

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	33900	34692	35484	36336	37152	37992	38916	39792	40764	41640	42720	43668	44700
	Monthly	2825	2891	2957	3028	3096	3166	3243	3316	3397	3470	3560	3639	3725
	Hourly	16.24	16.61	16.99	17.40	17.79	18.20	18.64	19.06	19.52	19.94	20.46	20.91	21.41
	Standby	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50
31	Annual	34692	35484	36336	37152	37992	38916	39792	40764	41640	42720	43668	44700	45780
	Monthly	2891	2957	3028	3096	3166	3243	3316	3397	3470	3560	3639	3725	3815
	Hourly	16.61	16.99	17.40	17.79	18.20	18.64	19.06	19.52	19.94	20.46	20.91	21.41	21.93
	Standby	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53
32	Annual	35484	36336	37152	37992	38916	39792	40764	41640	42720	43668	44700	45780	46836
	Monthly	2957	3028	3096	3166	3243	3316	3397	3470	3560	3639	3725	3815	3903
	Hourly	16.99	17.40	17.79	18.20	18.64	19.06	19.52	19.94	20.46	20.91	21.41	21.93	22.43
	Standby	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57
33	Annual	36336	37152	37992	38916	39792	40764	41640	42720	43668	44700	45780	46836	47988
	Monthly	3028	3096	3166	3243	3316	3397	3470	3560	3639	3725	3815	3903	3999
	Hourly	17.40	17.79	18.20	18.64	19.06	19.52	19.94	20.46	20.91	21.41	21.93	22.43	22.98
	Standby	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61
34	Annual	37152	37992	38916	39792	40764	41640	42720	43668	44700	45780	46836	47988	49116
	Monthly	3096	3166	3243	3316	3397	3470	3560	3639	3725	3815	3903	3999	4093
	Hourly	17.79	18.20	18.64	19.06	19.52	19.94	20.46	20.91	21.41	21.93	22.43	22.98	23.52
	Standby	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65
35	Annual	37992	38916	39792	40764	41640	42720	43668	44700	45780	46836	47988	49116	50268
	Monthly	3166	3243	3316	3397	3470	3560	3639	3725	3815	3903	3999	4093	4189
	Hourly	18.20	18.64	19.06	19.52	19.94	20.46	20.91	21.41	21.93	22.43	22.98	23.52	24.07
	Standby	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69
36	Annual	38916	39792	40764	41640	42720	43668	44700	45780	46836	47988	49116	50268	51516
	Monthly	3243	3316	3397	3470	3560	3639	3725	3815	3903	3999	4093	4189	4293
	Hourly	18.64	19.06	19.52	19.94	20.46	20.91	21.41	21.93	22.43	22.98	23.52	24.07	24.67
	Standby	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73
37	Annual	39792	40764	41640	42720	43668	44700	45780	46836	47988	49116	50268	51516	52800
	Monthly	3316	3397	3470	3560	3639	3725	3815	3903	3999	4093	4189	4293	4400
	Hourly	19.06	19.52	19.94	20.46	20.91	21.41	21.93	22.43	22.98	23.52	24.07	24.67	25.29
	Standby	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77
38	Annual	40764	41640	42720	43668	44700	45780	46836	47988	49116	50268	51516	52800	54132
	Monthly	3397	3470	3560	3639	3725	3815	3903	3999	4093	4189	4293	4400	4511
	Hourly	19.52	19.94	20.46	20.91	21.41	21.93	22.43	22.98	23.52	24.07	24.67	25.29	25.93
	Standby	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81

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	41640	42720	43668	44700	45780	46836	47988	49116	50268	51516	52800	54132	55440
	Monthly	3470	3560	3639	3725	3815	3903	3999	4093	4189	4293	4400	4511	4620
	Hourly	19.94	20.46	20.91	21.41	21.93	22.43	22.98	23.52	24.07	24.67	25.29	25.93	26.55
	Standby	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.86
40	Annual	42720	43668	44700	45780	46836	47988	49116	50268	51516	52800	54132	55440	56892
	Monthly	3560	3639	3725	3815	3903	3999	4093	4189	4293	4400	4511	4620	4741
	Hourly	20.46	20.91	21.41	21.93	22.43	22.98	23.52	24.07	24.67	25.29	25.93	26.55	27.25
	Standby	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.86	1.91
41	Annual	43668	44700	45780	46836	47988	49116	50268	51516	52800	54132	55440	56892	58200
	Monthly	3639	3725	3815	3903	3999	4093	4189	4293	4400	4511	4620	4741	4850
	Hourly	20.91	21.41	21.93	22.43	22.98	23.52	24.07	24.67	25.29	25.93	26.55	27.25	27.87
	Standby	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.86	1.91	1.95
42	Annual	44700	45780	46836	47988	49116	50268	51516	52800	54132	55440	56892	58200	59748
