

Exhibit A - UPO Pay Scale Effective July 1, 2022 - June 30, 2023

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
UPO I	\$48,664	\$49,881																		
UPO II	\$53,408	\$54,743	\$56,111	\$57,514	\$58,952															
UPO III	\$60,012	\$61,512	\$63,050	\$64,626	\$66,242	\$67,898	\$69,595	\$71,335	\$73,119	\$74,947	\$76,820	\$78,741	\$80,709	\$82,727	\$85,209	\$87,765	\$90,398	\$93,110	\$95,903	\$98,780
UPO IV	\$65,266	\$66,898	\$68,570	\$70,284	\$72,041	\$73,842	\$75,688	\$77,581	\$79,520	\$81,508	\$83,546	\$85,635	\$87,775	\$89,970	\$92,669	\$95,449	\$98,312	\$101,262	\$104,300	\$107,429

Exhibit B - UPO Pay Scale Effective July 1, 2023 - June 30, 2024

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
UPO I	\$ 50,124	\$ 51,377																		
UPO II	\$ 55,010	\$ 56,385	\$ 57,795	\$ 59,239	\$ 60,720															
UPO III	\$ 61,812	\$ 63,358	\$ 64,942	\$ 66,565	\$ 68,229	\$ 69,935	\$ 71,683	\$ 73,475	\$ 75,312	\$ 77,195	\$ 79,125	\$ 81,103	\$ 83,131	\$ 85,209	\$ 87,765	\$ 90,398	\$ 93,110	\$ 95,903	\$ 98,780	\$ 101,744
UPO IV	\$ 67,224	\$ 68,905	\$ 70,627	\$ 72,393	\$ 74,203	\$ 76,058	\$ 77,959	\$ 79,908	\$ 81,906	\$ 83,953	\$ 86,052	\$ 88,204	\$ 90,409	\$ 92,669	\$ 95,449	\$ 98,312	\$ 101,262	\$ 104,300	\$ 107,429	\$ 110,652

Exhibit C - UPO Pay Scale Effective July 1, 2024 - June 30, 2025

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
UPO I	\$ 51,127	\$ 52,405																		
UPO II	\$ 56,110	\$ 57,513	\$ 58,951	\$ 60,424	\$ 61,935															
UPO III	\$ 63,049	\$ 64,625	\$ 66,240	\$ 67,896	\$ 69,594	\$ 71,334	\$ 73,117	\$ 74,945	\$ 76,819	\$ 78,739	\$ 80,707	\$ 82,725	\$ 84,793	\$ 86,913	\$ 89,520	\$ 92,206	\$ 94,972	\$ 97,821	\$ 100,756	\$ 103,779
UPO IV	\$ 68,568	\$ 70,283	\$ 72,040	\$ 73,841	\$ 75,687	\$ 77,579	\$ 79,518	\$ 81,506	\$ 83,544	\$ 85,633	\$ 87,773	\$ 89,968	\$ 92,217	\$ 94,522	\$ 97,358	\$ 100,279	\$ 103,287	\$ 106,386	\$ 109,577	\$ 112,865