

<b>ANNUAL SALARY &amp; BENEFITS</b>	<b>STEP 1</b>	<b>STEP 10</b>
<b>ANNUAL SALARY</b>	<b>\$81,036</b>	<b>\$101,254</b>
<b>UNIFORM ALLOWANCE</b>	\$1,164	\$1,164
<b>WORK BOOT ALLOWANCE</b>	\$325	\$325
<b>TOTAL ESTIMATED BENEFITS</b>	\$69,916	\$76,984
<b>TOTAL ESTIMATED ANNUAL SALARY &amp; BENEFITS</b>	\$152,442	\$179,728
<b>NET TOTAL ESTIMATED ANNUAL SALARY &amp; BENEFITS (LESS EMPLOYEE COST)</b>	<b>\$133,188</b>	<b>\$160,474</b>