

## Full-Time Annual Rates

Effective 06/15/91

RSC P  
JBC

|                 | A      | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      | M      | N      | O      | RC     |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>1 Basic</b>  | 17,683 | 19,631 | 21,582 | 24,483 | 24,683 | 24,882 | 25,081 | 25,278 | 25,477 | 25,675 | 25,875 | 26,074 | 26,270 | 26,470 | 26,669 | 26,868 |
| <b>Cola</b>     | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     | 20,200 | 22,148 | 24,099 | 27,000 | 27,200 | 27,399 | 27,598 | 27,795 | 27,994 | 28,192 | 28,392 | 28,591 | 28,787 | 28,987 | 29,186 | 29,385 |
| <b>2 Basic</b>  | 18,011 | 20,008 | 22,002 | 24,964 | 25,178 | 25,393 | 25,607 | 25,825 | 26,040 | 26,255 | 26,470 | 26,684 | 26,902 | 27,116 | 27,331 | 27,546 |
| <b>Cola</b>     | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     | 20,528 | 22,525 | 24,519 | 27,481 | 27,695 | 27,910 | 28,124 | 28,342 | 28,557 | 28,772 | 28,987 | 29,201 | 29,419 | 29,633 | 29,848 | 30,063 |
| <b>3 Basic</b>  | 18,364 | 20,411 | 22,459 | 25,483 | 25,716 | 25,950 | 26,179 | 26,413 | 26,643 | 26,877 | 27,109 | 27,340 | 27,573 | 27,807 | 28,036 | 28,270 |
| <b>Cola</b>     | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     | 20,881 | 22,928 | 24,976 | 28,000 | 28,233 | 28,467 | 28,696 | 28,930 | 29,160 | 29,394 | 29,626 | 29,857 | 30,090 | 30,324 | 30,553 | 30,787 |
| <b>4 Basic</b>  |        | 20,852 | 22,954 | 26,048 | 26,298 | 26,549 | 26,800 | 27,051 | 27,302 | 27,553 | 27,807 | 28,058 | 28,308 | 28,558 | 28,809 | 29,060 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 23,369 | 25,471 | 28,565 | 28,815 | 29,066 | 29,317 | 29,568 | 29,819 | 30,070 | 30,324 | 30,575 | 30,825 | 31,075 | 31,326 | 31,577 |
| <b>5 Basic</b>  |        | 22,410 | 24,571 | 26,659 | 26,928 | 27,199 | 27,468 | 27,739 | 28,008 | 28,279 | 28,550 | 28,819 | 29,091 | 29,359 | 29,630 | 29,898 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 24,927 | 27,088 | 29,176 | 29,445 | 29,716 | 29,985 | 30,256 | 30,525 | 30,796 | 31,067 | 31,336 | 31,608 | 31,876 | 32,147 | 32,415 |
