

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*
27	Annual	29280	29892	30648	31332	32052	32808	33600	34344	35148	35964	36780	37680	38508
	Monthly	2440	2491	2554	2611	2671	2734	2800	2862	2929	2997	3065	3140	3209
	Hourly	14.02	14.32	14.68	15.01	15.35	15.71	16.09	16.45	16.83	17.22	17.61	18.05	18.44
	Standby	0.98	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29
28	Annual	29892	30648	31332	32052	32808	33600	34344	35148	35964	36780	37680	38508	39480
	Monthly	2491	2554	2611	2671	2734	2800	2862	2929	2997	3065	3140	3209	3290
	Hourly	14.32	14.68	15.01	15.35	15.71	16.09	16.45	16.83	17.22	17.61	18.05	18.44	18.91
	Standby	1.00	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32
29	Annual	30648	31332	32052	32808	33600	34344	35148	35964	36780	37680	38508	39480	40392
	Monthly	2554	2611	2671	2734	2800	2862	2929	2997	3065	3140	3209	3290	3366
	Hourly	14.68	15.01	15.35	15.71	16.09	16.45	16.83	17.22	17.61	18.05	18.44	18.91	19.34
	Standby	1.03	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35
30	Annual	31332	32052	32808	33600	34344	35148	35964	36780	37680	38508	39480	40392	41328
	Monthly	2611	2671	2734	2800	2862	2929	2997	3065	3140	3209	3290	3366	3444
	Hourly	15.01	15.35	15.71	16.09	16.45	16.83	17.22	17.61	18.05	18.44	18.91	19.34	19.79
	Standby	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39
31	Annual	32052	32808	33600	34344	35148	35964	36780	37680	38508	39480	40392	41328	42324
	Monthly	2671	2734	2800	2862	2929	2997	3065	3140	3209	3290	3366	3444	3527
	Hourly	15.35	15.71	16.09	16.45	16.83	17.22	17.61	18.05	18.44	18.91	19.34	19.79	20.27
	Standby	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42
32	Annual	32808	33600	34344	35148	35964	36780	37680	38508	39480	40392	41328	42324	43284
	Monthly	2734	2800	2862	2929	2997	3065	3140	3209	3290	3366	3444	3527	3607
	Hourly	15.71	16.09	16.45	16.83	17.22	17.61	18.05	18.44	18.91	19.34	19.79	20.27	20.73
	Standby	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45
33	Annual	33600	34344	35148	35964	36780	37680	38508	39480	40392	41328	42324	43284	44388
	Monthly	2800	2862	2929	2997	3065	3140	3209	3290	3366	3444	3527	3607	3699
	Hourly	16.09	16.45	16.83	17.22	17.61	18.05	18.44	18.91	19.34	19.79	20.27	20.73	21.26
	Standby	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49
34	Annual	34344	35148	35964	36780	37680	38508	39480	40392	41328	42324	43284	44388	45420
	Monthly	2862	2929	2997	3065	3140	3209	3290	3366	3444	3527	3607	3699	3785
	Hourly	16.45	16.83	17.22	17.61	18.05	18.44	18.91	19.34	19.79	20.27	20.73	21.26	21.75
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.52
35	Annual	35148	35964	36780	37680	38508	39480	40392	41328	42324	43284	44388	45420	46500
	Monthly	2929	2997	3065	3140	3209	3290	3366	3444	3527	3607	3699	3785	3875
	Hourly	16.83	17.22	17.61	18.05	18.44	18.91	19.34	19.79	20.27	20.73	21.26	21.75	22.27
	Standby	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.52	1.56

