

		Years of Experience																																																															
		0				1				2				3				4				5				6				7				8				12				15				18				20				26											
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*																																											
39EN	Annual	35976	36828	37740	38604	39516	40440	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356																																											
	Monthly	2998	3069	3145	3217	3293	3370	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863																																											
	Hourly	17.23	17.64	18.07	18.49	18.93	19.37	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95																																											
	Standby	1.21	1.23	1.27	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96																																											
41EN	Annual	37740	38604	39516	40440	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356																																											
	Monthly	3145	3217	3293	3370	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113																																											
	Hourly	18.07	18.49	18.93	19.37	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39																																											
	Standby	1.27	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06																																											
48EN	Annual	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900																																											
	Monthly	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075																																											
	Hourly	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91																																											
	Standby	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44																																											
		Years of Experience																																																															
		0				1				2				3				4				5				6				7				8				9				10				12				15				18				20				26			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U																																											
45N	Annual	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668																																											
	Monthly	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639																																											
	Hourly	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41																																											
	Standby	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27																																											
47N	Annual	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124																																											
	Monthly	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927																																											
	Hourly	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06																																											
	Standby	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38																																											
49N	Annual	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688																																											
	Monthly	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224																																											
	Hourly	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77																																											
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50																																											

Standby rate is equal to 7% of the hourly rate

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

		Years of Experience																				26											
		0	1				2		3		4		5		6		7		8		9		10		12		15		18		20		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T												
50N	Annual	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608											
	Monthly	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384											
	Hourly	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69											
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57											
51N	Annual	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504											
	Monthly	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542											
	Hourly	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60											
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63											
52N	Annual	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448											
	Monthly	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704											
	Hourly	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53											
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70											
53N	Annual	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500											
	Monthly	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875											
	Hourly	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51											
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77											
54N	Annual	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516											
	Monthly	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043											
	Hourly	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48											
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83											
55N	Annual	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628											
	Monthly	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219											
	Hourly	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49											
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90											
56N	Annual	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776											
	Monthly	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398											
	Hourly	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52											
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98											

Standby rate is equal to 7% of the hourly rate

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

		Years of Experience																				
		0	1		2	3		4	5	6	7	8	9	10	12	15	18	20	26			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
57N	Annual	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008
	Monthly	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584
	Hourly	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05
58N	Annual	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300
	Monthly	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775
	Hourly	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13
59N	Annual	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640
	Monthly	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970
	Hourly	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80
	Standby	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21
60N	Annual	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040
	Monthly	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170
	Hourly	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95
	Standby	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29
61N	Annual	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512
	Monthly	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376
	Hourly	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14
	Standby	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37
62N	Annual	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008
	Monthly	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584
	Hourly	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33
	Standby	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45
63N	Annual	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588
	Monthly	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799
	Hourly	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57
	Standby	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54

Standby rate is equal to 7% of the hourly rate

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

		Years of Experience																				26
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20						
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
64N	Annual	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252
	Monthly	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021
	Hourly	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84
	Standby	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
65N	Annual	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952
	Monthly	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246
	Hourly	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14
	Standby	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
66N	Annual	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724
	Monthly	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477
	Hourly	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47
	Standby	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
67N	Annual	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568
	Monthly	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714
	Hourly	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83
	Standby	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
68N	Annual	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484
	Monthly	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957
	Hourly	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22
	Standby	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01
69N	Annual	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472
	Monthly	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206
	Hourly	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66
	Standby	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
70N	Annual	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544
	Monthly	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462
	Hourly	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13
	Standby	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21

Standby rate is equal to 7% of the hourly rate

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

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
71N	Annual	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676
	Monthly	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723
	Hourly	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63
	Standby	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31
72N	Annual	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892
	Monthly	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991
	Hourly	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17
	Standby	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42
73N	Annual	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192
	Monthly	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266
	Hourly	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75
	Standby	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53
74N	Annual	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564
	Monthly	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547
	Hourly	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36
	Standby	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65
75N	Annual	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032
	Monthly	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836
	Hourly	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02
	Standby	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76
76N	Annual	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572
	Monthly	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131
	Hourly	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88
77N	Annual	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208
	Monthly	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434
	Hourly	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00

Standby rate is equal to 7% of the hourly rate

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

		Years of Experience																				
		0	1		2		3		4		5		6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
78N	Annual	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940
	Monthly	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745
	Hourly	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13
79N	Annual	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756
	Monthly	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063
	Hourly	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26
80N	Annual	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680
	Monthly	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390
	Hourly	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39
81N	Annual	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700
	Monthly	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725
	Hourly	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52
82N	Annual	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816
	Monthly	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068
	Hourly	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66
83N	Annual	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028
	Monthly	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419
	Hourly	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87
	Standby	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80

Standby rate is equal to 7% of the hourly rate

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

		Years of Experience																				
		0	1		2		3		4		5		6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
84N	Annual	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348
	Monthly	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779
	Hourly	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94
	Standby	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95
85N	Annual	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788
	Monthly	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149
	Hourly	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06
	Standby	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09
86N	Annual	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788	186336
	Monthly	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149	15528
	Hourly	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06	89.24
	Standby	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09	6.25

Standby rate is equal to 7% of the hourly rate

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