

Compensation Plan Section B

10/01/2017

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
A02-001	E6	\$16.43	\$16.77	\$17.13	\$17.54	\$18.08	\$18.74	\$19.17	\$19.91	--	\$20.16	--	\$20.98	--
A02-002	6	\$16.43	\$16.77	\$17.13	\$17.54	\$18.08	\$18.74	\$19.17	\$19.91	--	\$20.16	--	\$20.98	--
	E7	\$18.48	\$18.89	\$19.30	\$19.80	\$20.10	\$20.70	\$20.98	\$21.50	--	\$22.39	--	\$22.73	--
A02-003	E7	\$18.48	\$18.89	\$19.30	\$19.80	\$20.10	\$20.70	\$20.98	\$21.50	--	\$22.39	--	\$22.73	--
A02-004	7	\$18.48	\$18.89	\$19.30	\$19.80	\$20.10	\$20.70	\$20.98	\$21.50	--	\$22.39	--	\$22.73	--
	E8	\$18.92	\$19.43	\$19.91	\$20.35	\$20.70	\$21.28	\$21.85	\$22.39	--	\$22.92	--	\$23.75	--
A02-005	6	\$16.73	\$17.06	\$17.38	\$17.76	\$18.24	\$18.75	\$19.17	\$19.72	--	\$20.35	--	\$21.26	--
	7	\$17.25	\$17.64	\$18.06	\$18.43	\$18.75	\$19.41	\$19.92	\$20.54	--	\$21.14	--	\$22.13	--
	E8	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
A02-006	9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
A02-007	7	\$18.48	\$18.89	\$19.30	\$19.80	\$20.10	\$20.70	\$20.98	\$21.50	--	\$22.39	--	\$22.73	--
	8	\$18.92	\$19.43	\$19.91	\$20.35	\$20.70	\$21.28	\$21.85	\$22.39	--	\$22.92	--	\$23.75	--
	E9	\$19.16	--	\$20.16	--	\$21.15	--	\$22.39	--	\$23.53	--	\$24.94	--	\$26.35
A02-008	8	\$18.48	\$18.89	\$19.30	\$19.80	\$20.10	\$20.70	\$20.98	\$21.50	--	\$22.39	--	\$22.73	--
	E9	\$20.36	\$20.79	\$21.22	\$21.71	\$22.08	\$22.72	\$23.27	\$23.80	--	\$24.37	--	\$25.21	--
A02-009	9	\$20.36	\$20.79	\$21.22	\$22.56	--	\$22.72	\$23.27	\$23.80	--	\$24.37	--	\$25.21	--
	E10	\$20.56	--	\$21.22	\$22.56	--	\$23.80	--	\$25.00	--	\$26.44	--	\$27.75	--
A02-010	10	\$21.01	--	\$22.21	--	\$23.39	--	\$24.63	--	\$25.66	--	\$26.55	--	\$27.52
	E11	\$22.20	--	\$23.39	--	\$24.63	--	\$25.91	--	\$27.26	--	\$28.76	--	\$30.23

Compensation Plan Section B

10/01/2017

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
A02-011	8	\$18.48	\$18.89	\$19.30	\$19.80	\$20.10	\$20.70	\$20.98	\$21.50	--	\$22.39	--	\$22.73	--
	9	\$18.92	\$19.43	\$19.91	\$20.35	\$20.70	\$21.28	\$21.85	\$22.39	--	\$22.92	--	\$23.75	--
	E10	\$19.16	--	\$20.16	--	\$21.15	--	\$22.39	--	\$23.53	--	\$24.94	--	\$26.35
A02-012	9	\$20.09	\$20.61	\$21.13	\$21.65	\$22.13	\$23.29	\$24.11	\$25.00	--	--	--	--	--
	10	\$19.13	--	\$20.31	--	\$21.48	--	\$22.53	--	\$23.75	--	\$24.97	--	\$26.27
	P11	\$20.70	--	\$22.00	--	\$23.29	--	\$24.57	--	\$25.90	--	\$27.23	--	\$28.43
A02-013	9	\$20.09	\$20.61	\$21.13	\$21.65	\$22.13	\$23.29	\$24.11	\$25.00	--	--	--	--	--
	10	\$19.41	--	\$20.31	--	\$21.22	--	\$22.53	--	\$23.75	--	\$24.97	--	\$26.35
	P11	\$21.53	--	\$22.72	--	\$23.91	--	\$25.61	--	\$27.23	--	\$28.98	--	\$30.83
A02-014	9	\$18.92	\$19.43	\$19.91	\$20.35	\$20.70	\$21.28	\$21.85	\$22.39	--	\$22.92	--	\$23.75	--
	E10	\$19.16	--	\$20.16	--	\$21.15	--	\$22.39	--	\$23.53	--	\$24.94	--	\$26.35
A02-015	8	\$18.92	\$19.43	\$19.91	\$20.35	\$20.70	\$21.28	\$21.85	\$22.39	--	\$22.92	--	\$23.75	--
A02-016	10	\$19.16	--	\$20.16	--	\$21.15	--	\$22.39	--	\$23.53	--	\$24.94	--	\$26.35
	E11	\$21.54	--	\$22.73	--	\$23.92	--	\$25.21	--	\$26.53	--	\$27.72	--	\$29.24
A02-017	9	\$20.60	--	\$21.71	--	\$22.85	--	\$24.04	--	\$25.09	--	\$25.96	--	\$26.90
	10	\$21.65	--	\$22.85	--	\$24.04	--	\$25.29	--	\$26.60	--	\$28.11	--	\$29.57
	E11	\$23.96	--	\$25.29	--	\$26.60	--	\$28.39	--	\$29.94	--	\$31.79	--	\$33.48
A02-018	10	\$20.61	--	\$21.66	--	\$22.72	--	\$24.11	--	\$25.18	--	\$26.53	--	\$27.94
A02-019	10	\$20.69	--	\$21.87	--	\$23.04	--	\$24.29	--	\$25.38	--	\$26.76	--	\$28.21
	E11	\$22.29	--	\$23.73	--	\$25.13	--	\$26.48	--	\$27.90	--	\$29.43	--	\$30.94
A02-020	11	\$21.54	--	\$22.73	--	\$23.92	--	\$25.21	--	\$26.53	--	\$27.72	--	\$29.24

Compensation Plan Section B

10/01/2017

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
A02-021	12	\$21.53	--	\$22.72	--	\$23.91	--	\$25.61	--	\$27.23	--	\$28.98	--	\$30.83
A02-022	E11	\$22.29	--	\$23.73	--	\$25.13	--	\$26.48	--	\$27.90	--	\$29.43	--	\$30.94
A02-023	12	\$23.25	--	\$24.57	--	\$25.90	--	\$27.23	--	\$28.74	--	\$30.29	--	\$31.95
A02-024	12	\$23.04	--	\$24.33	--	\$25.61	--	\$27.47	--	\$29.24	--	\$31.15	--	\$33.07
A02-025	12	\$24.61	--	\$26.02	--	\$27.45	--	\$29.31	--	\$31.04	--	\$33.08	--	\$35.01
A02-026	13	\$24.61	--	\$26.02	--	\$27.45	--	\$29.31	--	\$31.04	--	\$33.08	--	\$35.01
A02-027	10	\$20.56	--	\$21.55	--	\$22.56	--	\$23.80	--	\$25.00	--	\$26.44	--	\$27.75
A02-028	13	\$25.98	--	\$27.59	--	\$29.17	--	\$30.88	--	\$32.92	--	\$34.90	--	\$37.28
A02-029	7	\$9.93	\$10.17	\$10.39	\$10.64	\$10.78	\$11.12	\$11.25	\$11.49	--	\$12.02	--	\$12.18	--
A02-030	9	\$10.96	\$11.18	\$11.38	\$11.64	\$11.80	\$12.18	\$12.43	\$12.75	--	\$13.03	--	\$13.48	--
A02-031	10	\$16.35	--	\$17.30	--	\$18.26	--	\$19.16	--	\$20.01	--	\$20.68	--	\$21.45
A02-032	6	\$16.43	\$16.77	\$17.13	\$17.54	\$18.08	\$18.74	\$19.17	\$19.91	--	\$20.16	--	\$20.98	--
A02-033	10	\$19.16	--	\$20.16	--	\$21.15	--	\$22.39	--	\$23.53	--	\$24.94	--	\$26.35
	E11	\$21.54	--	\$22.73	--	\$23.92	--	\$25.21	--	\$26.53	--	\$27.72	--	\$29.24
A02-034	10	\$19.16	--	\$20.16	--	\$21.15	--	\$22.39	--	\$23.53	--	\$24.94	--	\$26.35
A02-035	9	\$20.36	\$20.79	\$21.22	\$21.71	\$22.08	\$22.72	\$23.27	\$23.80	--	\$24.37	--	\$25.21	--
A02-036	7	\$18.58	--	\$19.54	--	\$20.48	--	\$21.36	--	\$22.43	--	\$23.51	--	\$24.60
A02-037	9	\$20.09	\$20.61	\$21.13	\$21.65	\$22.13	\$23.29	\$24.11	\$25.00	--	--	--	--	--
	10	\$20.69	--	\$21.87	--	\$23.04	--	\$24.29	--	\$25.38	--	\$26.76	--	\$28.21
	P11	\$22.29	--	\$23.73	--	\$25.13	--	\$26.48	--	\$27.90	--	\$29.43	--	\$30.94

Compensation Plan Section B

10/01/2017

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
A02-038	12	\$23.04	--	\$24.33	--	\$25.61	--	\$27.47	--	\$29.24	--	\$31.15	--	\$33.07
A31-001	E5	\$15.81	\$16.19	\$16.56	\$16.87	\$17.27	\$17.66	\$18.07	\$18.43	--	\$19.02	--	\$19.55	--
A31-002	5	\$16.73	\$17.06	\$17.38	\$17.76	\$18.24	\$18.75	\$19.17	\$19.72	--	\$20.35	--	\$21.26	--
	E6	\$17.25	\$17.64	\$18.06	\$18.43	\$18.75	\$19.41	\$19.92	\$20.54	--	\$21.14	--	\$22.13	--
A31-003	E6	\$17.25	\$17.64	\$18.06	\$18.43	\$18.75	\$19.41	\$19.92	\$20.54	--	\$21.14	--	\$22.13	--
A31-004	6	\$16.49	\$16.87	\$17.27	\$17.66	\$18.07	\$18.43	\$18.84	\$19.29	--	\$20.14	--	\$20.79	--
A31-005	6	\$16.73	\$17.06	\$17.38	\$17.76	\$18.24	\$18.75	\$19.17	\$19.72	--	\$20.35	--	\$21.26	--
	7	\$17.25	\$17.64	\$18.06	\$18.43	\$18.75	\$19.41	\$19.92	\$20.54	--	\$21.14	--	\$22.13	--
	E8	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
A31-006	7	\$17.25	\$17.64	\$18.06	\$18.43	\$18.75	\$19.41	\$19.92	\$20.54	--	\$21.14	--	\$22.13	--
	E8	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
A31-007	7	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
A31-008	8	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
A31-009	8	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
	E9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
A31-010	E9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
A31-011	9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
A31-012	10	\$20.97	--	\$22.13	--	\$23.31	--	\$24.57	--	\$25.83	--	\$27.17	--	\$28.65
A31-013	E10	\$20.97	--	\$22.13	--	\$23.31	--	\$24.57	--	\$25.83	--	\$27.17	--	\$28.65

Compensation Plan Section B

10/01/2017

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	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
	9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
	E10	\$20.97	--	\$22.13	--	\$23.31	--	\$24.57	--	\$25.83	--	\$27.17	--	\$28.65
A31-015	E8	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
A31-016	9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
	E10	\$20.97	--	\$22.13	--	\$23.31	--	\$24.57	--	\$25.83	--	\$27.17	--	\$28.65
A31-017	E10	\$20.69	--	\$21.87	--	\$23.04	--	\$24.29	--	\$25.38	--	\$26.76	--	\$28.21
A31-018	11	\$22.29	--	\$23.73	--	\$25.13	--	\$26.48	--	\$27.90	--	\$29.43	--	\$30.94
A31-019	11	\$22.93	--	\$24.29	--	\$25.65	--	\$27.09	--	\$28.62	--	\$30.21	--	\$31.61
A31-020	10	\$17.90	--	\$19.02	--	\$20.14	--	\$21.13	--	\$22.09	--	\$23.26	--	\$24.46
A31-021	8	\$17.90	--	\$19.02	--	\$20.14	--	\$21.13	--	\$22.09	--	\$23.26	--	\$24.46
A31-022	9	\$20.44	--	\$21.51	--	\$22.58	--	\$23.51	--	\$24.57	--	\$25.60	--	\$26.27
	E10	\$20.69	--	\$21.87	--	\$23.04	--	\$24.29	--	\$25.38	--	\$26.76	--	\$28.21
C12-001	8	\$17.32	\$17.84	\$18.35	\$20.68	\$21.00	\$21.72	\$22.09	\$22.72	--	\$24.10	--	\$25.41	--
	E9	\$17.98	\$18.49	\$18.97	\$21.38	\$21.72	\$22.46	\$23.05	\$23.71	--	\$24.78	--	\$26.53	--
C12-002	9	\$17.98	\$18.49	\$18.97	\$21.38	\$21.72	\$22.46	\$23.05	\$23.71	--	\$24.78	--	\$26.53	--
	E10	\$18.63	\$19.14	\$19.65	\$22.09	--	\$23.24	--	\$24.29	--	\$25.95	--	\$28.15	--
C12-003	E10	\$18.63	\$19.14	\$19.65	\$22.09	--	\$23.24	--	\$24.29	--	\$25.95	--	\$28.15	--
C12-004	10	\$16.36	--	\$19.30	--	\$22.25	--	\$23.71	--	\$25.06	--	\$27.05	--	\$29.55
C12-005	E10	\$16.36	--	\$19.30	--	\$22.25	--	\$23.71	--	\$25.06	--	\$27.05	--	\$29.55

Compensation Plan Section B

10/01/2017

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
C12-006	8	\$17.32	\$17.84	\$18.35	\$20.68	\$21.00	\$21.72	\$22.09	\$22.72	--	\$24.10	--	\$25.41	--
	9	\$17.98	\$18.49	\$18.97	\$21.38	\$21.72	\$22.46	\$23.05	\$23.71	--	\$24.78	--	\$26.53	--
	E10	\$18.63	\$19.14	\$19.65	\$22.09	--	\$23.24	--	\$24.29	--	\$25.95	--	\$28.15	--
E42-001	6	\$16.94	\$17.32	\$17.70	\$18.13	\$18.55	\$19.14	\$19.49	\$19.91	--	\$20.54	--	\$21.18	--
	7	\$17.42	\$17.91	\$18.43	\$18.90	\$19.32	\$19.77	\$20.19	\$20.88	--	\$21.36	--	\$22.06	--
	E8	\$18.51	\$18.90	\$19.29	\$19.77	\$20.19	\$20.70	\$21.18	\$21.89	--	\$22.52	--	\$23.03	--
E42-002	8	\$18.51	\$18.90	\$19.29	\$19.77	\$20.19	\$20.70	\$21.18	\$21.89	--	\$22.52	--	\$23.03	--
	9	\$18.11	--	\$19.15	--	\$20.19	--	\$21.18	--	\$22.23	--	\$23.62	--	\$24.76
	E10	\$18.79	--	\$19.91	--	\$21.02	--	\$22.06	--	\$23.18	--	\$24.38	--	\$25.84
E42-003	8	\$17.42	\$17.91	\$18.43	\$18.84	\$19.29	\$19.77	\$20.19	\$20.87	--	\$21.28	--	\$22.06	--
	9	\$18.11	--	\$19.15	--	\$20.19	--	\$21.18	--	\$22.23	--	\$23.62	--	\$24.76
	E10	\$18.79	--	\$19.91	--	\$21.02	--	\$22.06	--	\$23.18	--	\$24.38	--	\$25.84
E42-004	9	\$19.80	--	\$21.02	--	\$22.24	--	\$23.42	--	\$24.76	--	\$26.01	--	\$27.39
E42-005	11	\$19.80	--	\$21.02	--	\$22.24	--	\$23.42	--	\$24.76	--	\$26.01	--	\$27.39
E42-006	6	\$16.92	\$17.31	\$17.67	\$18.10	\$18.54	\$19.10	\$19.42	\$19.91	--	\$20.54	--	\$21.14	--
	7	\$17.42	\$17.91	\$18.43	\$18.84	\$19.29	\$19.77	\$20.19	\$20.87	--	\$21.28	--	\$22.06	--
	E8	\$18.42	\$18.84	\$19.28	\$19.77	\$20.19	\$20.67	\$21.14	\$21.87	--	\$22.42	--	\$23.00	--
E42-007	8	\$17.42	\$17.91	\$18.43	\$18.84	\$19.29	\$19.77	\$20.19	\$20.87	--	\$21.28	--	\$22.06	--
	9	\$17.32	--	\$18.38	--	\$19.42	--	\$20.37	--	\$21.45	--	\$22.76	--	\$23.87
	E10	\$17.99	--	\$19.13	--	\$20.25	--	\$21.24	--	\$22.33	--	\$23.59	--	\$24.94
E42-008	E8	\$17.61	\$18.07	\$18.52	\$18.99	\$19.42	\$19.92	\$20.37	\$21.09	--	\$21.66	--	\$22.22	--

