

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	26232	26772	27468	28044	28692	29352	30060	30732	31428	32184	32916	33708	34452
	Monthly	2186	2231	2289	2337	2391	2446	2505	2561	2619	2682	2743	2809	2871
	Hourly	12.56	12.82	13.16	13.43	13.74	14.06	14.40	14.72	15.05	15.41	15.76	16.14	16.50
	Standby	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16
28	Annual	26772	27468	28044	28692	29352	30060	30732	31428	32184	32916	33708	34452	35328
	Monthly	2231	2289	2337	2391	2446	2505	2561	2619	2682	2743	2809	2871	2944
	Hourly	12.82	13.16	13.43	13.74	14.06	14.40	14.72	15.05	15.41	15.76	16.14	16.50	16.92
	Standby	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18
29	Annual	27468	28044	28692	29352	30060	30732	31428	32184	32916	33708	34452	35328	36120
	Monthly	2289	2337	2391	2446	2505	2561	2619	2682	2743	2809	2871	2944	3010
	Hourly	13.16	13.43	13.74	14.06	14.40	14.72	15.05	15.41	15.76	16.14	16.50	16.92	17.30
	Standby	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21
30	Annual	28044	28692	29352	30060	30732	31428	32184	32916	33708	34452	35328	36120	36972
	Monthly	2337	2391	2446	2505	2561	2619	2682	2743	2809	2871	2944	3010	3081
	Hourly	13.43	13.74	14.06	14.40	14.72	15.05	15.41	15.76	16.14	16.50	16.92	17.30	17.71
	Standby	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24
31	Annual	28692	29352	30060	30732	31428	32184	32916	33708	34452	35328	36120	36972	37872
	Monthly	2391	2446	2505	2561	2619	2682	2743	2809	2871	2944	3010	3081	3156
	Hourly	13.74	14.06	14.40	14.72	15.05	15.41	15.76	16.14	16.50	16.92	17.30	17.71	18.14
	Standby	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27
32	Annual	29352	30060	30732	31428	32184	32916	33708	34452	35328	36120	36972	37872	38724
	Monthly	2446	2505	2561	2619	2682	2743	2809	2871	2944	3010	3081	3156	3227
	Hourly	14.06	14.40	14.72	15.05	15.41	15.76	16.14	16.50	16.92	17.30	17.71	18.14	18.55
	Standby	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30
33	Annual	30060	30732	31428	32184	32916	33708	34452	35328	36120	36972	37872	38724	39708
	Monthly	2505	2561	2619	2682	2743	2809	2871	2944	3010	3081	3156	3227	3309
	Hourly	14.40	14.72	15.05	15.41	15.76	16.14	16.50	16.92	17.30	17.71	18.14	18.55	19.02
	Standby	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33
34	Annual	30732	31428	32184	32916	33708	34452	35328	36120	36972	37872	38724	39708	40620
	Monthly	2561	2619	2682	2743	2809	2871	2944	3010	3081	3156	3227	3309	3385
	Hourly	14.72	15.05	15.41	15.76	16.14	16.50	16.92	17.30	17.71	18.14	18.55	19.02	19.45
	Standby	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36
35	Annual	31428	32184	32916	33708	34452	35328	36120	36972	37872	38724	39708	40620	41580
	Monthly	2619	2682	2743	2809	2871	2944	3010	3081	3156	3227	3309	3385	3465
	Hourly	15.05	15.41	15.76	16.14	16.50	16.92	17.30	17.71	18.14	18.55	19.02	19.45	19.91
	Standby	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39

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	32184	32916	33708	34452	35328	36120	36972	37872	38724	39708	40620	41580	42600
	Monthly	2682	2743	2809	2871	2944	3010	3081	3156	3227	3309	3385	3465	3550
	Hourly	15.41	15.76	16.14	16.50	16.92	17.30	17.71	18.14	18.55	19.02	19.45	19.91	20.40
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43
37	Annual	32916	33708	34452	35328	36120	36972	37872	38724	39708	40620	41580	42600	43668
	Monthly	2743	2809	2871	2944	3010	3081	3156	3227	3309	3385	3465	3550	3639
	Hourly	15.76	16.14	16.50	16.92	17.30	17.71	18.14	18.55	19.02	19.45	19.91	20.40	20.91
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46
38	Annual	33708	34452	35328	36120	36972	37872	38724	39708	40620	41580	42600	43668	44772
	Monthly	2809	2871	2944	3010	3081	3156	3227	3309	3385	3465	3550	3639	3731
	Hourly	16.14	16.50	16.92	17.30	17.71	18.14	18.55	19.02	19.45	19.91	20.40	20.91	21.44
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50
39	Annual	34452	35328	36120	36972	37872	38724	39708	40620	41580	42600	43668	44772	45864