	Monthly	3725	3815	3903	3999	4093	4189	4293	4400	4511	4620	4741	4850	4979
	Hourly	21.41	21.93	22.43	22.98	23.52	24.07	24.67	25.29	25.93	26.55	27.25	27.87	28.61
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.86	1.91	1.95	2.00
43	Annual	45780	46836	47988	49116	50268	51516	52800	54132	55440	56892	58200	59748	61224
	Monthly	3815	3903	3999	4093	4189	4293	4400	4511	4620	4741	4850	4979	5102
	Hourly	21.93	22.43	22.98	23.52	24.07	24.67	25.29	25.93	26.55	27.25	27.87	28.61	29.32
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05
44	Annual	46836	47988	49116	50268	51516	52800	54132	55440	56892	58200	59748	61224	62844
	Monthly	3903	3999	4093	4189	4293	4400	4511	4620	4741	4850	4979	5102	5237
	Hourly	22.43	22.98	23.52	24.07	24.67	25.29	25.93	26.55	27.25	27.87	28.61	29.32	30.10
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.11
45	Annual	47988	49116	50268	51516	52800	54132	55440	56892	58200	59748	61224	62844	64344
	Monthly	3999	4093	4189	4293	4400	4511	4620	4741	4850	4979	5102	5237	5362
	Hourly	22.98	23.52	24.07	24.67	25.29	25.93	26.55	27.25	27.87	28.61	29.32	30.10	30.82
	Standby	1.61	1.65	1.69	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.11	2.16
46	Annual	49116	50268	51516	52800	54132	55440	56892	58200	59748	61224	62844	64344	65940
	Monthly	4093	4189	4293	4400	4511	4620	4741	4850	4979	5102	5237	5362	5495
	Hourly	23.52	24.07	24.67	25.29	25.93	26.55	27.25	27.87	28.61	29.32	30.10	30.82	31.58
	Standby	1.65	1.69	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21
47	Annual	50268	51516	52800	54132	55440	56892	58200	59748	61224	62844	64344	65940	67536
	Monthly	4189	4293	4400	4511	4620	4741	4850	4979	5102	5237	5362	5495	5628
	Hourly	24.07	24.67	25.29	25.93	26.55	27.25	27.87	28.61	29.32	30.10	30.82	31.58	32.34
	Standby	1.69	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.26

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	51516	52800	54132	55440	56892	58200	59748	61224	62844	64344	65940	67536	69312
	Monthly	4293	4400	4511	4620	4741	4850	4979	5102	5237	5362	5495	5628	5776
	Hourly	24.67	25.29	25.93	26.55	27.25	27.87	28.61	29.32	30.10	30.82	31.58	32.34	33.20
	Standby	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.26	2.32
49	Annual	52800	54132	55440	56892	58200	59748	61224	62844	64344	65940	67536	69312	71004
	Monthly	4400	4511	4620	4741	4850	4979	5102	5237	5362	5495	5628	5776	5917
	Hourly	25.29	25.93	26.55	27.25	27.87	28.61	29.32	30.10	30.82	31.58	32.34	33.20	34.01
	Standby	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.26	2.32	2.38
50	Annual	54132	55440	56892	58200	59748	61224	62844	64344	65940	67536	69312	71004	72792
	Monthly	4511	4620	4741	4850	4979	5102	5237	5362	5495	5628	5776	5917	6066
	Hourly	25.93	26.55	27.25	27.87	28.61	29.32	30.10	30.82	31.58	32.34	33.20	34.01	34.86
	Standby	1.81	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.26	2.32	2.38	2.44
51	Annual	55440	56892	58200	59748	61224	62844	64344	65940	67536	69312	71004	72792	74604
	Monthly	4620	4741	4850	4979	5102	5237	5362	5495	5628	5776	5917	6066	6217
	Hourly	26.55	27.25	27.87	28.61	29.32	30.10	30.82	31.58	32.34	33.20	34.01	34.86	35.73
	Standby	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.26	2.32	2.38	2.44	2.50
52	Annual	56892	58200	59748	61224	62844	64344	65940	67536	69312	71004	72792	74604	76452
	Monthly	4741	4850	4979	5102	5237	5362	5495	5628	5776	5917	6066	6217	6371
	Hourly	27.25	27.87	28.61	29.32	30.10	30.82	31.58	32.34	33.20	34.01	34.86	35.73	36.61
	Standby	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56
53	Annual	58200	59748	61224	62844	64344	65940	67536	69312	71004	72792	74604	76452	78360
	Monthly	4850	4979	5102	5237	5362	5495	5628	5776	5917	6066	6217	6371	6530
	Hourly	27.87	28.61	29.32	30.10	30.82	31.58	32.34	33.20	34.01	34.86	35.73	36.61	37.53
	Standby	1.95	2.00	2.05	2.11	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63
54	Annual	59748	61224	62844	64344	65940	67536	69312	71004	72792	74604	76452	78360	80304
