

**COMPENSATION CITY OF LOMA LINDA
COMPENSATION PLAN
SAFETY EMPLOYEES
FISCAL YEAR 2015-2016**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIREFIGHTER-EMT	FIRE 1	\$56,480.78	\$73,931.49
FIRE ENGINEER	FIRE 4	\$65,383.55	\$85,584.93
FIREFIGHTER/PARAMEDIC	FIRE 4	\$65,383.55	\$85,584.93
FIRE CAPTAIN	FIRE 8	\$79,474.13	\$104,029.02
FIRE BATTALION CHIEF	FIRE 12	\$96,601.29	\$126,447.93
FIRE DIVISION CHIEF	FIRE 14	\$106,502.92	\$139,408.83

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2015-2016

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Annual	FIRE 1	\$56,480.78	\$59,304.81	\$62,270.05	\$65,383.55	\$68,652.73	\$70,369.05	\$72,128.28	\$73,931.49
Monthly		\$4,706.73	\$4,942.07	\$5,189.17	\$5,448.63	\$5,721.06	\$5,864.09	\$6,010.69	\$6,160.96
Bi-weekly		\$2,172.34	\$2,280.95	\$2,395.00	\$2,514.75	\$2,640.49	\$2,706.50	\$2,774.16	\$2,843.52
40-hour		\$27.15	\$28.51	\$29.94	\$31.43	\$33.01	\$33.83	\$34.68	\$35.54
56-hour		\$19.40	\$20.37	\$21.38	\$22.45	\$23.58	\$24.17	\$24.77	\$25.39
Annual	FIRE 2	\$59,304.81	\$62,270.05	\$65,383.55	\$68,652.73	\$72,085.37	\$73,887.50	\$75,734.69	\$77,628.06
Monthly		\$4,942.07	\$5,189.17	\$5,448.63	\$5,721.06	\$6,007.11	\$6,157.29	\$6,311.22	\$6,469.01
Bi-weekly		\$2,280.95	\$2,395.00	\$2,514.75	\$2,640.49	\$2,772.51	\$2,841.83	\$2,912.87	\$2,985.69
40-hour		\$28.51	\$29.94	\$31.43	\$33.01	\$34.66	\$35.52	\$36.41	\$37.32
56-hour		\$20.37	\$21.38	\$22.45	\$23.58	\$24.75	\$25.37	\$26.01	\$26.66
Annual	FIRE 3	\$62,270.05	\$65,383.55	\$68,652.73	\$72,085.37	\$75,689.64	\$77,581.88	\$79,521.43	\$81,509.47
Monthly		\$5,189.17	\$5,448.63	\$5,721.06	\$6,007.11	\$6,307.47	\$6,465.16	\$6,626.79	\$6,792.46
Bi-weekly		\$2,395.00	\$2,514.75	\$2,640.49	\$2,772.51	\$2,911.14	\$2,983.92	\$3,058.52	\$3,134.98
40-hour		\$29.94	\$31.43	\$33.01	\$34.66	\$36.39	\$37.30	\$38.23	\$39.19
56-hour		\$21.38	\$22.45	\$23.58	\$24.75	\$25.99	\$26.64	\$27.31	\$27.99
Annual	FIRE 4	\$65,383.55	\$68,652.73	\$72,085.37	\$75,689.64	\$79,474.12	\$81,460.97	\$83,497.49	\$85,584.93
Monthly		\$5,448.63	\$5,721.06	\$6,007.11	\$6,307.47	\$6,622.84	\$6,788.41	\$6,958.12	\$7,132.08