	Monthly	2871	2944	3010	3081	3156	3227	3309	3385	3465	3550	3639	3731	3822
	Hourly	16.50	16.92	17.30	17.71	18.14	18.55	19.02	19.45	19.91	20.40	20.91	21.44	21.97
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.54
40	Annual	35328	36120	36972	37872	38724	39708	40620	41580	42600	43668	44772	45864	47064
	Monthly	2944	3010	3081	3156	3227	3309	3385	3465	3550	3639	3731	3822	3922
	Hourly	16.92	17.30	17.71	18.14	18.55	19.02	19.45	19.91	20.40	20.91	21.44	21.97	22.54
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.54	1.58
41	Annual	36120	36972	37872	38724	39708	40620	41580	42600	43668	44772	45864	47064	48156
	Monthly	3010	3081	3156	3227	3309	3385	3465	3550	3639	3731	3822	3922	4013
	Hourly	17.30	17.71	18.14	18.55	19.02	19.45	19.91	20.40	20.91	21.44	21.97	22.54	23.06
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.54	1.58	1.61
42	Annual	36972	37872	38724	39708	40620	41580	42600	43668	44772	45864	47064	48156	49416
	Monthly	3081	3156	3227	3309	3385	3465	3550	3639	3731	3822	3922	4013	4118
	Hourly	17.71	18.14	18.55	19.02	19.45	19.91	20.40	20.91	21.44	21.97	22.54	23.06	23.67
	Standby	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.54	1.58	1.61	1.66
43	Annual	37872	38724	39708	40620	41580	42600	43668	44772	45864	47064	48156	49416	50652
	Monthly	3156	3227	3309	3385	3465	3550	3639	3731	3822	3922	4013	4118	4221
	Hourly	18.14	18.55	19.02	19.45	19.91	20.40	20.91	21.44	21.97	22.54	23.06	23.67	24.26
	Standby	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.54	1.58	1.61	1.66	1.70
44	Annual	38724	39708	40620	41580	42600	43668	44772	45864	47064	48156	49416	50652	51960
	Monthly	3227	3309	3385	3465	3550	3639	3731	3822	3922	4013	4118	4221	4330
	Hourly	18.55	19.02	19.45	19.91	20.40	20.91	21.44	21.97	22.54	23.06	23.67	24.26	24.89
	Standby	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.54	1.58	1.61	1.66	1.70	1.74

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	39708	40620	41580	42600	43668	44772	45864	47064	48156	49416	50652	51960	53220
	Monthly	3309	3385	3465	3550	3639	3731	3822	3922	4013	4118	4221	4330	4435
	Hourly	19.02	19.45	19.91	20.40	20.91	21.44	21.97	22.54	23.06	23.67	24.26	24.89	25.49
	Standby	1.33	1.36	1.39	1.43	1.46	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78
46	Annual	40620	41580	42600	43668	44772	45864	47064	48156	49416	50652	51960	53220	54540
	Monthly	3385	3465	3550	3639	3731	3822	3922	4013	4118	4221	4330	4435	4545
	Hourly	19.45	19.91	20.40	20.91	21.44	21.97	22.54	23.06	23.67	24.26	24.89	25.49	26.12
	Standby	1.36	1.39	1.43	1.46	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83
47	Annual	41580	42600	43668	44772	45864	47064	48156	49416	50652	51960	53220	54540	55872
	Monthly	3465	3550	3639	3731	3822	3922	4013	4118	4221	4330	4435	4545	4656
	Hourly	19.91	20.40	20.91	21.44	21.97	22.54	23.06	23.67	24.26	24.89	25.49	26.12	26.76
	Standby	1.39	1.43	1.46	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87
48	Annual	42600	43668	44772	45864	47064	48156	49416	50652	51960	53220	54540	55872	57324
	Monthly	3550	3639	3731	3822	3922	4013	4118	4221	4330	4435	4545	4656	4777
	Hourly	20.40	20.91	21.44	21.97	22.54	23.06	23.67	24.26	24.89	25.49	26.12	26.76	27.45
	Standby	1.43	1.46	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92
49	Annual	43668	44772	45864	47064	48156	49416	50652	51960	53220	54540	55872	57324	58728
	Monthly	3639	3731	3822	3922	4013	4118	4221	4330	4435	4545	4656	4777	4894
	Hourly	20.91	21.44	21.97	22.54	23.06	23.67	24.26	24.89	25.49	26.12	26.76	27.45	28.13
	Standby	1.46	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97
50	Annual	44772	45864	47064	48156	49416	50652	51960	53220	54540	55872	57324	58728	60216
	Monthly	3731	3822	3922	4013	4118	4221	4330	4435	4545	4656	4777	4894	5018
	Hourly	21.44	21.97	22.54	23.06	23.67	24.26	24.89	25.49	26.12	26.76	27.45	28.13	28.84
	Standby	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
51	Annual	45864	47064	48156	49416	50652	51960	53220	54540	55872	57324	58728	60216	61704