	Monthly	4979	5102	5237	5362	5495	5628	5776	5917	6066	6217	6371	6530	6692
	Hourly	28.61	29.32	30.10	30.82	31.58	32.34	33.20	34.01	34.86	35.73	36.61	37.53	38.46
	Standby	2.00	2.05	2.11	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69
55	Annual	61224	62844	64344	65940	67536	69312	71004	72792	74604	76452	78360	80304	82356
	Monthly	5102	5237	5362	5495	5628	5776	5917	6066	6217	6371	6530	6692	6863
	Hourly	29.32	30.10	30.82	31.58	32.34	33.20	34.01	34.86	35.73	36.61	37.53	38.46	39.44
	Standby	2.05	2.11	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
56	Annual	62844	64344	65940	67536	69312	71004	72792	74604	76452	78360	80304	82356	84420
	Monthly	5237	5362	5495	5628	5776	5917	6066	6217	6371	6530	6692	6863	7035
	Hourly	30.10	30.82	31.58	32.34	33.20	34.01	34.86	35.73	36.61	37.53	38.46	39.44	40.43
	Standby	2.11	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83

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	64344	65940	67536	69312	71004	72792	74604	76452	78360	80304	82356	84420	86484
	Monthly	5362	5495	5628	5776	5917	6066	6217	6371	6530	6692	6863	7035	7207
	Hourly	30.82	31.58	32.34	33.20	34.01	34.86	35.73	36.61	37.53	38.46	39.44	40.43	41.42
	Standby	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
58	Annual	65940	67536	69312	71004	72792	74604	76452	78360	80304	82356	84420	86484	88728
	Monthly	5495	5628	5776	5917	6066	6217	6371	6530	6692	6863	7035	7207	7394
	Hourly	31.58	32.34	33.20	34.01	34.86	35.73	36.61	37.53	38.46	39.44	40.43	41.42	42.49
	Standby	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97
59	Annual	67536	69312	71004	72792	74604	76452	78360	80304	82356	84420	86484	88728	90852
	Monthly	5628	5776	5917	6066	6217	6371	6530	6692	6863	7035	7207	7394	7571
	Hourly	32.34	33.20	34.01	34.86	35.73	36.61	37.53	38.46	39.44	40.43	41.42	42.49	43.51
	Standby	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05
60	Annual	69312	71004	72792	74604	76452	78360	80304	82356	84420	86484	88728	90852	93168
	Monthly	5776	5917	6066	6217	6371	6530	6692	6863	7035	7207	7394	7571	7764
	Hourly	33.20	34.01	34.86	35.73	36.61	37.53	38.46	39.44	40.43	41.42	42.49	43.51	44.62
	Standby	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12
61	Annual	71004	72792	74604	76452	78360	80304	82356	84420	86484	88728	90852	93168	95544
	Monthly	5917	6066	6217	6371	6530	6692	6863	7035	7207	7394	7571	7764	7962
	Hourly	34.01	34.86	35.73	36.61	37.53	38.46	39.44	40.43	41.42	42.49	43.51	44.62	45.76
	Standby	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20
62	Annual	72792	74604	76452	78360	80304	82356	84420	86484	88728	90852	93168	95544	97884
	Monthly	6066	6217	6371	6530	6692	6863	7035	7207	7394	7571	7764	7962	8157
	Hourly	34.86	35.73	36.61	37.53	38.46	39.44	40.43	41.42	42.49	43.51	44.62	45.76	46.88
	Standby	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28
63	Annual	74604	76452	78360	80304	82356	84420	86484	88728	90852	93168	95544	97884	100332
	Monthly	6217	6371	6530	6692	6863	7035	7207	7394	7571	7764	7962	8157	8361
	Hourly	35.73	36.61	37.53	38.46	39.44	40.43	41.42	42.49	43.51	44.62	45.76	46.88	48.05
	Standby	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36
64	Annual	76452	78360	80304	82356	84420	86484	88728	90852	93168	95544	97884	100332	102840
	Monthly	6371	6530	6692	6863	7035	7207	7394	7571	7764	7962	8157	8361	8570
	Hourly	36.61	37.53	38.46	39.44	40.43	41.42	42.49	43.51	44.62	45.76	46.88	48.05	49.25
	Standby	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45
65	Annual	78360	80304	82356	84420	86484	88728	90852	93168	95544	97884	100332	102840	105384
	Monthly	6530	6692	6863	7035	7207	7394	7571	7764	7962	8157	8361	8570	8782
	Hourly	37.53	38.46	39.44	40.43	41.42	42.49	43.51	44.62	45.76	46.88	48.05	49.25	50.47
	Standby	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53

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*
66	Annual	80304	82356	84420	86484	88728	90852	93168	95544	97884	100332	102840	105384	108072