| <b>6 Basic</b>  |        | 24,064 | 25,178 | 27,316 | 27,609 | 27,903 | 28,195 | 28,489 | 28,782 | 29,075 | 29,368 | 29,662 | 29,957 | 30,251 | 30,544 | 30,836 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 26,581 | 27,695 | 29,833 | 30,126 | 30,420 | 30,712 | 31,006 | 31,299 | 31,592 | 31,885 | 32,179 | 32,474 | 32,768 | 33,061 | 33,353 |
| <b>7 Basic</b>  |        | 24,692 | 25,839 | 28,029 | 28,346 | 28,660 | 28,976 | 29,294 | 29,608 | 29,925 | 30,238 | 30,555 | 30,872 | 31,186 | 31,502 | 31,819 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 27,209 | 28,356 | 30,546 | 30,863 | 31,177 | 31,493 | 31,811 | 32,125 | 32,442 | 32,755 | 33,072 | 33,389 | 33,703 | 34,019 | 34,336 |
| <b>8 Basic</b>  |        |        |        | 28,793 | 29,137 | 29,479 | 29,821 | 30,166 | 30,508 | 30,850 | 31,191 | 31,536 | 31,878 | 32,219 | 32,564 | 32,905 |
| <b>Cola</b>     |        |        |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        |        |        | 31,310 | 31,654 | 31,996 | 32,338 | 32,683 | 33,025 | 33,367 | 33,708 | 34,053 | 34,395 | 34,736 | 35,081 | 35,422 |
| <b>9 Basic</b>  |        |        |        | 29,628 | 29,999 | 30,369 | 30,740 | 31,108 | 31,478 | 31,848 | 32,219 | 32,589 | 32,961 | 33,331 | 33,701 | 34,072 |
| <b>Cola</b>     |        |        |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        |        |        | 32,145 | 32,516 | 32,886 | 33,257 | 33,625 | 33,995 | 34,365 | 34,736 | 35,106 | 35,478 | 35,848 | 36,218 | 36,589 |
| <b>10 Basic</b> |        |        |        | 30,508 | 30,908 | 31,305 | 31,706 | 32,107 | 32,504 | 32,904 | 33,305 | 33,702 | 34,103 | 34,503 | 34,901 | 35,301 |
| <b>Cola</b>     |        |        |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        |        |        | 33,025 | 33,425 | 33,822 | 34,223 | 34,624 | 35,021 | 35,421 | 35,822 | 36,219 | 36,620 | 37,020 | 37,418 | 37,818 |