Compensation Plan Section B

10/01/2017

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
E42-009	8	\$17.61	\$18.07	\$18.52	\$18.99	\$19.42	\$19.92	\$20.37	\$21.09	--	\$21.66	--	\$22.22	--
	9	\$17.32	--	\$18.38	--	\$19.42	--	\$20.37	--	\$21.45	--	\$22.76	--	\$23.87
	E10	\$17.99	--	\$19.13	--	\$20.25	--	\$21.24	--	\$22.33	--	\$23.59	--	\$24.94
E42-010	9	\$17.32	--	\$18.38	--	\$19.42	--	\$20.37	--	\$21.45	--	\$22.76	--	\$23.87
	E10	\$17.99	--	\$19.13	--	\$20.25	--	\$21.24	--	\$22.33	--	\$23.59	--	\$24.94
E42-011	9	\$17.57	--	\$18.38	--	\$19.13	--	\$20.25	--	\$21.24	--	\$22.59	--	\$23.59
	10	\$19.28	--	\$20.25	--	\$21.24	--	\$22.59	--	\$23.87	--	\$25.17	--	\$26.57
	P11	\$21.48	--	\$22.76	--	\$24.04	--	\$25.89	--	\$27.59	--	\$29.40	--	\$31.37
E42-012	8	\$17.61	\$18.07	\$18.52	\$18.99	\$19.42	\$19.92	\$20.37	\$20.91	--	\$21.66	--	\$22.22	--
	9	\$17.57	--	\$18.38	--	\$19.13	--	\$20.25	--	\$21.24	--	\$22.59	--	\$23.59
	E10	\$19.28	--	\$20.25	--	\$21.24	--	\$22.59	--	\$23.87	--	\$25.17	--	\$26.57
E42-013	11	\$19.03	--	\$20.25	--	\$21.48	--	\$22.59	--	\$23.87	--	\$25.17	--	\$26.55
E42-014	12	\$23.15	--	\$24.51	--	\$25.89	--	\$27.83	--	\$29.68	--	\$31.66	--	\$33.75
E42-015	9	\$18.07	--	\$19.13	--	\$20.19	--	\$21.14	--	\$22.22	--	\$23.62	--	\$24.74
E42-016	9	\$18.79	--	\$19.91	--	\$21.02	--	\$22.06	--	\$23.18	--	\$24.38	--	\$25.84
E42-017	8	\$18.78	\$19.19	\$19.65	\$20.10	\$20.51	\$20.97	\$21.45	\$22.11	--	\$22.66	--	\$23.18	--
	9	\$18.44	--	\$19.49	--	\$20.51	--	\$21.45	--	\$22.51	--	\$23.78	--	\$24.82
	E10	\$19.08	--	\$20.22	--	\$21.35	--	\$22.24	--	\$23.36	--	\$24.57	--	\$25.88
E42-018	7	\$17.42	\$17.91	\$18.43	\$18.84	\$19.29	\$19.77	\$20.19	\$20.87	--	\$21.28	--	\$22.06	--
	E8	\$18.42	\$18.84	\$19.28	\$19.77	\$20.19	\$20.67	\$21.14	\$21.87	--	\$22.42	--	\$23.00	--

Compensation Plan Section B

10/01/2017

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
H21-001	9	\$19.57	\$20.17	\$20.79	\$21.45	\$22.07	\$23.05	\$23.87	\$24.74	--	\$26.34	--	\$27.92	--
	10	\$20.23	--	\$21.45	--	\$22.67	--	\$24.29	--	\$25.42	--	\$27.01	--	\$28.53
	P11	\$23.42	--	\$24.81	--	\$26.17	--	\$27.72	--	\$29.40	--	\$31.17	--	\$32.98
H21-002	9	\$19.57	\$20.17	\$20.79	\$21.45	\$22.07	\$23.05	\$23.87	\$24.74	--	\$26.34	--	\$27.92	--
	10	\$20.60	--	\$21.87	--	\$23.15	--	\$24.79	--	\$25.95	--	\$27.48	--	\$29.09
	P11	\$23.80	--	\$25.27	--	\$26.69	--	\$28.29	--	\$29.99	--	\$31.74	--	\$33.62
H21-003	9	\$19.57	\$20.17	\$20.79	\$21.45	\$22.07	\$23.05	\$23.87	\$24.74	--	\$26.34	--	--	--
	10	\$18.79	--	\$19.87	--	\$20.97	--	\$22.51	--	\$23.84	--	\$25.21	--	\$26.64
	P11	\$24.11	--	\$25.67	--	\$27.23	--	\$29.07	--	\$30.86	--	\$32.68	--	\$34.52
H21-004	9	\$21.14	--	\$22.51	--	\$23.84	--	\$24.81	--	\$25.95	--	\$27.23	--	\$28.29
	10	\$21.93	--	\$23.12	--	\$24.29	--	\$25.67	--	\$27.01	--	\$28.53	--	\$30.23
	P11	\$24.83	--	\$26.43	--	\$28.05	--	\$29.67	--	\$31.42	--	\$33.32	--	\$35.15
H21-005	9	\$21.14	--	\$22.51	--	\$23.84	--	\$24.81	--	\$25.95	--	\$27.23	--	\$28.29
	10	\$21.93	--	\$23.12	--	\$24.29	--	\$25.67	--	\$27.01	--	\$28.53	--	\$30.23
H21-006	10	\$21.93	--	\$23.12	--	\$24.29	--	\$25.67	--	\$27.01	--	\$28.53	--	\$30.23
	P11	\$24.83	--	\$26.43	--	\$28.05	--	\$29.67	--	\$31.42	--	\$33.32	--	\$35.15
H21-007	P11	\$23.42	--	\$24.81	--	\$26.17	--	\$27.72	--	\$29.40	--	\$31.17	--	\$32.98
H21-008	9	\$21.14	--	\$22.51	--	\$23.84	--	\$24.81	--	\$25.95	--	\$27.23	--	\$28.29
	10	\$21.93	--	\$23.12	--	\$24.29	--	\$25.67	--	\$27.01	--	\$28.53	--	\$30.23
	P11	\$24.83	--	\$26.43	--	\$28.05	--	\$29.67	--	\$31.42	--	\$33.32	--	\$35.15
H21-009	12	\$24.60	--	\$26.43	--	\$28.29	--	\$29.98	--	\$31.75	--	\$33.63	--	\$35.85

Compensation Plan Section B

10/01/2017

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
H21-010	12	\$25.08	--	\$26.97	--	\$28.81	--	\$30.55	--	\$32.36	--	\$34.32	--	\$36.60
H21-011	12	\$25.67	--	\$27.23	--	\$28.80	--	\$30.86	--	\$32.98	--	\$34.94	--	\$36.95
H21-012	P11	\$25.67	--	\$27.23	--	\$28.80	--	\$30.86	--	\$32.98	--	\$34.94	--	\$36.95
H21-013	12	\$26.59	--	\$28.29	--	\$29.98	--	\$31.75	--	\$33.63	--	\$35.60	--	\$37.66
H21-014	13	\$26.69	--	\$28.80	--	\$30.86	--	\$32.68	--	\$34.94	--	\$36.95	--	\$39.18
H21-015	12	\$27.26	--	\$29.07	--	\$30.86	--	\$32.98	--	\$35.15	--	\$37.36	--	\$39.62
H21-016	13	\$28.81	--	\$30.60	--	\$32.36	--	\$34.24	--	\$36.28	--	\$38.43	--	\$40.70
H21-017	14	\$28.78	--	\$30.86	--	\$32.98	--	\$35.60	--	\$37.66	--	\$39.95	--	\$42.35
H21-018	14	\$30.49	--	\$32.68	--	\$34.94	--	\$36.95	--	\$39.18	--	\$41.58	--	\$44.04
H21-019	15	\$32.50	--	\$34.94	--	\$37.36	--	\$39.95	--	\$42.35	--	\$44.94	--	\$47.60
H21-020	13	\$29.53	--	\$31.42	--	\$33.32	--	\$35.60	--	\$38.05	--	\$40.39	--	\$42.75
H21-021	15	\$31.04	--	\$33.32	--	\$35.60	--	\$38.43	--	\$41.58	--	\$44.04	--	\$46.84
H21-022	10	\$24.00	--	\$25.32	--	\$26.64	--	\$28.47	--	\$29.72	--	\$31.44	--	\$33.10
	P11	\$27.93	--	\$29.55	--	\$31.14	--	\$32.88	--	\$34.72	--	\$36.64	--	\$38.67
H21-023	12	\$29.32	--	\$31.37	--	\$33.43	--	\$35.33	--	\$37.33	--	\$39.47	--	\$42.00
H21-024	13	\$31.20	--	\$33.41	--	\$35.64	--	\$37.67	--	\$40.14	--	\$42.39	--	\$44.82
H21-025	14	\$33.32	--	\$35.64	--	\$37.98	--	\$40.89	--	\$43.16	--	\$45.69	--	\$48.33
H21-026	12	\$24.74	--	\$26.63	--	\$28.56	--	\$30.23	--	\$32.01	--	\$33.96	--	\$36.23
H21-027	13	\$27.01	--	\$29.09	--	\$31.22	--	\$33.00	--	\$35.24	--	\$37.32	--	\$39.54

Compensation Plan Section B

10/01/2017

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
H21-028	12	\$26.96	--	\$28.56	--	\$30.23	--	\$32.01	--	\$33.96	--	\$35.94	--	\$38.05
H21-029	13	\$28.99	--	\$30.84	--	\$32.67	--	\$34.48	--	\$36.61	--	\$38.82	--	\$41.11
H21-030	14	\$30.76	--	\$33.00	--	\$35.22	--	\$37.33	--	\$39.56	--	\$41.98	--	\$44.44
H21-031	15	\$32.70	--	\$35.23	--	\$37.75	--	\$40.39	--	\$42.73	--	\$45.43	--	\$48.07
H21-032	14	\$29.08	--	\$31.22	--	\$33.32	--	\$35.93	--	\$38.02	--	\$40.41	--	\$42.75
H21-033	13	\$27.37	--	\$29.42	--	\$31.46	--	\$33.33	--	\$35.65	--	\$37.73	--	\$39.97
H21-034	14	\$29.34	--	\$31.46	--	\$33.62	--	\$36.28	--	\$38.42	--	\$40.74	--	\$43.25
H21-035	13	\$27.28	--	\$29.08	--	\$30.86	--	\$32.98	--	\$35.16	--	\$37.39	--	\$39.64
H21-036	14	\$31.48	--	\$33.32	--	\$35.15	--	\$37.66	--	\$40.39	--	\$42.75	--	\$45.41
H21-037	13	\$28.81	--	\$30.60	--	\$32.36	--	\$34.24	--	\$36.28	--	\$38.43	--	\$40.70
H21-038	15	\$32.39	--	\$34.52	--	\$36.66	--	\$39.19	--	\$41.96	--	\$44.49	--	\$47.64
L32-001	4	\$13.80	\$14.13	\$14.50	\$14.84	\$15.22	\$15.73	\$16.09	\$16.54	--	\$17.25	--	\$18.10	--
	E5	\$15.59	\$15.98	\$16.34	\$16.68	\$17.19	\$17.61	\$17.96	\$18.42	--	\$19.02	--	\$19.82	--
L32-002	6	\$16.20	\$16.68	\$17.19	\$17.61	\$17.96	\$18.42	\$18.84	\$19.30	--	\$20.26	--	\$21.19	--
L32-003	6	\$14.84	\$15.24	\$15.66	\$16.04	\$16.49	\$16.87	\$17.27	\$17.74	--	\$18.40	--	\$19.03	--
	E7	\$16.10	\$16.56	\$17.03	\$17.52	\$17.87	\$18.40	\$18.84	\$19.54	--	\$20.05	--	\$20.85	--
L32-004	6	\$14.84	\$15.24	\$15.66	\$16.04	\$16.49	\$16.87	\$17.27	\$17.74	--	\$18.40	--	\$19.03	--
	7	\$16.10	\$16.56	\$17.03	\$17.52	\$17.87	\$18.40	\$18.84	\$19.54	--	\$20.05	--	\$20.85	--
	E8	\$17.73	\$18.24	\$18.70	\$19.17	\$19.54	\$20.05	\$20.60	\$21.14	--	\$21.88	--	\$22.75	--

Compensation Plan Section B

10/01/2017

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
L32-005	7	\$14.84	\$15.24	\$15.66	\$16.04	\$16.49	\$16.87	\$17.27	\$17.74	--	\$18.40	--	\$19.03	--
	8	\$16.10	\$16.56	\$17.03	\$17.52	\$17.87	\$18.40	\$18.84	\$19.54	--	\$20.05	--	\$20.85	--
	E9	\$17.73	\$18.24	\$18.70	\$19.17	\$19.54	\$20.05	\$20.60	\$21.14	--	\$21.88	--	\$22.75	--
L32-006	8	\$16.10	\$16.56	\$17.03	\$17.52	\$17.87	\$18.40	\$18.84	\$19.54	--	\$20.05	--	\$20.85	--
	9	\$17.73	\$18.24	\$18.70	\$19.17	\$19.54	\$20.05	\$20.60	\$21.14	--	\$21.88	--	\$22.75	--
	E10	\$18.74	--	\$19.86	--	\$20.98	--	\$22.09	--	\$23.39	--	\$24.56	--	\$26.33
L32-007	9	\$17.73	\$18.24	\$18.70	\$19.17	\$19.54	\$20.05	\$20.60	\$21.14	--	\$21.88	--	\$22.75	--
	10	\$18.74	--	\$19.86	--	\$20.98	--	\$22.09	--	\$23.39	--	\$24.56	--	\$26.33
	E11	\$19.94	--	\$21.33	--	\$22.70	--	\$24.09	--	\$25.45	--	\$27.01	--	\$28.86
L32-008	E8	\$17.73	\$18.24	\$18.70	\$19.17	\$19.54	\$20.05	\$20.60	\$21.14	--	\$21.88	--	\$22.75	--
L32-009	9	\$18.74	--	\$19.86	--	\$20.98	--	\$22.09	--	\$23.39	--	\$24.56	--	\$26.33
L32-010	10	\$18.74	--	\$19.86	--	\$20.98	--	\$22.09	--	\$23.39	--	\$24.56	--	\$26.33
L32-011	E11	\$19.26	--	\$20.49	--	\$21.69	--	\$22.86	--	\$24.19	--	\$25.54	--	\$27.30
L32-012	11	\$19.94	--	\$21.33	--	\$22.70	--	\$24.09	--	\$25.45	--	\$27.01	--	\$28.86
L32-013	12	\$21.31	--	\$22.70	--	\$24.09	--	\$25.95	--	\$28.07	--	\$29.69	--	\$31.87
L32-014	E12	\$21.31	--	\$22.70	--	\$24.09	--	\$25.95	--	\$28.07	--	\$29.69	--	\$31.87
L32-015	13	\$23.73	--	\$25.45	--	\$27.23	--	\$29.12	--	\$30.88	--	\$32.70	--	\$34.98
L32-016	P11	\$24.09	--	\$25.95	--	\$27.75	--	\$29.42	--	\$31.22	--	\$33.02	--	\$35.72
L32-017	10	\$19.94	--	\$21.33	--	\$22.70	--	\$24.09	--	\$25.45	--	\$27.01	--	\$28.86
L32-018	9	\$19.96	--	\$21.14	--	\$22.33	--	\$23.65	--	\$25.01	--	\$26.39	--	\$28.08

