

		Years of Experience																									
						0	1		2		3		4	5	6	7	8	12	14	15	17	18	20	23	26		
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X		
39E1	Annual	42204	43224	44268	45312	46368	47448	48624	49740	50964	52176	53520	54840	56208	57648	59004	60516	62016	62796	63600	64416	65220	66792	67632	68472		
	Monthly	3517	3602	3689	3776	3864	3954	4052	4145	4247	4348	4460	4570	4684	4804	4917	5043	5168	5233	5300	5368	5435	5566	5636	5706		
	Hourly	20.21	20.70	21.20	21.70	22.21	22.72	23.29	23.82	24.41	24.99	25.63	26.26	26.92	27.61	28.26	28.98	29.70	30.07	30.46	30.85	31.24	31.99	32.39	32.79		
	Standby	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.11	2.13	2.16	2.19	2.24	2.27	2.30		
41E1	Annual	44268	45312	46368	47448	48624	49740	50964	52176	53520	54840	56208	57648	59004	60516	62016	63600	65220	66012	66792	67632	68472	70152	71076	71988		
	Monthly	3689	3776	3864	3954	4052	4145	4247	4348	4460	4570	4684	4804	4917	5043	5168	5300	5435	5501	5566	5636	5706	5846	5923	5999		
	Hourly	21.20	21.70	22.21	22.72	23.29	23.82	24.41	24.99	25.63	26.26	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.61	31.99	32.39	32.79	33.60	34.04	34.48		
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.21	2.24	2.27	2.30	2.35	2.38	2.41		
48E1	Annual	52176	53520	54840	56208	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	78432	79404	80388	81384	83460	84492	85536		
	Monthly	4348	4460	4570	4684	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6536	6617	6699	6782	6955	7041	7128		
	Hourly	24.99	25.63	26.26	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	37.56	38.03	38.50	38.98	39.97	40.47	40.97		
	Standby	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.63	2.66	2.70	2.73	2.80	2.83	2.87		
		Years of Experience																									
						0	1		2		3		4	5	6	7	8	9	10	12	14	15	17	18	20	23	26
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X		
45N1	Annual	48624	49740	50964	52176	53520	54840	56208	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	72864	73740	74664	75576	77484	78432	79404		
	Monthly	4052	4145	4247	4348	4460	4570	4684	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6072	6145	6222	6298	6457	6536	6617		
	Hourly	23.29	23.82	24.41	24.99	25.63	26.26	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	34.90	35.32	35.76	36.20	37.11	37.56	38.03		
	Standby	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.44	2.47	2.50	2.53	2.60	2.63	2.66		

Standby rate is equal to 7% of the hourly rate.

		Years of Experience																							
		0	1	2	3	4	5	6	7	8	9	10	12	14	15	17	18	20	23	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	STEP	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
47N1	Annual	50964	52176	53520	54840	56208	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	76536	77484	78432	79404	81384	82416	83460
	Monthly	4247	4348	4460	4570	4684	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6378	6457	6536	6617	6782	6868	6955
	Hourly	24.41	24.99	25.63	26.26	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	36.66	37.11	37.56	38.03	38.98	39.47	39.97
	Standby	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.57	2.60	2.63	2.66	2.73	2.76	2.80
49N1	Annual	53520	54840	56208	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	80388	81384	82416	83460	85536	86592	87648
	Monthly	4460	4570	4684	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6699	6782	6868	6955	7128	7216	7304
	Hourly	25.63	26.26	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.50	38.98	39.47	39.97	40.97	41.47	41.98
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.70	2.73	2.76	2.80	2.87	2.90	2.94
50N1	Annual	54840	56208	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	82416	83460	84492	85536	87648	88776	89904
	Monthly	4570	4684	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6868	6955	7041	7128	7304	7398	7492
	Hourly	26.26	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.47	39.97	40.47	40.97	41.98	42.52	43.06
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.76	2.80	2.83	2.87	2.94	2.98	3.01
51N1	Annual	56208	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	84492	85536	86592	87648	89904	91008	92112
	Monthly	4684	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7041	7128	7216	7304	7492	7584	7676
	Hourly	26.92	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.47	40.97	41.47	41.98	43.06	43.59	44.11
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.83	2.87	2.90	2.94	3.01	3.05	3.09
52N1	Annual	57648	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	86592	87648	88776	89904	92112	93240	94380
	Monthly	4804	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7216	7304	7398	7492	7676	7770	7865
	Hourly	27.61	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.47	41.98	42.52	43.06	44.11	44.66	45.20
	Standby	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.90	2.94	2.98	3.01	3.09	3.13	3.16
53N1	Annual	59004	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	88776	89904	91008	92112	94380	95580	96792
	Monthly	4917	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7398	7492	7584	7676	7865	7965	8066
	Hourly	28.26	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	42.52	43.06	43.59	44.11	45.20	45.78	46.36
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	2.98	3.01	3.05	3.09	3.16	3.20	3.24

Standby rate is equal to 7% of the hourly rate.

