

DRAFT

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*
34	Annual	37584	37584	37584	37740	38652	39504	40476	41448	42420	43416	44424	45540	46584
	Monthly	3132	3132	3132	3145	3221	3292	3373	3454	3535	3618	3702	3795	3882
	Hourly	18.00	18.00	18.00	18.07	18.51	18.92	19.39	19.85	20.32	20.79	21.28	21.81	22.31
	Standby	1.26	1.26	1.26	1.27	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.56
35	Annual	37584	37584	37740	38652	39504	40476	41448	42420	43416	44424	45540	46584	47676
	Monthly	3132	3132	3145	3221	3292	3373	3454	3535	3618	3702	3795	3882	3973
	Hourly	18.00	18.00	18.07	18.51	18.92	19.39	19.85	20.32	20.79	21.28	21.81	22.31	22.83
	Standby	1.26	1.26	1.27	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60
36	Annual	37584	37740	38652	39504	40476	41448	42420	43416	44424	45540	46584	47676	48864
	Monthly	3132	3145	3221	3292	3373	3454	3535	3618	3702	3795	3882	3973	4072
	Hourly	18.00	18.07	18.51	18.92	19.39	19.85	20.32	20.79	21.28	21.81	22.31	22.83	23.40
	Standby	1.26	1.27	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64
37	Annual	37740	38652	39504	40476	41448	42420	43416	44424	45540	46584	47676	48864	50088
	Monthly	3145	3221	3292	3373	3454	3535	3618	3702	3795	3882	3973	4072	4174
	Hourly	18.07	18.51	18.92	19.39	19.85	20.32	20.79	21.28	21.81	22.31	22.83	23.40	23.99
	Standby	1.27	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68
38	Annual	38652	39504	40476	41448	42420	43416	44424	45540	46584	47676	48864	50088	51348
	Monthly	3221	3292	3373	3454	3535	3618	3702	3795	3882	3973	4072	4174	4279
	Hourly	18.51	18.92	19.39	19.85	20.32	20.79	21.28	21.81	22.31	22.83	23.40	23.99	24.59
	Standby	1.30	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72
39	Annual	39504	40476	41448	42420	43416	44424	45540	46584	47676	48864	50088	51348	52608
	Monthly	3292	3373	3454	3535	3618	3702	3795	3882	3973	4072	4174	4279	4384
	Hourly	18.92	19.39	19.85	20.32	20.79	21.28	21.81	22.31	22.83	23.40	23.99	24.59	25.20
	Standby	1.32	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	40476	41448	42420	43416	44424	45540	46584	47676	48864	50088	51348	52608	53964
	Monthly	3373	3454	3535	3618	3702	3795	3882	3973	4072	4174	4279	4384	4497
	Hourly	19.39	19.85	20.32	20.79	21.28	21.81	22.31	22.83	23.40	23.99	24.59	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	42420	43416	44424	45540	46584	47676	48864	50088	51348	52608	53964	55212
	Monthly	3454	3535	3618	3702	3795	3882	3973	4072	4174	4279	4384	4497	4601
	Hourly	19.85	20.32	20.79	21.28	21.81	22.31	22.83	23.40	23.99	24.59	25.20	25.84	26.44
	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	42420	43416	44424	45540	46584	47676	48864	50088	51348	52608	53964	55212	56676
	Monthly	3535	3618	3702	3795	3882	3973	4072	4174	4279	4384	4497	4601	4723
	Hourly	20.32	20.79	21.28	21.81	22.31	22.83	23.40	23.99	24.59	25.20	25.84	26.44	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	43416	44424	45540	46584	47676	48864	50088	51348	52608	53964	55212	56676	58080
	Monthly	3618	3702	3795	3882	3973	4072	4174	4279	4384	4497	4601	4723	4840
	Hourly	20.79	21.28	21.81	22.31	22.83	23.40	23.99	24.59	25.20	25.84	26.44	27.14	27.82
	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	44424	45540	46584	47676	48864	50088	51348	52608	53964	55212	56676	58080	59592
	Monthly	3702	3795	3882	3973	4072	4174	4279	4384	4497	4601	4723	4840	4966
	Hourly	21.28	21.81	22.31	22.83	23.40	23.99	24.59	25.20	25.84	26.44	27.14	27.82	28.54
	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

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.

