

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	26760	27312	28020	28608	29268	29940	30660	31344	32052	32832	33576	34380	35136
	Monthly	2230	2276	2335	2384	2439	2495	2555	2612	2671	2736	2798	2865	2928
	Hourly	12.82	13.08	13.42	13.70	14.02	14.34	14.68	15.01	15.35	15.72	16.08	16.47	16.83
	Standby	0.90	0.92	0.94	0.96	0.98	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18
28	Annual	27312	28020	28608	29268	29940	30660	31344	32052	32832	33576	34380	35136	36036
	Monthly	2276	2335	2384	2439	2495	2555	2612	2671	2736	2798	2865	2928	3003
	Hourly	13.08	13.42	13.70	14.02	14.34	14.68	15.01	15.35	15.72	16.08	16.47	16.83	17.26
	Standby	0.92	0.94	0.96	0.98	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21
29	Annual	28020	28608	29268	29940	30660	31344	32052	32832	33576	34380	35136	36036	36840
	Monthly	2335	2384	2439	2495	2555	2612	2671	2736	2798	2865	2928	3003	3070
	Hourly	13.42	13.70	14.02	14.34	14.68	15.01	15.35	15.72	16.08	16.47	16.83	17.26	17.64
	Standby	0.94	0.96	0.98	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24
30	Annual	28608	29268	29940	30660	31344	32052	32832	33576	34380	35136	36036	36840	37716
	Monthly	2384	2439	2495	2555	2612	2671	2736	2798	2865	2928	3003	3070	3143
	Hourly	13.70	14.02	14.34	14.68	15.01	15.35	15.72	16.08	16.47	16.83	17.26	17.64	18.06
	Standby	0.96	0.98	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.26
31	Annual	29268	29940	30660	31344	32052	32832	33576	34380	35136	36036	36840	37716	38628
	Monthly	2439	2495	2555	2612	2671	2736	2798	2865	2928	3003	3070	3143	3219
	Hourly	14.02	14.34	14.68	15.01	15.35	15.72	16.08	16.47	16.83	17.26	17.64	18.06	18.50
	Standby	0.98	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.26	1.30
32	Annual	29940	30660	31344	32052	32832	33576	34380	35136	36036	36840	37716	38628	39504
	Monthly	2495	2555	2612	2671	2736	2798	2865	2928	3003	3070	3143	3219	3292
	Hourly	14.34	14.68	15.01	15.35	15.72	16.08	16.47	16.83	17.26	17.64	18.06	18.50	18.92
	Standby	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.26	1.30	1.32
33	Annual	30660	31344	32052	32832	33576	34380	35136	36036	36840	37716	38628	39504	40500
	Monthly	2555	2612	2671	2736	2798	2865	2928	3003	3070	3143	3219	3292	3375
	Hourly	14.68	15.01	15.35	15.72	16.08	16.47	16.83	17.26	17.64	18.06	18.50	18.92	19.40
	Standby	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.26	1.30	1.32	1.36
34	Annual	31344	32052	32832	33576	34380	35136	36036	36840	37716	38628	39504	40500	41436
	Monthly	2612	2671	2736	2798	2865	2928	3003	3070	3143	3219	3292	3375	3453
	Hourly	15.01	15.35	15.72	16.08	16.47	16.83	17.26	17.64	18.06	18.50	18.92	19.40	19.84
	Standby	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.26	1.30	1.32	1.36	1.39
35	Annual	32052	32832	33576	34380	35136	36036	36840	37716	38628	39504	40500	41436	42408
	Monthly	2671	2736	2798	2865	2928	3003	3070	3143	3219	3292	3375	3453	3534
	Hourly	15.35	15.72	16.08	16.47	16.83	17.26	17.64	18.06	18.50	18.92	19.40	19.84	20.31
	Standby	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.26	1.30	1.32	1.36	1.39	1.42

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	32832	33576	34380	35136	36036	36840	37716	38628	39504	40500	41436	42408	43452
	Monthly	2736	2798	2865	2928	3003	3070	3143	3219	3292	3375	3453	3534	3621
	Hourly	15.72	16.08	16.47	16.83	17.26	17.64	18.06	18.50	18.92	19.40	19.84	20.31	20.81
	Standby	1.10	1.13	1.15	1.18	1.21	1.24	1.26	1.30	1.32	1.36	1.39	1.42	1.46
37	Annual	33576	34380	35136	36036	36840	37716	38628	39504	40500	41436	42408	43452	44544
	Monthly	2798	2865	2928	3003	3070	3143	3219	3292	3375	3453	3534	3621	3712
	Hourly	16.08	16.47	16.83	17.26	17.64	18.06	18.50	18.92	19.40	19.84	20.31	20.81	21.33
	Standby	1.13	1.15	1.18	1.21	1.24	1.26	1.30	1.32	1.36	1.39	1.42	1.46	1.49
38	Annual	34380	35136	36036	36840	37716	38628	39504	40500	41436	42408	43452	44544	45672
	Monthly	2865	2928	3003	3070	3143	3219	3292	3375	3453	3534	3621	3712	3806
	Hourly	16.47	16.83	17.26	17.64	18.06	18.50	18.92	19.40	19.84	20.31	20.81	21.33	21.87
	Standby	1.15	1.18	1.21	1.24	1.26	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53
