

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
18	Annual	22968	22968	22968	22968	22968	23040	23580	24084	24636	25212	25728	26400	26952
	Monthly	1914	1914	1914	1914	1914	1920	1965	2007	2053	2101	2144	2200	2246
	Hourly	11.00	11.00	11.00	11.00	11.00	11.03	11.29	11.53	11.80	12.07	12.32	12.64	12.91
	Standby	0.77	0.77	0.77	0.77	0.77	0.77	0.79	0.81	0.83	0.85	0.86	0.89	0.90
19	Annual	22968	22968	22968	22968	23040	23580	24084	24636	25212	25728	26400	26952	27576
	Monthly	1914	1914	1914	1914	1920	1965	2007	2053	2101	2144	2200	2246	2298
	Hourly	11.00	11.00	11.00	11.00	11.03	11.29	11.53	11.80	12.07	12.32	12.64	12.91	13.21
	Standby	0.77	0.77	0.77	0.77	0.77	0.79	0.81	0.83	0.85	0.86	0.89	0.90	0.92
20	Annual	22968	22968	22968	23040	23580	24084	24636	25212	25728	26400	26952	27576	28212
	Monthly	1914	1914	1914	1920	1965	2007	2053	2101	2144	2200	2246	2298	2351
	Hourly	11.00	11.00	11.00	11.03	11.29	11.53	11.80	12.07	12.32	12.64	12.91	13.21	13.51
	Standby	0.77	0.77	0.77	0.77	0.79	0.81	0.83	0.85	0.86	0.89	0.90	0.92	0.95
21	Annual	22968	22968	23040	23580	24084	24636	25212	25728	26400	26952	27576	28212	28896
	Monthly	1914	1914	1920	1965	2007	2053	2101	2144	2200	2246	2298	2351	2408
	Hourly	11.00	11.00	11.03	11.29	11.53	11.80	12.07	12.32	12.64	12.91	13.21	13.51	13.84
	Standby	0.77	0.77	0.77	0.79	0.81	0.83	0.85	0.86	0.89	0.90	0.92	0.95	0.97
22	Annual	22968	23040	23580	24084	24636	25212	25728	26400	26952	27576	28212	28896	29544
	Monthly	1914	1920	1965	2007	2053	2101	2144	2200	2246	2298	2351	2408	2462
	Hourly	11.00	11.03	11.29	11.53	11.80	12.07	12.32	12.64	12.91	13.21	13.51	13.84	14.15
	Standby	0.77	0.77	0.79	0.81	0.83	0.85	0.86	0.89	0.90	0.92	0.95	0.97	0.99
23	Annual	23040	23580	24084	24636	25212	25728	26400	26952	27576	28212	28896	29544	30216
	Monthly	1920	1965	2007	2053	2101	2144	2200	2246	2298	2351	2408	2462	2518
	Hourly	11.03	11.29	11.53	11.80	12.07	12.32	12.64	12.91	13.21	13.51	13.84	14.15	14.47
	Standby	0.77	0.79	0.81	0.83	0.85	0.86	0.89	0.90	0.92	0.95	0.97	0.99	1.01
24	Annual	23580	24084	24636	25212	25728	26400	26952	27576	28212	28896	29544	30216	30924
	Monthly	1965	2007	2053	2101	2144	2200	2246	2298	2351	2408	2462	2518	2577
	Hourly	11.29	11.53	11.80	12.07	12.32	12.64	12.91	13.21	13.51	13.84	14.15	14.47	14.81
	Standby	0.79	0.81	0.83	0.85	0.86	0.89	0.90	0.92	0.95	0.97	0.99	1.01	1.04
25	Annual	24084	24636	25212	25728	26400	26952	27576	28212	28896	29544	30216	30924	31632
	Monthly	2007	2053	2101	2144	2200	2246	2298	2351	2408	2462	2518	2577	2636
	Hourly	11.53	11.80	12.07	12.32	12.64	12.91	13.21	13.51	13.84	14.15	14.47	14.81	15.15
	Standby	0.81	0.83	0.85	0.86	0.89	0.90	0.92	0.95	0.97	0.99	1.01	1.04	1.06
26	Annual	24636	25212	25728	26400	26952	27576	28212	28896	29544	30216	30924	31632	32400
	Monthly	2053	2101	2144	2200	2246	2298	2351	2408	2462	2518	2577	2636	2700
	Hourly	11.80	12.07	12.32	12.64	12.91	13.21	13.51	13.84	14.15	14.47	14.81	15.15	15.52
	Standby	0.83	0.85	0.86	0.89	0.90	0.92	0.95	0.97	0.99	1.01	1.04	1.06	1.09

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
27	Annual	25212	25728	26400	26952	27576	28212	28896	29544	30216	30924	31632	32400	33120
	Monthly	2101	2144	2200	2246	2298	2351	2408	2462	2518	2577	2636	2700	2760
	Hourly	12.07	12.32	12.64	12.91	13.21	13.51	13.84	14.15	14.47	14.81	15.15	15.52	15.86
	Standby	0.85	0.86	0.89	0.90	0.92	0.95	0.97	0.99	1.01	1.04	1.06	1.09	1.11
28	Annual	25728	26400	26952	27576	28212	28896	29544	30216	30924	31632	32400	33120	33948
	Monthly	2144	2200	2246	2298	2351	2408	2462	2518	2577	2636	2700	2760	2829
	Hourly	12.32	12.64	12.91	13.21	13.51	13.84	14.15	14.47	14.81	15.15	15.52	15.86	16.26
	Standby	0.86	0.89	0.90	0.92	0.95	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14
29	Annual	26400	26952	27576	28212	28896	29544	30216	30924	31632	32400	33120	33948	34716
	Monthly	2200	2246	2298	2351	2408	2462	2518	2577	2636	2700	2760	2829	2893
	Hourly	12.64	12.91	13.21	13.51	13.84	14.15	14.47	14.81	15.15	15.52	15.86	16.26	16.63