45	Annual	45540	46584	47676	48864	50088	51348	52608	53964	55212	56676	58080	59592	61020
	Monthly	3795	3882	3973	4072	4174	4279	4384	4497	4601	4723	4840	4966	5085
	Hourly	21.81	22.31	22.83	23.40	23.99	24.59	25.20	25.84	26.44	27.14	27.82	28.54	29.22
	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	46584	47676	48864	50088	51348	52608	53964	55212	56676	58080	59592	61020	62544
	Monthly	3882	3973	4072	4174	4279	4384	4497	4601	4723	4840	4966	5085	5212
	Hourly	22.31	22.83	23.40	23.99	24.59	25.20	25.84	26.44	27.14	27.82	28.54	29.22	29.95
	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	47676	48864	50088	51348	52608	53964	55212	56676	58080	59592	61020	62544	64092
	Monthly	3973	4072	4174	4279	4384	4497	4601	4723	4840	4966	5085	5212	5341
	Hourly	22.83	23.40	23.99	24.59	25.20	25.84	26.44	27.14	27.82	28.54	29.22	29.95	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
48	Annual	48864	50088	51348	52608	53964	55212	56676	58080	59592	61020	62544	64092	65736
	Monthly	4072	4174	4279	4384	4497	4601	4723	4840	4966	5085	5212	5341	5478
	Hourly	23.40	23.99	24.59	25.20	25.84	26.44	27.14	27.82	28.54	29.22	29.95	30.70	31.48
	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	51348	52608	53964	55212	56676	58080	59592	61020	62544	64092	65736	67332
	Monthly	4174	4279	4384	4497	4601	4723	4840	4966	5085	5212	5341	5478	5611
	Hourly	23.99	24.59	25.20	25.84	26.44	27.14	27.82	28.54	29.22	29.95	30.70	31.48	32.25
	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	51348	52608	53964	55212	56676	58080	59592	61020	62544	64092	65736	67332	69072
	Monthly	4279	4384	4497	4601	4723	4840	4966	5085	5212	5341	5478	5611	5756
	Hourly	24.59	25.20	25.84	26.44	27.14	27.82	28.54	29.22	29.95	30.70	31.48	32.25	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	52608	53964	55212	56676	58080	59592	61020	62544	64092	65736	67332	69072	70764
	Monthly	4384	4497	4601	4723	4840	4966	5085	5212	5341	5478	5611	5756	5897
	Hourly	25.20	25.84	26.44	27.14	27.82	28.54	29.22	29.95	30.70	31.48	32.25	33.08	33.89
	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	55212	56676	58080	59592	61020	62544	64092	65736	67332	69072	70764	72528
	Monthly	4497	4601	4723	4840	4966	5085	5212	5341	5478	5611	5756	5897	6044
	Hourly	25.84	26.44	27.14	27.82	28.54	29.22	29.95	30.70	31.48	32.25	33.08	33.89	34.74
	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	55212	56676	58080	59592	61020	62544	64092	65736	67332	69072	70764	72528	74340
	Monthly	4601	4723	4840	4966	5085	5212	5341	5478	5611	5756	5897	6044	6195
	Hourly	26.44	27.14	27.82	28.54	29.22	29.95	30.70	31.48	32.25	33.08	33.89	34.74	35.60
	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	58080	59592	61020	62544	64092	65736	67332	69072	70764	72528	74340	76188
	Monthly	4723	4840	4966	5085	5212	5341	5478	5611	5756	5897	6044	6195	6349
	Hourly	27.14	27.82	28.54	29.22	29.95	30.70	31.48	32.25	33.08	33.89	34.74	35.60	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	58080	59592	61020	62544	64092	65736	67332	69072	70764	72528	74340	76188	78108
	Monthly	4840	4966	5085	5212	5341	5478	5611	5756	5897	6044	6195	6349	6509
	Hourly	27.82	28.54	29.22	29.95	30.70	31.48	32.25	33.08	33.89	34.74	35.60	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

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.

