

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	32592	33336	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960
	Monthly	2716	2778	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580
	Hourly	15.61	15.97	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57
	Standby	1.09	1.12	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44
31	Annual	33336	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004
	Monthly	2778	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667
	Hourly	15.97	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07
	Standby	1.12	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48
32	Annual	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012
	Monthly	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751
	Hourly	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56
	Standby	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51
33	Annual	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128
	Monthly	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844
	Hourly	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09
	Standby	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55
34	Annual	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208
	Monthly	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934
	Hourly	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61
	Standby	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58
35	Annual	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312
	Monthly	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026
	Hourly	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14
	Standby	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62
36	Annual	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512
	Monthly	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126
	Hourly	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71
	Standby	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66
37	Annual	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748
	Monthly	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229
	Hourly	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30
	Standby	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70
38	Annual	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032
	Monthly	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336
	Hourly	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92
	Standby	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74
39	Annual	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280
	Monthly	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440
	Hourly	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52
	Standby	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79

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*
40	Annual	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684
	Monthly	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557
	Hourly	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19
	Standby	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83
41	Annual	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944
	Monthly	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662
	Hourly	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79
	Standby	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88
42	Annual	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420
	Monthly	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785
	Hourly	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50
	Standby	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93
43	Annual	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848
	Monthly	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904
	Hourly	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18
	Standby	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97
44	Annual	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396
	Monthly	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033
	Hourly	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93
	Standby	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02
45	Annual	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848
	Monthly	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154
	Hourly	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62
	Standby	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07
46	Annual	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372
	Monthly	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281
	Hourly	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35
	Standby	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12
47	Annual	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920
	Monthly	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410
	Hourly	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09
	Standby	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18
48	Annual	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624
	Monthly	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552
	Hourly	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23
49	Annual	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244
	Monthly	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687
	Hourly	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68
	Standby	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29

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*
50	Annual	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960
	Monthly	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830
	Hourly	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51
	Standby	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35
51	Annual	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700
	Monthly	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975
	Hourly	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34
	Standby	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40
52	Annual	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488
	Monthly	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124
	Hourly	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20
	Standby	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46
53	Annual	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312
	Monthly	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276
	Hourly	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07
	Standby	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52
54	Annual	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184
	Monthly	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432
	Hourly	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97
	Standby	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59
55	Annual	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152
	Monthly	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596
	Hourly	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65
56	Annual	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144
	Monthly	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762
	Hourly	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72
57	Annual	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124
	Monthly	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927
	Hourly	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81
	Standby	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79
58	Annual	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284
	Monthly	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107
	Hourly	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84
	Standby	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86
59	Annual	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324
	Monthly	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277
	Hourly	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82
	Standby	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93

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*
60	Annual	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556
	Monthly	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463
	Hourly	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89
	Standby	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00
61	Annual	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836
	Monthly	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653
	Hourly	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98
	Standby	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
62	Annual	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080
	Monthly	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840
	Hourly	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06
	Standby	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15
63	Annual	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432
	Monthly	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036
	Hourly	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18
	Standby	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
64	Annual	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844
	Monthly	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237
	Hourly	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34
	Standby	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31
65	Annual	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292
	Monthly	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441
	Hourly	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51
	Standby	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40
66	Annual	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872
	Monthly	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656
	Hourly	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48
67	Annual	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464
	Monthly	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872
	Hourly	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57
68	Annual	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116
	Monthly	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093
	Hourly	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66
69	Annual	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816
	Monthly	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318
	Hourly	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55
	Standby	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75

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*
70	Annual	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636
	Monthly	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553
	Hourly	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90
	Standby	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84
71	Annual	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528
	Monthly	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794
	Hourly	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29
	Standby	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94
72	Annual	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468
	Monthly	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039
	Hourly	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70
	Standby	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04
73	Annual	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444
	Monthly	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287
	Hourly	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
74	Annual	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588
	Monthly	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549
	Hourly	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63
	Standby	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24
75	Annual	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708
	Monthly	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809
	Hourly	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35
76	Annual	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948
	Monthly	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079
	Hourly	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67
	Standby	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46
77	Annual	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272
	Monthly	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356
	Hourly	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26
	Standby	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57
78	Annual	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692
	Monthly	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641
	Hourly	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90
	Standby	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68
79	Annual	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112
	Monthly	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926
	Hourly	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54
	Standby	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80

