

Attachment #1

| LAW ENFORCEMENT PAY PLAN 2021 |           |           |           |           |           |           |           |           |           |           |
|-------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade                         | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
| UL21                          | \$ 97,926 | \$104,046 | \$110,165 | \$116,286 | \$122,407 | \$127,303 | \$132,200 | \$137,096 | \$141,991 | \$146,888 |
| TL21                          | \$ 88,745 | \$ 94,293 | \$ 99,839 | \$105,386 | \$110,932 | \$115,369 | \$119,806 | \$124,244 | \$128,681 | \$133,118 |
| SL21                          | \$ 80,419 | \$ 85,446 | \$ 90,472 | \$ 95,499 | \$100,524 | \$104,545 | \$108,566 | \$112,587 | \$116,608 | \$120,629 |
| RL21                          | \$ 73,088 | \$ 77,657 | \$ 82,225 | \$ 86,793 | \$ 91,361 | \$ 95,015 | \$ 98,669 | \$102,323 | \$105,977 | \$109,633 |
| QL21                          | \$ 66,662 | \$ 70,828 | \$ 74,994 | \$ 79,161 | \$ 83,327 | \$ 86,661 | \$ 89,993 | \$ 93,326 | \$ 96,659 | \$ 99,992 |
| PL21                          | \$ 60,876 | \$ 64,681 | \$ 68,485 | \$ 72,290 | \$ 76,094 | \$ 79,137 | \$ 82,182 | \$ 85,225 | \$ 88,270 | \$ 91,313 |
| OL21                          | \$ 55,856 | \$ 59,346 | \$ 62,839 | \$ 66,329 | \$ 69,820 | \$ 72,614 | \$ 75,406 | \$ 78,199 | \$ 80,991 | \$ 83,784 |
| NL21                          | \$ 51,318 | \$ 54,526 | \$ 57,732 | \$ 60,941 | \$ 64,147 | \$ 66,713 | \$ 69,278 | \$ 71,845 | \$ 74,411 | \$ 76,977 |
| ML21                          | \$ 47,376 | \$ 50,338 | \$ 53,298 | \$ 56,261 | \$ 59,221 | \$ 61,590 | \$ 63,959 | \$ 66,328 | \$ 68,697 | \$ 71,066 |
| LL21                          | \$ 43,811 | \$ 46,550 | \$ 49,287 | \$ 52,026 | \$ 54,764 | \$ 56,954 | \$ 59,145 | \$ 61,335 | \$ 63,526 | \$ 65,717 |
| KL21                          | \$ 40,732 | \$ 43,277 | \$ 45,823 | \$ 48,369 | \$ 50,915 | \$ 52,952 | \$ 54,988 | \$ 57,024 | \$ 59,061 | \$ 61,098 |
| JL21                          | \$ 37,900 | \$ 40,269 | \$ 42,638 | \$ 45,007 | \$ 47,376 | \$ 49,271 | \$ 51,166 | \$ 53,061 | \$ 54,955 | \$ 56,852 |
| IL21                          | \$ 35,335 | \$ 37,543 | \$ 39,750 | \$ 41,959 | \$ 44,168 | \$ 45,934 | \$ 47,702 | \$ 49,467 | \$ 51,235 | \$ 53,001 |
| HL21                          | \$ 32,997 | \$ 35,060 | \$ 37,122 | \$ 39,185 | \$ 41,247 | \$ 42,897 | \$ 44,546 | \$ 46,197 | \$ 47,847 | \$ 49,497 |
| GL21                          | \$ 30,930 | \$ 32,863 | \$ 34,798 | \$ 36,731 | \$ 38,663 | \$ 40,210 | \$ 41,756 | \$ 43,302 | \$ 44,850 | \$ 46,396 |
| FL21                          | \$ 29,133 | \$ 30,954 | \$ 32,776 | \$ 34,596 | \$ 36,417 | \$ 37,874 | \$ 39,331 | \$ 40,786 | \$ 42,243 | \$ 43,700 |
| EL21                          | \$ 27,516 | \$ 29,235 | \$ 30,955 | \$ 32,675 | \$ 34,395 | \$ 35,771 | \$ 37,147 | \$ 38,521 | \$ 39,897 | \$ 41,274 |
| DL21                          | \$ 26,168 | \$ 27,803 | \$ 29,439 | \$ 31,074 | \$ 32,710 | \$ 34,018 | \$ 35,326 | \$ 36,635 | \$ 37,943 | \$ 39,252 |

| LAW ENFORCEMENT PAY PLAN 2021 |           |           |           |           |           |           |           |           |           |           |
|-------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade                         | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |
| UL21                          | \$152,029 | \$157,350 | \$162,857 | \$168,557 | \$174,456 | \$180,562 | \$186,883 | \$193,423 | \$200,193 | \$207,199 |
| TL21                          | \$137,777 | \$142,599 | \$147,590 | \$152,755 | \$158,103 | \$163,636 | \$169,363 | \$175,290 | \$181,426 | \$187,776 |
| SL21                          | \$124,852 | \$129,221 | \$133,744 | \$138,424 | \$143,270 | \$148,284 | \$153,474 | \$158,845 | \$164,405 | \$170,159 |
| RL21                          | \$113,471 | \$117,442 | \$121,553 | \$125,806 | \$130,211 | \$134,767 | \$139,485 | \$144,367 | \$149,418 | \$154,649 |
| QL21                          | \$103,491 | \$107,114 | \$110,862 | \$114,743 | \$118,759 | \$122,915 | \$127,219 | \$131,671 | \$136,278 | \$141,049 |
| PL21                          | \$ 94,509 | \$ 97,817 | \$101,240 | \$104,783 | \$108,450 | \$112,247 | \$116,175 | \$120,241 | \$124,450 | \$128,805 |
| OL21                          | \$ 86,717 | \$ 89,752 | \$ 92,894 | \$ 96,145 | \$ 99,510 | \$102,992 | \$106,597 | \$110,329 | \$114,190 | \$118,186 |
| NL21                          | \$ 79,671 | \$ 82,460 | \$ 85,346 | \$ 88,332 | \$ 91,423 | \$ 94,623 | \$ 97,936 | \$101,363 | \$104,912 | \$108,583 |
| ML21                          | \$ 73,554 | \$ 76,127 | \$ 78,792 | \$ 81,549 | \$ 84,404 | \$ 87,358 | \$ 90,416 | \$ 93,579 | \$ 96,853 | \$100,245 |
| LL21                          | \$ 68,016 | \$ 70,397 | \$ 72,861 | \$ 75,410 | \$ 78,050 | \$ 80,783 | \$ 83,609 | \$ 86,537 | \$ 89,565 | \$ 92,700 |
| KL21                          | \$ 63,235 | \$ 65,449 | \$ 67,740 | \$ 70,111 | \$ 72,564 | \$ 75,105 | \$ 77,733 | \$ 80,454 | \$ 83,269 | \$ 86,185 |
| JL21                          | \$ 58,841 | \$ 60,901 | \$ 63,032 | \$ 65,239 | \$ 67,522 | \$ 69,886 | \$ 72,331 | \$ 74,864 | \$ 77,484 | \$ 80,195 |
| IL21                          | \$ 54,856 | \$ 56,776 | \$ 58,763 | \$ 60,820 | \$ 62,949 | \$ 65,152 | \$ 67,433 | \$ 69,792 | \$ 72,235 | \$ 74,763 |
| HL21                          | \$ 51,230 | \$ 53,023 | \$ 54,878 | \$ 56,799 | \$ 58,786 | \$ 60,845 | \$ 62,974 | \$ 65,178 | \$ 67,459 | \$ 69,820 |
| GL21                          | \$ 48,020 | \$ 49,700 | \$ 51,440 | \$ 53,241 | \$ 55,104 | \$ 57,034 | \$ 59,029 | \$ 61,096 | \$ 63,234 | \$ 65,447 |
| FL21                          | \$ 45,230 | \$ 46,813 | \$ 48,452 | \$ 50,146 | \$ 51,903 | \$ 53,718 | \$ 55,600 | \$ 57,546 | \$ 59,560 | \$ 61,644 |
| EL21                          | \$ 42,717 | \$ 44,212 | \$ 45,760 | \$ 47,363 | \$ 49,020 | \$ 50,736 | \$ 52,512 | \$ 54,349 | \$ 56,252 | \$ 58,220 |
| DL21                          | \$ 40,626 | \$ 42,047 | \$ 43,519 | \$ 45,042 | \$ 46,618 | \$ 48,250 | \$ 49,938 | \$ 51,686 | \$ 53,495 | \$ 55,368 |

