

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	32340	32880	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444
	Monthly	2695	2740	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537
	Hourly	15.49	15.75	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42
31	Annual	32880	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428
	Monthly	2740	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619
	Hourly	15.75	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46
32	Annual	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400
	Monthly	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700
	Hourly	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49
33	Annual	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552
	Monthly	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796
	Hourly	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53
34	Annual	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596
	Monthly	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883
	Hourly	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56
35	Annual	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688
	Monthly	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974
	Hourly	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60
36	Annual	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864
	Monthly	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072
	Hourly	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40
	Standby	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64
37	Annual	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088
	Monthly	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174
	Hourly	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99
	Standby	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68
38	Annual	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384
	Monthly	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282
	Hourly	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61
	Standby	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620
	Monthly	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385
	Hourly	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20
	Standby	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76
40	Annual	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964
	Monthly	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497
	Hourly	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84
	Standby	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81
41	Annual	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224
	Monthly	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602
	Hourly	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45
	Standby	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85
42	Annual	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676
	Monthly	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723
	Hourly	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14
	Standby	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90
43	Annual	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104
	Monthly	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842
	Hourly	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83
	Standby	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95
44	Annual	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616
	Monthly	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968
	Hourly	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00
45	Annual	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056
	Monthly	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088
	Hourly	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05
46	Annual	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568
	Monthly	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214
	Hourly	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10
47	Annual	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092
	Monthly	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341
	Hourly	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748
	Monthly	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479
	Hourly	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20
49	Annual	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380
	Monthly	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615
	Hourly	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26
50	Annual	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072
	Monthly	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756
	Hourly	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08
	Standby	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32
51	Annual	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800
	Monthly	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900
	Hourly	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91
	Standby	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37
52	Annual	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552
	Monthly	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046
	Hourly	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75
	Standby	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43
53	Annual	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376
	Monthly	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198
	Hourly	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62
	Standby	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49
54	Annual	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188
	Monthly	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349
	Hourly	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55
55	Annual	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120
	Monthly	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510
	Hourly	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41
	Standby	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62
56	Annual	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112
	Monthly	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676
	Hourly	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37
	Standby	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056
	Monthly	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838
	Hourly	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30
	Standby	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75
58	Annual	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192
	Monthly	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016
	Hourly	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32
	Standby	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82
59	Annual	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208
	Monthly	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184
	Hourly	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29
	Standby	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89
60	Annual	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416
	Monthly	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368
	Hourly	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34
	Standby	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96
61	Annual	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624
	Monthly	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552
	Hourly	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40
	Standby	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04
62	Annual	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868
	Monthly	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739
	Hourly	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48
	Standby	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
63	Annual	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184
	Monthly	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932
	Hourly	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59
	Standby	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19
64	Annual	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596
	Monthly	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133
	Hourly	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74
	Standby	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27
65	Annual	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008
	Monthly	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334
	Hourly	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90
	Standby	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540
	Monthly	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545
	Hourly	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11
	Standby	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44
67	Annual	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096
	Monthly	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758
	Hourly	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33
	Standby	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52
68	Annual	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712
	Monthly	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976
	Hourly	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59
	Standby	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61
69	Annual	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400
	Monthly	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200
	Hourly	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87
	Standby	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70
70	Annual	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160
	Monthly	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430
	Hourly	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20
	Standby	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79
71	Annual	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016
	Monthly	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668
	Hourly	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56
	Standby	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89
72	Annual	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932
	Monthly	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911
	Hourly	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96
	Standby	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99
73	Annual	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860
	Monthly	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155
	Hourly	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36
	Standby	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09
74	Annual	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932
	Monthly	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411
	Hourly	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83
	Standby	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040
	Monthly	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670
	Hourly	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32
	Standby	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29
76	Annual	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244
	Monthly	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937
	Hourly	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86
	Standby	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40
77	Annual	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508
	Monthly	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209
	Hourly	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42