56	Annual	59592	61020	62544	64092	65736	67332	69072	70764	72528	74340	76188	78108	80088
	Monthly	4966	5085	5212	5341	5478	5611	5756	5897	6044	6195	6349	6509	6674
	Hourly	28.54	29.22	29.95	30.70	31.48	32.25	33.08	33.89	34.74	35.60	36.49	37.41	38.36
	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	2.68
57	Annual	61020	62544	64092	65736	67332	69072	70764	72528	74340	76188	78108	80088	82044
	Monthly	5085	5212	5341	5478	5611	5756	5897	6044	6195	6349	6509	6674	6837
	Hourly	29.22	29.95	30.70	31.48	32.25	33.08	33.89	34.74	35.60	36.49	37.41	38.36	39.29
	Standby	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.68	2.75
58	Annual	62544	64092	65736	67332	69072	70764	72528	74340	76188	78108	80088	82044	84156
	Monthly	5212	5341	5478	5611	5756	5897	6044	6195	6349	6509	6674	6837	7013
	Hourly	29.95	30.70	31.48	32.25	33.08	33.89	34.74	35.60	36.49	37.41	38.36	39.29	40.30
	Standby	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82
59	Annual	64092	65736	67332	69072	70764	72528	74340	76188	78108	80088	82044	84156	86184
	Monthly	5341	5478	5611	5756	5897	6044	6195	6349	6509	6674	6837	7013	7182
	Hourly	30.70	31.48	32.25	33.08	33.89	34.74	35.60	36.49	37.41	38.36	39.29	40.30	41.28
	Standby	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89
60	Annual	65736	67332	69072	70764	72528	74340	76188	78108	80088	82044	84156	86184	88392
	Monthly	5478	5611	5756	5897	6044	6195	6349	6509	6674	6837	7013	7182	7366
	Hourly	31.48	32.25	33.08	33.89	34.74	35.60	36.49	37.41	38.36	39.29	40.30	41.28	42.33
	Standby	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96
61	Annual	67332	69072	70764	72528	74340	76188	78108	80088	82044	84156	86184	88392	90588
	Monthly	5611	5756	5897	6044	6195	6349	6509	6674	6837	7013	7182	7366	7549
	Hourly	32.25	33.08	33.89	34.74	35.60	36.49	37.41	38.36	39.29	40.30	41.28	42.33	43.39
	Standby	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.04
62	Annual	69072	70764	72528	74340	76188	78108	80088	82044	84156	86184	88392	90588	92832
	Monthly	5756	5897	6044	6195	6349	6509	6674	6837	7013	7182	7366	7549	7736
	Hourly	33.08	33.89	34.74	35.60	36.49	37.41	38.36	39.29	40.30	41.28	42.33	43.39	44.46
	Standby	2.32	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.04	3.11
63	Annual	70764	72528	74340	76188	78108	80088	82044	84156	86184	88392	90588	92832	95148
	Monthly	5897	6044	6195	6349	6509	6674	6837	7013	7182	7366	7549	7736	7929
	Hourly	33.89	34.74	35.60	36.49	37.41	38.36	39.29	40.30	41.28	42.33	43.39	44.46	45.57
	Standby	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.04	3.11	3.19
64	Annual	72528	74340	76188	78108	80088	82044	84156	86184	88392	90588	92832	95148	97572
	Monthly	6044	6195	6349	6509	6674	6837	7013	7182	7366	7549	7736	7929	8131
	Hourly	34.74	35.60	36.49	37.41	38.36	39.29	40.30	41.28	42.33	43.39	44.46	45.57	46.73
	Standby	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27
65	Annual	74340	76188	78108	80088	82044	84156	86184	88392	90588	92832	95148	97572	99996
	Monthly	6195	6349	6509	6674	6837	7013	7182	7366	7549	7736	7929	8131	8333
	Hourly	35.60	36.49	37.41	38.36	39.29	40.30	41.28	42.33	43.39	44.46	45.57	46.73	47.89
	Standby	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35
66	Annual	76188	78108	80088	82044	84156	86184	88392	90588	92832	95148	97572	99996	102516
	Monthly	6349	6509	6674	6837	7013	7182	7366	7549	7736	7929	8131	8333	8543
	Hourly	36.49	37.41	38.36	39.29	40.30	41.28	42.33	43.39	44.46	45.57	46.73	47.89	49.10
	Standby	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44

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.