		Years of Experience																							
		0	1		2		3		4		5		6	7	8	9	10	12	14	15	17	18	20	23	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	STEP	STEP
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
54N1	Annual	60516	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	91008	92112	93240	94380	96792	97980	99180
	Monthly	5043	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7584	7676	7770	7865	8066	8165	8265
	Hourly	28.98	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	43.59	44.11	44.66	45.20	46.36	46.93	47.50
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.05	3.09	3.13	3.16	3.24	3.28	3.33
55N1	Annual	62016	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	93240	94380	95580	96792	99180	100416	101664
	Monthly	5168	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7770	7865	7965	8066	8265	8368	8472
	Hourly	29.70	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	44.66	45.20	45.78	46.36	47.50	48.09	48.69
	Standby	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.13	3.16	3.20	3.24	3.33	3.37	3.41
56N1	Annual	63600	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	95580	96792	97980	99180	101664	102924	104172
	Monthly	5300	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	7965	8066	8165	8265	8472	8577	8681
	Hourly	30.46	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	45.78	46.36	46.93	47.50	48.69	49.29	49.89
	Standby	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.20	3.24	3.28	3.33	3.41	3.45	3.49
57N1	Annual	65220	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	97980	99180	100416	101664	104172	105480	106800
	Monthly	5435	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8165	8265	8368	8472	8681	8790	8900
	Hourly	31.24	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	46.93	47.50	48.09	48.69	49.89	50.52	51.15
	Standby	2.19	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.28	3.33	3.37	3.41	3.49	3.54	3.58
58N1	Annual	66792	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	100416	101664	102924	104172	106800	108132	109476
	Monthly	5566	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8368	8472	8577	8681	8900	9011	9123
	Hourly	31.99	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.09	48.69	49.29	49.89	51.15	51.79	52.43
	Standby	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.37	3.41	3.45	3.49	3.58	3.63	3.67
59N1	Annual	68472	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	102924	104172	105480	106800	109476	110844	112212
	Monthly	5706	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8577	8681	8790	8900	9123	9237	9351
	Hourly	32.79	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.29	49.89	50.52	51.15	52.43	53.09	53.74
	Standby	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.45	3.49	3.54	3.58	3.67	3.72	3.76

		Years of Experience																							
		0	1		2		3		4		5	6	7	8	9	10	12	14	15	17	18	20	23	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	STEP	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
60N1	Annual	70152	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	105480	106800	108132	109476	112212	113628	115032
	Monthly	5846	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8790	8900	9011	9123	9351	9469	9586
	Hourly	33.60	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	50.52	51.15	51.79	52.43	53.74	54.42	55.09
	Standby	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.54	3.58	3.63	3.67	3.76	3.81	3.86
61N1	Annual	71988	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	108132	109476	110844	112212	115032	116484	117924
	Monthly	5999	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9011	9123	9237	9351	9586	9707	9827
	Hourly	34.48	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	51.79	52.43	53.09	53.74	55.09	55.79	56.48
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.63	3.67	3.72	3.76	3.86	3.91	3.95
62N1	Annual	73740	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	110844	112212	113628	115032	117924	119400	120864
	Monthly	6145	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9237	9351	9469	9586	9827	9950	10072
	Hourly	35.32	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.09	53.74	54.42	55.09	56.48	57.18	57.89
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.72	3.76	3.81	3.86	3.95	4.00	4.05
63N1	Annual	75576	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	113628	115032	116484	117924	120864	122376	123900
	Monthly	6298	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9469	9586	9707	9827	10072	10198	10325
	Hourly	36.20	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	54.42	55.09	55.79	56.48	57.89	58.61	59.34
	Standby	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.81	3.86	3.91	3.95	4.05	4.10	4.15
64N1	Annual	77484	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	116484	117924	119400	120864	123900	125460	127020
	Monthly	6457	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9707	9827	9950	10072	10325	10455	10585
	Hourly	37.11	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	55.79	56.48	57.18	57.89	59.34	60.09	60.83
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.91	3.95	4.00	4.05	4.15	4.21	4.26
65N1	Annual	79404	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	119400	120864	122376	123900	127020	128592	130176
	Monthly	6617	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	9950	10072	10198	10325	10585	10716	10848
	Hourly	38.03	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.18	57.89	58.61	59.34	60.83	61.59	62.34
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.00	4.05	4.10	4.15	4.26	4.31	4.36

