<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 1</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 2</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 3</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 4</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 5</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 6</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 7</th>
<th>Step:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan: NBU</td>
<td>Effective Date: 07/01/19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate change by: 3.00%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grade:</td>
<td>CCR Non-BU Grade 8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>-------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annl 64,153.60 48,297.60 49,441.60 50,731.20 52,000.00 53,289.60 54,558.40 55,931.20 57,283.20 58,718.40 60,153.60 61,630.40 63,192.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade:</th>
<th>CCR Non-BU Grade 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>Annl 49,441.60 50,731.20 52,000.00 53,289.60 54,558.40 55,931.20 57,283.20 58,718.40 60,153.60 61,630.40 63,192.00 64,768.80 67,392.80</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade:</th>
<th>CCR Non-BU Grade 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>Hrly 26.23 26.89 27.54 28.23 28.92 29.63 30.35 31.11 31.86 32.66 33.46 34.28 35.13 36.02</td>
<td></td>
</tr>
<tr>
<td>Annl 54,558.40 55,931.20 57,283.20 58,718.40 60,153.60 61,630.40 63,128.00 64,768.80 66,328.00 67,932.80 69,596.80 71,302.40 73,070.40 74,921.60</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade:</th>
<th>CCR Non-BU Grade 11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>Hrly 27.54 28.23 28.92 29.63 30.35 31.11 31.86 32.66 33.46 34.28 35.13 36.02 36.90 37.84</td>
<td></td>
</tr>
<tr>
<td>Annl 57,833.20 58,718.40 60,153.60 61,630.40 63,128.00 64,768.80 66,328.00 67,932.80 69,596.80 71,302.40 73,070.40 74,921.60 76,752.00 78,707.20</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade:</th>
<th>CCR Non-BU Grade 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>Hrly 28.92 29.63 30.35 31.11 31.86 32.66 33.46 34.28 35.13 36.02 36.90 37.84 38.76 39.73</td>
<td></td>
</tr>
<tr>
<td>Annl 60,153.60 61,630.40 63,128.00 64,768.80 66,328.00 67,932.80 69,596.80 71,302.40 73,070.40 74,921.60 76,752.00 78,707.20 80,620.80 82,638.40</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade:</th>
<th>CCR Non-BU Grade 13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>Hrly 30.35 31.11 31.86 32.66 33.46 34.28 35.13 36.02 36.90 37.84 38.76 39.73 40.67 41.69</td>
<td></td>
</tr>
<tr>
<td>Annl 63,128.00 64,768.80 66,328.00 67,932.80 69,596.80 71,302.40 73,070.40 74,921.60 76,752.00 78,707.20 80,620.80 82,638.40 84,593.60 86,715.20</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade:</th>
<th>CCR Non-BU Grade 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>Hrly 33.46 34.28 35.13 36.02 36.90 37.84 38.76 39.73 40.67 41.69 42.76 43.84 44.94 46.19</td>
<td></td>
</tr>
<tr>
<td>Annl 57,997.13 5,941.87 6,089.20 6,243.47 6,396.00 6,558.93 6,718.40 6,886.53 7,049.47 7,226.27 7,399.60 7,585.07 7,772.27 7,968.13</td>
<td></td>
</tr>
<tr>
<td>Annl 69,596.80 71,302.40 73,070.40 74,921.60 76,752.00 78,707.20 80,620.80 82,638.40 84,593.60 86,715.20 88,975.20 91,200.00 93,570.20 95,916.70</td>
<td></td>
</tr>
<tr>
<td>Grade: CCR Non-BU Grade 15</td>
<td>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>---------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 16</th>
<th>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 17</th>
<th>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 18</th>
<th>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 19</th>
<th>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 20</th>
<th>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade: CCR Non-BU Grade 21</th>
<th>Step: 1 2 3 4 5 6 7 8 9 10 11 12 13 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrly: 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9</td>
<td></td>
</tr>
<tr>
<td>Mnth: 6.0 6.5 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8</td>
<td></td>
</tr>
<tr>
<td>Annl: 7.5 8.0 8.5 9.0 9.5 10.0 10.5 11.0 11.5 12.0 12.5 13.0 13.5 14.0</td>
<td></td>
</tr>
</tbody>
</table>
### Salary Plan: NBU  Effective Date: 07/01/19