67	Annual	78108	80088	82044	84156	86184	88392	90588	92832	95148	97572	99996	102516	105048
	Monthly	6509	6674	6837	7013	7182	7366	7549	7736	7929	8131	8333	8543	8754
	Hourly	37.41	38.36	39.29	40.30	41.28	42.33	43.39	44.46	45.57	46.73	47.89	49.10	50.31
	Standby	2.62	2.68	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52
68	Annual	80088	82044	84156	86184	88392	90588	92832	95148	97572	99996	102516	105048	107676
	Monthly	6674	6837	7013	7182	7366	7549	7736	7929	8131	8333	8543	8754	8973
	Hourly	38.36	39.29	40.30	41.28	42.33	43.39	44.46	45.57	46.73	47.89	49.10	50.31	51.57
	Standby	2.68	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	82044	84156	86184	88392	90588	92832	95148	97572	99996	102516	105048	107676	110364
	Monthly	6837	7013	7182	7366	7549	7736	7929	8131	8333	8543	8754	8973	9197
	Hourly	39.29	40.30	41.28	42.33	43.39	44.46	45.57	46.73	47.89	49.10	50.31	51.57	52.86
	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	84156	86184	88392	90588	92832	95148	97572	99996	102516	105048	107676	110364	113148
	Monthly	7013	7182	7366	7549	7736	7929	8131	8333	8543	8754	8973	9197	9429
	Hourly	40.30	41.28	42.33	43.39	44.46	45.57	46.73	47.89	49.10	50.31	51.57	52.86	54.19
	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	86184	88392	90588	92832	95148	97572	99996	102516	105048	107676	110364	113148	115968
	Monthly	7182	7366	7549	7736	7929	8131	8333	8543	8754	8973	9197	9429	9664
	Hourly	41.28	42.33	43.39	44.46	45.57	46.73	47.89	49.10	50.31	51.57	52.86	54.19	55.54
	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	88392	90588	92832	95148	97572	99996	102516	105048	107676	110364	113148	115968	118896
	Monthly	7366	7549	7736	7929	8131	8333	8543	8754	8973	9197	9429	9664	9908
	Hourly	42.33	43.39	44.46	45.57	46.73	47.89	49.10	50.31	51.57	52.86	54.19	55.54	56.94
	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	90588	92832	95148	97572	99996	102516	105048	107676	110364	113148	115968	118896	121848
	Monthly	7549	7736	7929	8131	8333	8543	8754	8973	9197	9429	9664	9908	10154
	Hourly	43.39	44.46	45.57	46.73	47.89	49.10	50.31	51.57	52.86	54.19	55.54	56.94	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	4.08
74	Annual	92832	95148	97572	99996	102516	105048	107676	110364	113148	115968	118896	121848	124896
	Monthly	7736	7929	8131	8333	8543	8754	8973	9197	9429	9664	9908	10154	10408
	Hourly	44.46	45.57	46.73	47.89	49.10	50.31	51.57	52.86	54.19	55.54	56.94	58.36	59.82
	Standby	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.08	4.19
75	Annual	95148	97572	99996	102516	105048	107676	110364	113148	115968	118896	121848	124896	128016
	Monthly	7929	8131	8333	8543	8754	8973	9197	9429	9664	9908	10154	10408	10668
	Hourly	45.57	46.73	47.89	49.10	50.31	51.57	52.86	54.19	55.54	56.94	58.36	59.82	61.31
	Standby	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.08	4.19	4.29
76	Annual	97572	99996	102516	105048	107676	110364	113148	115968	118896	121848	124896	128016	131184
	Monthly	8131	8333	8543	8754	8973	9197	9429	9664	9908	10154	10408	10668	10932
	Hourly	46.73	47.89	49.10	50.31	51.57	52.86	54.19	55.54	56.94	58.36	59.82	61.31	62.83
	Standby	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.08	4.19	4.29	4.40
77	Annual	99996	102516	105048	107676	110364	113148	115968	118896	121848	124896	128016	131184	134484
	Monthly	8333	8543	8754	8973	9197	9429	9664	9908	10154	10408	10668	10932	11207
	Hourly	47.89	49.10	50.31	51.57	52.86	54.19	55.54	56.94	58.36	59.82	61.31	62.83	64.41
	Standby	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.08	4.19	4.29	4.40	4.51

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.