Bi-weekly		\$2,514.75	\$2,640.49	\$2,772.51	\$2,911.14	\$3,056.70	\$3,133.11	\$3,211.44	\$3,291.73
40-hour		\$31.43	\$33.01	\$34.66	\$36.39	\$38.21	\$39.16	\$40.14	\$41.15
56-hour		\$22.45	\$23.58	\$24.75	\$25.99	\$27.29	\$27.97	\$28.67	\$29.39
Annual	FIRE 5	\$68,652.73	\$72,085.37	\$75,689.64	\$79,474.12	\$83,447.83	\$85,534.03	\$87,672.38	\$89,864.19
Monthly		\$5,721.06	\$6,007.11	\$6,307.47	\$6,622.84	\$6,953.99	\$7,127.84	\$7,306.03	\$7,488.68
Bi-weekly		\$2,640.49	\$2,772.51	\$2,911.14	\$3,056.70	\$3,209.53	\$3,289.77	\$3,372.01	\$3,456.32
40-hour		\$33.01	\$34.66	\$36.39	\$38.21	\$40.12	\$41.12	\$42.15	\$43.20
56-hour		\$23.58	\$24.75	\$25.99	\$27.29	\$28.66	\$29.37	\$30.11	\$30.86
Annual	FIRE 6	\$72,085.37	\$75,689.64	\$79,474.12	\$83,447.83	\$87,620.22	\$89,810.73	\$92,056.00	\$94,357.40
Monthly		\$6,007.11	\$6,307.47	\$6,622.84	\$6,953.99	\$7,301.69	\$7,484.23	\$7,671.33	\$7,863.12
Bi-weekly		\$2,772.51	\$2,911.14	\$3,056.70	\$3,209.53	\$3,370.01	\$3,454.26	\$3,540.62	\$3,629.13
40-hour		\$34.66	\$36.39	\$38.21	\$40.12	\$42.13	\$43.18	\$44.26	\$45.36
56-hour		\$24.75	\$25.99	\$27.29	\$28.66	\$30.09	\$30.84	\$31.61	\$32.40
Annual	FIRE 7	\$75,689.64	\$79,474.12	\$83,447.83	\$87,620.22	\$92,001.23	\$94,301.26	\$96,658.79	\$99,075.26
Monthly		\$6,307.47	\$6,622.84	\$6,953.99	\$7,301.69	\$7,666.77	\$7,858.44	\$8,054.90	\$8,256.27
Bi-weekly		\$2,911.14	\$3,056.70	\$3,209.53	\$3,370.01	\$3,538.51	\$3,626.97	\$3,717.65	\$3,810.59
40-hour		\$36.39	\$38.21	\$40.12	\$42.13	\$44.23	\$45.34	\$46.47	\$47.63
56-hour		\$25.99	\$27.29	\$28.66	\$30.09	\$31.59	\$32.38	\$33.19	\$34.02
Annual	FIRE 8	\$79,474.12	\$83,447.83	\$87,620.22	\$92,001.23	\$96,601.29	\$99,016.32	\$101,491.73	\$104,029.02
Monthly		\$6,622.84	\$6,953.99	\$7,301.69	\$7,666.77	\$8,050.11	\$8,251.36	\$8,457.64	\$8,669.09
Bi-weekly		\$3,056.70	\$3,209.53	\$3,370.01	\$3,538.51	\$3,715.43	\$3,808.32	\$3,903.53	\$4,001.12
40-hour		\$38.21	\$40.12	\$42.13	\$44.23	\$46.44	\$47.60	\$48.79	\$50.01
56-hour		\$27.29	\$28.66	\$30.09	\$31.59	\$33.17	\$34.00	\$34.85	\$35.72

