

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*
30	Annual	29232	29736	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376
	Monthly	2436	2478	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198
	Hourly	14.00	14.24	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38
	Standby	0.98	1.00	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29
31	Annual	29736	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264
	Monthly	2478	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272
	Hourly	14.24	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80
	Standby	1.00	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32
32	Annual	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152
	Monthly	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346
	Hourly	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23
	Standby	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35
33	Annual	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184
	Monthly	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432
	Hourly	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72
	Standby	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38
34	Annual	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132
	Monthly	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511
	Hourly	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18
	Standby	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41
35	Annual	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116
	Monthly	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593
	Hourly	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65
	Standby	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45
36	Annual	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184
	Monthly	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682
	Hourly	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16
	Standby	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48
37	Annual	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288
	Monthly	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774
	Hourly	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69
	Standby	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52
38	Annual	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452
	Monthly	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871
	Hourly	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56

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*
39	Annual	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568
	Monthly	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964
	Hourly	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59
40	Annual	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792
	Monthly	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066
	Hourly	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64
41	Annual	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932
	Monthly	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161
	Hourly	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67
42	Annual	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240
	Monthly	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270
	Hourly	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72
43	Annual	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536
	Monthly	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378
	Hourly	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76
44	Annual	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904
	Monthly	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492
	Hourly	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81
45	Annual	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200
	Monthly	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600
	Hourly	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44
	Standby	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85
46	Annual	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568
	Monthly	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714
	Hourly	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09
	Standby	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90
47	Annual	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948
	Monthly	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829
	Hourly	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75
	Standby	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94

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*
48	Annual	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436
	Monthly	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953
	Hourly	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47
	Standby	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99
49	Annual	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924
	Monthly	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077
	Hourly	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18
	Standby	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04
50	Annual	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460
	Monthly	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205
	Hourly	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91
	Standby	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09
51	Annual	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008
	Monthly	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334
	Hourly	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66
	Standby	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15
52	Annual	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592
	Monthly	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466
	Hourly	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41
	Standby	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20
53	Annual	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248
	Monthly	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604
	Hourly	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21
	Standby	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25
54	Annual	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892
	Monthly	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741
	Hourly	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99
	Standby	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31
55	Annual	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632
	Monthly	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886
	Hourly	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83
	Standby	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37
56	Annual	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432
	Monthly	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036
	Hourly	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69
	Standby	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43

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*
57	Annual	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196
	Monthly	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183
	Hourly	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53
	Standby	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49
58	Annual	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128
	Monthly	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344
	Hourly	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46
	Standby	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55
59	Annual	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952
	Monthly	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496
	Hourly	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33
	Standby	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61
60	Annual	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944
	Monthly	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662
	Hourly	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29
	Standby	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
61	Annual	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936
	Monthly	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828
	Hourly	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24
	Standby	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75
62	Annual	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964
	Monthly	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997
	Hourly	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21
	Standby	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81
63	Annual	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064
	Monthly	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172
	Hourly	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22
	Standby	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89
64	Annual	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236
	Monthly	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353
	Hourly	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26
	Standby	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96
65	Annual	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420
	Monthly	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535
	Hourly	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30
	Standby	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03

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*
66	Annual	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700
	Monthly	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725
	Hourly	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40
	Standby	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11
67	Annual	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016
	Monthly	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918
	Hourly	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51
	Standby	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19
68	Annual	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392
	Monthly	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116
	Hourly	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64
	Standby	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27
69	Annual	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816
	Monthly	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318
	Hourly	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80
	Standby	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35
70	Annual	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312
	Monthly	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526
	Hourly	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00
	Standby	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43
71	Annual	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892
	Monthly	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741
	Hourly	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24
	Standby	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52
72	Annual	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532
	Monthly	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961
	Hourly	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50
	Standby	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61
73	Annual	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184
	Monthly	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182
	Hourly	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77
	Standby	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69
74	Annual	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968
	Monthly	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414
	Hourly	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10
	Standby	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79