**Rate change by:** 3.00%

#### Grade: CCR Non-BU Grade 22

<table>
<thead>
<tr>
<th>Step</th>
<th>Hrly</th>
<th>Mnth</th>
<th>Annl</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>51.91</td>
<td>8,997.73</td>
<td>107,972.80</td>
</tr>
<tr>
<td>2</td>
<td>53.19</td>
<td>8,450.13</td>
<td>111,401.60</td>
</tr>
<tr>
<td>3</td>
<td>54.52</td>
<td>9,219.60</td>
<td>116,230.40</td>
</tr>
<tr>
<td>4</td>
<td>55.88</td>
<td>9,450.13</td>
<td>119,059.20</td>
</tr>
<tr>
<td>5</td>
<td>57.24</td>
<td>9,921.60</td>
<td>122,096.00</td>
</tr>
<tr>
<td>6</td>
<td>58.70</td>
<td>11,746.67</td>
<td>124,987.20</td>
</tr>
<tr>
<td>7</td>
<td>57.74</td>
<td>10,677.33</td>
<td>131,310.40</td>
</tr>
<tr>
<td>8</td>
<td>60.09</td>
<td>10,867.67</td>
<td>134,513.60</td>
</tr>
<tr>
<td>9</td>
<td>61.60</td>
<td>11,492.00</td>
<td>137,904.00</td>
</tr>
<tr>
<td>10</td>
<td>63.13</td>
<td>11,776.27</td>
<td>141,315.20</td>
</tr>
<tr>
<td>11</td>
<td>64.67</td>
<td>12,057.07</td>
<td>144,684.80</td>
</tr>
<tr>
<td>12</td>
<td>66.30</td>
<td>12,360.40</td>
<td>152,048.00</td>
</tr>
<tr>
<td>13</td>
<td>67.94</td>
<td>12,670.67</td>
<td>155,875.20</td>
</tr>
<tr>
<td>14</td>
<td>69.56</td>
<td>13,048.00</td>
<td>159,702.40</td>
</tr>
</tbody>
</table>

#### Grade: CCR Non-BU Grade 23

<table>
<thead>
<tr>
<th>Step</th>
<th>Hrly</th>
<th>Mnth</th>
<th>Annl</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>54.52</td>
<td>9,450.13</td>
<td>111,401.60</td>
</tr>
<tr>
<td>2</td>
<td>55.88</td>
<td>9,921.60</td>
<td>122,096.00</td>
</tr>
<tr>
<td>3</td>
<td>57.24</td>
<td>10,677.33</td>
<td>131,310.40</td>
</tr>
<tr>
<td>4</td>
<td>58.70</td>
<td>10,867.67</td>
<td>134,513.60</td>
</tr>
<tr>
<td>5</td>
<td>60.09</td>
<td>11,492.00</td>
<td>137,904.00</td>
</tr>
<tr>
<td>6</td>
<td>61.60</td>
<td>11,776.27</td>
<td>141,315.20</td>
</tr>
<tr>
<td>7</td>
<td>63.13</td>
<td>12,057.07</td>
<td>144,684.80</td>
</tr>
<tr>
<td>8</td>
<td>64.67</td>
<td>12,360.40</td>
<td>152,048.00</td>
</tr>
<tr>
<td>9</td>
<td>66.30</td>
<td>12,670.67</td>
<td>155,875.20</td>
</tr>
<tr>
<td>10</td>
<td>67.94</td>
<td>13,048.00</td>
<td>159,702.40</td>
</tr>
<tr>
<td>11</td>
<td>69.56</td>
<td>13,423.07</td>
<td>163,716.80</td>
</tr>
<tr>
<td>12</td>
<td>71.31</td>
<td>13,808.53</td>
<td>167,835.20</td>
</tr>
<tr>
<td>13</td>
<td>73.10</td>
<td>14,322.93</td>
<td>171,995.20</td>
</tr>
<tr>
<td>14</td>
<td>74.94</td>
<td>14,828.27</td>
<td>176,176.80</td>
</tr>
</tbody>
</table>

