

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	38268	39144	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428
	Monthly	3132	3189	3262	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119
	Hourly	18.00	18.33	18.75	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67
	Standby	1.26	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66
35	Annual	38268	39144	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592
	Monthly	3189	3262	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216
	Hourly	18.33	18.75	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70
36	Annual	39144	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840
	Monthly	3262	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320
	Hourly	18.75	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74
37	Annual	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136
	Monthly	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428
	Hourly	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78
38	Annual	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504
	Monthly	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542
	Hourly	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10
	Standby	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83
39	Annual	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836
	Monthly	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653
	Hourly	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74
	Standby	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87
40	Annual	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252
	Monthly	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771
	Hourly	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
41	Annual	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584
	Monthly	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882
	Hourly	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06
	Standby	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96
42	Annual	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132
	Monthly	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011
	Hourly	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80
	Standby	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02
43	Annual	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644
	Monthly	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137
	Hourly	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07
44	Annual	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252
	Monthly	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271
	Hourly	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29
	Standby	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12

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*
45	Annual	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776
	Monthly	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398
	Hourly	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17
46	Annual	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372
	Monthly	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531
	Hourly	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23
47	Annual	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992
	Monthly	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666
	Hourly	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28
48	Annual	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744
	Monthly	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812
	Hourly	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40
	Standby	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34
49	Annual	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472
	Monthly	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956
	Hourly	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23
	Standby	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40
50	Annual	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284
	Monthly	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107
	Hourly	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10
	Standby	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46
51	Annual	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108
	Monthly	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259
	Hourly	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97
	Standby	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
52	Annual	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968
	Monthly	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414
	Hourly	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86
	Standby	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58
53	Annual	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912
	Monthly	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576
	Hourly	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79
	Standby	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65
54	Annual	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820
	Monthly	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735
	Hourly	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71
55	Annual	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872
	Monthly	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906
	Hourly	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78

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*
56	Annual	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984
	Monthly	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082
	Hourly	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85
57	Annual	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048
	Monthly	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254
	Hourly	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
58	Annual	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316
	Monthly	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443
	Hourly	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99
59	Annual	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464
	Monthly	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622
	Hourly	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07
60	Annual	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804
	Monthly	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817
	Hourly	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14
61	Annual	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144
	Monthly	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012
	Hourly	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05
	Standby	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22
62	Annual	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520
	Monthly	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210
	Hourly	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30
63	Annual	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980
	Monthly	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415
	Hourly	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39
64	Annual	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536
	Monthly	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628
	Hourly	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47
65	Annual	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104
	Monthly	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842
	Hourly	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82
	Standby	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56
66	Annual	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780
	Monthly	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065
	Hourly	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65

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*
67	Annual	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504
	Monthly	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292
	Hourly	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40
	Standby	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74
68	Annual	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264
	Monthly	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522
	Hourly	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72
	Standby	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83
69	Annual	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120
	Monthly	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760
	Hourly	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09
	Standby	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93
70	Annual	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048
	Monthly	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004
	Hourly	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49
	Standby	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02
71	Annual	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084
	Monthly	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257
	Hourly	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95
	Standby	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13
72	Annual	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168
	Monthly	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514
	Hourly	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43
	Standby	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23
73	Annual	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288
	Monthly	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774
	Hourly	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92
	Standby	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33
74	Annual	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540
	Monthly	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045
	Hourly	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48
	Standby	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44
75	Annual	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840
	Monthly	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320
	Hourly	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06
	Standby	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55
76	Annual	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236
	Monthly	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603
	Hourly	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68
	Standby	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67
77	Annual	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692
	Monthly	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891
	Hourly	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34
	Standby	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78

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*
78	Annual	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316
	Monthly	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193
	Hourly	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07
	Standby	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91
79	Annual	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904
	Monthly	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492
	Hourly	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79
	Standby	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03
80	Annual	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660
	Monthly	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805
	Hourly	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59
	Standby	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15
81	Annual	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536
	Monthly	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128
	Hourly	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45
	Standby	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28
82	Annual	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436
	Monthly	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453
	Hourly	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32
	Standby	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41
83	Annual	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468
	Monthly	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789
	Hourly	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25
	Standby	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55
84	Annual	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632
	Monthly	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136
	Hourly	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24
	Standby	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69
85	Annual	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820
	Monthly	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485
	Hourly	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25
	Standby	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83
86	Annual	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236
	Monthly	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853
	Hourly	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36
	Standby	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98
87	Annual	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700
	Monthly	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225
	Hourly	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50
	Standby	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13
88	Annual	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236
	Monthly	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603
	Hourly	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67
	Standby	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28

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*
89	Annual	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964
	Monthly	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997
	Hourly	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94
	Standby	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44
90	Annual	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716
	Monthly	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393
	Hourly	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21
	Standby	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59
91	Annual	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648
	Monthly	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804
	Hourly	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57
	Standby	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76
92	Annual	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664
	Monthly	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222
	Hourly	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98
	Standby	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93
93	Annual	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872
	Monthly	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656
	Hourly	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47
	Standby	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10
94	Annual	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152
	Monthly	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096
	Hourly	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00
	Standby	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28
95	Annual	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588
	Monthly	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549
	Hourly	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60
	Standby	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46
96	Annual	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180
	Monthly	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015
	Hourly	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28
	Standby	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65
97	Annual	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904
	Monthly	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492
	Hourly	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02
	Standby	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84
98	Annual	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748
	Monthly	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979
	Hourly	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82
	Standby	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04
99	Annual	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712
	Monthly	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476
	Hourly	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68
	Standby	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24

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*
100	Annual	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880
	Monthly	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990
	Hourly	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63
	Standby	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44
101	Annual	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180
	Monthly	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515
	Hourly	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65
	Standby	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66
102	Annual	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624
	Monthly	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052
	Hourly	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74
	Standby	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87
103	Annual	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236
	Monthly	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603
	Hourly	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90
	Standby	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09
104	Annual	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016
	Monthly	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168
	Hourly	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15
	Standby	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32
105	Annual	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952
	Monthly	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746
	Hourly	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47
	Standby	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55
106	Annual	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080
	Monthly	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340
	Hourly	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89
	Standby	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79
107	Annual	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424
	Monthly	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952
	Hourly	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40
	Standby	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04
108	Annual	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912
	Monthly	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576
	Hourly	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99
	Standby	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29
109	Annual	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544
	Monthly	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212
	Hourly	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64
	Standby	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55
110	Annual	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428
	Monthly	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869
	Hourly	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42
	Standby	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81

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*
111	Annual	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480
	Monthly	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540
	Hourly	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28
	Standby	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08
112	Annual	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736
	Monthly	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228
	Hourly	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23
	Standby	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36
113	Annual	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196
	Monthly	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933
	Hourly	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28
	Standby	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64
114	Annual	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884
	Monthly	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657
	Hourly	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44
	Standby	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93
115	Annual	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788
	Monthly	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399
	Hourly	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71
	Standby	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23
116	Annual	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920
	Monthly	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160
	Hourly	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08
	Standby	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54
117	Annual	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256
	Monthly	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938
	Hourly	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55
	Standby	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85
118	Annual	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256	392856
	Monthly	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938	32738
	Hourly	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55	188.15
	Standby	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17
119	Annual	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256	392856	402648
	Monthly	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938	32738	33554
	Hourly	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55	188.15	192.84
	Standby	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17	13.50
120	Annual	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256	392856	402648	412728
	Monthly	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938	32738	33554	34394
	Hourly	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55	188.15	192.84	197.67
	Standby	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17	13.50	13.84

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.