



RAMSEY COUNTY

Compensation Manual

January 13, 2018

with revisions as of June 2018

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General Information and Instructions

This manual contains a Job Code Index and established Salary Plans for Job Codes in the Ramsey County Personnel System effective as of January 13, 2018.

Job Code Index

This index lists all Job Codes in the Ramsey County Personnel System, showing the following information for each Job Code:

- Job Code
- Job Code Description
- Salary Plan
- Salary Grade
- Monthly Salary Range (Minimum to Maximum, rounded to the nearest whole dollar)

Some Job Codes have more than one Salary Plan or Salary Grade. This means that some positions in the Job Code are subject to different pay plans because of their bargaining unit status, or that employees in the job class are subject to different salary progression policies, or that employees in the Job Code are subject to different benefit plans.

Salary Plans

The various Ramsey County Salary Plans follow the Job Code Index.

Each Salary Plan contains the Salary Grades and Salary Rates for the Job Codes that are allocated to that Salary Plan. Salary Grades are listed vertically on the left side of each Salary Plan. Salary Rates are listed horizontally for each Salary Step in each Salary Grade, along with any applicable night differential rates.

NOTE: Some positions may be subject to special pay conditions. Special schedules established for these purposes are not contained in this manual.

An Index of Salary Plans is listed on pages i, ii, iii of this manual.

The effective date of each Salary Plan is indicated on the cover page for each Salary Plan respectively.

How To Use This Manual:

- *For Quick Reference:* The monthly salary range (minimum and maximum rates) for each Job Code is listed in the Job Code Index. To find this information, turn to the Job Code Index, find the Job Code you are interested in, and read across to find the minimum and maximum salary rates for that job code, rounded to the nearest whole dollar.
- *For Complete Salary Rate Information:* Complete salary information for each Job Code (annual, monthly, bi-weekly and hourly salary rates for each salary step in each salary range) is listed in the various Salary Plans. To find this information, turn to the Job Code Index and find the Job Code, Salary Plan and Salary Grade. Then turn to the appropriate Salary Plan and find the Salary Grade. The annual, monthly, bi-weekly and hourly salary rates for all steps in the salary range are shown.

INDEX OF RAMSEY COUNTY SALARY PLANS

I. NON-BARGAINING UNIT SALARY PLANS: The following salary plans are for positions in job classes that are not subject to collective bargaining unit agreements:

SALARY PLANS

01	Clerical and Building Service (Semi-Annual) <i>not printed in this edition</i>
01A	Clerical and Building Service
02A	Professional – Technical - Administrative
02S	Professional – Technical - Administrative (Semi Annual) <i>not printed in this edition</i>
02P	Professional – Technical - Administrative (Performance Based)
02N	Registered Nurses
02I.....	Registered Nurses (Internal Pool)
03	Hospital-Institutional Services
08A	Building Trades (Full-time)
08B.....	Building Trades (Part-time)
09	Seasonal Employees
10A	Community Corrections Administration
20C.....	Public Defenders (Unrepresented)
31	Correctional Officer 3's (Unrepresented)
98A	Unclassified Administrative and Technical
98B.....	Department Head / Division Director Compensation Plan
98D	Principal Assistants
98E.....	Statutorily-Established Salary Cap

INDEX OF RAMSEY COUNTY SALARY PLANS (cont.)

II. BARGAINING UNIT SALARY PLANS: The following salary plans are for positions in job classes that are subject to collective bargaining unit agreements between Ramsey County and employee bargaining units:

20	AFSCME Local 8 – Public Defenders (Semi-Annual) <i>not printed in this edition</i>
20A	AFSCME Local 8 – Public Defenders (Annual)
21	AFSCME Local 8 – Assistant County Attorneys (Semi-Annual) <i>not printed in this edition</i>
21A	AFSCME Local 8 – Assistant County Attorneys
21C.....	AFSCME Local 8 – Assistant County Attorneys (Confidential Positions)
22A	AFSCME Local 8 – General Unit (Semi-Annual) <i>not printed in this edition</i>
22M.....	AFSCME Local 8 – General Unit
22B.....	AFSCME Local 8 – General Unit (Semi-Annual) <i>not printed in this edition</i>
22N	AFSCME Local 8 – General Unit
22J.....	AFSCME Local 8 – Maintenance-Mechanical (2002)
22E.....	AFSCME Local 8 – Maintenance-Mechanical (Pre-2002)
23H	AFSCME Local 1935 – Maintenance-Mechanical
23Z.....	AFSCME Local 1935 – Parks and Recreation
23S	AFSCME Local 1935 – Parks and Recreation (Seasonal)
24	IUOE Local 70 – Operating Engineers
25A	Technical Employees Association
26	IUOE Local 49 – Maintenance-Mechanical
26A	IUOE Local 49 – Maintenance-Mechanical (Equipment Service Worker)

INDEX OF RAMSEY COUNTY SALARY PLANS (cont.)

