	9B	$26.30	$26.89	$27.50	$28.15	$28.81	$30.13	$31.17	$32.24	--	--	--	--	--
	9M	$25.72	--	$27.02	--	$28.36	--	$29.58	--	$31.02	--	$32.16	--	$33.65
	10B	$25.72	--	$27.02	--	$28.36	--	$29.58	--	$31.02	--	$32.16	--	$33.65
	10M	$27.13	--	$28.36	--	$29.58	--	$31.20	--	$32.45	--	$34.04	--	$35.30
	11B	$27.13	--	$28.36	--	$29.58	--	$31.20	--	$32.45	--	$34.04	--	$35.30
	11M	$28.66	--	$30.05	--	$31.43	--	$32.95	--	$34.38	--	$35.84	--	$37.62
U11-034	12B	$28.66	--	$30.05	--	$31.43	--	$32.95	--	$34.38	--	$35.84	--	$37.62
	12M	$30.45	--	$32.61	--	$34.74	--	$37.28	--	$39.83	--	$42.55	--	$45.04
U11-035	E9	$31.82	--	$33.16	--	$34.49	--	$35.83	--	$37.22	--	$39.02	--	$40.33
U11-036	10	$34.03	--	$35.62	--	$37.22	--	$38.73	--	$40.33	--	$42.07	--	$43.83
W22-001	8	$24.75	$25.26	$25.87	$26.48	$27.02	$27.63	$28.26	$29.11	--	$29.85	--	$30.53	--
	9	$24.31	--	$25.69	--	$27.02	--	$28.26	--	$29.65	--	$31.34	--	$32.70
	E10	$25.13	--	$26.63	--	$28.14	--	$29.30	--	$30.79	--	$32.37	--	$34.08

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-002	9	$27.65	$28.37	$29.06	$29.77	$30.48	$32.02	$33.15	--	--	--	--	--	--
	10	$25.13	--	$26.63	--	$28.14	--	$29.30	--	$30.79	--	$32.37	--	$34.08
	P11	$26.96	--	$28.37	--	$29.77	--	$31.25	--	$32.85	--	$34.66	--	$36.35
W22-003	9	$28.53	$29.30	$30.06	$30.80	$31.72	$33.02	$34.18	$35.35	--	--	--	--	--
	10	$26.96	--	$28.37	--	$29.77	--	$31.25	--	$32.85	--	$34.66	--	$36.35
	P11	$30.01	--	$31.72	--	$33.44	--	$35.06	--	$36.95	--	$38.60	--	$40.63
W22-004	9	$30.11	--	$31.81	--	$33.54	--	$35.14	--	$37.06	--	$38.82	--	$40.41
	10	$30.91	--	$32.82	--	$34.75	--	$37.06	--	$39.19	--	$41.44	--	$43.58
	P11	$32.94	--	$34.98	--	$37.06	--	$39.50	--	$41.89	--	$44.37	--	$46.60
W22-005	9	$26.78	$27.50	$28.22	$28.89	$29.50	$31.09	$32.14	$33.33	--	--	--	--	--
	10	$25.71	--	$27.25	--	$28.89	--	$30.26	--	$31.84	--	$33.32	--	$34.95
	P11	$27.49	--	$28.89	--	$30.26	--	$32.14	--	$33.54	--	$35.35	--	$36.93
W22-007	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	--	--	--	--
	10	$25.57	--	$27.18	--	$28.79	--	$30.14	--	$31.73	--	$33.15	--	$34.82
	P11	$27.42	--	$28.79	--	$30.14	--	$32.02	--	$33.44	--	$35.14	--	$36.79
W22-008	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	--	--	--	--	--	--
	10	$24.05	--	$25.53	--	$27.00	--	$28.24	--	$29.66	--	$31.16	--	$32.85
	P11	$25.93	--	$27.36	--	$28.79	--	$30.14	--	$31.73	--	$33.44	--	$35.14
W22-009	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	--	--	--	--
	10	$25.93	--	$27.36	--	$28.79	--	$30.14	--	$31.73	--	$33.44	--	$35.14
	P11	$28.87	--	$30.56	--	$32.30	--	$34.06	--	$35.78	--	$37.46	--	$39.51