		Years of Experience																							
		0	1		2		3		4		5		6	7	8	9	10	12	14	15	17	18	20	23	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	STEP	STEP
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
66N1	Annual	81384	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	122376	123900	125460	127020	130176	131796	133428
	Monthly	6782	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10198	10325	10455	10585	10848	10983	11119
	Hourly	38.98	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	58.61	59.34	60.09	60.83	62.34	63.12	63.90
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.10	4.15	4.21	4.26	4.36	4.42	4.47
67N1	Annual	83460	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	125460	127020	128592	130176	133428	135096	136764
	Monthly	6955	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10455	10585	10716	10848	11119	11258	11397
	Hourly	39.97	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.09	60.83	61.59	62.34	63.90	64.70	65.50
	Standby	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.21	4.26	4.31	4.36	4.47	4.53	4.59
68N1	Annual	85536	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	128592	130176	131796	133428	136764	138480	140196
	Monthly	7128	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10716	10848	10983	11119	11397	11540	11683
	Hourly	40.97	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	61.59	62.34	63.12	63.90	65.50	66.32	67.14
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.31	4.36	4.42	4.47	4.59	4.64	4.70
69N1	Annual	87648	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	131796	133428	135096	136764	140196	141960	143712
	Monthly	7304	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	10983	11119	11258	11397	11683	11830	11976
	Hourly	41.98	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.12	63.90	64.70	65.50	67.14	67.99	68.83
	Standby	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.42	4.47	4.53	4.59	4.70	4.76	4.82
70N1	Annual	89904	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	135096	136764	138480	140196	143712	145512	147312
	Monthly	7492	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11258	11397	11540	11683	11976	12126	12276
	Hourly	43.06	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	64.70	65.50	66.32	67.14	68.83	69.69	70.55
	Standby	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.53	4.59	4.64	4.70	4.82	4.88	4.94
71N1	Annual	92112	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	138480	140196	141960	143712	147312	149148	150984
	Monthly	7676	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11540	11683	11830	11976	12276	12429	12582
	Hourly	44.11	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	66.32	67.14	67.99	68.83	70.55	71.43	72.31
	Standby	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.64	4.70	4.76	4.82	4.94	5.00	5.06

Standby rate is equal to 7% of the hourly rate.

		Years of Experience																							
		0	1		2		3		4		5		6	7	8	9	10	12	14	15	17	18	20	23	26
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
72N1	Annual	94380	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	141960	143712	145512	147312	150984	152880	154776
	Monthly	7865	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11830	11976	12126	12276	12582	12740	12898
	Hourly	45.20	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	67.99	68.83	69.69	70.55	72.31	73.22	74.13
	Standby	3.16	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.76	4.82	4.88	4.94	5.06	5.13	5.19
73N1	Annual	96792	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	145512	147312	149148	150984	154776	156696	158628
	Monthly	8066	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12126	12276	12429	12582	12898	13058	13219
	Hourly	46.36	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	69.69	70.55	71.43	72.31	74.13	75.05	75.97
	Standby	3.24	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.88	4.94	5.00	5.06	5.19	5.25	5.32
74N1	Annual	99180	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	149148	150984	152880	154776	158628	160608	162588
	Monthly	8265	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12429	12582	12740	12898	13219	13384	13549
	Hourly	47.50	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	71.43	72.31	73.22	74.13	75.97	76.92	77.87
	Standby	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.00	5.06	5.13	5.19	5.32	5.38	5.45
75N1	Annual	101664	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	152880	154776	156696	158628	162588	164616	166644
	Monthly	8472	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12740	12898	13058	13219	13549	13718	13887
	Hourly	48.69	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	73.22	74.13	75.05	75.97	77.87	78.84	79.81
	Standby	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.13	5.19	5.25	5.32	5.45	5.52	5.59
76N1	Annual	104172	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	156696	158628	160608	162588	166644	168744	170820
	Monthly	8681	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13058	13219	13384	13549	13887	14062	14235
	Hourly	49.89	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.05	75.97	76.92	77.87	79.81	80.82	81.81
	Standby	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.25	5.32	5.38	5.45	5.59	5.66	5.73
77N1	Annual	106800	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	160608	162588	164616	166644	170820	172944	175080
	Monthly	8900	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13384	13549	13718	13887	14235	14412	14590
	Hourly	51.15	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	76.92	77.87	78.84	79.81	81.81	82.83	83.85
	Standby	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.38	5.45	5.52	5.59	5.73	5.80	5.87

Standby rate is equal to 7% of the hourly rate.

