

| CLASS                    | DDRNO      | PAY RATE | STEP-1    | STEP-2    | STEP-3    | STEP-4    | STEP-5    | STEP-6 | STEP-7 | STEP-8 | STEP-9 | STEP-10 |
|--------------------------|------------|----------|-----------|-----------|-----------|-----------|-----------|--------|--------|--------|--------|---------|
| *****                    | *****      | *****    | *****     | *****     | *****     | *****     | *****     | *****  | *****  | *****  | *****  | *****   |
| FLEET SERVICES MANAGER   |            |          | -- 9103   | * *       | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *     |
| A                        |            |          |           |           |           |           |           |        |        |        |        |         |
| 95-91033                 | NEW HOURLY |          | 100.23    | 105.82    | 111.72    | 117.95    | 124.53    |        |        |        |        |         |
|                          | BIWEEKLY   |          | 8,018.40  | 8,465.60  | 8,937.60  | 9,436.00  | 9,962.40  |        |        |        |        |         |
|                          | MONTHLY    |          | 17,440.02 | 18,412.68 | 19,439.28 | 20,523.30 | 21,668.22 |        |        |        |        |         |
| **                       |            |          |           |           |           |           |           |        |        |        |        |         |
| B                        |            |          |           |           |           |           |           |        |        |        |        |         |
| 95-91032                 | NEW HOURLY |          | 78.28     | 82.64     | 87.25     | 92.11     | 97.25     |        |        |        |        |         |
|                          | BIWEEKLY   |          | 6,262.40  | 6,611.20  | 6,980.00  | 7,368.80  | 7,780.00  |        |        |        |        |         |
|                          | MONTHLY    |          | 13,620.72 | 14,379.36 | 15,181.50 | 16,027.14 | 16,921.50 |        |        |        |        |         |
| **                       |            |          |           |           |           |           |           |        |        |        |        |         |
| C                        |            |          |           |           |           |           |           |        |        |        |        |         |
| 95-91031                 | NEW HOURLY |          | 69.97     | 73.87     | 77.99     | 82.34     | 86.93     |        |        |        |        |         |
|                          | BIWEEKLY   |          | 5,597.60  | 5,909.60  | 6,239.20  | 6,587.20  | 6,954.40  |        |        |        |        |         |
|                          | MONTHLY    |          | 12,174.78 | 12,853.38 | 13,570.26 | 14,327.16 | 15,125.82 |        |        |        |        |         |
| GENERAL SERVICES MANAGER |            |          | -- 9601   | * *       | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *     |
| A                        |            |          |           |           |           |           |           |        |        |        |        |         |
| 95-96012                 | NEW HOURLY |          | 136.22    | 143.82    | 151.84    | 160.31    | 169.25    |        |        |        |        |         |
|                          | BIWEEKLY   |          | 10,897.60 | 11,505.60 | 12,147.20 | 12,824.80 | 13,540.00 |        |        |        |        |         |
|                          | MONTHLY    |          | 23,702.28 | 25,024.68 | 26,420.16 | 27,893.94 | 29,449.50 |        |        |        |        |         |
| **                       |            |          |           |           |           |           |           |        |        |        |        |         |
| B                        |            |          |           |           |           |           |           |        |        |        |        |         |
| 95-96011                 | NEW HOURLY |          | 130.37    | 137.64    | 145.31    | 153.41    | 161.96    |        |        |        |        |         |
|                          | BIWEEKLY   |          | 10,429.60 | 11,011.20 | 11,624.80 | 12,272.80 | 12,956.80 |        |        |        |        |         |
|                          | MONTHLY    |          | 22,684.38 | 23,949.36 | 25,283.94 | 26,693.34 | 28,181.04 |        |        |        |        |         |