

GR 13 RANGE 1 Effective 12/22/24 +3.0%

FIRE FIGHTER

| Biweekly | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
|----------|----------|----------|----------|----------|----------|
| Base     | 2,399.03 | 2,629.90 | 2,716.96 | 2,803.94 | 2,890.85 |

| w/ Longevity | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
|--------------|----------|----------|----------|----------|----------|
| 2%           | 2,447.01 | 2,682.50 | 2,771.30 | 2,860.02 | 2,948.67 |
| 3%           | 2,471.00 | 2,708.80 | 2,798.47 | 2,888.06 | 2,977.58 |
| 5%           | 2,518.98 | 2,761.40 | 2,852.81 | 2,944.14 | 3,035.39 |
| 6%           | 2,542.97 | 2,787.69 | 2,879.98 | 2,972.18 | 3,064.30 |
| 7%           | 2,566.96 | 2,813.99 | 2,907.15 | 3,000.22 | 3,093.21 |
| 8%           | 2,590.95 | 2,840.29 | 2,934.32 | 3,028.26 | 3,122.12 |
| 9%           | 2,614.94 | 2,866.59 | 2,961.49 | 3,056.29 | 3,151.03 |
| 10%          | 2,638.93 | 2,892.89 | 2,988.66 | 3,084.33 | 3,179.94 |
| 11%          | 2,662.92 | 2,919.19 | 3,015.83 | 3,112.37 | 3,208.84 |
| 12%          | 2,686.91 | 2,945.49 | 3,043.00 | 3,140.41 | 3,237.75 |
| 13%          | 2,710.90 | 2,971.79 | 3,070.16 | 3,168.45 | 3,266.66 |
| 14%          | 2,734.89 | 2,998.09 | 3,097.33 | 3,196.49 | 3,295.57 |
| 15%          | 2,758.88 | 3,024.39 | 3,124.50 | 3,224.53 | 3,324.48 |
| 16%          | 2,782.87 | 3,050.68 | 3,151.67 | 3,252.57 | 3,353.39 |
| 17%          | 2,806.87 | 3,076.98 | 3,178.84 | 3,280.61 | 3,382.29 |
| 18%          | 2,830.86 | 3,103.28 | 3,206.01 | 3,308.65 | 3,411.20 |
| 19%          | 2,854.85 | 3,129.58 | 3,233.18 | 3,336.69 | 3,440.11 |
| 20%          | 2,878.84 | 3,155.88 | 3,260.35 | 3,364.73 | 3,469.02 |
| 21%          | 2,902.83 | 3,182.18 | 3,287.52 | 3,392.77 | 3,497.93 |
| 22%          | 2,926.82 | 3,208.48 | 3,314.69 | 3,420.81 | 3,526.84 |
| 23%          | 2,950.81 | 3,234.78 | 3,341.86 | 3,448.85 | 3,555.75 |
| 24%          | 2,974.80 | 3,261.08 | 3,369.03 | 3,476.89 | 3,584.65 |
| 25%          | 2,998.79 | 3,287.38 | 3,396.20 | 3,504.93 | 3,613.56 |
| 26%          | 3,022.78 | 3,313.67 | 3,423.37 | 3,532.96 | 3,642.47 |
| 27%          | 3,046.77 | 3,339.97 | 3,450.54 | 3,561.00 | 3,671.38 |
| 28%          | 3,070.76 | 3,366.27 | 3,477.71 | 3,589.04 | 3,700.29 |
| 29%          | 3,094.75 | 3,392.57 | 3,504.88 | 3,617.08 | 3,729.20 |
| 30%          | 3,118.74 | 3,418.87 | 3,532.05 | 3,645.12 | 3,758.11 |
| 31%          | 3,142.73 | 3,445.17 | 3,559.22 | 3,673.16 | 3,787.01 |
| 32%          | 3,166.72 | 3,471.47 | 3,586.39 | 3,701.20 | 3,815.92 |
| 33%          | 3,190.71 | 3,497.77 | 3,613.56 | 3,729.24 | 3,844.83 |
| 34%          | 3,214.70 | 3,524.07 | 3,640.73 | 3,757.28 | 3,873.74 |

| Monthly | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
|---------|----------|----------|----------|----------|----------|
| Base    | 5,197.90 | 5,698.12 | 5,886.75 | 6,075.20 | 6,263.51 |

