

OPTION A - 6% ADDED TO C BAND

OPTION B - 5% ADDED TO C BAND

GRADE	STEP	Current	Ratification	7/1/2025	7/1/2026	% Between	Ratification	7/1/2025	7/1/2026	% Between
		Salary	4.40%	3.50%	4.00%	Steps	4.40%	3.00%	3.00%	Steps
A12	1	34,686	36,212	37,479	38,978		36,212	37,298	38,417	
A12	2	36,075	37,662	38,980	40,539	0.0400	37,662	38,792	39,956	0.0400
A12	3	37,461	39,109	40,478	42,097	0.0384	39,109	40,282	41,490	0.0384
A12	4	38,850	40,559	41,979	43,658	0.0371	40,559	41,776	43,029	0.0371
A12	5	40,237	42,007	43,477	45,216	0.0357	42,007	43,267	44,565	0.0357
A12	6	41,625	43,457	44,978	46,777	0.0345	43,457	44,761	46,104	0.0345
A12	7	43,041	44,935	46,508	48,368	0.0340	44,935	46,283	47,671	0.0340
A12	8	44,460	46,416	48,041	49,963	0.0330	46,416	47,808	49,242	0.0330
A12	9	45,883	47,902	49,579	51,562	0.0320	47,902	49,339	50,819	0.0320
A12	10							50,869	52,395	0.0310
A12	11								53,967	0.0300
A13	1	38,051	39,725	41,115	42,760		39,725	40,917	42,145	
A13	2	39,571	41,312	42,758	44,468	0.0399	41,312	42,551	43,828	0.0399
A13	3	41,107	42,916	44,418	46,195	0.0388	42,916	44,203	45,529	0.0388
A13	4	42,626	44,502	46,060	47,902	0.0370	44,502	45,837	47,212	0.0370
A13	5	44,145	46,087	47,700	49,608	0.0356	46,087	47,470	48,894	0.0356
A13	6	45,664	47,673	49,342	51,316	0.0344	47,673	49,103	50,576	0.0344
A13	7	47,172	49,248	50,972	53,011	0.0330	49,248	50,725	52,247	0.0330
A13	8	48,634	50,774	52,551	54,653	0.0310	50,774	52,297	53,866	0.0310
A13	9	50,093	52,297	54,127	56,292	0.0300	52,297	53,866	55,482	0.0300
A13	10							55,428	57,091	0.0290
A13	11								58,690	0.0280
B21	1	41,346	43,165	44,676	46,463		43,165	44,460	45,794	
B21	2	43,197	45,098	46,676	48,543	0.0448	45,098	46,451	47,845	0.0448
B21	3	45,061	47,044	48,691	50,639	0.0432	47,044	48,455	49,909	0.0432
B21	4	46,913	48,977	50,691	52,719	0.0411	48,977	50,446	51,959	0.0411
B21	5	48,778	50,924	52,706	54,814	0.0398	50,924	52,452	54,026	0.0398
B21	6	50,645	52,873	54,724	56,913	0.0383	52,873	54,459	56,093	0.0383
B21	7	52,468	54,777	56,694	58,962	0.0360	54,777	56,420	58,113	0.0360
B21	8	54,252	56,639	58,621	60,966	0.0340	56,639	58,338	60,088	0.0340
B21	9	55,988	58,452	60,498	62,918	0.0320	58,452	60,206	62,012	0.0320
B21	10							62,012	63,873	0.0300
B21	11								65,661	0.0280
B21M	1	49,616	51,799	53,612	55,756		51,799	53,353	54,954	
B21M	2	51,837	54,118	56,012	58,252	0.0448	54,118	55,742	57,414	0.0448
B21M	3	54,075	56,454	58,430	60,767	0.0432	56,454	58,148	59,892	0.0432
B21M	4	56,295	58,772	60,829	63,262	0.0411	58,772	60,535	62,351	0.0411
B21M	5	58,534	61,109	63,248	65,778	0.0398	61,109	62,942	64,830	0.0398
B21M	6	60,773	63,447	65,668	68,295	0.0383	63,447	65,350	67,311	0.0383
B21M	7	62,961	65,731	68,032	70,753	0.0360	65,731	67,703	69,734	0.0360
B21M	8	65,101	67,965	70,344	73,158	0.0340	67,965	70,004	72,104	0.0340
B21M	9	67,184	70,140	72,595	75,499	0.0320	70,140	72,244	74,411	0.0320
B21M	10							74,411	76,644	0.0300
B21M	11								78,790	0.0280
B22	1	45,394	47,391	49,050	51,012		47,391	48,813	50,277	
B22	2	47,425	49,512	51,245	53,295	0.0447	49,512	50,997	52,527	0.0447
B22	3	49,471	51,648	53,456	55,594	0.0431	51,648	53,197	54,793	0.0431
B22	4	51,518	53,785	55,667	57,894	0.0414	53,785	55,399	57,061	0.0414
B22	5	53,563	55,920	57,877	60,192	0.0397	55,920	57,598	59,326	0.0397
B22	6	55,594	58,040	60,071	62,474	0.0379	58,040	59,781	61,574	0.0379
B22	7	57,596	60,130	62,235	64,724	0.0360	60,130	61,934	63,792	0.0360
B22	8	59,554	62,174	64,350	66,924	0.0340	62,174	64,039	65,960	0.0340