78	Annual	102516	105048	107676	110364	113148	115968	118896	121848	124896	128016	131184	134484	137880
	Monthly	8543	8754	8973	9197	9429	9664	9908	10154	10408	10668	10932	11207	11490
	Hourly	49.10	50.31	51.57	52.86	54.19	55.54	56.94	58.36	59.82	61.31	62.83	64.41	66.03
	Standby	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.08	4.19	4.29	4.40	4.51	4.62
79	Annual	105048	107676	110364	113148	115968	118896	121848	124896	128016	131184	134484	137880	141264
	Monthly	8754	8973	9197	9429	9664	9908	10154	10408	10668	10932	11207	11490	11772
	Hourly	50.31	51.57	52.86	54.19	55.54	56.94	58.36	59.82	61.31	62.83	64.41	66.03	67.66
	Standby	3.52	3.61	3.70	3.79	3.89	3.99	4.08	4.19	4.29	4.40	4.51	4.62	4.74
80	Annual	107676	110364	113148	115968	118896	121848	124896	128016	131184	134484	137880	141264	144792
	Monthly	8973	9197	9429	9664	9908	10154	10408	10668	10932	11207	11490	11772	12066
	Hourly	51.57	52.86	54.19	55.54	56.94	58.36	59.82	61.31	62.83	64.41	66.03	67.66	69.34
	Standby	3.61	3.70	3.79	3.89	3.99	4.08	4.19	4.29	4.40	4.51	4.62	4.74	4.85
81	Annual	110364	113148	115968	118896	121848	124896	128016	131184	134484	137880	141264	144792	148428
	Monthly	9197	9429	9664	9908	10154	10408	10668	10932	11207	11490	11772	12066	12369
	Hourly	52.86	54.19	55.54	56.94	58.36	59.82	61.31	62.83	64.41	66.03	67.66	69.34	71.09
	Standby	3.70	3.79	3.89	3.99	4.08	4.19	4.29	4.40	4.51	4.62	4.74	4.85	4.98
82	Annual	113148	115968	118896	121848	124896	128016	131184	134484	137880	141264	144792	148428	152136
	Monthly	9429	9664	9908	10154	10408	10668	10932	11207	11490	11772	12066	12369	12678
	Hourly	54.19	55.54	56.94	58.36	59.82	61.31	62.83	64.41	66.03	67.66	69.34	71.09	72.86
	Standby	3.79	3.89	3.99	4.08	4.19	4.29	4.40	4.51	4.62	4.74	4.85	4.98	5.10
83	Annual	115968	118896	121848	124896	128016	131184	134484	137880	141264	144792	148428	152136	155916
	Monthly	9664	9908	10154	10408	10668	10932	11207	11490	11772	12066	12369	12678	12993
	Hourly	55.54	56.94	58.36	59.82	61.31	62.83	64.41	66.03	67.66	69.34	71.09	72.86	74.67
	Standby	3.89	3.99	4.08	4.19	4.29	4.40	4.51	4.62	4.74	4.85	4.98	5.10	5.23
84	Annual	118896	121848	124896	128016	131184	134484	137880	141264	144792	148428	152136	155916	159876
	Monthly	9908	10154	10408	10668	10932	11207	11490	11772	12066	12369	12678	12993	13323
	Hourly	56.94	58.36	59.82	61.31	62.83	64.41	66.03	67.66	69.34	71.09	72.86	74.67	76.57
	Standby	3.99	4.08	4.19	4.29	4.40	4.51	4.62	4.74	4.85	4.98	5.10	5.23	5.36
85	Annual	121848	124896	128016	131184	134484	137880	141264	144792	148428	152136	155916	159876	163800
	Monthly	10154	10408	10668	10932	11207	11490	11772	12066	12369	12678	12993	13323	13650
	Hourly	58.36	59.82	61.31	62.83	64.41	66.03	67.66	69.34	71.09	72.86	74.67	76.57	78.45
	Standby	4.08	4.19	4.29	4.40	4.51	4.62	4.74	4.85	4.98	5.10	5.23	5.36	5.49
86	Annual	124896	128016	131184	134484	137880	141264	144792	148428	152136	155916	159876	163800	167940
	Monthly	10408	10668	10932	11207	11490	11772	12066	12369	12678	12993	13323	13650	13995
	Hourly	59.82	61.31	62.83	64.41	66.03	67.66	69.34	71.09	72.86	74.67	76.57	78.45	80.43
	Standby	4.19	4.29	4.40	4.51	4.62	4.74	4.85	4.98	5.10	5.23	5.36	5.49	5.63
87	Annual	128016	131184	134484	137880	141264	144792	148428	152136	155916	159876	163800	167940	172176
	Monthly	10668	10932	11207	11490	11772	12066	12369	12678	12993	13323	13650	13995	14348
	Hourly	61.31	62.83	64.41	66.03	67.66	69.34	71.09	72.86	74.67	76.57	78.45	80.43	82.46
	Standby	4.29	4.40	4.51	4.62	4.74	4.85	4.98	5.10	5.23	5.36	5.49	5.63	5.77
88	Annual	131184	134484	137880	141264	144792	148428	152136	155916	159876	163800	167940	172176	176460
	Monthly	10932	11207	11490	11772	12066	12369	12678	12993	13323	13650	13995	14348	14705
	Hourly	62.83	64.41	66.03	67.66	69.34	71.09	72.86	74.67	76.57	78.45	80.43	82.46	84.51
	Standby	4.40	4.51	4.62	4.74	4.85	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92

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.

