DM 40 Hour Pay Plan Effective 7/01/2014

| Plan | Group | Period | Minimum | Maximum |
|------|-------|------------------------------------|--|---|
| DM | 24 | Annual Bi-Wk Daily Hourly | \$60,612.00 \$2,322.30 \$232.23 \$29.03 | \$83,991.00 \$3,218.05 \$321.81 \$40.23 |
| DM | 25 | Annual Bi-Wk Daily Hourly | \$63,578.00 \$2,435.94 \$243.60 \$30.45 | \$88,094.00 \$3,375.25 \$337.53 \$42.20 |
| DM | 26 | Annual Bi-Wk Daily Hourly | \$66,699.00 \$2,555.52 \$255.56 \$31.95 | \$92,410.00 \$3,540.62 \$354.07 \$44.26 |
| DM | 27 | Annual Bi-Wk Daily Hourly | \$70,017.00 \$2,682.65 \$268.27 \$33.54 | \$97,001.00 \$3,716.52 \$371.66 \$46.46 |
| DM | 28 | Annual Bi-Wk Daily Hourly | \$73,721.00 \$2,824.56 \$282.46 \$35.31 | \$101,773.00 \$3,899.35 \$389.94 \$48.75 |
| DM | 29 | Annual Bi-Wk Daily Hourly | \$74,461.00 \$2,852.92 \$285.30 \$35.67 | \$104,429.00 \$4,001.12 \$400.12 \$50.02 |
| DM | 30 | Annual Bi-Wk Daily Hourly | \$77,580.00 \$2,972.42 \$297.25 \$37.16 | \$108,542.00 \$4,158.70 \$415.87 \$51.99 |
| DM | 31 | Annual Bi-Wk Daily Hourly | \$80,844.00 \$3,097.48 \$309.75 \$38.72 | \$112,824.00 \$4,322.76 \$432.28 \$54.04 |

DM 40 Hour Pay Plan Effective 7/01/2014

| Plan | Group | Period | Minimum | Maximum |
|------|-------|------------------------------------|---|---|
| DM | 32 | Annual Bi-Wk Daily Hourly | \$84,648.00 \$3,243.22 \$324.33 \$40.55 | \$116,889.00 \$4,478.51 \$447.86 \$55.99 |
| DM | 33 | Annual Bi-Wk Daily Hourly | \$88,048.00 \$3,373.49 \$337.35 \$42.17 | \$121,349.00 \$4,649.39 \$464.94 \$58.12 |
| DM | 34 | Annual Bi-Wk Daily Hourly | \$91,657.00 \$3,511.77 \$351.18 \$43.90 | \$126,009.00 \$4,827.94 \$482.80 \$60.35 |
| DM | 35 | Annual Bi-Wk Daily Hourly | \$95,414.00 \$3,655.71 \$365.58 \$45.70 | \$130,833.00 \$5,012.76 \$501.28 \$62.66 |
| DM | 36 | Annual Bi-Wk Daily Hourly | \$99,356.00 \$3,806.75 \$380.68 \$47.59 | \$135,901.00 \$5,206.94 \$520.70 \$65.09 |
| DM | 37 | Annual Bi-Wk Daily Hourly | \$103,476.00 \$3,964.60 \$396.46 \$49.56 | \$141,197.00 \$5,409.85 \$540.99 \$67.63 |
| DM | 38 | Annual Bi-Wk Daily Hourly | \$107,743.00 \$4,128.09 \$412.81 \$51.61 | \$146,600.00 \$5,616.86 \$561.69 \$70.22 |
| DM | 39 | Annual Bi-Wk Daily Hourly | \$112,201.00 \$4,298.89 \$429.89 \$53.74 | \$152,217.00 \$5,832.07 \$583.21 \$72.91 |