	Standby	0.89	0.90	0.92	0.95	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16
30	Annual	26952	27576	28212	28896	29544	30216	30924	31632	32400	33120	33948	34716	35544
	Monthly	2246	2298	2351	2408	2462	2518	2577	2636	2700	2760	2829	2893	2962
	Hourly	12.91	13.21	13.51	13.84	14.15	14.47	14.81	15.15	15.52	15.86	16.26	16.63	17.02
	Standby	0.90	0.92	0.95	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19
31	Annual	27576	28212	28896	29544	30216	30924	31632	32400	33120	33948	34716	35544	36396
	Monthly	2298	2351	2408	2462	2518	2577	2636	2700	2760	2829	2893	2962	3033
	Hourly	13.21	13.51	13.84	14.15	14.47	14.81	15.15	15.52	15.86	16.26	16.63	17.02	17.43
	Standby	0.92	0.95	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22
32	Annual	28212	28896	29544	30216	30924	31632	32400	33120	33948	34716	35544	36396	37224
	Monthly	2351	2408	2462	2518	2577	2636	2700	2760	2829	2893	2962	3033	3102
	Hourly	13.51	13.84	14.15	14.47	14.81	15.15	15.52	15.86	16.26	16.63	17.02	17.43	17.83
	Standby	0.95	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25
33	Annual	28896	29544	30216	30924	31632	32400	33120	33948	34716	35544	36396	37224	38160
	Monthly	2408	2462	2518	2577	2636	2700	2760	2829	2893	2962	3033	3102	3180
	Hourly	13.84	14.15	14.47	14.81	15.15	15.52	15.86	16.26	16.63	17.02	17.43	17.83	18.28
	Standby	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28
34	Annual	29544	30216	30924	31632	32400	33120	33948	34716	35544	36396	37224	38160	39048
	Monthly	2462	2518	2577	2636	2700	2760	2829	2893	2962	3033	3102	3180	3254
	Hourly	14.15	14.47	14.81	15.15	15.52	15.86	16.26	16.63	17.02	17.43	17.83	18.28	18.70
	Standby	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31
35	Annual	30216	30924	31632	32400	33120	33948	34716	35544	36396	37224	38160	39048	39960
	Monthly	2518	2577	2636	2700	2760	2829	2893	2962	3033	3102	3180	3254	3330
	Hourly	14.47	14.81	15.15	15.52	15.86	16.26	16.63	17.02	17.43	17.83	18.28	18.70	19.14
	Standby	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
36	Annual	30924	31632	32400	33120	33948	34716	35544	36396	37224	38160	39048	39960	40944
	Monthly	2577	2636	2700	2760	2829	2893	2962	3033	3102	3180	3254	3330	3412
	Hourly	14.81	15.15	15.52	15.86	16.26	16.63	17.02	17.43	17.83	18.28	18.70	19.14	19.61
	Standby	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37
37	Annual	31632	32400	33120	33948	34716	35544	36396	37224	38160	39048	39960	40944	41976
	Monthly	2636	2700	2760	2829	2893	2962	3033	3102	3180	3254	3330	3412	3498
	Hourly	15.15	15.52	15.86	16.26	16.63	17.02	17.43	17.83	18.28	18.70	19.14	19.61	20.10
	Standby	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41
38	Annual	32400	33120	33948	34716	35544	36396	37224	38160	39048	39960	40944	41976	43032
	Monthly	2700	2760	2829	2893	2962	3033	3102	3180	3254	3330	3412	3498	3586
	Hourly	15.52	15.86	16.26	16.63	17.02	17.43	17.83	18.28	18.70	19.14	19.61	20.10	20.61
	Standby	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44
39	Annual	33120	33948	34716	35544	36396	37224	38160	39048	39960	40944	41976	43032	44088
	Monthly	2760	2829	2893	2962	3033	3102	3180	3254	3330	3412	3498	3586	3674
	Hourly	15.86	16.26	16.63	17.02	17.43	17.83	18.28	18.70	19.14	19.61	20.10	20.61	21.11
	Standby	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48
40	Annual	33948	34716	35544	36396	37224	38160	39048	39960	40944	41976	43032	44088	45240
	Monthly	2829	2893	2962	3033	3102	3180	3254	3330	3412	3498	3586	3674	3770
	Hourly	16.26	16.63	17.02	17.43	17.83	18.28	18.70	19.14	19.61	20.10	20.61	21.11	21.67
	Standby	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.52
41	Annual	34716	35544	36396	37224	38160	39048	39960	40944	41976	43032	44088	45240	46284
	Monthly	2893	2962	3033	3102	3180	3254	3330	3412	3498	3586	3674	3770	3857
	Hourly	16.63	17.02	17.43	17.83	18.28	18.70	19.14	19.61	20.10	20.61	21.11	21.67	22.17
	Standby	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.52	1.55
42	Annual	35544	36396	37224	38160	39048	39960	40944	41976	43032	44088	45240	46284	47496
