

CONVERSION - HIRED AFTER 6/1/09

Production Level II

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	13.27	13.67	14.08	14.50	14.94	15.39	15.85	16.09
	2	13.92	14.34	14.77	15.21	15.67	16.14	16.62	16.87
	3	14.61	15.05	15.50	15.96	16.44	16.93	17.44	17.70
	4	15.32	15.78	16.25	16.74	17.24	17.76	18.29	18.56
	5	16.07	16.55	17.05	17.56	18.09	18.63	19.19	19.48
	6	16.87	17.38	17.90	18.43	18.99	19.56	20.15	20.45
	7	17.70	18.23	18.78	19.34	19.92	20.52	21.13	21.45
	8	18.56	19.12	19.69	20.28	20.89	21.52	22.16	22.49
Max	9	19.47	20.05	20.66	21.28	21.91	22.57	23.24	23.59

Production Level III

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	14.04	14.46	14.90	15.34	15.80	16.27	16.76	17.01
	2	14.72	15.16	15.62	16.08	16.57	17.07	17.58	17.84
	3	15.41	15.87	16.35	16.84	17.34	17.86	18.40	18.67
	4	16.16	16.64	17.14	17.66	18.19	18.74	19.30	19.59
	5	16.95	17.46	17.98	18.52	19.08	19.65	20.24	20.55
	6	17.75	18.28	18.83	19.40	19.98	20.58	21.20	21.51
	7	18.61	19.17	19.74	20.34	20.95	21.58	22.23	22.56
	8	19.51	20.10	20.70	21.32	21.96	22.62	23.30	23.65
Max	9	20.45	21.06	21.70	22.35	23.02	23.71	24.42	24.79

Trades Group II

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	20.74	21.36	22.00	22.66	23.34	24.04	24.76	25.13
	2	21.79	22.44	23.12	23.81	24.52	25.26	26.01	26.40
	3	22.91	23.60	24.31	25.03	25.79	26.56	27.36	27.77
	4	24.07	24.79	25.54	26.30	27.09	27.90	28.74	29.17
	5	25.31	26.07	26.85	27.66	28.49	29.34	30.23	30.68
	6	26.59	27.39	28.21	29.06	29.93	30.83	31.75	32.23
Max	7	27.95	28.79	29.65	30.54	31.46	32.40	33.38	33.88

NEW HIRES/REHIRES AFTER 1/1/06

Production Level II

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	14.25	14.68	15.12	15.57	16.04	16.52	17.02	17.27
	2	14.96	15.41	15.87	16.35	16.84	17.35	17.87	18.13
	3	15.71	16.18	16.67	17.17	17.68	18.21	18.76	19.04
	4	16.47	16.96	17.47	18.00	18.54	19.10	19.67	19.96
	5	17.27	17.79	18.32	18.87	19.44	20.02	20.62	20.93
	6	18.14	18.68	19.24	19.82	20.42	21.03	21.66	21.99
	7	19.03	19.60	20.19	20.79	21.42	22.06	22.72	23.07
	8	19.94	20.54	21.15	21.79	22.44	23.11	23.81	24.16
Max	9	20.93	21.56	22.20	22.87	23.56	24.27	24.99	25.37

Production Level III

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	15.09	15.54	16.01	16.49	16.98	17.49	18.01	18.28
	2	15.81	16.28	16.77	17.28	17.79	18.32	18.87	19.16
	3	16.55	17.05	17.56	18.08	18.63	19.19	19.76	20.06
	4	17.36	17.88	18.42	18.97	19.54	20.13	20.73	21.04
	5	18.21	18.76	19.32	19.90	20.50	21.12	21.75	22.07
	6	19.08	19.65	20.24	20.85	21.47	22.11	22.78	23.12
	7	20.00	20.60	21.22	21.85	22.51	23.19	23.88	24.24
	8	20.96	21.59	22.24	22.90	23.59	24.30	25.03	25.40
Max	9	21.97	22.63	23.31	24.01	24.73	25.47	26.24	26.63

