

**CITY OF FOND DU LAC
PAY PLAN OPTION 1**

OPTION 1

Grade	Spread	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	101.25%	102.5%	103.75%	105.00%	106.25%	107.5%	108.75%	110.00%	111.25%	112.5%
		MIN	STEP 2	STEP 3	STEP 4	STEP 5	CONTROL	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	MAX
1	200-249	\$11.02	\$11.33	\$11.65	\$11.96	\$12.28	\$12.59	\$12.75	\$12.91	\$13.07	\$13.22	\$13.38	\$13.54	\$13.70	\$13.85	\$14.01	\$14.17
2	250-299	\$12.82	\$13.18	\$13.55	\$13.92	\$14.28	\$14.65	\$14.83	\$15.01	\$15.20	\$15.38	\$15.56	\$15.75	\$15.93	\$16.11	\$16.30	\$16.48
3	300-349	\$14.62	\$15.03	\$15.45	\$15.87	\$16.29	\$16.70	\$16.91	\$17.12	\$17.33	\$17.54	\$17.75	\$17.96	\$18.16	\$18.37	\$18.58	\$18.79
4	350-399	\$16.41	\$16.88	\$17.35	\$17.82	\$18.29	\$18.76	\$18.99	\$19.23	\$19.46	\$19.70	\$19.93	\$20.17	\$20.40	\$20.63	\$20.87	\$21.10
5	400-449	\$18.21	\$18.73	\$19.25	\$19.77	\$20.29	\$20.81	\$21.07	\$21.33	\$21.59	\$21.85	\$22.11	\$22.37	\$22.63	\$22.89	\$23.15	\$23.41
6	450-499	\$20.01	\$20.58	\$21.15	\$21.72	\$22.30	\$22.87	\$23.15	\$23.44	\$23.73	\$24.01	\$24.30	\$24.58	\$24.87	\$25.15	\$25.44	\$25.73
7	500-549	\$21.81	\$22.43	\$23.05	\$23.68	\$24.30	\$24.92	\$25.23	\$25.55	\$25.86	\$26.17	\$26.48	\$26.79	\$27.10	\$27.42	\$27.73	\$28.04
8	550-599	\$23.61	\$24.28	\$24.95	\$25.63	\$26.30	\$26.98	\$27.32	\$27.65	\$27.99	\$28.33	\$28.66	\$29.00	\$29.34	\$29.68	\$30.01	\$30.35
9	600-649	\$25.40	\$26.13	\$26.86	\$27.58	\$28.31	\$29.03	\$29.40	\$29.76	\$30.12	\$30.48	\$30.85	\$31.21	\$31.57	\$31.94	\$32.30	\$32.66
10	650-724	\$27.65	\$28.44	\$29.23	\$30.02	\$30.81	\$31.60	\$32.00	\$32.39	\$32.79	\$33.18	\$33.58	\$33.97	\$34.37	\$34.76	\$35.16	\$35.55
11	725-799	\$30.35	\$31.22	\$32.08	\$32.95	\$33.82	\$34.68	\$35.12	\$35.55	\$35.99	\$36.42	\$36.85	\$37.29	\$37.72	\$38.15	\$38.59	\$39.02
12	800-874	\$33.05	\$33.99	\$34.93	\$35.88	\$36.82	\$37.77	\$38.24	\$38.71	\$39.18	\$39.66	\$40.13	\$40.60	\$41.07	\$41.54	\$42.02	\$42.49
13	875-949	\$35.74	\$36.76	\$37.79	\$38.81	\$39.83	\$40.85	\$41.36	\$41.87	\$42.38	\$42.89	\$43.40	\$43.91	\$44.42	\$44.93	\$45.44	\$45.96
14	950-1024	\$38.44	\$39.54	\$40.64	\$41.74	\$42.83	\$43.93	\$44.48	\$45.03	\$45.58	\$46.13	\$46.68	\$47.23	\$47.78	\$48.33	\$48.87	\$49.42
15	1025-1099	\$41.14	\$42.31	\$43.49	\$44.66	\$45.84	\$47.01	\$47.60	\$48.19	\$48.78	\$49.37	\$49.95	\$50.54	\$51.13	\$51.72	\$52.30	\$52.89
16	1100-1174	\$43.83	\$45.09	\$46.34	\$47.59	\$48.84	\$50.10	\$50.72	\$51.35	\$51.98	\$52.60	\$53.23	\$53.85	\$54.48	\$55.11	\$55.73	\$56.36
17	1175-1249	\$46.53	\$47.86	\$49.19	\$50.52	\$51.85	\$53.18	\$53.84	\$54.51	\$55.17	\$55.84	\$56.50	\$57.17	\$57.83	\$58.50	\$59.16	\$59.83
18	1250-1324	\$49.23	\$50.64	\$52.04	\$53.45	\$54.86	\$56.26	\$56.97	\$57.67	\$58.37	\$59.07	\$59.78	\$60.48	\$61.18	\$61.89	\$62.59	\$63.29