	Monthly	2962	3033	3102	3180	3254	3330	3412	3498	3586	3674	3770	3857	3958
	Hourly	17.02	17.43	17.83	18.28	18.70	19.14	19.61	20.10	20.61	21.11	21.67	22.17	22.75
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.52	1.55	1.59
43	Annual	36396	37224	38160	39048	39960	40944	41976	43032	44088	45240	46284	47496	48684
	Monthly	3033	3102	3180	3254	3330	3412	3498	3586	3674	3770	3857	3958	4057
	Hourly	17.43	17.83	18.28	18.70	19.14	19.61	20.10	20.61	21.11	21.67	22.17	22.75	23.32
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.52	1.55	1.59	1.63
44	Annual	37224	38160	39048	39960	40944	41976	43032	44088	45240	46284	47496	48684	49944
	Monthly	3102	3180	3254	3330	3412	3498	3586	3674	3770	3857	3958	4057	4162
	Hourly	17.83	18.28	18.70	19.14	19.61	20.10	20.61	21.11	21.67	22.17	22.75	23.32	23.92
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.52	1.55	1.59	1.63	1.67

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
45	Annual	38160	39048	39960	40944	41976	43032	44088	45240	46284	47496	48684	49944	51156
	Monthly	3180	3254	3330	3412	3498	3586	3674	3770	3857	3958	4057	4162	4263
	Hourly	18.28	18.70	19.14	19.61	20.10	20.61	21.11	21.67	22.17	22.75	23.32	23.92	24.50
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.52	1.55	1.59	1.63	1.67	1.72
46	Annual	39048	39960	40944	41976	43032	44088	45240	46284	47496	48684	49944	51156	52428
	Monthly	3254	3330	3412	3498	3586	3674	3770	3857	3958	4057	4162	4263	4369
	Hourly	18.70	19.14	19.61	20.10	20.61	21.11	21.67	22.17	22.75	23.32	23.92	24.50	25.11
	Standby	1.31	1.34	1.37	1.41	1.44	1.48	1.52	1.55	1.59	1.63	1.67	1.72	1.76
47	Annual	39960	40944	41976	43032	44088	45240	46284	47496	48684	49944	51156	52428	53700
	Monthly	3330	3412	3498	3586	3674	3770	3857	3958	4057	4162	4263	4369	4475
	Hourly	19.14	19.61	20.10	20.61	21.11	21.67	22.17	22.75	23.32	23.92	24.50	25.11	25.72
	Standby	1.34	1.37	1.41	1.44	1.48	1.52	1.55	1.59	1.63	1.67	1.72	1.76	1.80
48	Annual	40944	41976	43032	44088	45240	46284	47496	48684	49944	51156	52428	53700	55092
	Monthly	3412	3498	3586	3674	3770	3857	3958	4057	4162	4263	4369	4475	4591
	Hourly	19.61	20.10	20.61	21.11	21.67	22.17	22.75	23.32	23.92	24.50	25.11	25.72	26.39
	Standby	1.37	1.41	1.44	1.48	1.52	1.55	1.59	1.63	1.67	1.72	1.76	1.80	1.85
49	Annual	41976	43032	44088	45240	46284	47496	48684	49944	51156	52428	53700	55092	56448
	Monthly	3498	3586	3674	3770	3857	3958	4057	4162	4263	4369	4475	4591	4704
	Hourly	20.10	20.61	21.11	21.67	22.17	22.75	23.32	23.92	24.50	25.11	25.72	26.39	27.03
	Standby	1.41	1.44	1.48	1.52	1.55	1.59	1.63	1.67	1.72	1.76	1.80	1.85	1.89
50	Annual	43032	44088	45240	46284	47496	48684	49944	51156	52428	53700	55092	56448	57888
	Monthly	3586	3674	3770	3857	3958	4057	4162	4263	4369	4475	4591	4704	4824
	Hourly	20.61	21.11	21.67	22.17	22.75	23.32	23.92	24.50	25.11	25.72	26.39	27.03	27.72
	Standby	1.44	1.48	1.52	1.55	1.59	1.63	1.67	1.72	1.76	1.80	1.85	1.89	1.94
51	Annual	44088	45240	46284	47496	48684	49944	51156	52428	53700	55092	56448	57888	59304
	Monthly	3674	3770	3857	3958	4057	4162	4263	4369	4475	4591	4704	4824	4942
	Hourly	21.11	21.67	22.17	22.75	23.32	23.92	24.50	25.11	25.72	26.39	27.03	27.72	28.40
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.72	1.76	1.80	1.85	1.89	1.94	1.99
52	Annual	45240	46284	47496	48684	49944	51156	52428	53700	55092	56448	57888	59304	60804
	Monthly	3770	3857	3958	4057	4162	4263	4369	4475	4591	4704	4824	4942	5067
	Hourly	21.67	22.17	22.75	23.32	23.92	24.50	25.11	25.72	26.39	27.03	27.72	28.40	29.12
	Standby	1.52	1.55	1.59	1.63	1.67	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04
53	Annual	46284	47496	48684	49944	51156	52428	53700	55092	56448	57888	59304	60804	62304
	Monthly	3857	3958	4057	4162	4263	4369	4475	4591	4704	4824	4942	5067	5192
	Hourly	22.17	22.75	23.32	23.92	24.50	25.11	25.72	26.39	27.03	27.72	28.40	29.12	29.84
	Standby	1.55	1.59	1.63	1.67	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