39	Annual	35136	36036	36840	37716	38628	39504	40500	41436	42408	43452	44544	45672	46776
	Monthly	2928	3003	3070	3143	3219	3292	3375	3453	3534	3621	3712	3806	3898
	Hourly	16.83	17.26	17.64	18.06	18.50	18.92	19.40	19.84	20.31	20.81	21.33	21.87	22.40
	Standby	1.18	1.21	1.24	1.26	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57
40	Annual	36036	36840	37716	38628	39504	40500	41436	42408	43452	44544	45672	46776	48000
	Monthly	3003	3070	3143	3219	3292	3375	3453	3534	3621	3712	3806	3898	4000
	Hourly	17.26	17.64	18.06	18.50	18.92	19.40	19.84	20.31	20.81	21.33	21.87	22.40	22.99
	Standby	1.21	1.24	1.26	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61
41	Annual	36840	37716	38628	39504	40500	41436	42408	43452	44544	45672	46776	48000	49116
	Monthly	3070	3143	3219	3292	3375	3453	3534	3621	3712	3806	3898	4000	4093
	Hourly	17.64	18.06	18.50	18.92	19.40	19.84	20.31	20.81	21.33	21.87	22.40	22.99	23.52
	Standby	1.24	1.26	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65
42	Annual	37716	38628	39504	40500	41436	42408	43452	44544	45672	46776	48000	49116	50400
	Monthly	3143	3219	3292	3375	3453	3534	3621	3712	3806	3898	4000	4093	4200
	Hourly	18.06	18.50	18.92	19.40	19.84	20.31	20.81	21.33	21.87	22.40	22.99	23.52	24.14
	Standby	1.26	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69
43	Annual	38628	39504	40500	41436	42408	43452	44544	45672	46776	48000	49116	50400	51660
	Monthly	3219	3292	3375	3453	3534	3621	3712	3806	3898	4000	4093	4200	4305
	Hourly	18.50	18.92	19.40	19.84	20.31	20.81	21.33	21.87	22.40	22.99	23.52	24.14	24.74
	Standby	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73
44	Annual	39504	40500	41436	42408	43452	44544	45672	46776	48000	49116	50400	51660	53004
	Monthly	3292	3375	3453	3534	3621	3712	3806	3898	4000	4093	4200	4305	4417
	Hourly	18.92	19.40	19.84	20.31	20.81	21.33	21.87	22.40	22.99	23.52	24.14	24.74	25.39
	Standby	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78

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	40500	41436	42408	43452	44544	45672	46776	48000	49116	50400	51660	53004	54288
	Monthly	3375	3453	3534	3621	3712	3806	3898	4000	4093	4200	4305	4417	4524
	Hourly	19.40	19.84	20.31	20.81	21.33	21.87	22.40	22.99	23.52	24.14	24.74	25.39	26.00
	Standby	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82
46	Annual	41436	42408	43452	44544	45672	46776	48000	49116	50400	51660	53004	54288	55632
	Monthly	3453	3534	3621	3712	3806	3898	4000	4093	4200	4305	4417	4524	4636
	Hourly	19.84	20.31	20.81	21.33	21.87	22.40	22.99	23.52	24.14	24.74	25.39	26.00	26.64
	Standby	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87
47	Annual	42408	43452	44544	45672	46776	48000	49116	50400	51660	53004	54288	55632	56988
	Monthly	3534	3621	3712	3806	3898	4000	4093	4200	4305	4417	4524	4636	4749
	Hourly	20.31	20.81	21.33	21.87	22.40	22.99	23.52	24.14	24.74	25.39	26.00	26.64	27.29
	Standby	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91
48	Annual	43452	44544	45672	46776	48000	49116	50400	51660	53004	54288	55632	56988	58476
	Monthly	3621	3712	3806	3898	4000	4093	4200	4305	4417	4524	4636	4749	4873
	Hourly	20.81	21.33	21.87	22.40	22.99	23.52	24.14	24.74	25.39	26.00	26.64	27.29	28.01
	Standby	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96
49	Annual	44544	45672	46776	48000	49116	50400	51660	53004	54288	55632	56988	58476	59904
	Monthly	3712	3806	3898	4000	4093	4200	4305	4417	4524	4636	4749	4873	4992
	Hourly	21.33	21.87	22.40	22.99	23.52	24.14	24.74	25.39	26.00	26.64	27.29	28.01	28.69
	Standby	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01
50	Annual	45672	46776	48000	49116	50400	51660	53004	54288	55632	56988	58476	59904	61416
	Monthly	3806	3898	4000	4093	4200	4305	4417	4524	4636	4749	4873	4992	5118
	Hourly	21.87	22.40	22.99	23.52	24.14	24.74	25.39	26.00	26.64	27.29	28.01	28.69	29.41
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06
51	Annual	46776	48000	49116	50400	51660	53004	54288	55632	56988	58476	59904	61416	62940
