

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	31092	31620	32364	33168	33924	34680	35484	36288	37152	38004	38952	39852	40812
	Monthly	2591	2635	2697	2764	2827	2890	2957	3024	3096	3167	3246	3321	3401
	Hourly	14.89	15.14	15.50	15.89	16.25	16.61	16.99	17.38	17.79	18.20	18.66	19.09	19.55
	Standby	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.31	1.34	1.37
31	Annual	31620	32364	33168	33924	34680	35484	36288	37152	38004	38952	39852	40812	41760
	Monthly	2635	2697	2764	2827	2890	2957	3024	3096	3167	3246	3321	3401	3480
	Hourly	15.14	15.50	15.89	16.25	16.61	16.99	17.38	17.79	18.20	18.66	19.09	19.55	20.00
	Standby	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.31	1.34	1.37	1.40
32	Annual	32364	33168	33924	34680	35484	36288	37152	38004	38952	39852	40812	41760	42696
	Monthly	2697	2764	2827	2890	2957	3024	3096	3167	3246	3321	3401	3480	3558
	Hourly	15.50	15.89	16.25	16.61	16.99	17.38	17.79	18.20	18.66	19.09	19.55	20.00	20.45
	Standby	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.31	1.34	1.37	1.40	1.43
33	Annual	33168	33924	34680	35484	36288	37152	38004	38952	39852	40812	41760	42696	43800
	Monthly	2764	2827	2890	2957	3024	3096	3167	3246	3321	3401	3480	3558	3650
	Hourly	15.89	16.25	16.61	16.99	17.38	17.79	18.20	18.66	19.09	19.55	20.00	20.45	20.98
	Standby	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.31	1.34	1.37	1.40	1.43	1.47
34	Annual	33924	34680	35484	36288	37152	38004	38952	39852	40812	41760	42696	43800	44808
	Monthly	2827	2890	2957	3024	3096	3167	3246	3321	3401	3480	3558	3650	3734
	Hourly	16.25	16.61	16.99	17.38	17.79	18.20	18.66	19.09	19.55	20.00	20.45	20.98	21.46
	Standby	1.14	1.16	1.19	1.22	1.25	1.27	1.31	1.34	1.37	1.40	1.43	1.47	1.50
35	Annual	34680	35484	36288	37152	38004	38952	39852	40812	41760	42696	43800	44808	45852
	Monthly	2890	2957	3024	3096	3167	3246	3321	3401	3480	3558	3650	3734	3821
	Hourly	16.61	16.99	17.38	17.79	18.20	18.66	19.09	19.55	20.00	20.45	20.98	21.46	21.96
	Standby	1.16	1.19	1.22	1.25	1.27	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54
36	Annual	35484	36288	37152	38004	38952	39852	40812	41760	42696	43800	44808	45852	46980
	Monthly	2957	3024	3096	3167	3246	3321	3401	3480	3558	3650	3734	3821	3915
	Hourly	16.99	17.38	17.79	18.20	18.66	19.09	19.55	20.00	20.45	20.98	21.46	21.96	22.50
	Standby	1.19	1.22	1.25	1.27	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58
37	Annual	36288	37152	38004	38952	39852	40812	41760	42696	43800	44808	45852	46980	48156
	Monthly	3024	3096	3167	3246	3321	3401	3480	3558	3650	3734	3821	3915	4013
	Hourly	17.38	17.79	18.20	18.66	19.09	19.55	20.00	20.45	20.98	21.46	21.96	22.50	23.06
	Standby	1.22	1.25	1.27	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61

