

TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330  
 DEPARTMENTS OF CORRECTIONS, HUMAN SERVICES, VETERANS' AFFAIRS

EFFECTIVE DATE: 07/01/2023  
 GENERAL INCREASE: 4.00%

LEVEL 75% ELIMINATED

PAY UPGRADES & CDL INCREASE

| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
|----------|--------------------------------|---------------|----------------------|------------------|
|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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|----------|---------------------------------------|--------------------------------|----------------------|-------------|
|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

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|----------|--------------------------------|---------------|----------------------|------------------|
|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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|----------|---------------------------------------|--------------------------------|----------------------|-------------|
|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENTS OF CORRECTIONS, HUMAN SERVICES, VETERANS' AFFAIRS**

**EFFECTIVE DATE: 01/01/2024**  
**GENERAL INCREASE: 2.50%**

| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
|----------|--------------------------------|---------------|----------------------|------------------|
|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

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| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

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| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
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|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

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| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

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**EFFECTIVE DATE: 07/01/2025**  
**GENERAL INCREASE: 3.95%**

| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
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| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

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| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENTS OF CORRECTIONS, HUMAN SERVICES, VETERANS' AFFAIRS**

**EFFECTIVE DATE: 07/01/2025**  
**GENERAL INCREASE: 3.95%**

| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
|----------|--------------------------------|---------------|----------------------|------------------|
|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENT OF TRANSPORTATION**

**EFFECTIVE DATE: 07/01/2025**  
**GENERAL INCREASE: 3.95%**

| JOB CODE | JOB TITLE                             | SUB JOB CODE                   | SALARY PLAN          | PAY FORMULA |
|----------|---------------------------------------|--------------------------------|----------------------|-------------|
|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |



**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENTS OF CORRECTIONS, HUMAN SERVICES, VETERANS' AFFAIRS**

**EFFECTIVE DATE: 07/01/2026**  
**GENERAL INCREASE: 3.50%**

| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
|----------|--------------------------------|---------------|----------------------|------------------|
|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENT OF TRANSPORTATION**

**EFFECTIVE DATE: 07/01/2026**  
**GENERAL INCREASE: 3.50%**

| JOB CODE | JOB TITLE                             | SUB JOB CODE                   | SALARY PLAN          | PAY FORMULA |
|----------|---------------------------------------|--------------------------------|----------------------|-------------|
|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENTS OF CORRECTIONS, HUMAN SERVICES, VETERANS' AFFAIRS**

**EFFECTIVE DATE: 07/01/2026**  
**GENERAL INCREASE: 3.50%**

| JOB CODE | JOB TITLE                      | SUB JOB CODE  | SALARY PLAN          | PAY FORMULA      |
|----------|--------------------------------|---------------|----------------------|------------------|
|          |                                |               |                      | LEVEL            |
| 23080    | LABORER (MAINTENANCE)          | REGULAR       | RC020/RG/B-23080     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR       | RC020/RG/B-25020     | REGULAR          |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/Q-25020 | ALTERNATIVE      |
| 25020    | MAINTENANCE EQUIPMENT OPERATOR | REGULAR - DOC | RC020/RG-DOC/S-25020 | MAXIMUM SECURITY |
| 25550    | MAINTENANCE WORKER             | REGULAR       | RC020/RG/B-25550     | REGULAR          |

