MT. SAN ANTONIO COLLEGE

SALARY SCHEDULE OF ASSIGNMENTS FOR CONFIDENTIAL EMPLOYEES

Effective July 1, 2024

Monthly & Annual Rates

Range	*Title*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*	*Range*
45	Range 45 Monthly Salary	5,292.00	5,558.00	5,832.00	6,126.00	6,432.00	6,756.00	45
	Range 45 Annual Salary	63,504.00	66,696.00	69,984.00	73,512.00	77,184.00	81,072.00	
	No Job Classification Assigned							
46	Range 46 Monthly Salary	5,345.00	5,612.00	5,891.00	6,185.00	6,497.00	6,820.00	46
	Range 46 Annual Salary	64,140.00	67,344.00	70,692.00	74,220.00	77,964.00	81,840.00	
	No Job Classification Assigned							
47	Range 47 Monthly Salary	5,395.00	5,667.00	5,951.00	6,248.00	6,560.00	6,890.00	47
	Range 47 Annual Salary	64,740.00	68,004.00	71,412.00	74,976.00	78,720.00	82,680.00	
	No Job Classification Assigned							
48	Range 48 Monthly Salary	5,455.00	5,723.00	6,012.00	6,315.00	6,626.00	6,957.00	48
	Range 48 Annual Salary	65,460.00	68,676.00	72,144.00	75,780.00	79,512.00	83,484.00	
	No Job Classification Assigned							
49	Range 49 Monthly Salary	5,506.00	5,784.00	6,069.00	6,373.00	6,694.00	7,028.00	49
	Range 49 Annual Salary	66,072.00	69,408.00	72,828.00	76,476.00	80,328.00	84,336.00	
	No Job Classification Assigned							
50	Range 50 Monthly Salary	5,562.00	5,841.00	6,131.00	6,438.00	6,760.00	7,096.00	50
	Range 50 Annual Salary	66,744.00	70,092.00	73,572.00	77,256.00	81,120.00	85,152.00	
	No Job Classification Assigned							
51	Range 51 Monthly Salary	5,617.00	5,895.00	6,193.00	6,502.00	6,826.00	7,168.00	51
	Range 51 Annual Salary	67,404.00	70,740.00	74,316.00	78,024.00	81,912.00	86,016.00	
	No Job Classification Assigned							
52	Range 52 Monthly Salary	5,670.00	5,957.00	6,253.00	6,569.00	6,897.00	7,241.00	52
	Range 52 Annual Salary	68,040.00	71,484.00	75,036.00	78,828.00	82,764.00	86,892.00	
	No Job Classification Assigned							
53	Range 53 Monthly Salary	5,730.00	6,017.00	6,321.00	6,634.00	6,962.00	7,315.00	53
	Range 53 Annual Salary	68,760.00	72,204.00	75,852.00	79,608.00	83,544.00	87,780.00	
	No Job Classification Assigned							
54	Range 54 Monthly Salary	5,788.00	6,077.00	6,379.00	6,698.00	7,035.00	7,386.00	54
	Range 54 Annual Salary	69,456.00	72,924.00	76,548.00	80,376.00	84,420.00	88,632.00	
	No Job Classification Assigned							
55	Range 55 Monthly Salary	5,845.00	6,137.00	6,442.00	6,766.00	7,103.00	7,461.00	55
	Range 55 Annual Salary	70,140.00	73,644.00	77,304.00	81,192.00	85,236.00	89,532.00	
	No Job Classification Assigned							
56	Range 56 Monthly Salary	5,899.00	6,201.00	6,510.00	6,833.00	7,175.00	7,534.00	56
	Range 56 Annual Salary	70,788.00	74,412.00	78,120.00	81,996.00	86,100.00	90,408.00	
	No Job Classification Assigned							
57	Range 57 Monthly Salary	5,962.00	6,256.00	6,572.00	6,902.00	7,247.00	7,610.00	57
	Range 57 Annual Salary	71,544.00	75,072.00	78,864.00	82,824.00	86,964.00	91,320.00	
	No Job Classification Assigned							
58	Range 58 Monthly Salary	6,023.00	6,324.00	6,638.00	6,971.00	7,321.00	7,687.00	58
	Range 58 Annual Salary	72,276.00	75,888.00	79,656.00	83,652.00	87,852.00	92,244.00	
	No Job Classification Assigned							
59	Range 59 Monthly Salary	6,082.00	6,386.00	6,708.00	7,043.00	7,392.00	7,761.00	59
	Range 59 Annual Salary	72,984.00	76,632.00	80,496.00	84,516.00	88,704.00	93,132.00	
	No Job Classification Assigned							
60	Range 60 Monthly Salary	6,143.00	6,450.00	6,773.00	7,107.00	7,465.00	7,839.00	60
	Range 60 Annual Salary	73,716.00	77,400.00	81,276.00	85,284.00	89,580.00	94,068.00	