	Monthly	3898	4000	4093	4200	4305	4417	4524	4636	4749	4873	4992	5118	5245
	Hourly	22.40	22.99	23.52	24.14	24.74	25.39	26.00	26.64	27.29	28.01	28.69	29.41	30.14
	Standby	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11
52	Annual	48000	49116	50400	51660	53004	54288	55632	56988	58476	59904	61416	62940	64512
	Monthly	4000	4093	4200	4305	4417	4524	4636	4749	4873	4992	5118	5245	5376
	Hourly	22.99	23.52	24.14	24.74	25.39	26.00	26.64	27.29	28.01	28.69	29.41	30.14	30.90
	Standby	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16
53	Annual	49116	50400	51660	53004	54288	55632	56988	58476	59904	61416	62940	64512	66120
	Monthly	4093	4200	4305	4417	4524	4636	4749	4873	4992	5118	5245	5376	5510
	Hourly	23.52	24.14	24.74	25.39	26.00	26.64	27.29	28.01	28.69	29.41	30.14	30.90	31.67
	Standby	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22

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	50400	51660	53004	54288	55632	56988	58476	59904	61416	62940	64512	66120	67764
	Monthly	4200	4305	4417	4524	4636	4749	4873	4992	5118	5245	5376	5510	5647
	Hourly	24.14	24.74	25.39	26.00	26.64	27.29	28.01	28.69	29.41	30.14	30.90	31.67	32.45
	Standby	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27
55	Annual	51660	53004	54288	55632	56988	58476	59904	61416	62940	64512	66120	67764	69468
	Monthly	4305	4417	4524	4636	4749	4873	4992	5118	5245	5376	5510	5647	5789
	Hourly	24.74	25.39	26.00	26.64	27.29	28.01	28.69	29.41	30.14	30.90	31.67	32.45	33.27
	Standby	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33
56	Annual	53004	54288	55632	56988	58476	59904	61416	62940	64512	66120	67764	69468	71232
	Monthly	4417	4524	4636	4749	4873	4992	5118	5245	5376	5510	5647	5789	5936
	Hourly	25.39	26.00	26.64	27.29	28.01	28.69	29.41	30.14	30.90	31.67	32.45	33.27	34.11
	Standby	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39
57	Annual	54288	55632	56988	58476	59904	61416	62940	64512	66120	67764	69468	71232	72972
	Monthly	4524	4636	4749	4873	4992	5118	5245	5376	5510	5647	5789	5936	6081
	Hourly	26.00	26.64	27.29	28.01	28.69	29.41	30.14	30.90	31.67	32.45	33.27	34.11	34.95
	Standby	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45
58	Annual	55632	56988	58476	59904	61416	62940	64512	66120	67764	69468	71232	72972	74868
	Monthly	4636	4749	4873	4992	5118	5245	5376	5510	5647	5789	5936	6081	6239
	Hourly	26.64	27.29	28.01	28.69	29.41	30.14	30.90	31.67	32.45	33.27	34.11	34.95	35.86
	Standby	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51
59	Annual	56988	58476	59904	61416	62940	64512	66120	67764	69468	71232	72972	74868	76656
	Monthly	4749	4873	4992	5118	5245	5376	5510	5647	5789	5936	6081	6239	6388
	Hourly	27.29	28.01	28.69	29.41	30.14	30.90	31.67	32.45	33.27	34.11	34.95	35.86	36.71
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57
60	Annual	58476	59904	61416	62940	64512	66120	67764	69468	71232	72972	74868	76656	78612
	Monthly	4873	4992	5118	5245	5376	5510	5647	5789	5936	6081	6239	6388	6551
	Hourly	28.01	28.69	29.41	30.14	30.90	31.67	32.45	33.27	34.11	34.95	35.86	36.71	37.65
	Standby	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64
61	Annual	59904	61416	62940	64512	66120	67764	69468	71232	72972	74868	76656	78612	80604
	Monthly	4992	5118	5245	5376	5510	5647	5789	5936	6081	6239	6388	6551	6717
	Hourly	28.69	29.41	30.14	30.90	31.67	32.45	33.27	34.11	34.95	35.86	36.71	37.65	38.60
	Standby	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70
62	Annual	61416	62940	64512	66120	67764	69468	71232	72972	74868	76656	78612	80604	82584
	Monthly	5118	5245	5376	5510	5647	5789	5936	6081	6239	6388	6551	6717	6882
	Hourly	29.41	30.14	30.90	31.67	32.45	33.27	34.11	34.95	35.86	36.71	37.65	38.60	39.55
	Standby	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77

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	62940	64512	66120	67764	69468	71232	72972	74868	76656	78612	80604	82584	84648
	Monthly	5245	5376	5510	5647	5789	5936	6081	6239	6388	6551	6717	6882	7054
	Hourly	30.14	30.90	31.67	32.45	33.27	34.11	34.95	35.86	36.71	37.65	38.60	39.55	40.54
	Standby	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84