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2015-2016

Annual	FIRE 9	\$83,447.83	\$87,620.22	\$92,001.23	\$96,601.29	\$101,431.35	\$103,967.13	\$106,566.31	\$109,230.47
Monthly		\$6,953.99	\$7,301.69	\$7,666.77	\$8,050.11	\$8,452.61	\$8,663.93	\$8,880.53	\$9,102.54
Bi-weekly		\$3,209.53	\$3,370.01	\$3,538.51	\$3,715.43	\$3,901.21	\$3,998.74	\$4,098.70	\$4,201.17
40-hour		\$40.12	\$42.13	\$44.23	\$46.44	\$48.77	\$49.98	\$51.23	\$52.51
56-hour		\$28.66	\$30.09	\$31.59	\$33.17	\$34.83	\$35.70	\$36.60	\$37.51
Annual	FIRE 10	\$87,620.22	\$92,001.23	\$96,601.29	\$101,431.35	\$106,502.92	\$109,165.49	\$111,894.63	\$114,692.00
Monthly		\$7,301.69	\$7,666.77	\$8,050.11	\$8,452.61	\$8,875.24	\$9,097.12	\$9,324.55	\$9,557.67
Bi-weekly		\$3,370.01	\$3,538.51	\$3,715.43	\$3,901.21	\$4,096.27	\$4,198.67	\$4,303.64	\$4,411.23
40-hour		\$42.13	\$44.23	\$46.44	\$48.77	\$51.20	\$52.48	\$53.80	\$55.14
56-hour		\$30.09	\$31.59	\$33.17	\$34.83	\$36.57	\$37.49	\$38.43	\$39.39
Annual	FIRE 11	\$92,001.23	\$96,601.29	\$101,431.35	\$106,502.92	\$111,828.07	\$114,623.77	\$117,489.36	\$120,426.59
Monthly		\$7,666.77	\$8,050.11	\$8,452.61	\$8,875.24	\$9,319.01	\$9,551.98	\$9,790.78	\$10,035.55
Bi-weekly		\$3,538.51	\$3,715.43	\$3,901.21	\$4,096.27	\$4,301.08	\$4,408.61	\$4,518.82	\$4,631.79
40-hour		\$44.23	\$46.44	\$48.77	\$51.20	\$53.76	\$55.11	\$56.49	\$57.90
56-hour		\$31.59	\$33.17	\$34.83	\$36.57	\$38.40	\$39.36	\$40.35	\$41.36
Annual	FIRE 12	\$96,601.29	\$101,431.35	\$106,502.92	\$111,828.07	\$117,419.47	\$120,354.96	\$123,363.83	\$126,447.93
Monthly		\$8,050.11	\$8,452.61	\$8,875.24	\$9,319.01	\$9,784.96	\$10,029.58	\$10,280.32	\$10,537.33
Bi-weekly		\$3,715.43	\$3,901.21	\$4,096.27	\$4,301.08	\$4,516.13	\$4,629.04	\$4,744.76	\$4,863.38
40-hour		\$46.44	\$48.77	\$51.20	\$53.76	\$56.45	\$57.86	\$59.31	\$60.79
56-hour		\$33.17	\$34.83	\$36.57	\$38.40	\$40.32	\$41.33	\$42.36	\$43.42
Annual	FIRE 13	\$101,431.35	\$106,502.92	\$111,828.07	\$117,419.47	\$123,290.44	\$126,372.70	\$129,532.02	\$132,770.32
Monthly		\$8,452.61	\$8,875.24	\$9,319.01	\$9,784.96	\$10,274.20	\$10,531.06	\$10,794.34	\$11,064.19
Bi-weekly		\$3,901.21	\$4,096.27	\$4,301.08	\$4,516.13	\$4,741.94	\$4,860.49	\$4,982.00	\$5,106.55
40-hour		\$48.77	\$51.20	\$53.76	\$56.45	\$59.27	\$60.76	\$62.28	\$63.83
56-hour		\$34.83	\$36.57	\$38.40	\$40.32	\$42.34	\$43.40	\$44.48	\$45.59
Annual	FIRE 14	\$106,502.92	\$111,828.07	\$117,419.47	\$123,290.44	\$129,454.96	\$132,691.33	\$136,008.61	\$139,408.83
Monthly		\$8,875.24	\$9,319.01	\$9,784.96	\$10,274.20	\$10,787.91	\$11,057.61	\$11,334.05	\$11,617.40
Bi-weekly		\$4,096.27	\$4,301.08	\$4,516.13	\$4,741.94	\$4,979.04	\$5,103.51	\$5,231.10	\$5,361.88
40-hour		\$51.20	\$53.76	\$56.45	\$59.27	\$62.24	\$63.79	\$65.39	\$67.02
56-hour		\$36.57	\$38.40	\$40.32	\$42.34	\$44.46	\$45.57	\$46.71	\$47.87