	Monthly	6692	6863	7035	7207	7394	7571	7764	7962	8157	8361	8570	8782	9006
	Hourly	38.46	39.44	40.43	41.42	42.49	43.51	44.62	45.76	46.88	48.05	49.25	50.47	51.76
	Standby	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62
67	Annual	82356	84420	86484	88728	90852	93168	95544	97884	100332	102840	105384	108072	110760
	Monthly	6863	7035	7207	7394	7571	7764	7962	8157	8361	8570	8782	9006	9230
	Hourly	39.44	40.43	41.42	42.49	43.51	44.62	45.76	46.88	48.05	49.25	50.47	51.76	53.05
	Standby	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71
68	Annual	84420	86484	88728	90852	93168	95544	97884	100332	102840	105384	108072	110760	113532
	Monthly	7035	7207	7394	7571	7764	7962	8157	8361	8570	8782	9006	9230	9461
	Hourly	40.43	41.42	42.49	43.51	44.62	45.76	46.88	48.05	49.25	50.47	51.76	53.05	54.37
	Standby	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.81
69	Annual	86484	88728	90852	93168	95544	97884	100332	102840	105384	108072	110760	113532	116328
	Monthly	7207	7394	7571	7764	7962	8157	8361	8570	8782	9006	9230	9461	9694
	Hourly	41.42	42.49	43.51	44.62	45.76	46.88	48.05	49.25	50.47	51.76	53.05	54.37	55.71
	Standby	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.81	3.90
70	Annual	88728	90852	93168	95544	97884	100332	102840	105384	108072	110760	113532	116328	119268
	Monthly	7394	7571	7764	7962	8157	8361	8570	8782	9006	9230	9461	9694	9939
	Hourly	42.49	43.51	44.62	45.76	46.88	48.05	49.25	50.47	51.76	53.05	54.37	55.71	57.12
	Standby	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.81	3.90	4.00
71	Annual	90852	93168	95544	97884	100332	102840	105384	108072	110760	113532	116328	119268	122280
	Monthly	7571	7764	7962	8157	8361	8570	8782	9006	9230	9461	9694	9939	10190
	Hourly	43.51	44.62	45.76	46.88	48.05	49.25	50.47	51.76	53.05	54.37	55.71	57.12	58.56
	Standby	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.81	3.90	4.00	4.10
72	Annual	93168	95544	97884	100332	102840	105384	108072	110760	113532	116328	119268	122280	125340
	Monthly	7764	7962	8157	8361	8570	8782	9006	9230	9461	9694	9939	10190	10445
	Hourly	44.62	45.76	46.88	48.05	49.25	50.47	51.76	53.05	54.37	55.71	57.12	58.56	60.03
	Standby	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.81	3.90	4.00	4.10	4.20
73	Annual	95544	97884	100332	102840	105384	108072	110760	113532	116328	119268	122280	125340	128436
	Monthly	7962	8157	8361	8570	8782	9006	9230	9461	9694	9939	10190	10445	10703
	Hourly	45.76	46.88	48.05	49.25	50.47	51.76	53.05	54.37	55.71	57.12	58.56	60.03	61.51
	Standby	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.81	3.90	4.00	4.10	4.20	4.31
74	Annual	97884	100332	102840	105384	108072	110760	113532	116328	119268	122280	125340	128436	131700
	Monthly	8157	8361	8570	8782	9006	9230	9461	9694	9939	10190	10445	10703	10975
	Hourly	46.88	48.05	49.25	50.47	51.76	53.05	54.37	55.71	57.12	58.56	60.03	61.51	63.07
	Standby	3.28	3.36	3.45	3.53	3.62	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42

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	100332	102840	105384	108072	110760	113532	116328	119268	122280	125340	128436	131700	134952
	Monthly	8361	8570	8782	9006	9230	9461	9694	9939	10190	10445	10703	10975	11246
	Hourly	48.05	49.25	50.47	51.76	53.05	54.37	55.71	57.12	58.56	60.03	61.51	63.07	64.63
	Standby	3.36	3.45	3.53	3.62	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.52
76	Annual	102840	105384	108072	110760	113532	116328	119268	122280	125340	128436	131700	134952	138324
	Monthly	8570	8782	9006	9230	9461	9694	9939	10190	10445	10703	10975	11246	11527
	Hourly	49.25	50.47	51.76	53.05	54.37	55.71	57.12	58.56	60.03	61.51	63.07	64.63	66.25
	Standby	3.45	3.53	3.62	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.52	4.64
77	Annual	105384	108072	110760	113532	116328	119268	122280	125340	128436	131700	134952	138324	141780
	Monthly	8782	9006	9230	9461	9694	9939	10190	10445	10703	10975	11246	11527	11815
	Hourly	50.47	51.76	53.05	54.37	55.71	57.12	58.56	60.03	61.51	63.07	64.63	66.25	67.90