64	Annual	64512	66120	67764	69468	71232	72972	74868	76656	78612	80604	82584	84648	86772
	Monthly	5376	5510	5647	5789	5936	6081	6239	6388	6551	6717	6882	7054	7231
	Hourly	30.90	31.67	32.45	33.27	34.11	34.95	35.86	36.71	37.65	38.60	39.55	40.54	41.56
	Standby	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91
65	Annual	66120	67764	69468	71232	72972	74868	76656	78612	80604	82584	84648	86772	88920
	Monthly	5510	5647	5789	5936	6081	6239	6388	6551	6717	6882	7054	7231	7410
	Hourly	31.67	32.45	33.27	34.11	34.95	35.86	36.71	37.65	38.60	39.55	40.54	41.56	42.59
	Standby	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98
66	Annual	67764	69468	71232	72972	74868	76656	78612	80604	82584	84648	86772	88920	91176
	Monthly	5647	5789	5936	6081	6239	6388	6551	6717	6882	7054	7231	7410	7598
	Hourly	32.45	33.27	34.11	34.95	35.86	36.71	37.65	38.60	39.55	40.54	41.56	42.59	43.67
	Standby	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06
67	Annual	69468	71232	72972	74868	76656	78612	80604	82584	84648	86772	88920	91176	93444
	Monthly	5789	5936	6081	6239	6388	6551	6717	6882	7054	7231	7410	7598	7787
	Hourly	33.27	34.11	34.95	35.86	36.71	37.65	38.60	39.55	40.54	41.56	42.59	43.67	44.75
	Standby	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13
68	Annual	71232	72972	74868	76656	78612	80604	82584	84648	86772	88920	91176	93444	95784
	Monthly	5936	6081	6239	6388	6551	6717	6882	7054	7231	7410	7598	7787	7982
	Hourly	34.11	34.95	35.86	36.71	37.65	38.60	39.55	40.54	41.56	42.59	43.67	44.75	45.87
	Standby	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21
69	Annual	72972	74868	76656	78612	80604	82584	84648	86772	88920	91176	93444	95784	98160
	Monthly	6081	6239	6388	6551	6717	6882	7054	7231	7410	7598	7787	7982	8180
	Hourly	34.95	35.86	36.71	37.65	38.60	39.55	40.54	41.56	42.59	43.67	44.75	45.87	47.01
	Standby	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29
70	Annual	74868	76656	78612	80604	82584	84648	86772	88920	91176	93444	95784	98160	100632
	Monthly	6239	6388	6551	6717	6882	7054	7231	7410	7598	7787	7982	8180	8386
	Hourly	35.86	36.71	37.65	38.60	39.55	40.54	41.56	42.59	43.67	44.75	45.87	47.01	48.20
	Standby	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37
71	Annual	76656	78612	80604	82584	84648	86772	88920	91176	93444	95784	98160	100632	103164
	Monthly	6388	6551	6717	6882	7054	7231	7410	7598	7787	7982	8180	8386	8597
	Hourly	36.71	37.65	38.60	39.55	40.54	41.56	42.59	43.67	44.75	45.87	47.01	48.20	49.41
	Standby	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46

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	78612	80604	82584	84648	86772	88920	91176	93444	95784	98160	100632	103164	105756
	Monthly	6551	6717	6882	7054	7231	7410	7598	7787	7982	8180	8386	8597	8813
	Hourly	37.65	38.60	39.55	40.54	41.56	42.59	43.67	44.75	45.87	47.01	48.20	49.41	50.65
	Standby	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55
73	Annual	80604	82584	84648	86772	88920	91176	93444	95784	98160	100632	103164	105756	108360
	Monthly	6717	6882	7054	7231	7410	7598	7787	7982	8180	8386	8597	8813	9030
	Hourly	38.60	39.55	40.54	41.56	42.59	43.67	44.75	45.87	47.01	48.20	49.41	50.65	51.90
	Standby	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.63
74	Annual	82584	84648	86772	88920	91176	93444	95784	98160	100632	103164	105756	108360	111120
	Monthly	6882	7054	7231	7410	7598	7787	7982	8180	8386	8597	8813	9030	9260
	Hourly	39.55	40.54	41.56	42.59	43.67	44.75	45.87	47.01	48.20	49.41	50.65	51.90	53.22
	Standby	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.63	3.73
75	Annual	84648	86772	88920	91176	93444	95784	98160	100632	103164	105756	108360	111120	113856
	Monthly	7054	7231	7410	7598	7787	7982	8180	8386	8597	8813	9030	9260	9488
	Hourly	40.54	41.56	42.59	43.67	44.75	45.87	47.01	48.20	49.41	50.65	51.90	53.22	54.53
	Standby	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.63	3.73	3.82
76	Annual	86772	88920	91176	93444	95784	98160	100632	103164	105756	108360	111120	113856	116700
	Monthly	7231	7410	7598	7787	7982	8180	8386	8597	8813	9030	9260	9488	9725