89	Annual	134484	137880	141264	144792	148428	152136	155916	159876	163800	167940	172176	176460	180900
	Monthly	11207	11490	11772	12066	12369	12678	12993	13323	13650	13995	14348	14705	15075
	Hourly	64.41	66.03	67.66	69.34	71.09	72.86	74.67	76.57	78.45	80.43	82.46	84.51	86.64
	Standby	4.51	4.62	4.74	4.85	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.06
90	Annual	137880	141264	144792	148428	152136	155916	159876	163800	167940	172176	176460	180900	185364
	Monthly	11490	11772	12066	12369	12678	12993	13323	13650	13995	14348	14705	15075	15447
	Hourly	66.03	67.66	69.34	71.09	72.86	74.67	76.57	78.45	80.43	82.46	84.51	86.64	88.78
	Standby	4.62	4.74	4.85	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.06	6.21
91	Annual	141264	144792	148428	152136	155916	159876	163800	167940	172176	176460	180900	185364	190032
	Monthly	11772	12066	12369	12678	12993	13323	13650	13995	14348	14705	15075	15447	15836
	Hourly	67.66	69.34	71.09	72.86	74.67	76.57	78.45	80.43	82.46	84.51	86.64	88.78	91.01
	Standby	4.74	4.85	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.06	6.21	6.37
92	Annual	144792	148428	152136	155916	159876	163800	167940	172176	176460	180900	185364	190032	194748
	Monthly	12066	12369	12678	12993	13323	13650	13995	14348	14705	15075	15447	15836	16229
	Hourly	69.34	71.09	72.86	74.67	76.57	78.45	80.43	82.46	84.51	86.64	88.78	91.01	93.27
	Standby	4.85	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.06	6.21	6.37	6.53
93	Annual	148428	152136	155916	159876	163800	167940	172176	176460	180900	185364	190032	194748	199680
	Monthly	12369	12678	12993	13323	13650	13995	14348	14705	15075	15447	15836	16229	16640
	Hourly	71.09	72.86	74.67	76.57	78.45	80.43	82.46	84.51	86.64	88.78	91.01	93.27	95.63
	Standby	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.06	6.21	6.37	6.53	6.69
94	Annual	152136	155916	159876	163800	167940	172176	176460	180900	185364	190032	194748	199680	204612
	Monthly	12678	12993	13323	13650	13995	14348	14705	15075	15447	15836	16229	16640	17051
	Hourly	72.86	74.67	76.57	78.45	80.43	82.46	84.51	86.64	88.78	91.01	93.27	95.63	97.99
	Standby	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.06	6.21	6.37	6.53	6.69	6.86
95	Annual	155916	159876	163800	167940	172176	176460	180900	185364	190032	194748	199680	204612	209772
	Monthly	12993	13323	13650	13995	14348	14705	15075	15447	15836	16229	16640	17051	17481
	Hourly	74.67	76.57	78.45	80.43	82.46	84.51	86.64	88.78	91.01	93.27	95.63	97.99	100.47
	Standby	5.23	5.36	5.49	5.63	5.77	5.92	6.06	6.21	6.37	6.53	6.69	6.86	7.03
96	Annual	159876	163800	167940	172176	176460	180900	185364	190032	194748	199680	204612	209772	215028
	Monthly	13323	13650	13995	14348	14705	15075	15447	15836	16229	16640	17051	17481	17919
	Hourly	76.57	78.45	80.43	82.46	84.51	86.64	88.78	91.01	93.27	95.63	97.99	100.47	102.98
	Standby	5.36	5.49	5.63	5.77	5.92	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.21
97	Annual	163800	167940	172176	176460	180900	185364	190032	194748	199680	204612	209772	215028	220416
	Monthly	13650	13995	14348	14705	15075	15447	15836	16229	16640	17051	17481	17919	18368
	Hourly	78.45	80.43	82.46	84.51	86.64	88.78	91.01	93.27	95.63	97.99	100.47	102.98	105.56
	Standby	5.49	5.63	5.77	5.92	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.21	7.39
98	Annual	167940	172176	176460	180900	185364	190032	194748	199680	204612	209772	215028	220416	225888
	Monthly	13995	14348	14705	15075	15447	15836	16229	16640	17051	17481	17919	18368	18824
	Hourly	80.43	82.46	84.51	86.64	88.78	91.01	93.27	95.63	97.99	100.47	102.98	105.56	108.18
	Standby	5.63	5.77	5.92	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.21	7.39	7.57
99	Annual	172176	176460	180900	185364	190032	194748	199680	204612	209772	215028	220416	225888	231552
	Monthly	14348	14705	15075	15447	15836	16229	16640	17051	17481	17919	18368	18824	19296
	Hourly	82.46	84.51	86.64	88.78	91.01	93.27	95.63	97.99	100.47	102.98	105.56	108.18	110.90
	Standby	5.77	5.92	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.21	7.39	7.57	7.76

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.

