

Step	Current Wage Scale	TA Wage Scale								Difference Between TA and Current			Hourly Increase by End of Contract with Step Adjustments
	Current SCH	Year 1	Year over Year % Increase	Year 2	Year over Year % Increase	Year 3	Year over Year % Increase	Total % Increase from Current to Year	Year 1	Year 2	Year 3		
1	\$47.60	\$51.60	8.40%	\$54.85	6.30%	\$57.35	4.56%	20.48%	\$4.00	\$7.25	\$9.75	\$ 14.70	
2	\$49.24	\$53.24	8.12%	\$56.49	6.10%	\$58.99	4.43%	19.80%	\$4.00	\$7.25	\$9.75	\$ 14.73	
3	\$50.93	\$54.93	7.85%	\$58.18	5.92%	\$60.68	4.30%	19.14%	\$4.00	\$7.25	\$9.75	\$ 14.69	
4	\$52.55	\$56.55	7.61%	\$59.80	5.75%	\$62.30	4.18%	18.55%	\$4.00	\$7.25	\$9.75	\$ 14.78	
5	\$54.22	\$58.22	7.38%	\$61.47	5.58%	\$63.97	4.07%	17.98%	\$4.00	\$7.25	\$9.75	\$ 14.76	
6	\$55.87	\$59.87	7.16%	\$63.12	5.43%	\$65.62	3.96%	17.45%	\$4.00	\$7.25	\$9.75	\$ 14.76	
7	\$57.58	\$61.58	6.95%	\$64.83	5.28%	\$67.33	3.86%	16.93%	\$4.00	\$7.25	\$9.75	\$ 14.69	
8	\$59.23	\$63.23	6.75%	\$66.48	5.14%	\$68.98	3.76%	16.46%	\$4.00	\$7.25	\$9.75	\$ 14.70	
9	\$60.88	\$64.88	6.57%	\$68.13	5.01%	\$70.63	3.67%	16.02%	\$4.00	\$7.25	\$9.75	\$ 14.11	
10	\$62.52	\$66.52	6.40%	\$69.77	4.89%	\$72.27	3.58%	15.60%	\$4.00	\$7.25	\$9.75	\$ 13.23	
11	\$64.18	\$68.18	6.23%	\$71.43	4.77%	\$73.93	3.50%	15.19%	\$4.00	\$7.25	\$9.75	\$ 12.54	
12	\$64.99	\$70.74	8.85%	\$72.99	3.18%	\$74.99	2.74%	15.39%	\$5.75	\$8.00	\$10.00	\$ 12.70	
13	\$65.80	\$71.50	8.66%	\$73.75	3.15%	\$75.75	2.71%	15.12%	\$5.70	\$7.95	\$9.95	\$ 12.75	
14	\$66.77	\$72.47	8.54%	\$74.72	3.10%	\$76.72	2.68%	14.90%	\$5.70	\$7.95	\$9.95	\$ 12.78	
15	\$67.74	\$73.44	8.41%	\$75.69	3.06%	\$77.69	2.64%	14.69%	\$5.70	\$7.95	\$9.95	\$ 12.81	
16	\$68.61	\$74.30	8.29%	\$76.55	3.03%	\$78.55	2.61%	14.49%	\$5.69	\$7.94	\$9.94	\$ 12.94	
17	\$69.46	\$75.30	8.41%	\$77.55	2.99%	\$79.55	2.58%	14.53%	\$5.84	\$8.09	\$10.09	\$ 13.09	
18	\$69.46	\$76.30	9.85%	\$78.55	2.95%	\$80.55	2.55%	15.97%	\$6.84	\$9.09	\$11.09	\$ 14.09	
19	\$71.23	\$77.30	8.52%	\$79.55	2.91%	\$81.55	2.51%	14.49%	\$6.07	\$8.32	\$10.32	\$ 13.32	
20	\$71.23	\$78.30	9.93%	\$80.55	2.87%	\$82.55	2.48%	15.89%	\$7.07	\$9.32	\$11.32	\$ 14.32	
21	\$73.08	\$79.30	8.51%	\$81.55	2.84%	\$83.55	2.45%	14.33%	\$6.22	\$8.47	\$10.47	\$ 13.47	
22	\$73.08	\$80.30	9.88%	\$82.55	2.80%	\$84.55	2.42%	15.70%	\$7.22	\$9.47	\$11.47	\$ 14.47	
23	\$74.93	\$81.30	8.50%	\$83.55	2.77%	\$85.55	2.39%	14.17%	\$6.37	\$8.62	\$10.62	\$ 13.62	
24	\$74.93	\$82.30	9.84%	\$84.55	2.73%	\$86.55	2.37%	15.51%	\$7.37	\$9.62	\$11.62	\$ 14.62	
25	\$76.89	\$83.30	8.34%	\$85.55	2.70%	\$87.55	2.34%	13.86%	\$6.41	\$8.66	\$10.66	\$ 13.66	
26	\$76.89	\$84.30	9.64%	\$86.55	2.67%	\$88.55	2.31%	15.16%	\$7.41	\$9.66	\$11.66	\$ 14.66	
27	\$78.89	\$85.30	8.13%	\$87.55	2.64%	\$89.55	2.28%	13.51%	\$6.41	\$8.66	\$10.66	\$ 13.66	
28	\$78.89	\$86.30	9.39%	\$88.55	2.61%	\$90.55	2.26%	14.78%	\$7.41	\$9.66	\$11.66	\$ 16.66	
29	\$80.94	\$87.30	7.86%	\$89.55	2.58%	\$91.55	2.23%	13.11%	\$6.36	\$8.61	\$10.61	\$ 14.61	
30	\$80.94	\$88.30	9.09%	\$90.55	2.55%	\$92.55	2.21%	14.34%	\$7.36	\$9.61	\$11.61	\$ 14.61	
31	\$83.05	\$91.30	9.93%	\$93.55	2.46%	\$95.55	2.14%	15.05%	\$8.25	\$10.50	\$12.50	\$ 12.50	
32	\$83.05	\$91.30	9.93%	\$93.55	2.46%	\$95.55	2.14%	15.05%	\$8.25	\$10.50	\$12.50	\$ 12.50	
33	\$85.23	\$91.30	7.12%	\$93.55	2.46%	\$95.55	2.14%	12.11%	\$6.07	\$8.32	\$10.32	\$ 10.32	
34	\$85.23	\$91.30	7.12%	\$93.55	2.46%	\$95.55	2.14%	12.11%	\$6.07	\$8.32	\$10.32	\$ 10.32	
35	\$87.49	\$91.30	4.35%	\$93.55	2.46%	\$95.55	2.14%	9.21%	\$3.81	\$6.06	\$8.06	\$ 8.06	
36	\$87.49	\$91.30	4.35%	\$93.55	2.46%	\$95.55	2.14%	9.21%	\$3.81	\$6.06	\$8.06	\$ 8.06	
37	\$89.80	\$91.30	1.67%	\$93.55	2.46%	\$95.55	2.14%	6.40%	\$1.50	\$3.75	\$5.75	\$ 5.75	