	Standby	3.53	3.62	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.52	4.64	4.75
78	Annual	108072	110760	113532	116328	119268	122280	125340	128436	131700	134952	138324	141780	145332
	Monthly	9006	9230	9461	9694	9939	10190	10445	10703	10975	11246	11527	11815	12111
	Hourly	51.76	53.05	54.37	55.71	57.12	58.56	60.03	61.51	63.07	64.63	66.25	67.90	69.60
	Standby	3.62	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.52	4.64	4.75	4.87
79	Annual	110760	113532	116328	119268	122280	125340	128436	131700	134952	138324	141780	145332	148896
	Monthly	9230	9461	9694	9939	10190	10445	10703	10975	11246	11527	11815	12111	12408
	Hourly	53.05	54.37	55.71	57.12	58.56	60.03	61.51	63.07	64.63	66.25	67.90	69.60	71.31
	Standby	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.52	4.64	4.75	4.87	4.99
80	Annual	113532	116328	119268	122280	125340	128436	131700	134952	138324	141780	145332	148896	152628
	Monthly	9461	9694	9939	10190	10445	10703	10975	11246	11527	11815	12111	12408	12719
	Hourly	54.37	55.71	57.12	58.56	60.03	61.51	63.07	64.63	66.25	67.90	69.60	71.31	73.10
	Standby	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.52	4.64	4.75	4.87	4.99	5.12
81	Annual	116328	119268	122280	125340	128436	131700	134952	138324	141780	145332	148896	152628	156492
	Monthly	9694	9939	10190	10445	10703	10975	11246	11527	11815	12111	12408	12719	13041
	Hourly	55.71	57.12	58.56	60.03	61.51	63.07	64.63	66.25	67.90	69.60	71.31	73.10	74.95
	Standby	3.90	4.00	4.10	4.20	4.31	4.42	4.52	4.64	4.75	4.87	4.99	5.12	5.25
82	Annual	119268	122280	125340	128436	131700	134952	138324	141780	145332	148896	152628	156492	160380
	Monthly	9939	10190	10445	10703	10975	11246	11527	11815	12111	12408	12719	13041	13365
	Hourly	57.12	58.56	60.03	61.51	63.07	64.63	66.25	67.90	69.60	71.31	73.10	74.95	76.81
	Standby	4.00	4.10	4.20	4.31	4.42	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38
83	Annual	122280	125340	128436	131700	134952	138324	141780	145332	148896	152628	156492	160380	164388
	Monthly	10190	10445	10703	10975	11246	11527	11815	12111	12408	12719	13041	13365	13699
	Hourly	58.56	60.03	61.51	63.07	64.63	66.25	67.90	69.60	71.31	73.10	74.95	76.81	78.73
	Standby	4.10	4.20	4.31	4.42	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51

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	125340	128436	131700	134952	138324	141780	145332	148896	152628	156492	160380	164388	168516
	Monthly	10445	10703	10975	11246	11527	11815	12111	12408	12719	13041	13365	13699	14043
	Hourly	60.03	61.51	63.07	64.63	66.25	67.90	69.60	71.31	73.10	74.95	76.81	78.73	80.71
	Standby	4.20	4.31	4.42	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65
85	Annual	128436	131700	134952	138324	141780	145332	148896	152628	156492	160380	164388	168516	172668
	Monthly	10703	10975	11246	11527	11815	12111	12408	12719	13041	13365	13699	14043	14389
	Hourly	61.51	63.07	64.63	66.25	67.90	69.60	71.31	73.10	74.95	76.81	78.73	80.71	82.70
	Standby	4.31	4.42	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79
86	Annual	131700	134952	138324	141780	145332	148896	152628	156492	160380	164388	168516	172668	177036
	Monthly	10975	11246	11527	11815	12111	12408	12719	13041	13365	13699	14043	14389	14753
	Hourly	63.07	64.63	66.25	67.90	69.60	71.31	73.10	74.95	76.81	78.73	80.71	82.70	84.79
	Standby	4.42	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94
87	Annual	134952	138324	141780	145332	148896	152628	156492	160380	164388	168516	172668	177036	181524
	Monthly	11246	11527	11815	12111	12408	12719	13041	13365	13699	14043	14389	14753	15127
	Hourly	64.63	66.25	67.90	69.60	71.31	73.10	74.95	76.81	78.73	80.71	82.70	84.79	86.94
	Standby	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09
88	Annual	138324	141780	145332	148896	152628	156492	160380	164388	168516	172668	177036	181524	186012
	Monthly	11527	11815	12111	12408	12719	13041	13365	13699	14043	14389	14753	15127	15501