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-010	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	--	--	--	--
	10	$25.48	--	$27.00	--	$28.48	--	$29.85	--	$31.47	--	$33.15	--	$34.82
	P11	$27.46	--	$29.16	--	$30.97	--	$32.62	--	$34.31	--	$36.12	--	$37.69
W22-011	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	--	--	--	--
	10	$25.76	--	$27.00	--	$28.24	--	$29.85	--	$31.47	--	$33.15	--	$34.91
	P11	$28.55	--	$30.14	--	$31.73	--	$34.06	--	$36.12	--	$38.47	--	$40.93
W22-012	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	$35.44	--	$37.69	--
	10	$28.87	--	$30.56	--	$32.30	--	$34.06	--	$35.78	--	$37.46	--	$39.51
	P11	$30.26	--	$32.30	--	$34.31	--	$36.12	--	$38.12	--	$40.17	--	$42.43
W22-014	9	$27.60	$28.30	$28.97	$29.68	$30.56	$31.90	$33.02	$34.19	--	--	--	--	--
	10	$30.26	--	$32.30	--	$34.31	--	$36.12	--	$38.12	--	$40.17	--	$42.43
	P11	$32.16	--	$34.31	--	$36.46	--	$38.79	--	$41.27	--	$43.52	--	$46.31
W22-017	9	$23.21	--	$24.54	--	$25.91	--	$27.18	--	$28.48	--	$30.14	--	$31.47
	E10	$25.76	--	$27.00	--	$28.24	--	$29.85	--	$31.47	--	$33.15	--	$34.91
W22-018	9	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	--	--	--	--
	10	$25.57	--	$27.18	--	$28.79	--	$30.14	--	$31.73	--	$33.15	--	$34.82
	P11	$27.42	--	$28.79	--	$30.14	--	$32.02	--	$33.44	--	$35.14	--	$36.79
W22-019	9	$27.78	$28.49	$29.16	$29.90	$30.60	$32.14	$33.32	$34.38	--	--	--	--	--
	10	$26.75	--	$28.35	--	$29.90	--	$31.38	--	$32.99	--	$34.34	--	$36.06
	P11	$28.43	--	$29.90	--	$31.38	--	$33.32	--	$34.75	--	$36.46	--	$38.01
W22-020	12	$30.15	--	$31.83	--	$33.54	--	$35.22	--	$37.06	--	$38.69	--	$40.74

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-024	11	$26.57	--	$28.14	--	$29.65	--	$31.09	--	$32.70	--	$34.29	--	$36.04
W22-026	10	$31.46	--	$33.44	--	$35.47	--	$37.27	--	$39.22	--	$41.29	--	$43.51
	P11	$33.29	--	$35.47	--	$37.61	--	$39.91	--	$42.43	--	$44.67	--	$47.50
W22-027	12	$31.46	--	$33.44	--	$35.47	--	$37.91	--	$40.30	--	$42.84	--	$45.04
W22-028	P11	$33.29	--	$35.47	--	$37.61	--	$39.91	--	$42.43	--	$44.67	--	$47.50
W22-029	12	$35.87	--	$38.25	--	$40.63	--	$43.19	--	$45.95	--	$48.34	--	$50.93
W22-030	13	$38.12	--	$40.30	--	$42.43	--	$45.04	--	$47.50	--	$50.08	--	$52.75
W22-034	12	$29.02	--	$30.74	--	$32.45	--	$34.17	--	$35.87	--	$37.56	--	$39.64
W22-040	9	$29.13	--	$30.56	--	$32.02	--	$33.64	--	$35.58	--	$37.46	--	$39.51
	10	$32.87	--	$34.69	--	$36.46	--	$38.47	--	$40.59	--	$42.75	--	$45.04
	P11	$34.99	--	$37.46	--	$39.89	--	$42.43	--	$44.77	--	$47.19	--	$49.83
W22-041	12	$28.87	--	$30.56	--	$32.30	--	$34.06	--	$35.78	--	$37.46	--	$39.51
W22-043	12	$30.26	--	$32.30	--	$34.31	--	$36.79	--	$39.18	--	$41.68	--	$43.88
W22-044	12	$30.56	--	$32.30	--	$34.06	--	$36.46	--	$38.79	--	$41.27	--	$43.88
W22-045	12	$35.00	--	$37.41	--	$39.77	--	$41.97	--	$44.32	--	$46.63	--	$49.22
	P13	$37.97	--	$40.13	--	$42.31	--	$45.01	--	$47.51	--	$50.13	--	$52.94
W22-046	12	$34.66	--	$37.08	--	$39.51	--	$42.03	--	$44.77	--	$47.19	--	$49.83
W22-048	13	$36.99	--	$39.51	--	$42.03	--	$45.04	--	$48.02	--	$50.77	--	$53.21
W22-049	12	$37.97	--	$40.59	--	$43.21	--	$45.43	--	$48.48	--	$51.17	--	$54.11
W22-050	14	$39.96	--	$42.69	--	$45.39	--	$47.95	--	$50.58	--	$53.56	--	$56.56

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-057	12	$28.34	--	$30.14	--	$32.02	--	$34.31	--	$36.46	--	$38.76	--	$40.93
W22-060	12	$32.16	--	$34.31	--	$36.46	--	$38.79	--	$41.27	--	$43.52	--	$46.31
W22-070	P11	$32.16	--	$34.31	--	$36.46	--	$38.79	--	$41.27	--	$43.52	--	$46.31
W22-072	15	$40.78	--	$43.41	--	$46.01	--	$49.58	--	$53.21	--	$56.94	--	$60.31
W22-078	13	$32.94	--	$34.97	--	$37.02	--	$39.86	--	$43.04	--	$46.01	--	$49.22
W22-079	9B	$26.67	$27.36	$28.04	$28.79	$29.34	$30.97	$32.02	$33.16	--	--	--	--	--
	9M	$27.60	$28.30	$28.97	$29.68	$30.56	$31.90	$33.02	$34.19	--	--	--	--	--
	10B	$25.57	--	$27.18	--	$28.79	--	$30.14	--	$31.73	--	$33.15	--	$34.82
	10M	$27.42	--	$28.79	--	$30.14	--	$32.02	--	$33.44	--	$35.14	--	$36.79
	11B	$27.42	--	$28.79	--	$30.14	--	$32.02	--	$33.44	--	$35.14	--	$36.79
	11M	$28.87	--	$30.56	--	$32.30	--	$34.06	--	$35.78	--	$37.46	--	$39.51
W22-080	12B	$28.87	--	$30.56	--	$32.30	--	$34.06	--	$35.78	--	$37.46	--	$39.51
	12M	$30.26	--	$32.30	--	$34.31	--	$36.79	--	$39.18	--	$41.68	--	$43.88
W22-083	15A	$43.12	--	$45.64	--	$48.36	--	$51.20	--	$54.23	--	$57.43	--	$60.79
	15B	$46.27	--	$49.00	--	$51.90	--	$54.95	--	$58.20	--	$61.61	--	$65.27
W22-084	13	$37.97	--	$40.13	--	$42.31	--	$45.01	--	$47.51	--	$50.13	--	$52.94
W22-085	15	$43.12	--	$45.64	--	$48.36	--	$51.20	--	$54.23	--	$57.43	--	$60.79
W22-088	9	$30.11	--	$31.81	--	$33.54	--	$35.14	--	$37.06	--	$38.82	--	$40.41
	10	$31.46	--	$33.44	--	$35.47	--	$37.27	--	$39.22	--	$41.29	--	$43.51
	P11	$33.29	--	$35.47	--	$37.61	--	$39.91	--	$42.43	--	$44.67	--	$47.50

