| ATTORNEYS |  |  |  |  |  |  |  |  |  |
| :---: | ---: | ---: | ---: | ---: | ---: | ---: | :---: | :---: | :---: |
| Steps | Dollar Increase -3 Years |  |  |  |  |  |  | Percent Increase-3 Years |  |
| 1 to 3 | $7,943.50$ | to | $13,948.05$ | $13.06 \%$ | to | $22.94 \%$ |  |  |  |
| 2 to 4 | $10,048.53$ | to | $14,412.42$ | $15.53 \%$ | to | $22.77 \%$ |  |  |  |
| 3 to 5 | $10,628.38$ | to | $14,150.85$ | $15.85 \%$ | to | $21.57 \%$ |  |  |  |
| 4 to 6 | $8,240.46$ | to | $12,087.86$ | $11.53 \%$ | to | $17.29 \%$ |  |  |  |
| 5 to 7 | $7,702.42$ | to | $11,250.88$ | $10.36 \%$ | to | $15.48 \%$ |  |  |  |
| 6 to 8 | $7,658.03$ | to | $11,001.29$ | $10.04 \%$ | to | $14.75 \%$ |  |  |  |
| 7 to 9 | $7,147.91$ | to | $9,182.81$ | $9.11 \%$ | to | $11.97 \%$ |  |  |  |
| 8 to 10 | $7,416.36$ | to | $11,217.18$ | $9.24 \%$ | to | $14.29 \%$ |  |  |  |
| 9 to 11 | $8,078.17$ | to | $11,746.62$ | $9.87 \%$ | to | $14.67 \%$ |  |  |  |
| 10 to 12 | $7,938.06$ | to | $11,836.31$ | $9.46 \%$ | to | $14.43 \%$ |  |  |  |
| 11 to 13 | $7,834.50$ | to | $11,778.04$ | $9.11 \%$ | to | $14.00 \%$ |  |  |  |
| 12 to 14 | $8,099.24$ | to | $13,422.57$ | $9.22 \%$ | to | $15.63 \%$ |  |  |  |
| 13 to 15 | $7,942.53$ | to | $11,502.51$ | $8.85 \%$ | to | $13.10 \%$ |  |  |  |
| 14 to 16 | $7,565.72$ | to | $11,168.93$ | $8.25 \%$ | to | $12.45 \%$ |  |  |  |
| 15 to 17 | $7,422.27$ | to | $11,049.70$ | $7.94 \%$ | to | $12.09 \%$ |  |  |  |
| 16 to 18 | $7,477.50$ | to | $11,132.01$ | $7.87 \%$ | to | $11.98 \%$ |  |  |  |
| 17 to 19 | $7,526.40$ | to | $11,200.50$ | $7.80 \%$ | to | $11.87 \%$ |  |  |  |
| 18 to 20 | $7,574.74$ | to | $14,880.62$ | $7.73 \%$ | to | $15.53 \%$ |  |  |  |
| 19 to 21 | $11,227.79$ | to | $13,417.25$ | $11.28 \%$ | to | $13.79 \%$ |  |  |  |