Compensation Plan Section B

10/01/2017

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
L32-019	8	\$17.73	\$18.24	\$18.70	\$19.17	\$19.54	\$20.05	\$20.60	\$21.14	--	\$21.88	--	\$22.75	--
L32-020	9	\$21.14	--	\$22.51	--	\$23.84	--	\$24.81	--	\$25.95	--	\$27.23	--	\$28.29
	10	\$21.93	--	\$23.12	--	\$24.29	--	\$25.67	--	\$27.01	--	\$28.53	--	\$30.23
	P11	\$24.09	--	\$25.95	--	\$27.75	--	\$29.42	--	\$31.22	--	\$33.02	--	\$35.72
L32-021	E7	\$16.10	\$16.56	\$17.03	\$17.52	\$17.87	\$18.40	\$18.84	\$19.54	--	\$20.05	--	\$20.85	--
NERE-001	5	\$15.92	\$16.29	\$16.66	\$17.05	\$17.33	\$17.76	\$17.98	\$18.55	--	\$19.18	--	\$19.73	--
	6	\$17.13	\$17.43	\$17.76	\$18.19	\$18.55	\$19.08	\$19.37	\$19.73	--	\$20.30	--	\$20.91	--
	E7	\$18.16	\$18.55	\$18.96	\$19.37	\$19.73	\$20.31	\$20.76	\$21.38	--	\$21.87	--	\$22.53	--
NERE-002	7	\$18.16	\$18.55	\$18.96	\$19.37	\$19.73	\$20.31	\$20.76	\$21.38	--	\$21.87	--	\$22.53	--
	E8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.91	\$21.38	\$21.87	\$22.27	--	\$23.04	--	\$23.60	--
NERE-003	E8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.91	\$21.38	\$21.87	\$22.27	--	\$23.04	--	\$23.60	--
NERE-004	8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.91	\$21.38	\$21.87	\$22.27	--	\$23.04	--	\$23.60	--
NERE-005	8	\$17.76	\$18.17	\$18.56	\$18.99	\$19.34	\$19.71	\$20.14	\$20.60	--	\$21.44	--	\$22.08	--
NERE-006	9	\$18.94	\$19.42	\$19.85	\$20.27	\$20.69	\$21.18	\$21.65	\$22.08	--	\$22.93	--	\$23.51	--
NERE-007	10	\$19.11	--	\$20.27	--	\$21.44	--	\$22.51	--	\$23.51	--	\$24.72	--	\$25.89
NERE-008	11	\$20.67	--	\$21.89	--	\$23.13	--	\$24.38	--	\$25.65	--	\$27.12	--	\$28.56
NERE-009	12	\$22.74	--	\$24.00	--	\$25.28	--	\$26.93	--	\$28.56	--	\$30.32	--	\$32.12
NERE-010	9	\$19.43	--	\$20.54	--	\$21.65	--	\$22.62	--	\$23.74	--	\$24.90	--	\$26.07
NERE-011	10	\$19.43	--	\$20.54	--	\$21.65	--	\$22.62	--	\$23.74	--	\$24.90	--	\$26.07
NERE-012	E10	\$19.51	--	\$20.60	--	\$21.69	--	\$22.68	--	\$23.80	--	\$24.95	--	\$26.15

Compensation Plan Section B

10/01/2017

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-013	11	\$20.19	--	\$21.22	--	\$22.24	--	\$23.59	--	\$24.84	--	\$26.39	--	\$27.59
NERE-014	12	\$21.22	--	\$22.62	--	\$24.00	--	\$25.28	--	\$26.62	--	\$28.11	--	\$29.59
NERE-015	11	\$21.22	--	\$22.62	--	\$24.00	--	\$25.28	--	\$26.62	--	\$28.11	--	\$29.59
NERE-016	12	\$22.74	--	\$24.00	--	\$25.28	--	\$26.93	--	\$28.81	--	\$30.36	--	\$32.48
NERE-017	12	\$22.86	--	\$24.19	--	\$25.54	--	\$26.97	--	\$28.37	--	\$29.67	--	\$31.32
NERE-018	13	\$24.75	--	\$26.35	--	\$27.95	--	\$30.02	--	\$31.98	--	\$34.14	--	\$36.10
NERE-019	14	\$26.39	--	\$28.21	--	\$30.02	--	\$32.23	--	\$34.80	--	\$37.06	--	\$39.58
NERE-020	10	\$19.95	--	\$21.22	--	\$22.51	--	\$23.63	--	\$24.91	--	\$26.27	--	\$27.59
NERE-021	11	\$21.21	--	\$22.50	--	\$23.75	--	\$24.86	--	\$26.16	--	\$27.51	--	\$28.83
NERE-022	12	\$22.91	--	\$24.29	--	\$25.67	--	\$27.08	--	\$28.44	--	\$29.89	--	\$31.17
NERE-023	11	\$21.66	--	\$23.03	--	\$24.40	--	\$25.84	--	\$27.17	--	\$28.61	--	\$29.90
NERE-024	12	\$22.28	--	\$23.81	--	\$25.35	--	\$27.17	--	\$28.89	--	\$30.76	--	\$32.57
NERE-025	12	\$23.93	--	\$25.54	--	\$27.17	--	\$29.17	--	\$31.10	--	\$33.10	--	\$35.01
NERE-026	13	\$23.93	--	\$25.54	--	\$27.17	--	\$29.17	--	\$31.10	--	\$33.10	--	\$35.01
NERE-027	13	\$25.55	--	\$27.37	--	\$29.17	--	\$31.32	--	\$33.74	--	\$35.98	--	\$38.44
NERE-028	14	\$25.55	--	\$27.37	--	\$29.17	--	\$31.32	--	\$33.74	--	\$35.98	--	\$38.44
NERE-029	12	\$27.40	--	\$29.37	--	\$31.32	--	\$33.45	--	\$35.69	--	\$37.79	--	\$39.98
NERE-030	13	\$29.17	--	\$31.32	--	\$33.45	--	\$35.98	--	\$38.44	--	\$40.71	--	\$42.68
NERE-031	14	\$29.17	--	\$31.32	--	\$33.45	--	\$35.98	--	\$38.44	--	\$40.71	--	\$42.68

Compensation Plan Section B

10/01/2017

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-032	8	\$19.15	\$19.59	\$20.02	\$20.45	\$20.89	\$21.36	\$21.85	\$22.26	--	\$23.03	--	\$23.63	--
	E9	\$19.11	--	\$19.85	--	\$20.58	--	\$21.68	--	\$22.64	--	\$23.92	--	\$24.95
NERE-033	8	\$19.09	\$19.55	\$19.97	\$20.37	\$20.85	\$21.28	\$21.78	\$22.23	--	\$22.97	--	\$23.57	--
	9	\$19.07	--	\$19.80	--	\$20.54	--	\$21.65	--	\$22.59	--	\$23.88	--	\$24.90
	E10	\$20.23	--	\$21.22	--	\$22.22	--	\$23.63	--	\$24.91	--	\$26.27	--	\$27.63
NERE-034	10	\$20.32	--	\$21.28	--	\$22.25	--	\$23.69	--	\$24.95	--	\$26.33	--	\$27.79
NERE-035	11	\$22.52	--	\$23.81	--	\$25.13	--	\$26.97	--	\$28.61	--	\$30.41	--	\$32.57
NERE-036	12	\$24.15	--	\$25.54	--	\$26.97	--	\$28.89	--	\$30.76	--	\$32.86	--	\$35.01
NERE-037	14	\$24.15	--	\$25.54	--	\$26.97	--	\$28.89	--	\$30.76	--	\$32.86	--	\$35.01
NERE-038	13	\$25.87	--	\$27.37	--	\$28.89	--	\$31.10	--	\$33.45	--	\$35.69	--	\$38.22
NERE-039	15	\$25.87	--	\$27.37	--	\$28.89	--	\$31.10	--	\$33.45	--	\$35.69	--	\$38.22
NERE-040	7	\$18.08	\$18.47	\$18.84	\$19.26	\$19.65	\$20.22	\$20.68	\$21.28	--	\$21.78	--	\$22.51	--
NERE-041	10	\$20.74	--	\$21.69	--	\$22.66	--	\$23.94	--	\$25.25	--	\$26.47	--	\$27.79
NERE-042	9	\$19.16	--	\$20.04	--	\$20.91	--	\$21.87	--	\$22.86	--	\$23.93	--	\$25.18
NERE-043	10	\$19.51	--	\$20.60	--	\$21.69	--	\$22.68	--	\$23.80	--	\$24.95	--	\$26.15
NERE-044	7	\$18.17	\$18.54	\$18.92	\$19.31	\$19.73	\$20.30	\$20.76	\$21.40	--	\$21.87	--	\$22.56	--
	8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.90	\$21.40	\$21.87	\$22.33	--	\$23.05	--	\$23.63	--
	E9	\$19.15	--	\$19.87	--	\$20.60	--	\$21.69	--	\$22.66	--	\$23.94	--	\$24.95
NERE-045	12	\$26.36	--	\$27.71	--	\$29.07	--	\$30.49	--	\$31.86	--	\$33.24	--	\$34.55
NERE-046	13	\$26.97	--	\$28.47	--	\$29.99	--	\$31.86	--	\$33.58	--	\$35.35	--	\$37.19

Compensation Plan Section B

10/01/2017

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-047	14	\$28.62	--	\$30.24	--	\$31.86	--	\$33.78	--	\$35.65	--	\$37.78	--	\$39.67
NERE-048	15	\$30.20	--	\$31.98	--	\$33.78	--	\$36.04	--	\$38.38	--	\$40.62	--	\$43.07
NERE-049	16	\$32.70	--	\$34.81	--	\$36.85	--	\$39.42	--	\$42.11	--	\$44.62	--	\$46.96
NERE-050	17	\$36.13	--	\$38.38	--	\$40.62	--	\$43.47	--	\$46.64	--	\$48.67	--	\$51.24
NERE-051	9	\$19.18	--	\$20.27	--	\$21.36	--	\$22.62	--	\$23.80	--	\$25.36	--	\$26.81
NERE-052	10	\$21.77	--	\$23.02	--	\$24.28	--	\$25.61	--	\$27.07	--	\$28.29	--	\$29.91
NERE-053	11	\$21.77	--	\$23.02	--	\$24.28	--	\$25.61	--	\$27.07	--	\$28.29	--	\$29.91
NERE-054	12	\$21.77	--	\$23.02	--	\$24.28	--	\$25.61	--	\$27.07	--	\$28.29	--	\$29.91
NERE-055	11	\$23.15	--	\$24.51	--	\$25.89	--	\$27.78	--	\$29.60	--	\$31.87	--	\$33.77
NERE-056	13	\$23.15	--	\$24.51	--	\$25.89	--	\$27.78	--	\$29.60	--	\$31.87	--	\$33.77
NERE-057	12	\$25.01	--	\$26.53	--	\$28.07	--	\$29.91	--	\$32.22	--	\$34.46	--	\$36.84
NERE-058	14	\$26.04	--	\$27.62	--	\$29.17	--	\$31.30	--	\$33.39	--	\$36.31	--	\$38.52
NERE-059	13	\$24.90	--	\$26.31	--	\$27.71	--	\$29.31	--	\$31.28	--	\$32.83	--	\$35.11
NERE-060	14	\$26.83	--	\$28.79	--	\$30.75	--	\$32.43	--	\$34.38	--	\$36.42	--	\$38.55
NERE-061	15	\$29.59	--	\$31.63	--	\$33.73	--	\$35.70	--	\$37.86	--	\$40.03	--	\$42.02
NERE-062	8	\$19.08	\$19.54	\$19.96	\$20.41	\$20.89	\$21.38	\$21.85	\$22.44	--	\$23.46	--	\$24.04	--
NERE-063	8	\$20.53	--	\$21.68	--	\$22.85	--	\$23.79	--	\$24.94	--	\$26.03	--	\$26.69
NERE-064	10	\$20.53	--	\$21.68	--	\$22.85	--	\$23.79	--	\$24.94	--	\$26.03	--	\$26.69
NERE-065	9	\$21.27	--	\$22.44	--	\$23.63	--	\$24.94	--	\$26.31	--	\$27.71	--	\$29.31

Compensation Plan Section B

10/01/2017

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-066	10	\$21.27	--	\$22.44	--	\$23.63	--	\$24.94	--	\$26.31	--	\$27.71	--	\$29.31
NERE-067	11	\$21.27	--	\$22.44	--	\$23.63	--	\$24.94	--	\$26.31	--	\$27.71	--	\$29.31
NERE-068	10	\$23.12	--	\$24.47	--	\$25.86	--	\$27.24	--	\$28.79	--	\$30.36	--	\$31.82
NERE-069	11	\$23.12	--	\$24.47	--	\$25.86	--	\$27.24	--	\$28.79	--	\$30.36	--	\$31.82
NERE-070	12	\$23.12	--	\$24.47	--	\$25.86	--	\$27.24	--	\$28.79	--	\$30.36	--	\$31.82
NERE-071	11	\$24.34	--	\$26.03	--	\$27.71	--	\$29.31	--	\$30.94	--	\$32.43	--	\$34.38
NERE-072	12	\$24.34	--	\$26.03	--	\$27.71	--	\$29.31	--	\$30.94	--	\$32.43	--	\$34.38
NERE-073	13	\$24.34	--	\$26.03	--	\$27.71	--	\$29.31	--	\$30.94	--	\$32.43	--	\$34.38
NERE-074	13	\$27.63	--	\$29.31	--	\$30.94	--	\$32.83	--	\$35.11	--	\$37.15	--	\$39.28
NERE-075	14	\$27.63	--	\$29.31	--	\$30.94	--	\$32.83	--	\$35.11	--	\$37.15	--	\$39.28
NERE-076	13	\$26.21	--	\$27.79	--	\$29.40	--	\$31.21	--	\$32.95	--	\$34.94	--	\$37.01
	14	\$30.74	--	\$32.67	--	\$34.64	--	\$37.01	--	\$39.50	--	\$42.00	--	\$44.44
	P15	\$34.24	--	\$36.67	--	\$39.10	--	\$41.56	--	\$43.96	--	\$46.64	--	\$49.33
NERE-077	16	\$40.21	--	\$42.80	--	\$45.38	--	\$48.06	--	\$50.31	--	\$53.37	--	\$56.02
NERE-078	17	\$43.50	--	\$46.22	--	\$48.95	--	\$51.37	--	\$54.46	--	\$57.08	--	\$59.88
NERE-079	18	\$46.56	--	\$49.44	--	\$52.37	--	\$55.52	--	\$58.20	--	\$61.01	--	\$64.06
NERE-080	13	\$25.84	--	\$27.39	--	\$28.96	--	\$30.66	--	\$32.68	--	\$34.64	--	\$37.01
NERE-081	14	\$27.24	--	\$29.19	--	\$31.19	--	\$33.61	--	\$35.67	--	\$37.80	--	\$39.94
NERE-082	15	\$29.55	--	\$31.80	--	\$34.00	--	\$36.29	--	\$39.19	--	\$41.57	--	\$43.96

Compensation Plan Section B

10/01/2017

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-083	13	\$26.60	--	\$28.54	--	\$30.51	--	\$32.64	--	\$34.89	--	\$36.89	--	\$39.11
NERE-084	14	\$28.34	--	\$30.51	--	\$32.64	--	\$35.12	--	\$37.58	--	\$39.88	--	\$41.87
NERE-085	15	\$30.69	--	\$32.91	--	\$35.12	--	\$37.96	--	\$41.14	--	\$43.15	--	\$45.74
NERE-086	7	\$18.65	\$19.02	\$19.41	\$19.92	\$20.35	\$20.87	\$21.26	\$21.87	--	\$22.87	--	\$23.51	--
NERE-087	7	\$18.40	--	\$19.54	--	\$20.67	--	\$21.66	--	\$22.64	--	\$23.80	--	\$25.01
NERE-088	10	\$18.40	--	\$19.54	--	\$20.67	--	\$21.66	--	\$22.64	--	\$23.80	--	\$25.01
NERE-089	9	\$18.40	--	\$19.54	--	\$20.67	--	\$21.66	--	\$22.64	--	\$23.80	--	\$25.01
NERE-090	10	\$19.94	--	\$21.13	--	\$22.33	--	\$23.58	--	\$24.81	--	\$26.31	--	\$27.71
NERE-091	11	\$19.94	--	\$21.13	--	\$22.33	--	\$23.58	--	\$24.81	--	\$26.31	--	\$27.71
NERE-092	12	\$21.83	--	\$23.13	--	\$24.40	--	\$26.03	--	\$27.71	--	\$29.48	--	\$31.25
NERE-093	11	\$21.83	--	\$23.13	--	\$24.40	--	\$26.03	--	\$27.71	--	\$29.48	--	\$31.25
NERE-094	13	\$24.99	--	\$26.48	--	\$27.99	--	\$30.10	--	\$32.43	--	\$34.72	--	\$36.69
NERE-095	12	\$24.99	--	\$26.48	--	\$27.99	--	\$30.10	--	\$32.43	--	\$34.72	--	\$36.69
NERE-096	E11	\$22.81	--	\$24.08	--	\$25.35	--	\$26.58	--	\$27.95	--	\$29.17	--	\$30.76
NERE-097	13	\$28.93	--	\$30.60	--	\$32.21	--	\$34.21	--	\$36.07	--	\$38.01	--	\$40.04
NERE-098	12	\$22.05	--	\$23.38	--	\$24.75	--	\$26.53	--	\$28.54	--	\$30.23	--	\$32.12
NERE-099	10	\$20.63	--	\$22.00	--	\$23.38	--	\$24.75	--	\$26.05	--	\$27.51	--	\$29.05
NERE-100	11	\$22.05	--	\$23.38	--	\$24.75	--	\$26.53	--	\$28.54	--	\$30.23	--	\$31.97
NERE-101	12	\$22.05	--	\$23.38	--	\$24.75	--	\$26.53	--	\$28.54	--	\$30.23	--	\$31.97