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*
38	Annual	37152	38004	38952	39852	40812	41760	42696	43800	44808	45852	46980	48156	49404
	Monthly	3096	3167	3246	3321	3401	3480	3558	3650	3734	3821	3915	4013	4117
	Hourly	17.79	18.20	18.66	19.09	19.55	20.00	20.45	20.98	21.46	21.96	22.50	23.06	23.66
	Standby	1.25	1.27	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.66
39	Annual	38004	38952	39852	40812	41760	42696	43800	44808	45852	46980	48156	49404	50592
	Monthly	3167	3246	3321	3401	3480	3558	3650	3734	3821	3915	4013	4117	4216
	Hourly	18.20	18.66	19.09	19.55	20.00	20.45	20.98	21.46	21.96	22.50	23.06	23.66	24.23
	Standby	1.27	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.66	1.70
40	Annual	38952	39852	40812	41760	42696	43800	44808	45852	46980	48156	49404	50592	51888
	Monthly	3246	3321	3401	3480	3558	3650	3734	3821	3915	4013	4117	4216	4324
	Hourly	18.66	19.09	19.55	20.00	20.45	20.98	21.46	21.96	22.50	23.06	23.66	24.23	24.85
	Standby	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.66	1.70	1.74
41	Annual	39852	40812	41760	42696	43800	44808	45852	46980	48156	49404	50592	51888	53100
	Monthly	3321	3401	3480	3558	3650	3734	3821	3915	4013	4117	4216	4324	4425
	Hourly	19.09	19.55	20.00	20.45	20.98	21.46	21.96	22.50	23.06	23.66	24.23	24.85	25.43
	Standby	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78
42	Annual	40812	41760	42696	43800	44808	45852	46980	48156	49404	50592	51888	53100	54492
	Monthly	3401	3480	3558	3650	3734	3821	3915	4013	4117	4216	4324	4425	4541
	Hourly	19.55	20.00	20.45	20.98	21.46	21.96	22.50	23.06	23.66	24.23	24.85	25.43	26.10
	Standby	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83
43	Annual	41760	42696	43800	44808	45852	46980	48156	49404	50592	51888	53100	54492	55872
	Monthly	3480	3558	3650	3734	3821	3915	4013	4117	4216	4324	4425	4541	4656
	Hourly	20.00	20.45	20.98	21.46	21.96	22.50	23.06	23.66	24.23	24.85	25.43	26.10	26.76
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87
44	Annual	42696	43800	44808	45852	46980	48156	49404	50592	51888	53100	54492	55872	57324
	Monthly	3558	3650	3734	3821	3915	4013	4117	4216	4324	4425	4541	4656	4777
	Hourly	20.45	20.98	21.46	21.96	22.50	23.06	23.66	24.23	24.85	25.43	26.10	26.76	27.45
	Standby	1.43	1.47	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92
45	Annual	43800	44808	45852	46980	48156	49404	50592	51888	53100	54492	55872	57324	58704
	Monthly	3650	3734	3821	3915	4013	4117	4216	4324	4425	4541	4656	4777	4892
	Hourly	20.98	21.46	21.96	22.50	23.06	23.66	24.23	24.85	25.43	26.10	26.76	27.45	28.11
	Standby	1.47	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97

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*
46	Annual	44808	45852	46980	48156	49404	50592	51888	53100	54492	55872	57324	58704	60156
	Monthly	3734	3821	3915	4013	4117	4216	4324	4425	4541	4656	4777	4892	5013
	Hourly	21.46	21.96	22.50	23.06	23.66	24.23	24.85	25.43	26.10	26.76	27.45	28.11	28.81
	Standby	1.50	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
47	Annual	45852	46980	48156	49404	50592	51888	53100	54492	55872	57324	58704	60156	61632
	Monthly	3821	3915	4013	4117	4216	4324	4425	4541	4656	4777	4892	5013	5136
	Hourly	21.96	22.50	23.06	23.66	24.23	24.85	25.43	26.10	26.76	27.45	28.11	28.81	29.52
	Standby	1.54	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07
48	Annual	46980	48156	49404	50592	51888	53100	54492	55872	57324	58704	60156	61632	63216
	Monthly	3915	4013	4117	4216	4324	4425	4541	4656	4777	4892	5013	5136	5268
	Hourly	22.50	23.06	23.66	24.23	24.85	25.43	26.10	26.76	27.45	28.11	28.81	29.52	30.28
	Standby	1.58	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12
49	Annual	48156	49404	50592	51888	53100	54492	55872	57324	58704	60156	61632	63216	64788
	Monthly	4013	4117	4216	4324	4425	4541	4656	4777	4892	5013	5136	5268	5399
	Hourly	23.06	23.66	24.23	24.85	25.43	26.10	26.76	27.45	28.11	28.81	29.52	30.28	31.03
	Standby	1.61	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17
50	Annual	49404	50592	51888	53100	54492	55872	57324	58704	60156	61632	63216	64788	66420
	Monthly	4117	4216	4324	4425	4541	4656	4777	4892	5013	5136	5268	5399	5535
	Hourly	23.66	24.23	24.85	25.43	26.10	26.76	27.45	28.11	28.81	29.52	30.28	31.03	31.81
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23
51	Annual	50592	51888	53100	54492	55872	57324	58704	60156	61632	63216	64788	66420	68076
	Monthly	4216	4324	4425	4541	4656	4777	4892	5013	5136	5268	5399	5535	5673
	Hourly	24.23	24.85	25.43	26.10	26.76	27.45	28.11	28.81	29.52	30.28	31.03	31.81	32.60
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28
52	Annual	51888	53100	54492	55872	57324	58704	60156	61632	63216	64788	66420	68076	69756
	Monthly	4324	4425	4541	4656	4777	4892	5013	5136	5268	5399	5535	5673	5813
	Hourly	24.85	25.43	26.10	26.76	27.45	28.11	28.81	29.52	30.28	31.03	31.81	32.60	33.41
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34
53	Annual	53100	54492	55872	57324	58704	60156	61632	63216	64788	66420	68076	69756	71520
	Monthly	4425	4541	4656	4777	4892	5013	5136	5268	5399	5535	5673	5813	5960
	Hourly	25.43	26.10	26.76	27.45	28.11	28.81	29.52	30.28	31.03	31.81	32.60	33.41	34.25
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40