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GRADE	STEP	Salary	4.40%	3.50%	4.00%	Steps	Ratification	7/1/2025	7/1/2026	% Between	
B22	9	61,460	64,164	66,410	69,066	0.0320	64,164	66,089	68,072	0.0320	
B22	10							68,072	70,114	0.0300	
B22	11								72,077	0.0280	
B22E	1	54,473	56,870	58,860	61,214		56,870	58,576	60,333		
B22E	2	56,909	59,413	61,492	63,952	0.0447	59,413	61,195	63,031	0.0447	
B22E	3	59,366	61,978	64,147	66,713	0.0432	61,978	63,837	65,752	0.0432	
B22E	4	61,821	64,541	66,800	69,472	0.0414	64,541	66,477	68,471	0.0414	
B22E	5	64,276	67,104	69,453	72,231	0.0397	67,104	69,117	71,191	0.0397	
B22E	6	66,713	69,648	72,086	74,969	0.0379	69,648	71,737	73,889	0.0379	
B22E	7	69,116	72,157	74,682	77,669	0.0360	72,157	74,322	76,552	0.0360	
B22E	8	71,464	74,608	77,219	80,308	0.0340	74,608	76,846	79,151	0.0340	
B22E	9	73,751	76,996	79,691	82,879	0.0320	76,996	79,306	81,685	0.0320	
B22E	10							81,685	84,136	0.0300	
B22E	11								86,492	0.0280	
B22F	1	56,742	59,239	61,312	63,764		59,239	61,016	62,846		
B22F	2	59,280	61,888	64,054	66,616	0.0447	61,888	63,745	65,657	0.0447	
B22F	3	61,838	64,559	66,819	69,492	0.0432	64,559	66,496	68,491	0.0432	
B22F	4	64,397	67,230	69,583	72,366	0.0414	67,230	69,247	71,324	0.0414	
B22F	5	66,955	69,901	72,348	75,242	0.0397	69,901	71,998	74,158	0.0397	
B22F	6	69,493	72,551	75,090	78,094	0.0379	72,551	74,728	76,970	0.0379	
B22F	7	71,995	75,163	77,794	80,906	0.0360	75,163	77,418	79,741	0.0360	
B22F	8	74,443	77,718	80,438	83,656	0.0340	77,718	80,050	82,452	0.0340	
B22F	9	76,825	80,205	83,012	86,332	0.0320	80,205	82,611	85,089	0.0320	
B22F	10							85,089	87,642	0.0300	
B22F	11								90,096	0.0280	
B22M	1	49,934	52,131	53,956	56,114		52,131	53,695	55,306		
B22M	2	52,167	54,462	56,368	58,623	0.0447	54,462	56,096	57,779	0.0447	
B22M	3	54,418	56,812	58,800	61,152	0.0431	56,812	58,516	60,271	0.0431	
B22M	4	56,669	59,162	61,233	63,682	0.0414	59,162	60,937	62,765	0.0414	
B22M	5	58,920	61,512	63,665	66,212	0.0397	61,512	63,357	65,258	0.0397	
B22M	6	61,154	63,845	66,080	68,723	0.0379	63,845	65,760	67,733	0.0379	
B22M	7	63,355	66,143	68,458	71,196	0.0360	66,143	68,127	70,171	0.0360	
B22M	8	65,509	68,391	70,785	73,616	0.0340	68,391	70,443	72,556	0.0340	
B22M	9	67,605	70,580	73,050	75,972	0.0320	70,580	72,697	74,878	0.0320	
B22M	10							74,878	77,124	0.0300	
B22M	11								79,283	0.0280	
B23	1	49,441	51,616	53,423	55,560		51,616	53,164	54,759		
B23	2	51,668	53,941	55,829	58,062	0.0450	53,941	55,559	57,226	0.0450	
B23	3	53,894	56,265	58,234	60,563	0.0431	56,265	57,953	59,692	0.0431	
B23	4	56,107	58,576	60,626	63,051	0.0411	58,576	60,333	62,143	0.0411	
B23	5	58,334	60,901	63,033	65,554	0.0397	60,901	62,728	64,610	0.0397	
B23	6	60,559	63,224	65,437	68,054	0.0381	63,224	65,121	67,075	0.0381	
B23	7	62,740	65,501	67,794	70,506	0.0360	65,501	67,466	69,490	0.0360	
B23	8	64,873	67,727	70,097	72,901	0.0340	67,727	69,759	71,852	0.0340	
B23	9	66,949	69,895	72,341	75,235	0.0320	69,895	71,992	74,152	0.0320	
B23	10							74,152	76,376	0.0300	
B23	11								78,515	0.0280	
B23F	1	61,800	64,519	66,777	69,448		64,519	66,455	68,449		
B23F	2	64,585	67,427	69,787	72,578	0.0451	67,427	69,450	71,534	0.0451	
B23F	3	67,368	70,332	72,794	75,706	0.0431	70,332	72,442	74,615	0.0431	
B23F	4	70,133	73,219	75,782	78,813	0.0410	73,219	75,416	77,678	0.0410	
B23F	5	72,917	76,125	78,789	81,941	0.0397	76,125	78,409	80,761	0.0397	