**Full-Time Annual Rates**  
Effective 06/15/91

RSC P  
JBC      Retiree Eligible Schedule

|                 | A      | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      | M      | N      | O      | RC     |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>1 Basic</b>  | 17,683 | 19,631 | 21,582 | 24,483 | 24,683 | 24,882 | 25,081 | 25,278 | 25,477 | 25,675 | 25,875 | 26,074 | 26,270 | 26,470 | 26,669 | 26,868 |
| <b>Cola</b>     | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     | 20,200 | 22,148 | 24,099 | 27,000 | 27,200 | 27,399 | 27,598 | 27,795 | 27,994 | 28,192 | 28,392 | 28,591 | 28,787 | 28,987 | 29,186 | 29,385 |
| <b>2 Basic</b>  | 18,011 | 20,008 | 22,002 | 24,964 | 25,178 | 25,393 | 25,607 | 25,825 | 26,040 | 26,255 | 26,470 | 26,684 | 26,902 | 27,116 | 27,331 | 27,546 |
| <b>Cola</b>     | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     | 20,528 | 22,525 | 24,519 | 27,481 | 27,695 | 27,910 | 28,124 | 28,342 | 28,557 | 28,772 | 28,987 | 29,201 | 29,419 | 29,633 | 29,848 | 30,063 |
| <b>3 Basic</b>  | 18,364 | 20,411 | 22,459 | 25,483 | 25,716 | 25,950 | 26,179 | 26,413 | 26,643 | 26,877 | 27,109 | 27,340 | 27,573 | 27,807 | 28,036 | 28,270 |
| <b>Cola</b>     | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     | 20,881 | 22,928 | 24,976 | 28,000 | 28,233 | 28,467 | 28,696 | 28,930 | 29,160 | 29,394 | 29,626 | 29,857 | 30,090 | 30,324 | 30,553 | 30,787 |
| <b>4 Basic</b>  |        | 20,852 | 22,954 | 26,048 | 26,298 | 26,549 | 26,800 | 27,051 | 27,302 | 27,553 | 27,807 | 28,058 | 28,308 | 28,558 | 28,809 | 29,060 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 23,369 | 25,471 | 28,565 | 28,815 | 29,066 | 29,317 | 29,568 | 29,819 | 30,070 | 30,324 | 30,575 | 30,825 | 31,075 | 31,326 | 31,577 |
| <b>5 Basic</b>  |        | 22,410 | 24,571 | 26,659 | 26,928 | 27,199 | 27,468 | 27,739 | 28,008 | 28,279 | 28,550 | 28,819 | 29,091 | 29,359 | 29,630 | 29,898 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 24,927 | 27,088 | 29,176 | 29,445 | 29,716 | 29,985 | 30,256 | 30,525 | 30,796 | 31,067 | 31,336 | 31,608 | 31,876 | 32,147 | 32,415 |
