

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	30360	31044	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008
	Monthly	2530	2587	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334
	Hourly	14.54	14.87	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16
	Standby	1.02	1.04	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34
31	Annual	31044	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980
	Monthly	2587	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415
	Hourly	14.87	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63
	Standby	1.04	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37
32	Annual	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916
	Monthly	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493
	Hourly	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07
	Standby	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41
33	Annual	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960
	Monthly	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580
	Hourly	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57
	Standby	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44
34	Annual	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968
	Monthly	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664
	Hourly	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47
35	Annual	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988
	Monthly	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749
	Hourly	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51
36	Annual	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104
	Monthly	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842
	Hourly	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55
37	Annual	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256
	Monthly	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938
	Hourly	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58
38	Annual	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456
	Monthly	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038
	Hourly	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620
	Monthly	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135
	Hourly	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66
40	Annual	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928
	Monthly	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244
	Hourly	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71
41	Annual	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104
	Monthly	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342
	Hourly	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75
42	Annual	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472
	Monthly	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456
	Hourly	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79
43	Annual	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804
	Monthly	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567
	Hourly	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25
	Standby	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84
44	Annual	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244
	Monthly	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687
	Hourly	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94
	Standby	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89
45	Annual	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600
	Monthly	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800
	Hourly	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59
	Standby	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93
46	Annual	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016
	Monthly	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918
	Hourly	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26
	Standby	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98
47	Annual	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456
	Monthly	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038
	Hourly	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95
	Standby	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040
	Monthly	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170
	Hourly	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71
	Standby	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08
49	Annual	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552
	Monthly	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296
	Hourly	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44
	Standby	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13
50	Annual	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160
	Monthly	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430
	Hourly	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21
	Standby	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18
51	Annual	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768
	Monthly	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564
	Hourly	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98
	Standby	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24
52	Annual	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436
	Monthly	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703
	Hourly	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78
	Standby	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
53	Annual	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140
	Monthly	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845
	Hourly	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59
	Standby	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
54	Annual	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880
	Monthly	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990
	Hourly	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43
	Standby	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
55	Annual	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704
	Monthly	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142
	Hourly	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30
	Standby	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
56	Annual	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564
	Monthly	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297
	Hourly	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19
	Standby	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412
	Monthly	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451
	Hourly	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60
58	Annual	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428
	Monthly	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619
	Hourly	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66
59	Annual	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324
	Monthly	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777
	Hourly	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73
60	Annual	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400
	Monthly	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950
	Hourly	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80
61	Annual	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524
	Monthly	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127
	Hourly	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87
62	Annual	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612
	Monthly	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301
	Hourly	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94
63	Annual	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808
	Monthly	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484
	Hourly	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01
64	Annual	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052
	Monthly	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671
	Hourly	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09
	Standby	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09
65	Annual	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332
	Monthly	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861
	Hourly	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18
	Standby	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732
	Monthly	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061
	Hourly	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24
67	Annual	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144
	Monthly	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262
	Hourly	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32
68	Annual	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616
	Monthly	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468
	Hourly	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67
	Standby	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41
69	Annual	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136
	Monthly	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678
	Hourly	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49
70	Annual	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764
	Monthly	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897
	Hourly	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58
71	Annual	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452
	Monthly	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121
	Hourly	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67
72	Annual	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188
	Monthly	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349
	Hourly	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73
	Standby	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76
73	Annual	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960
	Monthly	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580
	Hourly	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85
74	Annual	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888
	Monthly	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824
	Hourly	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46
	Standby	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792
	Monthly	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066
	Hourly	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85
	Standby	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05
76	Annual	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816
	Monthly	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318
	Hourly	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30
	Standby	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15
77	Annual	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900
	Monthly	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575
	Hourly	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78
	Standby	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25
78	Annual	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092
	Monthly	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841
	Hourly	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30
	Standby	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36
79	Annual	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272
	Monthly	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106
	Hourly	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83
	Standby	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47
80	Annual	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620
	Monthly	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385
	Hourly	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43
	Standby	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58
81	Annual	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076
	Monthly	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673
	Hourly	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09
	Standby	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70
82	Annual	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556
	Monthly	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963
	Hourly	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75
	Standby	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81
83	Annual	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144
	Monthly	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262
	Hourly	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47
	Standby	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840
	Monthly	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570
	Hourly	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06
85	Annual	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548
	Monthly	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879
	Hourly	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18
86	Annual	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472
	Monthly	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206
	Hourly	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90
	Standby	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31
87	Annual	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480
	Monthly	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540
	Hourly	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82
	Standby	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45
88	Annual	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500
	Monthly	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875
	Hourly	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74
	Standby	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58
89	Annual	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700
	Monthly	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225
	Hourly	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75
	Standby	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72
90	Annual	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912
	Monthly	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576
	Hourly	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77
	Standby	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86
91	Annual	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316
	Monthly	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943
	Hourly	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88
	Standby	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01
92	Annual	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780
	Monthly	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315
	Hourly	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02
	Standby	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436
	Monthly	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703
	Hourly	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25
	Standby	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32
94	Annual	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104
	Monthly	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092
	Hourly	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48
	Standby	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47
95	Annual	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940
	Monthly	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495
	Hourly	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80
	Standby	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64
96	Annual	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896
	Monthly	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908
	Hourly	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17
	Standby	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80
97	Annual	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984
	Monthly	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332
	Hourly	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61
	Standby	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97
98	Annual	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180
	Monthly	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765
	Hourly	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10
	Standby	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15
99	Annual	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508
	Monthly	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209
	Hourly	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65
	Standby	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33
100	Annual	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980
	Monthly	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665
	Hourly	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27
	Standby	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51
101	Annual	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572
	Monthly	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131
	Hourly	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95
	Standby	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296
	Monthly	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608
	Hourly	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69
	Standby	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89
103	Annual	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176
	Monthly	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098
	Hourly	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51
	Standby	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09
104	Annual	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236
	Monthly	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603
	Hourly	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41
	Standby	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29
105	Annual	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404
	Monthly	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117
	Hourly	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36
	Standby	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50
106	Annual	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728
	Monthly	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644
	Hourly	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39
	Standby	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71
107	Annual	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220
	Monthly	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185
	Hourly	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50
	Standby	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93
108	Annual	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892
	Monthly	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741
	Hourly	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70
	Standby	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15
109	Annual	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708
	Monthly	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309
	Hourly	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96
	Standby	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38
110	Annual	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716
	Monthly	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893
	Hourly	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32
	Standby	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2020
 3% Increase

DES Printing Teamsters

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	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880
	Monthly	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490
	Hourly	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75
	Standby	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85
112	Annual	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224
	Monthly	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102
	Hourly	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26
	Standby	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10
113	Annual	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760
	Monthly	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730
	Hourly	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87
	Standby	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35
114	Annual	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476
	Monthly	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373
	Hourly	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57
	Standby	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61
115	Annual	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384
	Monthly	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032
	Hourly	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36
	Standby	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87
116	Annual	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496
	Monthly	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708
	Hourly	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24
	Standby	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15
117	Annual	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812
	Monthly	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401
	Hourly	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22
	Standby	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43
118	Annual	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320
	Monthly	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110
	Hourly	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30
	Standby	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71
119	Annual	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320	358056
	Monthly	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110	29838
	Hourly	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30	171.48
	Standby	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71	12.00

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin 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	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320	358056	367008
	Monthly	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110	29838	30584
	Hourly	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30	171.48	175.77
	Standby	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71	12.00	12.30

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.