#### Grade: CCR Non-BU Grade 24

<table>
<thead>
<tr>
<th>Step</th>
<th>Hrly</th>
<th>Mnth</th>
<th>Annl</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>57.24</td>
<td>9,921.60</td>
<td>111,059.20</td>
</tr>
<tr>
<td>2</td>
<td>58.70</td>
<td>10,677.33</td>
<td>122,096.00</td>
</tr>
<tr>
<td>3</td>
<td>60.09</td>
<td>10,867.67</td>
<td>131,310.40</td>
</tr>
<tr>
<td>4</td>
<td>61.60</td>
<td>11,492.00</td>
<td>134,513.60</td>
</tr>
<tr>
<td>5</td>
<td>63.13</td>
<td>11,776.27</td>
<td>137,904.00</td>
</tr>
<tr>
<td>6</td>
<td>64.67</td>
<td>12,057.07</td>
<td>141,315.20</td>
</tr>
<tr>
<td>7</td>
<td>66.30</td>
<td>12,360.40</td>
<td>144,684.80</td>
</tr>
<tr>
<td>8</td>
<td>67.94</td>
<td>12,670.67</td>
<td>152,048.00</td>
</tr>
<tr>
<td>9</td>
<td>69.56</td>
<td>13,048.00</td>
<td>155,875.20</td>
</tr>
<tr>
<td>10</td>
<td>71.31</td>
<td>13,423.07</td>
<td>163,716.80</td>
</tr>
<tr>
<td>11</td>
<td>73.10</td>
<td>13,808.53</td>
<td>167,835.20</td>
</tr>
<tr>
<td>12</td>
<td>74.94</td>
<td>14,322.93</td>
<td>171,995.20</td>
</tr>
<tr>
<td>13</td>
<td>76.78</td>
<td>14,828.27</td>
<td>176,176.80</td>
</tr>
<tr>
<td>14</td>
<td>78.71</td>
<td>15,334.59</td>
<td>180,454.40</td>
</tr>
</tbody>
</table>

#### Grade: CCR Non-BU Grade 25

<table>
<thead>
<tr>
<th>Step</th>
<th>Hrly</th>
<th>Mnth</th>
<th>Annl</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>60.09</td>
<td>10,415.60</td>
<td>124,987.20</td>
</tr>
<tr>
<td>2</td>
<td>61.60</td>
<td>10,677.33</td>
<td>128,128.00</td>
</tr>
<tr>
<td>3</td>
<td>63.13</td>
<td>10,942.53</td>
<td>131,310.40</td>
</tr>
<tr>
<td>4</td>
<td>64.67</td>
<td>11,209.47</td>
<td>134,513.60</td>
</tr>
<tr>
<td>5</td>
<td>66.30</td>
<td>11,492.00</td>
<td>137,904.00</td>
</tr>
<tr>
<td>6</td>
<td>67.94</td>
<td>11,776.27</td>
<td>141,315.20</td>
</tr>
<tr>
<td>7</td>
<td>69.56</td>
<td>12,057.07</td>
<td>144,684.80</td>
</tr>
<tr>
<td>8</td>
<td>71.31</td>
<td>12,360.40</td>
<td>152,048.00</td>
</tr>
<tr>
<td>9</td>
<td>73.10</td>
<td>12,670.67</td>
<td>155,875.20</td>
</tr>
<tr>
<td>10</td>
<td>74.94</td>
<td>13,048.00</td>
<td>159,702.40</td>
</tr>
<tr>
<td>11</td>
<td>76.78</td>
<td>13,423.07</td>
<td>163,716.80</td>
</tr>
<tr>
<td>12</td>
<td>78.71</td>
<td>13,808.53</td>
<td>167,835.20</td>
</tr>
<tr>
<td>13</td>
<td>80.69</td>
<td>14,322.93</td>
<td>171,995.20</td>
</tr>
</tbody>
</table>

**CcR Step Table Update**