

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	12	15	18	20	26							
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*	
39EN	Annual	38256	39168	40128	41064	42024	43008	44064	45084	46188	47280	48504	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064
	Monthly	3188	3264	3344	3422	3502	3584	3672	3757	3849	3940	4042	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172
	Hourly	18.32	18.76	19.22	19.67	20.13	20.60	21.10	21.59	22.12	22.64	23.23	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72
	Standby	1.28	1.31	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08
41EN	Annual	40128	41064	42024	43008	44064	45084	46188	47280	48504	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244
	Monthly	3344	3422	3502	3584	3672	3757	3849	3940	4042	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437
	Hourly	19.22	19.67	20.13	20.60	21.10	21.59	22.12	22.64	23.23	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25
	Standby	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19
48EN	Annual	47280	48504	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520
	Monthly	3940	4042	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460
	Hourly	22.64	23.23	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13
	Standby	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*	
45N	Annual	44064	45084	46188	47280	48504	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964
	Monthly	3672	3757	3849	3940	4042	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997
	Hourly	21.10	21.59	22.12	22.64	23.23	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47
	Standby	1.48	1.51	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41
47N	Annual	46188	47280	48504	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636
	Monthly	3849	3940	4042	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303
	Hourly	22.12	22.64	23.23	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22
	Standby	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54
49N	Annual	48504	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428
	Monthly	4042	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619
	Hourly	23.23	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04
	Standby	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66
50N	Annual	49704	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480
	Monthly	4142	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790
	Hourly	23.80	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02
	Standby	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73
51N	Annual	50952	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484
	Monthly	4246	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957
	Hourly	24.40	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98
	Standby	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80

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					
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*
52N	Annual	52248	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548
	Monthly	4354	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129
	Hourly	25.02	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97
	Standby	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87
53N	Annual	53484	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732
	Monthly	4457	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311
	Hourly	25.61	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94
54N	Annual	54840	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880
	Monthly	4570	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490
	Hourly	26.26	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01
55N	Annual	56208	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136
	Monthly	4684	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678
	Hourly	26.92	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09
56N	Annual	57648	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416
	Monthly	4804	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868
	Hourly	27.61	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22
	Standby	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17
57N	Annual	59112	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792
	Monthly	4926	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066
	Hourly	28.31	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24
58N	Annual	60540	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216
	Monthly	5045	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268
	Hourly	28.99	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33
59N	Annual	62064	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712
	Monthly	5172	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476
	Hourly	29.72	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71
	Standby	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41
60N	Annual	63588	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256
	Monthly	5299	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688
	Hourly	30.45	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93
	Standby	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50

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																				
		0	1	2	3	4	5	6	7	8	9	10	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*
61N	Annual	65244	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884
	Monthly	5437	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907
	Hourly	31.25	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19
	Standby	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58
62N	Annual	66828	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548
	Monthly	5569	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129
	Hourly	32.01	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47
	Standby	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67
63N	Annual	68508	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296
	Monthly	5709	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358
	Hourly	32.81	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78
	Standby	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76
64N	Annual	70224	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128
	Monthly	5852	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594
	Hourly	33.63	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14
	Standby	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86
65N	Annual	71964	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984
	Monthly	5997	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832
	Hourly	34.47	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51
	Standby	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96
66N	Annual	73752	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936
	Monthly	6146	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078
	Hourly	35.32	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92
	Standby	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05
67N	Annual	75636	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960
	Monthly	6303	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330
	Hourly	36.22	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37
	Standby	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16
68N	Annual	77520	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068
	Monthly	6460	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589
	Hourly	37.13	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26
69N	Annual	79428	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248
	Monthly	6619	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854
	Hourly	38.04	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37

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					
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*
70N	Annual	81480	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512
	Monthly	6790	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126
	Hourly	39.02	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48
71N	Annual	83484	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848
	Monthly	6957	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404
	Hourly	39.98	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54
	Standby	2.80	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59
72N	Annual	85548	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268
	Monthly	7129	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689
	Hourly	40.97	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18
	Standby	2.87	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70
73N	Annual	87732	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772
	Monthly	7311	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981
	Hourly	42.02	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86
	Standby	2.94	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82
74N	Annual	89880	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360
	Monthly	7490	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280
	Hourly	43.05	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57
	Standby	3.01	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94
75N	Annual	92136	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044
	Monthly	7678	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587
	Hourly	44.13	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34
	Standby	3.09	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06
76N	Annual	94416	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812
	Monthly	7868	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901
	Hourly	45.22	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14
	Standby	3.17	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19
77N	Annual	96792	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676
	Monthly	8066	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223
	Hourly	46.36	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99
	Standby	3.24	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32
78N	Annual	99216	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648
	Monthly	8268	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554
	Hourly	47.52	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90
	Standby	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45
79N	Annual	101712	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704
	Monthly	8476	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892
	Hourly	48.71	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84
	Standby	3.41	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59

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					
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*
80N	Annual	104256	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880
	Monthly	8688	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240
	Hourly	49.93	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84
	Standby	3.50	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73
81N	Annual	106884	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880	175152
	Monthly	8907	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240	14596
	Hourly	51.19	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84	83.89
	Standby	3.58	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87
82N	Annual	109548	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880	175152	179532
	Monthly	9129	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240	14596	14961
	Hourly	52.47	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84	83.89	85.98
	Standby	3.67	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02
83N	Annual	112296	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880	175152	179532	184020
	Monthly	9358	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240	14596	14961	15335
	Hourly	53.78	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84	83.89	85.98	88.13
	Standby	3.76	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17
84N	Annual	115128	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880	175152	179532	184020	188604
	Monthly	9594	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240	14596	14961	15335	15717
	Hourly	55.14	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84	83.89	85.98	88.13	90.33
	Standby	3.86	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32
85N	Annual	117984	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880	175152	179532	184020	188604	193320
	Monthly	9832	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240	14596	14961	15335	15717	16110
	Hourly	56.51	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84	83.89	85.98	88.13	90.33	92.59
	Standby	3.96	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48
86N	Annual	120936	123960	127068	130248	133512	136848	140268	143772	147360	151044	154812	158676	162648	166704	170880	175152	179532	184020	188604	193320	198168
	Monthly	10078	10330	10589	10854	11126	11404	11689	11981	12280	12587	12901	13223	13554	13892	14240	14596	14961	15335	15717	16110	16514
	Hourly	57.92	59.37	60.86	62.38	63.94	65.54	67.18	68.86	70.57	72.34	74.14	75.99	77.90	79.84	81.84	83.89	85.98	88.13	90.33	92.59	94.91
	Standby	4.05	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64

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.