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*
36	Annual	35964	36780	37680	38508	39480	40392	41328	42324	43284	44388	45420	46500	47640
	Monthly	2997	3065	3140	3209	3290	3366	3444	3527	3607	3699	3785	3875	3970
	Hourly	17.22	17.61	18.05	18.44	18.91	19.34	19.79	20.27	20.73	21.26	21.75	22.27	22.82
	Standby	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.52	1.56	1.60
37	Annual	36780	37680	38508	39480	40392	41328	42324	43284	44388	45420	46500	47640	48792
	Monthly	3065	3140	3209	3290	3366	3444	3527	3607	3699	3785	3875	3970	4066
	Hourly	17.61	18.05	18.44	18.91	19.34	19.79	20.27	20.73	21.26	21.75	22.27	22.82	23.37
	Standby	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.52	1.56	1.60	1.64
38	Annual	37680	38508	39480	40392	41328	42324	43284	44388	45420	46500	47640	48792	50064
	Monthly	3140	3209	3290	3366	3444	3527	3607	3699	3785	3875	3970	4066	4172
	Hourly	18.05	18.44	18.91	19.34	19.79	20.27	20.73	21.26	21.75	22.27	22.82	23.37	23.98
	Standby	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68
39	Annual	38508	39480	40392	41328	42324	43284	44388	45420	46500	47640	48792	50064	51276
	Monthly	3209	3290	3366	3444	3527	3607	3699	3785	3875	3970	4066	4172	4273
	Hourly	18.44	18.91	19.34	19.79	20.27	20.73	21.26	21.75	22.27	22.82	23.37	23.98	24.56
	Standby	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72
40	Annual	39480	40392	41328	42324	43284	44388	45420	46500	47640	48792	50064	51276	52608
	Monthly	3290	3366	3444	3527	3607	3699	3785	3875	3970	4066	4172	4273	4384
	Hourly	18.91	19.34	19.79	20.27	20.73	21.26	21.75	22.27	22.82	23.37	23.98	24.56	25.20
	Standby	1.32	1.35	1.39	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76
41	Annual	40392	41328	42324	43284	44388	45420	46500	47640	48792	50064	51276	52608	53844
	Monthly	3366	3444	3527	3607	3699	3785	3875	3970	4066	4172	4273	4384	4487
	Hourly	19.34	19.79	20.27	20.73	21.26	21.75	22.27	22.82	23.37	23.98	24.56	25.20	25.79
	Standby	1.35	1.39	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81
42	Annual	41328	42324	43284	44388	45420	46500	47640	48792	50064	51276	52608	53844	55248
	Monthly	3444	3527	3607	3699	3785	3875	3970	4066	4172	4273	4384	4487	4604
	Hourly	19.79	20.27	20.73	21.26	21.75	22.27	22.82	23.37	23.98	24.56	25.20	25.79	26.46
	Standby	1.39	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85
43	Annual	42324	43284	44388	45420	46500	47640	48792	50064	51276	52608	53844	55248	56664
	Monthly	3527	3607	3699	3785	3875	3970	4066	4172	4273	4384	4487	4604	4722
	Hourly	20.27	20.73	21.26	21.75	22.27	22.82	23.37	23.98	24.56	25.20	25.79	26.46	27.14
	Standby	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90
44	Annual	43284	44388	45420	46500	47640	48792	50064	51276	52608	53844	55248	56664	58080
	Monthly	3607	3699	3785	3875	3970	4066	4172	4273	4384	4487	4604	4722	4840
	Hourly	20.73	21.26	21.75	22.27	22.82	23.37	23.98	24.56	25.20	25.79	26.46	27.14	27.82
	Standby	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95

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	44388	45420	46500	47640	48792	50064	51276	52608	53844	55248	56664	58080	59508
	Monthly	3699	3785	3875	3970	4066	4172	4273	4384	4487	4604	4722	4840	4959
	Hourly	21.26	21.75	22.27	22.82	23.37	23.98	24.56	25.20	25.79	26.46	27.14	27.82	28.50
	Standby	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00
46	Annual	45420	46500	47640	48792	50064	51276	52608	53844	55248	56664	58080	59508	60996
	Monthly	3785	3875	3970	4066	4172	4273	4384	4487	4604	4722	4840	4959	5083
	Hourly	21.75	22.27	22.82	23.37	23.98	24.56	25.20	25.79	26.46	27.14	27.82	28.50	29.21
	Standby	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04
47	Annual	46500	47640	48792	50064	51276	52608	53844	55248	56664	58080	59508	60996	62484
	Monthly	3875	3970	4066	4172	4273	4384	4487	4604	4722	4840	4959	5083	5207
	Hourly	22.27	22.82	23.37	23.98	24.56	25.20	25.79	26.46	27.14	27.82	28.50	29.21	29.93
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.09
48	Annual	47640	48792	50064	51276	52608	53844	55248	56664	58080	59508	60996	62484	64092
	Monthly	3970	4066	4172	4273	4384	4487	4604	4722	4840	4959	5083	5207	5341
	Hourly	22.82	23.37	23.98	24.56	25.20	25.79	26.46	27.14	27.82	28.50	29.21	29.93	30.70
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.09	2.15
49	Annual	48792	50064	51276	52608	53844	55248	56664	58080	59508	60996	62484	64092	65652
	Monthly	4066	4172	4273	4384	4487	4604	4722	4840	4959	5083	5207	5341	5471
	Hourly	23.37	23.98	24.56	25.20	25.79	26.46	27.14	27.82	28.50	29.21	29.93	30.70	31.44
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.09	2.15	2.20
50	Annual	50064	51276	52608	53844	55248	56664	58080	59508	60996	62484	64092	65652	67344
	Monthly	4172	4273	4384	4487	4604	4722	4840	4959	5083	5207	5341	5471	5612
	Hourly	23.98	24.56	25.20	25.79	26.46	27.14	27.82	28.50	29.21	29.93	30.70	31.44	32.25
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.09	2.15	2.20	2.26
51	Annual	51276	52608	53844	55248	56664	58080	59508	60996	62484	64092	65652	67344	68976
	Monthly	4273	4384	4487	4604	4722	4840	4959	5083	5207	5341	5471	5612	5748
	Hourly	24.56	25.20	25.79	26.46	27.14	27.82	28.50	29.21	29.93	30.70	31.44	32.25	33.03
	Standby	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.09	2.15	2.20	2.26	2.31
52	Annual	52608	53844	55248	56664	58080	59508	60996	62484	64092	65652	67344	68976	70728
	Monthly	4384	4487	4604	4722	4840	4959	5083	5207	5341	5471	5612	5748	5894
	Hourly	25.20	25.79	26.46	27.14	27.82	28.50	29.21	29.93	30.70	31.44	32.25	33.03	33.87
	Standby	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.09	2.15	2.20	2.26	2.31	2.37
53	Annual	53844	55248	56664	58080	59508	60996	62484	64092	65652	67344	68976	70728	72468
	Monthly	4487	4604	4722	4840	4959	5083	5207	5341	5471	5612	5748	5894	6039
	Hourly	25.79	26.46	27.14	27.82	28.50	29.21	29.93	30.70	31.44	32.25	33.03	33.87	34.71
	Standby	1.81	1.85	1.90	1.95	2.00	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43