	No Job Classification Assigned							
61	**Range 61 Monthly Salary**	**6,206.00**	**6,515.00**	**6,839.00**	**7,180.00**	**7,540.00**	**7,920.00**	61
	Range 61 Annual Salary	**74,472.00**	**78,180.00**	**82,068.00**	**86,160.00**	**90,480.00**	**95,040.00**	
	No Job Classification Assigned							
62	**Range 62 Monthly Salary**	**6,267.00**	**6,579.00**	**6,909.00**	**7,253.00**	**7,617.00**	**7,998.00**	62
	Range 62 Annual Salary	**75,204.00**	**78,948.00**	**82,908.00**	**87,036.00**	**91,404.00**	**95,976.00**	
	No Job Classification Assigned							
63	**Range 63 Monthly Salary**	**6,330.00**	**6,642.00**	**6,978.00**	**7,324.00**	**7,691.00**	**8,078.00**	63
	Range 63 Annual Salary	**75,960.00**	**79,704.00**	**83,736.00**	**87,888.00**	**92,292.00**	**96,936.00**	
	No Job Classification Assigned							
64	**Range 64 Monthly Salary**	**6,393.00**	**6,711.00**	**7,050.00**	**7,399.00**	**7,769.00**	**8,158.00**	64
	Range 64 Annual Salary	**76,716.00**	**80,532.00**	**84,600.00**	**88,788.00**	**93,228.00**	**97,896.00**	
	No Job Classification Assigned							
65	**Range 65 Monthly Salary**	**6,453.00**	**6,779.00**	**7,115.00**	**7,473.00**	**7,849.00**	**8,239.00**	65
	Range 65 Annual Salary	**77,436.00**	**81,348.00**	**85,380.00**	**89,676.00**	**94,188.00**	**98,868.00**	
	No Job Classification Assigned							
66	**Range 66 Monthly Salary**	**6,520.00**	**6,851.00**	**7,189.00**	**7,547.00**	**7,925.00**	**8,322.00**	66
	Range 6 Annual Salary	**78,240.00**	**82,212.00**	**86,268.00**	**90,564.00**	**95,100.00**	**99,864.00**	
	No Job Classification Assigned							
67	**Range 67 Monthly Salary**	**6,588.00**	**6,915.00**	**7,263.00**	**7,624.00**	**8,003.00**	**8,406.00**	67
	Range 67 Annual Salary	**79,056.00**	**82,980.00**	**87,156.00**	**91,488.00**	**96,036.00**	**100,872.00**	
	No Job Classification Assigned							
68	**Range 68 Monthly Salary**	**6,648.00**	**6,984.00**	**7,335.00**	**7,701.00**	**8,089.00**	**8,489.00**	68
	Range 68 Annual Salary	**79,776.00**	**83,808.00**	**88,020.00**	**92,412.00**	**97,068.00**	**101,868.00**	
	No Job Classification Assigned							
69	**Range 69 Monthly Salary**	**6,719.00**	**7,055.00**	**7,409.00**	**7,776.00**	**8,168.00**	**8,575.00**	69
	Range 69 Annual Salary	**80,628.00**	**84,660.00**	**88,908.00**	**93,312.00**	**98,016.00**	**102,900.00**	
	No Job Classification Assigned							