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		Current	Ratification	7/1/2025	7/1/2026	% Between			Ratification	7/1/2025	7/1/2026	% Between
GRADE	STEP	Salary	4.40%	3.50%	4.00%	Steps			4.40%	3.00%	3.00%	Steps
B23F	6	75,700	79,031	81,797	85,069	0.0382			79,031	81,402	83,844	0.0382
B23F	7	78,426	81,877	84,743	88,133	0.0360			81,877	84,333	86,863	0.0360
B23F	8	81,093	84,661	87,624	91,129	0.0340			84,661	87,201	89,817	0.0340
B23F	9	83,688	87,370	90,428	94,045	0.0320			87,370	89,991	92,691	0.0320
B23F	10									92,691	95,471	0.0300
B23F	11										98,144	0.0280
B23M	1	54,385	56,778	58,765	61,116				56,778	58,481	60,235	
B23M	2	56,833	59,334	61,411	63,867	0.0450			59,334	61,114	62,947	0.0450
B23M	3	59,283	61,891	64,057	66,619	0.0431			61,891	63,748	65,660	0.0431
B23M	4	61,717	64,433	66,688	69,356	0.0411			64,433	66,366	68,357	0.0411
B23M	5	64,167	66,990	69,335	72,108	0.0397			66,990	69,000	71,070	0.0397
B23M	6	66,617	69,548	71,982	74,861	0.0382			69,548	71,634	73,783	0.0382
B23M	7	69,015	72,052	74,574	77,557	0.0360			72,052	74,214	76,440	0.0360
B23M	8	71,361	74,501	77,109	80,193	0.0340			74,501	76,736	79,038	0.0340
B23M	9	73,645	76,885	79,576	82,759	0.0320			76,885	79,192	81,568	0.0320
B23M	10									81,568	84,015	0.0300
B23M	11										86,367	0.0280
B24	1	52,436	54,743	56,659	58,925				54,743	56,385	58,077	
B24	2	55,053	57,475	59,487	61,866	0.0499			57,475	59,199	60,975	0.0499
B24	3	57,671	60,209	62,316	64,809	0.0476			60,209	62,015	63,875	0.0476
B24	4	60,289	62,942	65,145	67,751	0.0454			62,942	64,830	66,775	0.0454
B24	5	62,923	65,692	67,991	70,711	0.0437			65,692	67,663	69,693	0.0437
B24	6	65,540	68,424	70,819	73,652	0.0416			68,424	70,477	72,591	0.0416
B24	7	68,162	71,161	73,652	76,598	0.0400			71,161	73,296	75,495	0.0400
B24	8	70,751	73,864	76,449	79,507	0.0380			73,864	76,080	78,362	0.0380
B24	9	73,298	76,523	79,201	82,369	0.0360			76,523	78,819	81,184	0.0360
B24	10									81,499	83,944	0.0340
B24	11										86,630	0.0320
B24F	1	65,544	68,428	70,823	73,656				68,428	70,481	72,595	
B24F	2	68,815	71,843	74,358	77,332	0.0499			71,843	73,998	76,218	0.0499
B24F	3	72,090	75,262	77,896	81,012	0.0476			75,262	77,520	79,846	0.0476
B24F	4	75,360	78,676	81,430	84,687	0.0454			78,676	81,036	83,467	0.0454
B24F	5	78,654	82,115	84,989	88,389	0.0437			82,115	84,578	87,115	0.0437
B24F	6	81,925	85,530	88,524	92,065	0.0416			85,530	88,096	90,739	0.0416
B24F	7	85,201	88,950	92,063	95,746	0.0400			88,950	91,619	94,368	0.0400
B24F	8	88,440	92,331	95,563	99,386	0.0380			92,331	95,101	97,954	0.0380
B24F	9	91,624	95,655	99,003	102,963	0.0360			95,655	98,525	101,481	0.0360
B24F	10									101,875	104,931	0.0340
B24F	11										108,289	0.0320
B24M	1	57,680	60,218	62,326	64,819				60,218	62,025	63,886	
B24M	2	60,558	63,223	65,436	68,053	0.0499			63,223	65,120	67,074	0.0499
B24M	3	63,440	66,231	68,549	71,291	0.0476			66,231	68,218	70,265	0.0476
B24M	4	66,316	69,234	71,657	74,523	0.0453			69,234	71,311	73,450	0.0453
B24M	5	69,214	72,259	74,788	77,780	0.0437			72,259	74,427	76,660	0.0437
B24M	6	72,094	75,266	77,900	81,016	0.0416			75,266	77,524	79,850	0.0416
B24M	7	74,978	78,277	81,017	84,258	0.0400			78,277	80,625	83,044	0.0400
B24M	8	77,827	81,251	84,095	87,459	0.0380			81,251	83,689	86,200	0.0380
B24M	9	80,629	84,176	87,122	90,607	0.0360			84,176	86,701	89,302	0.0360
B24M	10									89,649	92,338	0.0340
B24M	11										95,293	0.0320
B25	1	56,392	58,873	60,934	63,371				58,873	60,639	62,458	
B25	2	59,222	61,828	63,992	66,552	0.0502			61,828	63,683	65,593	0.0502