	Hourly	66.25	67.90	69.60	71.31	73.10	74.95	76.81	78.73	80.71	82.70	84.79	86.94	89.09
	Standby	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24
89	Annual	141780	145332	148896	152628	156492	160380	164388	168516	172668	177036	181524	186012	190692
	Monthly	11815	12111	12408	12719	13041	13365	13699	14043	14389	14753	15127	15501	15891
	Hourly	67.90	69.60	71.31	73.10	74.95	76.81	78.73	80.71	82.70	84.79	86.94	89.09	91.33
	Standby	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.39
90	Annual	145332	148896	152628	156492	160380	164388	168516	172668	177036	181524	186012	190692	195408
	Monthly	12111	12408	12719	13041	13365	13699	14043	14389	14753	15127	15501	15891	16284
	Hourly	69.60	71.31	73.10	74.95	76.81	78.73	80.71	82.70	84.79	86.94	89.09	91.33	93.59
	Standby	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.39	6.55
91	Annual	148896	152628	156492	160380	164388	168516	172668	177036	181524	186012	190692	195408	200328
	Monthly	12408	12719	13041	13365	13699	14043	14389	14753	15127	15501	15891	16284	16694
	Hourly	71.31	73.10	74.95	76.81	78.73	80.71	82.70	84.79	86.94	89.09	91.33	93.59	95.94
	Standby	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.39	6.55	6.72
92	Annual	152628	156492	160380	164388	168516	172668	177036	181524	186012	190692	195408	200328	205332
	Monthly	12719	13041	13365	13699	14043	14389	14753	15127	15501	15891	16284	16694	17111
	Hourly	73.10	74.95	76.81	78.73	80.71	82.70	84.79	86.94	89.09	91.33	93.59	95.94	98.34
	Standby	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.39	6.55	6.72	6.88

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	156492	160380	164388	168516	172668	177036	181524	186012	190692	195408	200328	205332	210516
	Monthly	13041	13365	13699	14043	14389	14753	15127	15501	15891	16284	16694	17111	17543
	Hourly	74.95	76.81	78.73	80.71	82.70	84.79	86.94	89.09	91.33	93.59	95.94	98.34	100.82
	Standby	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.39	6.55	6.72	6.88	7.06
94	Annual	160380	164388	168516	172668	177036	181524	186012	190692	195408	200328	205332	210516	215748
	Monthly	13365	13699	14043	14389	14753	15127	15501	15891	16284	16694	17111	17543	17979
	Hourly	76.81	78.73	80.71	82.70	84.79	86.94	89.09	91.33	93.59	95.94	98.34	100.82	103.33
	Standby	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.39	6.55	6.72	6.88	7.06	7.23
95	Annual	164388	168516	172668	177036	181524	186012	190692	195408	200328	205332	210516	215748	221124
	Monthly	13699	14043	14389	14753	15127	15501	15891	16284	16694	17111	17543	17979	18427
	Hourly	78.73	80.71	82.70	84.79	86.94	89.09	91.33	93.59	95.94	98.34	100.82	103.33	105.90
	Standby	5.51	5.65	5.79	5.94	6.09	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41
96	Annual	168516	172668	177036	181524	186012	190692	195408	200328	205332	210516	215748	221124	226668
	Monthly	14043	14389	14753	15127	15501	15891	16284	16694	17111	17543	17979	18427	18889
	Hourly	80.71	82.70	84.79	86.94	89.09	91.33	93.59	95.94	98.34	100.82	103.33	105.90	108.56
	Standby	5.65	5.79	5.94	6.09	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60
97	Annual	172668	177036	181524	186012	190692	195408	200328	205332	210516	215748	221124	226668	232356
	Monthly	14389	14753	15127	15501	15891	16284	16694	17111	17543	17979	18427	18889	19363
	Hourly	82.70	84.79	86.94	89.09	91.33	93.59	95.94	98.34	100.82	103.33	105.90	108.56	111.28
	Standby	5.79	5.94	6.09	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79
98	Annual	177036	181524	186012	190692	195408	200328	205332	210516	215748	221124	226668	232356	238164
	Monthly	14753	15127	15501	15891	16284	16694	17111	17543	17979	18427	18889	19363	19847
	Hourly	84.79	86.94	89.09	91.33	93.59	95.94	98.34	100.82	103.33	105.90	108.56	111.28	114.06
	Standby	5.94	6.09	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98
99	Annual	181524	186012	190692	195408	200328	205332	210516	215748	221124	226668	232356	238164	244116
	Monthly	15127	15501	15891	16284	16694	17111	17543	17979	18427	18889	19363	19847	20343