25.00% SPREAD MIN TO MAX

5.00% SPREAD BETWEEN GRADES

5.00% SPREAD BETWEEN STEPS 1-5; 2.5% BETWEEN STEP 5 & 6

STEP 7 after 3 years at Step 6 2.50%

STEP 8 after 3 years at Step 7 2.50%

ADOPTED

**COMPENSATION CITY OF LOMA LINDA
COMPENSATION PLAN
SAFETY EMPLOYEES
FISCAL YEAR 2016-2017**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIREFIGHTER-EMT	FIRE 1	\$57,610.39	\$75,410.11
FIRE ENGINEER	FIRE 4	\$66,691.23	\$87,296.63
FIREFIGHTER/PARAMEDIC	FIRE 4	\$66,691.23	\$87,296.63
FIRE CAPTAIN	FIRE 8	\$81,063.60	\$104,029.02
FIRE BATTALION CHIEF	FIRE 12	\$98,533.31	\$128,976.89
FIRE DIVISION CHIEF	FIRE 14	\$108,632.98	\$142,197.01

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2016-2017

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Annual	FIRE 1	\$57,610.39	\$60,490.91	\$63,515.46	\$66,691.23	\$70,025.79	\$71,776.43	\$73,570.84	\$75,410.11
Monthly		\$4,800.87	\$5,040.91	\$5,292.96	\$5,557.60	\$5,835.48	\$5,981.37	\$6,130.90	\$6,284.18
Bi-weekly		\$2,215.78	\$2,326.57	\$2,442.90	\$2,565.05	\$2,693.30	\$2,760.63	\$2,829.65	\$2,900.39
40-hour		\$27.70	\$29.08	\$30.54	\$32.06	\$33.67	\$34.51	\$35.37	\$36.25
56-hour		\$19.78	\$20.77	\$21.81	\$22.90	\$24.05	\$24.65	\$25.26	\$25.90
Annual	FIRE 2	\$60,490.91	\$63,515.46	\$66,691.23	\$70,025.79	\$73,527.08	\$75,365.26	\$77,249.39	\$79,180.62
Monthly		\$5,040.91	\$5,292.96	\$5,557.60	\$5,835.48	\$6,127.26	\$6,280.44	\$6,437.45	\$6,598.39
Bi-weekly		\$2,326.57	\$2,442.90	\$2,565.05	\$2,693.30	\$2,827.96	\$2,898.66	\$2,971.13	\$3,045.41
40-hour		\$29.08	\$30.54	\$32.06	\$33.67	\$35.35	\$36.23	\$37.14	\$38.07
56-hour		\$20.77	\$21.81	\$22.90	\$24.05	\$25.25	\$25.88	\$26.53	\$27.19
Annual	FIRE 3	\$63,515.46	\$66,691.23	\$70,025.79	\$73,527.08	\$77,203.43	\$79,133.52	\$81,111.86	\$83,139.66
Monthly		\$5,292.96	\$5,557.60	\$5,835.48	\$6,127.26	\$6,433.62	\$6,594.46	\$6,759.32	\$6,928.31
Bi-weekly		\$2,442.90	\$2,565.05	\$2,693.30	\$2,827.96	\$2,969.36	\$3,043.60	\$3,119.69	\$3,197.68
40-hour		\$30.54	\$32.06	\$33.67	\$35.35	\$37.12	\$38.04	\$39.00	\$39.97
56-hour		\$21.81	\$22.90	\$24.05	\$25.25	\$26.51	\$27.17	\$27.85	\$28.55
Annual	FIRE 4	\$66,691.23	\$70,025.79	\$73,527.08	\$77,203.43	\$81,063.60	\$83,090.19	\$85,167.44	\$87,296.63
