

		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	STEP
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
39EN	Annual	39792	40740	41736	42708	43704	44724	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548
	Monthly	3316	3395	3478	3559	3642	3727	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379
	Hourly	19.06	19.51	19.99	20.45	20.93	21.42	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91
	Standby	1.33	1.37	1.40	1.43	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16
41EN	Annual	41736	42708	43704	44724	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848
	Monthly	3478	3559	3642	3727	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654
	Hourly	19.99	20.45	20.93	21.42	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49
	Standby	1.40	1.43	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27
48EN	Annual	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616
	Monthly	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718
	Hourly	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61
	Standby	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70

		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	STEP
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
45N	Annual	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844
	Monthly	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237
	Hourly	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84
	Standby	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51
47N	Annual	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660
	Monthly	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555
	Hourly	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67
	Standby	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64
49N	Annual	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608
	Monthly	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884
	Hourly	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56
	Standby	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77
50N	Annual	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744
	Monthly	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062
	Hourly	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59
	Standby	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84

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					
		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*
51N	Annual	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820
	Monthly	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235
	Hourly	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58
	Standby	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91
52N	Annual	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968
	Monthly	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414
	Hourly	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61
	Standby	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98
53N	Annual	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236
	Monthly	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603
	Hourly	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70
	Standby	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06
54N	Annual	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480
	Monthly	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790
	Hourly	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13
55N	Annual	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820
	Monthly	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985
	Hourly	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89
	Standby	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21
56N	Annual	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196
	Monthly	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183
	Hourly	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03
	Standby	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29
57N	Annual	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668
	Monthly	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389
	Hourly	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21
	Standby	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37
58N	Annual	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188
	Monthly	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599
	Hourly	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42
	Standby	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46

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					
		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*
59N	Annual	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780
	Monthly	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815
	Hourly	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66
	Standby	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55
60N	Annual	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432
	Monthly	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036
	Hourly	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93
	Standby	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64
61N	Annual	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156
	Monthly	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263
	Hourly	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24
	Standby	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73
62N	Annual	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928
	Monthly	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494
	Hourly	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56
	Standby	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82
63N	Annual	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784
	Monthly	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732
	Hourly	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93
	Standby	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92
64N	Annual	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736
	Monthly	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978
	Hourly	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34
	Standby	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01

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					
		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*
65N	Annual	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700
	Monthly	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225
	Hourly	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76
	Standby	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11
66N	Annual	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772
	Monthly	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481
	Hourly	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24
	Standby	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22
67N	Annual	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916
	Monthly	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743
	Hourly	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74
	Standby	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32
68N	Annual	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156
	Monthly	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013
	Hourly	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29
	Standby	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43
69N	Annual	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456
	Monthly	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288
	Hourly	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87
	Standby	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54
70N	Annual	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852
	Monthly	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571
	Hourly	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50
	Standby	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66
71N	Annual	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320
	Monthly	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860
	Hourly	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16
	Standby	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77

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					
		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*
72N	Annual	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884
	Monthly	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157
	Hourly	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87
	Standby	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89
73N	Annual	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520
	Monthly	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460
	Hourly	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61
	Standby	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01
74N	Annual	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252
	Monthly	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771
	Hourly	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40
	Standby	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14
75N	Annual	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080
	Monthly	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090
	Hourly	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23
	Standby	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27
76N	Annual	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004
	Monthly	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417
	Hourly	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11
	Standby	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40
77N	Annual	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024
	Monthly	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752
	Hourly	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03
	Standby	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53
78N	Annual	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152
	Monthly	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096
	Hourly	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01
	Standby	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67

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					
		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*
79N	Annual	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376
	Monthly	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448
	Hourly	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03
	Standby	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81
80N	Annual	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720
	Monthly	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810
	Hourly	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11
	Standby	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96
81N	Annual	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160
	Monthly	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180
	Hourly	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24
	Standby	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11
82N	Annual	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708
	Monthly	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559
	Hourly	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42
	Standby	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26
83N	Annual	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376
	Monthly	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948
	Hourly	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66
	Standby	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42
84N	Annual	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152
	Monthly	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346
	Hourly	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94
	Standby	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58
85N	Annual	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152	201048
	Monthly	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346	16754
	Hourly	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94	96.29
	Standby	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58	6.74
86N	Annual	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152	201048	206100
	Monthly	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346	16754	17175
	Hourly	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94	96.29	98.71
	Standby	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58	6.74	6.91

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.