| <b>6 Basic</b>  |        | 24,064 | 25,178 | 27,316 | 27,609 | 27,903 | 28,195 | 28,489 | 28,782 | 29,075 | 29,368 | 29,662 | 29,957 | 30,251 | 30,544 | 30,836 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 26,581 | 27,695 | 29,833 | 30,126 | 30,420 | 30,712 | 31,006 | 31,299 | 31,592 | 31,885 | 32,179 | 32,474 | 32,768 | 33,061 | 33,353 |
| <b>7 Basic</b>  |        | 24,692 | 25,839 | 28,029 | 28,346 | 28,660 | 28,976 | 29,294 | 29,608 | 29,925 | 30,238 | 30,555 | 30,872 | 31,186 | 31,502 | 31,819 |
| <b>Cola</b>     |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        | 27,209 | 28,356 | 30,546 | 30,863 | 31,177 | 31,493 | 31,811 | 32,125 | 32,442 | 32,755 | 33,072 | 33,389 | 33,703 | 34,019 | 34,336 |
| <b>8 Basic</b>  |        |        |        | 28,793 | 29,137 | 29,479 | 29,821 | 30,166 | 30,508 | 30,850 | 31,191 | 31,536 | 31,878 | 32,219 | 32,564 | 32,905 |
| <b>Cola</b>     |        |        |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        |        |        | 31,310 | 31,654 | 31,996 | 32,338 | 32,683 | 33,025 | 33,367 | 33,708 | 34,053 | 34,395 | 34,736 | 35,081 | 35,422 |
| <b>9 Basic</b>  |        |        |        | 29,628 | 29,999 | 30,369 | 30,740 | 31,108 | 31,478 | 31,848 | 32,219 | 32,589 | 32,961 | 33,331 | 33,701 | 34,072 |
| <b>Cola</b>     |        |        |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        |        |        | 32,145 | 32,516 | 32,886 | 33,257 | 33,625 | 33,995 | 34,365 | 34,736 | 35,106 | 35,478 | 35,848 | 36,218 | 36,589 |
| <b>10 Basic</b> |        |        |        | 30,508 | 30,908 | 31,305 | 31,706 | 32,107 | 32,504 | 32,904 | 33,305 | 33,702 | 34,103 | 34,503 | 34,901 | 35,301 |
| <b>Cola</b>     |        |        |        | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  | 2,517  |
| <b>Base</b>     |        |        |        | 33,025 | 33,425 | 33,822 | 34,223 | 34,624 | 35,021 | 35,421 | 35,822 | 36,219 | 36,620 | 37,020 | 37,418 | 37,818 |