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	55248	56664	58080	59508	60996	62484	64092	65652	67344	68976	70728	72468	74280
	Monthly	4604	4722	4840	4959	5083	5207	5341	5471	5612	5748	5894	6039	6190
	Hourly	26.46	27.14	27.82	28.50	29.21	29.93	30.70	31.44	32.25	33.03	33.87	34.71	35.57
	Standby	1.85	1.90	1.95	2.00	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49
55	Annual	56664	58080	59508	60996	62484	64092	65652	67344	68976	70728	72468	74280	76140
	Monthly	4722	4840	4959	5083	5207	5341	5471	5612	5748	5894	6039	6190	6345
	Hourly	27.14	27.82	28.50	29.21	29.93	30.70	31.44	32.25	33.03	33.87	34.71	35.57	36.47
	Standby	1.90	1.95	2.00	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55
56	Annual	58080	59508	60996	62484	64092	65652	67344	68976	70728	72468	74280	76140	78084
	Monthly	4840	4959	5083	5207	5341	5471	5612	5748	5894	6039	6190	6345	6507
	Hourly	27.82	28.50	29.21	29.93	30.70	31.44	32.25	33.03	33.87	34.71	35.57	36.47	37.40
	Standby	1.95	2.00	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62
57	Annual	59508	60996	62484	64092	65652	67344	68976	70728	72468	74280	76140	78084	79956
	Monthly	4959	5083	5207	5341	5471	5612	5748	5894	6039	6190	6345	6507	6663
	Hourly	28.50	29.21	29.93	30.70	31.44	32.25	33.03	33.87	34.71	35.57	36.47	37.40	38.29
	Standby	2.00	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68
58	Annual	60996	62484	64092	65652	67344	68976	70728	72468	74280	76140	78084	79956	82044
	Monthly	5083	5207	5341	5471	5612	5748	5894	6039	6190	6345	6507	6663	6837
	Hourly	29.21	29.93	30.70	31.44	32.25	33.03	33.87	34.71	35.57	36.47	37.40	38.29	39.29
	Standby	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75
59	Annual	62484	64092	65652	67344	68976	70728	72468	74280	76140	78084	79956	82044	84048
	Monthly	5207	5341	5471	5612	5748	5894	6039	6190	6345	6507	6663	6837	7004
	Hourly	29.93	30.70	31.44	32.25	33.03	33.87	34.71	35.57	36.47	37.40	38.29	39.29	40.25
	Standby	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82
60	Annual	64092	65652	67344	68976	70728	72468	74280	76140	78084	79956	82044	84048	86184
	Monthly	5341	5471	5612	5748	5894	6039	6190	6345	6507	6663	6837	7004	7182
	Hourly	30.70	31.44	32.25	33.03	33.87	34.71	35.57	36.47	37.40	38.29	39.29	40.25	41.28
	Standby	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89
61	Annual	65652	67344	68976	70728	72468	74280	76140	78084	79956	82044	84048	86184	88332
	Monthly	5471	5612	5748	5894	6039	6190	6345	6507	6663	6837	7004	7182	7361
	Hourly	31.44	32.25	33.03	33.87	34.71	35.57	36.47	37.40	38.29	39.29	40.25	41.28	42.30
	Standby	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96
62	Annual	67344	68976	70728	72468	74280	76140	78084	79956	82044	84048	86184	88332	90504
	Monthly	5612	5748	5894	6039	6190	6345	6507	6663	6837	7004	7182	7361	7542
	Hourly	32.25	33.03	33.87	34.71	35.57	36.47	37.40	38.29	39.29	40.25	41.28	42.30	43.34
	Standby	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03

