

ATTACHMENT 4a

Current level	Current Salary	2008 New Slary	2008 increase	2008 (+4.9%)	2009 (+2.71%)	2010 (+2.71%)	2011 (+2.71%)	End salary	% over Life		% over life including sign up
										\$650.00	
L1-1	\$28,978	\$30,700	5.94%	L1-1	L1-1	L1-1	L1-1	\$33,831	16.75%	2.24%	18.99%
L2-2	\$33,068	\$34,790	5.21%	L2-2	L2-3	L2-4	L2-5	\$41,036	24.10%	1.97%	26.06%
L2-3	\$34,083	\$35,805	5.05%	L2-3	L2-4	L2-5	L2-6	\$42,748	25.42%	1.91%	27.33%
L2-4	\$35,088	\$36,810	4.91%	L2-4	L2-5	L2-6	L2-7	\$44,305	26.27%	1.85%	28.12%
L2-5	\$36,104	\$37,873	4.90%	L2-5	L2-6	L2-7	L2-7	\$44,305	22.72%	1.80%	24.52%
L2-6	\$37,610	\$39,453	4.90%	L2-6	L2-7	L2-7	L2-7	\$44,305	17.80%	1.73%	19.53%
L2-7	\$38,980	\$40,890	4.90%	L2-7	L2-7	L2-7	L2-7	\$44,305	13.66%	1.67%	15.33%
										\$650.00	
L3-5	\$36,104	\$37,873	4.90%	L3-5	L3-6	L3-7	L3-8	\$45,615	26.34%	1.80%	28.14%
L3-6	\$37,610	\$39,453	4.90%	L3-6	L3-7	L3-8	L3-9	\$46,918	24.75%	1.73%	26.48%
L3-7	\$38,980	\$40,890	4.90%	L3-7	L3-8	L3-9	L3-10	\$47,864	22.79%	1.67%	24.46%
L3-8	\$40,132	\$42,098	4.90%	L3-8	L3-9	L3-10	L3-10	\$47,864	19.27%	1.62%	20.89%
L3-9	\$41,279	\$43,302	4.90%	L3-9	L3-10	L3-10	L3-10	\$47,864	15.95%	1.57%	17.53%
L3-10	\$42,111	\$44,174	4.90%	L3-10	L3-10	L3-10	L3-10	\$47,864	13.66%	1.54%	15.21%
										\$650.00	
L4-8	\$40,132	\$42,098	4.90%	L4-8	L4-9	L4-10	L4-11	\$48,598	21.10%	1.62%	22.72%
L4-9	\$41,279	\$43,302	4.90%	L4-9	L4-10	L4-11	L4-12	\$50,018	21.17%	1.57%	22.75%
L4-10	\$42,111	\$44,174	4.90%	L4-10	L4-11	L4-12	L4-13	\$51,426	22.12%	1.54%	23.66%
L4-11	\$42,757	\$44,852	4.90%	L4-11	L4-12	L4-13	L4-13	\$51,426	20.28%	1.52%	21.80%
L4-12	\$44,006	\$46,162	4.90%	L4-12	L4-13	L4-13	L4-13	\$51,426	16.86%	1.48%	18.34%
L4-13	\$45,245	\$47,462	4.90%	L4-13	L4-13	L4-13	L4-13	\$51,426	13.66%	1.44%	15.10%
										\$680.00	
L5-9	\$41,279	\$43,302	4.90%	L5-9	L5-10	L5-11	L5-12	\$50,018	21.17%	1.65%	22.82%
L5-10	\$42,111	\$44,174	4.90%	L5-10	L5-11	L5-12	L5-13	\$51,426	22.12%	1.61%	23.74%
L5-11	\$42,757	\$44,852	4.90%	L5-11	L5-12	L5-13	L5-14	\$52,830	23.56%	1.59%	25.15%
L5-12	\$44,006	\$46,162	4.90%	L5-12	L5-13	L5-14	L5-15	\$54,207	23.18%	1.55%	24.73%
L5-13	\$45,245	\$47,462	4.90%	L5-13	L5-14	L5-15	L5-16	\$57,471	27.02%	1.50%	28.52%
L5-14	\$46,480	\$48,758	4.90%	L5-14	L5-15	L5-16	L5-16	\$57,471	23.65%	1.46%	25.11%
L5-15	\$47,692	\$50,029	4.90%	L5-15	L5-16	L5-16	L5-16	\$57,471	20.50%	1.43%	21.93%
L5-16	\$50,563	\$53,041	4.90%	L5-16	L5-16	L5-16	L5-16	\$57,471	13.66%	1.34%	15.01%
										\$800.00	
L6-16	\$50,563	\$53,041	4.90%	L6-16	L6-17	L6-18	L6-19	\$63,478	25.54%	1.58%	27.12%
L6-17	\$51,805	\$54,343	4.90%	L6-17	L6-18	L6-19	L6-20	\$64,897	25.27%	1.54%	26.82%
L6-18	\$53,013	\$55,611	4.90%	L6-18	L6-19	L6-20	L6-20	\$64,897	22.42%	1.51%	23.93%
L6-19	\$55,848	\$58,585	4.90%	L6-19	L6-20	L6-20	L6-20	\$64,897	16.20%	1.43%	17.64%
L6-20	\$57,097	\$59,895	4.90%	L6-20	L6-20	L6-20	L6-20	\$64,897	13.66%	1.40%	15.06%
										\$900.00	
L7-18	\$53,013	\$55,611	4.90%	L7-18	L7-19	L7-20	L7-21	\$66,311	25.08%	1.70%	26.78%
L7-19	\$55,848	\$58,585	4.90%	L7-19	L7-20	L7-21	L7-22	\$70,151	25.61%	1.61%	27.22%
L7-20	\$57,097	\$59,895	4.90%	L7-20	L7-21	L7-22	L7-23	\$71,942	26.00%	1.58%	27.58%
L7-21	\$58,341	\$61,200	4.90%	L7-21	L7-22	L7-23	L7-24	\$73,739	26.39%	1.54%	27.94%
L7-22	\$61,719	\$64,743	4.90%	L7-22	L7-23	L7-24	L7-24	\$73,739	19.48%	1.46%	20.93%
L7-23	\$63,295	\$66,396	4.90%	L7-23	L7-24	L7-24	L7-24	\$73,739	16.50%	1.42%	17.92%
L7-24	\$64,876	\$68,055	4.90%	L7-24	L7-24	L7-24	L7-24	\$73,739	13.66%	1.39%	15.05%