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*
54	Annual	54492	55872	57324	58704	60156	61632	63216	64788	66420	68076	69756	71520	73260
	Monthly	4541	4656	4777	4892	5013	5136	5268	5399	5535	5673	5813	5960	6105
	Hourly	26.10	26.76	27.45	28.11	28.81	29.52	30.28	31.03	31.81	32.60	33.41	34.25	35.09
	Standby	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46
55	Annual	55872	57324	58704	60156	61632	63216	64788	66420	68076	69756	71520	73260	75120
	Monthly	4656	4777	4892	5013	5136	5268	5399	5535	5673	5813	5960	6105	6260
	Hourly	26.76	27.45	28.11	28.81	29.52	30.28	31.03	31.81	32.60	33.41	34.25	35.09	35.98
	Standby	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
56	Annual	57324	58704	60156	61632	63216	64788	66420	68076	69756	71520	73260	75120	77028
	Monthly	4777	4892	5013	5136	5268	5399	5535	5673	5813	5960	6105	6260	6419
	Hourly	27.45	28.11	28.81	29.52	30.28	31.03	31.81	32.60	33.41	34.25	35.09	35.98	36.89
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58
57	Annual	58704	60156	61632	63216	64788	66420	68076	69756	71520	73260	75120	77028	78900
	Monthly	4892	5013	5136	5268	5399	5535	5673	5813	5960	6105	6260	6419	6575
	Hourly	28.11	28.81	29.52	30.28	31.03	31.81	32.60	33.41	34.25	35.09	35.98	36.89	37.79
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65
58	Annual	60156	61632	63216	64788	66420	68076	69756	71520	73260	75120	77028	78900	80952
	Monthly	5013	5136	5268	5399	5535	5673	5813	5960	6105	6260	6419	6575	6746
	Hourly	28.81	29.52	30.28	31.03	31.81	32.60	33.41	34.25	35.09	35.98	36.89	37.79	38.77
	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
59	Annual	61632	63216	64788	66420	68076	69756	71520	73260	75120	77028	78900	80952	82896
	Monthly	5136	5268	5399	5535	5673	5813	5960	6105	6260	6419	6575	6746	6908
	Hourly	29.52	30.28	31.03	31.81	32.60	33.41	34.25	35.09	35.98	36.89	37.79	38.77	39.70
	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
60	Annual	63216	64788	66420	68076	69756	71520	73260	75120	77028	78900	80952	82896	85020
	Monthly	5268	5399	5535	5673	5813	5960	6105	6260	6419	6575	6746	6908	7085
	Hourly	30.28	31.03	31.81	32.60	33.41	34.25	35.09	35.98	36.89	37.79	38.77	39.70	40.72
	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
61	Annual	64788	66420	68076	69756	71520	73260	75120	77028	78900	80952	82896	85020	87144
	Monthly	5399	5535	5673	5813	5960	6105	6260	6419	6575	6746	6908	7085	7262
	Hourly	31.03	31.81	32.60	33.41	34.25	35.09	35.98	36.89	37.79	38.77	39.70	40.72	41.74
	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

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*
62	Annual	66420	68076	69756	71520	73260	75120	77028	78900	80952	82896	85020	87144	89292
	Monthly	5535	5673	5813	5960	6105	6260	6419	6575	6746	6908	7085	7262	7441
	Hourly	31.81	32.60	33.41	34.25	35.09	35.98	36.89	37.79	38.77	39.70	40.72	41.74	42.76
	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
63	Annual	68076	69756	71520	73260	75120	77028	78900	80952	82896	85020	87144	89292	91524
	Monthly	5673	5813	5960	6105	6260	6419	6575	6746	6908	7085	7262	7441	7627
	Hourly	32.60	33.41	34.25	35.09	35.98	36.89	37.79	38.77	39.70	40.72	41.74	42.76	43.83
	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
64	Annual	69756	71520	73260	75120	77028	78900	80952	82896	85020	87144	89292	91524	93840
	Monthly	5813	5960	6105	6260	6419	6575	6746	6908	7085	7262	7441	7627	7820
	Hourly	33.41	34.25	35.09	35.98	36.89	37.79	38.77	39.70	40.72	41.74	42.76	43.83	44.94
	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	3.15
65	Annual	71520	73260	75120	77028	78900	80952	82896	85020	87144	89292	91524	93840	96156
	Monthly	5960	6105	6260	6419	6575	6746	6908	7085	7262	7441	7627	7820	8013
	Hourly	34.25	35.09	35.98	36.89	37.79	38.77	39.70	40.72	41.74	42.76	43.83	44.94	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	3.15	3.22
66	Annual	73260	75120	77028	78900	80952	82896	85020	87144	89292	91524	93840	96156	98592
	Monthly	6105	6260	6419	6575	6746	6908	7085	7262	7441	7627	7820	8013	8216
	Hourly	35.09	35.98	36.89	37.79	38.77	39.70	40.72	41.74	42.76	43.83	44.94	46.05	47.22
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.31
67	Annual	75120	77028	78900	80952	82896	85020	87144	89292	91524	93840	96156	98592	101052
	Monthly	6260	6419	6575	6746	6908	7085	7262	7441	7627	7820	8013	8216	8421
	Hourly	35.98	36.89	37.79	38.77	39.70	40.72	41.74	42.76	43.83	44.94	46.05	47.22	48.40
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.31	3.39
68	Annual	77028	78900	80952	82896	85020	87144	89292	91524	93840	96156	98592	101052	103572
	Monthly	6419	6575	6746	6908	7085	7262	7441	7627	7820	8013	8216	8421	8631
	Hourly	36.89	37.79	38.77	39.70	40.72	41.74	42.76	43.83	44.94	46.05	47.22	48.40	49.60
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47
69	Annual	78900	80952	82896	85020	87144	89292	91524	93840	96156	98592	101052	103572	106152
	Monthly	6575	6746	6908	7085	7262	7441	7627	7820	8013	8216	8421	8631	8846
	Hourly	37.79	38.77	39.70	40.72	41.74	42.76	43.83	44.94	46.05	47.22	48.40	49.60	50.84
	Standby	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56

