

Exhibit A

		2019	2020 3.0%	2021 3.0%	2022 3.0%	2023 3.0%
Sergeant	Step 1	\$92,222.85	\$94,989.54	\$97,839.24	\$100,774.42	\$103,797.65
	Step 2	\$93,332.51	\$96,132.49	\$99,016.46	\$101,986.95	\$105,046.56
	Step 3	\$94,442.16	\$97,275.42	\$100,193.68	\$103,199.49	\$106,295.47
Det. Sergeant	Step 1	\$93,161.42	\$95,956.26	\$98,834.95	\$101,800.00	\$104,854.00
	Step 2	\$94,271.07	\$97,099.13	\$100,012.10	\$103,012.46	\$106,102.83
	Step 3	\$95,380.73	\$98,242.15	\$101,189.42	\$104,225.10	\$107,351.85
Lieutenant	Step 1	\$102,232.45	\$105,299.42	\$108,458.40	\$111,712.16	\$115,063.52
	Step 2	\$103,342.10	\$106,442.36	\$109,635.63	\$112,924.70	\$116,312.44
	Step 3	\$104,451.76	\$107,585.31	\$110,812.87	\$114,137.26	\$117,561.38
Det. Lieutenant	Step 1	\$103,171.00	\$106,266.13	\$109,454.11	\$112,737.74	\$116,119.87
	Step 2	\$104,280.65	\$107,409.07	\$110,631.04	\$113,950.28	\$117,368.79
	Step 3	\$105,390.31	\$108,552.02	\$111,808.58	\$115,162.84	\$118,617.72
Captain	Step 1	\$114,987.89	\$118,437.53	\$121,990.65	\$125,650.37	\$129,419.88
	Step 2	\$116,097.55	\$119,580.48	\$123,167.89	\$126,862.93	\$130,668.82
	Step 3	\$117,207.20	\$120,723.42	\$124,345.12	\$128,075.47	\$131,917.74

All SOA Members shall retroactively be moved to their correct steps in accordance with the timeline in which they received their promotion.