	Hourly	41.56	42.59	43.67	44.75	45.87	47.01	48.20	49.41	50.65	51.90	53.22	54.53	55.89
	Standby	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.63	3.73	3.82	3.91
77	Annual	88920	91176	93444	95784	98160	100632	103164	105756	108360	111120	113856	116700	119616
	Monthly	7410	7598	7787	7982	8180	8386	8597	8813	9030	9260	9488	9725	9968
	Hourly	42.59	43.67	44.75	45.87	47.01	48.20	49.41	50.65	51.90	53.22	54.53	55.89	57.29
	Standby	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.63	3.73	3.82	3.91	4.01
78	Annual	91176	93444	95784	98160	100632	103164	105756	108360	111120	113856	116700	119616	122616
	Monthly	7598	7787	7982	8180	8386	8597	8813	9030	9260	9488	9725	9968	10218
	Hourly	43.67	44.75	45.87	47.01	48.20	49.41	50.65	51.90	53.22	54.53	55.89	57.29	58.72
	Standby	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.63	3.73	3.82	3.91	4.01	4.11
79	Annual	93444	95784	98160	100632	103164	105756	108360	111120	113856	116700	119616	122616	125628
	Monthly	7787	7982	8180	8386	8597	8813	9030	9260	9488	9725	9968	10218	10469
	Hourly	44.75	45.87	47.01	48.20	49.41	50.65	51.90	53.22	54.53	55.89	57.29	58.72	60.17
	Standby	3.13	3.21	3.29	3.37	3.46	3.55	3.63	3.73	3.82	3.91	4.01	4.11	4.21
80	Annual	95784	98160	100632	103164	105756	108360	111120	113856	116700	119616	122616	125628	128772
	Monthly	7982	8180	8386	8597	8813	9030	9260	9488	9725	9968	10218	10469	10731
	Hourly	45.87	47.01	48.20	49.41	50.65	51.90	53.22	54.53	55.89	57.29	58.72	60.17	61.67
	Standby	3.21	3.29	3.37	3.46	3.55	3.63	3.73	3.82	3.91	4.01	4.11	4.21	4.32

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	98160	100632	103164	105756	108360	111120	113856	116700	119616	122616	125628	128772	132036
	Monthly	8180	8386	8597	8813	9030	9260	9488	9725	9968	10218	10469	10731	11003
	Hourly	47.01	48.20	49.41	50.65	51.90	53.22	54.53	55.89	57.29	58.72	60.17	61.67	63.24
	Standby	3.29	3.37	3.46	3.55	3.63	3.73	3.82	3.91	4.01	4.11	4.21	4.32	4.43
82	Annual	100632	103164	105756	108360	111120	113856	116700	119616	122616	125628	128772	132036	135324
	Monthly	8386	8597	8813	9030	9260	9488	9725	9968	10218	10469	10731	11003	11277
	Hourly	48.20	49.41	50.65	51.90	53.22	54.53	55.89	57.29	58.72	60.17	61.67	63.24	64.81
	Standby	3.37	3.46	3.55	3.63	3.73	3.82	3.91	4.01	4.11	4.21	4.32	4.43	4.54
83	Annual	103164	105756	108360	111120	113856	116700	119616	122616	125628	128772	132036	135324	138696
	Monthly	8597	8813	9030	9260	9488	9725	9968	10218	10469	10731	11003	11277	11558
	Hourly	49.41	50.65	51.90	53.22	54.53	55.89	57.29	58.72	60.17	61.67	63.24	64.81	66.43
	Standby	3.46	3.55	3.63	3.73	3.82	3.91	4.01	4.11	4.21	4.32	4.43	4.54	4.65
84	Annual	105756	108360	111120	113856	116700	119616	122616	125628	128772	132036	135324	138696	142188
	Monthly	8813	9030	9260	9488	9725	9968	10218	10469	10731	11003	11277	11558	11849
	Hourly	50.65	51.90	53.22	54.53	55.89	57.29	58.72	60.17	61.67	63.24	64.81	66.43	68.10
	Standby	3.55	3.63	3.73	3.82	3.91	4.01	4.11	4.21	4.32	4.43	4.54	4.65	4.77
85	Annual	108360	111120	113856	116700	119616	122616	125628	128772	132036	135324	138696	142188	145680
	Monthly	9030	9260	9488	9725	9968	10218	10469	10731	11003	11277	11558	11849	12140
	Hourly	51.90	53.22	54.53	55.89	57.29	58.72	60.17	61.67	63.24	64.81	66.43	68.10	69.77
	Standby	3.63	3.73	3.82	3.91	4.01	4.11	4.21	4.32	4.43	4.54	4.65	4.77	4.88
86	Annual	111120	113856	116700	119616	122616	125628	128772	132036	135324	138696	142188	145680	149376
	Monthly	9260	9488	9725	9968	10218	10469	10731	11003	11277	11558	11849	12140	12448
	Hourly	53.22	54.53	55.89	57.29	58.72	60.17	61.67	63.24	64.81	66.43	68.10	69.77	71.54
	Standby	3.73	3.82	3.91	4.01	4.11	4.21	4.32	4.43	4.54	4.65	4.77	4.88	5.01
87	Annual	113856	116700	119616	122616	125628	128772	132036	135324	138696	142188	145680	149376	153156
	Monthly	9488	9725	9968	10218	10469	10731	11003	11277	11558	11849	12140	12448	12763
	Hourly	54.53	55.89	57.29	58.72	60.17	61.67	63.24	64.81	66.43	68.10	69.77	71.54	73.35
	Standby	3.82	3.91	4.01	4.11	4.21	4.32	4.43	4.54	4.65	4.77	4.88	5.01	5.13