54	Annual	47496	48684	49944	51156	52428	53700	55092	56448	57888	59304	60804	62304	63852
	Monthly	3958	4057	4162	4263	4369	4475	4591	4704	4824	4942	5067	5192	5321
	Hourly	22.75	23.32	23.92	24.50	25.11	25.72	26.39	27.03	27.72	28.40	29.12	29.84	30.58
	Standby	1.59	1.63	1.67	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14
55	Annual	48684	49944	51156	52428	53700	55092	56448	57888	59304	60804	62304	63852	65460
	Monthly	4057	4162	4263	4369	4475	4591	4704	4824	4942	5067	5192	5321	5455
	Hourly	23.32	23.92	24.50	25.11	25.72	26.39	27.03	27.72	28.40	29.12	29.84	30.58	31.35
	Standby	1.63	1.67	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19
56	Annual	49944	51156	52428	53700	55092	56448	57888	59304	60804	62304	63852	65460	67128
	Monthly	4162	4263	4369	4475	4591	4704	4824	4942	5067	5192	5321	5455	5594
	Hourly	23.92	24.50	25.11	25.72	26.39	27.03	27.72	28.40	29.12	29.84	30.58	31.35	32.15
	Standby	1.67	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
57	Annual	51156	52428	53700	55092	56448	57888	59304	60804	62304	63852	65460	67128	68760
	Monthly	4263	4369	4475	4591	4704	4824	4942	5067	5192	5321	5455	5594	5730
	Hourly	24.50	25.11	25.72	26.39	27.03	27.72	28.40	29.12	29.84	30.58	31.35	32.15	32.93
	Standby	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31
58	Annual	52428	53700	55092	56448	57888	59304	60804	62304	63852	65460	67128	68760	70548
	Monthly	4369	4475	4591	4704	4824	4942	5067	5192	5321	5455	5594	5730	5879
	Hourly	25.11	25.72	26.39	27.03	27.72	28.40	29.12	29.84	30.58	31.35	32.15	32.93	33.79
	Standby	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.37
59	Annual	53700	55092	56448	57888	59304	60804	62304	63852	65460	67128	68760	70548	72240
	Monthly	4475	4591	4704	4824	4942	5067	5192	5321	5455	5594	5730	5879	6020
	Hourly	25.72	26.39	27.03	27.72	28.40	29.12	29.84	30.58	31.35	32.15	32.93	33.79	34.60
	Standby	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.37	2.42
60	Annual	55092	56448	57888	59304	60804	62304	63852	65460	67128	68760	70548	72240	74088
	Monthly	4591	4704	4824	4942	5067	5192	5321	5455	5594	5730	5879	6020	6174
	Hourly	26.39	27.03	27.72	28.40	29.12	29.84	30.58	31.35	32.15	32.93	33.79	34.60	35.48
	Standby	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.37	2.42	2.48
61	Annual	56448	57888	59304	60804	62304	63852	65460	67128	68760	70548	72240	74088	75948
	Monthly	4704	4824	4942	5067	5192	5321	5455	5594	5730	5879	6020	6174	6329
	Hourly	27.03	27.72	28.40	29.12	29.84	30.58	31.35	32.15	32.93	33.79	34.60	35.48	36.37
	Standby	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.37	2.42	2.48	2.55
62	Annual	57888	59304	60804	62304	63852	65460	67128	68760	70548	72240	74088	75948	77820
	Monthly	4824	4942	5067	5192	5321	5455	5594	5730	5879	6020	6174	6329	6485
	Hourly	27.72	28.40	29.12	29.84	30.58	31.35	32.15	32.93	33.79	34.60	35.48	36.37	37.27
	Standby	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.37	2.42	2.48	2.55	2.61

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
63	Annual	59304	60804	62304	63852	65460	67128	68760	70548	72240	74088	75948	77820	79764
	Monthly	4942	5067	5192	5321	5455	5594	5730	5879	6020	6174	6329	6485	6647
	Hourly	28.40	29.12	29.84	30.58	31.35	32.15	32.93	33.79	34.60	35.48	36.37	37.27	38.20
	Standby	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.37	2.42	2.48	2.55	2.61	2.67
64	Annual	60804	62304	63852	65460	67128	68760	70548	72240	74088	75948	77820	79764	81768
	Monthly	5067	5192	5321	5455	5594	5730	5879	6020	6174	6329	6485	6647	6814
	Hourly	29.12	29.84	30.58	31.35	32.15	32.93	33.79	34.60	35.48	36.37	37.27	38.20	39.16
	Standby	2.04	2.09	2.14	2.19	2.25	2.31	2.37	2.42	2.48	2.55	2.61	2.67	2.74
65	Annual	62304	63852	65460	67128	68760	70548	72240	74088	75948	77820	79764	81768	83796
	Monthly	5192	5321	5455	5594	5730	5879	6020	6174	6329	6485	6647	6814	6983
	Hourly	29.84	30.58	31.35	32.15	32.93	33.79	34.60	35.48	36.37	37.27	38.20	39.16	40.13
	Standby	2.09	2.14	2.19	2.25	2.31	2.37	2.42	2.48	2.55	2.61	2.67	2.74	2.81