| w/ Longevity | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
|--------------|----------|----------|----------|----------|----------|
| 2%           | 5,301.86 | 5,812.08 | 6,004.48 | 6,196.71 | 6,388.79 |
| 3%           | 5,353.83 | 5,869.07 | 6,063.35 | 6,257.46 | 6,451.42 |
| 5%           | 5,457.79 | 5,983.03 | 6,181.09 | 6,378.97 | 6,576.68 |
| 6%           | 5,509.77 | 6,040.00 | 6,239.96 | 6,439.72 | 6,639.32 |
| 7%           | 5,561.75 | 6,096.98 | 6,298.83 | 6,500.48 | 6,701.96 |
| 8%           | 5,613.73 | 6,153.96 | 6,357.69 | 6,561.23 | 6,764.59 |
| 9%           | 5,665.70 | 6,210.95 | 6,416.56 | 6,621.96 | 6,827.23 |
| 10%          | 5,717.68 | 6,267.93 | 6,475.43 | 6,682.72 | 6,889.87 |
| 11%          | 5,769.66 | 6,324.91 | 6,534.30 | 6,743.47 | 6,952.49 |
| 12%          | 5,821.64 | 6,381.90 | 6,593.17 | 6,804.22 | 7,015.13 |
| 13%          | 5,873.62 | 6,438.88 | 6,652.01 | 6,864.98 | 7,077.76 |
| 14%          | 5,925.60 | 6,495.86 | 6,710.88 | 6,925.73 | 7,140.40 |
| 15%          | 5,977.57 | 6,552.85 | 6,769.75 | 6,986.48 | 7,203.04 |
| 16%          | 6,029.55 | 6,609.81 | 6,828.62 | 7,047.24 | 7,265.68 |
| 17%          | 6,081.55 | 6,666.79 | 6,887.49 | 7,107.99 | 7,328.30 |
| 18%          | 6,133.53 | 6,723.77 | 6,946.36 | 7,168.74 | 7,390.93 |
| 19%          | 6,185.51 | 6,780.76 | 7,005.22 | 7,229.50 | 7,453.57 |
| 20%          | 6,237.49 | 6,837.74 | 7,064.09 | 7,290.25 | 7,516.21 |
| 21%          | 6,289.47 | 6,894.72 | 7,122.96 | 7,351.00 | 7,578.85 |
| 22%          | 6,341.44 | 6,951.71 | 7,181.83 | 7,411.76 | 7,641.49 |
| 23%          | 6,393.42 | 7,008.69 | 7,240.70 | 7,472.51 | 7,704.13 |
| 24%          | 6,445.40 | 7,065.67 | 7,299.57 | 7,533.26 | 7,766.74 |
| 25%          | 6,497.38 | 7,122.66 | 7,358.43 | 7,594.02 | 7,829.38 |
| 26%          | 6,549.36 | 7,179.62 | 7,417.30 | 7,654.75 | 7,892.02 |
| 27%          | 6,601.34 | 7,236.60 | 7,476.17 | 7,715.50 | 7,954.66 |
| 28%          | 6,653.31 | 7,293.59 | 7,535.04 | 7,776.25 | 8,017.30 |
| 29%          | 6,705.29 | 7,350.57 | 7,593.91 | 7,837.01 | 8,079.93 |
| 30%          | 6,757.27 | 7,407.55 | 7,652.78 | 7,897.76 | 8,142.57 |
| 31%          | 6,809.25 | 7,464.54 | 7,711.64 | 7,958.51 | 8,205.19 |
| 32%          | 6,861.23 | 7,521.52 | 7,770.51 | 8,019.27 | 8,267.83 |
| 33%          | 6,913.21 | 7,578.50 | 7,829.38 | 8,080.02 | 8,330.47 |
| 34%          | 6,965.18 | 7,635.49 | 7,888.25 | 8,140.77 | 8,393.10 |

| Annual | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|--------|-----------|-----------|-----------|-----------|-----------|
| Base   | 62,374.78 | 68,377.40 | 70,640.96 | 72,902.44 | 75,162.10 |

