

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	33240	34008	34788	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824
	Monthly	2770	2834	2899	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652
	Hourly	15.92	16.29	16.66	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47
31	Annual	34008	34788	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880
	Monthly	2834	2899	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740
	Hourly	16.29	16.66	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50
32	Annual	34788	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912
	Monthly	2899	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826
	Hourly	16.66	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54
33	Annual	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052
	Monthly	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921
	Hourly	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58
34	Annual	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156
	Monthly	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013
	Hourly	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61
35	Annual	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284
	Monthly	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107
	Hourly	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65
36	Annual	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508
	Monthly	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209
	Hourly	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69
37	Annual	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768
	Monthly	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314
	Hourly	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74
38	Annual	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076
	Monthly	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423
	Hourly	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42
	Standby	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348
	Monthly	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529
	Hourly	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03
	Standby	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82
40	Annual	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776
	Monthly	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648
	Hourly	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71
	Standby	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87
41	Annual	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060
	Monthly	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755
	Hourly	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33
	Standby	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91
42	Annual	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572
	Monthly	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881
	Hourly	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05
	Standby	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96
43	Annual	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024
	Monthly	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002
	Hourly	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75
	Standby	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01
44	Annual	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608
	Monthly	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134
	Hourly	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51
	Standby	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07
45	Annual	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084
	Monthly	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257
	Hourly	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21
	Standby	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11
46	Annual	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644
	Monthly	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387
	Hourly	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96
	Standby	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17
47	Annual	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216
	Monthly	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518
	Hourly	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71
	Standby	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22

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*
48	Annual	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956
	Monthly	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663
	Hourly	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55
	Standby	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28
49	Annual	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612
	Monthly	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801
	Hourly	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34
	Standby	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33
50	Annual	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364
	Monthly	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947
	Hourly	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18
	Standby	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39
51	Annual	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140
	Monthly	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095
	Hourly	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03
	Standby	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45
52	Annual	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952
	Monthly	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246
	Hourly	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90
	Standby	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51
53	Annual	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824
	Monthly	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402
	Hourly	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79
	Standby	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58
54	Annual	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732
	Monthly	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561
	Hourly	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71
	Standby	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64
55	Annual	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736
	Monthly	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728
	Hourly	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67
	Standby	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71
56	Annual	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764
	Monthly	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897
	Hourly	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64
	Standby	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77

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	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792
	Monthly	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066
	Hourly	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61
	Standby	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84
58	Annual	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988
	Monthly	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249
	Hourly	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66
	Standby	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92
59	Annual	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076
	Monthly	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423
	Hourly	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66
	Standby	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99
60	Annual	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344
	Monthly	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612
	Hourly	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75
	Standby	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06
61	Annual	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672
	Monthly	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806
	Hourly	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86
	Standby	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14
62	Annual	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964
	Monthly	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997
	Hourly	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96
	Standby	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22
63	Annual	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364
	Monthly	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197
	Hourly	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11
	Standby	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30
64	Annual	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824
	Monthly	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402
	Hourly	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29
	Standby	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38
65	Annual	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320
	Monthly	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610
	Hourly	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48
	Standby	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46

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*
66	Annual	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948
	Monthly	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829
	Hourly	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74
	Standby	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55
67	Annual	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588
	Monthly	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049
	Hourly	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01
	Standby	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64
68	Annual	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300
	Monthly	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275
	Hourly	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30
	Standby	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73
69	Annual	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048
	Monthly	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504
	Hourly	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62
	Standby	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82
70	Annual	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928
	Monthly	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744
	Hourly	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00
	Standby	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92
71	Annual	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880
	Monthly	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990
	Hourly	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41
	Standby	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02
72	Annual	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880
	Monthly	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240
	Hourly	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85
	Standby	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12
73	Annual	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916
	Monthly	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493
	Hourly	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30
	Standby	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22
74	Annual	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120
	Monthly	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760
	Hourly	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84
	Standby	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33