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*
70	Annual	80952	82896	85020	87144	89292	91524	93840	96156	98592	101052	103572	106152	108804
	Monthly	6746	6908	7085	7262	7441	7627	7820	8013	8216	8421	8631	8846	9067
	Hourly	38.77	39.70	40.72	41.74	42.76	43.83	44.94	46.05	47.22	48.40	49.60	50.84	52.11
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65
71	Annual	82896	85020	87144	89292	91524	93840	96156	98592	101052	103572	106152	108804	111552
	Monthly	6908	7085	7262	7441	7627	7820	8013	8216	8421	8631	8846	9067	9296
	Hourly	39.70	40.72	41.74	42.76	43.83	44.94	46.05	47.22	48.40	49.60	50.84	52.11	53.43
	Standby	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74
72	Annual	85020	87144	89292	91524	93840	96156	98592	101052	103572	106152	108804	111552	114360
	Monthly	7085	7262	7441	7627	7820	8013	8216	8421	8631	8846	9067	9296	9530
	Hourly	40.72	41.74	42.76	43.83	44.94	46.05	47.22	48.40	49.60	50.84	52.11	53.43	54.77
	Standby	2.85	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83
73	Annual	87144	89292	91524	93840	96156	98592	101052	103572	106152	108804	111552	114360	117168
	Monthly	7262	7441	7627	7820	8013	8216	8421	8631	8846	9067	9296	9530	9764
	Hourly	41.74	42.76	43.83	44.94	46.05	47.22	48.40	49.60	50.84	52.11	53.43	54.77	56.11
	Standby	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93
74	Annual	89292	91524	93840	96156	98592	101052	103572	106152	108804	111552	114360	117168	120132
	Monthly	7441	7627	7820	8013	8216	8421	8631	8846	9067	9296	9530	9764	10011
	Hourly	42.76	43.83	44.94	46.05	47.22	48.40	49.60	50.84	52.11	53.43	54.77	56.11	57.53
	Standby	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03
75	Annual	91524	93840	96156	98592	101052	103572	106152	108804	111552	114360	117168	120132	123120
	Monthly	7627	7820	8013	8216	8421	8631	8846	9067	9296	9530	9764	10011	10260
	Hourly	43.83	44.94	46.05	47.22	48.40	49.60	50.84	52.11	53.43	54.77	56.11	57.53	58.97
	Standby	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13
76	Annual	93840	96156	98592	101052	103572	106152	108804	111552	114360	117168	120132	123120	126192
	Monthly	7820	8013	8216	8421	8631	8846	9067	9296	9530	9764	10011	10260	10516
	Hourly	44.94	46.05	47.22	48.40	49.60	50.84	52.11	53.43	54.77	56.11	57.53	58.97	60.44
	Standby	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23
77	Annual	96156	98592	101052	103572	106152	108804	111552	114360	117168	120132	123120	126192	129336
	Monthly	8013	8216	8421	8631	8846	9067	9296	9530	9764	10011	10260	10516	10778
	Hourly	46.05	47.22	48.40	49.60	50.84	52.11	53.43	54.77	56.11	57.53	58.97	60.44	61.94
	Standby	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34