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GRADE	STEP	Salary	4.40%	3.50%	4.00%	Steps	4.40%	3.00%	3.00%	Steps
B25	3	62,035	64,765	67,032	69,713	0.0475	64,765	66,708	68,709	0.0475
B25	4	64,864	67,718	70,088	72,892	0.0456	67,718	69,750	71,843	0.0456
B25	5	67,677	70,655	73,128	76,053	0.0434	70,655	72,775	74,958	0.0434
B25	6	70,505	73,607	76,183	79,230	0.0418	73,607	75,815	78,089	0.0418
B25	7	73,325	76,551	79,230	82,399	0.0400	76,551	78,848	81,213	0.0400
B25	8	76,112	79,461	82,242	85,532	0.0380	79,461	81,845	84,300	0.0380
B25	9	78,852	82,322	85,203	88,611	0.0360	82,322	84,792	87,336	0.0360
B25	10							87,675	90,305	0.0340
B25	11								93,195	0.0320
B25F	1	70,492	73,594	76,170	79,217		73,594	75,802	78,076	
B25F	2	74,026	77,283	79,988	83,188	0.0501	77,283	79,601	81,989	0.0501
B25F	3	77,542	80,954	83,787	87,138	0.0475	80,954	83,383	85,884	0.0475
B25F	4	81,080	84,648	87,611	91,115	0.0456	84,648	87,187	89,803	0.0456
B25F	5	84,596	88,318	91,409	95,065	0.0434	88,318	90,968	93,697	0.0434
B25F	6	88,131	92,009	95,229	99,038	0.0418	92,009	94,769	97,612	0.0418
B25F	7	91,657	95,690	99,039	103,001	0.0400	95,690	98,561	101,518	0.0400
B25F	8	95,140	99,326	102,802	106,914	0.0380	99,326	102,306	105,375	0.0380
B25F	9	98,565	102,902	106,504	110,764	0.0360	102,902	105,989	109,169	0.0360
B25F	10							109,593	112,880	0.0340
B25F	11								116,492	0.0320
C41	1	57,790	63,953	66,191	68,839		63,349	65,249	67,206	
C41	2	60,680	67,151	69,501	72,281	0.0500	66,517	68,513	70,568	0.0500
C41	3	63,569	70,348	72,810	75,722	0.0476	69,684	71,775	73,928	0.0476
C41	4	66,458	73,545	76,119	79,164	0.0454	72,851	75,037	77,288	0.0454
C41	5	69,347	76,742	79,428	82,605	0.0435	76,018	78,299	80,648	0.0435
C41	6	72,236	79,939	82,737	86,046	0.0417	79,185	81,561	84,008	0.0417
C41	7	75,125	83,136	86,046	89,488	0.0400	82,352	84,823	87,368	0.0400
C41	8	77,980	86,296	89,316	92,889	0.0380	85,482	88,046	90,687	0.0380
C41	9	80,787	89,402	92,531	96,232	0.0360	88,559	91,216	93,952	0.0360
C41	10							94,317	97,147	0.0340
C41	11								100,256	0.0320
C42	1	61,448	68,001	70,381	73,196		67,359	69,380	71,461	
C42	2	64,531	71,413	73,912	76,868	0.0502	70,739	72,861	75,047	0.0502
C42	3	67,603	74,812	77,430	80,527	0.0476	74,106	76,329	78,619	0.0476
C42	4	70,672	78,208	80,945	84,183	0.0454	77,471	79,795	82,189	0.0454
C42	5	73,740	81,604	84,460	87,838	0.0434	80,834	83,259	85,757	0.0434
C42	6	76,824	85,017	87,993	91,513	0.0418	84,214	86,740	89,342	0.0418
C42	7	79,897	88,417	91,512	95,172	0.0400	87,583	90,210	92,916	0.0400
C42	8	82,932	91,776	94,988	98,788	0.0380	90,910	93,637	96,446	0.0380
C42	9	85,918	95,080	98,408	102,344	0.0360	94,183	97,008	99,918	0.0360
C42	10							100,306	103,315	0.0340
C42	11								106,621	0.0320
C42M	1	70,206	77,693	80,412	83,628		76,960	79,269	81,647	
C42M	2	73,729	81,591	84,447	87,825	0.0502	80,822	83,247	85,744	0.0502
C42M	3	77,237	85,474	88,466	92,005	0.0476	84,667	87,207	89,823	0.0476
C42M	4	80,742	89,352	92,479	96,178	0.0454	88,509	91,164	93,899	0.0454
C42M	5	84,250	93,234	96,497	100,357	0.0434	92,355	95,126	97,980	0.0434
C42M	6	87,772	97,132	100,532	104,553	0.0418	96,216	99,102	102,075	0.0418
C42M	7	91,283	101,017	104,553	108,735	0.0400	100,064	103,066	106,158	0.0400
C42M	8	94,751	104,855	108,525	112,866	0.0380	103,866	106,982	110,191	0.0380
C42M	9	98,162	108,630	112,432	116,929	0.0360	107,605	110,833	114,158	0.0360
C42M	10							114,601	118,039	0.0340
C42M	11								121,816	0.0320