**CITY OF FOND DU LAC
PAY PLAN OPTION 2**

OPTION 2

		87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	102.5%	105.0%	107.5%	110.0%	112.5%
Grade	Spread	MIN	STEP 2	STEP 3	STEP 4	STEP 5	CONTROL	STEP 7	STEP 8	STEP 9	STEP 10	MAX
1	200-249	\$11.02	\$11.33	\$11.65	\$11.96	\$12.28	\$12.59	\$12.91	\$13.22	\$13.54	\$13.85	\$14.17
2	250-299	\$12.82	\$13.18	\$13.55	\$13.92	\$14.28	\$14.65	\$15.01	\$15.38	\$15.75	\$16.11	\$16.48
3	300-349	\$14.62	\$15.03	\$15.45	\$15.87	\$16.29	\$16.70	\$17.12	\$17.54	\$17.96	\$18.37	\$18.79
4	350-399	\$16.41	\$16.88	\$17.35	\$17.82	\$18.29	\$18.76	\$19.23	\$19.70	\$20.17	\$20.63	\$21.10
5	400-449	\$18.21	\$18.73	\$19.25	\$19.77	\$20.29	\$20.81	\$21.33	\$21.85	\$22.37	\$22.89	\$23.41
6	450-499	\$20.01	\$20.58	\$21.15	\$21.72	\$22.30	\$22.87	\$23.44	\$24.01	\$24.58	\$25.15	\$25.73
7	500-549	\$21.81	\$22.43	\$23.05	\$23.68	\$24.30	\$24.92	\$25.55	\$26.17	\$26.79	\$27.42	\$28.04
8	550-599	\$23.61	\$24.28	\$24.95	\$25.63	\$26.30	\$26.98	\$27.65	\$28.33	\$29.00	\$29.68	\$30.35
9	600-649	\$25.40	\$26.13	\$26.86	\$27.58	\$28.31	\$29.03	\$29.76	\$30.48	\$31.21	\$31.94	\$32.66
10	650-724	\$27.65	\$28.44	\$29.23	\$30.02	\$30.81	\$31.60	\$32.39	\$33.18	\$33.97	\$34.76	\$35.55
11	725-799	\$30.35	\$31.22	\$32.08	\$32.95	\$33.82	\$34.68	\$35.55	\$36.42	\$37.29	\$38.15	\$39.02
12	800-874	\$33.05	\$33.99	\$34.93	\$35.88	\$36.82	\$37.77	\$38.71	\$39.66	\$40.60	\$41.54	\$42.49
13	875-949	\$35.74	\$36.76	\$37.79	\$38.81	\$39.83	\$40.85	\$41.87	\$42.89	\$43.91	\$44.93	\$45.96
14	950-1024	\$38.44	\$39.54	\$40.64	\$41.74	\$42.83	\$43.93	\$45.03	\$46.13	\$47.23	\$48.33	\$49.42
15	1025-1099	\$41.14	\$42.31	\$43.49	\$44.66	\$45.84	\$47.01	\$48.19	\$49.37	\$50.54	\$51.72	\$52.89
16	1100-1174	\$43.83	\$45.09	\$46.34	\$47.59	\$48.84	\$50.10	\$51.35	\$52.60	\$53.85	\$55.11	\$56.36
17	1175-1249	\$46.53	\$47.86	\$49.19	\$50.52	\$51.85	\$53.18	\$54.51	\$55.84	\$57.17	\$58.50	\$59.83
18	1250-1324	\$49.23	\$50.64	\$52.04	\$53.45	\$54.86	\$56.26	\$57.67	\$59.07	\$60.48	\$61.89	\$63.29

**CITY OF FOND DU LAC
PAY PLAN OPTION 3**

OPTION 3

				87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	PAY FOR	120.0%
Grade	Spread	Low	High	MIN	STEP 2	STEP 3	STEP 4	STEP 5	CONTROL	PERFORM	MAX
1	200-249	200	249	\$11.02	\$11.33	\$11.65	\$11.96	\$12.28	\$12.59	➔	\$15.11
2	250-299	250	299	\$12.82	\$13.18	\$13.55	\$13.92	\$14.28	\$14.65	➔	\$17.58
3	300-349	300	349	\$14.62	\$15.03	\$15.45	\$15.87	\$16.29	\$16.70	➔	\$20.04
4	350-399	350	399	\$16.41	\$16.88	\$17.35	\$17.82	\$18.29	\$18.76	➔	\$22.51
5	400-449	400	449	\$18.21	\$18.73	\$19.25	\$19.77	\$20.29	\$20.81	➔	\$24.98
6	450-499	450	499	\$20.01	\$20.58	\$21.15	\$21.72	\$22.30	\$22.87	➔	\$27.44
7	500-549	500	549	\$21.81	\$22.43	\$23.05	\$23.68	\$24.30	\$24.92	➔	\$29.91
8	550-599	550	599	\$23.61	\$24.28	\$24.95	\$25.63	\$26.30	\$26.98	➔	\$32.37
9	600-649	600	649	\$25.40	\$26.13	\$26.86	\$27.58	\$28.31	\$29.03	➔	\$34.84
10	650-724	650	724	\$27.65	\$28.44	\$29.23	\$30.02	\$30.81	\$31.60	➔	\$37.92
11	725-799	725	799	\$30.35	\$31.22	\$32.08	\$32.95	\$33.82	\$34.68	➔	\$41.62
12	800-874	800	874	\$33.05	\$33.99	\$34.93	\$35.88	\$36.82	\$37.77	➔	\$45.32
13	875-949	875	949	\$35.74	\$36.76	\$37.79	\$38.81	\$39.83	\$40.85	➔	\$49.02
14	950-1024	950	1024	\$38.44	\$39.54	\$40.64	\$41.74	\$42.83	\$43.93	➔	\$52.72
15	1025-1099	1025	1099	\$41.14	\$42.31	\$43.49	\$44.66	\$45.84	\$47.01	➔	\$56.42
16	1100-1174	1100	1174	\$43.83	\$45.09	\$46.34	\$47.59	\$48.84	\$50.10	➔	\$60.12
17	1175-1249	1175	1249	\$46.53	\$47.86	\$49.19	\$50.52	\$51.85	\$53.18	➔	\$63.82
18	1250-1324	1250	1324	\$49.23	\$50.64	\$52.04	\$53.45	\$54.86	\$56.26	➔	\$67.51