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-089	14	$32.31	--	$34.63	--	$36.93	--	$39.81	--	$42.92	--	$45.82	--	$49.02
W22-090	11	$32.54	--	$34.79	--	$36.98	--	$39.04	--	$41.23	--	$43.38	--	$45.80
	12	$35.00	--	$37.41	--	$39.77	--	$41.97	--	$44.32	--	$46.63	--	$49.22
	P13	$37.97	--	$40.13	--	$42.31	--	$45.01	--	$47.51	--	$50.13	--	$52.94
W22-092	9	$33.12	$33.96	$34.76	$35.64	$36.69	$38.29	$39.63	$41.02	--	--	--	--	--
	10	$33.89	--	$35.81	--	$37.77	--	$40.13	--	$41.88	--	$44.16	--	$46.15
	P11	$35.80	--	$38.09	--	$40.37	--	$42.68	--	$44.95	--	$47.02	--	$49.51
W22-093	P11	$36.76	--	$38.75	--	$40.78	--	$42.63	--	$44.60	--	$46.48	--	$48.61
W22-094	12	$39.61	--	$41.74	--	$43.82	--	$45.82	--	$48.02	--	$50.31	--	$52.14
W22-095	13	$40.55	--	$42.90	--	$45.16	--	$48.02	--	$50.62	--	$53.45	--	$55.99
W22-096	P11	$40.02	--	$42.69	--	$45.25	--	$48.61	--	$51.69	--	$55.13	--	$57.95
W22-097	14	$43.10	--	$45.60	--	$48.02	--	$51.01	--	$53.87	--	$57.01	--	$59.66
W22-098	9	$34.97	--	$36.69	--	$38.44	--	$40.37	--	$42.68	--	$44.95	--	$47.40
	10	$39.42	--	$41.63	--	$43.75	--	$46.15	--	$48.73	--	$51.28	--	$54.06
	P11	$41.98	--	$44.95	--	$47.86	--	$50.92	--	$53.72	--	$56.64	--	$59.78
W22-099	11	$41.98	--	$44.95	--	$47.86	--	$50.92	--	$53.72	--	$56.64	--	$59.78
W22-100	12	$45.57	--	$48.73	--	$51.86	--	$54.53	--	$58.16	--	$61.41	--	$64.92
W22-101	11	$46.03	--	$48.70	--	$51.28	--	$54.14	--	$57.60	--	$80.63	--	$86.76
W22-102	P17	$88.28	--	$93.60	--	$98.90	--	$104.69	--	$110.64	--	$117.05	--	$123.82
W22-103	18	$94.87	--	$100.76	--	$106.65	--	$112.75	--	$119.27	--	$126.26	--	$133.37

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-104	P17	$94.87	--	$100.76	--	$106.65	--	$112.75	--	$119.27	--	$126.26	--	$133.37
W22-105	12	$37.79	--	$40.37	--	$43.02	--	$46.15	--	$49.10	--	$52.22	--	$55.16
W22-106	18	$100.76	--	$107.17	--	$113.60	--	$119.97	--	$127.68	--	$135.38	--	$140.50
W22-107	12	$47.39	--	$50.48	--	$53.61	--	$57.01	--	$60.61	--	$63.87	--	$67.28
W22-108	13	$50.34	--	$53.19	--	$56.03	--	$59.45	--	$62.69	--	$66.11	--	$69.63
W22-109	9	$42.04	--	--	--	--	--	--	--	--	--	--	--	--
W22-110	P13	$50.34	--	$53.19	--	$56.03	--	$59.45	--	$62.69	--	$66.11	--	$69.63
W22-111	14	$52.35	--	$55.31	--	$58.28	--	$61.83	--	$65.20	--	$68.74	--	$72.41
W22-112	15	$54.37	--	$57.44	--	$60.51	--	$64.21	--	$67.70	--	$71.37	--	$75.20
W22-113	9	$33.12	$33.97	$34.76	$35.63	$36.68	$38.27	$39.63	$41.01	--	--	--	--	--
	10	$33.89	--	$35.82	--	$37.76	--	$40.12	--	$41.88	--	$44.16	--	$46.16
	P11	$35.81	--	$38.08	--	$40.37	--	$42.69	--	$44.95	--	$47.02	--	$49.52
W22-114	12	$37.77	--	$40.37	--	$43.02	--	$46.16	--	$49.12	--	$52.22	--	$55.15
W22-115	9	$33.12	$33.97	$34.76	$35.63	$36.68	$38.27	$39.63	$41.01	--	--	--	--	--
	10	$31.12	--	$32.84	--	$34.56	--	$36.16	--	$38.08	--	$40.12	--	$42.18
	P11	$34.64	--	$36.68	--	$38.77	--	$40.88	--	$42.94	--	$44.95	--	$47.41
W22-116	12	$36.31	--	$38.77	--	$41.17	--	$44.16	--	$47.02	--	$50.02	--	$52.65
W22-117	9	$32.01	$32.84	$33.65	$34.56	$35.22	$37.16	$38.43	--	--	--	--	--	--
	10	$28.86	--	$30.64	--	$32.40	--	$33.89	--	$35.60	--	$37.39	--	$39.41
	P11	$31.12	--	$32.84	--	$34.56	--	$36.16	--	$38.08	--	$40.12	--	$42.18

