

EXHIBIT C-3**Confidential Salary Schedule 2019-20**

| Position Title | Range | 1 | 2 | 3 | 4 | 5 | 6-9 | 10-14 | 15-19 | 20-24 | 25 |
|---------------------------|-------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| | 1 | 41,042.60 | 42,767.18 | 44,419.30 | 46,317.81 | 48,114.90 | 48,390.24 | 49,826.71 | 51,263.23 | 52,699.70 | 54,136.24 |
| | 2 | 44,419.30 | 46,317.81 | 48,114.90 | 50,085.85 | 52,201.74 | 54,882.84 | 56,437.55 | 57,992.20 | 59,546.88 | 61,101.57 |
| | 3 | 47,230.83 | 49,332.27 | 51,433.68 | 53,694.49 | 56,506.02 | 58,520.47 | 60,173.55 | 61,826.59 | 63,479.70 | 65,132.77 |
| | 4 | 51,027.86 | 53,259.71 | 55,563.99 | 57,969.77 | 61,042.14 | 63,766.71 | 65,552.71 | 67,338.68 | 69,124.62 | 70,910.61 |
| Administrative Assistant | 5 | 59,274.07 | 61,810.24 | 64,418.87 | 67,201.40 | 70,346.30 | 73,418.68 | 75,493.26 | 77,567.87 | 79,642.45 | 81,717.06 |
| Human Resource Specialist | 6 | 67,520.29 | 70,360.79 | 73,273.76 | 76,433.11 | 79,635.92 | 83,070.63 | 85,433.83 | 87,797.05 | 90,160.25 | 92,523.47 |
| | 7 | 73,273.76 | 76,433.11 | 79,635.92 | 83,070.63 | 86,693.75 | 90,418.29 | 92,982.87 | 95,547.46 | 98,112.05 | 100,676.65 |
| | 8 | 82,737.33 | 86,287.96 | 89,998.03 | 93,780.54 | 97,823.93 | 102,026.75 | 104,922.55 | 107,818.36 | 110,714.18 | 113,609.98 |