66	Annual	63852	65460	67128	68760	70548	72240	74088	75948	77820	79764	81768	83796	85920
	Monthly	5321	5455	5594	5730	5879	6020	6174	6329	6485	6647	6814	6983	7160
	Hourly	30.58	31.35	32.15	32.93	33.79	34.60	35.48	36.37	37.27	38.20	39.16	40.13	41.15
	Standby	2.14	2.19	2.25	2.31	2.37	2.42	2.48	2.55	2.61	2.67	2.74	2.81	2.88
67	Annual	65460	67128	68760	70548	72240	74088	75948	77820	79764	81768	83796	85920	88044
	Monthly	5455	5594	5730	5879	6020	6174	6329	6485	6647	6814	6983	7160	7337
	Hourly	31.35	32.15	32.93	33.79	34.60	35.48	36.37	37.27	38.20	39.16	40.13	41.15	42.17
	Standby	2.19	2.25	2.31	2.37	2.42	2.48	2.55	2.61	2.67	2.74	2.81	2.88	2.95
68	Annual	67128	68760	70548	72240	74088	75948	77820	79764	81768	83796	85920	88044	90264
	Monthly	5594	5730	5879	6020	6174	6329	6485	6647	6814	6983	7160	7337	7522
	Hourly	32.15	32.93	33.79	34.60	35.48	36.37	37.27	38.20	39.16	40.13	41.15	42.17	43.23
	Standby	2.25	2.31	2.37	2.42	2.48	2.55	2.61	2.67	2.74	2.81	2.88	2.95	3.03
69	Annual	68760	70548	72240	74088	75948	77820	79764	81768	83796	85920	88044	90264	92508
	Monthly	5730	5879	6020	6174	6329	6485	6647	6814	6983	7160	7337	7522	7709
	Hourly	32.93	33.79	34.60	35.48	36.37	37.27	38.20	39.16	40.13	41.15	42.17	43.23	44.30
	Standby	2.31	2.37	2.42	2.48	2.55	2.61	2.67	2.74	2.81	2.88	2.95	3.03	3.10
70	Annual	70548	72240	74088	75948	77820	79764	81768	83796	85920	88044	90264	92508	94836
	Monthly	5879	6020	6174	6329	6485	6647	6814	6983	7160	7337	7522	7709	7903
	Hourly	33.79	34.60	35.48	36.37	37.27	38.20	39.16	40.13	41.15	42.17	43.23	44.30	45.42
	Standby	2.37	2.42	2.48	2.55	2.61	2.67	2.74	2.81	2.88	2.95	3.03	3.10	3.18
71	Annual	72240	74088	75948	77820	79764	81768	83796	85920	88044	90264	92508	94836	97212
	Monthly	6020	6174	6329	6485	6647	6814	6983	7160	7337	7522	7709	7903	8101
	Hourly	34.60	35.48	36.37	37.27	38.20	39.16	40.13	41.15	42.17	43.23	44.30	45.42	46.56
	Standby	2.42	2.48	2.55	2.61	2.67	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
72	Annual	74088	75948	77820	79764	81768	83796	85920	88044	90264	92508	94836	97212	99660
	Monthly	6174	6329	6485	6647	6814	6983	7160	7337	7522	7709	7903	8101	8305
	Hourly	35.48	36.37	37.27	38.20	39.16	40.13	41.15	42.17	43.23	44.30	45.42	46.56	47.73
	Standby	2.48	2.55	2.61	2.67	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34
73	Annual	75948	77820	79764	81768	83796	85920	88044	90264	92508	94836	97212	99660	102108
	Monthly	6329	6485	6647	6814	6983	7160	7337	7522	7709	7903	8101	8305	8509
	Hourly	36.37	37.27	38.20	39.16	40.13	41.15	42.17	43.23	44.30	45.42	46.56	47.73	48.90
	Standby	2.55	2.61	2.67	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42
74	Annual	77820	79764	81768	83796	85920	88044	90264	92508	94836	97212	99660	102108	104700
	Monthly	6485	6647	6814	6983	7160	7337	7522	7709	7903	8101	8305	8509	8725
	Hourly	37.27	38.20	39.16	40.13	41.15	42.17	43.23	44.30	45.42	46.56	47.73	48.90	50.14
	Standby	2.61	2.67	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51
75	Annual	79764	81768	83796	85920	88044	90264	92508	94836	97212	99660	102108	104700	107292
	Monthly	6647	6814	6983	7160	7337	7522	7709	7903	8101	8305	8509	8725	8941
	Hourly	38.20	39.16	40.13	41.15	42.17	43.23	44.30	45.42	46.56	47.73	48.90	50.14	51.39
	Standby	2.67	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60
76	Annual	81768	83796	85920	88044	90264	92508	94836	97212	99660	102108	104700	107292	109968
	Monthly	6814	6983	7160	7337	7522	7709	7903	8101	8305	8509	8725	8941	9164
	Hourly	39.16	40.13	41.15	42.17	43.23	44.30	45.42	46.56	47.73	48.90	50.14	51.39	52.67
	Standby	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60	3.69
77	Annual	83796	85920	88044	90264	92508	94836	97212	99660	102108	104700	107292	109968	112716
	Monthly	6983	7160	7337	7522	7709	7903	8101	8305	8509	8725	8941	9164	9393
	Hourly	40.13	41.15	42.17	43.23	44.30	45.42	46.56	47.73	48.90	50.14	51.39	52.67	53.98
	Standby	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60	3.69	3.78
