

**SOA Salary Guide  
Appendix A**

<b>Step</b>	<b>6/30/2004</b>	<b>(A) Effective 7/4/04 3.5% (New Hires only)</b>	<b>(B) Effective 7/4/04 3.5% (Hired prior to ratification)</b>	<b>[C] Effective 7/3/05 4%</b>	<b>(D) Effective 7/2/06 4.5%</b>	<b>Step</b>
<b>1</b>	51,165	52,956	53,256	55,074	57,552	<b>1</b>
		53,714	54,014	55,862	58,376	<b>2</b>
<b>2</b>	52,630	54,472	54,772	56,651	59,200	<b>3</b>
		55,230	55,530	57,439	60,024	<b>4</b>
<b>3</b>	54,095	55,988	56,288	58,228	60,848	<b>5</b>
		56,746	57,046	59,016	61,672	<b>6</b>
<b>4</b>	55,560	57,505	57,805	59,805	62,496	<b>7</b>
		58,263	58,563	60,593	63,320	<b>8</b>
<b>5</b>	57,025	59,021	59,321	61,382	64,144	<b>9</b>
		59,779	60,079	62,170	64,968	<b>10</b>
<b>6</b>	58,490	60,537	60,837	62,959	65,792	<b>11</b>
		61,295	61,595	63,747	66,616	<b>12</b>
<b>7</b>	59,955	62,053	62,353	64,536	67,440	<b>13</b>
		63,189	63,489	65,717	68,674	<b>14</b>
<b>8</b>	62,150	64,325	64,625	66,898	69,909	<b>15</b>
		65,461	65,761	68,080	71,143	<b>16</b>
<b>9</b>	64,345	66,597	66,897	69,261	72,378	<b>17</b>
		67,733	68,033	70,442	73,612	<b>18</b>
<b>10</b>	66,540	68,869	69,169	71,624	74,847	<b>19</b>
		70,005	70,305	72,805	76,081	<b>20</b>
<b>11</b>	68,735	71,141	71,441	73,986	77,316	<b>21</b>