**PUBLIC SAFETY & LAW ENFORCEMENT PAY SCALE (Effective 1/18/22)**

**[APPENDIX F]**

| <i>Months Remaining in FY</i> |             |               | 12            | 11            | 10            | 9            | 8            | 7            | 6            | 5            | 4            | 3            | 2            | 1            |
|-------------------------------|-------------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Grade</b>                  | <b>Step</b> | <b>Salary</b> | <b>10-Oct</b> | <b>11-Nov</b> | <b>12-Dec</b> | <b>1-Jan</b> | <b>2-Feb</b> | <b>3-Mar</b> | <b>4-Apr</b> | <b>5-May</b> | <b>6-Jun</b> | <b>7-Jul</b> | <b>8-Aug</b> | <b>9-Sep</b> |
| DL21                          | 01          | 26,168        | 1,635         | 1,499         | 1,363         | 1,226        | 1,090        | 954          | 818          | 681          | 545          | 409          | 273          | 136          |
| DL21                          | 02          | 27,803        | 1,636         | 1,500         | 1,363         | 1,227        | 1,091        | 954          | 818          | 682          | 545          | 409          | 273          | 136          |
| DL21                          | 03          | 29,439        | 1,635         | 1,499         | 1,363         | 1,226        | 1,090        | 954          | 818          | 681          | 545          | 409          | 273          | 136          |
| DL21                          | 04          | 31,074        | 1,636         | 1,500         | 1,363         | 1,227        | 1,091        | 954          | 818          | 682          | 545          | 409          | 273          | 136          |
| DL21                          | 05          | 32,710        | 1,308         | 1,199         | 1,090         | 981          | 872          | 763          | 654          | 545          | 436          | 327          | 218          | 109          |
| DL21                          | 06          | 34,018        | 1,308         | 1,199         | 1,090         | 981          | 872          | 763          | 654          | 545          | 436          | 327          | 218          | 109          |
| DL21                          | 07          | 35,326        | 1,309         | 1,200         | 1,091         | 982          | 873          | 764          | 655          | 545          | 436          | 327          | 218          | 109          |
| DL21                          | 08          | 36,635        | 1,308         | 1,199         | 1,090         | 981          | 872          | 763          | 654          | 545          | 436          | 327          | 218          | 109          |
| DL21                          | 09          | 37,943        | 1,309         | 1,200         | 1,091         | 982          | 873          | 764          | 655          | 545          | 436          | 327          | 218          | 109          |
| DL21                          | 10          | 39,252        | 1,374         | 1,260         | 1,145         | 1,031        | 916          | 802          | 687          | 573          | 458          | 344          | 229          | 115          |
| DL21                          | 11          | 40,626        | 1,421         | 1,303         | 1,184         | 1,066        | 947          | 829          | 711          | 592          | 474          | 355          | 237          | 118          |
| DL21                          | 12          | 42,047        | 1,472         | 1,349         | 1,227         | 1,104        | 981          | 859          | 736          | 613          | 491          | 368          | 245          | 123          |
| DL21                          | 13          | 43,519        | 1,523         | 1,396         | 1,269         | 1,142        | 1,015        | 888          | 762          | 635          | 508          | 381          | 254          | 127          |
| DL21                          | 14          | 45,042        | 1,576         | 1,445         | 1,313         | 1,182        | 1,051        | 919          | 788          | 657          | 525          | 394          | 263          | 131          |
| DL21                          | 15          | 46,618        | 1,632         | 1,496         | 1,360         | 1,224        | 1,088        | 952          | 816          | 680          | 544          | 408          | 272          | 136          |
| DL21                          | 16          | 48,250        | 1,688         | 1,547         | 1,407         | 1,266        | 1,125        | 985          | 844          | 703          | 563          | 422          | 281          | 141          |
| DL21                          | 17          | 49,938        | 1,748         | 1,602         | 1,457         | 1,311        | 1,165        | 1,020        | 874          | 728          | 583          | 437          | 291          | 146          |
| DL21                          | 18          | 51,686        | 1,809         | 1,658         | 1,508         | 1,357        | 1,206        | 1,055        | 905          | 754          | 603          | 452          | 302          | 151          |
| DL21                          | 19          | 53,495        | 1,873         | 1,717         | 1,561         | 1,405        | 1,249        | 1,093        | 937          | 780          | 624          | 468          | 312          | 156          |
| DL21                          | 20          | 55,368        | 1,938         | 1,776         | 1,615         | 1,453        | 1,292        | 1,130        | 969          | 807          | 646          | 484          | 323          | 161          |
| EL21                          | 01          | 27,516        | 1,719         | 1,576         | 1,433         | 1,289        | 1,146        | 1,003        | 860          | 716          | 573          | 430          | 287          | 143          |
| EL21                          | 02          | 29,235        | 1,720         | 1,577         | 1,433         | 1,290        | 1,147        | 1,003        | 860          | 717          | 573          | 430          | 287          | 143          |
| EL21                          | 03          | 30,955        | 1,720         | 1,577         | 1,433         | 1,290        | 1,147        | 1,003        | 860          | 717          | 573          | 430          | 287          | 143          |
| EL21                          | 04          | 32,675        | 1,720         | 1,577         | 1,433         | 1,290        | 1,147        | 1,003        | 860          | 717          | 573          | 430          | 287          | 143          |
| EL21                          | 05          | 34,395        | 1,376         | 1,261         | 1,147         | 1,032        | 917          | 803          | 688          | 573          | 459          | 344          | 229          | 115          |
| EL21                          | 06          | 35,771        | 1,376         | 1,261         | 1,147         | 1,032        | 917          | 803          | 688          | 573          | 459          | 344          | 229          | 115          |
| EL21                          | 07          | 37,147        | 1,374         | 1,260         | 1,145         | 1,031        | 916          | 802          | 687          | 573          | 458          | 344          | 229          | 115          |
| EL21                          | 08          | 38,521        | 1,376         | 1,261         | 1,147         | 1,032        | 917          | 803          | 688          | 573          | 459          | 344          | 229          | 115          |
| EL21                          | 09          | 39,897        | 1,377         | 1,262         | 1,148         | 1,033        | 918          | 803          | 689          | 574          | 459          | 344          | 230          | 115          |
| EL21                          | 10          | 41,274        | 1,443         | 1,323         | 1,203         | 1,082        | 962          | 842          | 722          | 601          | 481          | 361          | 241          | 120          |
| EL21                          | 11          | 42,717        | 1,495         | 1,370         | 1,246         | 1,121        | 997          | 872          | 748          | 623          | 498          | 374          | 249          | 125          |
| EL21                          | 12          | 44,212        | 1,548         | 1,419         | 1,290         | 1,161        | 1,032        | 903          | 774          | 645          | 516          | 387          | 258          | 129          |
| EL21                          | 13          | 45,760        | 1,603         | 1,469         | 1,336         | 1,202        | 1,069        | 935          | 802          | 668          | 534          | 401          | 267          | 134          |
| EL21                          | 14          | 47,363        | 1,657         | 1,519         | 1,381         | 1,243        | 1,105        | 967          | 829          | 690          | 552          | 414          | 276          | 138          |
| EL21                          | 15          | 49,020        | 1,716         | 1,573         | 1,430         | 1,287        | 1,144        | 1,001        | 858          | 715          | 572          | 429          | 286          | 143          |
| EL21                          | 16          | 50,736        | 1,776         | 1,628         | 1,480         | 1,332        | 1,184        | 1,036        | 888          | 740          | 592          | 444          | 296          | 148          |
| EL21                          | 17          | 52,512        | 1,837         | 1,684         | 1,531         | 1,378        | 1,225        | 1,072        | 919          | 765          | 612          | 459          | 306          | 153          |
| EL21                          | 18          | 54,349        | 1,903         | 1,744         | 1,586         | 1,427        | 1,269        | 1,110        | 952          | 793          | 634          | 476          | 317          | 159          |
| EL21                          | 19          | 56,252        | 1,968         | 1,804         | 1,640         | 1,476        | 1,312        | 1,148        | 984          | 820          | 656          | 492          | 328          | 164          |
| EL21                          | 20          | 58,220        | 2,038         | 1,868         | 1,698         | 1,528        | 1,358        | 1,189        | 1,019        | 849          | 679          | 509          | 340          | 170          |
| FL21                          | 01          | 29,133        | 1,821         | 1,669         | 1,518         | 1,366        | 1,214        | 1,062        | 911          | 759          | 607          | 455          | 304          | 152          |
| FL21                          | 02          | 30,954        | 1,822         | 1,670         | 1,518         | 1,367        | 1,215        | 1,063        | 911          | 759          | 607          | 455          | 304          | 152          |
| FL21                          | 03          | 32,776        | 1,820         | 1,668         | 1,517         | 1,365        | 1,213        | 1,062        | 910          | 758          | 607          | 455          | 303          | 152          |
| FL21                          | 04          | 34,596        | 1,821         | 1,669         | 1,518         | 1,366        | 1,214        | 1,062        | 911          | 759          | 607          | 455          | 304          | 152          |
| FL21                          | 05          | 36,417        | 1,457         | 1,336         | 1,214         | 1,093        | 971          | 850          | 729          | 607          | 486          | 364          | 243          | 121          |
| FL21                          | 06          | 37,874        | 1,457         | 1,336         | 1,214         | 1,093        | 971          | 850          | 729          | 607          | 486          | 364          | 243          | 121          |
| FL21                          | 07          | 39,331        | 1,455         | 1,334         | 1,213         | 1,091        | 970          | 849          | 728          | 606          | 485          | 364          | 243          | 121          |
| FL21                          | 08          | 40,786        | 1,457         | 1,336         | 1,214         | 1,093        | 971          | 850          | 729          | 607          | 486          | 364          | 243          | 121          |
| FL21                          | 09          | 42,243        | 1,457         | 1,336         | 1,214         | 1,093        | 971          | 850          | 729          | 607          | 486          | 364          | 243          | 121          |
| FL21                          | 10          | 43,700        | 1,530         | 1,403         | 1,275         | 1,148        | 1,020        | 893          | 765          | 638          | 510          | 383          | 255          | 128          |
| FL21                          | 11          | 45,230        | 1,583         | 1,451         | 1,319         | 1,187        | 1,055        | 923          | 792          | 660          | 528          | 396          | 264          | 132          |
| FL21                          | 12          | 46,813        | 1,639         | 1,502         | 1,366         | 1,229        | 1,093        | 956          | 820          | 683          | 546          | 410          | 273          | 137          |
| FL21                          | 13          | 48,452        | 1,694         | 1,553         | 1,412         | 1,271        | 1,129        | 988          | 847          | 706          | 565          | 424          | 282          | 141          |
| FL21                          | 14          | 50,146        | 1,757         | 1,611         | 1,464         | 1,318        | 1,171        | 1,025        | 879          | 732          | 586          | 439          | 293          | 146          |
| FL21                          | 15          | 51,903        | 1,815         | 1,664         | 1,513         | 1,361        | 1,210        | 1,059        | 908          | 756          | 605          | 454          | 303          | 151          |
| FL21                          | 16          | 53,718        | 1,882         | 1,725         | 1,568         | 1,412        | 1,255        | 1,098        | 941          | 784          | 627          | 471          | 314          | 157          |
| FL21                          | 17          | 55,600        | 1,946         | 1,784         | 1,622         | 1,460        | 1,297        | 1,135        | 973          | 811          | 649          | 487          | 324          | 162          |
| FL21                          | 18          | 57,546        | 2,014         | 1,846         | 1,678         | 1,511        | 1,343        | 1,175        | 1,007        | 839          | 671          | 504          | 336          | 168          |
| FL21                          | 19          | 59,560        | 2,084         | 1,910         | 1,737         | 1,563        | 1,389        | 1,216        | 1,042        | 868          | 695          | 521          | 347          | 174          |
| FL21                          | 20          | 61,644        | 2,158         | 1,978         | 1,798         | 1,618        | 1,438        | 1,259        | 1,079        | 899          | 719          | 539          | 360          | 180          |

PUBLIC SAFETY & LAW ENFORCEMENT PAY SCALE (Effective 1/18/22)