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*
63	Annual	68976	70728	72468	74280	76140	78084	79956	82044	84048	86184	88332	90504	92772
	Monthly	5748	5894	6039	6190	6345	6507	6663	6837	7004	7182	7361	7542	7731
	Hourly	33.03	33.87	34.71	35.57	36.47	37.40	38.29	39.29	40.25	41.28	42.30	43.34	44.43
	Standby	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11
64	Annual	70728	72468	74280	76140	78084	79956	82044	84048	86184	88332	90504	92772	95124
	Monthly	5894	6039	6190	6345	6507	6663	6837	7004	7182	7361	7542	7731	7927
	Hourly	33.87	34.71	35.57	36.47	37.40	38.29	39.29	40.25	41.28	42.30	43.34	44.43	45.56
	Standby	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19
65	Annual	72468	74280	76140	78084	79956	82044	84048	86184	88332	90504	92772	95124	97488
	Monthly	6039	6190	6345	6507	6663	6837	7004	7182	7361	7542	7731	7927	8124
	Hourly	34.71	35.57	36.47	37.40	38.29	39.29	40.25	41.28	42.30	43.34	44.43	45.56	46.69
	Standby	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27
66	Annual	74280	76140	78084	79956	82044	84048	86184	88332	90504	92772	95124	97488	99972
	Monthly	6190	6345	6507	6663	6837	7004	7182	7361	7542	7731	7927	8124	8331
	Hourly	35.57	36.47	37.40	38.29	39.29	40.25	41.28	42.30	43.34	44.43	45.56	46.69	47.88
	Standby	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35
67	Annual	76140	78084	79956	82044	84048	86184	88332	90504	92772	95124	97488	99972	102420
	Monthly	6345	6507	6663	6837	7004	7182	7361	7542	7731	7927	8124	8331	8535
	Hourly	36.47	37.40	38.29	39.29	40.25	41.28	42.30	43.34	44.43	45.56	46.69	47.88	49.05
	Standby	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43
68	Annual	78084	79956	82044	84048	86184	88332	90504	92772	95124	97488	99972	102420	105000
	Monthly	6507	6663	6837	7004	7182	7361	7542	7731	7927	8124	8331	8535	8750
	Hourly	37.40	38.29	39.29	40.25	41.28	42.30	43.34	44.43	45.56	46.69	47.88	49.05	50.29
	Standby	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52
69	Annual	79956	82044	84048	86184	88332	90504	92772	95124	97488	99972	102420	105000	107592
	Monthly	6663	6837	7004	7182	7361	7542	7731	7927	8124	8331	8535	8750	8966
	Hourly	38.29	39.29	40.25	41.28	42.30	43.34	44.43	45.56	46.69	47.88	49.05	50.29	51.53
	Standby	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61
70	Annual	82044	84048	86184	88332	90504	92772	95124	97488	99972	102420	105000	107592	110316
	Monthly	6837	7004	7182	7361	7542	7731	7927	8124	8331	8535	8750	8966	9193
	Hourly	39.29	40.25	41.28	42.30	43.34	44.43	45.56	46.69	47.88	49.05	50.29	51.53	52.83
	Standby	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70
71	Annual	84048	86184	88332	90504	92772	95124	97488	99972	102420	105000	107592	110316	113052
	Monthly	7004	7182	7361	7542	7731	7927	8124	8331	8535	8750	8966	9193	9421
	Hourly	40.25	41.28	42.30	43.34	44.43	45.56	46.69	47.88	49.05	50.29	51.53	52.83	54.14
	Standby	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79

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*
72	Annual	86184	88332	90504	92772	95124	97488	99972	102420	105000	107592	110316	113052	115896
	Monthly	7182	7361	7542	7731	7927	8124	8331	8535	8750	8966	9193	9421	9658
	Hourly	41.28	42.30	43.34	44.43	45.56	46.69	47.88	49.05	50.29	51.53	52.83	54.14	55.51
	Standby	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89
73	Annual	88332	90504	92772	95124	97488	99972	102420	105000	107592	110316	113052	115896	118776
	Monthly	7361	7542	7731	7927	8124	8331	8535	8750	8966	9193	9421	9658	9898
	Hourly	42.30	43.34	44.43	45.56	46.69	47.88	49.05	50.29	51.53	52.83	54.14	55.51	56.89
	Standby	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98
74	Annual	90504	92772	95124	97488	99972	102420	105000	107592	110316	113052	115896	118776	121800
	Monthly	7542	7731	7927	8124	8331	8535	8750	8966	9193	9421	9658	9898	10150
	Hourly	43.34	44.43	45.56	46.69	47.88	49.05	50.29	51.53	52.83	54.14	55.51	56.89	58.33
	Standby	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98	4.08
75	Annual	92772	95124	97488	99972	102420	105000	107592	110316	113052	115896	118776	121800	124788
	Monthly	7731	7927	8124	8331	8535	8750	8966	9193	9421	9658	9898	10150	10399
	Hourly	44.43	45.56	46.69	47.88	49.05	50.29	51.53	52.83	54.14	55.51	56.89	58.33	59.76
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98	4.08	4.18
76	Annual	95124	97488	99972	102420	105000	107592	110316	113052	115896	118776	121800	124788	127908
	Monthly	7927	8124	8331	8535	8750	8966	9193	9421	9658	9898	10150	10399	10659
	Hourly	45.56	46.69	47.88	49.05	50.29	51.53	52.83	54.14	55.51	56.89	58.33	59.76	61.26
	Standby	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98	4.08	4.18	4.29
77	Annual	97488	99972	102420	105000	107592	110316	113052	115896	118776	121800	124788	127908	131136
	Monthly	8124	8331	8535	8750	8966	9193	9421	9658	9898	10150	10399	10659	10928
	Hourly	46.69	47.88	49.05	50.29	51.53	52.83	54.14	55.51	56.89	58.33	59.76	61.26	62.80
	Standby	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98	4.08	4.18	4.29	4.40
78	Annual	99972	102420	105000	107592	110316	113052	115896	118776	121800	124788	127908	131136	134400
	Monthly	8331	8535	8750	8966	9193	9421	9658	9898	10150	10399	10659	10928	11200
	Hourly	47.88	49.05	50.29	51.53	52.83	54.14	55.51	56.89	58.33	59.76	61.26	62.80	64.37
	Standby	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98	4.08	4.18	4.29	4.40	4.51
79	Annual	102420	105000	107592	110316	113052	115896	118776	121800	124788	127908	131136	134400	137724
	Monthly	8535	8750	8966	9193	9421	9658	9898	10150	10399	10659	10928	11200	11477
	Hourly	49.05	50.29	51.53	52.83	54.14	55.51	56.89	58.33	59.76	61.26	62.80	64.37	65.96
	Standby	3.43	3.52	3.61	3.70	3.79	3.89	3.98	4.08	4.18	4.29	4.40	4.51	4.62
80	Annual	105000	107592	110316	113052	115896	118776	121800	124788	127908	131136	134400	137724	141156
	Monthly	8750	8966	9193	9421	9658	9898	10150	10399	10659	10928	11200	11477	11763
	Hourly	50.29	51.53	52.83	54.14	55.51	56.89	58.33	59.76	61.26	62.80	64.37	65.96	67.60
	Standby	3.52	3.61	3.70	3.79	3.89	3.98	4.08	4.18	4.29	4.40	4.51	4.62	4.73