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	98592	101052	103572	106152	108804	111552	114360	117168	120132	123120	126192	129336	132612
	Monthly	8216	8421	8631	8846	9067	9296	9530	9764	10011	10260	10516	10778	11051
	Hourly	47.22	48.40	49.60	50.84	52.11	53.43	54.77	56.11	57.53	58.97	60.44	61.94	63.51
	Standby	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45
79	Annual	101052	103572	106152	108804	111552	114360	117168	120132	123120	126192	129336	132612	135864
	Monthly	8421	8631	8846	9067	9296	9530	9764	10011	10260	10516	10778	11051	11322
	Hourly	48.40	49.60	50.84	52.11	53.43	54.77	56.11	57.53	58.97	60.44	61.94	63.51	65.07
	Standby	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.55
80	Annual	103572	106152	108804	111552	114360	117168	120132	123120	126192	129336	132612	135864	139272
	Monthly	8631	8846	9067	9296	9530	9764	10011	10260	10516	10778	11051	11322	11606
	Hourly	49.60	50.84	52.11	53.43	54.77	56.11	57.53	58.97	60.44	61.94	63.51	65.07	66.70
	Standby	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.55	4.67
81	Annual	106152	108804	111552	114360	117168	120132	123120	126192	129336	132612	135864	139272	142788
	Monthly	8846	9067	9296	9530	9764	10011	10260	10516	10778	11051	11322	11606	11899
	Hourly	50.84	52.11	53.43	54.77	56.11	57.53	58.97	60.44	61.94	63.51	65.07	66.70	68.39
	Standby	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.55	4.67	4.79
82	Annual	108804	111552	114360	117168	120132	123120	126192	129336	132612	135864	139272	142788	146316
	Monthly	9067	9296	9530	9764	10011	10260	10516	10778	11051	11322	11606	11899	12193
	Hourly	52.11	53.43	54.77	56.11	57.53	58.97	60.44	61.94	63.51	65.07	66.70	68.39	70.07
	Standby	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.55	4.67	4.79	4.91
83	Annual	111552	114360	117168	120132	123120	126192	129336	132612	135864	139272	142788	146316	149964
	Monthly	9296	9530	9764	10011	10260	10516	10778	11051	11322	11606	11899	12193	12497
	Hourly	53.43	54.77	56.11	57.53	58.97	60.44	61.94	63.51	65.07	66.70	68.39	70.07	71.82
	Standby	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.55	4.67	4.79	4.91	5.03
84	Annual	114360	117168	120132	123120	126192	129336	132612	135864	139272	142788	146316	149964	153744
	Monthly	9530	9764	10011	10260	10516	10778	11051	11322	11606	11899	12193	12497	12812
	Hourly	54.77	56.11	57.53	58.97	60.44	61.94	63.51	65.07	66.70	68.39	70.07	71.82	73.63
	Standby	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.55	4.67	4.79	4.91	5.03	5.15
85	Annual	117168	120132	123120	126192	129336	132612	135864	139272	142788	146316	149964	153744	157536
	Monthly	9764	10011	10260	10516	10778	11051	11322	11606	11899	12193	12497	12812	13128
	Hourly	56.11	57.53	58.97	60.44	61.94	63.51	65.07	66.70	68.39	70.07	71.82	73.63	75.45
	Standby	3.93	4.03	4.13	4.23	4.34	4.45	4.55	4.67	4.79	4.91	5.03	5.15	5.28

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*
86	Annual	120132	123120	126192	129336	132612	135864	139272	142788	146316	149964	153744	157536	161544
	Monthly	10011	10260	10516	10778	11051	11322	11606	11899	12193	12497	12812	13128	13462
	Hourly	57.53	58.97	60.44	61.94	63.51	65.07	66.70	68.39	70.07	71.82	73.63	75.45	77.37
	Standby	4.03	4.13	4.23	4.34	4.45	4.55	4.67	4.79	4.91	5.03	5.15	5.28	5.42
87	Annual	123120	126192	129336	132612	135864	139272	142788	146316	149964	153744	157536	161544	165588
	Monthly	10260	10516	10778	11051	11322	11606	11899	12193	12497	12812	13128	13462	13799
	Hourly	58.97	60.44	61.94	63.51	65.07	66.70	68.39	70.07	71.82	73.63	75.45	77.37	79.30
	Standby	4.13	4.23	4.34	4.45	4.55	4.67	4.79	4.91	5.03	5.15	5.28	5.42	5.55
88	Annual	126192	129336	132612	135864	139272	142788	146316	149964	153744	157536	161544	165588	169704
	Monthly	10516	10778	11051	11322	11606	11899	12193	12497	12812	13128	13462	13799	14142
	Hourly	60.44	61.94	63.51	65.07	66.70	68.39	70.07	71.82	73.63	75.45	77.37	79.30	81.28
	Standby	4.23	4.34	4.45	4.55	4.67	4.79	4.91	5.03	5.15	5.28	5.42	5.55	5.69
89	Annual	129336	132612	135864	139272	142788	146316	149964	153744	157536	161544	165588	169704	173988
	Monthly	10778	11051	11322	11606	11899	12193	12497	12812	13128	13462	13799	14142	14499
	Hourly	61.94	63.51	65.07	66.70	68.39	70.07	71.82	73.63	75.45	77.37	79.30	81.28	83.33
	Standby	4.34	4.45	4.55	4.67	4.79	4.91	5.03	5.15	5.28	5.42	5.55	5.69	5.83
90	Annual	132612	135864	139272	142788	146316	149964	153744	157536	161544	165588	169704	173988	178296
	Monthly	11051	11322	11606	11899	12193	12497	12812	13128	13462	13799	14142	14499	14858
	Hourly	63.51	65.07	66.70	68.39	70.07	71.82	73.63	75.45	77.37	79.30	81.28	83.33	85.39
	Standby	4.45	4.55	4.67	4.79	4.91	5.03	5.15	5.28	5.42	5.55	5.69	5.83	5.98
91	Annual	135864	139272	142788	146316	149964	153744	157536	161544	165588	169704	173988	178296	182772
	Monthly	11322	11606	11899	12193	12497	12812	13128	13462	13799	14142	14499	14858	15231
	Hourly	65.07	66.70	68.39	70.07	71.82	73.63	75.45	77.37	79.30	81.28	83.33	85.39	87.53
	Standby	4.55	4.67	4.79	4.91	5.03	5.15	5.28	5.42	5.55	5.69	5.83	5.98	6.13
92	Annual	139272	142788	146316	149964	153744	157536	161544	165588	169704	173988	178296	182772	187308
	Monthly	11606	11899	12193	12497	12812	13128	13462	13799	14142	14499	14858	15231	15609
	Hourly	66.70	68.39	70.07	71.82	73.63	75.45	77.37	79.30	81.28	83.33	85.39	87.53	89.71
	Standby	4.67	4.79	4.91	5.03	5.15	5.28	5.42	5.55	5.69	5.83	5.98	6.13	6.28
93	Annual	142788	146316	149964	153744	157536	161544	165588	169704	173988	178296	182772	187308	192036
	Monthly	11899	12193	12497	12812	13128	13462	13799	14142	14499	14858	15231	15609	16003
	Hourly	68.39	70.07	71.82	73.63	75.45	77.37	79.30	81.28	83.33	85.39	87.53	89.71	91.97
	Standby	4.79	4.91	5.03	5.15	5.28	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44