88	Annual	116700	119616	122616	125628	128772	132036	135324	138696	142188	145680	149376	153156	156948
	Monthly	9725	9968	10218	10469	10731	11003	11277	11558	11849	12140	12448	12763	13079
	Hourly	55.89	57.29	58.72	60.17	61.67	63.24	64.81	66.43	68.10	69.77	71.54	73.35	75.17
	Standby	3.91	4.01	4.11	4.21	4.32	4.43	4.54	4.65	4.77	4.88	5.01	5.13	5.26
89	Annual	119616	122616	125628	128772	132036	135324	138696	142188	145680	149376	153156	156948	160908
	Monthly	9968	10218	10469	10731	11003	11277	11558	11849	12140	12448	12763	13079	13409
	Hourly	57.29	58.72	60.17	61.67	63.24	64.81	66.43	68.10	69.77	71.54	73.35	75.17	77.06
	Standby	4.01	4.11	4.21	4.32	4.43	4.54	4.65	4.77	4.88	5.01	5.13	5.26	5.39

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*
90	Annual	122616	125628	128772	132036	135324	138696	142188	145680	149376	153156	156948	160908	164868
	Monthly	10218	10469	10731	11003	11277	11558	11849	12140	12448	12763	13079	13409	13739
	Hourly	58.72	60.17	61.67	63.24	64.81	66.43	68.10	69.77	71.54	73.35	75.17	77.06	78.96
	Standby	4.11	4.21	4.32	4.43	4.54	4.65	4.77	4.88	5.01	5.13	5.26	5.39	5.53
91	Annual	125628	128772	132036	135324	138696	142188	145680	149376	153156	156948	160908	164868	169020
	Monthly	10469	10731	11003	11277	11558	11849	12140	12448	12763	13079	13409	13739	14085
	Hourly	60.17	61.67	63.24	64.81	66.43	68.10	69.77	71.54	73.35	75.17	77.06	78.96	80.95
	Standby	4.21	4.32	4.43	4.54	4.65	4.77	4.88	5.01	5.13	5.26	5.39	5.53	5.67
92	Annual	128772	132036	135324	138696	142188	145680	149376	153156	156948	160908	164868	169020	173232
	Monthly	10731	11003	11277	11558	11849	12140	12448	12763	13079	13409	13739	14085	14436
	Hourly	61.67	63.24	64.81	66.43	68.10	69.77	71.54	73.35	75.17	77.06	78.96	80.95	82.97
	Standby	4.32	4.43	4.54	4.65	4.77	4.88	5.01	5.13	5.26	5.39	5.53	5.67	5.81
93	Annual	132036	135324	138696	142188	145680	149376	153156	156948	160908	164868	169020	173232	177624
	Monthly	11003	11277	11558	11849	12140	12448	12763	13079	13409	13739	14085	14436	14802
	Hourly	63.24	64.81	66.43	68.10	69.77	71.54	73.35	75.17	77.06	78.96	80.95	82.97	85.07
	Standby	4.43	4.54	4.65	4.77	4.88	5.01	5.13	5.26	5.39	5.53	5.67	5.81	5.95
94	Annual	135324	138696	142188	145680	149376	153156	156948	160908	164868	169020	173232	177624	182016
	Monthly	11277	11558	11849	12140	12448	12763	13079	13409	13739	14085	14436	14802	15168
	Hourly	64.81	66.43	68.10	69.77	71.54	73.35	75.17	77.06	78.96	80.95	82.97	85.07	87.17
	Standby	4.54	4.65	4.77	4.88	5.01	5.13	5.26	5.39	5.53	5.67	5.81	5.95	6.10
95	Annual	138696	142188	145680	149376	153156	156948	160908	164868	169020	173232	177624	182016	186588
	Monthly	11558	11849	12140	12448	12763	13079	13409	13739	14085	14436	14802	15168	15549
	Hourly	66.43	68.10	69.77	71.54	73.35	75.17	77.06	78.96	80.95	82.97	85.07	87.17	89.36
	Standby	4.65	4.77	4.88	5.01	5.13	5.26	5.39	5.53	5.67	5.81	5.95	6.10	6.26
96	Annual	142188	145680	149376	153156	156948	160908	164868	169020	173232	177624	182016	186588	191256
	Monthly	11849	12140	12448	12763	13079	13409	13739	14085	14436	14802	15168	15549	15938
	Hourly	68.10	69.77	71.54	73.35	75.17	77.06	78.96	80.95	82.97	85.07	87.17	89.36	91.60
	Standby	4.77	4.88	5.01	5.13	5.26	5.39	5.53	5.67	5.81	5.95	6.10	6.26	6.41
97	Annual	145680	149376	153156	156948	160908	164868	169020	173232	177624	182016	186588	191256	196044
	Monthly	12140	12448	12763	13079	13409	13739	14085	14436	14802	15168	15549	15938	16337
	Hourly	69.77	71.54	73.35	75.17	77.06	78.96	80.95	82.97	85.07	87.17	89.36	91.60	93.89
	Standby	4.88	5.01	5.13	5.26	5.39	5.53	5.67	5.81	5.95	6.10	6.26	6.41	6.57
98	Annual	149376	153156	156948	160908	164868	169020	173232	177624	182016	186588	191256	196044	200952
	Monthly	12448	12763	13079	13409	13739	14085	14436	14802	15168	15549	15938	16337	16746
	Hourly	71.54	73.35	75.17	77.06	78.96	80.95	82.97	85.07	87.17	89.36	91.60	93.89	96.24
	Standby	5.01	5.13	5.26	5.39	5.53	5.67	5.81	5.95	6.10	6.26	6.41	6.57	6.74

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*
99	Annual	153156	156948	160908	164868	169020	173232	177624	182016	186588	191256	196044	200952	205968