Compensation Plan Section B

10/01/2017

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-102	13	\$24.35	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.36	--	\$33.27	--	\$35.12
NERE-103	13	\$27.09	--	\$29.11	--	\$31.17	--	\$32.93	--	\$35.17	--	\$37.29	--	\$39.47
NERE-104	14	\$29.02	--	\$31.17	--	\$33.27	--	\$35.87	--	\$37.93	--	\$40.28	--	\$42.71
NERE-105	15	\$31.23	--	\$33.56	--	\$35.87	--	\$38.76	--	\$41.96	--	\$44.42	--	\$47.24
NERE-106	12	\$24.79	--	\$26.53	--	\$28.29	--	\$29.91	--	\$31.67	--	\$33.56	--	\$35.79
NERE-107	13	\$26.76	--	\$28.80	--	\$30.82	--	\$32.64	--	\$34.89	--	\$36.89	--	\$39.11
NERE-108	14	\$28.75	--	\$30.82	--	\$32.91	--	\$35.54	--	\$37.58	--	\$39.88	--	\$42.31
NERE-109	15	\$31.00	--	\$33.27	--	\$35.54	--	\$38.39	--	\$41.53	--	\$44.01	--	\$46.77
NERE-110	15	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-111	13	\$31.23	--	\$33.41	--	\$35.61	--	\$37.62	--	\$40.08	--	\$42.35	--	\$44.76
NERE-112	14	\$33.30	--	\$35.61	--	\$37.91	--	\$40.83	--	\$43.07	--	\$45.62	--	\$48.25
NERE-113	14	\$29.29	--	\$31.39	--	\$33.52	--	\$36.23	--	\$38.38	--	\$40.67	--	\$43.15
NERE-114	15	\$31.51	--	\$33.88	--	\$36.23	--	\$39.11	--	\$42.31	--	\$44.84	--	\$47.71
NERE-115	12	\$26.66	--	\$28.29	--	\$29.91	--	\$31.67	--	\$33.56	--	\$35.54	--	\$37.60
NERE-116	13	\$28.69	--	\$30.51	--	\$32.31	--	\$34.21	--	\$36.23	--	\$38.39	--	\$40.66
NERE-117	14	\$30.40	--	\$32.64	--	\$34.89	--	\$36.89	--	\$39.11	--	\$41.53	--	\$44.01
NERE-118	15	\$32.43	--	\$34.89	--	\$37.32	--	\$39.88	--	\$42.31	--	\$44.85	--	\$47.59
NERE-119	12	\$27.26	--	\$29.05	--	\$30.82	--	\$32.91	--	\$35.12	--	\$37.32	--	\$39.57
NERE-120	13	\$29.43	--	\$31.36	--	\$33.27	--	\$35.54	--	\$37.96	--	\$40.28	--	\$42.72

Compensation Plan Section B

10/01/2017

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-121	14	\$31.43	--	\$33.27	--	\$35.12	--	\$37.58	--	\$40.28	--	\$42.72	--	\$45.35
NERE-122	15	\$32.39	--	\$34.47	--	\$36.57	--	\$39.11	--	\$41.87	--	\$44.41	--	\$47.59
NERE-123	13	\$26.13	--	\$27.73	--	\$29.34	--	\$31.11	--	\$33.10	--	\$35.05	--	\$37.51
NERE-124	14	\$27.50	--	\$29.55	--	\$31.54	--	\$34.10	--	\$36.18	--	\$38.31	--	\$40.48
NERE-125	15	\$30.01	--	\$32.22	--	\$34.42	--	\$36.83	--	\$39.81	--	\$42.11	--	\$44.55
NERE-126	16	\$32.01	--	\$34.42	--	\$36.83	--	\$39.81	--	\$42.54	--	\$45.47	--	\$48.13
NERE-127	11	\$20.75	--	\$21.88	--	\$23.01	--	\$24.45	--	\$27.11	--	\$29.32	--	\$30.25
NERE-128	11	\$22.69	--	\$23.93	--	\$25.17	--	\$26.56	--	\$28.31	--	\$30.62	--	\$32.17
NERE-129	11	\$20.11	--	\$21.22	--	\$22.34	--	\$23.79	--	\$25.14	--	\$27.17	--	\$29.57
NERE-130	12	\$23.31	--	\$24.70	--	\$26.02	--	\$27.43	--	\$29.13	--	\$31.31	--	\$33.03
NERE-131	13	\$24.77	--	\$26.21	--	\$27.70	--	\$29.71	--	\$31.62	--	\$34.27	--	\$36.37
NERE-133	10	\$19.21	--	\$20.45	--	\$21.66	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.69
NERE-134	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	10	\$19.21	--	\$20.45	--	\$21.66	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.69
	P11	\$20.72	--	\$21.86	--	\$23.00	--	\$24.50	--	\$25.60	--	\$27.07	--	\$28.29
NERE-135	9	\$20.22	\$20.76	\$21.33	\$21.86	\$22.44	\$23.59	\$24.50	\$25.37	--	--	--	--	--
	10	\$19.21	--	\$20.45	--	\$21.66	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.69
	P11	\$20.85	--	\$22.21	--	\$23.59	--	\$24.94	--	\$26.36	--	\$27.74	--	\$29.05
NERE-136	11	\$20.85	--	\$22.21	--	\$23.59	--	\$24.94	--	\$26.36	--	\$27.74	--	\$29.05
NERE-137	12	\$22.05	--	\$23.38	--	\$24.75	--	\$26.05	--	\$27.45	--	\$28.80	--	\$30.51

Compensation Plan Section B

10/01/2017

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-138	12	\$21.52	--	\$23.00	--	\$24.50	--	\$26.36	--	\$28.07	--	\$29.91	--	\$31.67
NERE-139	12	\$23.10	--	\$24.75	--	\$26.36	--	\$28.29	--	\$30.23	--	\$32.31	--	\$34.21
NERE-140	13	\$23.10	--	\$24.75	--	\$26.36	--	\$28.29	--	\$30.23	--	\$32.31	--	\$34.21
NERE-141	13	\$24.04	--	\$25.69	--	\$27.34	--	\$29.26	--	\$31.20	--	\$33.62	--	\$35.45
NERE-142	13	\$24.79	--	\$26.53	--	\$28.29	--	\$30.51	--	\$32.91	--	\$35.12	--	\$37.58
NERE-143	14	\$24.79	--	\$26.53	--	\$28.29	--	\$30.51	--	\$32.91	--	\$35.12	--	\$37.58
NERE-144	P11	\$26.76	--	\$28.80	--	\$30.82	--	\$32.91	--	\$34.89	--	\$36.89	--	\$39.11
NERE-145	12	\$26.60	--	\$28.54	--	\$30.51	--	\$32.64	--	\$34.89	--	\$36.89	--	\$39.11
NERE-146	14	\$27.30	--	\$29.34	--	\$31.36	--	\$33.87	--	\$36.57	--	\$39.11	--	\$41.53
NERE-147	15	\$27.30	--	\$29.34	--	\$31.36	--	\$33.87	--	\$36.57	--	\$39.11	--	\$41.53
NERE-148	13	\$28.34	--	\$30.51	--	\$32.64	--	\$35.12	--	\$37.58	--	\$39.88	--	\$41.87
NERE-149	10	\$19.47	--	\$20.45	--	\$21.44	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.81
NERE-150	12	\$29.16	--	\$31.36	--	\$33.56	--	\$35.54	--	\$37.96	--	\$40.28	--	\$42.72
NERE-151	13	\$30.12	--	\$32.31	--	\$34.47	--	\$36.57	--	\$38.73	--	\$41.15	--	\$43.61
NERE-152	14	\$30.12	--	\$32.31	--	\$34.47	--	\$36.57	--	\$38.73	--	\$41.15	--	\$43.61
NERE-153	13	\$31.00	--	\$33.27	--	\$35.54	--	\$37.96	--	\$40.66	--	\$43.15	--	\$45.74
NERE-154	14	\$30.69	--	\$32.91	--	\$35.12	--	\$37.96	--	\$41.14	--	\$43.15	--	\$45.74
NERE-155	15	\$30.69	--	\$32.91	--	\$35.12	--	\$37.96	--	\$41.14	--	\$43.15	--	\$45.74
NERE-156	16	\$30.69	--	\$32.91	--	\$35.12	--	\$37.96	--	\$41.14	--	\$43.15	--	\$45.74

Compensation Plan Section B

10/01/2017

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-157	14	\$32.04	--	\$34.47	--	\$36.89	--	\$39.57	--	\$42.31	--	\$44.85	--	\$47.59
NERE-158	15	\$32.04	--	\$34.47	--	\$36.89	--	\$39.57	--	\$42.31	--	\$44.85	--	\$47.59
NERE-159	15	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-160	16	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-161	16	\$42.02	--	\$44.41	--	\$46.77	--	\$49.48	--	\$51.86	--	\$54.84	--	\$58.16
NERE-162	17	\$39.03	--	\$41.53	--	\$44.01	--	\$46.77	--	\$49.48	--	\$52.37	--	\$55.46
NERE-163	17	\$44.77	--	\$47.59	--	\$50.38	--	\$53.42	--	\$55.98	--	\$58.72	--	\$61.07
NERE-164	18	\$48.38	--	\$51.35	--	\$54.32	--	\$57.02	--	\$60.45	--	\$63.51	--	\$65.98
NERE-165	19	\$49.25	--	\$52.37	--	\$55.46	--	\$58.72	--	\$62.85	--	\$66.61	--	\$69.94
NERE-166	12	\$24.14	--	\$25.86	--	\$27.51	--	\$29.60	--	\$31.67	--	\$33.87	--	\$35.79
NERE-167	13	\$25.93	--	\$27.74	--	\$29.60	--	\$31.97	--	\$34.47	--	\$36.89	--	\$39.57
NERE-168	14	\$28.75	--	\$30.82	--	\$32.91	--	\$35.54	--	\$38.39	--	\$41.14	--	\$43.61
NERE-169	15	\$32.04	--	\$34.47	--	\$36.89	--	\$39.88	--	\$42.72	--	\$45.35	--	\$47.91
NERE-170	8	\$18.34	\$18.74	\$19.16	\$19.61	\$20.06	\$20.53	\$20.98	\$21.45	--	\$22.13	--	\$22.68	--
	9	\$18.36	--	\$19.03	--	\$19.72	--	\$20.87	--	\$21.79	--	\$23.04	--	\$24.02
	E10	\$19.47	--	\$20.45	--	\$21.44	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.81
NERE-171	9	\$18.36	--	\$19.03	--	\$19.72	--	\$20.87	--	\$21.79	--	\$23.04	--	\$24.02
NERE-172	9	\$19.11	--	\$20.13	--	\$21.13	--	\$22.21	--	\$23.38	--	\$24.50	--	\$25.60
	10	\$20.72	--	\$21.86	--	\$23.00	--	\$24.50	--	\$25.60	--	\$27.07	--	\$28.29
	P11	\$23.39	--	\$24.75	--	\$26.05	--	\$27.51	--	\$29.34	--	\$31.10	--	\$32.91

Compensation Plan Section B

10/01/2017

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-173	10	\$20.72	--	\$21.86	--	\$23.00	--	\$24.50	--	\$25.60	--	\$27.07	--	\$28.29
	P11	\$23.39	--	\$24.75	--	\$26.05	--	\$27.51	--	\$29.34	--	\$31.10	--	\$32.91
NERE-174	9	\$20.22	\$20.76	\$21.33	\$21.86	\$22.44	\$23.59	\$24.50	\$25.37	--	--	--	--	--
	10	\$19.47	--	\$20.45	--	\$21.44	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.81
	P11	\$21.72	--	\$23.00	--	\$24.27	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.67
NERE-175	P11	\$21.72	--	\$23.00	--	\$24.27	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.67
NERE-176	10	\$19.47	--	\$20.45	--	\$21.44	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.81
	P11	\$21.72	--	\$23.00	--	\$24.27	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.67
NERE-178	10	\$19.47	--	\$20.45	--	\$21.44	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.81
NERE-179	11	\$21.72	--	\$23.00	--	\$24.27	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.67
NERE-180	12	\$23.39	--	\$24.75	--	\$26.05	--	\$28.07	--	\$29.91	--	\$31.97	--	\$34.21
NERE-181	12	\$24.97	--	\$26.36	--	\$27.74	--	\$29.60	--	\$31.67	--	\$33.56	--	\$35.79
NERE-182	13	\$25.01	--	\$26.53	--	\$28.07	--	\$30.23	--	\$32.64	--	\$34.89	--	\$37.32
NERE-183	13	\$26.90	--	\$28.54	--	\$30.23	--	\$32.31	--	\$34.47	--	\$36.89	--	\$39.11
NERE-184	13	\$27.26	--	\$29.05	--	\$30.82	--	\$32.91	--	\$35.12	--	\$37.32	--	\$39.57
	14	\$31.43	--	\$33.27	--	\$35.12	--	\$37.58	--	\$40.28	--	\$42.72	--	\$45.35
	P15	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-185	14	\$30.91	--	\$32.91	--	\$34.89	--	\$37.58	--	\$40.28	--	\$43.15	--	\$45.74
	P15	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-186	14	\$27.60	--	\$29.34	\$0.00	\$31.10	\$0.00	\$33.56	\$0.00	\$36.23	\$0.00	\$38.73	\$0.00	\$41.14

Compensation Plan Section B

10/01/2017

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-187	14	\$28.69	--	\$30.51	--	\$32.31	--	\$34.89	--	\$37.32	--	\$39.57	--	\$41.87
NERE-188	15	\$30.91	--	\$32.91	--	\$34.89	--	\$37.58	--	\$40.28	--	\$43.15	--	\$45.74
NERE-189	16	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-190	16	\$39.03	--	\$41.53	--	\$44.01	--	\$46.77	--	\$49.48	--	\$52.37	--	\$55.46
NERE-191	13	\$28.08	--	\$29.99	--	\$31.91	--	\$34.21	--	\$36.44	--	\$38.53	--	\$40.39
NERE-192	12	\$25.06	--	\$26.40	--	\$27.72	--	\$28.98	--	\$30.37	--	\$31.81	--	\$32.98
NERE-193	13	\$25.66	--	\$27.14	--	\$28.58	--	\$30.37	--	\$32.02	--	\$33.81	--	\$35.41
NERE-194	12	\$26.19	--	\$27.69	--	\$29.16	--	\$31.13	--	\$33.31	--	\$35.20	--	\$37.62
NERE-195	13	\$28.22	--	\$30.00	--	\$31.79	--	\$33.95	--	\$36.24	--	\$38.76	--	\$41.07
NERE-196	14	\$30.13	--	\$32.02	--	\$33.95	--	\$36.63	--	\$39.25	--	\$41.56	--	\$43.97
NERE-197	15	\$32.52	--	\$34.55	--	\$36.63	--	\$39.47	--	\$42.35	--	\$45.35	--	\$48.07
NERE-199	12	\$27.01	--	\$28.56	--	\$30.18	--	\$31.98	--	\$33.88	--	\$35.91	--	\$37.95
NERE-200	13	\$28.96	--	\$30.81	--	\$32.63	--	\$34.46	--	\$36.54	--	\$38.73	--	\$41.07
NERE-201	14	\$30.69	--	\$32.93	--	\$35.16	--	\$37.30	--	\$39.49	--	\$41.91	--	\$44.41
NERE-202	15	\$32.61	--	\$35.16	--	\$37.73	--	\$40.26	--	\$42.69	--	\$45.38	--	\$48.05
NERE-203	16	\$35.15	--	\$37.73	--	\$40.26	--	\$43.15	--	\$46.16	--	\$48.83	--	\$51.86
NERE-205	9	\$17.02	--	\$17.88	--	\$18.74	--	\$19.79	--	\$20.89	--	\$22.03	--	\$23.11
NERE-208	19	\$63.60	--	\$67.65	--	\$71.73	--	\$76.03	--	\$80.58	--	\$85.36	--	\$89.79
NERE-209	19	\$67.20	--	\$71.45	--	\$75.75	--	\$80.25	--	\$84.99	--	\$89.99	--	\$90.25