	Hourly	86.94	89.09	91.33	93.59	95.94	98.34	100.82	103.33	105.90	108.56	111.28	114.06	116.91
	Standby	6.09	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18
100	Annual	186012	190692	195408	200328	205332	210516	215748	221124	226668	232356	238164	244116	250236
	Monthly	15501	15891	16284	16694	17111	17543	17979	18427	18889	19363	19847	20343	20853
	Hourly	89.09	91.33	93.59	95.94	98.34	100.82	103.33	105.90	108.56	111.28	114.06	116.91	119.84
	Standby	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39
101	Annual	190692	195408	200328	205332	210516	215748	221124	226668	232356	238164	244116	250236	256476
	Monthly	15891	16284	16694	17111	17543	17979	18427	18889	19363	19847	20343	20853	21373
	Hourly	91.33	93.59	95.94	98.34	100.82	103.33	105.90	108.56	111.28	114.06	116.91	119.84	122.83
	Standby	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60

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	195408	200328	205332	210516	215748	221124	226668	232356	238164	244116	250236	256476	262872
	Monthly	16284	16694	17111	17543	17979	18427	18889	19363	19847	20343	20853	21373	21906
	Hourly	93.59	95.94	98.34	100.82	103.33	105.90	108.56	111.28	114.06	116.91	119.84	122.83	125.90
	Standby	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81
103	Annual	200328	205332	210516	215748	221124	226668	232356	238164	244116	250236	256476	262872	269436
	Monthly	16694	17111	17543	17979	18427	18889	19363	19847	20343	20853	21373	21906	22453
	Hourly	95.94	98.34	100.82	103.33	105.90	108.56	111.28	114.06	116.91	119.84	122.83	125.90	129.04
	Standby	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03
104	Annual	205332	210516	215748	221124	226668	232356	238164	244116	250236	256476	262872	269436	276204
	Monthly	17111	17543	17979	18427	18889	19363	19847	20343	20853	21373	21906	22453	23017
	Hourly	98.34	100.82	103.33	105.90	108.56	111.28	114.06	116.91	119.84	122.83	125.90	129.04	132.28
	Standby	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26
105	Annual	210516	215748	221124	226668	232356	238164	244116	250236	256476	262872	269436	276204	283104
	Monthly	17543	17979	18427	18889	19363	19847	20343	20853	21373	21906	22453	23017	23592
	Hourly	100.82	103.33	105.90	108.56	111.28	114.06	116.91	119.84	122.83	125.90	129.04	132.28	135.59
	Standby	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49
106	Annual	215748	221124	226668	232356	238164	244116	250236	256476	262872	269436	276204	283104	290160
	Monthly	17979	18427	18889	19363	19847	20343	20853	21373	21906	22453	23017	23592	24180
	Hourly	103.33	105.90	108.56	111.28	114.06	116.91	119.84	122.83	125.90	129.04	132.28	135.59	138.97
	Standby	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73
107	Annual	221124	226668	232356	238164	244116	250236	256476	262872	269436	276204	283104	290160	297408
	Monthly	18427	18889	19363	19847	20343	20853	21373	21906	22453	23017	23592	24180	24784
	Hourly	105.90	108.56	111.28	114.06	116.91	119.84	122.83	125.90	129.04	132.28	135.59	138.97	142.44
	Standby	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97
108	Annual	226668	232356	238164	244116	250236	256476	262872	269436	276204	283104	290160	297408	304860
	Monthly	18889	19363	19847	20343	20853	21373	21906	22453	23017	23592	24180	24784	25405
	Hourly	108.56	111.28	114.06	116.91	119.84	122.83	125.90	129.04	132.28	135.59	138.97	142.44	146.01
	Standby	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22
109	Annual	232356	238164	244116	250236	256476	262872	269436	276204	283104	290160	297408	304860	312504
	Monthly	19363	19847	20343	20853	21373	21906	22453	23017	23592	24180	24784	25405	26042
	Hourly	111.28	114.06	116.91	119.84	122.83	125.90	129.04	132.28	135.59	138.97	142.44	146.01	149.67
	Standby	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.48
110	Annual	238164	244116	250236	256476	262872	269436	276204	283104	290160	297408	304860	312504	320316
	Monthly	19847	20343	20853	21373	21906	22453	23017	23592	24180	24784	25405	26042	26693