OPTION A - 6% ADDED TO C BAND

OPTION B - 5% ADDED TO C BAND

GRADE	STEP	Current	Ratification	7/1/2025	7/1/2026	% Between	Ratification	7/1/2025	7/1/2026	% Between
		Salary	4.40%	3.50%	4.00%	Steps	4.40%	3.00%	3.00%	Steps
C43	1	65,119	72,063	74,585	77,568		71,383	73,524	75,730	
C43	2	68,369	75,660	78,308	81,440	0.0499	74,946	77,194	79,510	0.0499
C43	3	71,634	79,273	82,048	85,330	0.0478	78,525	80,881	83,307	0.0478
C43	4	74,884	82,870	85,770	89,201	0.0454	82,088	84,551	87,088	0.0454
C43	5	78,149	86,483	89,510	93,090	0.0436	85,667	88,237	90,884	0.0436
C43	6	81,399	90,079	93,232	96,961	0.0416	89,230	91,907	94,664	0.0416
C43	7	84,655	93,683	96,962	100,840	0.0400	92,799	95,583	98,450	0.0400
C43	8	87,872	97,243	100,647	104,673	0.0380	96,325	99,215	102,191	0.0380
C43	9	91,035	100,743	104,269	108,440	0.0360	99,793	102,787	105,871	0.0360
C43	10							106,282	109,470	0.0340
C43	11								112,973	0.0320
C43M	1	74,399	82,333	85,215	88,624		81,556	84,003	86,523	
C43M	2	78,113	86,443	89,469	93,048	0.0499	85,627	88,196	90,842	0.0499
C43M	3	81,843	90,571	93,741	97,491	0.0478	89,716	92,407	95,179	0.0478
C43M	4	85,557	94,681	97,995	101,915	0.0454	93,788	96,602	99,500	0.0454
C43M	5	89,286	98,807	102,265	106,356	0.0436	97,875	100,811	103,835	0.0436
C43M	6	92,997	102,914	106,516	110,777	0.0416	101,943	105,001	108,151	0.0416
C43M	7	96,717	107,031	110,777	115,208	0.0400	106,021	109,202	112,478	0.0400
C43M	8	100,393	111,099	114,987	119,586	0.0380	110,051	113,353	116,754	0.0380
C43M	9	104,007	115,098	119,126	123,891	0.0360	114,013	117,433	120,956	0.0360
C43M	10							121,426	125,068	0.0340
C43M	11								129,070	0.0320
C44	1	68,790	76,126	78,790	81,942		75,408	77,670	80,000	
C44	2	72,236	79,939	82,737	86,046	0.0501	79,185	81,561	84,008	0.0501
C44	3	75,681	83,752	86,683	90,150	0.0477	82,962	85,451	88,015	0.0477