Compensation Plan Section B

10/01/2017

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-210	20	\$67.20	--	\$71.45	--	\$75.75	--	\$80.25	--	\$84.99	--	\$89.99	--	\$90.25
NERE-211	20	\$72.48	--	\$77.70	--	\$82.94	--	\$88.01	--	\$90.70	--	--	--	--
NERE-212	21	\$77.10	--	\$82.80	--	\$88.46	--	\$91.18	--	--	--	--	--	--
NERE-213	22	\$84.50	--	\$88.10	--	\$91.66	--	--	--	--	--	--	--	--
NERE-214	4	\$15.09	\$15.33	\$15.60	\$15.99	\$16.21	\$16.63	\$17.00	\$17.32	--	\$17.73	--	\$18.17	--
NERE-215	6	\$13.92	\$14.18	\$14.48	\$14.84	\$15.14	\$15.56	\$15.89	\$16.24	--	\$16.68	--	\$17.17	--
NERE-216	4	\$8.90	--	\$8.90	--	\$9.58	--	\$10.40	--	\$12.07	--	--	--	--
NERE-217	7	\$14.73	\$15.16	\$15.56	\$15.99	\$16.23	\$16.73	\$17.18	\$17.64	--	\$18.13	--	\$18.67	--
NERE-218	8	\$16.11	\$16.46	\$16.83	\$17.26	\$17.60	\$18.19	\$18.67	\$19.21	--	\$19.83	--	\$20.45	--
NERE-220	11	\$21.66	--	\$23.03	--	\$24.40	--	\$25.84	--	\$27.17	--	\$28.61	--	\$29.90
NERE-221	12	\$29.59	--	\$31.63	--	\$33.73	--	\$35.70	--	\$37.86	--	\$40.03	--	\$42.02
NERE-223	13	\$26.90	--	\$28.54	--	\$30.23	--	\$32.31	--	\$34.47	--	\$36.89	--	\$39.11
NERE-224	14	\$32.39	--	\$34.47	--	\$36.57	--	\$39.11	--	\$41.87	--	\$44.41	--	\$47.59
NERE-225	12	\$22.05	--	\$23.38	--	\$24.75	--	\$26.05	--	\$27.45	--	\$28.80	--	\$30.51
NERE-226	9	\$19.11	--	\$20.13	--	\$21.13	--	\$22.21	--	\$23.38	--	\$24.50	--	\$25.60
NERE-227	11	\$21.72	--	\$23.00	--	\$24.27	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.67
NERE-228	14	\$27.60	--	\$29.34	--	\$31.10	--	\$33.56	--	\$36.23	--	\$38.73	--	\$41.14
NERE-229	12	\$25.71	--	\$27.24	--	\$28.80	--	\$30.82	--	\$32.91	--	\$34.89	--	\$36.89
NERE-230	15	\$27.30	--	\$29.34	--	\$31.36	--	\$33.87	--	\$36.57	--	\$39.11	--	\$41.53

Compensation Plan Section B

10/01/2017

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-231	18	\$42.14	--	\$44.85	--	\$47.59	--	\$50.38	--	\$53.42	--	\$56.57	--	\$59.90
NERE-232	16	\$34.76	--	\$37.32	--	\$39.88	--	\$42.72	--	\$45.74	--	\$48.39	--	\$51.35
NERE-234	13	\$22.74	--	\$24.00	--	\$25.28	--	\$26.93	--	\$28.81	--	\$30.36	--	\$32.48
NERE-235	9	\$20.22	\$20.76	\$21.33	\$21.86	\$22.44	\$23.59	\$24.51	\$25.37	--	--	--	--	--
	10	\$22.93	--	\$24.27	--	\$25.60	--	\$27.07	--	\$28.54	--	\$29.91	--	\$31.36
	P11	\$24.39	--	\$25.86	--	\$27.24	--	\$29.05	--	\$30.82	--	\$32.64	--	\$34.47
NERE-236	9	\$20.22	\$20.76	\$21.33	\$21.86	\$22.44	\$23.59	\$24.51	\$25.37	--	--	--	--	--
	10	\$22.93	--	\$24.27	--	\$25.60	--	\$27.07	--	\$28.54	--	\$29.91	--	\$31.36
	P11	\$24.63	--	\$26.05	--	\$27.51	--	\$29.31	--	\$31.15	--	\$32.92	--	\$34.89
NERE-237	12	\$26.16	--	\$27.74	--	\$29.34	--	\$31.36	--	\$33.51	--	\$35.50	--	\$37.60
NERE-238	13	\$28.04	--	\$29.84	--	\$31.66	--	\$33.79	--	\$36.17	--	\$38.40	--	\$40.69
NERE-239	13	\$27.26	--	\$29.05	--	\$30.82	--	\$32.91	--	\$35.12	--	\$37.32	--	\$39.57
NERE-240	14	\$29.42	--	\$31.32	--	\$33.20	--	\$35.82	--	\$38.40	--	\$40.69	--	\$43.00
NERE-241	15	\$31.82	--	\$33.79	--	\$35.82	--	\$38.66	--	\$41.38	--	\$44.34	--	\$47.03
NERE-242	10	\$19.09	--	\$19.97	--	\$20.87	--	\$21.78	--	\$22.78	--	\$23.87	--	\$25.11
NERE-243	12	\$25.06	--	\$26.57	--	\$28.12	--	\$29.96	--	\$31.67	--	\$33.48	--	\$35.29
NERE-244	12	\$24.40	--	\$26.05	--	\$27.69	--	\$29.45	--	\$31.33	--	\$33.04	--	\$35.16
NERE-245	10	\$22.67	--	\$24.00	--	\$25.35	--	\$26.76	--	\$28.45	--	\$30.66	--	\$32.38
NERE-246	4	\$15.33	\$15.67	\$16.02	\$16.32	\$16.66	\$17.18	\$17.55	\$17.87	--	\$18.55	--	\$19.17	--
	E5	\$16.73	\$17.06	\$17.38	\$17.76	\$18.24	\$18.75	\$19.17	\$19.72	--	\$20.35	--	\$21.26	--

Compensation Plan Section B

10/01/2017

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-247	8	\$18.61	--	\$19.62	--	\$20.61	--	\$21.78	--	\$22.91	--	\$24.09	--	\$25.38
NERE-248	11	\$21.73	--	\$23.00	--	\$24.26	--	\$25.95	--	\$27.73	--	\$29.50	--	\$31.39
NERE-249	12	\$24.68	--	\$26.12	--	\$27.63	--	\$29.50	--	\$31.50	--	\$33.52	--	\$35.68
NERE-250	13	\$25.01	--	\$26.53	--	\$28.07	--	\$30.15	--	\$32.43	--	\$34.70	--	\$36.90
NERE-251	12	\$25.67	--	\$27.21	--	\$28.76	--	\$30.66	--	\$32.67	--	\$34.77	--	\$36.84
NERE-252	13	\$26.44	--	\$28.00	--	\$29.55	--	\$31.51	--	\$33.44	--	\$35.51	--	\$37.51
NERE-253	13	\$26.94	--	\$28.53	--	\$30.17	--	\$32.27	--	\$34.42	--	\$36.67	--	\$38.92
NERE-254	13	\$27.34	--	\$28.96	--	\$30.62	--	\$32.71	--	\$34.92	--	\$37.14	--	\$39.33
NERE-255	14	\$28.63	--	\$30.42	--	\$32.27	--	\$34.64	--	\$36.92	--	\$39.40	--	\$41.86
NERE-256	15	\$30.81	--	\$32.74	--	\$34.73	--	\$37.39	--	\$40.15	--	\$42.83	--	\$45.67
NERE-257	16	\$34.65	--	\$36.79	--	\$38.94	--	\$41.73	--	\$44.55	--	\$47.43	--	\$50.26
NERE-258	10	\$20.19	--	\$21.22	--	\$22.24	--	\$23.59	--	\$24.84	--	\$26.39	--	\$27.59
NERE-259	17	\$39.03	--	\$41.53	--	\$44.01	--	\$46.77	--	\$49.48	--	\$52.37	--	\$55.46
NERE-260	15	\$34.24	--	\$36.67	--	\$39.10	--	\$41.56	--	\$43.96	--	\$46.64	--	\$49.33
NERE-261	16	\$39.34	--	\$41.61	--	\$43.90	--	\$46.32	--	\$48.86	--	\$51.72	--	\$54.57
NERE-262	12	\$23.04	--	\$24.33	--	\$25.61	--	\$27.47	--	\$29.24	--	\$31.15	--	\$33.07
NERE-264	12	\$26.16	--	\$27.74	--	\$29.34	--	\$31.36	--	\$33.51	--	\$35.50	--	\$37.60
NERE-265	14	\$29.42	--	\$31.32	--	\$33.20	--	\$35.82	--	\$38.40	--	\$40.69	--	\$43.00
NERE-266	15	\$31.82	--	\$33.79	--	\$35.82	--	\$38.66	--	\$41.38	--	\$44.34	--	\$47.03

Compensation Plan Section B

10/01/2017

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-267	6	\$17.12	\$17.42	\$17.75	\$18.14	\$18.52	\$19.06	\$19.34	\$19.71	--	\$20.26	--	\$20.91	--
	7	\$18.09	\$18.52	\$18.94	\$19.34	\$19.71	\$20.27	\$20.75	\$21.35	--	\$21.85	--	\$22.53	--
	E8	\$19.15	\$19.59	\$20.02	\$20.45	\$20.90	\$21.35	\$21.85	\$22.25	--	\$23.02	--	\$23.60	--
NERE-268	11	\$20.63	--	\$22.00	--	\$23.38	--	\$24.75	--	\$26.05	--	\$27.51	--	\$29.05
NERE-269	14	\$26.48	--	\$28.00	--	\$29.51	--	\$31.36	--	\$33.70	--	\$36.00	--	\$38.35
NERE-270	14	\$29.02	--	\$31.17	--	\$33.27	--	\$35.87	--	\$37.91	--	\$40.24	--	\$42.69
NERE-271	15	\$31.23	--	\$33.56	--	\$35.87	--	\$38.73	--	\$41.89	--	\$44.42	--	\$47.24
NERE-272	14	\$28.24	--	\$30.35	--	\$32.52	--	\$35.15	--	\$37.20	--	\$39.43	--	\$41.83
NERE-273	15A	\$30.75	--	\$32.70	--	\$34.72	--	\$36.70	--	\$38.67	--	\$42.71	--	\$43.57
	15B	\$32.70	--	\$34.26	--	\$35.78	--	\$37.31	--	\$40.20	--	\$44.40	--	\$45.29
NERE-274	12	\$21.66	--	\$23.03	--	\$24.40	--	\$25.84	--	\$27.17	--	\$28.61	--	\$29.90
NERE-275	12	\$22.67	--	\$24.00	--	\$25.35	--	\$26.76	--	\$28.45	--	\$30.66	--	\$32.38
NERE-276	13	\$24.09	--	\$25.55	--	\$27.06	--	\$29.05	--	\$30.93	--	\$33.63	--	\$35.69
NERE-277	15	\$32.70	--	\$34.26	--	\$35.78	--	\$37.31	--	\$40.20	--	\$44.40	--	\$45.29
NERE-278	P11	\$23.26	--	\$24.51	--	\$25.80	--	\$26.97	--	\$28.21	--	\$29.41	--	\$30.74
NERE-279	P11	\$24.09	--	\$25.95	--	\$27.75	--	\$29.42	--	\$31.22	--	\$33.02	--	\$35.72
NERE-280	15A	\$26.21	--	\$27.79	--	\$29.40	--	\$31.21	--	\$32.95	--	\$34.94	--	\$37.01
	15B	\$30.74	--	\$32.67	--	\$34.64	--	\$37.01	--	\$39.50	--	\$42.00	--	\$44.44
	15C	\$34.24	--	\$36.67	--	\$39.10	--	\$41.56	--	\$43.96	--	\$46.64	--	\$49.33

Compensation Plan Section B

10/01/2017

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-281	9	\$20.09	\$20.61	\$21.13	\$21.65	\$22.13	\$23.29	\$24.11	\$25.00	--	--	--	--	--
	10	\$19.41	--	\$20.31	--	\$21.22	--	\$22.53	--	\$23.75	--	\$24.97	--	\$26.35
	P11	\$21.53	--	\$22.72	--	\$23.91	--	\$25.61	--	\$27.23	--	\$28.98	--	\$30.83
NERE-282	9	\$19.51	--	\$20.55	--	\$21.57	--	\$22.66	--	\$23.88	--	\$25.01	--	\$26.11
	10	\$21.14	--	\$22.29	--	\$23.46	--	\$25.01	--	\$26.11	--	\$27.61	--	\$28.86
	P11	\$23.89	--	\$25.24	--	\$26.57	--	\$28.08	--	\$29.93	--	\$31.73	--	\$33.55
NERE-283	16	\$33.45	--	\$35.93	--	\$38.35	--	\$41.51	--	\$45.86	--	\$48.59	--	\$51.72
NERE-284	9	\$18.56	\$19.01	\$19.51	\$19.99	\$20.51	--	--	--	--	--	--	--	--
NERE-285	9	\$20.94	\$21.48	\$22.00	\$22.54	\$23.21	\$24.23	\$25.08	\$25.95	--	--	--	--	--
	10	\$21.43	--	\$22.66	--	\$23.89	--	\$25.38	--	\$26.50	--	\$27.92	--	\$29.19
	P11	\$22.65	--	\$24.09	--	\$25.54	--	\$26.99	--	\$28.44	--	\$29.73	--	\$31.33
NERE-286	P11	\$20.22	--	\$24.27	--	\$27.51	--	\$31.36	--	\$33.51	--	\$35.50	--	\$37.60
NERE-287	12	\$35.85	--	\$36.44	--	\$37.03	--	\$37.61	--	\$38.19	--	\$38.77	--	\$39.35
NERE-288	12	\$23.26	--	\$24.51	--	\$25.80	--	\$26.97	--	\$28.21	--	\$29.41	--	\$30.74
NERE-289	13B	\$28.41	--	\$30.20	--	\$32.22	--	\$33.86	--	\$35.54	--	\$37.75	--	\$40.01
	13M	\$30.12	--	\$32.31	--	\$34.47	--	\$36.57	--	\$38.73	--	\$41.15	--	\$43.61
NERE-290	14B	\$30.12	--	\$32.31	--	\$34.47	--	\$36.57	--	\$38.73	--	\$41.15	--	\$43.61
	14M	\$32.04	--	\$34.47	--	\$36.89	--	\$39.57	--	\$42.31	--	\$44.85	--	\$47.59
U11-001	E5	\$16.36	\$16.64	\$16.96	\$17.23	\$17.51	\$17.93	\$18.26	\$18.56	--	\$19.14	--	\$19.68	--

Compensation Plan Section B

10/01/2017

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
U11-002	5	\$16.36	\$16.64	\$16.96	\$17.23	\$17.51	\$17.93	\$18.26	\$18.56	--	\$19.14	--	\$19.68	--
	E6	\$17.22	\$17.51	\$17.84	\$18.13	\$18.47	\$18.80	\$19.14	\$19.51	--	\$19.98	--	\$20.44	--
U11-003	E6	\$17.22	\$17.51	\$17.84	\$18.13	\$18.47	\$18.80	\$19.14	\$19.51	--	\$19.98	--	\$20.44	--
U11-004	7	\$17.81	\$18.13	\$18.47	\$18.80	\$19.14	\$19.51	\$19.80	\$20.17	--	\$20.98	--	\$21.52	--
U11-005	6	\$17.76	\$18.06	\$18.36	\$18.70	\$19.02	\$19.57	\$19.78	\$20.15	--	\$20.66	--	\$21.24	--
	7	\$18.26	\$18.58	\$18.92	\$19.32	\$19.67	\$20.03	\$20.41	\$20.98	--	\$21.36	--	\$21.90	--
	E8	\$18.97	\$19.32	\$19.67	\$20.03	\$20.41	\$20.79	\$21.24	\$21.81	--	\$22.25	--	\$22.78	--
U11-006	7	\$17.81	\$18.13	\$18.47	\$18.80	\$19.14	\$19.51	\$19.80	\$20.17	--	\$20.98	--	\$21.52	--
U11-007	7	\$18.26	\$18.58	\$18.92	\$19.32	\$19.67	\$20.03	\$20.41	\$20.98	--	\$21.36	--	\$21.90	--
	E8	\$18.97	\$19.32	\$19.67	\$20.03	\$20.41	\$20.79	\$21.24	\$21.81	--	\$22.25	--	\$22.78	--
U11-008	8	\$18.97	\$19.32	\$19.67	\$20.03	\$20.41	\$20.79	\$21.24	\$21.81	--	\$22.25	--	\$22.78	--
	E9	\$18.70	--	\$19.57	--	\$20.41	--	\$21.24	--	\$22.09	--	\$23.21	--	\$24.10
U11-009	9	\$18.70	--	\$19.57	--	\$20.41	--	\$21.24	--	\$22.09	--	\$23.21	--	\$24.10
U11-010	10	\$20.15	--	\$21.12	--	\$22.09	--	\$23.09	--	\$24.10	--	\$25.17	--	\$26.31
U11-011	6	\$17.31	\$17.60	\$17.90	\$18.26	\$18.58	\$19.03	\$19.34	\$19.70	--	\$20.19	--	\$20.75	--
	7	\$17.74	\$18.10	\$18.48	\$18.81	\$19.17	\$19.58	\$19.92	\$20.49	--	\$20.88	--	\$21.45	--
	E8	\$18.45	\$18.81	\$19.17	\$19.58	\$19.92	\$20.31	\$20.75	\$21.33	--	\$21.78	--	\$22.23	--
U11-012	8	\$18.45	\$18.81	\$19.17	\$19.58	\$19.92	\$20.31	\$20.75	\$21.33	--	\$21.78	--	\$22.23	--
	E9	\$18.16	--	\$19.03	--	\$19.92	--	\$20.75	--	\$21.58	--	\$22.75	--	\$23.62
U11-013	9	\$18.16	--	\$19.03	--	\$19.92	--	\$20.75	--	\$21.58	--	\$22.75	--	\$23.62