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W22-118	12	$34.64	--	$36.68	--	$38.77	--	$40.88	--	$42.94	--	$44.95	--	$47.41
W22-119	9	$32.01	$32.84	$33.65	$34.56	$35.22	$37.16	$38.43	$39.79	--	--	--	--	--
	10	$30.69	--	$32.61	--	$34.56	--	$36.16	--	$38.08	--	$39.77	--	$41.80
	P11	$32.90	--	$34.56	--	$36.16	--	$38.43	--	$40.12	--	$42.18	--	$44.16
W22-120	12	$34.64	--	$36.68	--	$38.77	--	$40.88	--	$42.94	--	$44.95	--	$47.41
W22-121	9	$33.12	$33.97	$34.76	$35.63	$36.68	$38.27	$39.63	$41.01	--	--	--	--	--
	10	$31.12	--	$32.84	--	$34.56	--	$36.16	--	$38.08	--	$40.12	--	$42.18
	P11	$34.64	--	$36.68	--	$38.77	--	$40.88	--	$42.94	--	$44.95	--	$47.41
W22-122	12	$36.31	--	$38.77	--	$41.17	--	$44.16	--	$47.02	--	$50.02	--	$52.65
W22-123	9	$33.18	$34.04	$34.88	$35.72	$36.58	$38.43	$39.77	--	--	--	--	--	--
	10	$30.16	--	$31.95	--	$33.75	--	$35.15	--	$36.94	--	$38.84	--	$40.91
	P11	$32.34	--	$34.04	--	$35.72	--	$37.50	--	$39.41	--	$41.59	--	$43.61
W22-124	9	$33.12	$33.97	$34.76	$35.63	$36.68	$38.27	$39.63	$41.01	--	--	--	--	--
	10	$32.90	--	$34.56	--	$36.16	--	$38.43	--	$40.12	--	$42.18	--	$44.16
	P11	$34.64	--	$36.68	--	$38.77	--	$40.88	--	$42.94	--	$44.95	--	$47.41
W22-126	13	$39.21	--	$41.96	--	$44.76	--	$48.30	--	$52.09	--	$55.55	--	$59.50
W41-002	5	$20.96	$21.47	$21.96	$22.47	$22.82	$23.39	$23.69	$24.44	--	$25.25	--	$26.00	--
	6	$22.58	$22.96	$23.39	$23.96	$24.44	$25.13	$25.53	$26.00	--	$26.75	--	$27.57	--
	E7	$23.92	$24.44	$24.99	$25.53	$26.00	$26.76	$27.36	$28.19	--	$28.83	--	$29.67	--

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W41-003	6	$22.58	$22.96	$23.39	$23.96	$24.43	$25.12	$25.43	$26.00	--	$26.75	--	$27.54	--
	7	$23.93	$24.43	$24.95	$25.43	$26.00	$26.75	$27.36	$28.21	--	$28.83	--	$29.72	--
	E8	$25.24	$25.83	$26.41	$27.00	$27.54	$28.21	$28.83	$29.42	--	$30.34	--	$31.13	--
W41-006	7	$23.92	$24.44	$24.99	$25.53	$26.00	$26.76	$27.36	$28.19	--	$28.83	--	$29.67	--
	E8	$25.24	$25.83	$26.41	$27.00	$27.57	$28.19	$28.83	$29.34	--	$30.33	--	$31.10	--
W41-007	7	$23.93	$24.43	$24.95	$25.43	$26.00	$26.75	$27.36	$28.21	--	$28.83	--	$29.72	--
	8	$25.24	$25.83	$26.41	$27.00	$27.54	$28.21	$28.83	$29.42	--	$30.34	--	$31.13	--
	E9	$25.21	--	$26.19	--	$27.15	--	$28.56	--	$29.85	--	$31.54	--	$32.87
W41-009	8	$25.24	$25.83	$26.41	$27.00	$27.57	$28.19	$28.83	$29.34	--	$30.33	--	$31.10	--
W41-010	8	$25.24	$25.83	$26.41	$27.00	$27.54	$28.21	$28.83	$29.42	--	$30.34	--	$31.13	--
	9	$25.21	--	$26.19	--	$27.15	--	$28.56	--	$29.85	--	$31.54	--	$32.87
	E10	$27.31	--	$28.56	--	$29.85	--	$31.54	--	$33.29	--	$34.88	--	$36.63
W41-011	9	$25.22	--	$26.41	--	$27.57	--	$28.83	--	$30.12	--	$31.51	--	$33.17
W41-012	10	$25.71	--	$27.15	--	$28.56	--	$29.87	--	$31.36	--	$32.87	--	$34.44
W41-013	E10	$25.71	--	$27.15	--	$28.56	--	$29.87	--	$31.36	--	$32.87	--	$34.44
W41-014	10	$27.31	--	$28.56	--	$29.85	--	$31.54	--	$33.29	--	$34.88	--	$36.63
W41-015	8	$24.29	$24.78	$25.31	$25.96	$26.52	$27.13	$27.71	$28.59	--	$29.27	--	$29.98	--
	9	$23.89	--	$25.19	--	$26.52	--	$27.71	--	$29.06	--	$30.79	--	$32.12
	E10	$24.61	--	$26.08	--	$27.57	--	$28.84	--	$30.25	--	$31.75	--	$33.46
W41-016	11	$26.25	--	$27.57	--	$28.84	--	$30.48	--	$32.12	--	$33.70	--	$35.59

