

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*
35SP	Annual	34848	35640	36492	37368	38208	39156	40056	40980	41964	42924	44004	45036	46116
	Monthly	2904	2970	3041	3114	3184	3263	3338	3415	3497	3577	3667	3753	3843
	Hourly	16.69	17.07	17.48	17.90	18.30	18.75	19.18	19.63	20.10	20.56	21.07	21.57	22.09
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.51	1.55
36SP	Annual	35640	36492	37368	38208	39156	40056	40980	41964	42924	44004	45036	46116	47244
	Monthly	2970	3041	3114	3184	3263	3338	3415	3497	3577	3667	3753	3843	3937
	Hourly	17.07	17.48	17.90	18.30	18.75	19.18	19.63	20.10	20.56	21.07	21.57	22.09	22.63
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.51	1.55	1.58
37SP	Annual	36492	37368	38208	39156	40056	40980	41964	42924	44004	45036	46116	47244	48420
	Monthly	3041	3114	3184	3263	3338	3415	3497	3577	3667	3753	3843	3937	4035
	Hourly	17.48	17.90	18.30	18.75	19.18	19.63	20.10	20.56	21.07	21.57	22.09	22.63	23.19
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.51	1.55	1.58	1.62
38SP	Annual	37368	38208	39156	40056	40980	41964	42924	44004	45036	46116	47244	48420	49644
	Monthly	3114	3184	3263	3338	3415	3497	3577	3667	3753	3843	3937	4035	4137
	Hourly	17.90	18.30	18.75	19.18	19.63	20.10	20.56	21.07	21.57	22.09	22.63	23.19	23.78
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66
39SP	Annual	38208	39156	40056	40980	41964	42924	44004	45036	46116	47244	48420	49644	50856
	Monthly	3184	3263	3338	3415	3497	3577	3667	3753	3843	3937	4035	4137	4238
	Hourly	18.30	18.75	19.18	19.63	20.10	20.56	21.07	21.57	22.09	22.63	23.19	23.78	24.36
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70
40SP	Annual	39156	40056	40980	41964	42924	44004	45036	46116	47244	48420	49644	50856	52152
	Monthly	3263	3338	3415	3497	3577	3667	3753	3843	3937	4035	4137	4238	4346
	Hourly	18.75	19.18	19.63	20.10	20.56	21.07	21.57	22.09	22.63	23.19	23.78	24.36	24.98
	Standby	1.31	1.34	1.37	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75
41SP	Annual	40056	40980	41964	42924	44004	45036	46116	47244	48420	49644	50856	52152	53424
	Monthly	3338	3415	3497	3577	3667	3753	3843	3937	4035	4137	4238	4346	4452
	Hourly	19.18	19.63	20.10	20.56	21.07	21.57	22.09	22.63	23.19	23.78	24.36	24.98	25.59
	Standby	1.34	1.37	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79
42SP	Annual	40980	41964	42924	44004	45036	46116	47244	48420	49644	50856	52152	53424	54792
	Monthly	3415	3497	3577	3667	3753	3843	3937	4035	4137	4238	4346	4452	4566
	Hourly	19.63	20.10	20.56	21.07	21.57	22.09	22.63	23.19	23.78	24.36	24.98	25.59	26.24
	Standby	1.37	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.84
43SP	Annual	41964	42924	44004	45036	46116	47244	48420	49644	50856	52152	53424	54792	56136
	Monthly	3497	3577	3667	3753	3843	3937	4035	4137	4238	4346	4452	4566	4678
	Hourly	20.10	20.56	21.07	21.57	22.09	22.63	23.19	23.78	24.36	24.98	25.59	26.24	26.89
	Standby	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88