Compensation Plan Section B

10/01/2017

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
U11-014	E9	\$20.13	--	\$20.97	--	\$21.81	--	\$22.67	--	\$23.55	--	\$24.70	--	\$25.51
U11-015	10	\$20.25	--	\$21.26	--	\$22.26	--	\$23.24	--	\$24.27	--	\$25.37	--	\$26.48
U11-016	6	\$17.27	\$17.57	\$17.90	\$18.25	\$18.58	\$19.03	\$19.32	\$19.70	--	\$20.19	--	\$20.75	--
	7	\$17.72	\$18.09	\$18.48	\$18.80	\$19.17	\$19.58	\$19.91	\$20.48	--	\$20.88	--	\$21.45	--
	E8	\$18.43	\$18.80	\$19.17	\$19.58	\$19.91	\$20.31	\$20.75	\$21.33	--	\$21.78	--	\$22.22	--
U11-017	6	\$16.96	\$17.31	\$17.65	\$17.96	\$18.34	\$18.80	\$19.03	\$19.49	--	\$19.97	--	\$20.51	--
	7	\$17.49	\$17.87	\$18.26	\$18.58	\$18.92	\$19.32	\$19.68	\$20.19	--	\$20.60	--	\$21.21	--
	E8	\$18.26	\$18.58	\$18.92	\$19.32	\$19.68	\$20.06	\$20.51	\$21.09	--	\$21.52	--	\$21.96	--
U11-018	7	\$17.33	\$17.65	\$17.96	\$18.34	\$18.69	\$19.16	\$19.58	\$20.06	--	\$20.51	--	\$21.09	--
	8	\$18.26	\$18.58	\$18.92	\$19.32	\$19.68	\$20.06	\$20.51	\$20.90	--	\$21.52	--	\$21.96	--
	E9	\$18.13	--	\$18.80	--	\$19.49	--	\$20.36	--	\$21.21	--	\$22.26	--	\$23.13
U11-019	7	\$17.78	\$18.10	\$18.45	\$18.80	\$19.15	\$19.57	\$19.92	\$20.49	--	\$20.87	--	\$21.40	--
	8	\$18.44	\$18.80	\$19.16	\$19.57	\$19.92	\$20.27	\$20.74	\$21.28	--	\$21.72	--	\$22.22	--
	E9	\$18.13	--	\$19.02	--	\$19.92	--	\$20.74	--	\$21.56	--	\$22.73	--	\$23.60
U11-020	E9	\$18.34	--	\$19.26	--	\$20.19	--	\$21.09	--	\$21.90	--	\$22.89	--	\$24.00
U11-021	9	\$18.17	--	\$19.03	--	\$19.91	--	\$20.75	--	\$21.57	--	\$22.73	--	\$23.62
U11-022	9	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
	10	\$20.58	--	\$21.52	--	\$22.44	--	\$23.69	--	\$24.63	--	\$25.84	--	\$26.80
	P11	\$21.76	--	\$22.80	--	\$23.85	--	\$25.01	--	\$26.10	--	\$27.21	--	\$28.57
U11-023	10	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
U11-024	P11	\$20.58	--	\$21.52	--	\$22.44	--	\$23.69	--	\$24.63	--	\$25.84	--	\$26.80

Compensation Plan Section B

10/01/2017

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	\$19.96	\$20.41	\$20.88	\$21.36	\$21.86	\$22.87	\$23.66	\$24.47	--	--	--	--	--
	10	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
	P11	\$20.58	--	\$21.52	--	\$22.44	--	\$23.69	--	\$24.63	--	\$25.84	--	\$26.80
U11-026	10	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
U11-027	12	\$21.76	--	\$22.80	--	\$23.85	--	\$25.01	--	\$26.10	--	\$27.21	--	\$28.57
U11-028	10	\$20.65	--	\$21.67	--	\$22.70	--	\$23.73	--	\$24.86	--	\$26.02	--	\$27.16
U11-029	7	\$17.22	\$17.51	\$17.84	\$18.13	\$18.47	\$18.80	\$19.14	\$19.51	--	\$19.98	--	\$20.44	--
	E8	\$17.81	\$18.13	\$18.47	\$18.80	\$19.14	\$19.51	\$19.80	\$20.17	--	\$20.98	--	\$21.52	--
U11-030	10	\$21.52	--	\$22.53	--	\$23.55	--	\$24.49	--	\$25.51	--	\$26.62	--	\$27.73
U11-031	12	\$23.10	--	\$24.75	--	\$26.36	--	\$28.29	--	\$30.23	--	\$32.31	--	\$34.21
U11-032	9	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
	10	\$20.58	--	\$21.52	--	\$22.44	--	\$23.69	--	\$24.63	--	\$25.84	--	\$26.80
	P11	\$21.76	--	\$22.80	--	\$23.85	--	\$25.01	--	\$26.10	--	\$27.21	--	\$28.57
U11-033	9B	\$19.96	\$20.41	\$20.88	\$21.36	\$21.86	\$22.87	\$23.66	\$24.47	--	--	--	--	--
	9M	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
	10B	\$19.52	--	\$20.51	--	\$21.52	--	\$22.44	--	\$23.55	--	\$24.40	--	\$25.55
	10M	\$20.58	--	\$21.52	--	\$22.44	--	\$23.69	--	\$24.63	--	\$25.84	--	\$26.80
	11B	\$20.58	--	\$21.52	--	\$22.44	--	\$23.69	--	\$24.63	--	\$25.84	--	\$26.80
	11M	\$21.76	--	\$22.80	--	\$23.85	--	\$25.01	--	\$26.10	--	\$27.21	--	\$28.57
U11-034	12B	\$21.76	--	\$22.80	--	\$23.85	--	\$25.01	--	\$26.10	--	\$27.21	--	\$28.57
	12M	\$23.10	--	\$24.75	--	\$26.36	--	\$28.29	--	\$30.23	--	\$32.31	--	\$34.21

Compensation Plan Section B

10/01/2017

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
W22-001	8	\$18.78	\$19.19	\$19.65	\$20.10	\$20.51	\$20.97	\$21.45	\$22.11	--	\$22.66	--	\$23.18	--
	9	\$18.44	--	\$19.49	--	\$20.51	--	\$21.45	--	\$22.51	--	\$23.78	--	\$24.82
	E10	\$19.08	--	\$20.22	--	\$21.35	--	\$22.24	--	\$23.36	--	\$24.57	--	\$25.88
W22-002	9	\$20.98	\$21.53	\$22.07	\$22.60	\$23.13	\$24.29	\$25.16	--	--	--	--	--	--
	10	\$19.08	--	\$20.22	--	\$21.35	--	\$22.24	--	\$23.36	--	\$24.57	--	\$25.88
	P11	\$20.46	--	\$21.53	--	\$22.60	--	\$23.74	--	\$24.94	--	\$26.30	--	\$27.61
W22-003	9	\$21.66	\$22.24	\$22.81	\$23.37	\$24.08	\$25.08	\$25.94	\$26.83	--	--	--	--	--
	10	\$20.46	--	\$21.53	--	\$22.60	--	\$23.74	--	\$24.94	--	\$26.30	--	\$27.61
	P11	\$22.78	--	\$24.08	--	\$25.38	--	\$26.63	--	\$28.05	--	\$29.30	--	\$30.84
W22-004	9	\$22.85	--	\$24.15	--	\$25.44	--	\$26.69	--	\$28.14	--	\$29.48	--	\$30.67
	10	\$23.46	--	\$24.91	--	\$26.37	--	\$28.14	--	\$29.74	--	\$31.47	--	\$33.08
	P11	\$25.00	--	\$26.55	--	\$28.14	--	\$29.98	--	\$31.79	--	\$33.69	--	\$35.36
W22-005	9	\$20.33	\$20.88	\$21.41	\$21.92	\$22.39	\$23.59	\$24.38	\$25.28	--	--	--	--	--
	10	\$19.51	--	\$20.70	--	\$21.92	--	\$22.97	--	\$24.18	--	\$25.27	--	\$26.53
	P11	\$20.87	--	\$21.92	--	\$22.97	--	\$24.38	--	\$25.44	--	\$26.83	--	\$28.03
W22-006	9	\$20.33	\$20.88	\$21.41	\$21.92	\$22.39	\$23.59	\$24.38	\$25.28	--	\$27.01	--	\$28.74	--
	10	\$22.03	--	\$23.31	--	\$24.63	--	\$25.93	--	\$27.24	--	\$28.53	--	\$30.09
	P11	\$23.05	--	\$24.63	--	\$26.12	--	\$27.52	--	\$29.05	--	\$30.62	--	\$32.31
W22-007	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	10	\$19.41	--	\$20.63	--	\$21.85	--	\$22.88	--	\$24.09	--	\$25.16	--	\$26.44
	P11	\$20.81	--	\$21.85	--	\$22.88	--	\$24.29	--	\$25.38	--	\$26.69	--	\$27.92

Compensation Plan Section B

10/01/2017

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
W22-008	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	--	--	--	--	--	--
	10	\$18.26	--	\$19.37	--	\$20.49	--	\$21.43	--	\$22.52	--	\$23.65	--	\$24.94
	P11	\$19.68	--	\$20.76	--	\$21.85	--	\$22.88	--	\$24.09	--	\$25.38	--	\$26.69
W22-009	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	10	\$19.68	--	\$20.76	--	\$21.85	--	\$22.88	--	\$24.09	--	\$25.38	--	\$26.69
	P11	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
W22-010	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	10	\$19.35	--	\$20.49	--	\$21.62	--	\$22.66	--	\$23.89	--	\$25.16	--	\$26.44
	P11	\$20.84	--	\$22.15	--	\$23.50	--	\$24.76	--	\$26.05	--	\$27.42	--	\$28.62
W22-011	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	10	\$19.55	--	\$20.49	--	\$21.43	--	\$22.66	--	\$23.89	--	\$25.16	--	\$26.50
	P11	\$21.68	--	\$22.88	--	\$24.09	--	\$25.86	--	\$27.42	--	\$29.19	--	\$31.06
W22-012	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	\$26.90	--	\$28.62	--
	10	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
	P11	\$22.97	--	\$24.52	--	\$26.05	--	\$27.42	--	\$28.93	--	\$30.51	--	\$32.21
W22-013	9	\$20.94	\$21.48	\$22.00	\$22.54	\$23.21	\$24.23	\$25.08	\$25.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	10	\$21.43	--	\$22.66	\$0.00	\$23.89	\$0.00	\$25.38	\$0.00	\$26.50	\$0.00	\$27.92	\$0.00	\$29.19
	P11	\$22.65	--	\$24.09	\$0.00	\$25.54	\$0.00	\$26.99	\$0.00	\$28.44	\$0.00	\$29.73	\$0.00	\$31.33
W22-014	9	\$20.94	\$21.48	\$22.00	\$22.54	\$23.21	\$24.23	\$25.08	\$25.95	--	--	--	--	--
	10	\$22.97	--	\$24.52	--	\$26.05	--	\$27.42	--	\$28.93	--	\$30.51	--	\$32.21
	P11	\$24.40	--	\$26.05	--	\$27.69	--	\$29.45	--	\$31.33	--	\$33.04	--	\$35.16

Compensation Plan Section B

10/01/2017

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
W22-015	9	\$20.94	\$21.48	\$22.00	\$22.54	\$23.21	\$24.23	\$25.08	\$25.95	--	--	--	--	--
	10	\$20.81	--	\$21.85	--	\$22.88	--	\$24.29	--	\$25.38	--	\$26.69	--	\$27.92
	P11	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
W22-016	9	\$20.94	\$21.48	\$22.00	\$22.54	\$23.21	\$24.23	\$25.08	\$25.95	--	--	--	--	--
	10	\$19.68	--	\$20.76	--	\$21.85	--	\$22.88	--	\$24.09	--	\$25.38	--	\$26.69
	P11	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
W22-017	9	\$17.61	--	\$18.64	--	\$19.67	--	\$20.63	--	\$21.62	--	\$22.88	--	\$23.89
	E10	\$19.55	--	\$20.49	--	\$21.43	--	\$22.66	--	\$23.89	--	\$25.16	--	\$26.50
W22-018	9	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	10	\$19.41	--	\$20.63	--	\$21.85	--	\$22.88	--	\$24.09	--	\$25.16	--	\$26.44
	P11	\$20.81	--	\$21.85	--	\$22.88	--	\$24.29	--	\$25.38	--	\$26.69	--	\$27.92
W22-019	9	\$21.09	\$21.63	\$22.15	\$22.70	\$23.24	\$24.38	\$25.27	\$26.10	--	--	--	--	--
	10	\$20.30	--	\$21.51	--	\$22.70	--	\$23.81	--	\$25.05	--	\$26.07	--	\$27.37
	P11	\$21.58	--	\$22.70	--	\$23.81	--	\$25.27	--	\$26.37	--	\$27.69	--	\$28.84
W22-020	12	\$22.89	--	\$24.17	--	\$25.44	--	\$26.73	--	\$28.14	--	\$29.37	--	\$30.92
W22-021	P11	\$23.26	--	\$24.51	--	\$25.80	--	\$26.97	--	\$28.21	--	\$29.41	--	\$30.74
W22-022	12	\$25.06	--	\$26.40	--	\$27.72	--	\$28.98	--	\$30.37	--	\$31.81	--	\$32.98
W22-023	13	\$25.66	--	\$27.14	--	\$28.58	--	\$30.37	--	\$32.02	--	\$33.81	--	\$35.41
W22-024	11	\$20.19	--	\$21.35	--	\$22.51	--	\$23.59	--	\$24.82	--	\$26.03	--	\$27.35
W22-025	10	\$22.78	--	\$24.08	--	\$25.38	--	\$26.63	--	\$28.05	--	\$29.30	--	\$30.84
	P11	\$23.88	--	\$25.38	--	\$26.93	--	\$28.28	--	\$29.76	--	\$31.35	--	\$33.03

Compensation Plan Section B

10/01/2017

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
W22-026	10	\$23.88	--	\$25.38	--	\$26.93	--	\$28.28	--	\$29.76	--	\$31.35	--	\$33.03
	P11	\$25.25	--	\$26.93	--	\$28.56	--	\$30.30	--	\$32.21	--	\$33.90	--	\$36.07
W22-027	12	\$23.88	--	\$25.38	--	\$26.93	--	\$28.77	--	\$30.60	--	\$32.51	--	\$34.21
W22-028	P11	\$25.25	--	\$26.93	--	\$28.56	--	\$30.30	--	\$32.21	--	\$33.90	--	\$36.07
W22-029	12	\$27.24	--	\$29.05	--	\$30.84	--	\$32.78	--	\$34.87	--	\$36.69	--	\$38.67
W22-030	13	\$28.93	--	\$30.60	--	\$32.21	--	\$34.21	--	\$36.07	--	\$38.01	--	\$40.04
W22-031	P11	\$25.30	--	\$27.00	--	\$28.63	--	\$30.74	--	\$32.69	--	\$34.86	--	\$36.66
W22-033	16	\$42.02	--	\$44.41	--	\$46.77	--	\$49.48	--	\$51.86	--	\$54.84	--	\$58.16
W22-034	12	\$22.03	--	\$23.31	--	\$24.63	--	\$25.93	--	\$27.24	--	\$28.53	--	\$30.09
W22-035	12	\$24.47	--	\$26.12	--	\$27.77	--	\$29.55	--	\$31.40	--	\$33.14	--	\$35.25
W22-036	12	\$23.44	--	\$24.78	--	\$26.07	--	\$28.11	--	\$29.94	--	\$31.99	--	\$34.24
W22-038	14	\$27.25	--	\$28.83	--	\$30.37	--	\$32.27	--	\$34.08	--	\$36.08	--	\$37.74
W22-039	9	\$22.13	--	\$23.21	--	\$24.29	--	\$25.54	--	\$26.99	--	\$28.44	--	\$29.99
W22-040	9	\$22.13	--	\$23.21	--	\$24.29	--	\$25.54	--	\$26.99	--	\$28.44	--	\$29.99
	10	\$24.95	--	\$26.33	--	\$27.69	--	\$29.19	--	\$30.81	--	\$32.45	--	\$34.21
	P11	\$26.56	--	\$28.44	--	\$30.28	--	\$32.21	--	\$33.98	--	\$35.82	--	\$37.82
W22-041	12	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
W22-042	10	\$22.97	--	\$24.52	--	\$26.05	--	\$27.42	--	\$28.93	--	\$30.51	--	\$32.21
	P11	\$24.40	--	\$26.05	--	\$27.69	--	\$29.45	--	\$31.33	--	\$33.04	--	\$35.16
W22-043	12	\$22.97	--	\$24.52	--	\$26.05	--	\$27.92	--	\$29.73	--	\$31.63	--	\$33.32