**Part-Time Flexible Rates**  
Effective 06/15/91

RSC P  
JBC

|                 | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | RC    |
|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>1 Basic</b>  | 8.84  | 9.82  | 10.79 | 12.24 | 12.34 | 12.44 | 12.54 | 12.64 | 12.74 | 12.84 | 12.94 | 13.04 | 13.14 | 13.24 | 13.33 | 13.43 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.05 | 11.03 | 12.00 | 13.45 | 13.55 | 13.65 | 13.75 | 13.85 | 13.95 | 14.05 | 14.15 | 14.25 | 14.35 | 14.45 | 14.54 | 14.64 |
| <b>2 Basic</b>  | 9.01  | 10.00 | 11.00 | 12.48 | 12.59 | 12.70 | 12.80 | 12.91 | 13.02 | 13.13 | 13.24 | 13.34 | 13.45 | 13.56 | 13.67 | 13.77 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.22 | 11.21 | 12.21 | 13.69 | 13.80 | 13.91 | 14.01 | 14.12 | 14.23 | 14.34 | 14.45 | 14.55 | 14.66 | 14.77 | 14.88 | 14.98 |
| <b>3 Basic</b>  | 9.18  | 10.21 | 11.23 | 12.74 | 12.86 | 12.98 | 13.09 | 13.21 | 13.32 | 13.44 | 13.55 | 13.67 | 13.79 | 13.90 | 14.02 | 14.14 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.39 | 11.42 | 12.44 | 13.95 | 14.07 | 14.19 | 14.30 | 14.42 | 14.53 | 14.65 | 14.76 | 14.88 | 15.00 | 15.11 | 15.23 | 15.35 |
| <b>4 Basic</b>  |       | 10.43 | 11.48 | 13.02 | 13.15 | 13.27 | 13.40 | 13.53 | 13.65 | 13.78 | 13.90 | 14.03 | 14.15 | 14.28 | 14.40 | 14.53 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 11.64 | 12.69 | 14.23 | 14.36 | 14.48 | 14.61 | 14.74 | 14.86 | 14.99 | 15.11 | 15.24 | 15.36 | 15.49 | 15.61 | 15.74 |
| <b>5 Basic</b>  |       | 11.21 | 12.29 | 13.33 | 13.46 | 13.60 | 13.73 | 13.87 | 14.00 | 14.14 | 14.28 | 14.41 | 14.55 | 14.68 | 14.82 | 14.95 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 12.42 | 13.50 | 14.54 | 14.67 | 14.81 | 14.94 | 15.08 | 15.21 | 15.35 | 15.49 | 15.62 | 15.76 | 15.89 | 16.03 | 16.16 |
| <b>6 Basic</b>  |       | 12.03 | 12.59 | 13.66 | 13.80 | 13.95 | 14.10 | 14.24 | 14.39 | 14.54 | 14.68 | 14.83 | 14.98 | 15.13 | 15.27 | 15.42 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 13.24 | 13.80 | 14.87 | 15.01 | 15.16 | 15.31 | 15.45 | 15.60 | 15.75 | 15.89 | 16.04 | 16.19 | 16.34 | 16.48 | 16.63 |
| <b>7 Basic</b>  |       | 12.35 | 12.92 | 14.01 | 14.17 | 14.33 | 14.49 | 14.65 | 14.80 | 14.96 | 15.12 | 15.28 | 15.44 | 15.59 | 15.75 | 15.91 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 13.56 | 14.13 | 15.22 | 15.38 | 15.54 | 15.70 | 15.86 | 16.01 | 16.17 | 16.33 | 16.49 | 16.65 | 16.80 | 16.96 | 17.12 |
| <b>8 Basic</b>  |       |       |       | 14.40 | 14.57 | 14.74 | 14.91 | 15.08 | 15.25 | 15.43 | 15.60 | 15.77 | 15.94 | 16.11 | 16.28 | 16.45 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.61 | 15.78 | 15.95 | 16.12 | 16.29 | 16.46 | 16.64 | 16.81 | 16.98 | 17.15 | 17.32 | 17.49 | 17.66 |
| <b>9 Basic</b>  |       |       |       | 14.81 | 15.00 | 15.18 | 15.37 | 15.55 | 15.74 | 15.92 | 16.11 | 16.29 | 16.48 | 16.67 | 16.85 | 17.04 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 16.02 | 16.21 | 16.39 | 16.58 | 16.76 | 16.95 | 17.13 | 17.32 | 17.50 | 17.69 | 17.88 | 18.06 | 18.25 |
| <b>10 Basic</b> |       |       |       | 15.25 | 15.45 | 15.65 | 15.85 | 16.05 | 16.25 | 16.45 | 16.65 | 16.85 | 17.05 | 17.25 | 17.45 | 17.65 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 16.46 | 16.66 | 16.86 | 17.06 | 17.26 | 17.46 | 17.66 | 17.86 | 18.06 | 18.26 | 18.46 | 18.66 | 18.86 |