78	Annual	85920	88044	90264	92508	94836	97212	99660	102108	104700	107292	109968	112716	115548
	Monthly	7160	7337	7522	7709	7903	8101	8305	8509	8725	8941	9164	9393	9629
	Hourly	41.15	42.17	43.23	44.30	45.42	46.56	47.73	48.90	50.14	51.39	52.67	53.98	55.34
	Standby	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60	3.69	3.78	3.87
79	Annual	88044	90264	92508	94836	97212	99660	102108	104700	107292	109968	112716	115548	118392
	Monthly	7337	7522	7709	7903	8101	8305	8509	8725	8941	9164	9393	9629	9866
	Hourly	42.17	43.23	44.30	45.42	46.56	47.73	48.90	50.14	51.39	52.67	53.98	55.34	56.70
	Standby	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60	3.69	3.78	3.87	3.97
80	Annual	90264	92508	94836	97212	99660	102108	104700	107292	109968	112716	115548	118392	121356
	Monthly	7522	7709	7903	8101	8305	8509	8725	8941	9164	9393	9629	9866	10113
	Hourly	43.23	44.30	45.42	46.56	47.73	48.90	50.14	51.39	52.67	53.98	55.34	56.70	58.12
	Standby	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60	3.69	3.78	3.87	3.97	4.07

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
81	Annual	92508	94836	97212	99660	102108	104700	107292	109968	112716	115548	118392	121356	124416
	Monthly	7709	7903	8101	8305	8509	8725	8941	9164	9393	9629	9866	10113	10368
	Hourly	44.30	45.42	46.56	47.73	48.90	50.14	51.39	52.67	53.98	55.34	56.70	58.12	59.59
	Standby	3.10	3.18	3.26	3.34	3.42	3.51	3.60	3.69	3.78	3.87	3.97	4.07	4.17
82	Annual	94836	97212	99660	102108	104700	107292	109968	112716	115548	118392	121356	124416	127512
	Monthly	7903	8101	8305	8509	8725	8941	9164	9393	9629	9866	10113	10368	10626
	Hourly	45.42	46.56	47.73	48.90	50.14	51.39	52.67	53.98	55.34	56.70	58.12	59.59	61.07
	Standby	3.18	3.26	3.34	3.42	3.51	3.60	3.69	3.78	3.87	3.97	4.07	4.17	4.27
83	Annual	97212	99660	102108	104700	107292	109968	112716	115548	118392	121356	124416	127512	130692
	Monthly	8101	8305	8509	8725	8941	9164	9393	9629	9866	10113	10368	10626	10891
	Hourly	46.56	47.73	48.90	50.14	51.39	52.67	53.98	55.34	56.70	58.12	59.59	61.07	62.59
	Standby	3.26	3.34	3.42	3.51	3.60	3.69	3.78	3.87	3.97	4.07	4.17	4.27	4.38
84	Annual	99660	102108	104700	107292	109968	112716	115548	118392	121356	124416	127512	130692	133992
	Monthly	8305	8509	8725	8941	9164	9393	9629	9866	10113	10368	10626	10891	11166
	Hourly	47.73	48.90	50.14	51.39	52.67	53.98	55.34	56.70	58.12	59.59	61.07	62.59	64.17
	Standby	3.34	3.42	3.51	3.60	3.69	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49
85	Annual	102108	104700	107292	109968	112716	115548	118392	121356	124416	127512	130692	133992	137280
	Monthly	8509	8725	8941	9164	9393	9629	9866	10113	10368	10626	10891	11166	11440
	Hourly	48.90	50.14	51.39	52.67	53.98	55.34	56.70	58.12	59.59	61.07	62.59	64.17	65.75
	Standby	3.42	3.51	3.60	3.69	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60
86	Annual	104700	107292	109968	112716	115548	118392	121356	124416	127512	130692	133992	137280	140760
	Monthly	8725	8941	9164	9393	9629	9866	10113	10368	10626	10891	11166	11440	11730
	Hourly	50.14	51.39	52.67	53.98	55.34	56.70	58.12	59.59	61.07	62.59	64.17	65.75	67.41
	Standby	3.51	3.60	3.69	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72
87	Annual	107292	109968	112716	115548	118392	121356	124416	127512	130692	133992	137280	140760	144324
	Monthly	8941	9164	9393	9629	9866	10113	10368	10626	10891	11166	11440	11730	12027
	Hourly	51.39	52.67	53.98	55.34	56.70	58.12	59.59	61.07	62.59	64.17	65.75	67.41	69.12
	Standby	3.60	3.69	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84
88	Annual	109968	112716	115548	118392	121356	124416	127512	130692	133992	137280	140760	144324	147900
	Monthly	9164	9393	9629	9866	10113	10368	10626	10891	11166	11440	11730	12027	12325
	Hourly	52.67	53.98	55.34	56.70	58.12	59.59	61.07	62.59	64.17	65.75	67.41	69.12	70.83
	Standby	3.69	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.96
89	Annual	112716	115548	118392	121356	124416	127512	130692	133992	137280	140760	144324	147900	151620