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.

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*
94	Annual	146316	149964	153744	157536	161544	165588	169704	173988	178296	182772	187308	192036	196812
	Monthly	12193	12497	12812	13128	13462	13799	14142	14499	14858	15231	15609	16003	16401
	Hourly	70.07	71.82	73.63	75.45	77.37	79.30	81.28	83.33	85.39	87.53	89.71	91.97	94.26
	Standby	4.91	5.03	5.15	5.28	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60
95	Annual	149964	153744	157536	161544	165588	169704	173988	178296	182772	187308	192036	196812	201744
	Monthly	12497	12812	13128	13462	13799	14142	14499	14858	15231	15609	16003	16401	16812
	Hourly	71.82	73.63	75.45	77.37	79.30	81.28	83.33	85.39	87.53	89.71	91.97	94.26	96.62
	Standby	5.03	5.15	5.28	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.76
96	Annual	153744	157536	161544	165588	169704	173988	178296	182772	187308	192036	196812	201744	206808
	Monthly	12812	13128	13462	13799	14142	14499	14858	15231	15609	16003	16401	16812	17234
	Hourly	73.63	75.45	77.37	79.30	81.28	83.33	85.39	87.53	89.71	91.97	94.26	96.62	99.05
	Standby	5.15	5.28	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.76	6.93
97	Annual	157536	161544	165588	169704	173988	178296	182772	187308	192036	196812	201744	206808	211992
	Monthly	13128	13462	13799	14142	14499	14858	15231	15609	16003	16401	16812	17234	17666
	Hourly	75.45	77.37	79.30	81.28	83.33	85.39	87.53	89.71	91.97	94.26	96.62	99.05	101.53
	Standby	5.28	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.76	6.93	7.11
98	Annual	161544	165588	169704	173988	178296	182772	187308	192036	196812	201744	206808	211992	217296
	Monthly	13462	13799	14142	14499	14858	15231	15609	16003	16401	16812	17234	17666	18108
	Hourly	77.37	79.30	81.28	83.33	85.39	87.53	89.71	91.97	94.26	96.62	99.05	101.53	104.07
	Standby	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.76	6.93	7.11	7.28
99	Annual	165588	169704	173988	178296	182772	187308	192036	196812	201744	206808	211992	217296	222708
	Monthly	13799	14142	14499	14858	15231	15609	16003	16401	16812	17234	17666	18108	18559
	Hourly	79.30	81.28	83.33	85.39	87.53	89.71	91.97	94.26	96.62	99.05	101.53	104.07	106.66
	Standby	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.76	6.93	7.11	7.28	7.47
100	Annual	169704	173988	178296	182772	187308	192036	196812	201744	206808	211992	217296	222708	228288
	Monthly	14142	14499	14858	15231	15609	16003	16401	16812	17234	17666	18108	18559	19024
	Hourly	81.28	83.33	85.39	87.53	89.71	91.97	94.26	96.62	99.05	101.53	104.07	106.66	109.33
	Standby	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.76	6.93	7.11	7.28	7.47	7.65
101	Annual	173988	178296	182772	187308	192036	196812	201744	206808	211992	217296	222708	228288	234000
	Monthly	14499	14858	15231	15609	16003	16401	16812	17234	17666	18108	18559	19024	19500
	Hourly	83.33	85.39	87.53	89.71	91.97	94.26	96.62	99.05	101.53	104.07	106.66	109.33	112.07
	Standby	5.83	5.98	6.13	6.28	6.44	6.60	6.76	6.93	7.11	7.28	7.47	7.65	7.84

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.