[APPENDIX F]

| Months Remaining in FY |      |        | 12     | 11     | 10     | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
|------------------------|------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Grade                  | Step | Salary | 10-Oct | 11-Nov | 12-Dec | 1-Jan | 2-Feb | 3-Mar | 4-Apr | 5-May | 6-Jun | 7-Jul | 8-Aug | 9-Sep |
| GL21                   | 01   | 30,930 | 1,933  | 1,772  | 1,611  | 1,450 | 1,289 | 1,128 | 967   | 805   | 644   | 483   | 322   | 161   |
| GL21                   | 02   | 32,863 | 1,935  | 1,774  | 1,613  | 1,451 | 1,290 | 1,129 | 968   | 806   | 645   | 484   | 323   | 161   |
| GL21                   | 03   | 34,798 | 1,933  | 1,772  | 1,611  | 1,450 | 1,289 | 1,128 | 967   | 805   | 644   | 483   | 322   | 161   |
| GL21                   | 04   | 36,731 | 1,932  | 1,771  | 1,610  | 1,449 | 1,288 | 1,127 | 966   | 805   | 644   | 483   | 322   | 161   |
| GL21                   | 05   | 38,663 | 1,547  | 1,418  | 1,289  | 1,160 | 1,031 | 902   | 774   | 645   | 516   | 387   | 258   | 129   |
| GL21                   | 06   | 40,210 | 1,546  | 1,417  | 1,288  | 1,160 | 1,031 | 902   | 773   | 644   | 515   | 387   | 258   | 129   |
| GL21                   | 07   | 41,756 | 1,546  | 1,417  | 1,288  | 1,160 | 1,031 | 902   | 773   | 644   | 515   | 387   | 258   | 129   |
| GL21                   | 08   | 43,302 | 1,548  | 1,419  | 1,290  | 1,161 | 1,032 | 903   | 774   | 645   | 516   | 387   | 258   | 129   |
| GL21                   | 09   | 44,850 | 1,546  | 1,417  | 1,288  | 1,160 | 1,031 | 902   | 773   | 644   | 515   | 387   | 258   | 129   |
| GL21                   | 10   | 46,396 | 1,624  | 1,489  | 1,353  | 1,218 | 1,083 | 947   | 812   | 677   | 541   | 406   | 271   | 135   |
| GL21                   | 11   | 48,020 | 1,680  | 1,540  | 1,400  | 1,260 | 1,120 | 980   | 840   | 700   | 560   | 420   | 280   | 140   |
| GL21                   | 12   | 49,700 | 1,740  | 1,595  | 1,450  | 1,305 | 1,160 | 1,015 | 870   | 725   | 580   | 435   | 290   | 145   |
| GL21                   | 13   | 51,440 | 1,801  | 1,651  | 1,501  | 1,351 | 1,201 | 1,051 | 901   | 750   | 600   | 450   | 300   | 150   |
| GL21                   | 14   | 53,241 | 1,863  | 1,708  | 1,553  | 1,397 | 1,242 | 1,087 | 932   | 776   | 621   | 466   | 311   | 155   |
| GL21                   | 15   | 55,104 | 1,930  | 1,769  | 1,608  | 1,448 | 1,287 | 1,126 | 965   | 804   | 643   | 483   | 322   | 161   |
| GL21                   | 16   | 57,034 | 1,995  | 1,829  | 1,663  | 1,496 | 1,330 | 1,164 | 998   | 831   | 665   | 499   | 333   | 166   |
| GL21                   | 17   | 59,029 | 2,067  | 1,895  | 1,723  | 1,550 | 1,378 | 1,206 | 1,034 | 861   | 689   | 517   | 345   | 172   |
| GL21                   | 18   | 61,096 | 2,138  | 1,960  | 1,782  | 1,604 | 1,425 | 1,247 | 1,069 | 891   | 713   | 535   | 356   | 178   |
| GL21                   | 19   | 63,234 | 2,213  | 2,029  | 1,844  | 1,660 | 1,475 | 1,291 | 1,107 | 922   | 738   | 553   | 369   | 184   |
| GL21                   | 20   | 65,447 | 2,291  | 2,100  | 1,909  | 1,718 | 1,527 | 1,336 | 1,145 | 954   | 764   | 573   | 382   | 191   |
| HL21                   | 01   | 32,997 | 2,063  | 1,891  | 1,719  | 1,547 | 1,375 | 1,203 | 1,032 | 860   | 688   | 516   | 344   | 172   |
| HL21                   | 02   | 35,060 | 2,062  | 1,890  | 1,718  | 1,547 | 1,375 | 1,203 | 1,031 | 859   | 687   | 516   | 344   | 172   |
| HL21                   | 03   | 37,122 | 2,063  | 1,891  | 1,719  | 1,547 | 1,375 | 1,203 | 1,032 | 860   | 688   | 516   | 344   | 172   |
| HL21                   | 04   | 39,185 | 2,062  | 1,890  | 1,718  | 1,547 | 1,375 | 1,203 | 1,031 | 859   | 687   | 516   | 344   | 172   |
| HL21                   | 05   | 41,247 | 1,650  | 1,513  | 1,375  | 1,238 | 1,100 | 963   | 825   | 688   | 550   | 413   | 275   | 138   |
| HL21                   | 06   | 42,897 | 1,649  | 1,512  | 1,374  | 1,237 | 1,099 | 962   | 825   | 687   | 550   | 412   | 275   | 137   |
| HL21                   | 07   | 44,546 | 1,651  | 1,513  | 1,376  | 1,238 | 1,101 | 963   | 826   | 688   | 550   | 413   | 275   | 138   |
| HL21                   | 08   | 46,197 | 1,650  | 1,513  | 1,375  | 1,238 | 1,100 | 963   | 825   | 688   | 550   | 413   | 275   | 138   |
| HL21                   | 09   | 47,847 | 1,650  | 1,513  | 1,375  | 1,238 | 1,100 | 963   | 825   | 688   | 550   | 413   | 275   | 138   |
| HL21                   | 10   | 49,497 | 1,733  | 1,589  | 1,444  | 1,300 | 1,155 | 1,011 | 867   | 722   | 578   | 433   | 289   | 144   |
| HL21                   | 11   | 51,230 | 1,793  | 1,644  | 1,494  | 1,345 | 1,195 | 1,046 | 897   | 747   | 598   | 448   | 299   | 149   |
| HL21                   | 12   | 53,023 | 1,855  | 1,700  | 1,546  | 1,391 | 1,237 | 1,082 | 928   | 773   | 618   | 464   | 309   | 155   |
| HL21                   | 13   | 54,878 | 1,921  | 1,761  | 1,601  | 1,441 | 1,281 | 1,121 | 961   | 800   | 640   | 480   | 320   | 160   |
| HL21                   | 14   | 56,799 | 1,987  | 1,821  | 1,656  | 1,490 | 1,325 | 1,159 | 994   | 828   | 662   | 497   | 331   | 166   |
| HL21                   | 15   | 58,786 | 2,059  | 1,887  | 1,716  | 1,544 | 1,373 | 1,201 | 1,030 | 858   | 686   | 515   | 343   | 172   |
| HL21                   | 16   | 60,845 | 2,129  | 1,952  | 1,774  | 1,597 | 1,419 | 1,242 | 1,065 | 887   | 710   | 532   | 355   | 177   |
| HL21                   | 17   | 62,974 | 2,204  | 2,020  | 1,837  | 1,653 | 1,469 | 1,286 | 1,102 | 918   | 735   | 551   | 367   | 184   |
| HL21                   | 18   | 65,178 | 2,281  | 2,091  | 1,901  | 1,711 | 1,521 | 1,331 | 1,141 | 950   | 760   | 570   | 380   | 190   |
| HL21                   | 19   | 67,459 | 2,361  | 2,164  | 1,968  | 1,771 | 1,574 | 1,377 | 1,181 | 984   | 787   | 590   | 394   | 197   |
| HL21                   | 20   | 69,820 | 2,444  | 2,240  | 2,036  | 1,833 | 1,629 | 1,425 | 1,222 | 1,018 | 815   | 611   | 407   | 204   |
| IL21                   | 01   | 35,335 | 2,208  | 2,024  | 1,840  | 1,656 | 1,472 | 1,288 | 1,104 | 920   | 736   | 552   | 368   | 184   |
| IL21                   | 02   | 37,543 | 2,207  | 2,023  | 1,839  | 1,655 | 1,471 | 1,287 | 1,104 | 920   | 736   | 552   | 368   | 184   |
| IL21                   | 03   | 39,750 | 2,209  | 2,025  | 1,841  | 1,657 | 1,473 | 1,289 | 1,105 | 920   | 736   | 552   | 368   | 184   |
| IL21                   | 04   | 41,959 | 2,209  | 2,025  | 1,841  | 1,657 | 1,473 | 1,289 | 1,105 | 920   | 736   | 552   | 368   | 184   |
| IL21                   | 05   | 44,168 | 1,766  | 1,619  | 1,472  | 1,325 | 1,177 | 1,030 | 883   | 736   | 589   | 442   | 294   | 147   |
| IL21                   | 06   | 45,934 | 1,768  | 1,621  | 1,473  | 1,326 | 1,179 | 1,031 | 884   | 737   | 589   | 442   | 295   | 147   |
| IL21                   | 07   | 47,702 | 1,765  | 1,618  | 1,471  | 1,324 | 1,177 | 1,030 | 883   | 735   | 588   | 441   | 294   | 147   |
| IL21                   | 08   | 49,467 | 1,768  | 1,621  | 1,473  | 1,326 | 1,179 | 1,031 | 884   | 737   | 589   | 442   | 295   | 147   |
| IL21                   | 09   | 51,235 | 1,766  | 1,619  | 1,472  | 1,325 | 1,177 | 1,030 | 883   | 736   | 589   | 442   | 294   | 147   |
| IL21                   | 10   | 53,001 | 1,855  | 1,700  | 1,546  | 1,391 | 1,237 | 1,082 | 928   | 773   | 618   | 464   | 309   | 155   |
| IL21                   | 11   | 54,856 | 1,920  | 1,760  | 1,600  | 1,440 | 1,280 | 1,120 | 960   | 800   | 640   | 480   | 320   | 160   |
| IL21                   | 12   | 56,776 | 1,987  | 1,821  | 1,656  | 1,490 | 1,325 | 1,159 | 994   | 828   | 662   | 497   | 331   | 166   |
| IL21                   | 13   | 58,763 | 2,057  | 1,886  | 1,714  | 1,543 | 1,371 | 1,200 | 1,029 | 857   | 686   | 514   | 343   | 171   |
| IL21                   | 14   | 60,820 | 2,129  | 1,952  | 1,774  | 1,597 | 1,419 | 1,242 | 1,065 | 887   | 710   | 532   | 355   | 177   |
| IL21                   | 15   | 62,949 | 2,203  | 2,019  | 1,836  | 1,652 | 1,469 | 1,285 | 1,102 | 918   | 734   | 551   | 367   | 184   |
| IL21                   | 16   | 65,152 | 2,281  | 2,091  | 1,901  | 1,711 | 1,521 | 1,331 | 1,141 | 950   | 760   | 570   | 380   | 190   |
| IL21                   | 17   | 67,433 | 2,359  | 2,162  | 1,966  | 1,769 | 1,573 | 1,376 | 1,180 | 983   | 786   | 590   | 393   | 197   |
| IL21                   | 18   | 69,792 | 2,443  | 2,239  | 2,036  | 1,832 | 1,629 | 1,425 | 1,222 | 1,018 | 814   | 611   | 407   | 204   |
| IL21                   | 19   | 72,235 | 2,528  | 2,317  | 2,107  | 1,896 | 1,685 | 1,475 | 1,264 | 1,053 | 843   | 632   | 421   | 211   |
| IL21                   | 20   | 74,763 | 2,617  | 2,399  | 2,181  | 1,963 | 1,744 | 1,526 | 1,308 | 1,090 | 872   | 654   | 436   | 218   |