Compensation Plan Section B

10/01/2017

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
W22-044	12	\$23.21	--	\$24.52	--	\$25.86	--	\$27.69	--	\$29.45	--	\$31.33	--	\$33.32
W22-045	12	\$26.57	--	\$28.39	--	\$30.18	--	\$31.86	--	\$33.64	--	\$35.39	--	\$37.36
	P13	\$28.81	--	\$30.48	--	\$32.12	--	\$34.18	--	\$36.08	--	\$38.05	--	\$40.18
W22-046	12	\$26.30	--	\$28.16	--	\$29.99	--	\$31.91	--	\$33.98	--	\$35.82	--	\$37.82
W22-047	11	\$26.56	--	\$28.44	--	\$30.28	--	\$32.21	--	\$33.98	--	\$35.82	--	\$37.82
W22-048	13	\$28.08	--	\$29.99	--	\$31.91	--	\$34.21	--	\$36.44	--	\$38.53	--	\$40.39
W22-049	12	\$28.81	--	\$30.81	--	\$32.80	--	\$34.49	--	\$36.80	--	\$38.85	--	\$41.07
W22-050	14	\$30.34	--	\$32.42	--	\$34.45	--	\$36.39	--	\$38.40	--	\$40.67	--	\$42.92
W22-051	P15	\$36.92	--	\$39.19	--	\$41.44	--	\$43.49	--	\$45.50	--	\$48.06	--	\$50.25
W22-052	11	\$29.12	--	\$30.79	--	\$32.45	--	\$34.26	--	\$36.43	--	\$51.00	--	\$54.88
W22-053	P17	\$55.85	--	\$59.20	--	\$62.57	--	\$66.23	--	\$69.98	--	\$74.04	--	\$78.32
W22-054	18	\$60.01	--	\$63.74	--	\$67.45	--	\$71.32	--	\$75.45	--	\$79.87	--	\$84.36
W22-055	P17	\$60.01	--	\$63.74	--	\$67.45	--	\$71.32	--	\$75.45	--	\$79.87	--	\$84.36
W22-056	12	\$23.90	--	\$25.54	\$0.00	\$27.21	\$0.00	\$29.19	\$0.00	\$31.06	\$0.00	\$33.04	\$0.00	\$34.88
W22-057	12	\$21.50	--	\$22.88	--	\$24.29	--	\$26.05	--	\$27.69	--	\$29.43	--	\$31.06
W22-058	18	\$63.74	--	\$67.80	--	\$71.85	--	\$75.88	--	\$80.76	--	\$85.63	--	\$88.88
W22-059	P11	\$21.94	--	\$23.13	--	\$24.31	--	--	--	--	--	--	--	--
W22-060	12	\$24.40	--	\$26.05	--	\$27.69	--	\$29.45	--	\$31.33	--	\$33.04	--	\$35.16
W22-061	13	\$24.79	--	\$26.54	--	\$28.31	--	\$30.55	--	\$32.95	--	\$35.15	--	\$37.64

Compensation Plan Section B

10/01/2017

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
W22-062	13	\$25.25	--	\$26.93	--	\$28.56	--	\$30.30	--	\$32.21	--	\$33.90	--	\$36.07
W22-063	12	\$29.98	--	\$31.94	--	\$33.91	--	\$36.08	--	\$38.33	--	\$40.40	--	\$42.56
W22-064	13	\$31.84	--	\$33.64	--	\$35.43	--	\$37.60	--	\$39.66	--	\$41.81	--	\$44.04
W22-070	P11	\$24.40	--	\$26.05	--	\$27.69	--	\$29.45	--	\$31.33	--	\$33.04	--	\$35.16
W22-071	14	\$27.60	--	\$29.37	--	\$31.15	--	\$33.62	--	\$36.27	--	\$38.79	--	\$41.19
W22-072	15	\$30.96	--	\$32.95	--	\$34.92	--	\$37.64	--	\$40.39	--	\$43.22	--	\$45.77
W22-073	13	\$26.54	--	\$28.15	--	\$29.71	--	\$31.61	--	\$33.61	--	\$35.64	--	\$37.64
W22-074	10	\$21.71	--	\$22.93	--	\$24.15	--	\$25.44	--	\$26.82	--	\$28.14	--	\$29.47
W22-075	11	\$21.69	--	\$22.88	--	\$24.08	--	\$25.71	--	\$27.41	--	\$29.09	--	\$30.82
W22-076	11	\$23.01	--	\$24.31	--	\$25.60	--	\$27.18	--	\$28.78	--	\$30.35	--	\$31.93
W22-077	12	\$24.50	--	\$25.91	--	\$27.27	--	\$29.09	--	\$30.90	--	\$32.78	--	\$34.70
W22-078	13	\$25.00	--	\$26.54	--	\$28.11	--	\$30.25	--	\$32.67	--	\$34.92	--	\$37.36
W22-079	9B	\$20.25	\$20.76	\$21.28	\$21.85	\$22.27	\$23.50	\$24.29	\$25.17	--	--	--	--	--
	9M	\$20.94	\$21.48	\$22.00	\$22.54	\$23.21	\$24.23	\$25.08	\$25.95	--	--	--	--	--
	10B	\$19.41	--	\$20.63	--	\$21.85	--	\$22.88	--	\$24.09	--	\$25.16	--	\$26.44
	10M	\$20.81	--	\$21.85	--	\$22.88	--	\$24.29	--	\$25.38	--	\$26.69	--	\$27.92
	11B	\$20.81	--	\$21.85	--	\$22.88	--	\$24.29	--	\$25.38	--	\$26.69	--	\$27.92
	11M	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
W22-080	12B	\$21.90	--	\$23.21	--	\$24.52	--	\$25.86	--	\$27.16	--	\$28.44	--	\$29.99
	12M	\$22.97	--	\$24.52	--	\$26.05	--	\$27.92	--	\$29.73	--	\$31.63	--	\$33.32

Compensation Plan Section B

10/01/2017

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
W22-081	14	\$27.30	--	\$29.34	--	\$31.36	--	\$33.87	--	\$36.57	--	\$39.11	--	\$41.53
W22-083	15A	\$32.72	--	\$34.65	--	\$36.71	--	\$38.87	--	\$41.18	--	\$43.60	--	\$46.15
	15B	\$35.13	--	\$37.20	--	\$39.40	--	\$41.72	--	\$44.18	--	\$46.78	--	\$49.54
W22-084	13	\$28.81	--	\$30.48	--	\$32.12	--	\$34.18	--	\$36.08	--	\$38.05	--	\$40.18
W22-085	15	\$32.72	--	\$34.65	--	\$36.71	--	\$38.87	--	\$41.18	--	\$43.60	--	\$46.15
W22-086	9	\$20.22	\$20.76	\$21.33	\$21.86	\$22.44	\$23.59	\$24.50	\$25.37	--	--	--	--	--
	10	\$19.47	--	\$20.45	--	\$21.44	--	\$22.78	--	\$24.04	--	\$25.37	--	\$26.81
	P11	\$21.72	--	\$23.00	--	\$24.27	--	\$26.05	--	\$27.74	--	\$29.60	--	\$31.67
W22-087	12	\$23.39	--	\$24.75	--	\$26.05	--	\$28.07	--	\$29.91	--	\$31.97	--	\$34.21
W22-088	9	\$22.85	--	\$24.15	--	\$25.44	--	\$26.69	--	\$28.14	--	\$29.48	--	\$30.67
	10	\$23.88	--	\$25.38	--	\$26.93	--	\$28.28	--	\$29.76	--	\$31.35	--	\$33.03
	P11	\$25.25	--	\$26.93	--	\$28.56	--	\$30.30	--	\$32.21	--	\$33.90	--	\$36.07
W22-089	14	\$24.53	--	\$26.28	--	\$28.03	--	\$30.21	--	\$32.57	--	\$34.77	--	\$37.22
W41-001	8	\$18.35	\$18.75	\$19.17	\$19.62	\$20.04	\$20.49	\$20.90	\$21.52	--	\$21.99	--	\$22.56	--
W41-002	5	\$15.92	\$16.29	\$16.66	\$17.05	\$17.33	\$17.76	\$17.98	\$18.55	--	\$19.18	--	\$19.73	--
	6	\$17.13	\$17.43	\$17.76	\$18.19	\$18.55	\$19.08	\$19.37	\$19.73	--	\$20.30	--	\$20.91	--
	E7	\$18.16	\$18.55	\$18.96	\$19.37	\$19.73	\$20.31	\$20.76	\$21.38	--	\$21.87	--	\$22.53	--
W41-003	6	\$17.13	\$17.43	\$17.76	\$18.19	\$18.54	\$19.07	\$19.31	\$19.73	--	\$20.30	--	\$20.90	--
	7	\$18.17	\$18.54	\$18.92	\$19.31	\$19.73	\$20.30	\$20.76	\$21.40	--	\$21.87	--	\$22.56	--
	E8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.90	\$21.40	\$21.87	\$22.33	--	\$23.05	--	\$23.63	--

Compensation Plan Section B

10/01/2017

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
W41-004	6	\$17.13	\$17.43	\$17.76	\$18.19	\$18.55	\$19.08	\$19.37	\$19.73	--	\$20.30	--	\$20.91	--
	E7	\$18.16	\$18.55	\$18.96	\$19.37	\$19.73	\$20.31	\$20.76	\$21.38	--	\$21.87	--	\$22.53	--
W41-005	E7	\$18.16	\$18.55	\$18.96	\$19.37	\$19.73	\$20.31	\$20.76	\$21.38	--	\$21.87	--	\$22.53	--
W41-006	7	\$18.16	\$18.55	\$18.96	\$19.37	\$19.73	\$20.31	\$20.76	\$21.38	--	\$21.87	--	\$22.53	--
	E8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.91	\$21.38	\$21.87	\$22.27	--	\$23.04	--	\$23.60	--
W41-007	7	\$18.17	\$18.54	\$18.92	\$19.31	\$19.73	\$20.30	\$20.76	\$21.40	--	\$21.87	--	\$22.56	--
	8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.90	\$21.40	\$21.87	\$22.33	--	\$23.05	--	\$23.63	--
	E9	\$19.15	--	\$19.87	--	\$20.60	--	\$21.69	--	\$22.66	--	\$23.94	--	\$24.95
W41-008	E8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.91	\$21.38	\$21.87	\$22.27	--	\$23.04	--	\$23.60	--
W41-009	8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.91	\$21.38	\$21.87	\$22.27	--	\$23.04	--	\$23.60	--
W41-010	8	\$19.17	\$19.62	\$20.04	\$20.49	\$20.90	\$21.40	\$21.87	\$22.33	--	\$23.05	--	\$23.63	--
	9	\$19.15	--	\$19.87	--	\$20.60	--	\$21.69	--	\$22.66	--	\$23.94	--	\$24.95
	E10	\$20.74	--	\$21.69	--	\$22.66	--	\$23.94	--	\$25.25	--	\$26.47	--	\$27.79
W41-011	9	\$19.16	--	\$20.04	--	\$20.91	--	\$21.87	--	\$22.86	--	\$23.93	--	\$25.18
W41-012	10	\$19.51	--	\$20.60	--	\$21.69	--	\$22.68	--	\$23.80	--	\$24.95	--	\$26.15
W41-013	E10	\$19.51	--	\$20.60	--	\$21.69	--	\$22.68	--	\$23.80	--	\$24.95	--	\$26.15
W41-014	10	\$20.74	--	\$21.69	--	\$22.66	--	\$23.94	--	\$25.25	--	\$26.47	--	\$27.79
W41-015	8	\$18.42	\$18.81	\$19.21	\$19.70	\$20.14	\$20.58	\$21.04	\$21.71	--	\$22.22	--	\$22.75	--
	9	\$18.13	--	\$19.13	--	\$20.14	--	\$21.04	--	\$22.07	--	\$23.36	--	\$24.36
	E10	\$18.69	--	\$19.80	--	\$20.91	--	\$21.88	--	\$22.96	--	\$24.10	--	\$25.40

Compensation Plan Section B

10/01/2017

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
W41-016	11	\$19.93	--	\$20.91	--	\$21.88	--	\$23.13	--	\$24.36	--	\$25.60	--	\$27.00
W41-017	10	\$21.93	--	\$23.05	--	\$24.18	--	\$25.60	--	\$26.67	--	\$28.11	--	\$29.30
	E11	\$23.12	--	\$24.35	--	\$25.60	--	\$26.90	--	\$28.27	--	\$29.48	--	\$31.06
W41-018	9	\$19.82	\$20.30	\$20.76	\$21.21	\$21.52	\$21.99	\$22.56	\$23.05	--	\$23.80	--	\$24.35	--
	E10	\$20.87	--	\$21.87	--	\$22.88	--	\$23.94	--	\$25.25	--	\$26.33	--	\$27.61
W41-019	11	\$23.59	--	\$24.94	--	\$26.31	--	\$27.62	--	\$29.33	--	\$30.92	--	\$32.64
W41-020	7	\$18.88	--	\$19.71	--	\$20.56	--	\$21.51	--	\$22.58	--	\$23.76	--	\$24.86
W41-021	5	\$18.39	\$18.81	\$19.25	\$19.64	\$20.10	\$20.65	\$21.02	\$21.64	--	\$22.23	--	\$22.86	--
W41-022	7	\$18.08	--	\$18.92	--	\$19.77	--	\$20.74	--	\$21.79	--	\$22.91	--	\$24.03
W41-023	8	\$18.78	--	\$19.65	--	\$20.54	--	\$21.64	--	\$22.76	--	\$23.94	--	\$25.26
W41-024	6	\$18.86	\$19.25	\$19.65	\$20.10	\$20.44	\$20.98	\$21.35	\$21.90	--	\$22.53	--	\$23.03	--
W41-025	9	\$18.36	--	\$19.03	--	\$19.72	--	\$20.87	--	\$21.79	--	\$23.04	--	\$24.02
W41-026	6	\$17.12	\$17.42	\$17.75	\$18.14	\$18.52	\$19.06	\$19.34	\$19.71	--	\$20.26	--	\$20.91	--
	7	\$18.09	\$18.52	\$18.94	\$19.34	\$19.71	\$20.27	\$20.75	\$21.35	--	\$21.85	--	\$22.53	--
	E8	\$19.15	\$19.59	\$20.02	\$20.45	\$20.90	\$21.35	\$21.85	\$22.25	--	\$23.02	--	\$23.60	--

Compensation Plan Section B

10/01/2017

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	\$46,082.16	\$48,525.12	\$50,905.44	\$53,933.04	\$56,814.48	\$59,758.56	\$62,118.00	\$64,665.36	\$67,358.88	\$69,760.08	\$72,015.12	\$75,314.16
BACHELOR'S	A46	\$40,608.80	\$42,761.60	\$44,859.20	\$47,527.20	\$50,066.40	\$52,660.80	\$54,740.00	\$56,984.80	\$59,358.40	\$61,474.40	\$63,461.60	\$66,368.80
DEGREE	A42	\$37,077.60	\$39,043.20	\$40,958.40	\$43,394.40	\$45,712.80	\$48,081.60	\$49,980.00	\$52,029.60	\$54,196.80	\$56,128.80	\$57,943.20	\$60,597.60
W22-065 (11A)	H	\$22.07	\$23.24	\$24.38	\$25.83	\$27.21	\$28.62	\$29.75	\$30.97	\$32.26	\$33.41	\$34.49	\$36.07
EARNED	A52	\$48,086.64	\$50,717.52	\$53,327.52	\$56,355.12	\$59,236.56	\$62,514.72	\$65,250.00	\$67,672.08	\$70,365.60	\$72,996.48	\$75,773.52	\$78,905.52
MASTER'S	A46	\$42,375.20	\$44,693.60	\$46,993.60	\$49,661.60	\$52,200.80	\$55,089.60	\$57,500.00	\$59,634.40	\$62,008.00	\$64,326.40	\$66,773.60	\$69,533.60
DEGREE	A42	\$38,690.40	\$40,807.20	\$42,907.20	\$45,343.20	\$47,661.60	\$50,299.20	\$52,500.00	\$54,448.80	\$56,616.00	\$58,732.80	\$60,967.20	\$63,487.20
W22-065 (11B)	H	\$23.03	\$24.29	\$25.54	\$26.99	\$28.37	\$29.94	\$31.25	\$32.41	\$33.70	\$34.96	\$36.29	\$37.79
MASTER'S	A52	\$49,590.00	\$52,387.92	\$55,248.48	\$58,171.68	\$61,324.56	\$64,477.44	\$67,275.36	\$69,822.72	\$72,411.84	\$74,562.48	\$77,882.40	\$81,223.20
PLUS 30	A46	\$43,700.00	\$46,165.60	\$48,686.40	\$51,262.40	\$54,040.80	\$56,819.20	\$59,284.80	\$61,529.60	\$63,811.20	\$65,706.40	\$68,632.00	\$71,576.00
SEM HRS	A42	\$39,900.00	\$42,151.20	\$44,452.80	\$46,804.80	\$49,341.60	\$51,878.40	\$54,129.60	\$56,179.20	\$58,262.40	\$59,992.80	\$62,664.00	\$65,352.00
W22-065 (11C)	H	\$23.75	\$25.09	\$26.46	\$27.86	\$29.37	\$30.88	\$32.22	\$33.44	\$34.68	\$35.71	\$37.30	\$38.90