**Part-Time Flexible Rates**  
Effective 06/15/91

RSC P  
JBC      Retiree Eligible Schedule

|                 | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | RC    |
|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>1 Basic</b>  | 8.84  | 9.82  | 10.79 | 12.24 | 12.34 | 12.44 | 12.54 | 12.64 | 12.74 | 12.84 | 12.94 | 13.04 | 13.14 | 13.24 | 13.33 | 13.43 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.05 | 11.03 | 12.00 | 13.45 | 13.55 | 13.65 | 13.75 | 13.85 | 13.95 | 14.05 | 14.15 | 14.25 | 14.35 | 14.45 | 14.54 | 14.64 |
| <b>2 Basic</b>  | 9.01  | 10.00 | 11.00 | 12.48 | 12.59 | 12.70 | 12.80 | 12.91 | 13.02 | 13.13 | 13.24 | 13.34 | 13.45 | 13.56 | 13.67 | 13.77 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.22 | 11.21 | 12.21 | 13.69 | 13.80 | 13.91 | 14.01 | 14.12 | 14.23 | 14.34 | 14.45 | 14.55 | 14.66 | 14.77 | 14.88 | 14.98 |
| <b>3 Basic</b>  | 9.18  | 10.21 | 11.23 | 12.74 | 12.86 | 12.98 | 13.09 | 13.21 | 13.32 | 13.44 | 13.55 | 13.67 | 13.79 | 13.90 | 14.02 | 14.14 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.39 | 11.42 | 12.44 | 13.95 | 14.07 | 14.19 | 14.30 | 14.42 | 14.53 | 14.65 | 14.76 | 14.88 | 15.00 | 15.11 | 15.23 | 15.35 |
| <b>4 Basic</b>  |       | 10.43 | 11.48 | 13.02 | 13.15 | 13.27 | 13.40 | 13.53 | 13.65 | 13.78 | 13.90 | 14.03 | 14.15 | 14.28 | 14.40 | 14.53 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 11.64 | 12.69 | 14.23 | 14.36 | 14.48 | 14.61 | 14.74 | 14.86 | 14.99 | 15.11 | 15.24 | 15.36 | 15.49 | 15.61 | 15.74 |
| <b>5 Basic</b>  |       | 11.21 | 12.29 | 13.33 | 13.46 | 13.60 | 13.73 | 13.87 | 14.00 | 14.14 | 14.28 | 14.41 | 14.55 | 14.68 | 14.82 | 14.95 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 12.42 | 13.50 | 14.54 | 14.67 | 14.81 | 14.94 | 15.08 | 15.21 | 15.35 | 15.49 | 15.62 | 15.76 | 15.89 | 16.03 | 16.16 |
| <b>6 Basic</b>  |       | 12.03 | 12.59 | 13.66 | 13.80 | 13.95 | 14.10 | 14.24 | 14.39 | 14.54 | 14.68 | 14.83 | 14.98 | 15.13 | 15.27 | 15.42 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 13.24 | 13.80 | 14.87 | 15.01 | 15.16 | 15.31 | 15.45 | 15.60 | 15.75 | 15.89 | 16.04 | 16.19 | 16.34 | 16.48 | 16.63 |
| <b>7 Basic</b>  |       | 12.35 | 12.92 | 14.01 | 14.17 | 14.33 | 14.49 | 14.65 | 14.80 | 14.96 | 15.12 | 15.28 | 15.44 | 15.59 | 15.75 | 15.91 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 13.56 | 14.13 | 15.22 | 15.38 | 15.54 | 15.70 | 15.86 | 16.01 | 16.17 | 16.33 | 16.49 | 16.65 | 16.80 | 16.96 | 17.12 |
| <b>8 Basic</b>  |       |       |       | 14.40 | 14.57 | 14.74 | 14.91 | 15.08 | 15.25 | 15.43 | 15.60 | 15.77 | 15.94 | 16.11 | 16.28 | 16.45 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.61 | 15.78 | 15.95 | 16.12 | 16.29 | 16.46 | 16.64 | 16.81 | 16.98 | 17.15 | 17.32 | 17.49 | 17.66 |
| <b>9 Basic</b>  |       |       |       | 14.81 | 15.00 | 15.18 | 15.37 | 15.55 | 15.74 | 15.92 | 16.11 | 16.29 | 16.48 | 16.67 | 16.85 | 17.04 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 16.02 | 16.21 | 16.39 | 16.58 | 16.76 | 16.95 | 17.13 | 17.32 | 17.50 | 17.69 | 17.88 | 18.06 | 18.25 |
| <b>10 Basic</b> |       |       |       | 15.25 | 15.45 | 15.65 | 15.85 | 16.05 | 16.25 | 16.45 | 16.65 | 16.85 | 17.05 | 17.25 | 17.45 | 17.65 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 16.46 | 16.66 | 16.86 | 17.06 | 17.26 | 17.46 | 17.66 | 17.86 | 18.06 | 18.26 | 18.46 | 18.66 | 18.86 |