| w/ Longevity | Step 1    | Step 2    | Step 3    | Step 4    | Step 5     |
|--------------|-----------|-----------|-----------|-----------|------------|
| 2%           | 63,622.26 | 69,745.00 | 72,053.80 | 74,360.52 | 76,665.42  |
| 3%           | 64,246.00 | 70,428.80 | 72,760.22 | 75,089.56 | 77,417.08  |
| 5%           | 65,493.48 | 71,796.40 | 74,173.06 | 76,547.64 | 78,920.14  |
| 6%           | 66,117.22 | 72,479.94 | 74,879.48 | 77,276.68 | 79,671.80  |
| 7%           | 66,740.96 | 73,163.74 | 75,585.90 | 78,005.72 | 80,423.46  |
| 8%           | 67,364.70 | 73,847.54 | 76,292.32 | 78,734.76 | 81,175.12  |
| 9%           | 67,988.44 | 74,531.34 | 76,998.74 | 79,463.54 | 81,926.78  |
| 10%          | 68,612.18 | 75,215.14 | 77,705.16 | 80,192.58 | 82,678.44  |
| 11%          | 69,235.92 | 75,898.94 | 78,411.58 | 80,921.62 | 83,429.84  |
| 12%          | 69,859.66 | 76,582.74 | 79,118.00 | 81,650.66 | 84,181.50  |
| 13%          | 70,483.40 | 77,266.54 | 79,824.16 | 82,379.70 | 84,933.16  |
| 14%          | 71,107.14 | 77,950.34 | 80,530.58 | 83,108.74 | 85,684.82  |
| 15%          | 71,730.88 | 78,634.14 | 81,237.00 | 83,837.78 | 86,436.48  |
| 16%          | 72,354.62 | 79,317.68 | 81,943.42 | 84,566.82 | 87,188.14  |
| 17%          | 72,978.62 | 80,001.48 | 82,649.84 | 85,295.86 | 87,939.54  |
| 18%          | 73,602.36 | 80,685.28 | 83,356.26 | 86,024.90 | 88,691.20  |
| 19%          | 74,226.10 | 81,369.08 | 84,062.68 | 86,753.94 | 89,442.86  |
| 20%          | 74,849.84 | 82,052.88 | 84,769.10 | 87,482.98 | 90,194.52  |
| 21%          | 75,473.58 | 82,736.68 | 85,475.52 | 88,212.02 | 90,946.18  |
| 22%          | 76,097.32 | 83,420.48 | 86,181.94 | 88,941.06 | 91,697.84  |
| 23%          | 76,721.06 | 84,104.28 | 86,888.36 | 89,670.10 | 92,449.50  |
| 24%          | 77,344.80 | 84,788.08 | 87,594.78 | 90,399.14 | 93,200.90  |
| 25%          | 77,968.54 | 85,471.88 | 88,301.20 | 91,128.18 | 93,952.56  |
| 26%          | 78,592.28 | 86,155.42 | 89,007.62 | 91,856.96 | 94,704.22  |
| 27%          | 79,216.02 | 86,839.22 | 89,714.04 | 92,586.00 | 95,455.88  |
| 28%          | 79,839.76 | 87,523.02 | 90,420.46 | 93,315.04 | 96,207.54  |
| 29%          | 80,463.50 | 88,206.82 | 91,126.88 | 94,044.08 | 96,959.20  |
| 30%          | 81,087.24 | 88,890.62 | 91,833.30 | 94,773.12 | 97,710.86  |
| 31%          | 81,710.98 | 89,574.42 | 92,539.72 | 95,502.16 | 98,462.26  |
| 32%          | 82,334.72 | 90,258.22 | 93,246.14 | 96,231.20 | 99,213.92  |
| 33%          | 82,958.46 | 90,942.02 | 93,952.56 | 96,960.24 | 99,965.58  |
| 34%          | 83,582.20 | 91,625.82 | 94,658.98 | 97,689.28 | 100,717.24 |

GR 13 RANGE 2    Effective 12/22/24 +3.0%

| Biweekly     | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|--------------|--------|--------|--------|--------|----------|
| Base         | 0.00   | 0.00   | 0.00   | 0.00   | 3,035.36 |
| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,096.07 |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,126.42 |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,187.13 |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,217.48 |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,247.84 |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,278.19 |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,308.54 |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,338.90 |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,369.25 |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,399.60 |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,429.96 |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,460.31 |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,490.66 |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,521.02 |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,551.37 |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,581.72 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,612.08 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,642.43 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,672.79 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,703.14 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,733.49 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,763.85 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,794.20 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,824.55 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,854.91 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,885.26 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,915.61 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,945.97 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,976.32 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,006.68 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,037.03 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,067.38 |

FIRE APPARATUS ENGR 1

FIRE CHIEF AIDE

| Monthly      | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|--------------|--------|--------|--------|--------|----------|
| Base         | 0.00   | 0.00   | 0.00   | 0.00   | 6,576.61 |
| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 6,708.15 |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 6,773.91 |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 6,905.45 |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 6,971.21 |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,036.99 |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,102.75 |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,168.50 |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,234.28 |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,300.04 |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,365.80 |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,431.58 |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,497.34 |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,563.10 |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,628.88 |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,694.64 |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,760.39 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,826.17 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,891.93 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,957.71 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,023.47 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,089.23 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,155.01 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,220.77 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,286.53 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,352.31 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,418.06 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,483.82 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,549.60 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,615.36 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,681.14 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,746.90 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,812.66 |

| Annual       | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |
|--------------|--------|--------|--------|--------|------------|
| Base         | 0.00   | 0.00   | 0.00   | 0.00   | 78,919.36  |
| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 80,497.82  |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 81,286.92  |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 82,865.38  |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 83,654.48  |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 84,443.84  |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 85,232.94  |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 86,022.04  |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 86,811.40  |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 87,600.50  |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 88,389.60  |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 89,178.96  |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 89,968.06  |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 90,757.16  |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 91,546.52  |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 92,335.62  |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 93,124.72  |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 93,914.08  |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 94,703.18  |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 95,492.54  |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 96,281.64  |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 97,070.74  |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 97,860.10  |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 98,649.20  |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 99,438.30  |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 100,227.66 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 101,016.76 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 101,805.86 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 102,595.22 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 103,384.32 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 104,173.68 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 104,962.78 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 105,751.88 |