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*
44SP	Annual	42924	44004	45036	46116	47244	48420	49644	50856	52152	53424	54792	56136	57564
	Monthly	3577	3667	3753	3843	3937	4035	4137	4238	4346	4452	4566	4678	4797
	Hourly	20.56	21.07	21.57	22.09	22.63	23.19	23.78	24.36	24.98	25.59	26.24	26.89	27.57
	Standby	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93
45SP	Annual	44004	45036	46116	47244	48420	49644	50856	52152	53424	54792	56136	57564	59016
	Monthly	3667	3753	3843	3937	4035	4137	4238	4346	4452	4566	4678	4797	4918
	Hourly	21.07	21.57	22.09	22.63	23.19	23.78	24.36	24.98	25.59	26.24	26.89	27.57	28.26
	Standby	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98
46SP	Annual	45036	46116	47244	48420	49644	50856	52152	53424	54792	56136	57564	59016	60444
	Monthly	3753	3843	3937	4035	4137	4238	4346	4452	4566	4678	4797	4918	5037
	Hourly	21.57	22.09	22.63	23.19	23.78	24.36	24.98	25.59	26.24	26.89	27.57	28.26	28.95
	Standby	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03
47SP	Annual	46116	47244	48420	49644	50856	52152	53424	54792	56136	57564	59016	60444	61944
	Monthly	3843	3937	4035	4137	4238	4346	4452	4566	4678	4797	4918	5037	5162
	Hourly	22.09	22.63	23.19	23.78	24.36	24.98	25.59	26.24	26.89	27.57	28.26	28.95	29.67
	Standby	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08
48SP	Annual	47244	48420	49644	50856	52152	53424	54792	56136	57564	59016	60444	61944	63540
	Monthly	3937	4035	4137	4238	4346	4452	4566	4678	4797	4918	5037	5162	5295
	Hourly	22.63	23.19	23.78	24.36	24.98	25.59	26.24	26.89	27.57	28.26	28.95	29.67	30.43
	Standby	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13
49SP	Annual	48420	49644	50856	52152	53424	54792	56136	57564	59016	60444	61944	63540	65100
	Monthly	4035	4137	4238	4346	4452	4566	4678	4797	4918	5037	5162	5295	5425
	Hourly	23.19	23.78	24.36	24.98	25.59	26.24	26.89	27.57	28.26	28.95	29.67	30.43	31.18
	Standby	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
50SP	Annual	49644	50856	52152	53424	54792	56136	57564	59016	60444	61944	63540	65100	66768
	Monthly	4137	4238	4346	4452	4566	4678	4797	4918	5037	5162	5295	5425	5564
	Hourly	23.78	24.36	24.98	25.59	26.24	26.89	27.57	28.26	28.95	29.67	30.43	31.18	31.98
	Standby	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24
51SP	Annual	50856	52152	53424	54792	56136	57564	59016	60444	61944	63540	65100	66768	68424
	Monthly	4238	4346	4452	4566	4678	4797	4918	5037	5162	5295	5425	5564	5702
	Hourly	24.36	24.98	25.59	26.24	26.89	27.57	28.26	28.95	29.67	30.43	31.18	31.98	32.77
	Standby	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
52SP	Annual	52152	53424	54792	56136	57564	59016	60444	61944	63540	65100	66768	68424	70128
	Monthly	4346	4452	4566	4678	4797	4918	5037	5162	5295	5425	5564	5702	5844
	Hourly	24.98	25.59	26.24	26.89	27.57	28.26	28.95	29.67	30.43	31.18	31.98	32.77	33.59
	Standby	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35

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*
53SP	Annual	53424	54792	56136	57564	59016	60444	61944	63540	65100	66768	68424	70128	71844
	Monthly	4452	4566	4678	4797	4918	5037	5162	5295	5425	5564	5702	5844	5987
	Hourly	25.59	26.24	26.89	27.57	28.26	28.95	29.67	30.43	31.18	31.98	32.77	33.59	34.41
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
54SP	Annual	54792	56136	57564	59016	60444	61944	63540	65100	66768	68424	70128	71844	73656
	Monthly	4566	4678	4797	4918	5037	5162	5295	5425	5564	5702	5844	5987	6138
	Hourly	26.24	26.89	27.57	28.26	28.95	29.67	30.43	31.18	31.98	32.77	33.59	34.41	35.28
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
55SP	Annual	56136	57564	59016	60444	61944	63540	65100	66768	68424	70128	71844	73656	75480
	Monthly	4678	4797	4918	5037	5162	5295	5425	5564	5702	5844	5987	6138	6290
	Hourly	26.89	27.57	28.26	28.95	29.67	30.43	31.18	31.98	32.77	33.59	34.41	35.28	36.15
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53
56SP	Annual	57564	59016	60444	61944	63540	65100	66768	68424	70128	71844	73656	75480	77376
	Monthly	4797	4918	5037	5162	5295	5425	5564	5702	5844	5987	6138	6290	6448
	Hourly	27.57	28.26	28.95	29.67	30.43	31.18	31.98	32.77	33.59	34.41	35.28	36.15	37.06
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59
57SP	Annual	59016	60444	61944	63540	65100	66768	68424	70128	71844	73656	75480	77376	79320
	Monthly	4918	5037	5162	5295	5425	5564	5702	5844	5987	6138	6290	6448	6610
	Hourly	28.26	28.95	29.67	30.43	31.18	31.98	32.77	33.59	34.41	35.28	36.15	37.06	37.99
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
58SP	Annual	60444	61944	63540	65100	66768	68424	70128	71844	73656	75480	77376	79320	81300
	Monthly	5037	5162	5295	5425	5564	5702	5844	5987	6138	6290	6448	6610	6775
	Hourly	28.95	29.67	30.43	31.18	31.98	32.77	33.59	34.41	35.28	36.15	37.06	37.99	38.94
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73
59SP	Annual	61944	63540	65100	66768	68424	70128	71844	73656	75480	77376	79320	81300	83328
	Monthly	5162	5295	5425	5564	5702	5844	5987	6138	6290	6448	6610	6775	6944
	Hourly	29.67	30.43	31.18	31.98	32.77	33.59	34.41	35.28	36.15	37.06	37.99	38.94	39.91
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79
60SP	Annual	63540	65100	66768	68424	70128	71844	73656	75480	77376	79320	81300	83328	85416
	Monthly	5295	5425	5564	5702	5844	5987	6138	6290	6448	6610	6775	6944	7118
	Hourly	30.43	31.18	31.98	32.77	33.59	34.41	35.28	36.15	37.06	37.99	38.94	39.91	40.91
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86
61SP	Annual	65100	66768	68424	70128	71844	73656	75480	77376	79320	81300	83328	85416	87552
	Monthly	5425	5564	5702	5844	5987	6138	6290	6448	6610	6775	6944	7118	7296
	Hourly	31.18	31.98	32.77	33.59	34.41	35.28	36.15	37.06	37.99	38.94	39.91	40.91	41.93
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.94