**PUBLIC SAFETY & LAW ENFORCEMENT PAY SCALE (Effective 1/18/22)**

**[APPENDIX F]**

| <i>Months Remaining in FY</i> |             |               | 12            | 11            | 10            | 9            | 8            | 7            | 6            | 5            | 4            | 3            | 2            | 1            |
|-------------------------------|-------------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Grade</b>                  | <b>Step</b> | <b>Salary</b> | <b>10-Oct</b> | <b>11-Nov</b> | <b>12-Dec</b> | <b>1-Jan</b> | <b>2-Feb</b> | <b>3-Mar</b> | <b>4-Apr</b> | <b>5-May</b> | <b>6-Jun</b> | <b>7-Jul</b> | <b>8-Aug</b> | <b>9-Sep</b> |
| JL21                          | 01          | 37,900        | 2,369         | 2,172         | 1,974         | 1,777        | 1,579        | 1,382        | 1,185        | 987          | 790          | 592          | 395          | 197          |
| JL21                          | 02          | 40,269        | 2,369         | 2,172         | 1,974         | 1,777        | 1,579        | 1,382        | 1,185        | 987          | 790          | 592          | 395          | 197          |
| JL21                          | 03          | 42,638        | 2,369         | 2,172         | 1,974         | 1,777        | 1,579        | 1,382        | 1,185        | 987          | 790          | 592          | 395          | 197          |
| JL21                          | 04          | 45,007        | 2,369         | 2,172         | 1,974         | 1,777        | 1,579        | 1,382        | 1,185        | 987          | 790          | 592          | 395          | 197          |
| JL21                          | 05          | 47,376        | 1,895         | 1,737         | 1,579         | 1,421        | 1,263        | 1,105        | 948          | 790          | 632          | 474          | 316          | 158          |
| JL21                          | 06          | 49,271        | 1,895         | 1,737         | 1,579         | 1,421        | 1,263        | 1,105        | 948          | 790          | 632          | 474          | 316          | 158          |
| JL21                          | 07          | 51,166        | 1,895         | 1,737         | 1,579         | 1,421        | 1,263        | 1,105        | 948          | 790          | 632          | 474          | 316          | 158          |
| JL21                          | 08          | 53,061        | 1,894         | 1,736         | 1,578         | 1,421        | 1,263        | 1,105        | 947          | 789          | 631          | 474          | 316          | 158          |
| JL21                          | 09          | 54,955        | 1,897         | 1,739         | 1,581         | 1,423        | 1,265        | 1,107        | 949          | 790          | 632          | 474          | 316          | 158          |
| JL21                          | 10          | 56,852        | 1,989         | 1,823         | 1,658         | 1,492        | 1,326        | 1,160        | 995          | 829          | 663          | 497          | 332          | 166          |
| JL21                          | 11          | 58,841        | 2,060         | 1,888         | 1,717         | 1,545        | 1,373        | 1,202        | 1,030        | 858          | 687          | 515          | 343          | 172          |
| JL21                          | 12          | 60,901        | 2,131         | 1,953         | 1,776         | 1,598        | 1,421        | 1,243        | 1,066        | 888          | 710          | 533          | 355          | 178          |
| JL21                          | 13          | 63,032        | 2,207         | 2,023         | 1,839         | 1,655        | 1,471        | 1,287        | 1,104        | 920          | 736          | 552          | 368          | 184          |
| JL21                          | 14          | 65,239        | 2,283         | 2,093         | 1,903         | 1,712        | 1,522        | 1,332        | 1,142        | 951          | 761          | 571          | 381          | 190          |
| JL21                          | 15          | 67,522        | 2,364         | 2,167         | 1,970         | 1,773        | 1,576        | 1,379        | 1,182        | 985          | 788          | 591          | 394          | 197          |
| JL21                          | 16          | 69,886        | 2,445         | 2,241         | 2,038         | 1,834        | 1,630        | 1,426        | 1,223        | 1,019        | 815          | 611          | 408          | 204          |
| JL21                          | 17          | 72,331        | 2,533         | 2,322         | 2,111         | 1,900        | 1,689        | 1,478        | 1,267        | 1,055        | 844          | 633          | 422          | 211          |
| JL21                          | 18          | 74,864        | 2,620         | 2,402         | 2,183         | 1,965        | 1,747        | 1,528        | 1,310        | 1,092        | 873          | 655          | 437          | 218          |
| JL21                          | 19          | 77,484        | 2,711         | 2,485         | 2,259         | 2,033        | 1,807        | 1,581        | 1,356        | 1,130        | 904          | 678          | 452          | 226          |
| JL21                          | 20          | 80,195        | 2,807         | 2,573         | 2,339         | 2,105        | 1,871        | 1,637        | 1,403        | 1,170        | 936          | 702          | 468          | 234          |
| KL21                          | 01          | 40,732        | 2,545         | 2,333         | 2,121         | 1,909        | 1,697        | 1,485        | 1,273        | 1,060        | 848          | 636          | 424          | 212          |
| KL21                          | 02          | 43,277        | 2,546         | 2,334         | 2,122         | 1,910        | 1,697        | 1,485        | 1,273        | 1,061        | 849          | 637          | 424          | 212          |
| KL21                          | 03          | 45,823        | 2,546         | 2,334         | 2,122         | 1,910        | 1,697        | 1,485        | 1,273        | 1,061        | 849          | 637          | 424          | 212          |
| KL21                          | 04          | 48,369        | 2,546         | 2,334         | 2,122         | 1,910        | 1,697        | 1,485        | 1,273        | 1,061        | 849          | 637          | 424          | 212          |
| KL21                          | 05          | 50,915        | 2,037         | 1,867         | 1,698         | 1,528        | 1,358        | 1,188        | 1,019        | 849          | 679          | 509          | 340          | 170          |
| KL21                          | 06          | 52,952        | 2,036         | 1,866         | 1,697         | 1,527        | 1,357        | 1,188        | 1,018        | 848          | 679          | 509          | 339          | 170          |
| KL21                          | 07          | 54,988        | 2,036         | 1,866         | 1,697         | 1,527        | 1,357        | 1,188        | 1,018        | 848          | 679          | 509          | 339          | 170          |
| KL21                          | 08          | 57,024        | 2,037         | 1,867         | 1,698         | 1,528        | 1,358        | 1,188        | 1,019        | 849          | 679          | 509          | 340          | 170          |
| KL21                          | 09          | 59,061        | 2,037         | 1,867         | 1,698         | 1,528        | 1,358        | 1,188        | 1,019        | 849          | 679          | 509          | 340          | 170          |
| KL21                          | 10          | 61,098        | 2,137         | 1,959         | 1,781         | 1,603        | 1,425        | 1,247        | 1,069        | 890          | 712          | 534          | 356          | 178          |
| KL21                          | 11          | 63,235        | 2,214         | 2,030         | 1,845         | 1,661        | 1,476        | 1,292        | 1,107        | 923          | 738          | 554          | 369          | 185          |
| KL21                          | 12          | 65,449        | 2,291         | 2,100         | 1,909         | 1,718        | 1,527        | 1,336        | 1,146        | 955          | 764          | 573          | 382          | 191          |
| KL21                          | 13          | 67,740        | 2,371         | 2,173         | 1,976         | 1,778        | 1,581        | 1,383        | 1,186        | 988          | 790          | 593          | 395          | 198          |
| KL21                          | 14          | 70,111        | 2,453         | 2,249         | 2,044         | 1,840        | 1,635        | 1,431        | 1,227        | 1,022        | 818          | 613          | 409          | 204          |
| KL21                          | 15          | 72,564        | 2,541         | 2,329         | 2,118         | 1,906        | 1,694        | 1,482        | 1,271        | 1,059        | 847          | 635          | 424          | 212          |
| KL21                          | 16          | 75,105        | 2,628         | 2,409         | 2,190         | 1,971        | 1,752        | 1,533        | 1,314        | 1,095        | 876          | 657          | 438          | 219          |
| KL21                          | 17          | 77,733        | 2,721         | 2,494         | 2,268         | 2,041        | 1,814        | 1,587        | 1,361        | 1,134        | 907          | 680          | 454          | 227          |
| KL21                          | 18          | 80,454        | 2,815         | 2,580         | 2,346         | 2,111        | 1,877        | 1,642        | 1,408        | 1,173        | 938          | 704          | 469          | 235          |
| KL21                          | 19          | 83,269        | 2,916         | 2,673         | 2,430         | 2,187        | 1,944        | 1,701        | 1,458        | 1,215        | 972          | 729          | 486          | 243          |
| KL21                          | 20          | 86,185        | 3,016         | 2,765         | 2,514         | 2,262        | 2,011        | 1,760        | 1,508        | 1,257        | 1,005        | 754          | 503          | 251          |
| LL21                          | 01          | 43,811        | 2,739         | 2,511         | 2,283         | 2,054        | 1,826        | 1,598        | 1,370        | 1,141        | 913          | 685          | 457          | 228          |
| LL21                          | 02          | 46,550        | 2,737         | 2,509         | 2,281         | 2,053        | 1,825        | 1,597        | 1,369        | 1,140        | 912          | 684          | 456          | 228          |
| LL21                          | 03          | 49,287        | 2,739         | 2,511         | 2,283         | 2,054        | 1,826        | 1,598        | 1,370        | 1,141        | 913          | 685          | 457          | 228          |
| LL21                          | 04          | 52,026        | 2,738         | 2,510         | 2,282         | 2,054        | 1,825        | 1,597        | 1,369        | 1,141        | 913          | 685          | 456          | 228          |
| LL21                          | 05          | 54,764        | 2,190         | 2,008         | 1,825         | 1,643        | 1,460        | 1,278        | 1,095        | 913          | 730          | 548          | 365          | 183          |
| LL21                          | 06          | 56,954        | 2,191         | 2,008         | 1,826         | 1,643        | 1,461        | 1,278        | 1,096        | 913          | 730          | 548          | 365          | 183          |
| LL21                          | 07          | 59,145        | 2,190         | 2,008         | 1,825         | 1,643        | 1,460        | 1,278        | 1,095        | 913          | 730          | 548          | 365          | 183          |
| LL21                          | 08          | 61,335        | 2,191         | 2,008         | 1,826         | 1,643        | 1,461        | 1,278        | 1,096        | 913          | 730          | 548          | 365          | 183          |
| LL21                          | 09          | 63,526        | 2,191         | 2,008         | 1,826         | 1,643        | 1,461        | 1,278        | 1,096        | 913          | 730          | 548          | 365          | 183          |
| LL21                          | 10          | 65,717        | 2,299         | 2,107         | 1,916         | 1,724        | 1,533        | 1,341        | 1,150        | 958          | 766          | 575          | 383          | 192          |
| LL21                          | 11          | 68,016        | 2,381         | 2,183         | 1,984         | 1,786        | 1,587        | 1,389        | 1,191        | 992          | 794          | 595          | 397          | 198          |
| LL21                          | 12          | 70,397        | 2,464         | 2,259         | 2,053         | 1,848        | 1,643        | 1,437        | 1,232        | 1,027        | 821          | 616          | 411          | 205          |
| LL21                          | 13          | 72,861        | 2,549         | 2,337         | 2,124         | 1,912        | 1,699        | 1,487        | 1,275        | 1,062        | 850          | 637          | 425          | 212          |
| LL21                          | 14          | 75,410        | 2,640         | 2,420         | 2,200         | 1,980        | 1,760        | 1,540        | 1,320        | 1,100        | 880          | 660          | 440          | 220          |
| LL21                          | 15          | 78,050        | 2,733         | 2,505         | 2,278         | 2,050        | 1,822        | 1,594        | 1,367        | 1,139        | 911          | 683          | 456          | 228          |
| LL21                          | 16          | 80,783        | 2,826         | 2,591         | 2,355         | 2,120        | 1,884        | 1,649        | 1,413        | 1,178        | 942          | 707          | 471          | 236          |
| LL21                          | 17          | 83,609        | 2,928         | 2,684         | 2,440         | 2,196        | 1,952        | 1,708        | 1,464        | 1,220        | 976          | 732          | 488          | 244          |
| LL21                          | 18          | 86,537        | 3,028         | 2,776         | 2,523         | 2,271        | 2,019        | 1,766        | 1,514        | 1,262        | 1,009        | 757          | 505          | 252          |
| LL21                          | 19          | 89,565        | 3,135         | 2,874         | 2,613         | 2,351        | 2,090        | 1,829        | 1,568        | 1,306        | 1,045        | 784          | 523          | 261          |
| LL21                          | 20          | 92,700        | 3,245         | 2,974         | 2,704         | 2,433        | 2,163        | 1,893        | 1,622        | 1,352        | 1,082        | 811          | 541          | 270          |