## Part-Time Regular Rates

Effective 06/15/91

RSC P  
JBC

|                 | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | RC    |
|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>1 Basic</b>  | 8.50  | 9.44  | 10.38 | 11.77 | 11.87 | 11.96 | 12.06 | 12.15 | 12.25 | 12.34 | 12.44 | 12.54 | 12.63 | 12.73 | 12.82 | 12.92 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 9.71  | 10.65 | 11.59 | 12.98 | 13.08 | 13.17 | 13.27 | 13.36 | 13.46 | 13.55 | 13.65 | 13.75 | 13.84 | 13.94 | 14.03 | 14.13 |
| <b>2 Basic</b>  | 8.66  | 9.62  | 10.58 | 12.00 | 12.10 | 12.21 | 12.31 | 12.42 | 12.52 | 12.62 | 12.73 | 12.83 | 12.93 | 13.04 | 13.14 | 13.24 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 9.87  | 10.83 | 11.79 | 13.21 | 13.31 | 13.42 | 13.52 | 13.63 | 13.73 | 13.83 | 13.94 | 14.04 | 14.14 | 14.25 | 14.35 | 14.45 |
| <b>3 Basic</b>  | 8.83  | 9.81  | 10.80 | 12.25 | 12.36 | 12.48 | 12.59 | 12.70 | 12.81 | 12.92 | 13.03 | 13.14 | 13.26 | 13.37 | 13.48 | 13.59 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.04 | 11.02 | 12.01 | 13.46 | 13.57 | 13.69 | 13.80 | 13.91 | 14.02 | 14.13 | 14.24 | 14.35 | 14.47 | 14.58 | 14.69 | 14.80 |
| <b>4 Basic</b>  |       | 10.03 | 11.04 | 12.52 | 12.64 | 12.76 | 12.88 | 13.01 | 13.13 | 13.25 | 13.37 | 13.49 | 13.61 | 13.73 | 13.85 | 13.97 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 11.24 | 12.25 | 13.73 | 13.85 | 13.97 | 14.09 | 14.22 | 14.34 | 14.46 | 14.58 | 14.70 | 14.82 | 14.94 | 15.06 | 15.18 |
| <b>5 Basic</b>  |       | 10.77 | 11.81 | 12.82 | 12.95 | 13.08 | 13.21 | 13.34 | 13.47 | 13.60 | 13.73 | 13.86 | 13.99 | 14.11 | 14.25 | 14.37 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 11.98 | 13.02 | 14.03 | 14.16 | 14.29 | 14.42 | 14.55 | 14.68 | 14.81 | 14.94 | 15.07 | 15.20 | 15.32 | 15.46 | 15.58 |
| <b>6 Basic</b>  |       | 11.57 | 12.10 | 13.13 | 13.27 | 13.41 | 13.56 | 13.70 | 13.84 | 13.98 | 14.12 | 14.26 | 14.40 | 14.54 | 14.68 | 14.83 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 12.78 | 13.31 | 14.34 | 14.48 | 14.62 | 14.77 | 14.91 | 15.05 | 15.19 | 15.33 | 15.47 | 15.61 | 15.75 | 15.89 | 16.04 |
| <b>7 Basic</b>  |       | 11.87 | 12.42 | 13.48 | 13.63 | 13.78 | 13.93 | 14.08 | 14.23 | 14.39 | 14.54 | 14.69 | 14.84 | 14.99 | 15.15 | 15.30 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 13.08 | 13.63 | 14.69 | 14.84 | 14.99 | 15.14 | 15.29 | 15.44 | 15.60 | 15.75 | 15.90 | 16.05 | 16.20 | 16.36 | 16.51 |
| <b>8 Basic</b>  |       |       |       | 13.84 | 14.01 | 14.17 | 14.34 | 14.50 | 14.67 | 14.83 | 15.00 | 15.16 | 15.33 | 15.49 | 15.66 | 15.82 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.05 | 15.22 | 15.38 | 15.55 | 15.71 | 15.88 | 16.04 | 16.21 | 16.37 | 16.54 | 16.70 | 16.87 | 17.03 |
| <b>9 Basic</b>  |       |       |       | 14.24 | 14.42 | 14.60 | 14.78 | 14.96 | 15.13 | 15.31 | 15.49 | 15.67 | 15.85 | 16.02 | 16.20 | 16.38 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.45 | 15.63 | 15.81 | 15.99 | 16.17 | 16.34 | 16.52 | 16.70 | 16.88 | 17.06 | 17.23 | 17.41 | 17.59 |
| <b>10 Basic</b> |       |       |       | 14.67 | 14.86 | 15.05 | 15.24 | 15.44 | 15.63 | 15.82 | 16.01 | 16.20 | 16.40 | 16.59 | 16.78 | 16.97 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.88 | 16.07 | 16.26 | 16.45 | 16.65 | 16.84 | 17.03 | 17.22 | 17.41 | 17.61 | 17.80 | 17.99 | 18.18 |