70	**Range 70 Monthly Salary**	**6,786.00**	**7,123.00**	**7,479.00**	**7,855.00**	**8,247.00**	**8,659.00**	70
	Range 70 Annual Salary	**81,432.00**	**85,476.00**	**89,748.00**	**94,260.00**	**98,964.00**	**103,908.00**	
	No Job Classification Assigned							
71	**Range 71 Monthly Salary**	**6,857.00**	**7,197.00**	**7,556.00**	**7,930.00**	**8,331.00**	**8,746.00**	71
	Range 71 Annual Salary	**82,284.00**	**86,364.00**	**90,672.00**	**95,160.00**	**99,972.00**	**104,952.00**	
	No Job Classification Assigned							
72	**Range 72 Monthly Salary**	**6,923.00**	**7,266.00**	**7,630.00**	**8,013.00**	**8,411.00**	**8,834.00**	72
	Range 72 Annual Salary	**83,076.00**	**87,192.00**	**91,560.00**	**96,156.00**	**100,932.00**	**106,008.00**	
	No Job Classification Assigned							
73	**Range 73 Monthly Salary**	**6,993.00**	**7,340.00**	**7,708.00**	**8,095.00**	**8,497.00**	**8,920.00**	73
	Range 73 Annual Salary	**83,916.00**	**88,080.00**	**92,496.00**	**97,140.00**	**101,964.00**	**107,040.00**	
	No Job Classification Assigned							
74	**Range 74 Monthly Salary**	**7,062.00**	**7,417.00**	**7,783.00**	**8,175.00**	**8,583.00**	**9,012.00**	74
	Range 74 Annual Salary	**84,744.00**	**89,004.00**	**93,396.00**	**98,100.00**	**102,996.00**	**108,144.00**	
	No Job Classification Assigned							
75	**Range 75 Monthly Salary**	**7,133.00**	**7,487.00**	**7,860.00**	**8,257.00**	**8,668.00**	**9,102.00**	75
	Range 75 Annual Salary	**85,596.00**	**89,844.00**	**94,320.00**	**99,084.00**	**104,016.00**	**109,224.00**	
	No Job Classification Assigned							
76	**Range 76 Monthly Salary**	**7,202.00**	**7,564.00**	**7,942.00**	**8,339.00**	**8,757.00**	**9,195.00**	76
	Range 76 Annual Salary	**86,424.00**	**90,768.00**	**95,304.00**	**100,068.00**	**105,084.00**	**110,340.00**	
	No Job Classification Assigned							
77	**Range 77 Monthly Salary**	**7,277.00**	**7,636.00**	**8,021.00**	**8,419.00**	**8,844.00**	**9,285.00**	77
	Range 77 Annual Salary	**87,324.00**	**91,632.00**	**96,252.00**	**101,028.00**	**106,128.00**	**111,420.00**	
	No Job Classification Assigned							
78	**Range 78 Monthly Salary**	**7,346.00**	**7,715.00**	**8,101.00**	**8,507.00**	**8,934.00**	**9,378.00**	78
	Range 78 Annual Salary	**88,152.00**	**92,580.00**	**97,212.00**	**102,084.00**	**107,208.00**	**112,536.00**	
	No Job Classification Assigned							