Monthly		\$5,557.60	\$5,835.48	\$6,127.26	\$6,433.62	\$6,755.30	\$6,924.18	\$7,097.29	\$7,274.72
Bi-weekly		\$2,565.05	\$2,693.30	\$2,827.96	\$2,969.36	\$3,117.83	\$3,195.78	\$3,275.67	\$3,357.56
40-hour		\$32.06	\$33.67	\$35.35	\$37.12	\$38.97	\$39.95	\$40.95	\$41.97
56-hour		\$22.90	\$24.05	\$25.25	\$26.51	\$27.84	\$28.53	\$29.25	\$29.98
Annual	FIRE 5	\$70,025.79	\$73,527.08	\$77,203.43	\$81,063.60	\$85,116.78	\$87,244.70	\$89,425.82	\$91,661.47
Monthly		\$5,835.48	\$6,127.26	\$6,433.62	\$6,755.30	\$7,093.07	\$7,270.39	\$7,452.15	\$7,638.46
Bi-weekly		\$2,693.30	\$2,827.96	\$2,969.36	\$3,117.83	\$3,273.72	\$3,355.57	\$3,439.45	\$3,525.44
40-hour		\$33.67	\$35.35	\$37.12	\$38.97	\$40.92	\$41.94	\$42.99	\$44.07
56-hour		\$24.05	\$25.25	\$26.51	\$27.84	\$29.23	\$29.96	\$30.71	\$31.48
Annual	FIRE 6	\$73,527.08	\$77,203.43	\$81,063.60	\$85,116.78	\$89,372.62	\$91,606.94	\$93,897.11	\$96,244.54
Monthly		\$6,127.26	\$6,433.62	\$6,755.30	\$7,093.07	\$7,447.72	\$7,633.91	\$7,824.76	\$8,020.38
Bi-weekly		\$2,827.96	\$2,969.36	\$3,117.83	\$3,273.72	\$3,437.41	\$3,523.34	\$3,611.43	\$3,701.71
40-hour		\$35.35	\$37.12	\$38.97	\$40.92	\$42.97	\$44.04	\$45.14	\$46.27
56-hour		\$25.25	\$26.51	\$27.84	\$29.23	\$30.69	\$31.46	\$32.24	\$33.05
Annual	FIRE 7	\$77,203.43	\$81,063.60	\$85,116.78	\$89,372.62	\$93,841.25	\$96,187.28	\$98,591.96	\$101,056.76
Monthly		\$6,433.62	\$6,755.30	\$7,093.07	\$7,447.72	\$7,820.10	\$8,015.61	\$8,216.00	\$8,421.40
Bi-weekly		\$2,969.36	\$3,117.83	\$3,273.72	\$3,437.41	\$3,609.28	\$3,699.51	\$3,792.00	\$3,886.80
40-hour		\$37.12	\$38.97	\$40.92	\$42.97	\$45.12	\$46.24	\$47.40	\$48.58
56-hour		\$26.51	\$27.84	\$29.23	\$30.69	\$32.23	\$33.03	\$33.86	\$34.70
Annual	FIRE 8	\$81,063.60	\$85,116.78	\$89,372.62	\$93,841.25	\$98,533.31	\$100,996.64	\$103,521.56	\$106,109.60
Monthly		\$6,755.30	\$7,093.07	\$7,447.72	\$7,820.10	\$8,211.11	\$8,416.39	\$8,626.80	\$8,842.47
Bi-weekly		\$3,117.83	\$3,273.72	\$3,437.41	\$3,609.28	\$3,789.74	\$3,884.49	\$3,981.60	\$4,081.14
40-hour		\$38.97	\$40.92	\$42.97	\$45.12	\$47.37	\$48.56	\$49.77	\$51.01
56-hour		\$27.84	\$29.23	\$30.69	\$32.23	\$33.84	\$34.68	\$35.55	\$36.44

