

New Hire – (New Hire/6 Month Combined)

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 1

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 2

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 3

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 4

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 5

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 6

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 7

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 8

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Step 9

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						

Steps 10 & 11 (Compressed as New Top of Scale)

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00						
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06						

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41						
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41						