	Standby	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51
78	Annual	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916
	Monthly	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493
	Hourly	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05
	Standby	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62
79	Annual	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300
	Monthly	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775
	Hourly	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67
	Standby	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74
80	Annual	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840
	Monthly	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070
	Hourly	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37
	Standby	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86
81	Annual	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500
	Monthly	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375
	Hourly	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12
	Standby	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98
82	Annual	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172
	Monthly	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681
	Hourly	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88
	Standby	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10
83	Annual	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964
	Monthly	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997
	Hourly	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70
	Standby	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888
	Monthly	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324
	Hourly	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57
	Standby	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36
85	Annual	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836
	Monthly	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653
	Hourly	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47
	Standby	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49
86	Annual	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000
	Monthly	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000
	Hourly	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46
	Standby	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63
87	Annual	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212
	Monthly	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351
	Hourly	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48
	Standby	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77
88	Annual	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496
	Monthly	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708
	Hourly	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53
	Standby	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92
89	Annual	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948
	Monthly	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079
	Hourly	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66
	Standby	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07
90	Annual	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424
	Monthly	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452
	Hourly	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80
	Standby	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22
91	Annual	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080
	Monthly	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840
	Hourly	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03
	Standby	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37
92	Annual	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796
	Monthly	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233
	Hourly	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29
	Standby	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716
	Monthly	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643
	Hourly	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65
	Standby	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70
94	Annual	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684
	Monthly	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057
	Hourly	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03
	Standby	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86
95	Annual	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808
	Monthly	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484
	Hourly	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48
	Standby	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03
96	Annual	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076
	Monthly	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923
	Hourly	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01
	Standby	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21
97	Annual	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476
	Monthly	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373
	Hourly	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59
	Standby	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39
98	Annual	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984
	Monthly	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832
	Hourly	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23
	Standby	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58
99	Annual	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612
	Monthly	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301
	Hourly	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93
	Standby	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76
100	Annual	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420
	Monthly	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785
	Hourly	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71
	Standby	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96
101	Annual	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360
	Monthly	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280
	Hourly	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55
	Standby	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432
	Monthly	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786
	Hourly	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46
	Standby	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36
103	Annual	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672
	Monthly	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306
	Hourly	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45
	Standby	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57
104	Annual	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056
	Monthly	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838
	Hourly	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51
	Standby	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79
105	Annual	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596
	Monthly	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383
	Hourly	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64
	Standby	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00
106	Annual	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316
	Monthly	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943
	Hourly	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86
	Standby	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23
107	Annual	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228
	Monthly	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519
	Hourly	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17
	Standby	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46
108	Annual	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296
	Monthly	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108
	Hourly	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55
	Standby	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70
109	Annual	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496
	Monthly	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708
	Hourly	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00
	Standby	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94
110	Annual	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912
	Monthly	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326
	Hourly	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55
	Standby	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being 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*
111	Annual	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508
	Monthly	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959
	Hourly	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19
	Standby	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44
112	Annual	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296
	Monthly	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608
	Hourly	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92
	Standby	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70
113	Annual	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264
	Monthly	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272
	Hourly	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74
	Standby	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97
114	Annual	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448
	Monthly	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954
	Hourly	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66
	Standby	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25
115	Annual	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848
	Monthly	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654
	Hourly	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68
	Standby	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53
116	Annual	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452
	Monthly	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371
	Hourly	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80
	Standby	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82
117	Annual	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260
	Monthly	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105
	Hourly	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02
	Standby	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11
118	Annual	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296
	Monthly	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858
	Hourly	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34
	Standby	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41
119	Annual	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296	379536
	Monthly	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858	31628
	Hourly	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34	181.77
	Standby	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41	12.72
120	Annual	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296	379536	389028
	Monthly	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858	31628	32419
	Hourly	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34	181.77	186.32
	Standby	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41	12.72	13.04

Standby rate is equal to 7% of the hourly rate

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