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*
75	Annual	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300
	Monthly	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025
	Hourly	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36
	Standby	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44
76	Annual	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612
	Monthly	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301
	Hourly	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95
	Standby	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55
77	Annual	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996
	Monthly	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583
	Hourly	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57
	Standby	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66
78	Annual	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488
	Monthly	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874
	Hourly	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24
	Standby	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78
79	Annual	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980
	Monthly	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165
	Hourly	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91
	Standby	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89
80	Annual	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640
	Monthly	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470
	Hourly	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67
	Standby	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02
81	Annual	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420
	Monthly	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785
	Hourly	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48
	Standby	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14
82	Annual	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236
	Monthly	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103
	Hourly	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30
	Standby	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27
83	Annual	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160
	Monthly	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430
	Hourly	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18
	Standby	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40

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*
84	Annual	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216
	Monthly	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768
	Hourly	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13
	Standby	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54
85	Annual	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284
	Monthly	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107
	Hourly	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07
	Standby	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68
86	Annual	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568
	Monthly	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464
	Hourly	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13
	Standby	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82
87	Annual	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960
	Monthly	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830
	Hourly	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23
	Standby	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97
88	Annual	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364
	Monthly	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197
	Hourly	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34
	Standby	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11
89	Annual	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948
	Monthly	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579
	Hourly	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53
	Standby	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27
90	Annual	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580
	Monthly	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965
	Hourly	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75
	Standby	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42
91	Annual	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404
	Monthly	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367
	Hourly	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06
	Standby	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58
92	Annual	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300
	Monthly	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775
	Hourly	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41
	Standby	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75

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	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388
	Monthly	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199
	Hourly	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84
	Standby	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92
94	Annual	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512
	Monthly	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626
	Hourly	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30
	Standby	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09
95	Annual	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792
	Monthly	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066
	Hourly	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83
	Standby	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27
96	Annual	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228
	Monthly	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519
	Hourly	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43
	Standby	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45
97	Annual	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796
	Monthly	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983
	Hourly	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10
	Standby	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64
98	Annual	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496
	Monthly	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458
	Hourly	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83
	Standby	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83
99	Annual	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328
	Monthly	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944
	Hourly	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62
	Standby	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02
100	Annual	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328
	Monthly	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444
	Hourly	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49
	Standby	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22
101	Annual	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448
	Monthly	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954
	Hourly	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43
	Standby	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43

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*
102	Annual	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712
	Monthly	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476
	Hourly	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43
	Standby	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64
103	Annual	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156
	Monthly	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013
	Hourly	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51
	Standby	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86
104	Annual	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792
	Monthly	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566
	Hourly	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69
	Standby	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08
105	Annual	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548
	Monthly	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129
	Hourly	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93
	Standby	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30
106	Annual	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472
	Monthly	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706
	Hourly	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24
	Standby	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54
107	Annual	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576
	Monthly	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298
	Hourly	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64
	Standby	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78
108	Annual	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884
	Monthly	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907
	Hourly	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14
	Standby	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02
109	Annual	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372
	Monthly	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531
	Hourly	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73
	Standby	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27
110	Annual	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040
	Monthly	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170
	Hourly	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40
	Standby	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53

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	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876
	Monthly	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823
	Hourly	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16
	Standby	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79
112	Annual	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928
	Monthly	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494
	Hourly	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01
	Standby	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06
113	Annual	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184
	Monthly	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182
	Hourly	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97
	Standby	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34
114	Annual	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620
	Monthly	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885
	Hourly	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01
	Standby	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62
115	Annual	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296
	Monthly	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608
	Hourly	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16
	Standby	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91
116	Annual	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176
	Monthly	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348
	Hourly	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41
	Standby	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21
117	Annual	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284
	Monthly	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107
	Hourly	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78
	Standby	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51
118	Annual	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284	382596
	Monthly	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107	31883
	Hourly	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78	183.24
	Standby	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83
119	Annual	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284	382596	392172
	Monthly	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107	31883	32681
	Hourly	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78	183.24	187.82
	Standby	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15
120	Annual	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284	382596	392172	401976
	Monthly	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107	31883	32681	33498
	Hourly	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78	183.24	187.82	192.52
	Standby	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48

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.