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*
80	Annual	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700
	Monthly	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225
	Hourly	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26
	Standby	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92
81	Annual	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408
	Monthly	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534
	Hourly	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03
	Standby	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04
82	Annual	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152
	Monthly	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846
	Hourly	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83
	Standby	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17
83	Annual	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004
	Monthly	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167
	Hourly	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67
	Standby	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30
84	Annual	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976
	Monthly	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498
	Hourly	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57
	Standby	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43
85	Annual	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960
	Monthly	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830
	Hourly	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48
	Standby	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56
86	Annual	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160
	Monthly	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180
	Hourly	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49
	Standby	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70
87	Annual	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468
	Monthly	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539
	Hourly	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56
	Standby	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85
88	Annual	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788
	Monthly	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899
	Hourly	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63
	Standby	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99
89	Annual	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288
	Monthly	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274
	Hourly	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78
	Standby	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14

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*
90	Annual	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824
	Monthly	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652
	Hourly	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95
	Standby	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30
91	Annual	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552
	Monthly	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046
	Hourly	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22
	Standby	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46
92	Annual	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352
	Monthly	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446
	Hourly	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52
	Standby	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62
93	Annual	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344
	Monthly	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862
	Hourly	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91
	Standby	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78
94	Annual	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360
	Monthly	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280
	Hourly	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31
	Standby	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95
95	Annual	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544
	Monthly	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712
	Hourly	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79
	Standby	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13
96	Annual	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872
	Monthly	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156
	Hourly	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34
	Standby	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30
97	Annual	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332
	Monthly	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611
	Hourly	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96
	Standby	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49
98	Annual	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912
	Monthly	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076
	Hourly	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63
	Standby	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67
99	Annual	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636
	Monthly	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553
	Hourly	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37
	Standby	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87

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*
100	Annual	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516
	Monthly	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043
	Hourly	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19
	Standby	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06
101	Annual	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516
	Monthly	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543
	Hourly	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06
	Standby	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26
102	Annual	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660
	Monthly	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055
	Hourly	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01
	Standby	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47
103	Annual	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972
	Monthly	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581
	Hourly	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03
	Standby	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68
104	Annual	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488
	Monthly	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124
	Hourly	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15
	Standby	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90
105	Annual	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100
	Monthly	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675
	Hourly	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32
	Standby	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12
106	Annual	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892
	Monthly	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241
	Hourly	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57
	Standby	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35
107	Annual	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864
	Monthly	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822
	Hourly	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91
	Standby	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58
108	Annual	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028
	Monthly	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419
	Hourly	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34
	Standby	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82
109	Annual	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360
	Monthly	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030
	Hourly	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85
	Standby	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07

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*
110	Annual	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884
	Monthly	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657
	Hourly	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45
	Standby	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32
111	Annual	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564
	Monthly	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297
	Hourly	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13
	Standby	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58
112	Annual	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460
	Monthly	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955
	Hourly	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91
	Standby	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84
113	Annual	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548
	Monthly	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629
	Hourly	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79
	Standby	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12
114	Annual	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828
	Monthly	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319
	Hourly	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75
	Standby	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39
115	Annual	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324
	Monthly	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027
	Hourly	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82
	Standby	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68
116	Annual	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036
	Monthly	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753
	Hourly	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99
	Standby	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97
117	Annual	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964
	Monthly	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497
	Hourly	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27
	Standby	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27
118	Annual	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096
	Monthly	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258
	Hourly	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64
	Standby	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58
119	Annual	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096	384480
	Monthly	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258	32040
	Hourly	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64	184.14
	Standby	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58	12.89

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	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096	384480	394092
	Monthly	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258	32040	32841
	Hourly	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64	184.14	188.74
	Standby	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58	12.89	13.21

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.