

Effective September 25, 2007		Effective May 1, 2013		Effective May 1, 2014		Effective September 1, 2014	
Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate
\$36.60	\$39.47	\$36.97	\$39.86	\$37.34	\$40.26	\$42.57	\$45.90

Effective May 1, 2015		Effective October 1, 2015		Effective May 1, 2016		Effective May 1, 2017	
Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate
\$43.86	\$47.29	\$43.96	\$47.39	\$45.49	\$49.04	\$47.56	\$51.27

Effective May 1, 2018		Effective June 16, 2018	
Hiring Rate	Incumbent Rate	Hiring Rate	Incumbent Rate
\$48.49	\$52.28	\$49.94	\$53.85