	Hourly	114.06	116.91	119.84	122.83	125.90	129.04	132.28	135.59	138.97	142.44	146.01	149.67	153.41
	Standby	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.48	10.74

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	244116	250236	256476	262872	269436	276204	283104	290160	297408	304860	312504	320316	328308
	Monthly	20343	20853	21373	21906	22453	23017	23592	24180	24784	25405	26042	26693	27359
	Hourly	116.91	119.84	122.83	125.90	129.04	132.28	135.59	138.97	142.44	146.01	149.67	153.41	157.24
	Standby	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01
112	Annual	250236	256476	262872	269436	276204	283104	290160	297408	304860	312504	320316	328308	336528
	Monthly	20853	21373	21906	22453	23017	23592	24180	24784	25405	26042	26693	27359	28044
	Hourly	119.84	122.83	125.90	129.04	132.28	135.59	138.97	142.44	146.01	149.67	153.41	157.24	161.17
	Standby	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28
113	Annual	256476	262872	269436	276204	283104	290160	297408	304860	312504	320316	328308	336528	344952
	Monthly	21373	21906	22453	23017	23592	24180	24784	25405	26042	26693	27359	28044	28746
	Hourly	122.83	125.90	129.04	132.28	135.59	138.97	142.44	146.01	149.67	153.41	157.24	161.17	165.21
	Standby	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.56
114	Annual	262872	269436	276204	283104	290160	297408	304860	312504	320316	328308	336528	344952	353556
	Monthly	21906	22453	23017	23592	24180	24784	25405	26042	26693	27359	28044	28746	29463
	Hourly	125.90	129.04	132.28	135.59	138.97	142.44	146.01	149.67	153.41	157.24	161.17	165.21	169.33
	Standby	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85
115	Annual	269436	276204	283104	290160	297408	304860	312504	320316	328308	336528	344952	353556	362400
	Monthly	22453	23017	23592	24180	24784	25405	26042	26693	27359	28044	28746	29463	30200
	Hourly	129.04	132.28	135.59	138.97	142.44	146.01	149.67	153.41	157.24	161.17	165.21	169.33	173.56
	Standby	9.03	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15
116	Annual	276204	283104	290160	297408	304860	312504	320316	328308	336528	344952	353556	362400	371460
	Monthly	23017	23592	24180	24784	25405	26042	26693	27359	28044	28746	29463	30200	30955
	Hourly	132.28	135.59	138.97	142.44	146.01	149.67	153.41	157.24	161.17	165.21	169.33	173.56	177.90
	Standby	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15	12.45
117	Annual	283104	290160	297408	304860	312504	320316	328308	336528	344952	353556	362400	371460	380748
	Monthly	23592	24180	24784	25405	26042	26693	27359	28044	28746	29463	30200	30955	31729
	Hourly	135.59	138.97	142.44	146.01	149.67	153.41	157.24	161.17	165.21	169.33	173.56	177.90	182.35
	Standby	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15	12.45	12.76
118	Annual	290160	297408	304860	312504	320316	328308	336528	344952	353556	362400	371460	380748	390252
	Monthly	24180	24784	25405	26042	26693	27359	28044	28746	29463	30200	30955	31729	32521
	Hourly	138.97	142.44	146.01	149.67	153.41	157.24	161.17	165.21	169.33	173.56	177.90	182.35	186.90
	Standby	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15	12.45	12.76	13.08
119	Annual	297408	304860	312504	320316	328308	336528	344952	353556	362400	371460	380748	390252	400020
	Monthly	24784	25405	26042	26693	27359	28044	28746	29463	30200	30955	31729	32521	33335
	Hourly	142.44	146.01	149.67	153.41	157.24	161.17	165.21	169.33	173.56	177.90	182.35	186.90	191.58
	Standby	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15	12.45	12.76	13.08	13.41
120	Annual	304860	312504	320316	328308	336528	344952	353556	362400	371460	380748	390252	400020	410016
	Monthly	25405	26042	26693	27359	28044	28746	29463	30200	30955	31729	32521	33335	34168
	Hourly	146.01	149.67	153.41	157.24	161.17	165.21	169.33	173.56	177.90	182.35	186.90	191.58	196.37
	Standby	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15	12.45	12.76	13.08	13.41	13.75

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.