	Monthly	9393	9629	9866	10113	10368	10626	10891	11166	11440	11730	12027	12325	12635
	Hourly	53.98	55.34	56.70	58.12	59.59	61.07	62.59	64.17	65.75	67.41	69.12	70.83	72.61
	Standby	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.96	5.08

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
90	Annual	115548	118392	121356	124416	127512	130692	133992	137280	140760	144324	147900	151620	155364
	Monthly	9629	9866	10113	10368	10626	10891	11166	11440	11730	12027	12325	12635	12947
	Hourly	55.34	56.70	58.12	59.59	61.07	62.59	64.17	65.75	67.41	69.12	70.83	72.61	74.41
	Standby	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.96	5.08	5.21
91	Annual	118392	121356	124416	127512	130692	133992	137280	140760	144324	147900	151620	155364	159276
	Monthly	9866	10113	10368	10626	10891	11166	11440	11730	12027	12325	12635	12947	13273
	Hourly	56.70	58.12	59.59	61.07	62.59	64.17	65.75	67.41	69.12	70.83	72.61	74.41	76.28
	Standby	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.96	5.08	5.21	5.34
92	Annual	121356	124416	127512	130692	133992	137280	140760	144324	147900	151620	155364	159276	163236
	Monthly	10113	10368	10626	10891	11166	11440	11730	12027	12325	12635	12947	13273	13603
	Hourly	58.12	59.59	61.07	62.59	64.17	65.75	67.41	69.12	70.83	72.61	74.41	76.28	78.18
	Standby	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.96	5.08	5.21	5.34	5.47
93	Annual	124416	127512	130692	133992	137280	140760	144324	147900	151620	155364	159276	163236	167376
	Monthly	10368	10626	10891	11166	11440	11730	12027	12325	12635	12947	13273	13603	13948
	Hourly	59.59	61.07	62.59	64.17	65.75	67.41	69.12	70.83	72.61	74.41	76.28	78.18	80.16
	Standby	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.96	5.08	5.21	5.34	5.47	5.61
94	Annual	127512	130692	133992	137280	140760	144324	147900	151620	155364	159276	163236	167376	171516
	Monthly	10626	10891	11166	11440	11730	12027	12325	12635	12947	13273	13603	13948	14293
	Hourly	61.07	62.59	64.17	65.75	67.41	69.12	70.83	72.61	74.41	76.28	78.18	80.16	82.14
	Standby	4.27	4.38	4.49	4.60	4.72	4.84	4.96	5.08	5.21	5.34	5.47	5.61	5.75
95	Annual	130692	133992	137280	140760	144324	147900	151620	155364	159276	163236	167376	171516	175824
	Monthly	10891	11166	11440	11730	12027	12325	12635	12947	13273	13603	13948	14293	14652
	Hourly	62.59	64.17	65.75	67.41	69.12	70.83	72.61	74.41	76.28	78.18	80.16	82.14	84.21
	Standby	4.38	4.49	4.60	4.72	4.84	4.96	5.08	5.21	5.34	5.47	5.61	5.75	5.89
96	Annual	133992	137280	140760	144324	147900	151620	155364	159276	163236	167376	171516	175824	180228
	Monthly	11166	11440	11730	12027	12325	12635	12947	13273	13603	13948	14293	14652	15019
	Hourly	64.17	65.75	67.41	69.12	70.83	72.61	74.41	76.28	78.18	80.16	82.14	84.21	86.32
	Standby	4.49	4.60	4.72	4.84	4.96	5.08	5.21	5.34	5.47	5.61	5.75	5.89	6.04
97	Annual	137280	140760	144324	147900	151620	155364	159276	163236	167376	171516	175824	180228	184740
	Monthly	11440	11730	12027	12325	12635	12947	13273	13603	13948	14293	14652	15019	15395
	Hourly	65.75	67.41	69.12	70.83	72.61	74.41	76.28	78.18	80.16	82.14	84.21	86.32	88.48
	Standby	4.60	4.72	4.84	4.96	5.08	5.21	5.34	5.47	5.61	5.75	5.89	6.04	6.19
98	Annual	140760	144324	147900	151620	155364	159276	163236	167376	171516	175824	180228	184740	189360
	Monthly	11730	12027	12325	12635	12947	13273	13603	13948	14293	14652	15019	15395	15780
	Hourly	67.41	69.12	70.83	72.61	74.41	76.28	78.18	80.16	82.14	84.21	86.32	88.48	90.69
	Standby	4.72	4.84	4.96	5.08	5.21	5.34	5.47	5.61	5.75	5.89	6.04	6.19	6.35

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
99	Annual	144324	147900	151620	155364	159276	163236	167376	171516	175824	180228	184740	189360	194088
	Monthly	12027	12325	12635	12947	13273	13603	13948	14293	14652	15019	15395	15780	16174
	Hourly	69.12	70.83	72.61	74.41	76.28	78.18	80.16	82.14	84.21	86.32	88.48	90.69	92.95
	Standby	4.84	4.96	5.08	5.21	5.34	5.47	5.61	5.75	5.89	6.04	6.19	6.35	6.51
100	Annual	147900	151620	155364	159276	163236	167376	171516	175824	180228	184740	189360	194088	198936