Trades Group II

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	22.29	22.96	23.65	24.36	25.09	25.84	26.62	27.02
	2	23.41	24.11	24.84	25.58	26.35	27.14	27.95	28.37
	3	24.62	25.36	26.12	26.90	27.71	28.54	29.40	29.84
	4	25.85	26.63	27.42	28.25	29.09	29.96	30.86	31.32
	5	27.20	28.02	28.86	29.72	30.61	31.53	32.47	32.96
	6	28.57	29.43	30.31	31.22	32.16	33.12	34.12	34.63
Max	7	30.03	30.93	31.86	32.81	33.80	34.81	35.86	36.40

LEGACY EMPLOYEES - fifteen (15) or more years of service as of 6/1/06

Production Level II

Pension Band 109

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	16.06	16.54	17.04	17.55	18.03	18.62	19.18	19.47
	2	16.85	17.36	17.88	18.41	18.96	19.53	20.11	20.42
	3	17.66	18.19	18.74	19.30	19.83	20.48	21.09	21.41
	4	18.54	19.10	19.67	20.26	20.87	21.50	22.14	22.47
	5	19.45	20.03	20.63	21.25	21.89	22.55	23.22	23.57
	6	20.41	21.02	21.65	22.30	22.97	23.66	24.37	24.73
	7	21.42	22.06	22.72	23.41	24.11	24.83	25.58	25.96
	8	22.47	23.14	23.84	24.55	25.29	26.05	26.83	27.23
Max	9	23.58	24.29	25.02	25.77	26.54	27.34	28.16	28.58

Production Level III

Pension Band 110

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	16.99	17.50	18.02	18.57	19.12	19.69	20.28	20.59
	2	17.83	18.36	18.92	19.48	20.07	20.67	21.29	21.61
	3	18.65	19.21	19.79	20.38	20.99	21.62	22.27	22.60
	4	19.66	20.25	20.86	21.48	22.13	22.79	23.48	23.83
	5	20.50	21.12	21.75	22.40	23.07	23.76	24.47	24.84
	6	21.49	22.13	22.80	23.48	24.19	24.92	25.66	26.05
	7	22.52	23.20	23.89	24.61	25.35	26.11	26.89	27.30
	8	23.61	24.32	25.05	25.80	26.57	27.37	28.19	28.61
Max	9	24.75	25.49	26.26	27.04	27.86	28.70	29.56	30.00

Trade Group II
Pension Band 123

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	25.09	25.84	26.62	27.42	28.24	29.09	29.96	30.41
	2	26.37	27.16	27.98	28.82	29.68	30.57	31.49	31.96
	3	27.73	28.56	29.42	30.30	31.21	32.15	33.11	33.61
	4	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.29
	5	30.63	31.55	32.50	33.47	34.47	35.50	36.57	37.12
	6	32.18	33.15	34.14	35.16	36.22	37.31	38.43	39.00
Max	7	33.83	34.84	35.89	36.97	38.08	39.22	40.40	41.01

NEW HIRES/REHIRES AFTER 1/1/06

Tier 3

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	14.93	15.38	15.84	16.31	16.80	17.30	17.82	18.09
	2	15.67	16.14	16.62	17.12	17.64	18.17	18.71	18.99
	3	16.40	16.89	17.40	17.92	18.46	19.01	19.58	19.88
	4	17.19	17.71	18.24	18.78	19.35	19.93	20.53	20.84
	5	18.03	18.57	19.13	19.70	20.29	20.90	21.53	21.85
	6	18.89	19.46	20.04	20.64	21.26	21.90	22.55	22.89
	7	19.80	20.39	21.01	21.64	22.29	22.96	23.65	24.00
	8	20.75	21.37	22.01	22.67	23.35	24.05	24.77	25.14
Max	9	21.74	22.39	23.06	23.76	24.47	25.20	25.96	26.35

