

**Appendix III (Effective Date January 5, 2020 - June 30, 2020) (CLS Pay Plan)**

| Pay Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|
|           |        |        |        |        |        |        |        |        |        |         |         |         |         |         |         |
|           |        |        |        |        |        |        |        |        |        |         |         |         |         |         |         |
| 5         | 10.29  | 10.55  | 10.91  | 11.24  | 11.58  | 11.96  | 12.28  | 12.66  | 13.05  | 13.39   | 13.71   | 14.12   | 14.45   | 14.86   | 15.25   |
| 6         | 10.54  | 10.96  | 11.33  | 11.69  | 12.02  | 12.42  | 12.75  | 13.18  | 13.54  | 13.93   | 14.29   | 14.68   | 15.08   | 15.44   | 15.88   |
| 7         | 10.94  | 11.41  | 11.79  | 12.13  | 12.52  | 12.85  | 13.33  | 13.68  | 14.13  | 14.47   | 14.88   | 15.29   | 15.70   | 16.11   | 16.59   |
| 8         | 11.36  | 11.92  | 12.28  | 12.66  | 13.05  | 13.43  | 13.84  | 14.29  | 14.75  | 15.13   | 15.49   | 15.94   | 16.32   | 16.78   | 17.25   |
| 9         | 11.92  | 12.42  | 12.79  | 13.21  | 13.62  | 14.04  | 14.45  | 14.92  | 15.35  | 15.79   | 16.21   | 16.67   | 17.09   | 17.59   | 18.06   |
| 10        | 12.40  | 12.85  | 13.36  | 13.73  | 14.16  | 14.60  | 15.09  | 15.54  | 16.03  | 16.50   | 16.85   | 17.35   | 17.81   | 18.30   | 18.82   |
| 11        | 12.89  | 13.47  | 13.97  | 14.40  | 14.85  | 15.30  | 15.79  | 16.25  | 16.76  | 17.24   | 17.68   | 18.16   | 18.71   | 19.18   | 19.70   |
| 12        | 13.52  | 14.12  | 14.57  | 15.05  | 15.47  | 16.00  | 16.55  | 17.05  | 17.59  | 18.07   | 18.53   | 19.06   | 19.53   | 20.09   | 20.64   |
| 13        | 14.13  | 14.76  | 15.29  | 15.77  | 16.24  | 16.74  | 17.29  | 17.81  | 18.40  | 18.94   | 19.45   | 19.97   | 20.51   | 21.07   | 21.64   |
| 14        | 14.80  | 15.44  | 16.01  | 16.56  | 17.06  | 17.61  | 18.14  | 18.73  | 19.31  | 19.85   | 20.40   | 20.92   | 21.55   | 22.14   | 22.74   |
| 15        | 15.49  | 16.21  | 16.78  | 17.31  | 17.89  | 18.49  | 19.06  | 19.65  | 20.28  | 20.84   | 21.47   | 22.02   | 22.62   | 23.24   | 23.91   |
| 16        | 16.25  | 17.03  | 17.62  | 18.16  | 18.75  | 19.36  | 20.00  | 20.63  | 21.28  | 21.88   | 22.51   | 23.15   | 23.77   | 24.44   | 25.12   |
| 17        | 17.11  | 17.89  | 18.53  | 19.11  | 19.74  | 20.39  | 21.02  | 21.65  | 22.38  | 23.04   | 23.67   | 24.35   | 25.05   | 25.78   | 26.47   |
| 18        | 18.07  | 18.85  | 19.51  | 20.17  | 20.82  | 21.51  | 22.22  | 22.88  | 23.66  | 24.33   | 25.02   | 25.73   | 26.40   | 27.14   | 27.93   |
| 19        | 18.99  | 19.90  | 20.60  | 21.27  | 21.99  | 22.69  | 23.41  | 24.16  | 24.95  | 25.66   | 26.37   | 27.10   | 27.87   | 28.63   | 29.47   |
| 20        | 20.04  | 20.92  | 21.70  | 22.40  | 23.19  | 23.92  | 24.70  | 25.54  | 26.36  | 27.08   | 27.83   | 28.62   | 29.45   | 30.31   | 31.13   |
| 21        | 21.16  | 22.14  | 22.94  | 23.68  | 24.47  | 25.27  | 26.08  | 26.95  | 27.83  | 28.62   | 29.45   | 30.31   | 31.13   | 32.06   | 32.95   |
| 22        | 22.36  | 23.41  | 24.26  | 25.07  | 25.88  | 26.77  | 27.63  | 28.56  | 29.47  | 30.32   | 31.14   | 32.08   | 32.98   | 33.92   | 34.90   |
| 23        | 23.67  | 24.78  | 25.75  | 26.54  | 27.42  | 28.30  | 29.25  | 30.28  | 31.21  | 32.14   | 33.03   | 33.96   | 34.96   | 35.95   | 36.96   |
| 24        | 25.09  | 26.30  | 27.25  | 28.14  | 29.09  | 30.07  | 31.03  | 32.10  | 33.17  | 34.10   | 35.06   | 36.03   | 37.07   | 38.16   | 39.23   |
| 25        | 26.60  | 27.87  | 28.94  | 29.87  | 30.89  | 31.87  | 32.95  | 34.09  | 35.20  | 36.19   | 37.26   | 38.25   | 39.34   | 40.52   | 41.72   |
| 26        | 28.28  | 29.60  | 30.75  | 31.75  | 32.81  | 33.90  | 35.01  | 36.19  | 37.39  | 38.46   | 39.61   | 40.69   | 41.87   | 43.08   | 44.35   |
| 27        | 30.10  | 31.49  | 32.74  | 33.79  | 34.93  | 36.05  | 37.29  | 38.54  | 39.78  | 40.94   | 42.11   | 43.33   | 44.55   | 45.85   | 47.19   |
| 28        | 31.90  | 33.47  | 34.79  | 35.92  | 37.18  | 38.36  | 39.65  | 40.97  | 42.35  | 43.58   | 44.86   | 46.10   | 47.50   | 48.89   | 50.31   |
| 29        | 34.13  | 35.76  | 37.13  | 38.35  | 39.64  | 40.96  | 42.34  | 43.78  | 45.20  | 46.53   | 47.88   | 49.26   | 50.72   | 52.13   | 53.63   |
| 30        | 36.36  | 38.12  | 39.58  | 40.89  | 42.26  | 43.68  | 45.15  | 46.65  | 48.21  | 49.63   | 51.04   | 52.56   | 54.06   | 55.65   | 57.29   |
| 31        | 38.84  | 40.66  | 42.26  | 43.68  | 45.15  | 46.65  | 48.21  | 49.87  | 51.53  | 53.07   | 54.58   | 56.20   | 57.84   | 59.47   | 61.23   |
| 32        | 41.52  | 43.50  | 45.16  | 46.66  | 48.26  | 49.89  | 51.60  | 53.37  | 55.15  | 56.76   | 58.39   | 60.12   | 61.87   | 63.67   | 65.54   |