

SALARY RANGE		Years of Experience																				
		A	B	C	D	E	F	1	2	3	4	5	6	7	8	12	15	18	20	26		
39E2	Annual	38640	39516	40500	41436	42408	43392	44436	45504	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640
	Monthly	3220	3293	3375	3453	3534	3616	3703	3792	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220
	Hourly	18.51	18.93	19.40	19.84	20.31	20.78	21.28	21.79	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00
	Standby	1.30	1.32	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10
41E2	Annual	40500	41436	42408	43392	44436	45504	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832
	Monthly	3375	3453	3534	3616	3703	3792	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486
	Hourly	19.40	19.84	20.31	20.78	21.28	21.79	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53
	Standby	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21
48E2	Annual	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240
	Monthly	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520
	Hourly	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47
	Standby	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62
SALARY RANGE		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
45N2	Annual	44436	45504	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636
	Monthly	3703	3792	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053
	Hourly	21.28	21.79	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44
47N2	Annual	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320
	Monthly	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360
	Hourly	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55
	Standby	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56
49N2	Annual	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148
	Monthly	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679
	Hourly	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39
	Standby	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69

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*
50N2	Annual	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200
	Monthly	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850
	Hourly	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37
	Standby	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76
51N2	Annual	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216
	Monthly	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018
	Hourly	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33
	Standby	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82
52N2	Annual	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328
	Monthly	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194
	Hourly	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34
	Standby	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89
53N2	Annual	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536
	Monthly	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378
	Hourly	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40
	Standby	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97
54N2	Annual	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708
	Monthly	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559
	Hourly	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44
	Standby	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04
55N2	Annual	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964
	Monthly	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747
	Hourly	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12
56N2	Annual	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292
	Monthly	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941
	Hourly	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64
	Standby	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19

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*
57N2	Annual	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656
	Monthly	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138
	Hourly	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77
	Standby	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27
58N2	Annual	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140
	Monthly	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345
	Hourly	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96
	Standby	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36
59N2	Annual	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648
	Monthly	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554
	Hourly	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16
	Standby	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44
60N2	Annual	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216
	Monthly	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768
	Hourly	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39
	Standby	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53
61N2	Annual	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856
	Monthly	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988
	Hourly	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66
	Standby	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62
62N2	Annual	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556
	Monthly	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213
	Hourly	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95
	Standby	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71
63N2	Annual	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316
	Monthly	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443
	Hourly	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27
	Standby	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80

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*
64N2	Annual	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148
	Monthly	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679
	Hourly	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63
	Standby	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89
65N	Annual	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052
	Monthly	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921
	Hourly	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02
	Standby	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99
65N2	Annual	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052
	Monthly	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921
	Hourly	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02
	Standby	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99
66N2	Annual	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028
	Monthly	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169
	Hourly	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44
	Standby	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09
67N2	Annual	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076
	Monthly	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423
	Hourly	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90
	Standby	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19
68N2	Annual	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208
	Monthly	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684
	Hourly	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40
	Standby	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30
69N2	Annual	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412
	Monthly	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951
	Hourly	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94
	Standby	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41
70N2	Annual	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700
	Monthly	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225
	Hourly	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51
	Standby	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52

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*
71N2	Annual	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072
	Monthly	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506
	Hourly	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13
	Standby	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63
72N2	Annual	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528
	Monthly	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794
	Hourly	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78
	Standby	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74
73N2	Annual	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068
	Monthly	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089
	Hourly	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48
	Standby	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86
74N2	Annual	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704
	Monthly	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392
	Hourly	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22
	Standby	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99
75N2	Annual	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424
	Monthly	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702
	Hourly	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00
	Standby	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11
76N2	Annual	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228
	Monthly	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019
	Hourly	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82
	Standby	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24
77N2	Annual	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128
	Monthly	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344
	Hourly	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69
	Standby	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37

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*
78N2	Annual	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136
	Monthly	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678
	Hourly	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61
	Standby	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50
79N2	Annual	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240
	Monthly	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020
	Hourly	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57
	Standby	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64
80N2	Annual	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452
	Monthly	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371
	Hourly	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59
	Standby	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78
81N2	Annual	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760
	Monthly	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730
	Hourly	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66
	Standby	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93
82N2	Annual	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176
	Monthly	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098
	Hourly	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77
	Standby	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07
83N2	Annual	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700
	Monthly	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475
	Hourly	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94
	Standby	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23
84N2	Annual	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700	190344
	Monthly	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475	15862
	Hourly	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94	91.16
	Standby	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23	6.38

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*
85N2	Annual	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700	190344	195096
	Monthly	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475	15862	16258
	Hourly	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94	91.16	93.44
	Standby	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23	6.38	6.54
86N2	Annual	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700	190344	195096	199980
	Monthly	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475	15862	16258	16665
	Hourly	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94	91.16	93.44	95.78
	Standby	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23	6.38	6.54	6.70

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.