	Monthly	3822	3922	4013	4118	4221	4330	4435	4545	4656	4777	4894	5018	5142
	Hourly	21.97	22.54	23.06	23.67	24.26	24.89	25.49	26.12	26.76	27.45	28.13	28.84	29.55
	Standby	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07
52	Annual	47064	48156	49416	50652	51960	53220	54540	55872	57324	58728	60216	61704	63252
	Monthly	3922	4013	4118	4221	4330	4435	4545	4656	4777	4894	5018	5142	5271
	Hourly	22.54	23.06	23.67	24.26	24.89	25.49	26.12	26.76	27.45	28.13	28.84	29.55	30.29
	Standby	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12
53	Annual	48156	49416	50652	51960	53220	54540	55872	57324	58728	60216	61704	63252	64824
	Monthly	4013	4118	4221	4330	4435	4545	4656	4777	4894	5018	5142	5271	5402
	Hourly	23.06	23.67	24.26	24.89	25.49	26.12	26.76	27.45	28.13	28.84	29.55	30.29	31.05
	Standby	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17

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	49416	50652	51960	53220	54540	55872	57324	58728	60216	61704	63252	64824	66432
	Monthly	4118	4221	4330	4435	4545	4656	4777	4894	5018	5142	5271	5402	5536
	Hourly	23.67	24.26	24.89	25.49	26.12	26.76	27.45	28.13	28.84	29.55	30.29	31.05	31.82
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23
55	Annual	50652	51960	53220	54540	55872	57324	58728	60216	61704	63252	64824	66432	68100
	Monthly	4221	4330	4435	4545	4656	4777	4894	5018	5142	5271	5402	5536	5675
	Hourly	24.26	24.89	25.49	26.12	26.76	27.45	28.13	28.84	29.55	30.29	31.05	31.82	32.61
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28
56	Annual	51960	53220	54540	55872	57324	58728	60216	61704	63252	64824	66432	68100	69840
	Monthly	4330	4435	4545	4656	4777	4894	5018	5142	5271	5402	5536	5675	5820
	Hourly	24.89	25.49	26.12	26.76	27.45	28.13	28.84	29.55	30.29	31.05	31.82	32.61	33.45
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34
57	Annual	53220	54540	55872	57324	58728	60216	61704	63252	64824	66432	68100	69840	71544
	Monthly	4435	4545	4656	4777	4894	5018	5142	5271	5402	5536	5675	5820	5962
	Hourly	25.49	26.12	26.76	27.45	28.13	28.84	29.55	30.29	31.05	31.82	32.61	33.45	34.26
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40
58	Annual	54540	55872	57324	58728	60216	61704	63252	64824	66432	68100	69840	71544	73404
	Monthly	4545	4656	4777	4894	5018	5142	5271	5402	5536	5675	5820	5962	6117
	Hourly	26.12	26.76	27.45	28.13	28.84	29.55	30.29	31.05	31.82	32.61	33.45	34.26	35.16
	Standby	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46
59	Annual	55872	57324	58728	60216	61704	63252	64824	66432	68100	69840	71544	73404	75156
	Monthly	4656	4777	4894	5018	5142	5271	5402	5536	5675	5820	5962	6117	6263
	Hourly	26.76	27.45	28.13	28.84	29.55	30.29	31.05	31.82	32.61	33.45	34.26	35.16	35.99
	Standby	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
60	Annual	57324	58728	60216	61704	63252	64824	66432	68100	69840	71544	73404	75156	77076
	Monthly	4777	4894	5018	5142	5271	5402	5536	5675	5820	5962	6117	6263	6423
	Hourly	27.45	28.13	28.84	29.55	30.29	31.05	31.82	32.61	33.45	34.26	35.16	35.99	36.91
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58
61	Annual	58728	60216	61704	63252	64824	66432	68100	69840	71544	73404	75156	77076	79020
	Monthly	4894	5018	5142	5271	5402	5536	5675	5820	5962	6117	6263	6423	6585
	Hourly	28.13	28.84	29.55	30.29	31.05	31.82	32.61	33.45	34.26	35.16	35.99	36.91	37.84
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65
62	Annual	60216	61704	63252	64824	66432	68100	69840	71544	73404	75156	77076	79020	80964
	Monthly	5018	5142	5271	5402	5536	5675	5820	5962	6117	6263	6423	6585	6747
	Hourly	28.84	29.55	30.29	31.05	31.82	32.61	33.45	34.26	35.16	35.99	36.91	37.84	38.78
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71

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	61704	63252	64824	66432	68100	69840	71544	73404	75156	77076	79020	80964	82992
	Monthly	5142	5271	5402	5536	5675	5820	5962	6117	6263	6423	6585	6747	6916