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*
62SP	Annual	66768	68424	70128	71844	73656	75480	77376	79320	81300	83328	85416	87552	89736
	Monthly	5564	5702	5844	5987	6138	6290	6448	6610	6775	6944	7118	7296	7478
	Hourly	31.98	32.77	33.59	34.41	35.28	36.15	37.06	37.99	38.94	39.91	40.91	41.93	42.98
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.94	3.01
63SP	Annual	68424	70128	71844	73656	75480	77376	79320	81300	83328	85416	87552	89736	91980
	Monthly	5702	5844	5987	6138	6290	6448	6610	6775	6944	7118	7296	7478	7665
	Hourly	32.77	33.59	34.41	35.28	36.15	37.06	37.99	38.94	39.91	40.91	41.93	42.98	44.05
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.94	3.01	3.08
64SP	Annual	70128	71844	73656	75480	77376	79320	81300	83328	85416	87552	89736	91980	94284
	Monthly	5844	5987	6138	6290	6448	6610	6775	6944	7118	7296	7478	7665	7857
	Hourly	33.59	34.41	35.28	36.15	37.06	37.99	38.94	39.91	40.91	41.93	42.98	44.05	45.16
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.94	3.01	3.08	3.16
65SP	Annual	71844	73656	75480	77376	79320	81300	83328	85416	87552	89736	91980	94284	96636
	Monthly	5987	6138	6290	6448	6610	6775	6944	7118	7296	7478	7665	7857	8053
	Hourly	34.41	35.28	36.15	37.06	37.99	38.94	39.91	40.91	41.93	42.98	44.05	45.16	46.28
	Standby	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.94	3.01	3.08	3.16	3.24
66SP	Annual	73656	75480	77376	79320	81300	83328	85416	87552	89736	91980	94284	96636	99048
	Monthly	6138	6290	6448	6610	6775	6944	7118	7296	7478	7665	7857	8053	8254
	Hourly	35.28	36.15	37.06	37.99	38.94	39.91	40.91	41.93	42.98	44.05	45.16	46.28	47.44
	Standby	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.94	3.01	3.08	3.16	3.24	3.32
67SP	Annual	75480	77376	79320	81300	83328	85416	87552	89736	91980	94284	96636	99048	101520
	Monthly	6290	6448	6610	6775	6944	7118	7296	7478	7665	7857	8053	8254	8460
	Hourly	36.15	37.06	37.99	38.94	39.91	40.91	41.93	42.98	44.05	45.16	46.28	47.44	48.62
	Standby	2.53	2.59	2.66	2.73	2.79	2.86	2.94	3.01	3.08	3.16	3.24	3.32	3.40
68SP	Annual	77376	79320	81300	83328	85416	87552	89736	91980	94284	96636	99048	101520	104064
	Monthly	6448	6610	6775	6944	7118	7296	7478	7665	7857	8053	8254	8460	8672
	Hourly	37.06	37.99	38.94	39.91	40.91	41.93	42.98	44.05	45.16	46.28	47.44	48.62	49.84
	Standby	2.59	2.66	2.73	2.79	2.86	2.94	3.01	3.08	3.16	3.24	3.32	3.40	3.49

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.