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*
81	Annual	107592	110316	113052	115896	118776	121800	124788	127908	131136	134400	137724	141156	144744
	Monthly	8966	9193	9421	9658	9898	10150	10399	10659	10928	11200	11477	11763	12062
	Hourly	51.53	52.83	54.14	55.51	56.89	58.33	59.76	61.26	62.80	64.37	65.96	67.60	69.32
	Standby	3.61	3.70	3.79	3.89	3.98	4.08	4.18	4.29	4.40	4.51	4.62	4.73	4.85
82	Annual	110316	113052	115896	118776	121800	124788	127908	131136	134400	137724	141156	144744	148332
	Monthly	9193	9421	9658	9898	10150	10399	10659	10928	11200	11477	11763	12062	12361
	Hourly	52.83	54.14	55.51	56.89	58.33	59.76	61.26	62.80	64.37	65.96	67.60	69.32	71.04
	Standby	3.70	3.79	3.89	3.98	4.08	4.18	4.29	4.40	4.51	4.62	4.73	4.85	4.97
83	Annual	113052	115896	118776	121800	124788	127908	131136	134400	137724	141156	144744	148332	152016
	Monthly	9421	9658	9898	10150	10399	10659	10928	11200	11477	11763	12062	12361	12668
	Hourly	54.14	55.51	56.89	58.33	59.76	61.26	62.80	64.37	65.96	67.60	69.32	71.04	72.80
	Standby	3.79	3.89	3.98	4.08	4.18	4.29	4.40	4.51	4.62	4.73	4.85	4.97	5.10
84	Annual	115896	118776	121800	124788	127908	131136	134400	137724	141156	144744	148332	152016	155868
	Monthly	9658	9898	10150	10399	10659	10928	11200	11477	11763	12062	12361	12668	12989
	Hourly	55.51	56.89	58.33	59.76	61.26	62.80	64.37	65.96	67.60	69.32	71.04	72.80	74.65
	Standby	3.89	3.98	4.08	4.18	4.29	4.40	4.51	4.62	4.73	4.85	4.97	5.10	5.23
85	Annual	118776	121800	124788	127908	131136	134400	137724	141156	144744	148332	152016	155868	159708
	Monthly	9898	10150	10399	10659	10928	11200	11477	11763	12062	12361	12668	12989	13309
	Hourly	56.89	58.33	59.76	61.26	62.80	64.37	65.96	67.60	69.32	71.04	72.80	74.65	76.49
	Standby	3.98	4.08	4.18	4.29	4.40	4.51	4.62	4.73	4.85	4.97	5.10	5.23	5.35
86	Annual	121800	124788	127908	131136	134400	137724	141156	144744	148332	152016	155868	159708	163716
	Monthly	10150	10399	10659	10928	11200	11477	11763	12062	12361	12668	12989	13309	13643
	Hourly	58.33	59.76	61.26	62.80	64.37	65.96	67.60	69.32	71.04	72.80	74.65	76.49	78.41
	Standby	4.08	4.18	4.29	4.40	4.51	4.62	4.73	4.85	4.97	5.10	5.23	5.35	5.49
87	Annual	124788	127908	131136	134400	137724	141156	144744	148332	152016	155868	159708	163716	167880
	Monthly	10399	10659	10928	11200	11477	11763	12062	12361	12668	12989	13309	13643	13990
	Hourly	59.76	61.26	62.80	64.37	65.96	67.60	69.32	71.04	72.80	74.65	76.49	78.41	80.40
	Standby	4.18	4.29	4.40	4.51	4.62	4.73	4.85	4.97	5.10	5.23	5.35	5.49	5.63
88	Annual	127908	131136	134400	137724	141156	144744	148332	152016	155868	159708	163716	167880	172020
	Monthly	10659	10928	11200	11477	11763	12062	12361	12668	12989	13309	13643	13990	14335
	Hourly	61.26	62.80	64.37	65.96	67.60	69.32	71.04	72.80	74.65	76.49	78.41	80.40	82.39
	Standby	4.29	4.40	4.51	4.62	4.73	4.85	4.97	5.10	5.23	5.35	5.49	5.63	5.77
89	Annual	131136	134400	137724	141156	144744	148332	152016	155868	159708	163716	167880	172020	176388
	Monthly	10928	11200	11477	11763	12062	12361	12668	12989	13309	13643	13990	14335	14699
	Hourly	62.80	64.37	65.96	67.60	69.32	71.04	72.80	74.65	76.49	78.41	80.40	82.39	84.48
	Standby	4.40	4.51	4.62	4.73	4.85	4.97	5.10	5.23	5.35	5.49	5.63	5.77	5.91