PUBLIC SAFETY & LAW ENFORCEMENT PAY SCALE (Effective 1/18/22)

[APPENDIX F]

| Months Remaining in FY |      | 12      | 11     | 10     | 9      | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |       |
|------------------------|------|---------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Grade                  | Step | Salary  | 10-Oct | 11-Nov | 12-Dec | 1-Jan | 2-Feb | 3-Mar | 4-Apr | 5-May | 6-Jun | 7-Jul | 8-Aug | 9-Sep |
| ML21                   | 01   | 47,376  | 2,962  | 2,715  | 2,468  | 2,222 | 1,975 | 1,728 | 1,481 | 1,234 | 987   | 741   | 494   | 247   |
| ML21                   | 02   | 50,338  | 2,960  | 2,713  | 2,467  | 2,220 | 1,973 | 1,727 | 1,480 | 1,233 | 987   | 740   | 493   | 247   |
| ML21                   | 03   | 53,298  | 2,963  | 2,716  | 2,469  | 2,222 | 1,975 | 1,728 | 1,482 | 1,235 | 988   | 741   | 494   | 247   |
| ML21                   | 04   | 56,261  | 2,960  | 2,713  | 2,467  | 2,220 | 1,973 | 1,727 | 1,480 | 1,233 | 987   | 740   | 493   | 247   |
| ML21                   | 05   | 59,221  | 2,369  | 2,172  | 1,974  | 1,777 | 1,579 | 1,382 | 1,185 | 987   | 790   | 592   | 395   | 197   |
| ML21                   | 06   | 61,590  | 2,369  | 2,172  | 1,974  | 1,777 | 1,579 | 1,382 | 1,185 | 987   | 790   | 592   | 395   | 197   |
| ML21                   | 07   | 63,959  | 2,369  | 2,172  | 1,974  | 1,777 | 1,579 | 1,382 | 1,185 | 987   | 790   | 592   | 395   | 197   |
| ML21                   | 08   | 66,328  | 2,369  | 2,172  | 1,974  | 1,777 | 1,579 | 1,382 | 1,185 | 987   | 790   | 592   | 395   | 197   |
| ML21                   | 09   | 68,697  | 2,369  | 2,172  | 1,974  | 1,777 | 1,579 | 1,382 | 1,185 | 987   | 790   | 592   | 395   | 197   |
| ML21                   | 10   | 71,066  | 2,488  | 2,281  | 2,073  | 1,866 | 1,659 | 1,451 | 1,244 | 1,037 | 829   | 622   | 415   | 207   |
| ML21                   | 11   | 73,554  | 2,573  | 2,359  | 2,144  | 1,930 | 1,715 | 1,501 | 1,287 | 1,072 | 858   | 643   | 429   | 214   |
| ML21                   | 12   | 76,127  | 2,665  | 2,443  | 2,221  | 1,999 | 1,777 | 1,555 | 1,333 | 1,110 | 888   | 666   | 444   | 222   |
| ML21                   | 13   | 78,792  | 2,757  | 2,527  | 2,298  | 2,068 | 1,838 | 1,608 | 1,379 | 1,149 | 919   | 689   | 460   | 230   |
| ML21                   | 14   | 81,549  | 2,855  | 2,617  | 2,379  | 2,141 | 1,903 | 1,665 | 1,428 | 1,190 | 952   | 714   | 476   | 238   |
| ML21                   | 15   | 84,404  | 2,954  | 2,708  | 2,462  | 2,216 | 1,969 | 1,723 | 1,477 | 1,231 | 985   | 739   | 492   | 246   |
| ML21                   | 16   | 87,358  | 3,058  | 2,803  | 2,548  | 2,294 | 2,039 | 1,784 | 1,529 | 1,274 | 1,019 | 765   | 510   | 255   |
| ML21                   | 17   | 90,416  | 3,163  | 2,899  | 2,636  | 2,372 | 2,109 | 1,845 | 1,582 | 1,318 | 1,054 | 791   | 527   | 264   |
| ML21                   | 18   | 93,579  | 3,274  | 3,001  | 2,728  | 2,456 | 2,183 | 1,910 | 1,637 | 1,364 | 1,091 | 819   | 546   | 273   |
| ML21                   | 19   | 96,853  | 3,392  | 3,109  | 2,827  | 2,544 | 2,261 | 1,979 | 1,696 | 1,413 | 1,131 | 848   | 565   | 283   |
| ML21                   | 20   | 100,245 | 3,509  | 3,216  | 2,924  | 2,631 | 2,339 | 2,047 | 1,754 | 1,462 | 1,170 | 877   | 585   | 292   |
| NL21                   | 01   | 51,318  | 3,208  | 2,941  | 2,673  | 2,406 | 2,139 | 1,871 | 1,604 | 1,337 | 1,069 | 802   | 535   | 267   |
| NL21                   | 02   | 54,526  | 3,206  | 2,939  | 2,672  | 2,405 | 2,137 | 1,870 | 1,603 | 1,336 | 1,069 | 802   | 534   | 267   |
| NL21                   | 03   | 57,732  | 3,209  | 2,942  | 2,674  | 2,407 | 2,139 | 1,872 | 1,605 | 1,337 | 1,070 | 802   | 535   | 267   |
| NL21                   | 04   | 60,941  | 3,206  | 2,939  | 2,672  | 2,405 | 2,137 | 1,870 | 1,603 | 1,336 | 1,069 | 802   | 534   | 267   |
| NL21                   | 05   | 64,147  | 2,566  | 2,352  | 2,138  | 1,925 | 1,711 | 1,497 | 1,283 | 1,069 | 855   | 642   | 428   | 214   |
| NL21                   | 06   | 66,713  | 2,565  | 2,351  | 2,138  | 1,924 | 1,710 | 1,496 | 1,283 | 1,069 | 855   | 641   | 428   | 214   |
| NL21                   | 07   | 69,278  | 2,567  | 2,353  | 2,139  | 1,925 | 1,711 | 1,497 | 1,284 | 1,070 | 856   | 642   | 428   | 214   |
| NL21                   | 08   | 71,845  | 2,566  | 2,352  | 2,138  | 1,925 | 1,711 | 1,497 | 1,283 | 1,069 | 855   | 642   | 428   | 214   |
| NL21                   | 09   | 74,411  | 2,566  | 2,352  | 2,138  | 1,925 | 1,711 | 1,497 | 1,283 | 1,069 | 855   | 642   | 428   | 214   |
| NL21                   | 10   | 76,977  | 2,694  | 2,470  | 2,245  | 2,021 | 1,796 | 1,572 | 1,347 | 1,123 | 898   | 674   | 449   | 225   |
| NL21                   | 11   | 79,671  | 2,789  | 2,557  | 2,324  | 2,092 | 1,859 | 1,627 | 1,395 | 1,162 | 930   | 697   | 465   | 232   |
| NL21                   | 12   | 82,460  | 2,886  | 2,646  | 2,405  | 2,165 | 1,924 | 1,684 | 1,443 | 1,203 | 962   | 722   | 481   | 241   |
| NL21                   | 13   | 85,346  | 2,986  | 2,737  | 2,488  | 2,240 | 1,991 | 1,742 | 1,493 | 1,244 | 995   | 747   | 498   | 249   |
| NL21                   | 14   | 88,332  | 3,091  | 2,833  | 2,576  | 2,318 | 2,061 | 1,803 | 1,546 | 1,288 | 1,030 | 773   | 515   | 258   |
| NL21                   | 15   | 91,423  | 3,200  | 2,933  | 2,667  | 2,400 | 2,133 | 1,867 | 1,600 | 1,333 | 1,067 | 800   | 533   | 267   |
| NL21                   | 16   | 94,623  | 3,313  | 3,037  | 2,761  | 2,485 | 2,209 | 1,933 | 1,657 | 1,380 | 1,104 | 828   | 552   | 276   |
| NL21                   | 17   | 97,936  | 3,427  | 3,141  | 2,856  | 2,570 | 2,285 | 1,999 | 1,714 | 1,428 | 1,142 | 857   | 571   | 286   |
| NL21                   | 18   | 101,363 | 3,549  | 3,253  | 2,958  | 2,662 | 2,366 | 2,070 | 1,775 | 1,479 | 1,183 | 887   | 592   | 296   |
| NL21                   | 19   | 104,912 | 3,671  | 3,365  | 3,059  | 2,753 | 2,447 | 2,141 | 1,836 | 1,530 | 1,224 | 918   | 612   | 306   |
| NL21                   | 20   | 108,583 | 3,800  | 3,484  | 3,167  | 2,850 | 2,534 | 2,217 | 1,900 | 1,584 | 1,267 | 950   | 633   | 317   |
| OL21                   | 01   | 55,856  | 3,490  | 3,199  | 2,908  | 2,618 | 2,327 | 2,036 | 1,745 | 1,454 | 1,163 | 873   | 582   | 291   |
| OL21                   | 02   | 59,346  | 3,493  | 3,202  | 2,911  | 2,620 | 2,329 | 2,038 | 1,747 | 1,455 | 1,164 | 873   | 582   | 291   |
| OL21                   | 03   | 62,839  | 3,490  | 3,199  | 2,908  | 2,618 | 2,327 | 2,036 | 1,745 | 1,454 | 1,163 | 873   | 582   | 291   |
| OL21                   | 04   | 66,329  | 3,491  | 3,200  | 2,909  | 2,618 | 2,327 | 2,036 | 1,746 | 1,455 | 1,164 | 873   | 582   | 291   |
| OL21                   | 05   | 69,820  | 2,794  | 2,561  | 2,328  | 2,096 | 1,863 | 1,630 | 1,397 | 1,164 | 931   | 699   | 466   | 233   |
| OL21                   | 06   | 72,614  | 2,792  | 2,559  | 2,327  | 2,094 | 1,861 | 1,629 | 1,396 | 1,163 | 931   | 698   | 465   | 233   |
| OL21                   | 07   | 75,406  | 2,793  | 2,560  | 2,328  | 2,095 | 1,862 | 1,629 | 1,397 | 1,164 | 931   | 698   | 466   | 233   |
| OL21                   | 08   | 78,199  | 2,792  | 2,559  | 2,327  | 2,094 | 1,861 | 1,629 | 1,396 | 1,163 | 931   | 698   | 465   | 233   |
| OL21                   | 09   | 80,991  | 2,793  | 2,560  | 2,328  | 2,095 | 1,862 | 1,629 | 1,397 | 1,164 | 931   | 698   | 466   | 233   |
| OL21                   | 10   | 83,784  | 2,933  | 2,689  | 2,444  | 2,200 | 1,955 | 1,711 | 1,467 | 1,222 | 978   | 733   | 489   | 244   |
| OL21                   | 11   | 86,717  | 3,035  | 2,782  | 2,529  | 2,276 | 2,023 | 1,770 | 1,518 | 1,265 | 1,012 | 759   | 506   | 253   |
| OL21                   | 12   | 89,752  | 3,142  | 2,880  | 2,618  | 2,357 | 2,095 | 1,833 | 1,571 | 1,309 | 1,047 | 786   | 524   | 262   |
| OL21                   | 13   | 92,894  | 3,251  | 2,980  | 2,709  | 2,438 | 2,167 | 1,896 | 1,626 | 1,355 | 1,084 | 813   | 542   | 271   |
| OL21                   | 14   | 96,145  | 3,365  | 3,085  | 2,804  | 2,524 | 2,243 | 1,963 | 1,683 | 1,402 | 1,122 | 841   | 561   | 280   |
| OL21                   | 15   | 99,510  | 3,482  | 3,192  | 2,902  | 2,612 | 2,321 | 2,031 | 1,741 | 1,451 | 1,161 | 871   | 580   | 290   |
| OL21                   | 16   | 102,992 | 3,605  | 3,305  | 3,004  | 2,704 | 2,403 | 2,103 | 1,803 | 1,502 | 1,202 | 901   | 601   | 300   |
| OL21                   | 17   | 106,597 | 3,732  | 3,421  | 3,110  | 2,799 | 2,488 | 2,177 | 1,866 | 1,555 | 1,244 | 933   | 622   | 311   |
| OL21                   | 18   | 110,329 | 3,861  | 3,539  | 3,218  | 2,896 | 2,574 | 2,252 | 1,931 | 1,609 | 1,287 | 965   | 644   | 322   |
| OL21                   | 19   | 114,190 | 3,996  | 3,663  | 3,330  | 2,997 | 2,664 | 2,331 | 1,998 | 1,665 | 1,332 | 999   | 666   | 333   |
| OL21                   | 20   | 118,186 | 4,137  | 3,792  | 3,447  | 3,102 | 2,758 | 2,413 | 2,068 | 1,724 | 1,379 | 1,034 | 689   | 345   |