79	Range 79 Monthly Salary	7,424.00	7,794.00	8,181.00	8,590.00	9,023.00	9,471.00	79
	Range 79 Annual Salary	89,088.00	93,528.00	98,172.00	103,080.00	108,276.00	113,652.00	
	No Job Classification Assigned							
80	Range 80 Monthly Salary	7,494.00	7,868.00	8,263.00	8,677.00	9,110.00	9,565.00	80
	Range 80 Annual Salary	89,928.00	94,416.00	99,156.00	104,124.00	109,320.00	114,780.00	
	No Job Classification Assigned							
81	Range 81 Monthly Salary	7,571.00	7,949.00	8,348.00	8,765.00	9,200.00	9,660.00	81
	Range 81 Annual Salary	90,852.00	95,388.00	100,176.00	105,180.00	110,400.00	115,920.00	
	No Job Classification Assigned							
82	Range 82 Monthly Salary	7,647.00	8,028.00	8,427.00	8,850.00	9,293.00	9,761.00	82
	Range 82 Annual Salary	91,764.00	96,336.00	101,124.00	106,200.00	111,516.00	117,132.00	
	No Job Classification Assigned							
83	Range 83 Monthly Salary	7,723.00	8,109.00	8,513.00	8,942.00	9,388.00	9,855.00	83
	Range 83 Annual Salary	92,676.00	97,308.00	102,156.00	107,304.00	112,656.00	118,260.00	
	No Job Classification Assigned							
84	Range 84 Monthly Salary	7,801.00	8,189.00	8,599.00	9,031.00	9,482.00	9,955.00	84
	Range 84 Annual Salary	93,612.00	98,268.00	103,188.00	108,372.00	113,784.00	119,460.00	
	No Job Classification Assigned							
85	Range 85 Monthly Salary	7,880.00	8,273.00	8,683.00	9,117.00	9,576.00	10,054.00	85
	Range 85 Annual Salary	94,560.00	99,276.00	104,196.00	109,404.00	114,912.00	120,648.00	
85B	Range 85B Monthly Salary	8,195.00	8,604.00	9,030.00	9,482.00	9,959.00	10,456.00	85B
	Range 85B Annual Salary	98,340.00	103,248.00	108,360.00	113,784.00	119,508.00	125,472.00	
	Executive Assistant I							
86	Range 86 Monthly Salary	7,957.00	8,355.00	8,772.00	9,211.00	9,670.00	10,159.00	86
	Range 86 Annual Salary	95,484.00	100,260.00	105,264.00	110,532.00	116,040.00	121,908.00	
	No Job Classification Assigned							
87	Range 87 Monthly Salary	8,035.00	8,439.00	8,860.00	9,305.00	9,768.00	10,257.00	87
	Range 87 Annual Salary	96,420.00	101,268.00	106,320.00	111,660.00	117,216.00	123,084.00	
	No Job Classification Assigned							
88	Range 88 Monthly Salary	8,117.00	8,521.00	8,947.00	9,394.00	9,865.00	10,360.00	88
	Range 88 Annual Salary	97,404.00	102,252.00	107,364.00	112,728.00	118,380.00	124,320.00	
	No Job Classification Assigned							
89	Range 89 Monthly Salary	8,197.00	8,605.00	9,039.00	9,489.00	9,963.00	10,462.00	89
	Range 89 Annual Salary	98,364.00	103,260.00	108,468.00	113,868.00	119,556.00	125,544.00	
	No Job Classification Assigned							
90	Range 90 Monthly Salary	8,281.00	8,691.00	9,128.00	9,589.00	10,063.00	10,564.00	90
	Range 90 Annual Salary	99,372.00	104,292.00	109,536.00	115,068.00	120,756.00	126,768.00	
	No Job Classification Assigned							
91	Range 91 Monthly Salary	8,365.00	8,779.00	9,221.00	9,683.00	10,165.00	10,674.00	91
	Range 91 Annual Salary	100,380.00	105,348.00	110,652.00	116,196.00	121,980.00	128,088.00	
	No Job Classification Assigned							
92	Range 92 Monthly Salary	8,447.00	8,870.00	9,313.00	9,775.00	10,268.00	10,781.00	92
	Range 92 Annual Salary	101,364.00	106,440.00	111,756.00	117,300.00	123,216.00	129,372.00	
	No Job Classification Assigned							
93	Range 93 Monthly Salary	8,529.00	8,955.00	9,403.00	9,877.00	10,365.00	10,888.00	93
	Range 93 Annual Salary	102,348.00	107,460.00	112,836.00	118,524.00	124,380.00	130,656.00	
	No Job Classification Assigned							
94	Range 94 Monthly Salary	8,615.00	9,047.00	9,498.00	9,971.00	10,475.00	10,992.00	94
	Range 94 Annual Salary	103,380.00	108,564.00	113,976.00	119,652.00	125,700.00	131,904.00	
	No Job Classification Assigned							
95	Range 95 Monthly Salary	8,702.00	9,138.00	9,594.00	10,074.00	10,579.00	11,107.00	95
	Range 95 Annual Salary	104,424.00	109,656.00	115,128.00	120,888.00	126,948.00	133,284.00	
	No Job Classification Assigned							
96	Range 96 Monthly Salary	8,788.00	9,227.00	9,689.00	10,171.00	10,681.00	11,216.00	96
	Range 96 Annual Salary	105,456.00	110,724.00	116,268.00	122,052.00	128,172.00	134,592.00	