	Monthly	12763	13079	13409	13739	14085	14436	14802	15168	15549	15938	16337	16746	17164
	Hourly	73.35	75.17	77.06	78.96	80.95	82.97	85.07	87.17	89.36	91.60	93.89	96.24	98.64
	Standby	5.13	5.26	5.39	5.53	5.67	5.81	5.95	6.10	6.26	6.41	6.57	6.74	6.91
100	Annual	156948	160908	164868	169020	173232	177624	182016	186588	191256	196044	200952	205968	211116
	Monthly	13079	13409	13739	14085	14436	14802	15168	15549	15938	16337	16746	17164	17593
	Hourly	75.17	77.06	78.96	80.95	82.97	85.07	87.17	89.36	91.60	93.89	96.24	98.64	101.11
	Standby	5.26	5.39	5.53	5.67	5.81	5.95	6.10	6.26	6.41	6.57	6.74	6.91	7.08
101	Annual	160908	164868	169020	173232	177624	182016	186588	191256	196044	200952	205968	211116	216396
	Monthly	13409	13739	14085	14436	14802	15168	15549	15938	16337	16746	17164	17593	18033
	Hourly	77.06	78.96	80.95	82.97	85.07	87.17	89.36	91.60	93.89	96.24	98.64	101.11	103.64
	Standby	5.39	5.53	5.67	5.81	5.95	6.10	6.26	6.41	6.57	6.74	6.91	7.08	7.25
102	Annual	164868	169020	173232	177624	182016	186588	191256	196044	200952	205968	211116	216396	221796
	Monthly	13739	14085	14436	14802	15168	15549	15938	16337	16746	17164	17593	18033	18483
	Hourly	78.96	80.95	82.97	85.07	87.17	89.36	91.60	93.89	96.24	98.64	101.11	103.64	106.22
	Standby	5.53	5.67	5.81	5.95	6.10	6.26	6.41	6.57	6.74	6.91	7.08	7.25	7.44
103	Annual	169020	173232	177624	182016	186588	191256	196044	200952	205968	211116	216396	221796	227340
	Monthly	14085	14436	14802	15168	15549	15938	16337	16746	17164	17593	18033	18483	18945
	Hourly	80.95	82.97	85.07	87.17	89.36	91.60	93.89	96.24	98.64	101.11	103.64	106.22	108.88
	Standby	5.67	5.81	5.95	6.10	6.26	6.41	6.57	6.74	6.91	7.08	7.25	7.44	7.62
104	Annual	173232	177624	182016	186588	191256	196044	200952	205968	211116	216396	221796	227340	233040
	Monthly	14436	14802	15168	15549	15938	16337	16746	17164	17593	18033	18483	18945	19420
	Hourly	82.97	85.07	87.17	89.36	91.60	93.89	96.24	98.64	101.11	103.64	106.22	108.88	111.61
	Standby	5.81	5.95	6.10	6.26	6.41	6.57	6.74	6.91	7.08	7.25	7.44	7.62	7.81
105	Annual	177624	182016	186588	191256	196044	200952	205968	211116	216396	221796	227340	233040	238860
	Monthly	14802	15168	15549	15938	16337	16746	17164	17593	18033	18483	18945	19420	19905
	Hourly	85.07	87.17	89.36	91.60	93.89	96.24	98.64	101.11	103.64	106.22	108.88	111.61	114.40
	Standby	5.95	6.10	6.26	6.41	6.57	6.74	6.91	7.08	7.25	7.44	7.62	7.81	8.01
106	Annual	182016	186588	191256	196044	200952	205968	211116	216396	221796	227340	233040	238860	244824
	Monthly	15168	15549	15938	16337	16746	17164	17593	18033	18483	18945	19420	19905	20402
	Hourly	87.17	89.36	91.60	93.89	96.24	98.64	101.11	103.64	106.22	108.88	111.61	114.40	117.25
	Standby	6.10	6.26	6.41	6.57	6.74	6.91	7.08	7.25	7.44	7.62	7.81	8.01	8.21
107	Annual	186588	191256	196044	200952	205968	211116	216396	221796	227340	233040	238860	244824	250944
	Monthly	15549	15938	16337	16746	17164	17593	18033	18483	18945	19420	19905	20402	20912
	Hourly	89.36	91.60	93.89	96.24	98.64	101.11	103.64	106.22	108.88	111.61	114.40	117.25	120.18
	Standby	6.26	6.41	6.57	6.74	6.91	7.08	7.25	7.44	7.62	7.81	8.01	8.21	8.41

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	191256	196044	200952	205968	211116	216396	221796	227340	233040	238860	244824	250944	257232
	Monthly	15938	16337	16746	17164	17593	18033	18483	18945	19420	19905	20402	20912	21436
	Hourly	91.60	93.89	96.24	98.64	101.11	103.64	106.22	108.88	111.61	114.40	117.25	120.18	123.20
	Standby	6.41	6.57	6.74	6.91	7.08	7.25	7.44	7.62	7.81	8.01	8.21	8.41	8.62
109	Annual	196044	200952	205968	211116	216396	221796	227340	233040	238860	244824	250944	257232	263652
	Monthly	16337	16746	17164	17593	18033	18483	18945	19420	19905	20402	20912	21436	21971
	Hourly	93.89	96.24	98.64	101.11	103.64	106.22	108.88	111.61	114.40	117.25	120.18	123.20	126.27
	Standby	6.57	6.74	6.91	7.08	7.25	7.44	7.62	7.81	8.01	8.21	8.41	8.62	8.84
110	Annual	200952	205968	211116	216396	221796	227340	233040	238860	244824	250944	257232	263652	270252