**PUBLIC SAFETY & LAW ENFORCEMENT PAY SCALE (Effective 1/18/22)**

**[APPENDIX F]**

| <i>Months Remaining in FY</i> |             |               | 12            | 11            | 10            | 9            | 8            | 7            | 6            | 5            | 4            | 3            | 2            | 1            |
|-------------------------------|-------------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Grade</b>                  | <b>Step</b> | <b>Salary</b> | <b>10-Oct</b> | <b>11-Nov</b> | <b>12-Dec</b> | <b>1-Jan</b> | <b>2-Feb</b> | <b>3-Mar</b> | <b>4-Apr</b> | <b>5-May</b> | <b>6-Jun</b> | <b>7-Jul</b> | <b>8-Aug</b> | <b>9-Sep</b> |
| PL21                          | 01          | 60,876        | 3,805         | 3,488         | 3,171         | 2,854        | 2,537        | 2,220        | 1,903        | 1,585        | 1,268        | 951          | 634          | 317          |
| PL21                          | 02          | 64,681        | 3,804         | 3,487         | 3,170         | 2,853        | 2,536        | 2,219        | 1,902        | 1,585        | 1,268        | 951          | 634          | 317          |
| PL21                          | 03          | 68,485        | 3,805         | 3,488         | 3,171         | 2,854        | 2,537        | 2,220        | 1,903        | 1,585        | 1,268        | 951          | 634          | 317          |
| PL21                          | 04          | 72,290        | 3,804         | 3,487         | 3,170         | 2,853        | 2,536        | 2,219        | 1,902        | 1,585        | 1,268        | 951          | 634          | 317          |
| PL21                          | 05          | 76,094        | 3,043         | 2,789         | 2,536         | 2,282        | 2,029        | 1,775        | 1,522        | 1,268        | 1,014        | 761          | 507          | 254          |
| PL21                          | 06          | 79,137        | 3,045         | 2,791         | 2,538         | 2,284        | 2,030        | 1,776        | 1,523        | 1,269        | 1,015        | 761          | 508          | 254          |
| PL21                          | 07          | 82,182        | 3,043         | 2,789         | 2,536         | 2,282        | 2,029        | 1,775        | 1,522        | 1,268        | 1,014        | 761          | 507          | 254          |
| PL21                          | 08          | 85,225        | 3,045         | 2,791         | 2,538         | 2,284        | 2,030        | 1,776        | 1,523        | 1,269        | 1,015        | 761          | 508          | 254          |
| PL21                          | 09          | 88,270        | 3,043         | 2,789         | 2,536         | 2,282        | 2,029        | 1,775        | 1,522        | 1,268        | 1,014        | 761          | 507          | 254          |
| PL21                          | 10          | 91,313        | 3,196         | 2,930         | 2,663         | 2,397        | 2,131        | 1,864        | 1,598        | 1,332        | 1,065        | 799          | 533          | 266          |
| PL21                          | 11          | 94,509        | 3,308         | 3,032         | 2,757         | 2,481        | 2,205        | 1,930        | 1,654        | 1,378        | 1,103        | 827          | 551          | 276          |
| PL21                          | 12          | 97,817        | 3,423         | 3,138         | 2,853         | 2,567        | 2,282        | 1,997        | 1,712        | 1,426        | 1,141        | 856          | 571          | 285          |
| PL21                          | 13          | 101,240       | 3,543         | 3,248         | 2,953         | 2,657        | 2,362        | 2,067        | 1,772        | 1,476        | 1,181        | 886          | 591          | 295          |
| PL21                          | 14          | 104,783       | 3,667         | 3,361         | 3,056         | 2,750        | 2,445        | 2,139        | 1,834        | 1,528        | 1,222        | 917          | 611          | 306          |
| PL21                          | 15          | 108,450       | 3,797         | 3,481         | 3,164         | 2,848        | 2,531        | 2,215        | 1,899        | 1,582        | 1,266        | 949          | 633          | 316          |
| PL21                          | 16          | 112,247       | 3,928         | 3,601         | 3,273         | 2,946        | 2,619        | 2,291        | 1,964        | 1,637        | 1,309        | 982          | 655          | 327          |
| PL21                          | 17          | 116,175       | 4,066         | 3,727         | 3,388         | 3,050        | 2,711        | 2,372        | 2,033        | 1,694        | 1,355        | 1,017        | 678          | 339          |
| PL21                          | 18          | 120,241       | 4,209         | 3,858         | 3,508         | 3,157        | 2,806        | 2,455        | 2,105        | 1,754        | 1,403        | 1,052        | 702          | 351          |
| PL21                          | 19          | 124,450       | 4,355         | 3,992         | 3,629         | 3,266        | 2,903        | 2,540        | 2,178        | 1,815        | 1,452        | 1,089        | 726          | 363          |
| PL21                          | 20          | 128,805       | 4,508         | 4,132         | 3,757         | 3,381        | 3,005        | 2,630        | 2,254        | 1,878        | 1,503        | 1,127        | 751          | 376          |
| QL21                          | 01          | 66,662        | 4,166         | 3,819         | 3,472         | 3,125        | 2,777        | 2,430        | 2,083        | 1,736        | 1,389        | 1,042        | 694          | 347          |
| QL21                          | 02          | 70,828        | 4,166         | 3,819         | 3,472         | 3,125        | 2,777        | 2,430        | 2,083        | 1,736        | 1,389        | 1,042        | 694          | 347          |
| QL21                          | 03          | 74,994        | 4,167         | 3,820         | 3,473         | 3,125        | 2,778        | 2,431        | 2,084        | 1,736        | 1,389        | 1,042        | 695          | 347          |
| QL21                          | 04          | 79,161        | 4,166         | 3,819         | 3,472         | 3,125        | 2,777        | 2,430        | 2,083        | 1,736        | 1,389        | 1,042        | 694          | 347          |
| QL21                          | 05          | 83,327        | 3,334         | 3,056         | 2,778         | 2,501        | 2,223        | 1,945        | 1,667        | 1,389        | 1,111        | 834          | 556          | 278          |
| QL21                          | 06          | 86,661        | 3,332         | 3,054         | 2,777         | 2,499        | 2,221        | 1,944        | 1,666        | 1,388        | 1,111        | 833          | 555          | 278          |
| QL21                          | 07          | 89,993        | 3,333         | 3,055         | 2,778         | 2,500        | 2,222        | 1,944        | 1,667        | 1,389        | 1,111        | 833          | 556          | 278          |
| QL21                          | 08          | 93,326        | 3,333         | 3,055         | 2,778         | 2,500        | 2,222        | 1,944        | 1,667        | 1,389        | 1,111        | 833          | 556          | 278          |
| QL21                          | 09          | 96,659        | 3,333         | 3,055         | 2,778         | 2,500        | 2,222        | 1,944        | 1,667        | 1,389        | 1,111        | 833          | 556          | 278          |
| QL21                          | 10          | 99,992        | 3,499         | 3,207         | 2,916         | 2,624        | 2,333        | 2,041        | 1,750        | 1,458        | 1,166        | 875          | 583          | 292          |
| QL21                          | 11          | 103,491       | 3,623         | 3,321         | 3,019         | 2,717        | 2,415        | 2,113        | 1,812        | 1,510        | 1,208        | 906          | 604          | 302          |
| QL21                          | 12          | 107,114       | 3,748         | 3,436         | 3,123         | 2,811        | 2,499        | 2,186        | 1,874        | 1,562        | 1,249        | 937          | 625          | 312          |
| QL21                          | 13          | 110,862       | 3,881         | 3,558         | 3,234         | 2,911        | 2,587        | 2,264        | 1,941        | 1,617        | 1,294        | 970          | 647          | 323          |
| QL21                          | 14          | 114,743       | 4,016         | 3,681         | 3,347         | 3,012        | 2,677        | 2,343        | 2,008        | 1,673        | 1,339        | 1,004        | 669          | 335          |
| QL21                          | 15          | 118,759       | 4,156         | 3,810         | 3,463         | 3,117        | 2,771        | 2,424        | 2,078        | 1,732        | 1,385        | 1,039        | 693          | 346          |
| QL21                          | 16          | 122,915       | 4,304         | 3,945         | 3,587         | 3,228        | 2,869        | 2,511        | 2,152        | 1,793        | 1,435        | 1,076        | 717          | 359          |
| QL21                          | 17          | 127,219       | 4,452         | 4,081         | 3,710         | 3,339        | 2,968        | 2,597        | 2,226        | 1,855        | 1,484        | 1,113        | 742          | 371          |
| QL21                          | 18          | 131,671       | 4,607         | 4,223         | 3,839         | 3,455        | 3,071        | 2,687        | 2,304        | 1,920        | 1,536        | 1,152        | 768          | 384          |
| QL21                          | 19          | 136,278       | 4,771         | 4,373         | 3,976         | 3,578        | 3,181        | 2,783        | 2,386        | 1,988        | 1,590        | 1,193        | 795          | 398          |
| QL21                          | 20          | 141,049       | 4,937         | 4,525         | 4,114         | 3,703        | 3,291        | 2,880        | 2,468        | 2,057        | 1,646        | 1,234        | 823          | 411          |
| RL21                          | 01          | 73,088        | 4,569         | 4,188         | 3,808         | 3,427        | 3,046        | 2,665        | 2,285        | 1,904        | 1,523        | 1,142        | 762          | 381          |
| RL21                          | 02          | 77,657        | 4,568         | 4,187         | 3,807         | 3,426        | 3,045        | 2,665        | 2,284        | 1,903        | 1,523        | 1,142        | 761          | 381          |
| RL21                          | 03          | 82,225        | 4,568         | 4,187         | 3,807         | 3,426        | 3,045        | 2,665        | 2,284        | 1,903        | 1,523        | 1,142        | 761          | 381          |
| RL21                          | 04          | 86,793        | 4,568         | 4,187         | 3,807         | 3,426        | 3,045        | 2,665        | 2,284        | 1,903        | 1,523        | 1,142        | 761          | 381          |
| RL21                          | 05          | 91,361        | 3,654         | 3,350         | 3,045         | 2,741        | 2,436        | 2,132        | 1,827        | 1,523        | 1,218        | 914          | 609          | 305          |
| RL21                          | 06          | 95,015        | 3,654         | 3,350         | 3,045         | 2,741        | 2,436        | 2,132        | 1,827        | 1,523        | 1,218        | 914          | 609          | 305          |
| RL21                          | 07          | 98,669        | 3,654         | 3,350         | 3,045         | 2,741        | 2,436        | 2,132        | 1,827        | 1,523        | 1,218        | 914          | 609          | 305          |
| RL21                          | 08          | 102,323       | 3,654         | 3,350         | 3,045         | 2,741        | 2,436        | 2,132        | 1,827        | 1,523        | 1,218        | 914          | 609          | 305          |
| RL21                          | 09          | 105,977       | 3,656         | 3,351         | 3,047         | 2,742        | 2,437        | 2,133        | 1,828        | 1,523        | 1,219        | 914          | 609          | 305          |
| RL21                          | 10          | 109,633       | 3,838         | 3,518         | 3,198         | 2,879        | 2,559        | 2,239        | 1,919        | 1,599        | 1,279        | 960          | 640          | 320          |
| RL21                          | 11          | 113,471       | 3,971         | 3,640         | 3,309         | 2,978        | 2,647        | 2,316        | 1,986        | 1,655        | 1,324        | 993          | 662          | 331          |
| RL21                          | 12          | 117,442       | 4,111         | 3,768         | 3,426         | 3,083        | 2,741        | 2,398        | 2,056        | 1,713        | 1,370        | 1,028        | 685          | 343          |
| RL21                          | 13          | 121,553       | 4,253         | 3,899         | 3,544         | 3,190        | 2,835        | 2,481        | 2,127        | 1,772        | 1,418        | 1,063        | 709          | 354          |
| RL21                          | 14          | 125,806       | 4,405         | 4,038         | 3,671         | 3,304        | 2,937        | 2,570        | 2,203        | 1,835        | 1,468        | 1,101        | 734          | 367          |
| RL21                          | 15          | 130,211       | 4,556         | 4,176         | 3,797         | 3,417        | 3,037        | 2,658        | 2,278        | 1,898        | 1,519        | 1,139        | 759          | 380          |
| RL21                          | 16          | 134,767       | 4,718         | 4,325         | 3,932         | 3,539        | 3,145        | 2,752        | 2,359        | 1,966        | 1,573        | 1,180        | 786          | 393          |
| RL21                          | 17          | 139,485       | 4,882         | 4,475         | 4,068         | 3,662        | 3,255        | 2,848        | 2,441        | 2,034        | 1,627        | 1,221        | 814          | 407          |
| RL21                          | 18          | 144,367       | 5,051         | 4,630         | 4,209         | 3,788        | 3,367        | 2,946        | 2,526        | 2,105        | 1,684        | 1,263        | 842          | 421          |
| RL21                          | 19          | 149,418       | 5,231         | 4,795         | 4,359         | 3,923        | 3,487        | 3,051        | 2,616        | 2,180        | 1,744        | 1,308        | 872          | 436          |
| RL21                          | 20          | 154,649       | 5,413         | 4,962         | 4,511         | 4,060        | 3,608        | 3,157        | 2,706        | 2,255        | 1,804        | 1,353        | 902          | 451          |