GR 13 RANGE 3 Effective 12/22/24 +3.0%

| Biweekly     | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
|--------------|----------|----------|----------|----------|----------|
| Base         | 2,638.97 | 2,892.87 | 2,988.64 | 3,084.36 | 3,179.88 |
| w/ Longevity | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
| 2%           | 2,691.75 | 2,950.73 | 3,048.41 | 3,146.05 | 3,243.48 |
| 3%           | 2,718.14 | 2,979.66 | 3,078.30 | 3,176.89 | 3,275.28 |
| 5%           | 2,770.92 | 3,037.51 | 3,138.07 | 3,238.58 | 3,338.87 |
| 6%           | 2,797.31 | 3,066.44 | 3,167.96 | 3,269.42 | 3,370.67 |
| 7%           | 2,823.70 | 3,095.37 | 3,197.84 | 3,300.27 | 3,402.47 |
| 8%           | 2,850.09 | 3,124.30 | 3,227.73 | 3,331.11 | 3,434.27 |
| 9%           | 2,876.48 | 3,153.23 | 3,257.62 | 3,361.95 | 3,466.07 |
| 10%          | 2,902.87 | 3,182.16 | 3,287.50 | 3,392.80 | 3,497.87 |
| 11%          | 2,929.26 | 3,211.09 | 3,317.39 | 3,423.64 | 3,529.67 |
| 12%          | 2,955.65 | 3,240.01 | 3,347.28 | 3,454.48 | 3,561.47 |
| 13%          | 2,982.04 | 3,268.94 | 3,377.16 | 3,485.33 | 3,593.26 |
| 14%          | 3,008.43 | 3,297.87 | 3,407.05 | 3,516.17 | 3,625.06 |
| 15%          | 3,034.82 | 3,326.80 | 3,436.94 | 3,547.01 | 3,656.86 |
| 16%          | 3,061.21 | 3,355.73 | 3,466.82 | 3,577.86 | 3,688.66 |
| 17%          | 3,087.59 | 3,384.66 | 3,496.71 | 3,608.70 | 3,720.46 |
| 18%          | 3,113.98 | 3,413.59 | 3,526.60 | 3,639.54 | 3,752.26 |
| 19%          | 3,140.37 | 3,442.52 | 3,556.48 | 3,670.39 | 3,784.06 |
| 20%          | 3,166.76 | 3,471.44 | 3,586.37 | 3,701.23 | 3,815.86 |
| 21%          | 3,193.15 | 3,500.37 | 3,616.25 | 3,732.08 | 3,847.65 |
| 22%          | 3,219.54 | 3,529.30 | 3,646.14 | 3,762.92 | 3,879.45 |
| 23%          | 3,245.93 | 3,558.23 | 3,676.03 | 3,793.76 | 3,911.25 |
| 24%          | 3,272.32 | 3,587.16 | 3,705.91 | 3,824.61 | 3,943.05 |
| 25%          | 3,298.71 | 3,616.09 | 3,735.80 | 3,855.45 | 3,974.85 |
| 26%          | 3,325.10 | 3,645.02 | 3,765.69 | 3,886.29 | 4,006.65 |
| 27%          | 3,351.49 | 3,673.94 | 3,795.57 | 3,917.14 | 4,038.45 |
| 28%          | 3,377.88 | 3,702.87 | 3,825.46 | 3,947.98 | 4,070.25 |
| 29%          | 3,404.27 | 3,731.80 | 3,855.35 | 3,978.82 | 4,102.05 |
| 30%          | 3,430.66 | 3,760.73 | 3,885.23 | 4,009.67 | 4,133.84 |
| 31%          | 3,457.05 | 3,789.66 | 3,915.12 | 4,040.51 | 4,165.64 |
| 32%          | 3,483.44 | 3,818.59 | 3,945.00 | 4,071.36 | 4,197.44 |
| 33%          | 3,509.83 | 3,847.52 | 3,974.89 | 4,102.20 | 4,229.24 |
| 34%          | 3,536.22 | 3,876.45 | 4,004.78 | 4,133.04 | 4,261.04 |