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*
90	Annual	134400	137724	141156	144744	148332	152016	155868	159708	163716	167880	172020	176388	180720
	Monthly	11200	11477	11763	12062	12361	12668	12989	13309	13643	13990	14335	14699	15060
	Hourly	64.37	65.96	67.60	69.32	71.04	72.80	74.65	76.49	78.41	80.40	82.39	84.48	86.55
	Standby	4.51	4.62	4.73	4.85	4.97	5.10	5.23	5.35	5.49	5.63	5.77	5.91	6.06
91	Annual	137724	141156	144744	148332	152016	155868	159708	163716	167880	172020	176388	180720	185280
	Monthly	11477	11763	12062	12361	12668	12989	13309	13643	13990	14335	14699	15060	15440
	Hourly	65.96	67.60	69.32	71.04	72.80	74.65	76.49	78.41	80.40	82.39	84.48	86.55	88.74
	Standby	4.62	4.73	4.85	4.97	5.10	5.23	5.35	5.49	5.63	5.77	5.91	6.06	6.21
92	Annual	141156	144744	148332	152016	155868	159708	163716	167880	172020	176388	180720	185280	189852
	Monthly	11763	12062	12361	12668	12989	13309	13643	13990	14335	14699	15060	15440	15821
	Hourly	67.60	69.32	71.04	72.80	74.65	76.49	78.41	80.40	82.39	84.48	86.55	88.74	90.93
	Standby	4.73	4.85	4.97	5.10	5.23	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.36
93	Annual	144744	148332	152016	155868	159708	163716	167880	172020	176388	180720	185280	189852	194712
	Monthly	12062	12361	12668	12989	13309	13643	13990	14335	14699	15060	15440	15821	16226
	Hourly	69.32	71.04	72.80	74.65	76.49	78.41	80.40	82.39	84.48	86.55	88.74	90.93	93.25
	Standby	4.85	4.97	5.10	5.23	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.36	6.53
94	Annual	148332	152016	155868	159708	163716	167880	172020	176388	180720	185280	189852	194712	199500
	Monthly	12361	12668	12989	13309	13643	13990	14335	14699	15060	15440	15821	16226	16625
	Hourly	71.04	72.80	74.65	76.49	78.41	80.40	82.39	84.48	86.55	88.74	90.93	93.25	95.55
	Standby	4.97	5.10	5.23	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.36	6.53	6.69
95	Annual	152016	155868	159708	163716	167880	172020	176388	180720	185280	189852	194712	199500	204528
	Monthly	12668	12989	13309	13643	13990	14335	14699	15060	15440	15821	16226	16625	17044
	Hourly	72.80	74.65	76.49	78.41	80.40	82.39	84.48	86.55	88.74	90.93	93.25	95.55	97.95
	Standby	5.10	5.23	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.36	6.53	6.69	6.86
96	Annual	155868	159708	163716	167880	172020	176388	180720	185280	189852	194712	199500	204528	209640
	Monthly	12989	13309	13643	13990	14335	14699	15060	15440	15821	16226	16625	17044	17470
	Hourly	74.65	76.49	78.41	80.40	82.39	84.48	86.55	88.74	90.93	93.25	95.55	97.95	100.40
	Standby	5.23	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.36	6.53	6.69	6.86	7.03
97	Annual	159708	163716	167880	172020	176388	180720	185280	189852	194712	199500	204528	209640	214884
	Monthly	13309	13643	13990	14335	14699	15060	15440	15821	16226	16625	17044	17470	17907
	Hourly	76.49	78.41	80.40	82.39	84.48	86.55	88.74	90.93	93.25	95.55	97.95	100.40	102.91
	Standby	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.36	6.53	6.69	6.86	7.03	7.20
98	Annual	163716	167880	172020	176388	180720	185280	189852	194712	199500	204528	209640	214884	220272
	Monthly	13643	13990	14335	14699	15060	15440	15821	16226	16625	17044	17470	17907	18356
	Hourly	78.41	80.40	82.39	84.48	86.55	88.74	90.93	93.25	95.55	97.95	100.40	102.91	105.49
	Standby	5.49	5.63	5.77	5.91	6.06	6.21	6.36	6.53	6.69	6.86	7.03	7.20	7.38