Compensation Plan Section B

10/01/2026

Schedule	Grade	Base Min	End of 6 Month	End of 1 Year	End of 18 Month	End of 2 Years	End of 30 Month	End Of 3 Years	End of 42 Month	End of 4 Years	End of 54 Month	End of 5 Years	End of 66 Month	End of 6 Years
W41-017	10	$28.90	--	$30.34	--	$31.84	--	$33.70	--	$35.11	--	$37.02	--	$38.60
	E11	$30.47	--	$32.11	--	$33.70	--	$35.44	--	$37.26	--	$38.82	--	$40.93
W41-025	9	$24.17	--	$25.08	--	$25.98	--	$27.49	--	$28.71	--	$30.33	--	$31.63
W41-026	6	$22.57	$22.94	$23.38	$23.90	$24.41	$25.11	$25.47	$25.97	--	$26.69	--	$27.57	--
	7	$23.83	$24.41	$24.97	$25.47	$25.97	$26.71	$27.34	$28.14	--	$28.79	--	$29.67	--
	E8	$25.21	$25.80	$26.38	$26.94	$27.54	$28.14	$28.79	$29.32	--	$30.31	--	$31.10	--

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR SCHOOL TEACHER-E (P11)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
EARNED	A52	$60,677.28	$63,892.80	$67,108.32	$71,054.64	$74,833.92	$78,696.72	$81,870.48	$85,169.52	$88,740.00	$91,955.52	$94,857.84	$99,180.00
BACHELOR'S	A46	$53,470.40	$56,304.00	$59,137.60	$62,615.20	$65,945.60	$69,349.60	$72,146.40	$75,053.60	$78,200.00	$81,033.60	$83,591.20	$87,400.00
DEGREE	A42	$48,820.80	$51,408.00	$53,995.20	$57,170.40	$60,211.20	$63,319.20	$65,872.80	$68,527.20	$71,400.00	$73,987.20	$76,322.40	$79,800.00
W22-065 (11A)	H	$29.06	$30.60	$32.14	$34.03	$35.84	$37.69	$39.21	$40.79	$42.50	$44.04	$45.43	$47.50
EARNED	A52	$63,308.16	$66,857.76	$70,240.32	$74,291.04	$78,070.32	$82,350.72	$85,962.96	$89,115.84	$92,686.32	$96,152.40	$99,848.16	$103,982.40
MASTER'S	A46	$55,788.80	$58,916.80	$61,897.60	$65,467.20	$68,797.60	$72,569.60	$75,752.80	$78,531.20	$81,677.60	$84,732.00	$87,988.80	$91,632.00
DEGREE	A42	$50,937.60	$53,793.60	$56,515.20	$59,774.40	$62,815.20	$66,259.20	$69,165.60	$71,702.40	$74,575.20	$77,364.00	$80,337.60	$83,664.00
W22-065 (11B)	H	$30.32	$32.02	$33.64	$35.58	$37.39	$39.44	$41.17	$42.68	$44.39	$46.05	$47.82	$49.80
MASTER'S	A52	$65,291.76	$68,987.52	$72,787.68	$76,671.36	$80,784.72	$0.00	$0.00	$92,018.16	$95,358.96	$98,219.52	$102,646.08	$106,989.12
PLUS 30	A46	$57,536.80	$60,793.60	$64,142.40	$67,564.80	$71,189.60	$0.00	$0.00	$81,088.80	$84,032.80	$86,553.60	$90,454.40	$94,281.60
SEM HRS	A42	$52,533.60	$55,507.20	$58,564.80	$61,689.60	$64,999.20	$0.00	$0.00	$74,037.60	$76,725.60	$79,027.20	$82,588.80	$86,083.20
W22-065 (11C)	H	$31.27	$33.04	$34.86	$36.72	$38.69	$0.00	$0.00	$44.07	$45.67	$47.04	$49.16	$51.24

