

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	29472	30144	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844
	Monthly	2456	2512	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237
	Hourly	14.11	14.44	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60
	Standby	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30
31	Annual	30144	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792
	Monthly	2512	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316
	Hourly	14.44	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06
	Standby	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33
32	Annual	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692
	Monthly	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391
	Hourly	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49
	Standby	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36
33	Annual	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712
	Monthly	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476
	Hourly	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98
	Standby	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40
34	Annual	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684
	Monthly	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557
	Hourly	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44
	Standby	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
35	Annual	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680
	Monthly	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640
	Hourly	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92
	Standby	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46
36	Annual	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760
	Monthly	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730
	Hourly	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44
	Standby	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50
37	Annual	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876
	Monthly	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823
	Hourly	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97
	Standby	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54
38	Annual	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040
	Monthly	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920
	Hourly	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53
	Standby	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58

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*
39	Annual	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180
	Monthly	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015
	Hourly	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62
40	Annual	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440
	Monthly	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120
	Hourly	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66
41	Annual	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592
	Monthly	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216
	Hourly	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70
42	Annual	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912
	Monthly	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326
	Hourly	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74
43	Annual	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208
	Monthly	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434
	Hourly	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48
	Standby	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78
44	Annual	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600
	Monthly	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550
	Hourly	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15
	Standby	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83
45	Annual	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920
	Monthly	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660
	Hourly	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78
	Standby	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87
46	Annual	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300
	Monthly	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775
	Hourly	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44
	Standby	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
47	Annual	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692
	Monthly	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891
	Hourly	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11
	Standby	1.46	1.50	1.54	1.58	1.62	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*
48	Annual	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228
	Monthly	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019
	Hourly	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84
	Standby	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
49	Annual	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704
	Monthly	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142
	Hourly	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07
50	Annual	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264
	Monthly	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272
	Hourly	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30
	Standby	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12
51	Annual	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824
	Monthly	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402
	Hourly	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17
52	Annual	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444
	Monthly	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537
	Hourly	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82
	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
53	Annual	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100
	Monthly	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675
	Hourly	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61
	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
54	Annual	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792
	Monthly	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816
	Hourly	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43
	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
55	Annual	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556
	Monthly	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963
	Hourly	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27
	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
56	Annual	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368
	Monthly	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114
	Hourly	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14
	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

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*
57	Annual	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156
	Monthly	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263
	Hourly	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99
	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
58	Annual	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112
	Monthly	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426
	Hourly	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93
	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	2.59
59	Annual	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960
	Monthly	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580
	Hourly	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65
60	Annual	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976
	Monthly	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748
	Hourly	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71
61	Annual	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028
	Monthly	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919
	Hourly	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78
62	Annual	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056
	Monthly	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088
	Hourly	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85
63	Annual	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192
	Monthly	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266
	Hourly	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92
64	Annual	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376
	Monthly	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448
	Hourly	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00
65	Annual	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584
	Monthly	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632
	Hourly	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86
	Standby	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07

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*
66	Annual	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912
	Monthly	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826
	Hourly	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98
	Standby	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15
67	Annual	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252
	Monthly	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021
	Hourly	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10
	Standby	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23
68	Annual	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652
	Monthly	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221
	Hourly	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25
	Standby	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31
69	Annual	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100
	Monthly	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425
	Hourly	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42
	Standby	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39
70	Annual	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656
	Monthly	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638
	Hourly	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64
	Standby	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48
71	Annual	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260
	Monthly	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855
	Hourly	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89
	Standby	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56
72	Annual	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924
	Monthly	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077
	Hourly	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17
	Standby	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65
73	Annual	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612
	Monthly	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301
	Hourly	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
74	Annual	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456
	Monthly	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538
	Hourly	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82
	Standby	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84