	No Job Classification Assigned							
97	**Range 97 Monthly Salary**	**8,878.00**	**9,318.00**	**9,785.00**	**10,276.00**	**10,791.00**	**11,332.00**	97
	Range 97 Annual Salary	**106,536.00**	**111,816.00**	**117,420.00**	**123,312.00**	**129,492.00**	**135,984.00**	
97B	**Range 97B Monthly Salary**	**9,233.00**	**9,691.00**	**10,176.00**	**10,687.00**	**11,223.00**	**11,785.00**	97B
	Range 97B Annual Salary	**110,796.00**	**116,292.00**	**122,112.00**	**128,244.00**	**134,676.00**	**141,420.00**	
	Executive Assistant II Human Resources Analyst							
98	**Range 98 Monthly Salary**	**8,965.00**	**9,412.00**	**9,885.00**	**10,380.00**	**10,897.00**	**11,441.00**	98
	Range 98 Annual Salary	**107,580.00**	**112,944.00**	**118,620.00**	**124,560.00**	**130,764.00**	**137,292.00**	
	No Job Classification Assigned							
99	**Range 99 Monthly Salary**	**9,056.00**	**9,509.00**	**9,983.00**	**10,483.00**	**11,009.00**	**11,554.00**	99
	Range 99 Annual Salary	**108,672.00**	**114,108.00**	**119,796.00**	**125,796.00**	**132,108.00**	**138,648.00**	
	No Job Classification Assigned							
100	**Range 100 Monthly Salary**	**9,146.00**	**9,605.00**	**10,082.00**	**10,589.00**	**11,116.00**	**11,673.00**	100
	Range 100 Annual Salary	**109,752.00**	**115,260.00**	**120,984.00**	**127,068.00**	**133,392.00**	**140,076.00**	
	No Job Classification Assigned							
101	**Range 101 Monthly Salary**	**9,237.00**	**9,700.00**	**10,187.00**	**10,695.00**	**11,229.00**	**11,791.00**	101
	Range 101 Annual Salary	**110,844.00**	**116,400.00**	**122,244.00**	**128,340.00**	**134,748.00**	**141,492.00**	
	No Job Classification Assigned							
102	**Range 102 Monthly Salary**	**9,332.00**	**9,797.00**	**10,285.00**	**10,799.00**	**11,339.00**	**11,908.00**	102
	Range 102 Annual Salary	**111,984.00**	**117,564.00**	**123,420.00**	**129,588.00**	**136,068.00**	**142,896.00**	
	No Job Classification Assigned							
103	**Range 103 Monthly Salary**	**9,422.00**	**9,896.00**	**10,389.00**	**10,907.00**	**11,453.00**	**12,029.00**	103
	Range 103 Annual Salary	**113,064.00**	**118,752.00**	**124,668.00**	**130,884.00**	**137,436.00**	**144,348.00**	
	No Job Classification Assigned							
104	**Range 104 Monthly Salary**	**9,517.00**	**9,995.00**	**10,494.00**	**11,018.00**	**11,565.00**	**12,146.00**	104
	Range 104 Annual Salary	**114,204.00**	**119,940.00**	**125,928.00**	**132,216.00**	**138,780.00**	**145,752.00**	
	No Job Classification Assigned							
105	**Range 105 Monthly Salary**	**9,612.00**	**10,092.00**	**10,596.00**	**11,127.00**	**11,684.00**	**12,267.00**	105
	Range 105 Annual Salary	**115,344.00**	**121,104.00**	**127,152.00**	**133,524.00**	**140,208.00**	**147,204.00**	
	No Job Classification Assigned							
106	**Range 106 Monthly Salary**	**9,708.00**	**10,193.00**	**10,701.00**	**11,236.00**	**11,799.00**	**12,389.00**	106
	Range 106 Annual Salary	**116,496.00**	**122,316.00**	**128,412.00**	**134,832.00**	**141,588.00**	**148,668.00**	
	No Job Classification Assigned							
107	**Range 107 Monthly Salary**	**9,805.00**	**10,294.00**	**10,807.00**	**11,349.00**	**11,915.00**	**12,511.00**	107
	Range 107 Annual Salary	**117,660.00**	**123,528.00**	**129,684.00**	**136,188.00**	**142,980.00**	**150,132.00**	
	No Job Classification Assigned							
108	**Range 108 Monthly Salary**	**9,902.00**	**10,396.00**	**10,917.00**	**11,464.00**	**12,036.00**	**12,638.00**	104
	Range 108 Annual Salary	**118,824.00**	**124,752.00**	**131,004.00**	**137,568.00**	**144,432.00**	**151,656.00**	
	No Job Classification Assigned							
109	**Range 109 Monthly Salary**	**10,002.00**	**10,501.00**	**11,028.00**	**11,578.00**	**12,157.00**	**12,763.00**	109
	Range 109 Annual Salary	**120,024.00**	**126,012.00**	**132,336.00**	**138,936.00**	**145,884.00**	**153,156.00**	
	No Job Classification Assigned							
110	**Range 110 Monthly Salary**	**10,102.00**	**10,606.00**	**11,137.00**	**11,694.00**	**12,278.00**	**12,892.00**	110
	Range 110 Annual Salary	**121,224.00**	**127,272.00**	**133,644.00**	**140,328.00**	**147,336.00**	**154,704.00**	
	No Job Classification Assigned							
111	**Range 111 Monthly Salary**	**10,202.00**	**10,713.00**	**11,248.00**	**11,811.00**	**12,400.00**	**13,021.00**	111
	Range 111 Annual Salary	**122,424.00**	**128,556.00**	**134,976.00**	**141,732.00**	**148,800.00**	**156,252.00**	
	No Job Classification Assigned							
112	**Range 112 Monthly Salary**	**10,304.00**	**10,820.00**	**11,360.00**	**11,928.00**	**12,526.00**	**13,150.00**	112
	Range 112 Annual Salary	**123,648.00**	**129,840.00**	**136,320.00**	**143,136.00**	**150,312.00**	**157,800.00**	
	No Job Classification Assigned							
113	**Range 113 Monthly Salary**	**10,407.00**	**10,927.00**	**11,473.00**	**12,047.00**	**12,650.00**	**13,282.00**	113
	Range 113 Annual Salary	**124,884.00**	**131,124.00**	**137,676.00**	**144,564.00**	**151,800.00**	**159,384.00**	
	No Job Classification Assigned							