		Years of Experience																							
		0	1	2	3	4	5	6	7	8	9	10	12	14	15	17	18	20	23	26					
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
78N1	Annual	109476	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	164616	166644	168744	170820	175080	177264	179460
	Monthly	9123	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13718	13887	14062	14235	14590	14772	14955
	Hourly	52.43	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	78.84	79.81	80.82	81.81	83.85	84.90	85.95
	Standby	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.52	5.59	5.66	5.73	5.87	5.94	6.02
79N1	Annual	112212	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	168744	170820	172944	175080	179460	181692	183924
	Monthly	9351	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14062	14235	14412	14590	14955	15141	15327
	Hourly	53.74	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	80.82	81.81	82.83	83.85	85.95	87.02	88.09
	Standby	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.66	5.73	5.80	5.87	6.02	6.09	6.17
80N1	Annual	115032	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	172944	175080	177264	179460	183924	186240	188544
	Monthly	9586	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14412	14590	14772	14955	15327	15520	15712
	Hourly	55.09	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	82.83	83.85	84.90	85.95	88.09	89.20	90.30
	Standby	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.80	5.87	5.94	6.02	6.17	6.24	6.32
81N1	Annual	117924	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	175080	177264	179460	181692	183924	188544	190896	193248
	Monthly	9827	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14590	14772	14955	15141	15327	15712	15908	16104
	Hourly	56.48	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	83.85	84.90	85.95	87.02	88.09	90.30	91.43	92.55
	Standby	3.95	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	5.94	6.02	6.09	6.17	6.32	6.40	6.48
82N1	Annual	120864	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	175080	179460	181692	183924	186240	188544	193248	195660	198084
	Monthly	10072	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14590	14955	15141	15327	15520	15712	16104	16305	16507
	Hourly	57.89	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	83.85	85.95	87.02	88.09	89.20	90.30	92.55	93.71	94.87
	Standby	4.05	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.09	6.17	6.24	6.32	6.48	6.56	6.64
83N1	Annual	123900	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	175080	179460	183924	186240	188544	190896	193248	198084	200556	203028
	Monthly	10325	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14590	14955	15327	15520	15712	15908	16104	16507	16713	16919
	Hourly	59.34	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	83.85	85.95	88.09	89.20	90.30	91.43	92.55	94.87	96.05	97.24
	Standby	4.15	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.24	6.32	6.40	6.48	6.64	6.72	6.81

Standby rate is equal to 7% of the hourly rate.

		Years of Experience																							
		0	1		2		3		4		5		6	7	8	9	10	12	14	15	17	18	20	23	26
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
84N1	Annual	127020	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	175080	179460	183924	188544	190896	193248	195660	198084	203028	205560	208092
	Monthly	10585	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14590	14955	15327	15712	15908	16104	16305	16507	16919	17130	17341
	Hourly	60.83	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	83.85	85.95	88.09	90.30	91.43	92.55	93.71	94.87	97.24	98.45	99.66
	Standby	4.26	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.40	6.48	6.56	6.64	6.81	6.89	6.98
85N1	Annual	130176	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	175080	179460	183924	188544	193248	195660	198084	200556	203028	208092	210696	213300
	Monthly	10848	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14590	14955	15327	15712	16104	16305	16507	16713	16919	17341	17558	17775
	Hourly	62.34	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	83.85	85.95	88.09	90.30	92.55	93.71	94.87	96.05	97.24	99.66	100.91	102.16
	Standby	4.36	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.56	6.64	6.72	6.81	6.98	7.06	7.15
86N1	Annual	133428	136764	140196	143712	147312	150984	154776	158628	162588	166644	170820	175080	179460	183924	188544	193248	198084	200556	203028	205560	208092	213300	215976	218652
	Monthly	11119	11397	11683	11976	12276	12582	12898	13219	13549	13887	14235	14590	14955	15327	15712	16104	16507	16713	16919	17130	17341	17775	17998	18221
	Hourly	63.90	65.50	67.14	68.83	70.55	72.31	74.13	75.97	77.87	79.81	81.81	83.85	85.95	88.09	90.30	92.55	94.87	96.05	97.24	98.45	99.66	102.16	103.44	104.72
	Standby	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.72	6.81	6.89	6.98	7.15	7.24	7.33

Standby rate is equal to 7% of the hourly rate.