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR SPECIAL EDUCATION TEACHER-E (P11)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
EARNED	A52	$62,118.00	$65,604.96	$68,987.52	$72,892.08	$76,817.52	$80,784.72	$84,104.64	$87,320.16	$90,410.40	$93,834.72	$96,987.60	$101,080.08
BACHELOR'S	A46	$54,740.00	$57,812.80	$60,793.60	$64,234.40	$67,693.60	$71,189.60	$74,115.20	$76,948.80	$79,672.00	$82,689.60	$85,468.00	$89,074.40
DEGREE	A42	$49,980.00	$52,785.60	$55,507.20	$58,648.80	$61,807.20	$64,999.20	$67,670.40	$70,257.60	$72,744.00	$75,499.20	$78,036.00	$81,328.80
W22-066 (11A)	H	$29.75	$31.42	$33.04	$34.91	$36.79	$38.69	$40.28	$41.82	$43.30	$44.94	$46.45	$48.41
EARNED	A52	$65,291.76	$68,987.52	$72,787.68	$76,671.36	$80,784.72	$84,981.60	$88,635.60	$92,018.16	$95,358.96	$98,825.04	$102,646.08	$106,989.12
MASTER'S	A46	$57,536.80	$60,793.60	$64,142.40	$67,564.80	$71,189.60	$74,888.00	$78,108.00	$81,088.80	$84,032.80	$87,087.20	$90,454.40	$94,281.60
DEGREE	A42	$52,533.60	$55,507.20	$58,564.80	$61,689.60	$64,999.20	$68,376.00	$71,316.00	$74,037.60	$76,725.60	$79,514.40	$82,588.80	$86,083.20
W22-066 (11B)	H	$31.27	$33.04	$34.86	$36.72	$38.69	$40.70	$42.45	$44.07	$45.67	$47.33	$49.16	$51.24
MASTER'S	A52	$67,860.00	$71,555.76	$75,293.28	$79,260.48	$83,332.08	$87,508.08	$91,078.56	$94,565.52	$98,198.64	$101,455.92	$105,276.96	$109,661.76
PLUS 30	A46	$59,800.00	$63,056.80	$66,350.40	$69,846.40	$73,434.40	$77,114.40	$80,260.80	$83,333.60	$86,535.20	$89,405.60	$92,772.80	$96,636.80
SEM HRS	A42	$54,600.00	$57,573.60	$60,580.80	$63,772.80	$67,048.80	$70,408.80	$73,281.60	$76,087.20	$79,010.40	$81,631.20	$84,705.60	$88,233.60
W22-066 (11C)	H	$32.50	$34.27	$36.06	$37.96	$39.91	$41.91	$43.62	$45.29	$47.03	$48.59	$50.42	$52.52

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR SPECIAL EDUCATION TEACHER HEARING IPRD-E (12)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
EARNED	A52	$64,999.44	$68,590.80	$72,286.56	$76,232.88	$80,367.12	$84,626.64	$88,009.20	$91,287.36	$94,669.92	$98,219.52	$101,476.80	$105,882.48
BACHELOR'S	A46	$57,279.20	$60,444.00	$63,700.80	$67,178.40	$70,821.60	$74,575.20	$77,556.00	$80,444.80	$83,425.60	$86,553.60	$89,424.00	$93,306.40
DEGREE	A42	$52,298.40	$55,188.00	$58,161.60	$61,336.80	$64,663.20	$68,090.40	$70,812.00	$73,449.60	$76,171.20	$79,027.20	$81,648.00	$85,192.80
W22-082 (12A)	H	$31.13	$32.85	$34.62	$36.51	$38.49	$40.53	$42.15	$43.72	$45.34	$47.04	$48.60	$50.71
EARNED	A52	$68,361.12	$72,307.44	$76,170.24	$80,304.48	$84,647.52	$88,886.16	$92,728.08	$96,256.80	$99,889.92	$103,376.88	$107,448.48	$112,021.20
MASTER'S	A46	$60,241.60	$63,719.20	$67,123.20	$70,766.40	$74,593.60	$78,328.80	$81,714.40	$84,824.00	$88,025.60	$91,098.40	$94,686.40	$98,716.00
DEGREE	A42	$55,003.20	$58,178.40	$61,286.40	$64,612.80	$68,107.20	$71,517.60	$74,608.80	$77,448.00	$80,371.20	$83,176.80	$86,452.80	$90,132.00
W22-082 (12B)	H	$32.74	$34.63	$36.48	$38.46	$40.54	$42.57	$44.41	$46.10	$47.84	$49.51	$51.46	$53.65
MASTER'S	A52	$71,012.88	$74,833.92	$78,717.60	$82,977.12	$87,236.64	$91,496.16	$95,317.20	$98,950.32	$102,792.24	$106,174.80	$110,142.00	$114,881.76
PLUS 30	A46	$62,578.40	$65,945.60	$69,368.00	$73,121.60	$76,875.20	$80,628.80	$83,996.00	$87,197.60	$90,583.20	$93,564.00	$97,060.00	$101,236.80
SEM HRS	A42	$57,136.80	$60,211.20	$63,336.00	$66,763.20	$70,190.40	$73,617.60	$76,692.00	$79,615.20	$82,706.40	$85,428.00	$88,620.00	$92,433.60
W22-082 (12C)	H	$34.01	$35.84	$37.70	$39.74	$41.78	$43.82	$45.65	$47.39	$49.23	$50.85	$52.75	$55.02