	Hourly	29.55	30.29	31.05	31.82	32.61	33.45	34.26	35.16	35.99	36.91	37.84	38.78	39.75
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78
64	Annual	63252	64824	66432	68100	69840	71544	73404	75156	77076	79020	80964	82992	85068
	Monthly	5271	5402	5536	5675	5820	5962	6117	6263	6423	6585	6747	6916	7089
	Hourly	30.29	31.05	31.82	32.61	33.45	34.26	35.16	35.99	36.91	37.84	38.78	39.75	40.74
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85
65	Annual	64824	66432	68100	69840	71544	73404	75156	77076	79020	80964	82992	85068	87180
	Monthly	5402	5536	5675	5820	5962	6117	6263	6423	6585	6747	6916	7089	7265
	Hourly	31.05	31.82	32.61	33.45	34.26	35.16	35.99	36.91	37.84	38.78	39.75	40.74	41.75
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
66	Annual	66432	68100	69840	71544	73404	75156	77076	79020	80964	82992	85068	87180	89388
	Monthly	5536	5675	5820	5962	6117	6263	6423	6585	6747	6916	7089	7265	7449
	Hourly	31.82	32.61	33.45	34.26	35.16	35.99	36.91	37.84	38.78	39.75	40.74	41.75	42.81
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00
67	Annual	68100	69840	71544	73404	75156	77076	79020	80964	82992	85068	87180	89388	91608
	Monthly	5675	5820	5962	6117	6263	6423	6585	6747	6916	7089	7265	7449	7634
	Hourly	32.61	33.45	34.26	35.16	35.99	36.91	37.84	38.78	39.75	40.74	41.75	42.81	43.87
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07
68	Annual	69840	71544	73404	75156	77076	79020	80964	82992	85068	87180	89388	91608	93900
	Monthly	5820	5962	6117	6263	6423	6585	6747	6916	7089	7265	7449	7634	7825
	Hourly	33.45	34.26	35.16	35.99	36.91	37.84	38.78	39.75	40.74	41.75	42.81	43.87	44.97
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15
69	Annual	71544	73404	75156	77076	79020	80964	82992	85068	87180	89388	91608	93900	96240
	Monthly	5962	6117	6263	6423	6585	6747	6916	7089	7265	7449	7634	7825	8020
	Hourly	34.26	35.16	35.99	36.91	37.84	38.78	39.75	40.74	41.75	42.81	43.87	44.97	46.09
	Standby	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23
70	Annual	73404	75156	77076	79020	80964	82992	85068	87180	89388	91608	93900	96240	98664
	Monthly	6117	6263	6423	6585	6747	6916	7089	7265	7449	7634	7825	8020	8222
	Hourly	35.16	35.99	36.91	37.84	38.78	39.75	40.74	41.75	42.81	43.87	44.97	46.09	47.25
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31
71	Annual	75156	77076	79020	80964	82992	85068	87180	89388	91608	93900	96240	98664	101136
	Monthly	6263	6423	6585	6747	6916	7089	7265	7449	7634	7825	8020	8222	8428
	Hourly	35.99	36.91	37.84	38.78	39.75	40.74	41.75	42.81	43.87	44.97	46.09	47.25	48.44
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39

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	77076	79020	80964	82992	85068	87180	89388	91608	93900	96240	98664	101136	103680
	Monthly	6423	6585	6747	6916	7089	7265	7449	7634	7825	8020	8222	8428	8640
	Hourly	36.91	37.84	38.78	39.75	40.74	41.75	42.81	43.87	44.97	46.09	47.25	48.44	49.66
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48
73	Annual	79020	80964	82992	85068	87180	89388	91608	93900	96240	98664	101136	103680	106236
	Monthly	6585	6747	6916	7089	7265	7449	7634	7825	8020	8222	8428	8640	8853
	Hourly	37.84	38.78	39.75	40.74	41.75	42.81	43.87	44.97	46.09	47.25	48.44	49.66	50.88
	Standby	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56
74	Annual	80964	82992	85068	87180	89388	91608	93900	96240	98664	101136	103680	106236	108936
	Monthly	6747	6916	7089	7265	7449	7634	7825	8020	8222	8428	8640	8853	9078
	Hourly	38.78	39.75	40.74	41.75	42.81	43.87	44.97	46.09	47.25	48.44	49.66	50.88	52.17
	Standby	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65
75	Annual	82992	85068	87180	89388	91608	93900	96240	98664	101136	103680	106236	108936	111624
	Monthly	6916	7089	7265	7449	7634	7825	8020	8222	8428	8640	8853	9078	9302
	Hourly	39.75	40.74	41.75	42.81	43.87	44.97	46.09	47.25	48.44	49.66	50.88	52.17	53.46
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