	Monthly	12325	12635	12947	13273	13603	13948	14293	14652	15019	15395	15780	16174	16578
	Hourly	70.83	72.61	74.41	76.28	78.18	80.16	82.14	84.21	86.32	88.48	90.69	92.95	95.28
	Standby	4.96	5.08	5.21	5.34	5.47	5.61	5.75	5.89	6.04	6.19	6.35	6.51	6.67
101	Annual	151620	155364	159276	163236	167376	171516	175824	180228	184740	189360	194088	198936	203904
	Monthly	12635	12947	13273	13603	13948	14293	14652	15019	15395	15780	16174	16578	16992
	Hourly	72.61	74.41	76.28	78.18	80.16	82.14	84.21	86.32	88.48	90.69	92.95	95.28	97.66
	Standby	5.08	5.21	5.34	5.47	5.61	5.75	5.89	6.04	6.19	6.35	6.51	6.67	6.84
102	Annual	155364	159276	163236	167376	171516	175824	180228	184740	189360	194088	198936	203904	209016
	Monthly	12947	13273	13603	13948	14293	14652	15019	15395	15780	16174	16578	16992	17418
	Hourly	74.41	76.28	78.18	80.16	82.14	84.21	86.32	88.48	90.69	92.95	95.28	97.66	100.10
	Standby	5.21	5.34	5.47	5.61	5.75	5.89	6.04	6.19	6.35	6.51	6.67	6.84	7.01
103	Annual	159276	163236	167376	171516	175824	180228	184740	189360	194088	198936	203904	209016	214236
	Monthly	13273	13603	13948	14293	14652	15019	15395	15780	16174	16578	16992	17418	17853
	Hourly	76.28	78.18	80.16	82.14	84.21	86.32	88.48	90.69	92.95	95.28	97.66	100.10	102.60
	Standby	5.34	5.47	5.61	5.75	5.89	6.04	6.19	6.35	6.51	6.67	6.84	7.01	7.18
104	Annual	163236	167376	171516	175824	180228	184740	189360	194088	198936	203904	209016	214236	219600
	Monthly	13603	13948	14293	14652	15019	15395	15780	16174	16578	16992	17418	17853	18300
	Hourly	78.18	80.16	82.14	84.21	86.32	88.48	90.69	92.95	95.28	97.66	100.10	102.60	105.17
	Standby	5.47	5.61	5.75	5.89	6.04	6.19	6.35	6.51	6.67	6.84	7.01	7.18	7.36
105	Annual	167376	171516	175824	180228	184740	189360	194088	198936	203904	209016	214236	219600	225084
	Monthly	13948	14293	14652	15019	15395	15780	16174	16578	16992	17418	17853	18300	18757
	Hourly	80.16	82.14	84.21	86.32	88.48	90.69	92.95	95.28	97.66	100.10	102.60	105.17	107.80
	Standby	5.61	5.75	5.89	6.04	6.19	6.35	6.51	6.67	6.84	7.01	7.18	7.36	7.55
106	Annual	171516	175824	180228	184740	189360	194088	198936	203904	209016	214236	219600	225084	230700
	Monthly	14293	14652	15019	15395	15780	16174	16578	16992	17418	17853	18300	18757	19225
	Hourly	82.14	84.21	86.32	88.48	90.69	92.95	95.28	97.66	100.10	102.60	105.17	107.80	110.49
	Standby	5.75	5.89	6.04	6.19	6.35	6.51	6.67	6.84	7.01	7.18	7.36	7.55	7.73
107	Annual	175824	180228	184740	189360	194088	198936	203904	209016	214236	219600	225084	230700	236472
	Monthly	14652	15019	15395	15780	16174	16578	16992	17418	17853	18300	18757	19225	19706
	Hourly	84.21	86.32	88.48	90.69	92.95	95.28	97.66	100.10	102.60	105.17	107.80	110.49	113.25
	Standby	5.89	6.04	6.19	6.35	6.51	6.67	6.84	7.01	7.18	7.36	7.55	7.73	7.93

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
108	Annual	180228	184740	189360	194088	198936	203904	209016	214236	219600	225084	230700	236472	242400
	Monthly	15019	15395	15780	16174	16578	16992	17418	17853	18300	18757	19225	19706	20200
	Hourly	86.32	88.48	90.69	92.95	95.28	97.66	100.10	102.60	105.17	107.80	110.49	113.25	116.09
	Standby	6.04	6.19	6.35	6.51	6.67	6.84	7.01	7.18	7.36	7.55	7.73	7.93	8.13
109	Annual	184740	189360	194088	198936	203904	209016	214236	219600	225084	230700	236472	242400	248448
	Monthly	15395	15780	16174	16578	16992	17418	17853	18300	18757	19225	19706	20200	20704
	Hourly	88.48	90.69	92.95	95.28	97.66	100.10	102.60	105.17	107.80	110.49	113.25	116.09	118.99
	Standby	6.19	6.35	6.51	6.67	6.84	7.01	7.18	7.36	7.55	7.73	7.93	8.13	8.33
110	Annual	189360	194088	198936	203904	209016	214236	219600	225084	230700	236472	242400	248448	254664
	Monthly	15780	16174	16578	16992	17418	17853	18300	18757	19225	19706	20200	20704	21222
	Hourly	90.69	92.95	95.28	97.66	100.10	102.60	105.17	107.80	110.49	113.25	116.09	118.99	121.97
	Standby	6.35	6.51	6.67	6.84	7.01	7.18	7.36	7.55	7.73	7.93	8.13	8.33	8.54

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.