114	**Range 114 Monthly Salary**	**10,511.00**	**11,036.00**	**11,589.00**	**12,168.00**	**12,776.00**	**13,415.00**	**114**
	Range 114 Annual Salary	**126,132.00**	**132,432.00**	**139,068.00**	**146,016.00**	**153,312.00**	**160,980.00**	
	No Job Classification Assigned							
115	**Range 115 Monthly Salary**	**10,617.00**	**11,146.00**	**11,705.00**	**12,290.00**	**12,904.00**	**13,549.00**	**115**
	Range 115 Annual Salary	**127,404.00**	**133,752.00**	**140,460.00**	**147,480.00**	**154,848.00**	**162,588.00**	
	No Job Classification Assigned							
116	**Range 116 Monthly Salary**	**10,724.00**	**11,259.00**	**11,821.00**	**12,414.00**	**13,036.00**	**13,687.00**	**116**
	Range 116 Annual Salary	**128,688.00**	**135,108.00**	**141,852.00**	**148,968.00**	**156,432.00**	**164,244.00**	
	No Job Classification Assigned							
117	**Range 117 Monthly Salary**	**10,831.00**	**11,372.00**	**11,939.00**	**12,538.00**	**13,164.00**	**13,823.00**	**117**
	Range 117 Annual Salary	**129,972.00**	**136,464.00**	**143,268.00**	**150,456.00**	**157,968.00**	**165,876.00**	
	No Job Classification Assigned							
118	**Range 118 Monthly Salary**	**10,939.00**	**11,486.00**	**12,060.00**	**12,663.00**	**13,295.00**	**13,961.00**	**118**
	Range 118 Annual Salary	**131,268.00**	**137,832.00**	**144,720.00**	**151,956.00**	**159,540.00**	**167,532.00**	
	No Job Classification Assigned							
119	**Range 119 Monthly Salary**	**11,047.00**	**11,600.00**	**12,180.00**	**12,788.00**	**13,428.00**	**14,100.00**	**119**
	Range 119 Annual Salary	**132,564.00**	**139,200.00**	**146,160.00**	**153,456.00**	**161,136.00**	**169,200.00**	
	No Job Classification Assigned							

LONGEVITY:

After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

Board Approved August 7, 2024

Updated 07/25/2024