FIRE APPARATUS ENGR 2

| Monthly      | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
|--------------|----------|----------|----------|----------|----------|
| Base         | 5,717.77 | 6,267.89 | 6,475.39 | 6,682.78 | 6,889.74 |
| w/ Longevity | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   |
| 2%           | 5,832.13 | 6,393.25 | 6,604.89 | 6,816.44 | 7,027.54 |
| 3%           | 5,889.30 | 6,455.93 | 6,669.65 | 6,883.26 | 7,096.44 |
| 5%           | 6,003.66 | 6,581.27 | 6,799.15 | 7,016.92 | 7,234.22 |
| 6%           | 6,060.84 | 6,643.95 | 6,863.91 | 7,083.74 | 7,303.12 |
| 7%           | 6,118.02 | 6,706.64 | 6,928.65 | 7,150.59 | 7,372.02 |
| 8%           | 6,175.20 | 6,769.32 | 6,993.42 | 7,217.41 | 7,440.92 |
| 9%           | 6,232.37 | 6,832.00 | 7,058.18 | 7,284.23 | 7,509.82 |
| 10%          | 6,289.55 | 6,894.68 | 7,122.92 | 7,351.07 | 7,578.72 |
| 11%          | 6,346.73 | 6,957.36 | 7,187.68 | 7,417.89 | 7,647.62 |
| 12%          | 6,403.91 | 7,020.02 | 7,252.44 | 7,484.71 | 7,716.52 |
| 13%          | 6,461.09 | 7,082.70 | 7,317.18 | 7,551.55 | 7,785.40 |
| 14%          | 6,518.27 | 7,145.39 | 7,381.94 | 7,618.37 | 7,854.30 |
| 15%          | 6,575.44 | 7,208.07 | 7,446.70 | 7,685.19 | 7,923.20 |
| 16%          | 6,632.62 | 7,270.75 | 7,511.44 | 7,752.03 | 7,992.10 |
| 17%          | 6,689.78 | 7,333.43 | 7,576.21 | 7,818.85 | 8,061.00 |
| 18%          | 6,746.96 | 7,396.11 | 7,640.97 | 7,885.67 | 8,129.90 |
| 19%          | 6,804.14 | 7,458.79 | 7,705.71 | 7,952.51 | 8,198.80 |
| 20%          | 6,861.31 | 7,521.45 | 7,770.47 | 8,019.33 | 8,267.70 |
| 21%          | 6,918.49 | 7,584.14 | 7,835.21 | 8,086.17 | 8,336.58 |
| 22%          | 6,975.67 | 7,646.82 | 7,899.97 | 8,152.99 | 8,405.48 |
| 23%          | 7,032.85 | 7,709.50 | 7,964.73 | 8,219.81 | 8,474.38 |
| 24%          | 7,090.03 | 7,772.18 | 8,029.47 | 8,286.66 | 8,543.28 |
| 25%          | 7,147.21 | 7,834.86 | 8,094.23 | 8,353.48 | 8,612.18 |
| 26%          | 7,204.38 | 7,897.54 | 8,159.00 | 8,420.30 | 8,681.08 |
| 27%          | 7,261.56 | 7,960.20 | 8,223.74 | 8,487.14 | 8,749.98 |
| 28%          | 7,318.74 | 8,022.89 | 8,288.50 | 8,553.96 | 8,818.88 |
| 29%          | 7,375.92 | 8,085.57 | 8,353.26 | 8,620.78 | 8,887.78 |
| 30%          | 7,433.10 | 8,148.25 | 8,418.00 | 8,687.62 | 8,956.65 |
| 31%          | 7,490.28 | 8,210.93 | 8,482.76 | 8,754.44 | 9,025.55 |
| 32%          | 7,547.45 | 8,273.61 | 8,547.50 | 8,821.28 | 9,094.45 |
| 33%          | 7,604.63 | 8,336.29 | 8,612.26 | 8,888.10 | 9,163.35 |
| 34%          | 7,661.81 | 8,398.98 | 8,677.02 | 8,954.92 | 9,232.25 |

FIRE INVESTIGATOR

FIRE MECHANIC

FIREFIGHTER PARAMEDIC 1

| Annual       | Step 1    | Step 2     | Step 3     | Step 4     | Step 5     |
|--------------|-----------|------------|------------|------------|------------|
| Base         | 68,613.22 | 75,214.62  | 77,704.64  | 80,193.36  | 82,676.88  |
| w/ Longevity | Step 1    | Step 2     | Step 3     | Step 4     | Step 5     |
| 2%           | 69,985.50 | 76,718.98  | 79,258.66  | 81,797.30  | 84,330.48  |
| 3%           | 70,671.64 | 77,471.16  | 80,035.80  | 82,599.14  | 85,157.28  |
| 5%           | 72,043.92 | 78,975.26  | 81,589.82  | 84,203.08  | 86,810.62  |
| 6%           | 72,730.06 | 79,727.44  | 82,366.96  | 85,004.92  | 87,637.42  |
| 7%           | 73,416.20 | 80,479.62  | 83,143.84  | 85,807.02  | 88,464.22  |
| 8%           | 74,102.34 | 81,231.80  | 83,920.98  | 86,608.86  | 89,291.02  |
| 9%           | 74,788.48 | 81,983.98  | 84,698.12  | 87,410.70  | 90,117.82  |
| 10%          | 75,474.62 | 82,736.16  | 85,475.00  | 88,212.80  | 90,944.62  |
| 11%          | 76,160.76 | 83,488.34  | 86,252.14  | 89,014.64  | 91,771.42  |
| 12%          | 76,846.90 | 84,240.26  | 87,029.28  | 89,816.48  | 92,598.22  |
| 13%          | 77,533.04 | 84,992.44  | 87,806.16  | 90,618.58  | 93,424.76  |
| 14%          | 78,219.18 | 85,744.62  | 88,583.30  | 91,420.42  | 94,251.56  |
| 15%          | 78,905.32 | 86,496.80  | 89,360.44  | 92,222.26  | 95,078.36  |
| 16%          | 79,591.46 | 87,248.98  | 90,137.32  | 93,024.36  | 95,905.16  |
| 17%          | 80,277.34 | 88,001.16  | 90,914.46  | 93,826.20  | 96,731.96  |
| 18%          | 80,963.48 | 88,753.34  | 91,691.60  | 94,628.04  | 97,558.76  |
| 19%          | 81,649.62 | 89,505.52  | 92,468.48  | 95,430.14  | 98,385.56  |
| 20%          | 82,335.76 | 90,257.44  | 93,245.62  | 96,231.98  | 99,212.36  |
| 21%          | 83,021.90 | 91,009.62  | 94,022.50  | 97,034.08  | 100,038.90 |
| 22%          | 83,708.04 | 91,761.80  | 94,799.64  | 97,835.92  | 100,865.70 |
| 23%          | 84,394.18 | 92,513.98  | 95,576.78  | 98,637.76  | 101,692.50 |
| 24%          | 85,080.32 | 93,266.16  | 96,353.66  | 99,439.86  | 102,519.30 |
| 25%          | 85,766.46 | 94,018.34  | 97,130.80  | 100,241.70 | 103,346.10 |
| 26%          | 86,452.60 | 94,770.52  | 97,907.94  | 101,043.54 | 104,172.90 |
| 27%          | 87,138.74 | 95,522.44  | 98,684.82  | 101,845.64 | 104,999.70 |
| 28%          | 87,824.88 | 96,274.62  | 99,461.96  | 102,647.48 | 105,826.50 |
| 29%          | 88,511.02 | 97,026.80  | 100,239.10 | 103,449.32 | 106,653.30 |
| 30%          | 89,197.16 | 97,778.98  | 101,015.98 | 104,251.42 | 107,479.84 |
| 31%          | 89,883.30 | 98,531.16  | 101,793.12 | 105,053.26 | 108,306.64 |
| 32%          | 90,569.44 | 99,283.34  | 102,570.00 | 105,855.36 | 109,133.44 |
| 33%          | 91,255.58 | 100,035.52 | 103,347.14 | 106,657.20 | 109,960.24 |
| 34%          | 91,941.72 | 100,787.70 | 104,124.28 | 107,459.04 | 110,787.04 |