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*
75	Annual	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776
	Monthly	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648
	Hourly	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45
	Standby	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88
76	Annual	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656
	Monthly	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888
	Hourly	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83
	Standby	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98
77	Annual	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620
	Monthly	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135
	Hourly	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25
	Standby	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08
78	Annual	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692
	Monthly	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391
	Hourly	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18
79	Annual	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764
	Monthly	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647
	Hourly	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19
	Standby	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28
80	Annual	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968
	Monthly	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914
	Hourly	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72
	Standby	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39
81	Annual	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256
	Monthly	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188
	Hourly	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30
	Standby	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50
82	Annual	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580
	Monthly	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465
	Hourly	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89
	Standby	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61
83	Annual	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012
	Monthly	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751
	Hourly	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53
	Standby	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73

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*
84	Annual	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576
	Monthly	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048
	Hourly	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24
	Standby	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85
85	Annual	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140
	Monthly	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345
	Hourly	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95
	Standby	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97
86	Annual	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896
	Monthly	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658
	Hourly	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75
	Standby	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09
87	Annual	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712
	Monthly	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976
	Hourly	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57
	Standby	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22
88	Annual	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576
	Monthly	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298
	Hourly	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43
	Standby	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35
89	Annual	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608
	Monthly	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634
	Hourly	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36
	Standby	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48
90	Annual	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652
	Monthly	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971
	Hourly	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29
	Standby	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62
91	Annual	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864
	Monthly	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322
	Hourly	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31
	Standby	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76
92	Annual	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136
	Monthly	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678
	Hourly	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36
	Standby	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90

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*
93	Annual	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576
	Monthly	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048
	Hourly	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48
	Standby	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05
94	Annual	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064
	Monthly	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422
	Hourly	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63
	Standby	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20
95	Annual	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708
	Monthly	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809
	Hourly	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86
	Standby	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36
96	Annual	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472
	Monthly	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206
	Hourly	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14
	Standby	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52
97	Annual	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344
	Monthly	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612
	Hourly	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47
	Standby	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68
98	Annual	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324
	Monthly	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027
	Hourly	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86
	Standby	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85
99	Annual	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412
	Monthly	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451
	Hourly	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29
	Standby	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02
100	Annual	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656
	Monthly	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888
	Hourly	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80
	Standby	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20
101	Annual	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032
	Monthly	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336
	Hourly	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38
	Standby	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38

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*
102	Annual	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528
	Monthly	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794
	Hourly	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01
	Standby	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56
103	Annual	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168
	Monthly	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264
	Hourly	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71
	Standby	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75
104	Annual	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940
	Monthly	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745
	Hourly	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48
	Standby	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94
105	Annual	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856
	Monthly	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238
	Hourly	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31
	Standby	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14
106	Annual	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940
	Monthly	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745
	Hourly	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22
	Standby	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35
107	Annual	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168
	Monthly	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264
	Hourly	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21
	Standby	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55
108	Annual	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564
	Monthly	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797
	Hourly	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27
	Standby	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77
109	Annual	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080
	Monthly	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340
	Hourly	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39
	Standby	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99
110	Annual	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776
	Monthly	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898
	Hourly	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60
	Standby	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21

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*
111	Annual	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652
	Monthly	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471
	Hourly	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89
	Standby	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44
112	Annual	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696
	Monthly	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058
	Hourly	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26
	Standby	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68
113	Annual	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896
	Monthly	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658
	Hourly	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71
	Standby	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92
114	Annual	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300
	Monthly	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275
	Hourly	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26
	Standby	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17
115	Annual	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896
	Monthly	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908
	Hourly	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90
	Standby	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
116	Annual	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660
	Monthly	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555
	Hourly	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61
	Standby	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
117	Annual	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628
	Monthly	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219
	Hourly	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43
	Standby	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
118	Annual	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800
	Monthly	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900
	Hourly	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34
	Standby	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
119	Annual	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800	343164
	Monthly	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900	28597
	Hourly	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34	164.35
	Standby	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50

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*
120	Annual	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800	343164	351744
	Monthly	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900	28597	29312
	Hourly	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34	164.35	168.46
	Standby	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79

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.