Tier 4

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	16.92	17.43	17.95	18.49	19.04	19.61	20.20	20.50
	2	17.70	18.23	18.78	19.34	19.92	20.52	21.13	21.45
	3	18.51	19.07	19.64	20.23	20.83	21.45	22.10	22.43
	4	19.36	19.94	20.54	21.16	21.79	22.44	23.12	23.46
	5	20.25	20.86	21.48	22.13	22.79	23.47	24.18	24.54
	6	21.18	21.82	22.47	23.14	23.84	24.56	25.29	25.67
	7	22.16	22.82	23.51	24.21	24.94	25.69	26.46	26.86
	8	23.17	23.87	24.58	25.32	26.08	26.86	27.67	28.08
Max	9	24.22	24.95	25.69	26.47	27.26	28.08	28.92	29.35

Tier 5

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	19.72	20.31	20.92	21.55	22.20	22.87	23.55	23.91
	2	20.59	21.21	21.84	22.50	23.17	23.87	24.58	24.95
	3	21.45	22.09	22.76	23.44	24.14	24.86	25.61	25.99
	4	22.62	23.30	24.00	24.72	25.46	26.22	27.01	27.42
	5	23.36	24.06	24.78	25.53	26.29	27.08	27.89	28.31
	6	24.38	25.11	25.86	26.64	27.44	28.26	29.11	29.55
	7	25.43	26.19	26.98	27.79	28.62	29.48	30.36	30.82
	8	26.52	27.32	28.14	28.89	29.85	30.75	31.67	32.14
Max	9	27.68	28.51	29.37	30.25	31.15	32.08	33.05	33.54

LEGACY EMPLOYEES - fifteen (15) or more years of service as of 6/1/06

Tier 3

Pension Band 110

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	16.83	17.33	17.85	18.39	18.94	19.51	20.09	20.39
	2	17.62	18.15	18.69	19.25	19.83	20.42	21.04	21.35
	3	18.48	19.03	19.61	20.19	20.80	21.42	22.07	22.40
	4	19.37	19.95	20.55	21.17	21.80	22.45	23.13	23.47
	5	20.29	20.90	21.53	22.17	22.84	23.53	24.23	24.59
	6	21.29	21.93	22.59	23.26	23.96	24.68	25.42	25.80
	7	22.31	22.98	23.67	24.38	25.11	25.86	26.64	27.04
	8	23.38	24.08	24.80	25.55	26.31	27.10	27.91	28.33
Max	9	24.49	25.22	25.98	26.76	27.56	28.39	29.24	29.68

Tier 4
Pension Band 114

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	19.07	19.64	20.23	20.84	21.45	22.10	22.77	23.11
	2	19.94	20.54	21.15	21.79	22.44	23.11	23.81	24.16
	3	20.84	21.47	22.11	22.77	23.45	24.16	24.89	25.26
	4	21.81	22.46	23.14	23.83	24.53	25.29	26.05	26.44
	5	22.81	23.49	24.20	24.93	25.67	26.44	27.23	27.64
	6	23.86	24.58	25.31	26.07	26.85	27.66	28.49	28.91
	7	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.23
	8	26.08	26.86	27.67	28.50	29.35	30.23	31.14	31.60
Max	9	27.28	28.10	28.94	29.81	30.70	31.62	32.57	33.06

Tier 5
Pension Band 120

			Effective	Effective	Effective	Effective	Effective	Effective	Effective
		Current	6/6/2016	6/5/2017	6/4/2018	6/3/2019	6/1/2020	6/7/2021	1/3/2022
	STEP								
Min	1	22.23	22.90	23.58	24.29	25.02	25.77	26.54	26.94
	2	23.19	23.89	24.60	25.34	26.10	26.88	27.69	28.10
	3	24.18	24.91	25.65	26.42	27.21	28.03	28.87	29.30
	4	25.22	25.98	26.76	27.56	28.39	29.24	30.12	30.57
	5	26.31	27.10	27.91	28.75	29.61	30.50	31.41	31.88
	6	27.43	28.26	29.10	29.97	30.87	31.80	32.75	33.24
	7	28.62	29.48	30.36	31.27	32.21	33.18	34.17	34.68
	8	29.86	30.76	31.68	32.63	33.61	34.62	35.66	36.19
Max	9	31.16	32.09	33.06	34.05	35.07	36.12	37.21	37.76