GR 13 RANGE 3A Effective 12/22/24 +3.0%

| Biweekly     | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|--------------|--------|--------|--------|--------|----------|
| Base         | 0.00   | 0.00   | 0.00   | 0.00   | 3,275.28 |
| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,340.79 |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,373.54 |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,439.04 |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,471.80 |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,504.55 |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,537.30 |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,570.06 |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,602.81 |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,635.56 |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,668.31 |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,701.07 |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,733.82 |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,766.57 |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,799.32 |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,832.08 |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,864.83 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,897.58 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,930.34 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,963.09 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,995.84 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,028.59 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,061.35 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,094.10 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,126.85 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,159.61 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,192.36 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,225.11 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,257.86 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,290.62 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,323.37 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,356.12 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,388.88 |

FIREFIGHTER PARAMEDIC 2

| Monthly      | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|--------------|--------|--------|--------|--------|----------|
| Base         | 0.00   | 0.00   | 0.00   | 0.00   | 7,096.44 |
| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,238.38 |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,309.34 |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,451.25 |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,522.23 |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,593.19 |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,664.15 |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,735.13 |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,806.09 |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,877.05 |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 7,948.01 |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,018.99 |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,089.94 |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,160.90 |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,231.86 |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,302.84 |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,373.80 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,444.76 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,515.74 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,586.70 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,657.65 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,728.61 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,799.59 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,870.55 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,941.51 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,012.49 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,083.45 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,154.41 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,225.36 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,296.34 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,367.30 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,438.26 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,509.24 |

| Annual       | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |
|--------------|--------|--------|--------|--------|------------|
| Base         | 0.00   | 0.00   | 0.00   | 0.00   | 85,157.28  |
| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 86,860.54  |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 87,712.04  |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 89,415.04  |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 90,266.80  |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 91,118.30  |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 91,969.80  |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 92,821.56  |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 93,673.06  |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 94,524.56  |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 95,376.06  |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 96,227.82  |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 97,079.32  |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 97,930.82  |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 98,782.32  |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 99,634.08  |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 100,485.58 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 101,337.08 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 102,188.84 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 103,040.34 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 103,891.84 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 104,743.34 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 105,595.10 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 106,446.60 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 107,298.10 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 108,149.86 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 109,001.36 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 109,852.86 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 110,704.36 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 111,556.12 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 112,407.62 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 113,259.12 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 114,110.88 |