C44	4	79,112	87,549	90,613	94,238	0.0453	86,723	89,325	92,005	0.0453
C44	5	82,558	91,362	94,560	98,342	0.0436	90,500	93,215	96,011	0.0436
C44	6	85,989	95,159	98,490	102,430	0.0416	94,261	97,089	100,002	0.0416
C44	7	89,428	98,965	102,429	106,526	0.0400	98,031	100,972	104,001	0.0400
C44	8	92,826	102,725	106,320	110,573	0.0380	101,756	104,809	107,953	0.0380
C44	9	96,168	106,423	110,148	114,554	0.0360	105,419	108,582	111,839	0.0360
C44	10							112,274	115,642	0.0340
C44	11								119,343	0.0320
C45	1	72,462	80,189	82,996	86,316		79,433	81,816	84,270	
C45	2	76,087	84,201	87,148	90,634	0.0500	83,407	85,909	88,486	0.0500
C45	3	79,698	88,197	91,284	94,935	0.0475	87,365	89,986	92,686	0.0475
C45	4	83,325	92,211	95,438	99,256	0.0455	91,341	94,081	96,903	0.0455
C45	5	86,950	96,222	99,590	103,574	0.0435	95,315	98,174	101,119	0.0435
C45	6	90,577	100,236	103,744	107,894	0.0417	99,291	102,270	105,338	0.0417
C45	7	94,200	104,245	107,894	112,210	0.0400	103,262	106,360	109,551	0.0400
C45	8	97,780	108,207	111,994	116,474	0.0380	107,186	110,402	113,714	0.0380
C45	9	101,300	112,103	116,027	120,668	0.0360	111,045	114,376	117,807	0.0360
C45	10							118,265	121,813	0.0340
C45	11								125,711	0.0320
C45M	1	82,788	91,617	94,824	98,617		90,752	93,475	96,279	
C45M	2	86,929	96,199	99,566	103,549	0.0500	95,292	98,151	101,096	0.0500
C45M	3	91,057	100,767	104,294	108,466	0.0475	99,817	102,812	105,896	0.0475
C45M	4	95,201	105,353	109,040	113,402	0.0455	104,359	107,490	110,715	0.0455
C45M	5	99,342	109,936	113,784	118,335	0.0435	108,899	112,166	115,531	0.0435
C45M	6	103,484	114,520	118,528	123,269	0.0417	113,439	116,842	120,347	0.0417
C45M	7	107,624	119,101	123,270	128,201	0.0400	117,977	121,516	125,161	0.0400
C45M	8	111,713	123,626	127,953	133,071	0.0380	122,460	126,134	129,918	0.0380