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

Compensation Plan Section B

10/01/2017

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	\$47,147.04	\$49,777.92	\$52,387.92	\$55,332.00	\$58,296.96	\$61,324.56	\$63,851.04	\$66,273.12	\$68,653.44	\$71,242.56	\$73,602.00	\$76,734.00
BACHELOR'S	A46	\$41,547.20	\$43,865.60	\$46,165.60	\$48,760.00	\$51,372.80	\$54,040.80	\$56,267.20	\$58,401.60	\$60,499.20	\$62,780.80	\$64,860.00	\$67,620.00
DEGREE	A42	\$37,934.40	\$40,051.20	\$42,151.20	\$44,520.00	\$46,905.60	\$49,341.60	\$51,374.40	\$53,323.20	\$55,238.40	\$57,321.60	\$59,220.00	\$61,740.00
W22-066 (11A)	H	\$22.58	\$23.84	\$25.09	\$26.50	\$27.92	\$29.37	\$30.58	\$31.74	\$32.88	\$34.12	\$35.25	\$36.75
EARNED	A52	\$49,590.00	\$52,387.92	\$55,248.48	\$58,171.68	\$61,324.56	\$64,477.44	\$67,275.36	\$69,822.72	\$72,411.84	\$75,042.72	\$77,882.40	\$81,223.20
MASTER'S	A46	\$43,700.00	\$46,165.60	\$48,686.40	\$51,262.40	\$54,040.80	\$56,819.20	\$59,284.80	\$61,529.60	\$63,811.20	\$66,129.60	\$68,632.00	\$71,576.00
DEGREE	A42	\$39,900.00	\$42,151.20	\$44,452.80	\$46,804.80	\$49,341.60	\$51,878.40	\$54,129.60	\$56,179.20	\$58,262.40	\$60,379.20	\$62,664.00	\$65,352.00
W22-066 (11B)	H	\$23.75	\$25.09	\$26.46	\$27.86	\$29.37	\$30.88	\$32.22	\$33.44	\$34.68	\$35.94	\$37.30	\$38.90
MASTER'S	A52	\$51,531.84	\$54,308.88	\$57,148.56	\$60,134.40	\$63,266.40	\$66,398.40	\$69,133.68	\$71,764.56	\$74,541.60	\$77,005.44	\$79,886.88	\$83,248.56
PLUS 30	A46	\$45,411.20	\$47,858.40	\$50,360.80	\$52,992.00	\$55,752.00	\$58,512.00	\$60,922.40	\$63,240.80	\$65,688.00	\$67,859.20	\$70,398.40	\$73,360.80
SEM HRS	A42	\$41,462.40	\$43,696.80	\$45,981.60	\$48,384.00	\$50,904.00	\$53,424.00	\$55,624.80	\$57,741.60	\$59,976.00	\$61,958.40	\$64,276.80	\$66,981.60
W22-066 (11C)	H	\$24.68	\$26.01	\$27.37	\$28.80	\$30.30	\$31.80	\$33.11	\$34.37	\$35.70	\$36.88	\$38.26	\$39.87

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

Compensation Plan Section B

10/01/2017

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	\$49,339.44	\$52,074.72	\$54,851.76	\$57,900.24	\$60,990.48	\$64,206.00	\$66,795.12	\$69,321.60	\$71,827.20	\$74,562.48	\$77,026.32	\$80,346.24
BACHELOR'S	A46	\$43,479.20	\$45,889.60	\$48,336.80	\$51,023.20	\$53,746.40	\$56,580.00	\$58,861.60	\$61,088.00	\$63,296.00	\$65,706.40	\$67,877.60	\$70,803.20
DEGREE	A42	\$39,698.40	\$41,899.20	\$44,133.60	\$46,586.40	\$49,072.80	\$51,660.00	\$53,743.20	\$55,776.00	\$57,792.00	\$59,992.80	\$61,975.20	\$64,646.40
W22-082 (12A)	H	\$23.63	\$24.94	\$26.27	\$27.73	\$29.21	\$30.75	\$31.99	\$33.20	\$34.40	\$35.71	\$36.89	\$38.48
EARNED	A52	\$51,886.80	\$54,872.64	\$57,837.60	\$60,927.84	\$64,226.88	\$67,505.04	\$70,407.36	\$73,100.88	\$75,794.40	\$78,467.04	\$81,536.40	\$85,044.24
MASTER'S	A46	\$45,724.00	\$48,355.20	\$50,968.00	\$53,691.20	\$56,598.40	\$59,487.20	\$62,044.80	\$64,418.40	\$66,792.00	\$69,147.20	\$71,852.00	\$74,943.20
DEGREE	A42	\$41,748.00	\$44,150.40	\$46,536.00	\$49,022.40	\$51,676.80	\$54,314.40	\$56,649.60	\$58,816.80	\$60,984.00	\$63,134.40	\$65,604.00	\$68,426.40
W22-082 (12B)	H	\$24.85	\$26.28	\$27.70	\$29.18	\$30.76	\$32.33	\$33.72	\$35.01	\$36.30	\$37.58	\$39.05	\$40.73
MASTER'S	A52	\$53,891.28	\$56,814.48	\$59,779.44	\$62,974.08	\$66,189.60	\$69,446.88	\$72,370.08	\$75,126.24	\$78,028.56	\$80,596.80	\$83,603.52	\$87,174.00
PLUS 30	A46	\$47,490.40	\$50,066.40	\$52,679.20	\$55,494.40	\$58,328.00	\$61,198.40	\$63,774.40	\$66,203.20	\$68,760.80	\$71,024.00	\$73,673.60	\$76,820.00
SEM HRS	A42	\$43,360.80	\$45,712.80	\$48,098.40	\$50,668.80	\$53,256.00	\$55,876.80	\$58,228.80	\$60,446.40	\$62,781.60	\$64,848.00	\$67,267.20	\$70,140.00
W22-082 (12C)	H	\$25.81	\$27.21	\$28.63	\$30.16	\$31.70	\$33.26	\$34.66	\$35.98	\$37.37	\$38.60	\$40.04	\$41.75

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

Compensation Plan Section B

10/01/2017

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	\$44,578.80	\$46,896.48	\$49,235.04	\$51,907.68	\$54,914.40	\$57,754.08	\$60,217.92	\$62,681.76	\$65,375.28	\$67,713.84	\$70,198.56	\$73,330.56
& VOC CERT	A46	\$39,284.00	\$41,326.40	\$43,387.20	\$45,742.40	\$48,392.00	\$50,894.40	\$53,065.60	\$55,236.80	\$57,610.40	\$59,671.20	\$61,860.80	\$64,620.80
W22-067 (11A)	H	\$21.35	\$22.46	\$23.58	\$24.86	\$26.30	\$27.66	\$28.84	\$30.02	\$31.31	\$32.43	\$33.62	\$35.12
60 SEM HRS	A52	\$45,267.84	\$47,877.84	\$50,487.84	\$53,306.64	\$56,376.00	\$59,278.32	\$61,679.52	\$63,913.68	\$66,774.24	\$69,196.32	\$71,618.40	\$74,792.16
& VOC CERT	A46	\$39,891.20	\$42,191.20	\$44,491.20	\$46,975.20	\$49,680.00	\$52,237.60	\$54,353.60	\$56,322.40	\$58,843.20	\$60,977.60	\$63,112.00	\$65,908.80
W22-067 (11B)	H	\$21.68	\$22.93	\$24.18	\$25.53	\$27.00	\$28.39	\$29.54	\$30.61	\$31.98	\$33.14	\$34.30	\$35.82
EARNED BACH	A52	\$46,729.44	\$49,360.32	\$51,907.68	\$54,851.76	\$57,816.72	\$60,781.68	\$63,245.52	\$65,667.60	\$68,173.20	\$70,741.44	\$73,100.88	\$76,086.72
DEGREE	A46	\$41,179.20	\$43,497.60	\$45,742.40	\$48,336.80	\$50,949.60	\$53,562.40	\$55,733.60	\$57,868.00	\$60,076.00	\$62,339.20	\$64,418.40	\$67,049.60
& VOC CERT	H	\$22.38	\$23.64	\$24.86	\$26.27	\$27.69	\$29.11	\$30.29	\$31.45	\$32.65	\$33.88	\$35.01	\$36.44
W22-067 (11C)													
EARNED MAST	A52	\$49,255.92	\$51,907.68	\$54,601.20	\$57,754.08	\$60,781.68	\$64,038.96	\$66,711.60	\$69,279.84	\$71,868.96	\$74,562.48	\$77,485.68	\$80,680.32
DEGREE	A46	\$43,405.60	\$45,742.40	\$48,116.00	\$50,894.40	\$53,562.40	\$56,432.80	\$58,788.00	\$61,051.20	\$63,332.80	\$65,706.40	\$68,282.40	\$71,097.60
& VOC CERT	H	\$23.59	\$24.86	\$26.15	\$27.66	\$29.11	\$30.67	\$31.95	\$33.18	\$34.42	\$35.71	\$37.11	\$38.64
W22-067 (11D)													
EARNED MAST	A52	\$50,654.88	\$53,682.48	\$56,689.20	\$59,633.28	\$62,848.80	\$65,772.00	\$68,674.32	\$71,263.44	\$74,061.36	\$76,608.72	\$79,364.88	\$82,726.56
& 30 SEM HRS	A46	\$44,638.40	\$47,306.40	\$49,956.00	\$52,550.40	\$55,384.00	\$57,960.00	\$60,517.60	\$62,799.20	\$65,264.80	\$67,509.60	\$69,938.40	\$72,900.80
& VOC CERT	H	\$24.26	\$25.71	\$27.15	\$28.56	\$30.10	\$31.50	\$32.89	\$34.13	\$35.47	\$36.69	\$38.01	\$39.62
W22-067 (11E)													

A52: 52 Week Schedule

A46: 46 Week Schedule

Compensation Plan Section B

10/01/2017

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	\$47,105.28	\$49,590.00	\$52,095.60	\$55,018.80	\$57,942.00	\$60,927.84	\$63,308.16	\$65,772.00	\$68,486.40	\$70,971.12	\$73,309.68	\$76,441.68
& VOC CERT	A46	\$41,510.40	\$43,700.00	\$45,908.00	\$48,484.00	\$51,060.00	\$53,691.20	\$55,788.80	\$57,960.00	\$60,352.00	\$62,541.60	\$64,602.40	\$67,362.40
W22-068 (12A)	H	\$22.56	\$23.75	\$24.95	\$26.35	\$27.75	\$29.18	\$30.32	\$31.50	\$32.80	\$33.99	\$35.11	\$36.61
60 SEM HRS	A52	\$48,211.92	\$50,842.80	\$53,536.32	\$56,543.04	\$59,382.72	\$62,389.44	\$64,686.24	\$67,379.76	\$69,906.24	\$72,328.32	\$74,813.04	\$77,945.04
& VOC CERT	A46	\$42,485.60	\$44,804.00	\$47,177.60	\$49,827.20	\$52,329.60	\$54,979.20	\$57,003.20	\$59,376.80	\$61,603.20	\$63,737.60	\$65,927.20	\$68,687.20
W22-068 (12B)	H	\$23.09	\$24.35	\$25.64	\$27.08	\$28.44	\$29.88	\$30.98	\$32.27	\$33.48	\$34.64	\$35.83	\$37.33
EARNED BACH	A52	\$49,464.72	\$52,200.00	\$54,977.04	\$57,900.24	\$60,927.84	\$63,976.32	\$66,523.68	\$68,716.08	\$71,263.44	\$73,831.68	\$76,212.00	\$79,364.88
DEGREE	A46	\$43,589.60	\$46,000.00	\$48,447.20	\$51,023.20	\$53,691.20	\$56,377.60	\$58,622.40	\$60,554.40	\$62,799.20	\$65,062.40	\$67,160.00	\$69,938.40
& VOC CERT	H	\$23.69	\$25.00	\$26.33	\$27.73	\$29.18	\$30.64	\$31.86	\$32.91	\$34.13	\$35.36	\$36.50	\$38.01
W22-068 (12C)													
EARNED MAST	A52	\$51,907.68	\$54,851.76	\$57,754.08	\$60,781.68	\$63,976.32	\$67,150.08	\$69,822.72	\$72,370.08	\$75,105.36	\$77,819.76	\$80,429.76	\$83,916.72
DEGREE	A46	\$45,742.40	\$48,336.80	\$50,894.40	\$53,562.40	\$56,377.60	\$59,174.40	\$61,529.60	\$63,774.40	\$66,184.80	\$68,576.80	\$70,876.80	\$73,949.60
& VOC CERT	H	\$24.86	\$26.27	\$27.66	\$29.11	\$30.64	\$32.16	\$33.44	\$34.66	\$35.97	\$37.27	\$38.52	\$40.19
W22-068 (12D)													
EARNED MAST	A52	\$53,745.12	\$56,689.20	\$59,633.28	\$62,827.92	\$65,834.64	\$68,904.00	\$71,785.44	\$74,478.96	\$77,005.44	\$79,740.72	\$82,413.36	\$85,942.08
& 30 SEM HRS	A46	\$47,361.60	\$49,956.00	\$52,550.40	\$55,365.60	\$58,015.20	\$60,720.00	\$63,259.20	\$65,632.80	\$67,859.20	\$70,269.60	\$72,624.80	\$75,734.40
& VOC CERT	H	\$25.74	\$27.15	\$28.56	\$30.09	\$31.53	\$33.00	\$34.38	\$35.67	\$36.88	\$38.19	\$39.47	\$41.16
W22-068 (12E)													

A52: 52 Week Schedule

A46: 46 Week Schedule

Compensation Plan Section B

10/01/2017

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	\$45,163.44	\$47,627.28	\$50,112.00	\$52,847.28	\$55,686.96	\$58,610.16	\$60,927.84	\$63,245.52	\$65,772.00	\$68,235.84	\$70,428.24	\$73,518.48
& VOC CERT	A46	\$39,799.20	\$41,970.40	\$44,160.00	\$46,570.40	\$49,072.80	\$51,648.80	\$53,691.20	\$55,733.60	\$57,960.00	\$60,131.20	\$62,063.20	\$64,786.40
NERE-222 (12A)	H	\$21.63	\$22.81	\$24.00	\$25.31	\$26.67	\$28.07	\$29.18	\$30.29	\$31.50	\$32.68	\$33.73	\$35.21
60 SEM HRS	A52	\$46,207.44	\$48,880.08	\$51,594.48	\$54,329.76	\$57,085.92	\$59,967.36	\$62,180.64	\$64,665.36	\$67,212.72	\$69,530.40	\$71,868.96	\$75,021.84
& VOC CERT	A46	\$40,719.20	\$43,074.40	\$45,466.40	\$47,876.80	\$50,305.60	\$52,844.80	\$54,795.20	\$56,984.80	\$59,229.60	\$61,272.00	\$63,332.80	\$66,111.20
NERE-222 (12B)	H	\$22.13	\$23.41	\$24.71	\$26.02	\$27.34	\$28.72	\$29.78	\$30.97	\$32.19	\$33.30	\$34.42	\$35.93

A52: 52 Week Schedule

A46: 46 Week Schedule

Compensation Plan Section B

10/01/2017

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	\$46,729.44	\$49,360.32	\$51,907.68	\$54,851.76	\$57,816.72	\$60,781.68	\$63,245.52	\$65,667.60	\$68,173.20	\$70,741.44	\$73,100.88	\$76,086.72
BACHELOR'S	A46	\$41,179.20	\$43,497.60	\$45,742.40	\$48,336.80	\$50,949.60	\$53,562.40	\$55,733.60	\$57,868.00	\$60,076.00	\$62,339.20	\$64,418.40	\$67,049.60
DEGREE W22-069 (11A)	H	\$22.38	\$23.64	\$24.86	\$26.27	\$27.69	\$29.11	\$30.29	\$31.45	\$32.65	\$33.88	\$35.01	\$36.44
EARNED	A52	\$49,255.92	\$51,907.68	\$54,601.20	\$57,754.08	\$60,781.68	\$64,038.96	\$66,711.60	\$69,279.84	\$71,868.96	\$74,562.48	\$77,485.68	\$80,680.32
MASTER'S	A46	\$43,405.60	\$45,742.40	\$48,116.00	\$50,894.40	\$53,562.40	\$56,432.80	\$58,788.00	\$61,051.20	\$63,332.80	\$65,706.40	\$68,282.40	\$71,097.60
DEGREE W22-069 (11B)	H	\$23.59	\$24.86	\$26.15	\$27.66	\$29.11	\$30.67	\$31.95	\$33.18	\$34.42	\$35.71	\$37.11	\$38.64
MASTER'S	A52	\$50,654.88	\$53,682.48	\$56,689.20	\$59,633.28	\$62,848.80	\$65,772.00	\$68,674.32	\$71,263.44	\$74,061.36	\$76,608.72	\$79,364.88	\$82,726.56
PLUS 30	A46	\$44,638.40	\$47,306.40	\$49,956.00	\$52,550.40	\$55,384.00	\$57,960.00	\$60,517.60	\$62,799.20	\$65,264.80	\$67,509.60	\$69,938.40	\$72,900.80
SEM HRS W22-069 (11C)	H	\$24.26	\$25.71	\$27.15	\$28.56	\$30.10	\$31.50	\$32.89	\$34.13	\$35.47	\$36.69	\$38.01	\$39.62

A52: 52 Week Schedule

A46: 46 Week Schedule