76	Annual	85068	87180	89388	91608	93900	96240	98664	101136	103680	106236	108936	111624	114408
	Monthly	7089	7265	7449	7634	7825	8020	8222	8428	8640	8853	9078	9302	9534
	Hourly	40.74	41.75	42.81	43.87	44.97	46.09	47.25	48.44	49.66	50.88	52.17	53.46	54.79
	Standby	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84
77	Annual	87180	89388	91608	93900	96240	98664	101136	103680	106236	108936	111624	114408	117276
	Monthly	7265	7449	7634	7825	8020	8222	8428	8640	8853	9078	9302	9534	9773
	Hourly	41.75	42.81	43.87	44.97	46.09	47.25	48.44	49.66	50.88	52.17	53.46	54.79	56.17
	Standby	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93
78	Annual	89388	91608	93900	96240	98664	101136	103680	106236	108936	111624	114408	117276	120216
	Monthly	7449	7634	7825	8020	8222	8428	8640	8853	9078	9302	9534	9773	10018
	Hourly	42.81	43.87	44.97	46.09	47.25	48.44	49.66	50.88	52.17	53.46	54.79	56.17	57.57
	Standby	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03
79	Annual	91608	93900	96240	98664	101136	103680	106236	108936	111624	114408	117276	120216	123168
	Monthly	7634	7825	8020	8222	8428	8640	8853	9078	9302	9534	9773	10018	10264
	Hourly	43.87	44.97	46.09	47.25	48.44	49.66	50.88	52.17	53.46	54.79	56.17	57.57	58.99
	Standby	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13
80	Annual	93900	96240	98664	101136	103680	106236	108936	111624	114408	117276	120216	123168	126252
	Monthly	7825	8020	8222	8428	8640	8853	9078	9302	9534	9773	10018	10264	10521
	Hourly	44.97	46.09	47.25	48.44	49.66	50.88	52.17	53.46	54.79	56.17	57.57	58.99	60.47
	Standby	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23

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	96240	98664	101136	103680	106236	108936	111624	114408	117276	120216	123168	126252	129444
	Monthly	8020	8222	8428	8640	8853	9078	9302	9534	9773	10018	10264	10521	10787
	Hourly	46.09	47.25	48.44	49.66	50.88	52.17	53.46	54.79	56.17	57.57	58.99	60.47	61.99
	Standby	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34
82	Annual	98664	101136	103680	106236	108936	111624	114408	117276	120216	123168	126252	129444	132672
	Monthly	8222	8428	8640	8853	9078	9302	9534	9773	10018	10264	10521	10787	11056
	Hourly	47.25	48.44	49.66	50.88	52.17	53.46	54.79	56.17	57.57	58.99	60.47	61.99	63.54
	Standby	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45
83	Annual	101136	103680	106236	108936	111624	114408	117276	120216	123168	126252	129444	132672	135972
	Monthly	8428	8640	8853	9078	9302	9534	9773	10018	10264	10521	10787	11056	11331
	Hourly	48.44	49.66	50.88	52.17	53.46	54.79	56.17	57.57	58.99	60.47	61.99	63.54	65.12
	Standby	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56
84	Annual	103680	106236	108936	111624	114408	117276	120216	123168	126252	129444	132672	135972	139404
	Monthly	8640	8853	9078	9302	9534	9773	10018	10264	10521	10787	11056	11331	11617
	Hourly	49.66	50.88	52.17	53.46	54.79	56.17	57.57	58.99	60.47	61.99	63.54	65.12	66.76
	Standby	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67
85	Annual	106236	108936	111624	114408	117276	120216	123168	126252	129444	132672	135972	139404	142824
	Monthly	8853	9078	9302	9534	9773	10018	10264	10521	10787	11056	11331	11617	11902
	Hourly	50.88	52.17	53.46	54.79	56.17	57.57	58.99	60.47	61.99	63.54	65.12	66.76	68.40
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79
86	Annual	108936	111624	114408	117276	120216	123168	126252	129444	132672	135972	139404	142824	146448
	Monthly	9078	9302	9534	9773	10018	10264	10521	10787	11056	11331	11617	11902	12204
	Hourly	52.17	53.46	54.79	56.17	57.57	58.99	60.47	61.99	63.54	65.12	66.76	68.40	70.14
	Standby	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91
87	Annual	111624	114408	117276	120216	123168	126252	129444	132672	135972	139404	142824	146448	150156
	Monthly	9302	9534	9773	10018	10264	10521	10787	11056	11331	11617	11902	12204	12513
	Hourly	53.46	54.79	56.17	57.57	58.99	60.47	61.99	63.54	65.12	66.76	68.40	70.14	71.91
