

Service	Step	Upon Ratification	1/1/2021	1/1/2022	1/1/2023	1/1/2024
Less than 1 year	1	\$41.49	\$41.49	\$42.63	\$43.70	\$44.91
1 year or more but less than 2 years	2	\$42.63	\$42.63	\$43.81	\$44.91	\$46.15
2 years or more but less than 4 years	3	\$43.81	\$43.81	\$45.01	\$46.15	\$47.42
4 years or more	4	\$45.01	\$45.01	\$46.25	\$47.42	\$48.72