**PUBLIC SAFETY & LAW ENFORCEMENT PAY SCALE (Effective 1/18/22)**

**[APPENDIX F]**

| <i>Months Remaining in FY</i> |             |               | 12            | 11            | 10            | 9            | 8            | 7            | 6            | 5            | 4            | 3            | 2            | 1            |
|-------------------------------|-------------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Grade</b>                  | <b>Step</b> | <b>Salary</b> | <b>10-Oct</b> | <b>11-Nov</b> | <b>12-Dec</b> | <b>1-Jan</b> | <b>2-Feb</b> | <b>3-Mar</b> | <b>4-Apr</b> | <b>5-May</b> | <b>6-Jun</b> | <b>7-Jul</b> | <b>8-Aug</b> | <b>9-Sep</b> |
| SL21                          | 01          | 80,419        | 5,027         | 4,608         | 4,189         | 3,770        | 3,351        | 2,932        | 2,514        | 2,095        | 1,676        | 1,257        | 838          | 419          |
| SL21                          | 02          | 85,446        | 5,026         | 4,607         | 4,188         | 3,770        | 3,351        | 2,932        | 2,513        | 2,094        | 1,675        | 1,257        | 838          | 419          |
| SL21                          | 03          | 90,472        | 5,027         | 4,608         | 4,189         | 3,770        | 3,351        | 2,932        | 2,514        | 2,095        | 1,676        | 1,257        | 838          | 419          |
| SL21                          | 04          | 95,499        | 5,025         | 4,606         | 4,188         | 3,769        | 3,350        | 2,931        | 2,513        | 2,094        | 1,675        | 1,256        | 838          | 419          |
| SL21                          | 05          | 100,524       | 4,021         | 3,686         | 3,351         | 3,016        | 2,681        | 2,346        | 2,011        | 1,675        | 1,340        | 1,005        | 670          | 335          |
| SL21                          | 06          | 104,545       | 4,021         | 3,686         | 3,351         | 3,016        | 2,681        | 2,346        | 2,011        | 1,675        | 1,340        | 1,005        | 670          | 335          |
| SL21                          | 07          | 108,566       | 4,021         | 3,686         | 3,351         | 3,016        | 2,681        | 2,346        | 2,011        | 1,675        | 1,340        | 1,005        | 670          | 335          |
| SL21                          | 08          | 112,587       | 4,021         | 3,686         | 3,351         | 3,016        | 2,681        | 2,346        | 2,011        | 1,675        | 1,340        | 1,005        | 670          | 335          |
| SL21                          | 09          | 116,608       | 4,021         | 3,686         | 3,351         | 3,016        | 2,681        | 2,346        | 2,011        | 1,675        | 1,340        | 1,005        | 670          | 335          |
| SL21                          | 10          | 120,629       | 4,223         | 3,871         | 3,519         | 3,167        | 2,815        | 2,463        | 2,112        | 1,760        | 1,408        | 1,056        | 704          | 352          |
| SL21                          | 11          | 124,852       | 4,369         | 4,005         | 3,641         | 3,277        | 2,913        | 2,549        | 2,185        | 1,820        | 1,456        | 1,092        | 728          | 364          |
| SL21                          | 12          | 129,221       | 4,523         | 4,146         | 3,769         | 3,392        | 3,015        | 2,638        | 2,262        | 1,885        | 1,508        | 1,131        | 754          | 377          |
| SL21                          | 13          | 133,744       | 4,680         | 4,290         | 3,900         | 3,510        | 3,120        | 2,730        | 2,340        | 1,950        | 1,560        | 1,170        | 780          | 390          |
| SL21                          | 14          | 138,424       | 4,846         | 4,442         | 4,038         | 3,635        | 3,231        | 2,827        | 2,423        | 2,019        | 1,615        | 1,212        | 808          | 404          |
| SL21                          | 15          | 143,270       | 5,014         | 4,596         | 4,178         | 3,761        | 3,343        | 2,925        | 2,507        | 2,089        | 1,671        | 1,254        | 836          | 418          |
| SL21                          | 16          | 148,284       | 5,190         | 4,758         | 4,325         | 3,893        | 3,460        | 3,028        | 2,595        | 2,163        | 1,730        | 1,298        | 865          | 433          |
| SL21                          | 17          | 153,474       | 5,371         | 4,923         | 4,476         | 4,028        | 3,581        | 3,133        | 2,686        | 2,238        | 1,790        | 1,343        | 895          | 448          |
| SL21                          | 18          | 158,845       | 5,560         | 5,097         | 4,633         | 4,170        | 3,707        | 3,243        | 2,780        | 2,317        | 1,853        | 1,390        | 927          | 463          |
| SL21                          | 19          | 164,405       | 5,754         | 5,275         | 4,795         | 4,316        | 3,836        | 3,357        | 2,877        | 2,398        | 1,918        | 1,439        | 959          | 480          |
| SL21                          | 20          | 170,159       | 5,956         | 5,459         | 4,963         | 4,467        | 3,970        | 3,474        | 2,978        | 2,481        | 1,985        | 1,489        | 993          | 496          |
| TL21                          | 01          | 88,745        | 5,548         | 5,086         | 4,623         | 4,161        | 3,699        | 3,236        | 2,774        | 2,312        | 1,849        | 1,387        | 925          | 462          |
| TL21                          | 02          | 94,293        | 5,546         | 5,084         | 4,622         | 4,160        | 3,697        | 3,235        | 2,773        | 2,311        | 1,849        | 1,387        | 924          | 462          |
| TL21                          | 03          | 99,839        | 5,547         | 5,085         | 4,623         | 4,160        | 3,698        | 3,236        | 2,774        | 2,311        | 1,849        | 1,387        | 925          | 462          |
| TL21                          | 04          | 105,386       | 5,546         | 5,084         | 4,622         | 4,160        | 3,697        | 3,235        | 2,773        | 2,311        | 1,849        | 1,387        | 924          | 462          |
| TL21                          | 05          | 110,932       | 4,437         | 4,067         | 3,698         | 3,328        | 2,958        | 2,588        | 2,219        | 1,849        | 1,479        | 1,109        | 740          | 370          |
| TL21                          | 06          | 115,369       | 4,437         | 4,067         | 3,698         | 3,328        | 2,958        | 2,588        | 2,219        | 1,849        | 1,479        | 1,109        | 740          | 370          |
| TL21                          | 07          | 119,806       | 4,438         | 4,068         | 3,698         | 3,329        | 2,959        | 2,589        | 2,219        | 1,849        | 1,479        | 1,110        | 740          | 370          |
| TL21                          | 08          | 124,244       | 4,437         | 4,067         | 3,698         | 3,328        | 2,958        | 2,588        | 2,219        | 1,849        | 1,479        | 1,109        | 740          | 370          |
| TL21                          | 09          | 128,681       | 4,437         | 4,067         | 3,698         | 3,328        | 2,958        | 2,588        | 2,219        | 1,849        | 1,479        | 1,109        | 740          | 370          |