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR TRADES INSTRUCTOR-E (P11)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
NON DEGREE	A52	$58,756.32	$61,804.80	$64,853.28	$68,382.00	$72,370.08	$76,065.84	$79,364.88	$82,580.40	$86,130.00	$89,178.48	$92,498.40	$96,590.88
& VOC CERT	A46	$51,777.60	$54,464.00	$57,150.40	$60,260.00	$63,774.40	$67,031.20	$69,938.40	$72,772.00	$75,900.00	$78,586.40	$81,512.00	$85,118.40
W22-067 (11A)	H	$28.14	$29.60	$31.06	$32.75	$34.66	$36.43	$38.01	$39.55	$41.25	$42.71	$44.30	$46.26
60 SEM HRS	A52	$59,612.40	$63,078.48	$66,481.92	$70,219.44	$74,311.92	$78,112.08	$81,202.32	$84,167.28	$87,988.32	$91,141.20	$94,377.60	$98,532.72
& VOC CERT	A46	$52,532.00	$55,586.40	$58,585.60	$61,879.20	$65,485.60	$68,834.40	$71,557.60	$74,170.40	$77,537.60	$80,316.00	$83,168.00	$86,829.60
W22-067 (11B)	H	$28.55	$30.21	$31.84	$33.63	$35.59	$37.41	$38.89	$40.31	$42.14	$43.65	$45.20	$47.19
EARNED BACH	A52	$61,575.12	$65,041.20	$68,382.00	$72,286.56	$76,128.48	$80,074.80	$83,311.20	$86,484.96	$89,825.76	$93,208.32	$96,256.80	$100,265.76
DEGREE	A46	$54,261.60	$57,316.00	$60,260.00	$63,700.80	$67,086.40	$70,564.00	$73,416.00	$76,212.80	$79,156.80	$82,137.60	$84,824.00	$88,356.80
& VOC CERT W22-067 (11C)	H	$29.49	$31.15	$32.75	$34.62	$36.46	$38.35	$39.90	$41.42	$43.02	$44.64	$46.10	$48.02
EARNED MAST	A52	$64,915.92	$68,382.00	$71,910.72	$76,065.84	$80,074.80	$84,376.08	$87,863.04	$91,245.60	$94,711.68	$98,219.52	$102,061.44	$106,258.32
DEGREE	A46	$57,205.60	$60,260.00	$63,369.60	$67,031.20	$70,564.00	$74,354.40	$77,427.20	$80,408.00	$83,462.40	$86,553.60	$89,939.20	$93,637.60
& VOC CERT W22-067 (11D)	H	$31.09	$32.75	$34.44	$36.43	$38.35	$40.41	$42.08	$43.70	$45.36	$47.04	$48.88	$50.89
EARNED MAST	A52	$66,774.24	$70,699.68	$74,666.88	$78,529.68	$0.00	$0.00	$0.00	$93,855.60	$97,572.24	$100,933.92	$104,567.04	$108,972.72
& 30 SEM HRS	A46	$58,843.20	$62,302.40	$65,798.40	$69,202.40	$0.00	$0.00	$0.00	$82,708.00	$85,983.20	$88,945.60	$92,147.20	$96,029.60

& VOC CERT W22-067 (11E)	H	$31.98	$33.86	$35.76	$37.61	$0.00	$0.00	$0.00	$44.95	$46.73	$48.34	$50.08	$52.19

A52: 52 Week Schedule

A46: 46 Week Schedule

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR TRADES INSTRUCTOR-A (12)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
NON DEGREE	A52	$62,055.36	$65,291.76	$68,632.56	$72,516.24	$76,316.40	$80,304.48	$83,373.84	$86,631.12	$90,222.48	$93,500.64	$96,570.00	$100,662.48
& VOC CERT	A46	$54,684.80	$57,536.80	$60,480.80	$63,903.20	$67,252.00	$70,766.40	$73,471.20	$76,341.60	$79,506.40	$82,395.20	$85,100.00	$88,706.40
W22-068 (12A)	H	$29.72	$31.27	$32.87	$34.73	$36.55	$38.46	$39.93	$41.49	$43.21	$44.78	$46.25	$48.21
60 SEM HRS	A52	$63,558.72	$67,045.68	$70,490.88	$74,499.84	$78,216.48	$82,204.56	$85,190.40	$88,760.88	$92,143.44	$95,275.44	$98,595.36	$102,708.72
& VOC CERT	A46	$56,009.60	$59,082.40	$62,118.40	$65,651.20	$68,926.40	$72,440.80	$75,072.00	$78,218.40	$81,199.20	$83,959.20	$86,884.80	$90,509.60
W22-068 (12B)	H	$30.44	$32.11	$33.76	$35.68	$37.46	$39.37	$40.80	$42.51	$44.13	$45.63	$47.22	$49.19
EARNED BACH	A52	$65,145.60	$68,778.72	$72,432.72	$76,232.88	$80,304.48	$84,313.44	$87,633.36	$90,535.68	$93,855.60	$97,300.80	$100,411.92	$104,567.04
DEGREE	A46	$57,408.00	$60,609.60	$63,829.60	$67,178.40	$70,766.40	$74,299.20	$77,224.80	$79,782.40	$82,708.00	$85,744.00	$88,485.60	$92,147.20
& VOC CERT W22-068 (12C)	H	$31.20	$32.94	$34.69	$36.51	$38.46	$40.38	$41.97	$43.36	$44.95	$46.60	$48.09	$50.08
EARNED MAST	A52	$68,382.00	$72,286.56	$76,065.84	$80,074.80	$84,313.44	$88,468.56	$92,018.16	$95,317.20	$98,929.44	$102,541.68	$105,986.88	$110,559.60
DEGREE	A46	$60,260.00	$63,700.80	$67,031.20	$70,564.00	$74,299.20	$77,960.80	$81,088.80	$83,996.00	$87,179.20	$90,362.40	$93,398.40	$97,428.00
& VOC CERT W22-068 (12D)	H	$32.75	$34.62	$36.43	$38.35	$40.38	$42.37	$44.07	$45.65	$47.38	$49.11	$50.76	$52.95
EARNED MAST	A52	$70,804.08	$74,666.88	$78,529.68	$82,768.32	$86,693.76	$90,786.24	$94,586.40	$98,115.12	$101,455.92	$105,068.16	$108,576.00	$113,190.48
& 30 SEM HRS	A46	$62,394.40	$65,798.40	$69,202.40	$72,937.60	$76,396.80	$80,003.20	$83,352.00	$86,461.60	$89,405.60	$92,588.80	$95,680.00	$99,746.40