	Standby	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03
88	Annual	114408	117276	120216	123168	126252	129444	132672	135972	139404	142824	146448	150156	153876
	Monthly	9534	9773	10018	10264	10521	10787	11056	11331	11617	11902	12204	12513	12823
	Hourly	54.79	56.17	57.57	58.99	60.47	61.99	63.54	65.12	66.76	68.40	70.14	71.91	73.70
	Standby	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16
89	Annual	117276	120216	123168	126252	129444	132672	135972	139404	142824	146448	150156	153876	157752
	Monthly	9773	10018	10264	10521	10787	11056	11331	11617	11902	12204	12513	12823	13146
	Hourly	56.17	57.57	58.99	60.47	61.99	63.54	65.12	66.76	68.40	70.14	71.91	73.70	75.55
	Standby	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29

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	120216	123168	126252	129444	132672	135972	139404	142824	146448	150156	153876	157752	161640
	Monthly	10018	10264	10521	10787	11056	11331	11617	11902	12204	12513	12823	13146	13470
	Hourly	57.57	58.99	60.47	61.99	63.54	65.12	66.76	68.40	70.14	71.91	73.70	75.55	77.41
	Standby	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42
91	Annual	123168	126252	129444	132672	135972	139404	142824	146448	150156	153876	157752	161640	165708
	Monthly	10264	10521	10787	11056	11331	11617	11902	12204	12513	12823	13146	13470	13809
	Hourly	58.99	60.47	61.99	63.54	65.12	66.76	68.40	70.14	71.91	73.70	75.55	77.41	79.36
	Standby	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56
92	Annual	126252	129444	132672	135972	139404	142824	146448	150156	153876	157752	161640	165708	169836
	Monthly	10521	10787	11056	11331	11617	11902	12204	12513	12823	13146	13470	13809	14153
	Hourly	60.47	61.99	63.54	65.12	66.76	68.40	70.14	71.91	73.70	75.55	77.41	79.36	81.34
	Standby	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69
93	Annual	129444	132672	135972	139404	142824	146448	150156	153876	157752	161640	165708	169836	174144
	Monthly	10787	11056	11331	11617	11902	12204	12513	12823	13146	13470	13809	14153	14512
	Hourly	61.99	63.54	65.12	66.76	68.40	70.14	71.91	73.70	75.55	77.41	79.36	81.34	83.40
	Standby	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84
94	Annual	132672	135972	139404	142824	146448	150156	153876	157752	161640	165708	169836	174144	178452
	Monthly	11056	11331	11617	11902	12204	12513	12823	13146	13470	13809	14153	14512	14871
	Hourly	63.54	65.12	66.76	68.40	70.14	71.91	73.70	75.55	77.41	79.36	81.34	83.40	85.47
	Standby	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98
95	Annual	135972	139404	142824	146448	150156	153876	157752	161640	165708	169836	174144	178452	182928
	Monthly	11331	11617	11902	12204	12513	12823	13146	13470	13809	14153	14512	14871	15244
	Hourly	65.12	66.76	68.40	70.14	71.91	73.70	75.55	77.41	79.36	81.34	83.40	85.47	87.61
	Standby	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13
96	Annual	139404	142824	146448	150156	153876	157752	161640	165708	169836	174144	178452	182928	187500
	Monthly	11617	11902	12204	12513	12823	13146	13470	13809	14153	14512	14871	15244	15625
	Hourly	66.76	68.40	70.14	71.91	73.70	75.55	77.41	79.36	81.34	83.40	85.47	87.61	89.80
	Standby	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29
97	Annual	142824	146448	150156	153876	157752	161640	165708	169836	174144	178452	182928	187500	192204
	Monthly	11902	12204	12513	12823	13146	13470	13809	14153	14512	14871	15244	15625	16017
	Hourly	68.40	70.14	71.91	73.70	75.55	77.41	79.36	81.34	83.40	85.47	87.61	89.80	92.05
	Standby	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44
98	Annual	146448	150156	153876	157752	161640	165708	169836	174144	178452	182928	187500	192204	197016
	Monthly	12204	12513	12823	13146	13470	13809	14153	14512	14871	15244	15625	16017	16418
	Hourly	70.14	71.91	73.70	75.55	77.41	79.36	81.34	83.40	85.47	87.61	89.80	92.05	94.36
	Standby	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60