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*
99	Annual	167880	172020	176388	180720	185280	189852	194712	199500	204528	209640	214884	220272	225768
	Monthly	13990	14335	14699	15060	15440	15821	16226	16625	17044	17470	17907	18356	18814
	Hourly	80.40	82.39	84.48	86.55	88.74	90.93	93.25	95.55	97.95	100.40	102.91	105.49	108.13
	Standby	5.63	5.77	5.91	6.06	6.21	6.36	6.53	6.69	6.86	7.03	7.20	7.38	7.57
100	Annual	172020	176388	180720	185280	189852	194712	199500	204528	209640	214884	220272	225768	231408
	Monthly	14335	14699	15060	15440	15821	16226	16625	17044	17470	17907	18356	18814	19284
	Hourly	82.39	84.48	86.55	88.74	90.93	93.25	95.55	97.95	100.40	102.91	105.49	108.13	110.83
	Standby	5.77	5.91	6.06	6.21	6.36	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76
101	Annual	176388	180720	185280	189852	194712	199500	204528	209640	214884	220272	225768	231408	237192
	Monthly	14699	15060	15440	15821	16226	16625	17044	17470	17907	18356	18814	19284	19766
	Hourly	84.48	86.55	88.74	90.93	93.25	95.55	97.95	100.40	102.91	105.49	108.13	110.83	113.60
	Standby	5.91	6.06	6.21	6.36	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95
102	Annual	180720	185280	189852	194712	199500	204528	209640	214884	220272	225768	231408	237192	243108
	Monthly	15060	15440	15821	16226	16625	17044	17470	17907	18356	18814	19284	19766	20259
	Hourly	86.55	88.74	90.93	93.25	95.55	97.95	100.40	102.91	105.49	108.13	110.83	113.60	116.43
	Standby	6.06	6.21	6.36	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15
103	Annual	185280	189852	194712	199500	204528	209640	214884	220272	225768	231408	237192	243108	249192
	Monthly	15440	15821	16226	16625	17044	17470	17907	18356	18814	19284	19766	20259	20766
	Hourly	88.74	90.93	93.25	95.55	97.95	100.40	102.91	105.49	108.13	110.83	113.60	116.43	119.34
	Standby	6.21	6.36	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35
104	Annual	189852	194712	199500	204528	209640	214884	220272	225768	231408	237192	243108	249192	255444
	Monthly	15821	16226	16625	17044	17470	17907	18356	18814	19284	19766	20259	20766	21287
	Hourly	90.93	93.25	95.55	97.95	100.40	102.91	105.49	108.13	110.83	113.60	116.43	119.34	122.34
	Standby	6.36	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56
105	Annual	194712	199500	204528	209640	214884	220272	225768	231408	237192	243108	249192	255444	261816
	Monthly	16226	16625	17044	17470	17907	18356	18814	19284	19766	20259	20766	21287	21818
	Hourly	93.25	95.55	97.95	100.40	102.91	105.49	108.13	110.83	113.60	116.43	119.34	122.34	125.39
	Standby	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78
106	Annual	199500	204528	209640	214884	220272	225768	231408	237192	243108	249192	255444	261816	268356
	Monthly	16625	17044	17470	17907	18356	18814	19284	19766	20259	20766	21287	21818	22363
	Hourly	95.55	97.95	100.40	102.91	105.49	108.13	110.83	113.60	116.43	119.34	122.34	125.39	128.52
	Standby	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00
107	Annual	204528	209640	214884	220272	225768	231408	237192	243108	249192	255444	261816	268356	275076
	Monthly	17044	17470	17907	18356	18814	19284	19766	20259	20766	21287	21818	22363	22923
	Hourly	97.95	100.40	102.91	105.49	108.13	110.83	113.60	116.43	119.34	122.34	125.39	128.52	131.74
	Standby	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22