**TEAMSTERS - RC020 - FOX VALLEY - LOCAL 330**  
**DEPARTMENT OF TRANSPORTATION**

**EFFECTIVE DATE: 07/01/2026**  
**GENERAL INCREASE: 3.50%**

| JOB CODE | JOB TITLE                             | SUB JOB CODE                   | SALARY PLAN          | PAY FORMULA |
|----------|---------------------------------------|--------------------------------|----------------------|-------------|
|          |                                       |                                |                      | LEVEL       |
| 05310    | BRIDGE MECHANIC                       | REGULAR                        | RC020/RG/Q-05310     | ALTERNATIVE |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/B-05320     | REGULAR     |
| 05320    | BRIDGE TENDER                         | REGULAR                        | RC020/RG/Q-05320     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | REGULAR                        | RC020/RG/Q-18465     | ALTERNATIVE |
| 18465    | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | BRIDGE CREW                    | RC020/BC/Q-18465     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | REGULAR                        | RC020/RG/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | BRIDGE CREW                    | RC020/BC/Q-18639     | ALTERNATIVE |
| 18639    | HIGHWAY MAINTAINER                    | DRILL RIG                      | RC020/DR/Q-18639     | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD WORKER          | RC020/RG-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD WORKER      | RC020/BC-LW/Q-18659  | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | REGULAR - LEAD LEAD WORKER     | RC020/RG-LLW/Q-18659 | ALTERNATIVE |
| 18659    | HIGHWAY MAINTENANCE LEAD WORKER       | BRIDGE CREW - LEAD LEAD WORKER | RC020/BC-LLW/Q-18659 | ALTERNATIVE |
| 23080    | LABORER (MAINTENANCE)                 | REGULAR                        | RC020/RG/B-23080     | REGULAR     |
| 22809    | LABOR MAINTENANCE LEAD WORKER         | REGULAR - LEAD WORKER          | RC020/RG-LW/B-22809  | REGULAR     |
| 25500    | MAINTENANCE WORKER                    | REGULAR - DOT                  | RC020/RG-DOT/B-25500 | REGULAR     |
| 41020    | SILK SCREEN OPERATOR                  | REGULAR                        | RC020/RG/B-41020     | REGULAR     |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 5580.00 | 5929.00 | 6277.00 | 6626.00 | 6975.00 |
| 5920.00 | 6292.00 | 6659.00 | 7031.00 | 7401.00 |
| 6121.00 | 6505.00 | 6887.00 | 7270.00 | 7653.00 |
| 6155.00 | 6540.00 | 6924.00 | 7309.00 | 7692.00 |
| 5698.00 | 6055.00 | 6411.00 | 6767.00 | 7123.00 |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 5805.00 | 6168.00 | 6533.00 | 6894.00 | 7257.00 |
| 5489.00 | 5832.00 | 6176.00 | 6518.00 | 6862.00 |
| 5489.00 | 5832.00 | 6176.00 | 6518.00 | 6862.00 |
| 6239.00 | 6630.00 | 7020.00 | 7409.00 | 7801.00 |
| 6329.00 | 6725.00 | 7120.00 | 7516.00 | 7912.00 |
| 5997.00 | 6370.00 | 6744.00 | 7119.00 | 7493.00 |
| 6087.00 | 6468.00 | 6846.00 | 7227.00 | 7608.00 |
| 6239.00 | 6630.00 | 7020.00 | 7409.00 | 7801.00 |