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	178296	182772	187308	192036	196812	201744	206808	211992	217296	222708	228288	234000	239844
	Monthly	14858	15231	15609	16003	16401	16812	17234	17666	18108	18559	19024	19500	19987
	Hourly	85.39	87.53	89.71	91.97	94.26	96.62	99.05	101.53	104.07	106.66	109.33	112.07	114.87
	Standby	5.98	6.13	6.28	6.44	6.60	6.76	6.93	7.11	7.28	7.47	7.65	7.84	8.04
103	Annual	182772	187308	192036	196812	201744	206808	211992	217296	222708	228288	234000	239844	245844
	Monthly	15231	15609	16003	16401	16812	17234	17666	18108	18559	19024	19500	19987	20487
	Hourly	87.53	89.71	91.97	94.26	96.62	99.05	101.53	104.07	106.66	109.33	112.07	114.87	117.74
	Standby	6.13	6.28	6.44	6.60	6.76	6.93	7.11	7.28	7.47	7.65	7.84	8.04	8.24
104	Annual	187308	192036	196812	201744	206808	211992	217296	222708	228288	234000	239844	245844	251976
	Monthly	15609	16003	16401	16812	17234	17666	18108	18559	19024	19500	19987	20487	20998
	Hourly	89.71	91.97	94.26	96.62	99.05	101.53	104.07	106.66	109.33	112.07	114.87	117.74	120.68
	Standby	6.28	6.44	6.60	6.76	6.93	7.11	7.28	7.47	7.65	7.84	8.04	8.24	8.45
105	Annual	192036	196812	201744	206808	211992	217296	222708	228288	234000	239844	245844	251976	258264
	Monthly	16003	16401	16812	17234	17666	18108	18559	19024	19500	19987	20487	20998	21522
	Hourly	91.97	94.26	96.62	99.05	101.53	104.07	106.66	109.33	112.07	114.87	117.74	120.68	123.69
	Standby	6.44	6.60	6.76	6.93	7.11	7.28	7.47	7.65	7.84	8.04	8.24	8.45	8.66
106	Annual	196812	201744	206808	211992	217296	222708	228288	234000	239844	245844	251976	258264	264732
	Monthly	16401	16812	17234	17666	18108	18559	19024	19500	19987	20487	20998	21522	22061
	Hourly	94.26	96.62	99.05	101.53	104.07	106.66	109.33	112.07	114.87	117.74	120.68	123.69	126.79
	Standby	6.60	6.76	6.93	7.11	7.28	7.47	7.65	7.84	8.04	8.24	8.45	8.66	8.88
107	Annual	201744	206808	211992	217296	222708	228288	234000	239844	245844	251976	258264	264732	271368
	Monthly	16812	17234	17666	18108	18559	19024	19500	19987	20487	20998	21522	22061	22614
	Hourly	96.62	99.05	101.53	104.07	106.66	109.33	112.07	114.87	117.74	120.68	123.69	126.79	129.97
	Standby	6.76	6.93	7.11	7.28	7.47	7.65	7.84	8.04	8.24	8.45	8.66	8.88	9.10
108	Annual	206808	211992	217296	222708	228288	234000	239844	245844	251976	258264	264732	271368	278172
	Monthly	17234	17666	18108	18559	19024	19500	19987	20487	20998	21522	22061	22614	23181
	Hourly	99.05	101.53	104.07	106.66	109.33	112.07	114.87	117.74	120.68	123.69	126.79	129.97	133.22
	Standby	6.93	7.11	7.28	7.47	7.65	7.84	8.04	8.24	8.45	8.66	8.88	9.10	9.33
109	Annual	211992	217296	222708	228288	234000	239844	245844	251976	258264	264732	271368	278172	285096
	Monthly	17666	18108	18559	19024	19500	19987	20487	20998	21522	22061	22614	23181	23758
	Hourly	101.53	104.07	106.66	109.33	112.07	114.87	117.74	120.68	123.69	126.79	129.97	133.22	136.54
	Standby	7.11	7.28	7.47	7.65	7.84	8.04	8.24	8.45	8.66	8.88	9.10	9.33	9.56

