### AFSCME Grid 4A, Range 25, Effective 7/1/22 – 6/30/23

<table>
<thead>
<tr>
<th>Step A</th>
<th>Step B</th>
<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
<th>Step F</th>
<th>Step G</th>
<th>Step H</th>
<th>Step I</th>
<th>Step J</th>
<th>Step K</th>
<th>Step L</th>
<th>Step M</th>
<th>Step N</th>
<th>Step O</th>
<th>Step P</th>
</tr>
</thead>
<tbody>
<tr>
<td>01  6 Mos. Prog.</td>
<td>02  6 Mos. Prog.</td>
<td>03  6 Mos. Prog.</td>
<td>04  6 Mos. Prog.</td>
<td>05  6 Mos. Prog.</td>
<td>06  6 Mos. Prog.</td>
<td>07  6 Mos. Prog.</td>
<td>08  6 Mos. Prog.</td>
<td>09  6 Mos. Prog.</td>
<td>10  6 Mos. Prog.</td>
<td>11  6 Mos. Prog.</td>
<td>12  6 Mos. Prog.</td>
<td>13  6 Mos. Prog.</td>
<td>14  6 Mos. Prog.</td>
<td>15  6 Mos. Prog.</td>
<td>16  6 Mos. Prog.</td>
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<tr>
<td>HR - Hourly Rate</td>
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<td></td>
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</tr>
<tr>
<td>25</td>
<td>16.02</td>
<td>16.34</td>
<td>16.63</td>
<td>17.33</td>
<td>18.97</td>
<td>19.42</td>
<td>19.87</td>
<td>20.41</td>
<td>21.03</td>
<td>21.55</td>
<td>22.11</td>
<td>22.70</td>
<td>23.34</td>
<td>24.00</td>
<td>24.60</td>
</tr>
<tr>
<td>YR - Yearly Rate</td>
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</tr>
<tr>
<td>25</td>
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<td>40,549</td>
<td>41,489</td>
<td>42,616</td>
<td>43,911</td>
<td>46,166</td>
<td>47,398</td>
<td>48,734</td>
<td>50,112</td>
<td>51,365</td>
<td>53,056</td>
</tr>
</tbody>
</table>

HR - Hourly Rate
YR - Yearly Rate
Monthly Rate - 174 x hourly rate