| 6278.00 | 6672.00 | 7065.00 | 7457.00 | 7850.00 |
| 6370.00 | 6767.00 | 7166.00 | 7564.00 | 7961.00 |
| 6418.00 | 6817.00 | 7220.00 | 7621.00 | 8022.00 |
| 6509.00 | 6917.00 | 7323.00 | 7728.00 | 8137.00 |
| 5580.00 | 5929.00 | 6277.00 | 6626.00 | 6975.00 |
| 5648.00 | 6002.00 | 6354.00 | 6708.00 | 7061.00 |
| 5626.00 | 5977.00 | 6328.00 | 6681.00 | 7032.00 |
| 5814.00 | 6179.00 | 6543.00 | 6905.00 | 7269.00 |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 32.07   | 34.08   | 36.08   | 38.08   | 40.09   |
| 34.02   | 36.16   | 38.27   | 40.41   | 42.53   |
| 35.18   | 37.39   | 39.58   | 41.78   | 43.98   |
| 35.37   | 37.59   | 39.79   | 42.01   | 44.21   |
| 32.75   | 34.80   | 36.85   | 38.89   | 40.94   |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 33.36   | 35.45   | 37.55   | 39.62   | 41.71   |
| 31.55   | 33.52   | 35.49   | 37.46   | 39.44   |
| 31.55   | 33.52   | 35.49   | 37.46   | 39.44   |
| 35.86   | 38.10   | 40.35   | 42.58   | 44.83   |
| 36.37   | 38.65   | 40.92   | 43.20   | 45.47   |
| 34.47   | 36.61   | 38.76   | 40.91   | 43.06   |
| 34.98   | 37.17   | 39.35   | 41.53   | 43.72   |
| 35.86   | 38.10   | 40.35   | 42.58   | 44.83   |
| 36.08   | 38.35   | 40.60   | 42.86   | 45.12   |
| 36.61   | 38.89   | 41.18   | 43.47   | 45.75   |
| 36.89   | 39.18   | 41.49   | 43.80   | 46.10   |
| 37.41   | 39.75   | 42.09   | 44.41   | 46.76   |
| 32.07   | 34.08   | 36.08   | 38.08   | 40.09   |
| 32.46   | 34.49   | 36.52   | 38.55   | 40.58   |
| 32.33   | 34.35   | 36.37   | 38.40   | 40.41   |
| 33.41   | 35.51   | 37.60   | 39.68   | 41.78   |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 5720.00 | 6077.00 | 6434.00 | 6792.00 | 7149.00 |
| 6068.00 | 6449.00 | 6825.00 | 7207.00 | 7586.00 |
| 6274.00 | 6668.00 | 7059.00 | 7452.00 | 7844.00 |
| 6309.00 | 6704.00 | 7097.00 | 7492.00 | 7884.00 |
| 5840.00 | 6206.00 | 6571.00 | 6936.00 | 7301.00 |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 5950.00 | 6322.00 | 6696.00 | 7066.00 | 7438.00 |
| 5626.00 | 5978.00 | 6330.00 | 6681.00 | 7034.00 |
| 5626.00 | 5978.00 | 6330.00 | 6681.00 | 7034.00 |
| 6395.00 | 6796.00 | 7196.00 | 7594.00 | 7996.00 |
| 6487.00 | 6893.00 | 7298.00 | 7704.00 | 8110.00 |
| 6147.00 | 6529.00 | 6913.00 | 7297.00 | 7680.00 |
| 6239.00 | 6630.00 | 7017.00 | 7408.00 | 7798.00 |
| 6395.00 | 6796.00 | 7196.00 | 7594.00 | 7996.00 |
| 6435.00 | 6839.00 | 7242.00 | 7643.00 | 8046.00 |
| 6529.00 | 6936.00 | 7345.00 | 7753.00 | 8160.00 |
| 6578.00 | 6987.00 | 7401.00 | 7812.00 | 8223.00 |
| 6672.00 | 7090.00 | 7506.00 | 7921.00 | 8340.00 |
| 5720.00 | 6077.00 | 6434.00 | 6792.00 | 7149.00 |
| 5789.00 | 6152.00 | 6513.00 | 6876.00 | 7238.00 |
| 5767.00 | 6126.00 | 6486.00 | 6848.00 | 7208.00 |
| 5959.00 | 6333.00 | 6707.00 | 7078.00 | 7451.00 |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 32.87   | 34.93   | 36.98   | 39.03   | 41.09   |
| 34.87   | 37.06   | 39.22   | 41.42   | 43.60   |
| 36.06   | 38.32   | 40.57   | 42.83   | 45.08   |
| 36.26   | 38.53   | 40.79   | 43.06   | 45.31   |
| 33.56   | 35.67   | 37.76   | 39.86   | 41.96   |

| STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |
|---------|---------|---------|---------|---------|
| 80%     | 85%     | 90%     | 95%     | 100%    |
| 34.20   | 36.33   | 38.48   | 40.61   | 42.75   |
| 32.33   | 34.36   | 36.38   | 38.40   | 40.43   |
| 32.33   | 34.36   | 36.38   | 38.40   | 40.43   |
| 36.75   | 39.06   | 41.36   | 43.64   | 45.95   |
| 37.28   | 39.62   | 41.94   | 44.28   | 46.61   |
| 35.33   | 37.52   | 39.73   | 41.94   | 44.14   |
| 35.86   | 38.10   | 40.33   | 42.58   | 44.82   |
| 36.75   | 39.06   | 41.36   | 43.64   | 45.95   |
| 36.98   | 39.31   | 41.62   | 43.93   | 46.24   |
| 37.52   | 39.86   | 42.21   | 44.56   | 46.90   |
| 37.81   | 40.16   | 42.53   | 44.90   | 47.26   |
| 38.35   | 40.75   | 43.14   | 45.52   | 47.93   |
| 32.87   | 34.93   | 36.98   | 39.03   | 41.09   |
| 33.27   | 35.36   | 37.43   | 39.52   | 41.60   |
| 33.14   | 35.21   | 37.28   | 39.36   | 41.43   |
| 34.25   | 36.40   | 38.55   | 40.68   | 42.82   |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 5949.00 | 6691.00 | 7435.00 |
| 6563.00 | 7382.00 | 8205.00 |
| 6786.00 | 7635.00 | 8484.00 |
| 6823.00 | 7676.00 | 8527.00 |
| 6074.00 | 6834.00 | 7593.00 |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 6188.00 | 6964.00 | 7736.00 |
| 5851.00 | 6583.00 | 7315.00 |
| 5851.00 | 6583.00 | 7315.00 |
| 6917.00 | 7783.00 | 8649.00 |
| 7016.00 | 7894.00 | 8771.00 |
| 6649.00 | 7478.00 | 8306.00 |
| 6749.00 | 7590.00 | 8434.00 |
| 6917.00 | 7783.00 | 8649.00 |
| 6960.00 | 7833.00 | 8703.00 |
| 7062.00 | 7945.00 | 8825.00 |
| 7115.00 | 8005.00 | 8894.00 |
| 7217.00 | 8118.00 | 9021.00 |
| 5949.00 | 6691.00 | 7435.00 |
| 6021.00 | 6774.00 | 7528.00 |
| 5998.00 | 6745.00 | 7496.00 |
| 6197.00 | 6975.00 | 7749.00 |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 34.19   | 38.45   | 42.73   |
| 37.72   | 42.43   | 47.16   |
| 39.00   | 43.88   | 48.76   |
| 39.21   | 44.12   | 49.01   |
| 34.91   | 39.28   | 43.64   |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 35.56   | 40.02   | 44.46   |
| 33.63   | 37.83   | 42.04   |
| 33.63   | 37.83   | 42.04   |
| 39.75   | 44.73   | 49.71   |
| 40.32   | 45.37   | 50.41   |
| 38.21   | 42.98   | 47.74   |
| 38.79   | 43.62   | 48.47   |
| 39.75   | 44.73   | 49.71   |
| 40.00   | 45.02   | 50.02   |
| 40.59   | 45.66   | 50.72   |
| 40.89   | 46.01   | 51.12   |
| 41.48   | 46.66   | 51.85   |
| 34.19   | 38.45   | 42.73   |
| 34.60   | 38.93   | 43.26   |
| 34.47   | 38.76   | 43.08   |
| 35.62   | 40.09   | 44.53   |



| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 6184.00 | 6955.00 | 7729.00 |
| 6822.00 | 7674.00 | 8529.00 |
| 7054.00 | 7937.00 | 8819.00 |
| 7093.00 | 7979.00 | 8864.00 |
| 6314.00 | 7104.00 | 7893.00 |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 6432.00 | 7239.00 | 8042.00 |
| 6082.00 | 6843.00 | 7604.00 |
| 6082.00 | 6843.00 | 7604.00 |
| 7190.00 | 8090.00 | 8991.00 |
| 7293.00 | 8206.00 | 9117.00 |
| 6912.00 | 7773.00 | 8634.00 |
| 7016.00 | 7890.00 | 8767.00 |
| 7190.00 | 8090.00 | 8991.00 |
| 7235.00 | 8142.00 | 9047.00 |
| 7341.00 | 8259.00 | 9174.00 |
| 7396.00 | 8321.00 | 9245.00 |
| 7502.00 | 8439.00 | 9377.00 |
| 6184.00 | 6955.00 | 7729.00 |
| 6259.00 | 7042.00 | 7825.00 |
| 6235.00 | 7011.00 | 7792.00 |
| 6442.00 | 7251.00 | 8055.00 |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 35.54   | 39.97   | 44.42   |
| 39.21   | 44.10   | 49.02   |
| 40.54   | 45.62   | 50.68   |
| 40.76   | 45.86   | 50.94   |
| 36.29   | 40.83   | 45.36   |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 36.97   | 41.60   | 46.22   |
| 34.95   | 39.33   | 43.70   |
| 34.95   | 39.33   | 43.70   |
| 41.32   | 46.49   | 51.67   |
| 41.91   | 47.16   | 52.40   |
| 39.72   | 44.67   | 49.62   |
| 40.32   | 45.35   | 50.39   |
| 41.32   | 46.49   | 51.67   |
| 41.58   | 46.79   | 51.99   |
| 42.19   | 47.47   | 52.72   |
| 42.51   | 47.82   | 53.13   |
| 43.12   | 48.50   | 53.89   |
| 35.54   | 39.97   | 44.42   |
| 35.97   | 40.47   | 44.97   |
| 35.83   | 40.29   | 44.78   |
| 37.02   | 41.67   | 46.29   |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 6400.00 | 7198.00 | 8000.00 |
| 7061.00 | 7943.00 | 8828.00 |
| 7301.00 | 8215.00 | 9128.00 |
| 7341.00 | 8258.00 | 9174.00 |
| 6535.00 | 7353.00 | 8169.00 |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 6657.00 | 7492.00 | 8323.00 |
| 6295.00 | 7083.00 | 7870.00 |
| 6295.00 | 7083.00 | 7870.00 |
| 7442.00 | 8373.00 | 9306.00 |
| 7548.00 | 8493.00 | 9436.00 |
| 7154.00 | 8045.00 | 8936.00 |
| 7262.00 | 8166.00 | 9074.00 |
| 7442.00 | 8373.00 | 9306.00 |
| 7488.00 | 8427.00 | 9364.00 |
| 7598.00 | 8548.00 | 9495.00 |
| 7655.00 | 8612.00 | 9569.00 |
| 7765.00 | 8734.00 | 9705.00 |
| 6400.00 | 7198.00 | 8000.00 |
| 6478.00 | 7288.00 | 8099.00 |
| 6453.00 | 7256.00 | 8065.00 |
| 6667.00 | 7505.00 | 8337.00 |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 36.78   | 41.37   | 45.98   |
| 40.58   | 45.65   | 50.74   |
| 41.96   | 47.21   | 52.46   |
| 42.19   | 47.46   | 52.72   |
| 37.56   | 42.26   | 46.95   |

| STEP 01 | STEP 02 | STEP 03 |
|---------|---------|---------|
| 80%     | 90%     | 100%    |
| 38.26   | 43.06   | 47.83   |
| 36.18   | 40.71   | 45.23   |
| 36.18   | 40.71   | 45.23   |
| 42.77   | 48.12   | 53.48   |
| 43.38   | 48.81   | 54.23   |
| 41.12   | 46.24   | 51.36   |
| 41.74   | 46.93   | 52.15   |
| 42.77   | 48.12   | 53.48   |
| 43.03   | 48.43   | 53.82   |
| 43.67   | 49.13   | 54.57   |
| 43.99   | 49.49   | 54.99   |
| 44.63   | 50.20   | 55.78   |
| 36.78   | 41.37   | 45.98   |
| 37.23   | 41.89   | 46.55   |
| 37.09   | 41.70   | 46.35   |
| 38.32   | 43.13   | 47.91   |