100	Annual	176460	180900	185364	190032	194748	199680	204612	209772	215028	220416	225888	231552	237336
	Monthly	14705	15075	15447	15836	16229	16640	17051	17481	17919	18368	18824	19296	19778
	Hourly	84.51	86.64	88.78	91.01	93.27	95.63	97.99	100.47	102.98	105.56	108.18	110.90	113.67
	Standby	5.92	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.21	7.39	7.57	7.76	7.96
101	Annual	180900	185364	190032	194748	199680	204612	209772	215028	220416	225888	231552	237336	243264
	Monthly	15075	15447	15836	16229	16640	17051	17481	17919	18368	18824	19296	19778	20272
	Hourly	86.64	88.78	91.01	93.27	95.63	97.99	100.47	102.98	105.56	108.18	110.90	113.67	116.51
	Standby	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.21	7.39	7.57	7.76	7.96	8.16
102	Annual	185364	190032	194748	199680	204612	209772	215028	220416	225888	231552	237336	243264	249360
	Monthly	15447	15836	16229	16640	17051	17481	17919	18368	18824	19296	19778	20272	20780
	Hourly	88.78	91.01	93.27	95.63	97.99	100.47	102.98	105.56	108.18	110.90	113.67	116.51	119.43
	Standby	6.21	6.37	6.53	6.69	6.86	7.03	7.21	7.39	7.57	7.76	7.96	8.16	8.36
103	Annual	190032	194748	199680	204612	209772	215028	220416	225888	231552	237336	243264	249360	255600
	Monthly	15836	16229	16640	17051	17481	17919	18368	18824	19296	19778	20272	20780	21300
	Hourly	91.01	93.27	95.63	97.99	100.47	102.98	105.56	108.18	110.90	113.67	116.51	119.43	122.41
	Standby	6.37	6.53	6.69	6.86	7.03	7.21	7.39	7.57	7.76	7.96	8.16	8.36	8.57
104	Annual	194748	199680	204612	209772	215028	220416	225888	231552	237336	243264	249360	255600	261972
	Monthly	16229	16640	17051	17481	17919	18368	18824	19296	19778	20272	20780	21300	21831
	Hourly	93.27	95.63	97.99	100.47	102.98	105.56	108.18	110.90	113.67	116.51	119.43	122.41	125.47
	Standby	6.53	6.69	6.86	7.03	7.21	7.39	7.57	7.76	7.96	8.16	8.36	8.57	8.78
105	Annual	199680	204612	209772	215028	220416	225888	231552	237336	243264	249360	255600	261972	268524
	Monthly	16640	17051	17481	17919	18368	18824	19296	19778	20272	20780	21300	21831	22377
	Hourly	95.63	97.99	100.47	102.98	105.56	108.18	110.90	113.67	116.51	119.43	122.41	125.47	128.60
	Standby	6.69	6.86	7.03	7.21	7.39	7.57	7.76	7.96	8.16	8.36	8.57	8.78	9.00
106	Annual	204612	209772	215028	220416	225888	231552	237336	243264	249360	255600	261972	268524	275244
	Monthly	17051	17481	17919	18368	18824	19296	19778	20272	20780	21300	21831	22377	22937
	Hourly	97.99	100.47	102.98	105.56	108.18	110.90	113.67	116.51	119.43	122.41	125.47	128.60	131.82
	Standby	6.86	7.03	7.21	7.39	7.57	7.76	7.96	8.16	8.36	8.57	8.78	9.00	9.23
107	Annual	209772	215028	220416	225888	231552	237336	243264	249360	255600	261972	268524	275244	282144
	Monthly	17481	17919	18368	18824	19296	19778	20272	20780	21300	21831	22377	22937	23512
	Hourly	100.47	102.98	105.56	108.18	110.90	113.67	116.51	119.43	122.41	125.47	128.60	131.82	135.13
	Standby	7.03	7.21	7.39	7.57	7.76	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46
108	Annual	215028	220416	225888	231552	237336	243264	249360	255600	261972	268524	275244	282144	289212
	Monthly	17919	18368	18824	19296	19778	20272	20780	21300	21831	22377	22937	23512	24101
	Hourly	102.98	105.56	108.18	110.90	113.67	116.51	119.43	122.41	125.47	128.60	131.82	135.13	138.51
	Standby	7.21	7.39	7.57	7.76	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70
109	Annual	220416	225888	231552	237336	243264	249360	255600	261972	268524	275244	282144	289212	296424
	Monthly	18368	18824	19296	19778	20272	20780	21300	21831	22377	22937	23512	24101	24702
	Hourly	105.56	108.18	110.90	113.67	116.51	119.43	122.41	125.47	128.60	131.82	135.13	138.51	141.97
	Standby	7.39	7.57	7.76	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94
110	Annual	225888	231552	237336	243264	249360	255600	261972	268524	275244	282144	289212	296424	303804
	Monthly	18824	19296	19778	20272	20780	21300	21831	22377	22937	23512	24101	24702	25317
	Hourly	108.18	110.90	113.67	116.51	119.43	122.41	125.47	128.60	131.82	135.13	138.51	141.97	145.50
	Standby	7.57	7.76	7.96	8.16	8.36	8.57	8.78	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.