	Monthly	16746	17164	17593	18033	18483	18945	19420	19905	20402	20912	21436	21971	22521
	Hourly	96.24	98.64	101.11	103.64	106.22	108.88	111.61	114.40	117.25	120.18	123.20	126.27	129.43
	Standby	6.74	6.91	7.08	7.25	7.44	7.62	7.81	8.01	8.21	8.41	8.62	8.84	9.06
111	Annual	205968	211116	216396	221796	227340	233040	238860	244824	250944	257232	263652	270252	277008
	Monthly	17164	17593	18033	18483	18945	19420	19905	20402	20912	21436	21971	22521	23084
	Hourly	98.64	101.11	103.64	106.22	108.88	111.61	114.40	117.25	120.18	123.20	126.27	129.43	132.67
	Standby	6.91	7.08	7.25	7.44	7.62	7.81	8.01	8.21	8.41	8.62	8.84	9.06	9.29
112	Annual	211116	216396	221796	227340	233040	238860	244824	250944	257232	263652	270252	277008	283932
	Monthly	17593	18033	18483	18945	19420	19905	20402	20912	21436	21971	22521	23084	23661
	Hourly	101.11	103.64	106.22	108.88	111.61	114.40	117.25	120.18	123.20	126.27	129.43	132.67	135.98
	Standby	7.08	7.25	7.44	7.62	7.81	8.01	8.21	8.41	8.62	8.84	9.06	9.29	9.52
113	Annual	216396	221796	227340	233040	238860	244824	250944	257232	263652	270252	277008	283932	291036
	Monthly	18033	18483	18945	19420	19905	20402	20912	21436	21971	22521	23084	23661	24253
	Hourly	103.64	106.22	108.88	111.61	114.40	117.25	120.18	123.20	126.27	129.43	132.67	135.98	139.39
	Standby	7.25	7.44	7.62	7.81	8.01	8.21	8.41	8.62	8.84	9.06	9.29	9.52	9.76
114	Annual	221796	227340	233040	238860	244824	250944	257232	263652	270252	277008	283932	291036	298308
	Monthly	18483	18945	19420	19905	20402	20912	21436	21971	22521	23084	23661	24253	24859
	Hourly	106.22	108.88	111.61	114.40	117.25	120.18	123.20	126.27	129.43	132.67	135.98	139.39	142.87
	Standby	7.44	7.62	7.81	8.01	8.21	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00
115	Annual	227340	233040	238860	244824	250944	257232	263652	270252	277008	283932	291036	298308	305772
	Monthly	18945	19420	19905	20402	20912	21436	21971	22521	23084	23661	24253	24859	25481
	Hourly	108.88	111.61	114.40	117.25	120.18	123.20	126.27	129.43	132.67	135.98	139.39	142.87	146.44
	Standby	7.62	7.81	8.01	8.21	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25
116	Annual	233040	238860	244824	250944	257232	263652	270252	277008	283932	291036	298308	305772	313404
	Monthly	19420	19905	20402	20912	21436	21971	22521	23084	23661	24253	24859	25481	26117
	Hourly	111.61	114.40	117.25	120.18	123.20	126.27	129.43	132.67	135.98	139.39	142.87	146.44	150.10
	Standby	7.81	8.01	8.21	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51

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	238860	244824	250944	257232	263652	270252	277008	283932	291036	298308	305772	313404	321252
	Monthly	19905	20402	20912	21436	21971	22521	23084	23661	24253	24859	25481	26117	26771
	Hourly	114.40	117.25	120.18	123.20	126.27	129.43	132.67	135.98	139.39	142.87	146.44	150.10	153.86
	Standby	8.01	8.21	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51	10.77
118	Annual	244824	250944	257232	263652	270252	277008	283932	291036	298308	305772	313404	321252	329268
	Monthly	20402	20912	21436	21971	22521	23084	23661	24253	24859	25481	26117	26771	27439
	Hourly	117.25	120.18	123.20	126.27	129.43	132.67	135.98	139.39	142.87	146.44	150.10	153.86	157.70
	Standby	8.21	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51	10.77	11.04
119	Annual	250944	257232	263652	270252	277008	283932	291036	298308	305772	313404	321252	329268	337500
	Monthly	20912	21436	21971	22521	23084	23661	24253	24859	25481	26117	26771	27439	28125
	Hourly	120.18	123.20	126.27	129.43	132.67	135.98	139.39	142.87	146.44	150.10	153.86	157.70	161.64
	Standby	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51	10.77	11.04	11.31
120	Annual	257232	263652	270252	277008	283932	291036	298308	305772	313404	321252	329268	337500	345936
	Monthly	21436	21971	22521	23084	23661	24253	24859	25481	26117	26771	27439	28125	28828
	Hourly	123.20	126.27	129.43	132.67	135.98	139.39	142.87	146.44	150.10	153.86	157.70	161.64	165.68
	Standby	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51	10.77	11.04	11.31	11.60

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.