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*
108	Annual	209640	214884	220272	225768	231408	237192	243108	249192	255444	261816	268356	275076	281952
	Monthly	17470	17907	18356	18814	19284	19766	20259	20766	21287	21818	22363	22923	23496
	Hourly	100.40	102.91	105.49	108.13	110.83	113.60	116.43	119.34	122.34	125.39	128.52	131.74	135.03
	Standby	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45
109	Annual	214884	220272	225768	231408	237192	243108	249192	255444	261816	268356	275076	281952	289008
	Monthly	17907	18356	18814	19284	19766	20259	20766	21287	21818	22363	22923	23496	24084
	Hourly	102.91	105.49	108.13	110.83	113.60	116.43	119.34	122.34	125.39	128.52	131.74	135.03	138.41
	Standby	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69
110	Annual	220272	225768	231408	237192	243108	249192	255444	261816	268356	275076	281952	289008	296232
	Monthly	18356	18814	19284	19766	20259	20766	21287	21818	22363	22923	23496	24084	24686
	Hourly	105.49	108.13	110.83	113.60	116.43	119.34	122.34	125.39	128.52	131.74	135.03	138.41	141.87
	Standby	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93
111	Annual	225768	231408	237192	243108	249192	255444	261816	268356	275076	281952	289008	296232	303648
	Monthly	18814	19284	19766	20259	20766	21287	21818	22363	22923	23496	24084	24686	25304
	Hourly	108.13	110.83	113.60	116.43	119.34	122.34	125.39	128.52	131.74	135.03	138.41	141.87	145.43
	Standby	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18
112	Annual	231408	237192	243108	249192	255444	261816	268356	275076	281952	289008	296232	303648	311220
	Monthly	19284	19766	20259	20766	21287	21818	22363	22923	23496	24084	24686	25304	25935
	Hourly	110.83	113.60	116.43	119.34	122.34	125.39	128.52	131.74	135.03	138.41	141.87	145.43	149.05
	Standby	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43
113	Annual	237192	243108	249192	255444	261816	268356	275076	281952	289008	296232	303648	311220	319008
	Monthly	19766	20259	20766	21287	21818	22363	22923	23496	24084	24686	25304	25935	26584
	Hourly	113.60	116.43	119.34	122.34	125.39	128.52	131.74	135.03	138.41	141.87	145.43	149.05	152.78
	Standby	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.69
114	Annual	243108	249192	255444	261816	268356	275076	281952	289008	296232	303648	311220	319008	326988
	Monthly	20259	20766	21287	21818	22363	22923	23496	24084	24686	25304	25935	26584	27249
	Hourly	116.43	119.34	122.34	125.39	128.52	131.74	135.03	138.41	141.87	145.43	149.05	152.78	156.60
	Standby	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.69	10.96
115	Annual	249192	255444	261816	268356	275076	281952	289008	296232	303648	311220	319008	326988	335148
	Monthly	20766	21287	21818	22363	22923	23496	24084	24686	25304	25935	26584	27249	27929
	Hourly	119.34	122.34	125.39	128.52	131.74	135.03	138.41	141.87	145.43	149.05	152.78	156.60	160.51
	Standby	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.69	10.96	11.24
116	Annual	255444	261816	268356	275076	281952	289008	296232	303648	311220	319008	326988	335148	343536
	Monthly	21287	21818	22363	22923	23496	24084	24686	25304	25935	26584	27249	27929	28628
	Hourly	122.34	125.39	128.52	131.74	135.03	138.41	141.87	145.43	149.05	152.78	156.60	160.51	164.53
	Standby	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.69	10.96	11.24	11.52

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.

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective January 1, 2019
3% Increase

Teamsters

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*
117	Annual	261816	268356	275076	281952	289008	296232	303648	311220	319008	326988	335148	343536	352128
	Monthly	21818	22363	22923	23496	24084	24686	25304	25935	26584	27249	27929	28628	29344
	Hourly	125.39	128.52	131.74	135.03	138.41	141.87	145.43	149.05	152.78	156.60	160.51	164.53	168.64
	Standby	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.69	10.96	11.24	11.52	11.81
118	Annual	268356	275076	281952	289008	296232	303648	311220	319008	326988	335148	343536	352128	360924
	Monthly	22363	22923	23496	24084	24686	25304	25935	26584	27249	27929	28628	29344	30077
	Hourly	128.52	131.74	135.03	138.41	141.87	145.43	149.05	152.78	156.60	160.51	164.53	168.64	172.86
	Standby	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.69	10.96	11.24	11.52	11.81	12.10
119	Annual	275076	281952	289008	296232	303648	311220	319008	326988	335148	343536	352128	360924	369948
	Monthly	22923	23496	24084	24686	25304	25935	26584	27249	27929	28628	29344	30077	30829
	Hourly	131.74	135.03	138.41	141.87	145.43	149.05	152.78	156.60	160.51	164.53	168.64	172.86	177.18
	Standby	9.22	9.45	9.69	9.93	10.18	10.43	10.69	10.96	11.24	11.52	11.81	12.10	12.40
120	Annual	281952	289008	296232	303648	311220	319008	326988	335148	343536	352128	360924	369948	379188
	Monthly	23496	24084	24686	25304	25935	26584	27249	27929	28628	29344	30077	30829	31599
	Hourly	135.03	138.41	141.87	145.43	149.05	152.78	156.60	160.51	164.53	168.64	172.86	177.18	181.60
	Standby	9.45	9.69	9.93	10.18	10.43	10.69	10.96	11.24	11.52	11.81	12.10	12.40	12.71

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.