**Part-Time Regular Rates**  
Effective 06/15/91

RSC P  
JBC Retiree Eligible Schedule

|                 | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | RC    |
|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>1 Basic</b>  | 8.50  | 9.44  | 10.38 | 11.77 | 11.87 | 11.96 | 12.06 | 12.15 | 12.25 | 12.34 | 12.44 | 12.54 | 12.63 | 12.73 | 12.82 | 12.92 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 9.71  | 10.65 | 11.59 | 12.98 | 13.08 | 13.17 | 13.27 | 13.36 | 13.46 | 13.55 | 13.65 | 13.75 | 13.84 | 13.94 | 14.03 | 14.13 |
| <b>2 Basic</b>  | 8.66  | 9.62  | 10.58 | 12.00 | 12.10 | 12.21 | 12.31 | 12.42 | 12.52 | 12.62 | 12.73 | 12.83 | 12.93 | 13.04 | 13.14 | 13.24 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 9.87  | 10.83 | 11.79 | 13.21 | 13.31 | 13.42 | 13.52 | 13.63 | 13.73 | 13.83 | 13.94 | 14.04 | 14.14 | 14.25 | 14.35 | 14.45 |
| <b>3 Basic</b>  | 8.83  | 9.81  | 10.80 | 12.25 | 12.36 | 12.48 | 12.59 | 12.70 | 12.81 | 12.92 | 13.03 | 13.14 | 13.26 | 13.37 | 13.48 | 13.59 |
| <b>Cola</b>     | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     | 10.04 | 11.02 | 12.01 | 13.46 | 13.57 | 13.69 | 13.80 | 13.91 | 14.02 | 14.13 | 14.24 | 14.35 | 14.47 | 14.58 | 14.69 | 14.80 |
| <b>4 Basic</b>  |       | 10.03 | 11.04 | 12.52 | 12.64 | 12.76 | 12.88 | 13.01 | 13.13 | 13.25 | 13.37 | 13.49 | 13.61 | 13.73 | 13.85 | 13.97 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 11.24 | 12.25 | 13.73 | 13.85 | 13.97 | 14.09 | 14.22 | 14.34 | 14.46 | 14.58 | 14.70 | 14.82 | 14.94 | 15.06 | 15.18 |
| <b>5 Basic</b>  |       | 10.77 | 11.81 | 12.82 | 12.95 | 13.08 | 13.21 | 13.34 | 13.47 | 13.60 | 13.73 | 13.86 | 13.99 | 14.11 | 14.25 | 14.37 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 11.98 | 13.02 | 14.03 | 14.16 | 14.29 | 14.42 | 14.55 | 14.68 | 14.81 | 14.94 | 15.07 | 15.20 | 15.32 | 15.46 | 15.58 |
| <b>6 Basic</b>  |       | 11.57 | 12.10 | 13.13 | 13.27 | 13.41 | 13.56 | 13.70 | 13.84 | 13.98 | 14.12 | 14.26 | 14.40 | 14.54 | 14.68 | 14.83 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 12.78 | 13.31 | 14.34 | 14.48 | 14.62 | 14.77 | 14.91 | 15.05 | 15.19 | 15.33 | 15.47 | 15.61 | 15.75 | 15.89 | 16.04 |
| <b>7 Basic</b>  |       | 11.87 | 12.42 | 13.48 | 13.63 | 13.78 | 13.93 | 14.08 | 14.23 | 14.39 | 14.54 | 14.69 | 14.84 | 14.99 | 15.15 | 15.30 |
| <b>Cola</b>     |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       | 13.08 | 13.63 | 14.69 | 14.84 | 14.99 | 15.14 | 15.29 | 15.44 | 15.60 | 15.75 | 15.90 | 16.05 | 16.20 | 16.36 | 16.51 |
| <b>8 Basic</b>  |       |       |       | 13.84 | 14.01 | 14.17 | 14.34 | 14.50 | 14.67 | 14.83 | 15.00 | 15.16 | 15.33 | 15.49 | 15.66 | 15.82 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.05 | 15.22 | 15.38 | 15.55 | 15.71 | 15.88 | 16.04 | 16.21 | 16.37 | 16.54 | 16.70 | 16.87 | 17.03 |
| <b>9 Basic</b>  |       |       |       | 14.24 | 14.42 | 14.60 | 14.78 | 14.96 | 15.13 | 15.31 | 15.49 | 15.67 | 15.85 | 16.02 | 16.20 | 16.38 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.45 | 15.63 | 15.81 | 15.99 | 16.17 | 16.34 | 16.52 | 16.70 | 16.88 | 17.06 | 17.23 | 17.41 | 17.59 |
| <b>10 Basic</b> |       |       |       | 14.67 | 14.86 | 15.05 | 15.24 | 15.44 | 15.63 | 15.82 | 16.01 | 16.20 | 16.40 | 16.59 | 16.78 | 16.97 |
| <b>Cola</b>     |       |       |       | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  | 1.21  |
| <b>Base</b>     |       |       |       | 15.88 | 16.07 | 16.26 | 16.45 | 16.65 | 16.84 | 17.03 | 17.22 | 17.41 | 17.61 | 17.80 | 17.99 | 18.18 |