111	Annual	231552	237336	243264	249360	255600	261972	268524	275244	282144	289212	296424	303804	311424
	Monthly	19296	19778	20272	20780	21300	21831	22377	22937	23512	24101	24702	25317	25952
	Hourly	110.90	113.67	116.51	119.43	122.41	125.47	128.60	131.82	135.13	138.51	141.97	145.50	149.15
	Standby	7.76	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44
112	Annual	237336	243264	249360	255600	261972	268524	275244	282144	289212	296424	303804	311424	319200
	Monthly	19778	20272	20780	21300	21831	22377	22937	23512	24101	24702	25317	25952	26600
	Hourly	113.67	116.51	119.43	122.41	125.47	128.60	131.82	135.13	138.51	141.97	145.50	149.15	152.87
	Standby	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70
113	Annual	243264	249360	255600	261972	268524	275244	282144	289212	296424	303804	311424	319200	327180
	Monthly	20272	20780	21300	21831	22377	22937	23512	24101	24702	25317	25952	26600	27265
	Hourly	116.51	119.43	122.41	125.47	128.60	131.82	135.13	138.51	141.97	145.50	149.15	152.87	156.70
	Standby	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97
114	Annual	249360	255600	261972	268524	275244	282144	289212	296424	303804	311424	319200	327180	335364
	Monthly	20780	21300	21831	22377	22937	23512	24101	24702	25317	25952	26600	27265	27947
	Hourly	119.43	122.41	125.47	128.60	131.82	135.13	138.51	141.97	145.50	149.15	152.87	156.70	160.61
	Standby	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24
115	Annual	255600	261972	268524	275244	282144	289212	296424	303804	311424	319200	327180	335364	343728
	Monthly	21300	21831	22377	22937	23512	24101	24702	25317	25952	26600	27265	27947	28644
	Hourly	122.41	125.47	128.60	131.82	135.13	138.51	141.97	145.50	149.15	152.87	156.70	160.61	164.62
	Standby	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52
116	Annual	261972	268524	275244	282144	289212	296424	303804	311424	319200	327180	335364	343728	352356
	Monthly	21831	22377	22937	23512	24101	24702	25317	25952	26600	27265	27947	28644	29363
	Hourly	125.47	128.60	131.82	135.13	138.51	141.97	145.50	149.15	152.87	156.70	160.61	164.62	168.75
	Standby	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	11.81
117	Annual	268524	275244	282144	289212	296424	303804	311424	319200	327180	335364	343728	352356	361152
	Monthly	22377	22937	23512	24101	24702	25317	25952	26600	27265	27947	28644	29363	30096
	Hourly	128.60	131.82	135.13	138.51	141.97	145.50	149.15	152.87	156.70	160.61	164.62	168.75	172.97
	Standby	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	11.81	12.11
118	Annual	275244	282144	289212	296424	303804	311424	319200	327180	335364	343728	352356	361152	370188
	Monthly	22937	23512	24101	24702	25317	25952	26600	27265	27947	28644	29363	30096	30849
	Hourly	131.82	135.13	138.51	141.97	145.50	149.15	152.87	156.70	160.61	164.62	168.75	172.97	177.29
	Standby	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	11.81	12.11	12.41
119	Annual	282144	289212	296424	303804	311424	319200	327180	335364	343728	352356	361152	370188	379428
	Monthly	23512	24101	24702	25317	25952	26600	27265	27947	28644	29363	30096	30849	31619
	Hourly	135.13	138.51	141.97	145.50	149.15	152.87	156.70	160.61	164.62	168.75	172.97	177.29	181.72
	Standby	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	11.81	12.11	12.41	12.72
120	Annual	289212	296424	303804	311424	319200	327180	335364	343728	352356	361152	370188	379428	388944
	Monthly	24101	24702	25317	25952	26600	27265	27947	28644	29363	30096	30849	31619	32412
	Hourly	138.51	141.97	145.50	149.15	152.87	156.70	160.61	164.62	168.75	172.97	177.29	181.72	186.28
	Standby	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	11.81	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.