GR 13 RANGE 4 Effective 12/22/24 +3.0%

| GR 13 RANGE 4    Effective 12/22/24 +3.0% |        |        |        |        |          | FIRE COMM ED/LT |        |        |        |        |          | FIRE INSPECT/LT |        |        |        |        |            | FIRE INSPECTOR |  |  |  |  |  | FIRE INVES/LT |  |  |  |  |  | FIRE LIEUTENANT |  |  |  |  |  |
|-------------------------------------------|--------|--------|--------|--------|----------|-----------------|--------|--------|--------|--------|----------|-----------------|--------|--------|--------|--------|------------|----------------|--|--|--|--|--|---------------|--|--|--|--|--|-----------------|--|--|--|--|--|
| Biweekly                                  | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   | Monthly         | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   | Annual          | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| Base                                      | 0.00   | 0.00   | 0.00   | 0.00   | 3,323.04 | Base            | 0.00   | 0.00   | 0.00   | 0.00   | 7,199.92 | Base            | 0.00   | 0.00   | 0.00   | 0.00   | 86,399.04  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| w/ Longevity                              | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   | w/ Longevity    | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   | w/ Longevity    | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 2%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,389.50 | 2%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,343.92 | 2%              | 0.00   | 0.00   | 0.00   | 0.00   | 88,127.00  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 3%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,422.73 | 3%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,415.92 | 3%              | 0.00   | 0.00   | 0.00   | 0.00   | 88,990.98  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 5%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,489.19 | 5%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,559.91 | 5%              | 0.00   | 0.00   | 0.00   | 0.00   | 90,718.94  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 6%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,522.42 | 6%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,631.91 | 6%              | 0.00   | 0.00   | 0.00   | 0.00   | 91,582.92  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 7%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,555.65 | 7%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,703.91 | 7%              | 0.00   | 0.00   | 0.00   | 0.00   | 92,446.90  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 8%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,588.88 | 8%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,775.91 | 8%              | 0.00   | 0.00   | 0.00   | 0.00   | 93,310.88  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 9%                                        | 0.00   | 0.00   | 0.00   | 0.00   | 3,622.11 | 9%              | 0.00   | 0.00   | 0.00   | 0.00   | 7,847.91 | 9%              | 0.00   | 0.00   | 0.00   | 0.00   | 94,174.86  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 10%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,655.34 | 10%             | 0.00   | 0.00   | 0.00   | 0.00   | 7,919.90 | 10%             | 0.00   | 0.00   | 0.00   | 0.00   | 95,038.84  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 11%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,688.57 | 11%             | 0.00   | 0.00   | 0.00   | 0.00   | 7,991.90 | 11%             | 0.00   | 0.00   | 0.00   | 0.00   | 95,902.82  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 12%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,721.80 | 12%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,063.90 | 12%             | 0.00   | 0.00   | 0.00   | 0.00   | 96,766.80  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 13%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,755.04 | 13%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,135.92 | 13%             | 0.00   | 0.00   | 0.00   | 0.00   | 97,631.04  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 14%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,788.27 | 14%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,207.92 | 14%             | 0.00   | 0.00   | 0.00   | 0.00   | 98,495.02  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 15%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,821.50 | 15%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,279.92 | 15%             | 0.00   | 0.00   | 0.00   | 0.00   | 99,359.00  |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 16%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,854.73 | 16%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,351.92 | 16%             | 0.00   | 0.00   | 0.00   | 0.00   | 100,222.98 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 17%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,887.96 | 17%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,423.91 | 17%             | 0.00   | 0.00   | 0.00   | 0.00   | 101,086.96 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 18%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,921.19 | 18%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,495.91 | 18%             | 0.00   | 0.00   | 0.00   | 0.00   | 101,950.94 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 19%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,954.42 | 19%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,567.91 | 19%             | 0.00   | 0.00   | 0.00   | 0.00   | 102,814.92 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 20%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 3,987.65 | 20%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,639.91 | 20%             | 0.00   | 0.00   | 0.00   | 0.00   | 103,678.90 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 21%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,020.88 | 21%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,711.91 | 21%             | 0.00   | 0.00   | 0.00   | 0.00   | 104,542.88 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 22%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,054.11 | 22%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,783.91 | 22%             | 0.00   | 0.00   | 0.00   | 0.00   | 105,406.86 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 23%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,087.34 | 23%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,855.90 | 23%             | 0.00   | 0.00   | 0.00   | 0.00   | 106,270.84 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 24%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,120.57 | 24%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,927.90 | 24%             | 0.00   | 0.00   | 0.00   | 0.00   | 107,134.82 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 25%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,153.80 | 25%             | 0.00   | 0.00   | 0.00   | 0.00   | 8,999.90 | 25%             | 0.00   | 0.00   | 0.00   | 0.00   | 107,998.80 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 26%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,187.03 | 26%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,071.90 | 26%             | 0.00   | 0.00   | 0.00   | 0.00   | 108,862.78 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 27%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,220.26 | 27%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,143.90 | 27%             | 0.00   | 0.00   | 0.00   | 0.00   | 109,726.76 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 28%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,253.49 | 28%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,215.90 | 28%             | 0.00   | 0.00   | 0.00   | 0.00   | 110,590.74 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 29%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,286.72 | 29%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,287.89 | 29%             | 0.00   | 0.00   | 0.00   | 0.00   | 111,454.72 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 30%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,319.95 | 30%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,359.89 | 30%             | 0.00   | 0.00   | 0.00   | 0.00   | 112,318.70 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 31%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,353.18 | 31%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,431.89 | 31%             | 0.00   | 0.00   | 0.00   | 0.00   | 113,182.68 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 32%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,386.41 | 32%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,503.89 | 32%             | 0.00   | 0.00   | 0.00   | 0.00   | 114,046.66 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 33%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,419.64 | 33%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,575.89 | 33%             | 0.00   | 0.00   | 0.00   | 0.00   | 114,910.64 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |
| 34%                                       | 0.00   | 0.00   | 0.00   | 0.00   | 4,452.87 | 34%             | 0.00   | 0.00   | 0.00   | 0.00   | 9,647.89 | 34%             | 0.00   | 0.00   | 0.00   | 0.00   | 115,774.62 |                |  |  |  |  |  |               |  |  |  |  |  |                 |  |  |  |  |  |

