

**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