& VOC CERT W22-068 (12E)	H	$33.91	$35.76	$37.61	$39.64	$41.52	$43.48	$45.30	$46.99	$48.59	$50.32	$52.00	$54.21

A52: 52 Week Schedule

A46: 46 Week Schedule

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR TRADES INSTRUCTOR-A (12)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
NON DEGREE	A52	$59,487.12	$62,765.28	$65,980.80	$69,655.68	$73,309.68	$77,214.24	$80,304.48	$83,311.20	$86,631.12	$89,888.40	$92,748.96	$96,799.68
& VOC CERT	A46	$52,421.60	$55,310.40	$58,144.00	$61,382.40	$64,602.40	$68,043.20	$70,766.40	$73,416.00	$76,341.60	$79,212.00	$81,732.80	$85,302.40
NERE-222 (12A)	H	$28.49	$30.06	$31.60	$33.36	$35.11	$36.98	$38.46	$39.90	$41.49	$43.05	$44.42	$46.36
60 SEM HRS	A52	$60,823.44	$64,393.92	$67,922.64	$71,576.64	$75,230.64	$79,009.92	$81,954.00	$85,169.52	$88,552.08	$91,579.68	$94,711.68	$98,804.16
& VOC CERT	A46	$53,599.20	$56,745.60	$59,855.20	$63,075.20	$66,295.20	$69,625.60	$72,220.00	$75,053.60	$78,034.40	$80,702.40	$83,462.40	$87,068.80
NERE-222 (12B)	H	$29.13	$30.84	$32.53	$34.28	$36.03	$37.84	$39.25	$40.79	$42.41	$43.86	$45.36	$47.32

A52: 52 Week Schedule

A46: 46 Week Schedule

Compensation Plan Section B

10/01/2026

SALARY SCHEDULE FOR BLIND REHAB INSTRUCTOR E (P11)

	Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
EARNED	A52	$61,575.12	$65,041.20	$68,382.00	$72,286.56	$76,128.48	$80,074.80	$83,311.20	$86,484.96	$89,825.76	$93,208.32	$96,256.80	$100,265.76
BACHELOR'S	A46	$54,261.60	$57,316.00	$60,260.00	$63,700.80	$67,086.40	$70,564.00	$73,416.00	$76,212.80	$79,156.80	$82,137.60	$84,824.00	$88,356.80
DEGREE W22-069 (11A)	H	$29.49	$31.15	$32.75	$34.62	$36.46	$38.35	$39.90	$41.42	$43.02	$44.64	$46.10	$48.02
EARNED	A52	$64,915.92	$68,382.00	$71,910.72	$76,065.84	$80,074.80	$84,376.08	$87,863.04	$91,245.60	$94,711.68	$98,219.52	$102,061.44	$106,258.32
MASTER'S	A46	$57,205.60	$60,260.00	$63,369.60	$67,031.20	$70,564.00	$74,354.40	$77,427.20	$80,408.00	$83,462.40	$86,553.60	$89,939.20	$93,637.60
DEGREE W22-069 (11B)	H	$31.09	$32.75	$34.44	$36.43	$38.35	$40.41	$42.08	$43.70	$45.36	$47.04	$48.88	$50.89
MASTER'S	A52	$66,774.24	$70,699.68	$74,666.88	$78,529.68	$82,810.08	$86,631.12	$90,493.92	$93,855.60	$97,572.24	$100,933.92	$104,567.04	$108,972.72
PLUS 30	A46	$58,843.20	$62,302.40	$65,798.40	$69,202.40	$72,974.40	$76,341.60	$79,745.60	$82,708.00	$85,983.20	$88,945.60	$92,147.20	$96,029.60
SEM HRS W22-069 (11C)	H	$31.98	$33.86	$35.76	$37.61	$39.66	$41.49	$43.34	$44.95	$46.73	$48.34	$50.08	$52.19

A52: 52 Week Schedule

A46: 46 Week Schedule