GR 13 RANGE 5 Effective 12/22/24 +3.0%

FIRE CAPT

| Biweekly | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|----------|--------|--------|--------|--------|----------|
| Base     | 0.00   | 0.00   | 0.00   | 0.00   | 3,498.00 |

| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|--------------|--------|--------|--------|--------|----------|
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,567.96 |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,602.94 |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,672.90 |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,707.88 |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,742.86 |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,777.84 |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 3,812.82 |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,847.80 |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,882.78 |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,917.76 |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,952.74 |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 3,987.72 |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,022.70 |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,057.68 |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,092.66 |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,127.64 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,162.62 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,197.60 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,232.58 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,267.56 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,302.54 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,337.52 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,372.50 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,407.48 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,442.46 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,477.44 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,512.42 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,547.40 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,582.38 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,617.36 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,652.34 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 4,687.32 |

| Monthly | Step 1 | Step 2 | Step 3 | Step 4 | Step 5   |
|---------|--------|--------|--------|--------|----------|
| Base    | 0.00   | 0.00   | 0.00   | 0.00   | 7,579.00 |

| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5    |
|--------------|--------|--------|--------|--------|-----------|
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,730.58  |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,806.37  |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 7,957.95  |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 8,033.74  |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 8,109.53  |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 8,185.32  |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 8,261.11  |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,336.90  |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,412.69  |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,488.48  |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,564.27  |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,640.06  |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,715.85  |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,791.64  |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,867.43  |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 8,943.22  |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,019.01  |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,094.80  |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,170.59  |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,246.38  |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,322.17  |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,397.96  |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,473.75  |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,549.54  |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,625.33  |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,701.12  |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,776.91  |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,852.70  |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 9,928.49  |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 10,004.28 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 10,080.07 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 10,155.86 |

| Annual | Step 1 | Step 2 | Step 3 | Step 4 | Step 5    |
|--------|--------|--------|--------|--------|-----------|
| Base   | 0.00   | 0.00   | 0.00   | 0.00   | 90,948.00 |

| w/ Longevity | Step 1 | Step 2 | Step 3 | Step 4 | Step 5     |
|--------------|--------|--------|--------|--------|------------|
| 2%           | 0.00   | 0.00   | 0.00   | 0.00   | 92,766.96  |
| 3%           | 0.00   | 0.00   | 0.00   | 0.00   | 93,676.44  |
| 5%           | 0.00   | 0.00   | 0.00   | 0.00   | 95,495.40  |
| 6%           | 0.00   | 0.00   | 0.00   | 0.00   | 96,404.88  |
| 7%           | 0.00   | 0.00   | 0.00   | 0.00   | 97,314.36  |
| 8%           | 0.00   | 0.00   | 0.00   | 0.00   | 98,223.84  |
| 9%           | 0.00   | 0.00   | 0.00   | 0.00   | 99,133.32  |
| 10%          | 0.00   | 0.00   | 0.00   | 0.00   | 100,042.80 |
| 11%          | 0.00   | 0.00   | 0.00   | 0.00   | 100,952.28 |
| 12%          | 0.00   | 0.00   | 0.00   | 0.00   | 101,861.76 |
| 13%          | 0.00   | 0.00   | 0.00   | 0.00   | 102,771.24 |
| 14%          | 0.00   | 0.00   | 0.00   | 0.00   | 103,680.72 |
| 15%          | 0.00   | 0.00   | 0.00   | 0.00   | 104,590.20 |
| 16%          | 0.00   | 0.00   | 0.00   | 0.00   | 105,499.68 |
| 17%          | 0.00   | 0.00   | 0.00   | 0.00   | 106,409.16 |
| 18%          | 0.00   | 0.00   | 0.00   | 0.00   | 107,318.64 |
| 19%          | 0.00   | 0.00   | 0.00   | 0.00   | 108,228.12 |
| 20%          | 0.00   | 0.00   | 0.00   | 0.00   | 109,137.60 |
| 21%          | 0.00   | 0.00   | 0.00   | 0.00   | 110,047.08 |
| 22%          | 0.00   | 0.00   | 0.00   | 0.00   | 110,956.56 |
| 23%          | 0.00   | 0.00   | 0.00   | 0.00   | 111,866.04 |
| 24%          | 0.00   | 0.00   | 0.00   | 0.00   | 112,775.52 |
| 25%          | 0.00   | 0.00   | 0.00   | 0.00   | 113,685.00 |
| 26%          | 0.00   | 0.00   | 0.00   | 0.00   | 114,594.48 |
| 27%          | 0.00   | 0.00   | 0.00   | 0.00   | 115,503.96 |
| 28%          | 0.00   | 0.00   | 0.00   | 0.00   | 116,413.44 |
| 29%          | 0.00   | 0.00   | 0.00   | 0.00   | 117,322.92 |
| 30%          | 0.00   | 0.00   | 0.00   | 0.00   | 118,232.40 |
| 31%          | 0.00   | 0.00   | 0.00   | 0.00   | 119,141.88 |
| 32%          | 0.00   | 0.00   | 0.00   | 0.00   | 120,051.36 |
| 33%          | 0.00   | 0.00   | 0.00   | 0.00   | 120,960.84 |
| 34%          | 0.00   | 0.00   | 0.00   | 0.00   | 121,870.32 |