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*
75	Annual	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276
	Monthly	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773
	Hourly	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17
	Standby	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93
76	Annual	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204
	Monthly	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017
	Hourly	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57
	Standby	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03
77	Annual	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204
	Monthly	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267
	Hourly	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01
	Standby	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13
78	Annual	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300
	Monthly	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525
	Hourly	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49
	Standby	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23
79	Annual	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396
	Monthly	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783
	Hourly	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97
	Standby	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34
80	Annual	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636
	Monthly	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053
	Hourly	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52
	Standby	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45
81	Annual	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996
	Monthly	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333
	Hourly	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13
	Standby	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56
82	Annual	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380
	Monthly	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615
	Hourly	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75
	Standby	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67
83	Annual	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860
	Monthly	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905
	Hourly	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79

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*
84	Annual	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448
	Monthly	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204
	Hourly	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14
	Standby	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91
85	Annual	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048
	Monthly	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504
	Hourly	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86
	Standby	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03
86	Annual	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852
	Monthly	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821
	Hourly	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68
	Standby	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16
87	Annual	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752
	Monthly	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146
	Hourly	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55
	Standby	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29
88	Annual	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652
	Monthly	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471
	Hourly	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42
	Standby	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42
89	Annual	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732
	Monthly	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811
	Hourly	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37
	Standby	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56
90	Annual	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812
	Monthly	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151
	Hourly	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33
	Standby	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69
91	Annual	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096
	Monthly	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508
	Hourly	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38
	Standby	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84
92	Annual	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428
	Monthly	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869
	Hourly	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45
	Standby	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98

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*
93	Annual	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952
	Monthly	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246
	Hourly	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62
	Standby	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13
94	Annual	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476
	Monthly	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623
	Hourly	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79
	Standby	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29
95	Annual	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180
	Monthly	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015
	Hourly	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04
	Standby	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44
96	Annual	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992
	Monthly	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416
	Hourly	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34
	Standby	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60
97	Annual	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924
	Monthly	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827
	Hourly	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71
	Standby	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77
98	Annual	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976
	Monthly	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248
	Hourly	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13
	Standby	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94
99	Annual	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148
	Monthly	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679
	Hourly	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60
	Standby	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11
100	Annual	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452
	Monthly	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121
	Hourly	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14
	Standby	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29
101	Annual	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888
	Monthly	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574
	Hourly	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75
	Standby	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47

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	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444
	Monthly	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037
	Hourly	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41
	Standby	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66
103	Annual	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156
	Monthly	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513
	Hourly	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14
	Standby	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85
104	Annual	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036
	Monthly	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003
	Hourly	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96
	Standby	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05
105	Annual	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024
	Monthly	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502
	Hourly	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83
	Standby	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25
106	Annual	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168
	Monthly	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014
	Hourly	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77
	Standby	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45
107	Annual	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468
	Monthly	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539
	Hourly	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79
	Standby	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67
108	Annual	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948
	Monthly	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079
	Hourly	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89
	Standby	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88
109	Annual	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560
	Monthly	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630
	Hourly	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06
	Standby	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10
110	Annual	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364
	Monthly	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197
	Hourly	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32
	Standby	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33

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	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324
	Monthly	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777
	Hourly	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65
	Standby	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57
112	Annual	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452
	Monthly	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371
	Hourly	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06
	Standby	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80
113	Annual	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772
	Monthly	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981
	Hourly	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57
	Standby	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05
114	Annual	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260
	Monthly	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605
	Hourly	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16
	Standby	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30
115	Annual	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940
	Monthly	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245
	Hourly	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83
	Standby	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56
116	Annual	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812
	Monthly	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901
	Hourly	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60
	Standby	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82
117	Annual	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888
	Monthly	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574
	Hourly	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47
	Standby	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09
118	Annual	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144
	Monthly	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262
	Hourly	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43
	Standby	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37
119	Annual	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144	347628
	Monthly	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262	28969
	Hourly	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43	166.49
	Standby	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65
120	Annual	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144	347628	356316
	Monthly	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262	28969	29693
	Hourly	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43	166.49	170.65
	Standby	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.95

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.