| TL21                          | 10          | 133,118       | 4,659         | 4,271         | 3,883         | 3,494        | 3,106        | 2,718        | 2,330        | 1,941        | 1,553        | 1,165        | 777          | 388          |
| TL21                          | 11          | 137,777       | 4,822         | 4,420         | 4,018         | 3,617        | 3,215        | 2,813        | 2,411        | 2,009        | 1,607        | 1,206        | 804          | 402          |
| TL21                          | 12          | 142,599       | 4,991         | 4,575         | 4,159         | 3,743        | 3,327        | 2,911        | 2,496        | 2,080        | 1,664        | 1,248        | 832          | 416          |
| TL21                          | 13          | 147,590       | 5,165         | 4,735         | 4,304         | 3,874        | 3,443        | 3,013        | 2,583        | 2,152        | 1,722        | 1,291        | 861          | 430          |
| TL21                          | 14          | 152,755       | 5,348         | 4,902         | 4,457         | 4,011        | 3,565        | 3,120        | 2,674        | 2,228        | 1,783        | 1,337        | 891          | 446          |
| TL21                          | 15          | 158,103       | 5,533         | 5,072         | 4,611         | 4,150        | 3,689        | 3,228        | 2,767        | 2,305        | 1,844        | 1,383        | 922          | 461          |
| TL21                          | 16          | 163,636       | 5,727         | 5,250         | 4,773         | 4,295        | 3,818        | 3,341        | 2,864        | 2,386        | 1,909        | 1,432        | 955          | 477          |
| TL21                          | 17          | 169,363       | 5,927         | 5,433         | 4,939         | 4,445        | 3,951        | 3,457        | 2,964        | 2,470        | 1,976        | 1,482        | 988          | 494          |
| TL21                          | 18          | 175,290       | 6,136         | 5,625         | 5,113         | 4,602        | 4,091        | 3,579        | 3,068        | 2,557        | 2,045        | 1,534        | 1,023        | 511          |
| TL21                          | 19          | 181,426       | 6,350         | 5,821         | 5,292         | 4,763        | 4,233        | 3,704        | 3,175        | 2,646        | 2,117        | 1,588        | 1,058        | 529          |
| TL21                          | 20          | 187,776       | 6,572         | 6,024         | 5,477         | 4,929        | 4,381        | 3,834        | 3,286        | 2,738        | 2,191        | 1,643        | 1,095        | 548          |
| UL21                          | 01          | 97,926        | 6,120         | 5,610         | 5,100         | 4,590        | 4,080        | 3,570        | 3,060        | 2,550        | 2,040        | 1,530        | 1,020        | 510          |
| UL21                          | 02          | 104,046       | 6,119         | 5,609         | 5,099         | 4,589        | 4,079        | 3,569        | 3,060        | 2,550        | 2,040        | 1,530        | 1,020        | 510          |
| UL21                          | 03          | 110,165       | 6,121         | 5,611         | 5,101         | 4,591        | 4,081        | 3,571        | 3,061        | 2,550        | 2,040        | 1,530        | 1,020        | 510          |
| UL21                          | 04          | 116,286       | 6,121         | 5,611         | 5,101         | 4,591        | 4,081        | 3,571        | 3,061        | 2,550        | 2,040        | 1,530        | 1,020        | 510          |
| UL21                          | 05          | 122,407       | 4,896         | 4,488         | 4,080         | 3,672        | 3,264        | 2,856        | 2,448        | 2,040        | 1,632        | 1,224        | 816          | 408          |
| UL21                          | 06          | 127,303       | 4,897         | 4,489         | 4,081         | 3,673        | 3,265        | 2,857        | 2,449        | 2,040        | 1,632        | 1,224        | 816          | 408          |
| UL21                          | 07          | 132,200       | 4,896         | 4,488         | 4,080         | 3,672        | 3,264        | 2,856        | 2,448        | 2,040        | 1,632        | 1,224        | 816          | 408          |
| UL21                          | 08          | 137,096       | 4,895         | 4,487         | 4,079         | 3,671        | 3,263        | 2,855        | 2,448        | 2,040        | 1,632        | 1,224        | 816          | 408          |
| UL21                          | 09          | 141,991       | 4,897         | 4,489         | 4,081         | 3,673        | 3,265        | 2,857        | 2,449        | 2,040        | 1,632        | 1,224        | 816          | 408          |
| UL21                          | 10          | 146,888       | 5,141         | 4,713         | 4,284         | 3,856        | 3,427        | 2,999        | 2,571        | 2,142        | 1,714        | 1,285        | 857          | 428          |
| UL21                          | 11          | 152,029       | 5,321         | 4,878         | 4,434         | 3,991        | 3,547        | 3,104        | 2,661        | 2,217        | 1,774        | 1,330        | 887          | 443          |
| UL21                          | 12          | 157,350       | 5,507         | 5,048         | 4,589         | 4,130        | 3,671        | 3,212        | 2,754        | 2,295        | 1,836        | 1,377        | 918          | 459          |
| UL21                          | 13          | 162,857       | 5,700         | 5,225         | 4,750         | 4,275        | 3,800        | 3,325        | 2,850        | 2,375        | 1,900        | 1,425        | 950          | 475          |
| UL21                          | 14          | 168,557       | 5,899         | 5,407         | 4,916         | 4,424        | 3,933        | 3,441        | 2,950        | 2,458        | 1,966        | 1,475        | 983          | 492          |
| UL21                          | 15          | 174,456       | 6,106         | 5,597         | 5,088         | 4,580        | 4,071        | 3,562        | 3,053        | 2,544        | 2,035        | 1,527        | 1,018        | 509          |
| UL21                          | 16          | 180,562       | 6,321         | 5,794         | 5,268         | 4,741        | 4,214        | 3,687        | 3,161        | 2,634        | 2,107        | 1,580        | 1,054        | 527          |
| UL21                          | 17          | 186,883       | 6,540         | 5,995         | 5,450         | 4,905        | 4,360        | 3,815        | 3,270        | 2,725        | 2,180        | 1,635        | 1,090        | 545          |
| UL21                          | 18          | 193,423       | 6,770         | 6,206         | 5,642         | 5,078        | 4,513        | 3,949        | 3,385        | 2,821        | 2,257        | 1,693        | 1,128        | 564          |
| UL21                          | 19          | 200,193       | 7,006         | 6,422         | 5,838         | 5,255        | 4,671        | 4,087        | 3,503        | 2,919        | 2,335        | 1,752        | 1,168        | 584          |
| UL21                          | 20          | 207,199       | 7,252         | 6,648         | 6,043         | 5,439        | 4,835        | 4,230        | 3,626        | 3,022        | 2,417        | 1,813        | 1,209        | 604          |