OPTION A - 6% ADDED TO C BAND

GRADE	STEP	Current Salary	Ratification 4.40%	7/1/2025 3.50%	7/1/2026 4.00%	% Between Steps
C45M	9	115,735	128,077	132,560	137,862	0.0360
C45M	10					
C45M	11					
C4PB	1	98,378	108,869	112,679	117,186	
C4PB	2	101,692	112,536	116,475	121,134	0.0337
C4PB	3	106,992	118,402	122,546	127,448	0.0521
C4PB	4	112,277	124,250	128,599	133,743	0.0494
C4PB	5	117,564	130,101	134,655	140,041	0.0471
C4PB	6	122,976	136,090	140,853	146,487	0.0460
C4PB	7	128,387	142,078	147,051	152,933	0.0440
C4PB	8	133,779	148,045	153,227	159,356	0.0420
C4PB	9	139,130	153,967	159,356	165,730	0.0400
C4PB	10					
C4PB	11					

OPTION B - 5% ADDED TO C BAND

Ratification 4.40%	7/1/2025 3.00%	7/1/2026 3.00%	% Between Steps
126,868	130,674	134,594	0.0360
	135,117	139,170	0.0340
		143,623	0.0320
107,842	111,077	114,409	
111,475	114,819	118,264	0.0337
117,285	120,804	124,428	0.0521
123,078	126,770	130,573	0.0494
128,874	132,740	136,722	0.0471
134,806	138,850	143,016	0.0460
140,738	144,960	149,309	0.0440
146,649	151,048	155,579	0.0420
152,514	157,089	161,802	0.0400
	162,430	167,303	0.0340
		172,657	0.0320