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*
110	Annual	217296	222708	228288	234000	239844	245844	251976	258264	264732	271368	278172	285096	292224
	Monthly	18108	18559	19024	19500	19987	20487	20998	21522	22061	22614	23181	23758	24352
	Hourly	104.07	106.66	109.33	112.07	114.87	117.74	120.68	123.69	126.79	129.97	133.22	136.54	139.95
	Standby	7.28	7.47	7.65	7.84	8.04	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80
111	Annual	222708	228288	234000	239844	245844	251976	258264	264732	271368	278172	285096	292224	299532
	Monthly	18559	19024	19500	19987	20487	20998	21522	22061	22614	23181	23758	24352	24961
	Hourly	106.66	109.33	112.07	114.87	117.74	120.68	123.69	126.79	129.97	133.22	136.54	139.95	143.45
	Standby	7.47	7.65	7.84	8.04	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.04
112	Annual	228288	234000	239844	245844	251976	258264	264732	271368	278172	285096	292224	299532	307020
	Monthly	19024	19500	19987	20487	20998	21522	22061	22614	23181	23758	24352	24961	25585
	Hourly	109.33	112.07	114.87	117.74	120.68	123.69	126.79	129.97	133.22	136.54	139.95	143.45	147.04
	Standby	7.65	7.84	8.04	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.04	10.29
113	Annual	234000	239844	245844	251976	258264	264732	271368	278172	285096	292224	299532	307020	314676
	Monthly	19500	19987	20487	20998	21522	22061	22614	23181	23758	24352	24961	25585	26223
	Hourly	112.07	114.87	117.74	120.68	123.69	126.79	129.97	133.22	136.54	139.95	143.45	147.04	150.71
	Standby	7.84	8.04	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.04	10.29	10.55
114	Annual	239844	245844	251976	258264	264732	271368	278172	285096	292224	299532	307020	314676	322548
	Monthly	19987	20487	20998	21522	22061	22614	23181	23758	24352	24961	25585	26223	26879
	Hourly	114.87	117.74	120.68	123.69	126.79	129.97	133.22	136.54	139.95	143.45	147.04	150.71	154.48
	Standby	8.04	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.04	10.29	10.55	10.81
115	Annual	245844	251976	258264	264732	271368	278172	285096	292224	299532	307020	314676	322548	330624
	Monthly	20487	20998	21522	22061	22614	23181	23758	24352	24961	25585	26223	26879	27552
	Hourly	117.74	120.68	123.69	126.79	129.97	133.22	136.54	139.95	143.45	147.04	150.71	154.48	158.34
	Standby	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.04	10.29	10.55	10.81	11.08
116	Annual	251976	258264	264732	271368	278172	285096	292224	299532	307020	314676	322548	330624	338892
	Monthly	20998	21522	22061	22614	23181	23758	24352	24961	25585	26223	26879	27552	28241
	Hourly	120.68	123.69	126.79	129.97	133.22	136.54	139.95	143.45	147.04	150.71	154.48	158.34	162.30
	Standby	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.04	10.29	10.55	10.81	11.08	11.36
117	Annual	258264	264732	271368	278172	285096	292224	299532	307020	314676	322548	330624	338892	347364
	Monthly	21522	22061	22614	23181	23758	24352	24961	25585	26223	26879	27552	28241	28947
	Hourly	123.69	126.79	129.97	133.22	136.54	139.95	143.45	147.04	150.71	154.48	158.34	162.30	166.36
	Standby	8.66	8.88	9.10	9.33	9.56	9.80	10.04	10.29	10.55	10.81	11.08	11.36	11.65

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*
118	Annual	264732	271368	278172	285096	292224	299532	307020	314676	322548	330624	338892	347364	356052
	Monthly	22061	22614	23181	23758	24352	24961	25585	26223	26879	27552	28241	28947	29671
	Hourly	126.79	129.97	133.22	136.54	139.95	143.45	147.04	150.71	154.48	158.34	162.30	166.36	170.52
	Standby	8.88	9.10	9.33	9.56	9.80	10.04	10.29	10.55	10.81	11.08	11.36	11.65	11.94
119	Annual	271368	278172	285096	292224	299532	307020	314676	322548	330624	338892	347364	356052	364944
	Monthly	22614	23181	23758	24352	24961	25585	26223	26879	27552	28241	28947	29671	30412
	Hourly	129.97	133.22	136.54	139.95	143.45	147.04	150.71	154.48	158.34	162.30	166.36	170.52	174.78
	Standby	9.10	9.33	9.56	9.80	10.04	10.29	10.55	10.81	11.08	11.36	11.65	11.94	12.23
120	Annual	278172	285096	292224	299532	307020	314676	322548	330624	338892	347364	356052	364944	374064
	Monthly	23181	23758	24352	24961	25585	26223	26879	27552	28241	28947	29671	30412	31172
	Hourly	133.22	136.54	139.95	143.45	147.04	150.71	154.48	158.34	162.30	166.36	170.52	174.78	179.15
	Standby	9.33	9.56	9.80	10.04	10.29	10.55	10.81	11.08	11.36	11.65	11.94	12.23	12.54

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.