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	150156	153876	157752	161640	165708	169836	174144	178452	182928	187500	192204	197016	201924
	Monthly	12513	12823	13146	13470	13809	14153	14512	14871	15244	15625	16017	16418	16827
	Hourly	71.91	73.70	75.55	77.41	79.36	81.34	83.40	85.47	87.61	89.80	92.05	94.36	96.71
	Standby	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77
100	Annual	153876	157752	161640	165708	169836	174144	178452	182928	187500	192204	197016	201924	206976
	Monthly	12823	13146	13470	13809	14153	14512	14871	15244	15625	16017	16418	16827	17248
	Hourly	73.70	75.55	77.41	79.36	81.34	83.40	85.47	87.61	89.80	92.05	94.36	96.71	99.13
	Standby	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94
101	Annual	157752	161640	165708	169836	174144	178452	182928	187500	192204	197016	201924	206976	212148
	Monthly	13146	13470	13809	14153	14512	14871	15244	15625	16017	16418	16827	17248	17679
	Hourly	75.55	77.41	79.36	81.34	83.40	85.47	87.61	89.80	92.05	94.36	96.71	99.13	101.60
	Standby	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11
102	Annual	161640	165708	169836	174144	178452	182928	187500	192204	197016	201924	206976	212148	217452
	Monthly	13470	13809	14153	14512	14871	15244	15625	16017	16418	16827	17248	17679	18121
	Hourly	77.41	79.36	81.34	83.40	85.47	87.61	89.80	92.05	94.36	96.71	99.13	101.60	104.14
	Standby	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29
103	Annual	165708	169836	174144	178452	182928	187500	192204	197016	201924	206976	212148	217452	222888
	Monthly	13809	14153	14512	14871	15244	15625	16017	16418	16827	17248	17679	18121	18574
	Hourly	79.36	81.34	83.40	85.47	87.61	89.80	92.05	94.36	96.71	99.13	101.60	104.14	106.75
	Standby	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47
104	Annual	169836	174144	178452	182928	187500	192204	197016	201924	206976	212148	217452	222888	228468
	Monthly	14153	14512	14871	15244	15625	16017	16418	16827	17248	17679	18121	18574	19039
	Hourly	81.34	83.40	85.47	87.61	89.80	92.05	94.36	96.71	99.13	101.60	104.14	106.75	109.42
	Standby	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66
105	Annual	174144	178452	182928	187500	192204	197016	201924	206976	212148	217452	222888	228468	234180
	Monthly	14512	14871	15244	15625	16017	16418	16827	17248	17679	18121	18574	19039	19515
	Hourly	83.40	85.47	87.61	89.80	92.05	94.36	96.71	99.13	101.60	104.14	106.75	109.42	112.16
	Standby	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85
106	Annual	178452	182928	187500	192204	197016	201924	206976	212148	217452	222888	228468	234180	240024
	Monthly	14871	15244	15625	16017	16418	16827	17248	17679	18121	18574	19039	19515	20002
	Hourly	85.47	87.61	89.80	92.05	94.36	96.71	99.13	101.60	104.14	106.75	109.42	112.16	114.95
	Standby	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05
107	Annual	182928	187500	192204	197016	201924	206976	212148	217452	222888	228468	234180	240024	246024
	Monthly	15244	15625	16017	16418	16827	17248	17679	18121	18574	19039	19515	20002	20502
	Hourly	87.61	89.80	92.05	94.36	96.71	99.13	101.60	104.14	106.75	109.42	112.16	114.95	117.83
	Standby	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25

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	187500	192204	197016	201924	206976	212148	217452	222888	228468	234180	240024	246024	252192
	Monthly	15625	16017	16418	16827	17248	17679	18121	18574	19039	19515	20002	20502	21016
	Hourly	89.80	92.05	94.36	96.71	99.13	101.60	104.14	106.75	109.42	112.16	114.95	117.83	120.78
	Standby	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45
109	Annual	192204	197016	201924	206976	212148	217452	222888	228468	234180	240024	246024	252192	258480
	Monthly	16017	16418	16827	17248	17679	18121	18574	19039	19515	20002	20502	21016	21540
	Hourly	92.05	94.36	96.71	99.13	101.60	104.14	106.75	109.42	112.16	114.95	117.83	120.78	123.79
	Standby	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67
110	Annual	197016	201924	206976	212148	217452	222888	228468	234180	240024	246024	252192	258480	264948