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FISCAL YEAR 2016-2017

Annual	FIRE 9	\$85,116.78	\$89,372.62	\$93,841.25	\$98,533.31	\$103,459.98	\$106,046.48	\$108,697.64	\$111,415.08
Monthly		\$7,093.07	\$7,447.72	\$7,820.10	\$8,211.11	\$8,621.67	\$8,837.21	\$9,058.14	\$9,284.59
Bi-weekly		\$3,273.72	\$3,437.41	\$3,609.28	\$3,789.74	\$3,979.23	\$4,078.71	\$4,180.68	\$4,285.20
40-hour		\$40.92	\$42.97	\$45.12	\$47.37	\$49.74	\$50.98	\$52.26	\$53.56
56-hour		\$29.23	\$30.69	\$32.23	\$33.84	\$35.53	\$36.42	\$37.33	\$38.26
Annual	FIRE 10	\$89,372.62	\$93,841.25	\$98,533.31	\$103,459.98	\$108,632.98	\$111,348.80	\$114,132.52	\$116,985.83
Monthly		\$7,447.72	\$7,820.10	\$8,211.11	\$8,621.67	\$9,052.75	\$9,279.07	\$9,511.04	\$9,748.82
Bi-weekly		\$3,437.41	\$3,609.28	\$3,789.74	\$3,979.23	\$4,178.19	\$4,282.65	\$4,389.71	\$4,499.46
40-hour		\$42.97	\$45.12	\$47.37	\$49.74	\$52.23	\$53.53	\$54.87	\$56.24
56-hour		\$30.69	\$32.23	\$33.84	\$35.53	\$37.31	\$38.24	\$39.19	\$40.17
Annual	FIRE 11	\$93,841.25	\$98,533.31	\$103,459.98	\$108,632.98	\$114,064.63	\$116,916.25	\$119,839.16	\$122,835.14
Monthly		\$7,820.10	\$8,211.11	\$8,621.67	\$9,052.75	\$9,505.39	\$9,743.02	\$9,986.60	\$10,236.26
Bi-weekly		\$3,609.28	\$3,789.74	\$3,979.23	\$4,178.19	\$4,387.10	\$4,496.78	\$4,609.20	\$4,724.43
40-hour		\$45.12	\$47.37	\$49.74	\$52.23	\$54.84	\$56.21	\$57.61	\$59.06
56-hour		\$32.23	\$33.84	\$35.53	\$37.31	\$39.17	\$40.15	\$41.15	\$42.18
Annual	FIRE 12	\$98,533.31	\$103,459.98	\$108,632.98	\$114,064.63	\$119,767.86	\$122,762.06	\$125,831.11	\$128,976.89
Monthly		\$8,211.11	\$8,621.67	\$9,052.75	\$9,505.39	\$9,980.66	\$10,230.17	\$10,485.93	\$10,748.07
Bi-weekly		\$3,789.74	\$3,979.23	\$4,178.19	\$4,387.10	\$4,606.46	\$4,721.62	\$4,839.66	\$4,960.65
40-hour		\$47.37	\$49.74	\$52.23	\$54.84	\$57.58	\$59.02	\$60.50	\$62.01
56-hour		\$33.84	\$35.53	\$37.31	\$39.17	\$41.13	\$42.16	\$43.21	\$44.29
Annual	FIRE 13	\$103,459.98	\$108,632.98	\$114,064.63	\$119,767.86	\$125,756.25	\$128,900.16	\$132,122.66	\$135,425.73
Monthly		\$8,621.67	\$9,052.75	\$9,505.39	\$9,980.66	\$10,479.69	\$10,741.68	\$11,010.22	\$11,285.48
Bi-weekly		\$3,979.23	\$4,178.19	\$4,387.10	\$4,606.46	\$4,836.78	\$4,957.70	\$5,081.64	\$5,208.68
40-hour		\$49.74	\$52.23	\$54.84	\$57.58	\$60.46	\$61.97	\$63.52	\$65.11
56-hour		\$35.53	\$37.31	\$39.17	\$41.13	\$43.19	\$44.27	\$45.37	\$46.51
Annual	FIRE 14	\$108,632.98	\$114,064.63	\$119,767.86	\$125,756.25	\$132,044.06	\$135,345.16	\$138,728.79	\$142,197.01
Monthly		\$9,052.75	\$9,505.39	\$9,980.66	\$10,479.69	\$11,003.67	\$11,278.76	\$11,560.73	\$11,849.75
Bi-weekly		\$4,178.19	\$4,387.10	\$4,606.46	\$4,836.78	\$5,078.62	\$5,205.58	\$5,335.72	\$5,469.12
40-hour		\$52.23	\$54.84	\$57.58	\$60.46	\$63.48	\$65.07	\$66.70	\$68.36
56-hour		\$37.31	\$39.17	\$41.13	\$43.19	\$45.34	\$46.48	\$47.64	\$48.83

25.00% SPREAD MIN TO MAX

5.00% SPREAD BETWEEN GRADES

5.00% SPREAD BETWEEN STEPS 1-5; 2.5% BETWEEN STEP 5 & 6

STEP 7 after 3 years at Step 6 2.50%

STEP 8 after 3 years at Step 7 2.50%

ADOPTED