

# Appendix B

## Effective January 4, 2026

| 4%+1%                      |                    |                    |                    |                    |                    |                    |                    | MAX + 4%            | MAX + 5%            | MAX+ 5%             |
|----------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|---------------------|---------------------|
| Effective 1/4/26           | Step 1             | Step 2             | Step 3             | Step 4             | Step 5             | Step 6             | MAX                | MPO @ 8years        | MPO @ 15 Years      | MPO +3% 20 YR       |
| Hourly                     | \$ 32.69           | \$ 34.34           | \$ 36.40           | \$ 38.58           | \$ 40.89           | \$ 43.34           | \$ 43.34           | \$ 45.07            | \$ 45.51            | \$ 46.88            |
| Weekly                     | \$ 1,307.60        | \$ 1,373.60        | \$ 1,456.00        | \$ 1,543.20        | \$ 1,635.60        | \$ 1,733.60        | \$ 1,733.60        | \$ 1,802.80         | \$ 1,820.40         | \$ 1,875.20         |
| Yearly                     | \$67,995.20        | \$71,427.20        | \$75,712.00        | \$80,246.40        | \$85,051.20        | \$90,147.20        | \$90,147.20        | \$ 93,745.60        | \$ 94,660.80        | \$ 97,510.40        |
| Merit 3%                   | \$ -               | \$ -               | \$ -               | \$ -               | \$ -               | \$ -               | \$ 2,704.42        | \$ 2,812.37         | \$ 2,839.82         | \$ 2,925.31         |
| <b>Total Yearly</b>        | <b>\$67,995.20</b> | <b>\$71,427.20</b> | <b>\$75,712.00</b> | <b>\$80,246.40</b> | <b>\$85,051.20</b> | <b>\$90,147.20</b> | <b>\$92,851.62</b> | <b>\$ 96,557.97</b> | <b>\$ 97,500.62</b> | <b>\$100,435.71</b> |
| DEU 7%                     |                    |                    |                    |                    |                    |                    |                    | MAX + 4%            | MAX + 5%            | MAX+ 5%             |
| Effective 1/4/26           | Step 1             | Step 2             | Step 3             | Step 4             | Step 5             | Step 6             | MAX                | MPO @ 8years        | MPO @ 15 Years      | MPO +3% 20 YR       |
| Hourly                     | \$ 34.98           | \$ 36.74           | \$ 38.97           | \$ 41.27           | \$ 43.75           | \$ 46.38           | \$ 46.38           | \$ 48.24            | \$ 48.70            | \$ 50.15            |
| Weekly                     | \$ 1,399.20        | \$ 1,469.60        | \$ 1,558.80        | \$ 1,650.80        | \$ 1,750.00        | \$ 1,855.20        | \$ 1,855.20        | \$ 1,929.60         | \$ 1,948.00         | \$ 2,006.00         |
| Yearly                     | \$72,758.40        | \$76,419.20        | \$81,057.60        | \$85,841.60        | \$91,000.00        | \$96,470.40        | \$96,470.40        | \$100,339.20        | \$101,296.00        | \$104,312.00        |
| Merit 3%                   | \$ -               | \$ -               | \$ -               | \$ -               | \$ -               | \$ -               | \$ 2,894.11        | \$ 3,010.18         | \$ 3,038.88         | \$ 3,129.36         |
| <b>Total Yearly</b>        | <b>\$72,758.40</b> | <b>\$76,419.20</b> | <b>\$81,057.60</b> | <b>\$85,841.60</b> | <b>\$91,000.00</b> | <b>\$96,470.40</b> | <b>\$99,364.51</b> | <b>\$103,349.38</b> | <b>\$104,334.88</b> | <b>\$107,441.36</b> |
| CID, DVO, CRO and SRO 1.5% |                    |                    |                    |                    |                    |                    |                    | MAX + 4%            | MAX + 5%            | MAX+ 5%             |
| Effective 1/4/26           | Step 1             | Step 2             | Step 3             | Step 4             | Step 5             | Step 6             | MAX                | MPO @ 8years        | MPO @ 15 Years      | MPO +3% 20 YR       |
| Hourly                     | \$ 33.17           | \$ 34.85           | \$ 36.96           | \$ 39.17           | \$ 41.50           | \$ 44.02           | \$ 44.02           | \$ 45.78            | \$ 46.21            | \$ 47.60            |
| Weekly                     | \$ 1,326.80        | \$ 1,394.00        | \$ 1,478.40        | \$ 1,566.80        | \$ 1,660.00        | \$ 1,760.80        | \$ 1,760.80        | \$ 1,831.20         | \$ 1,848.40         | \$ 1,904.00         |
| Yearly                     | \$68,993.60        | \$72,488.00        | \$76,876.80        | \$81,473.60        | \$86,320.00        | \$91,561.60        | \$91,561.60        | \$ 95,222.40        | \$ 96,116.80        | \$ 99,008.00        |
| Merit 3%                   | \$ -               | \$ -               | \$ -               | \$ -               | \$ -               | \$ -               | \$ 2,746.85        | \$ 2,856.67         | \$ 2,883.50         | \$ 2,970.24         |
| <b>Total Yearly</b>        | <b>\$68,993.60</b> | <b>\$72,488.00</b> | <b>\$76,876.80</b> | <b>\$81,473.60</b> | <b>\$86,320.00</b> | <b>\$91,561.60</b> | <b>\$94,308.45</b> | <b>\$ 98,079.07</b> | <b>\$ 99,000.30</b> | <b>\$101,978.24</b> |