	Monthly	16418	16827	17248	17679	18121	18574	19039	19515	20002	20502	21016	21540	22079
	Hourly	94.36	96.71	99.13	101.60	104.14	106.75	109.42	112.16	114.95	117.83	120.78	123.79	126.89
	Standby	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88
111	Annual	201924	206976	212148	217452	222888	228468	234180	240024	246024	252192	258480	264948	271572
	Monthly	16827	17248	17679	18121	18574	19039	19515	20002	20502	21016	21540	22079	22631
	Hourly	96.71	99.13	101.60	104.14	106.75	109.42	112.16	114.95	117.83	120.78	123.79	126.89	130.06
	Standby	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10
112	Annual	206976	212148	217452	222888	228468	234180	240024	246024	252192	258480	264948	271572	278364
	Monthly	17248	17679	18121	18574	19039	19515	20002	20502	21016	21540	22079	22631	23197
	Hourly	99.13	101.60	104.14	106.75	109.42	112.16	114.95	117.83	120.78	123.79	126.89	130.06	133.32
	Standby	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33
113	Annual	212148	217452	222888	228468	234180	240024	246024	252192	258480	264948	271572	278364	285324
	Monthly	17679	18121	18574	19039	19515	20002	20502	21016	21540	22079	22631	23197	23777
	Hourly	101.60	104.14	106.75	109.42	112.16	114.95	117.83	120.78	123.79	126.89	130.06	133.32	136.65
	Standby	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57
114	Annual	217452	222888	228468	234180	240024	246024	252192	258480	264948	271572	278364	285324	292464
	Monthly	18121	18574	19039	19515	20002	20502	21016	21540	22079	22631	23197	23777	24372
	Hourly	104.14	106.75	109.42	112.16	114.95	117.83	120.78	123.79	126.89	130.06	133.32	136.65	140.07
	Standby	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80
115	Annual	222888	228468	234180	240024	246024	252192	258480	264948	271572	278364	285324	292464	299772
	Monthly	18574	19039	19515	20002	20502	21016	21540	22079	22631	23197	23777	24372	24981
	Hourly	106.75	109.42	112.16	114.95	117.83	120.78	123.79	126.89	130.06	133.32	136.65	140.07	143.57
	Standby	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05
116	Annual	228468	234180	240024	246024	252192	258480	264948	271572	278364	285324	292464	299772	307260
	Monthly	19039	19515	20002	20502	21016	21540	22079	22631	23197	23777	24372	24981	25605
	Hourly	109.42	112.16	114.95	117.83	120.78	123.79	126.89	130.06	133.32	136.65	140.07	143.57	147.16
	Standby	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30

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*
117	Annual	234180	240024	246024	252192	258480	264948	271572	278364	285324	292464	299772	307260	314952
	Monthly	19515	20002	20502	21016	21540	22079	22631	23197	23777	24372	24981	25605	26246
	Hourly	112.16	114.95	117.83	120.78	123.79	126.89	130.06	133.32	136.65	140.07	143.57	147.16	150.84
	Standby	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56
118	Annual	240024	246024	252192	258480	264948	271572	278364	285324	292464	299772	307260	314952	322812
	Monthly	20002	20502	21016	21540	22079	22631	23197	23777	24372	24981	25605	26246	26901
	Hourly	114.95	117.83	120.78	123.79	126.89	130.06	133.32	136.65	140.07	143.57	147.16	150.84	154.60
	Standby	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82
119	Annual	246024	252192	258480	264948	271572	278364	285324	292464	299772	307260	314952	322812	330888
	Monthly	20502	21016	21540	22079	22631	23197	23777	24372	24981	25605	26246	26901	27574
	Hourly	117.83	120.78	123.79	126.89	130.06	133.32	136.65	140.07	143.57	147.16	150.84	154.60	158.47
	Standby	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09
120	Annual	252192	258480	264948	271572	278364	285324	292464	299772	307260	314952	322812	330888	339156
	Monthly	21016	21540	22079	22631	23197	23777	24372	24981	25605	26246	26901	27574	28263
	Hourly	120.78	123.79	126.89	130.06	133.32	136.65	140.07	143.57	147.16	150.84	154.60	158.47	162.43
	Standby	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37

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.