27A	AFSCME Local 151 – Community Human Services (Semi-Annual) <i>not printed in this edition</i>
27M.....	AFSCME Local 151 – Community Human Services
27B.....	AFSCME Local 151 – Community Human Services (Semi-Annual) <i>not printed in this edition</i>
27N	AFSCME Local 151 – Community Human Services
27E.....	AFSCME Local 151 – Community Human Services
27H	AFSCME Local 151 – Community Human Services Maint-Mechanical
28	IBT Local 320 – Correctional Officers 1 and 2
28A	LELS Local 349 – Emergency Communications Center (Semi-Annual) <i>not printed in this edition</i>
28B.....	LELS Local 349 – Emergency Communications Center
29A	IBT Local 320 – Probation Officers
30	LELS Local 322 – Deputy Sheriffs
33A	AFSCME Local 1076 – Ramsey County Care Center
33I.....	AFSCME Local 1076 – Ramsey County Care Center (Internal Pool)
34A	AFSCME Local 707 – Lake Owasso Residence
34C.....	AFSCME Local 707 – Behavior Analysts
35	IBT Local 320 Deputy Sheriff Sergeants
36	IBT Local 320 Correctional Officer 3's (Sheriff Department)
37	AFSCME Local 151 Licensed Practical Nurses
37I.....	AFSCME Local 151 Licensed Practical Nurses (Internal Pool)
38	LELS Deputy Sheriff Commander
39	AFSCME Local 151 Workforce Solutions
40	AFSCME Local 8 PHN/RN (Public Health/Registered Nurses)
41	LELS Local 353 – Radio Dispatcher Supervisors
42	IBT Local 320 Chief Correctional Officers (Sheriff Department)
43	AFSCME Local 8 – Professional Employees

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0786	9-1-1 Dispatch Ser Mgr	98B	33	\$ 5,969 - \$ 8,874
0785	9-1-1 Telecommunicator	28B	18	\$ 3,454 - \$ 4,997
0499	Account Clerk 1	01A 22M 27M	16 16 16	\$ 3,094 - \$ 4,492 \$ 3,094 - \$ 4,492 \$ 3,094 - \$ 4,492
0661	Account Clerk 1-Uncl	99	99	No Salary Minimum or Maximum
0380	Account Clerk 2	01A 22M 27M	18G 18G 18G	\$ 3,305 - \$ 4,932 \$ 3,305 - \$ 4,932 \$ 3,305 - \$ 4,932
0662	Account Clerk 2-Uncl	99	99	No Salary Minimum or Maximum
0043	Accountant 1	02A 27N	23C 23C	\$ 4,114 - \$ 6,101 \$ 4,114 - \$ 6,101
0663	Accountant 1-Uncl	99	99	No Salary Minimum or Maximum
0427	Accountant 2	02A 27N	27 27	\$ 4,734 - \$ 7,012 \$ 4,734 - \$ 7,012
0664	Accountant 2-Uncl	99	99	No Salary Minimum or Maximum
0054	Accountant 3	02A	30	\$ 5,323 - \$ 7,892
0117	Accountant 4	02A 98B	32 32	\$ 5,751 - \$ 8,538 \$ 5,751 - \$ 8,538

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0175	Accounting Manager	98B	36	\$ 6,712 - \$ 9,976
0322	Accounting Support Supervisor	02A	27	\$ 4,734 - \$ 7,012
0105	Activity Technician	33A	17C	\$ 3,624 - \$ 4,678
0202	Admin Assistant 1	02A 22N 27N	18M 18M 18M	\$ 3,417 - \$ 5,046 \$ 3,417 - \$ 5,046 \$ 3,417 - \$ 5,046
0860	Admin Assistant 1 - Uncl	99	99	No Salary Minimum or Maximum
0410	Admin Assistant 2	02A 22N 27N	20S 20S 20S	\$ 3,733 - \$ 5,543 \$ 3,733 - \$ 5,543 \$ 3,733 - \$ 5,543
0358	Admin Assistant 3	02A 22N 27N	24P 24P 24P	\$ 4,303 - \$ 6,374 \$ 4,303 - \$ 6,374 \$ 4,303 - \$ 6,374
0039	Admin Assistant 4	02A 22N 27N 98B	26A 26A 26A 26A	\$ 4,562 - \$ 6,766 \$ 4,562 - \$ 6,766 \$ 4,562 - \$ 6,766 \$ 4,562 - \$ 6,766
0766	Admin Assistant 4 - Uncl	02A 22N	26A 26A	\$ 4,562 - \$ 6,766 \$ 4,562 - \$ 6,766
0139	Admin Secretary 1	01A 22M 27M	19I 19I 19I	\$ 3,417 - \$ 5,223 \$ 3,417 - \$ 5,223 \$ 3,417 - \$ 5,223
0192	Admin Secretary 2	01A	21Z	\$ 3,676 - \$ 5,779

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		22M	21Z	\$ 3,676 - \$ 5,779
		27M	21Z	\$ 3,676 - \$ 5,779
0665	Admin Secretary 2-Uncl	99	99	No Salary Minimum or Maximum
0366	Admin Secretary-Co Atty - Uncl	99P	99	\$ 0 - \$ 0
0378	Admin Secretary-Sheriff - Uncl	99P	99	\$ 0 - \$ 0
0623	Administr-Lk Owasso Res - Uncl	98B	38	\$ 7,256 - \$ 10,791
0538	Administr-RmsyCntyCareCtr-Uncl	98B	38	\$ 7,256 - \$ 10,791
0880	Administrative Investigator CC	02A	28	\$ 4,921 - \$ 7,306
0206	Arena Mtncce & Operations Supv	02A	29	\$ 5,110 - \$ 7,590
0007	Arena Operations Asst Supv	02A	25	\$ 4,377 - \$ 6,498
0268	Arena Superintendent	02A	25	\$ 4,377 - \$ 6,498
0020	Assistant Probation Officer 1	22M	17B	\$ 3,213 - \$ 4,667
0289	Assistant Probation Officer 2	22M	19F	\$ 3,553 - \$ 5,209
0482	Asst County Attorney 1	21A	30	\$ 5,325 - \$ 7,921
0758	Asst County Attorney 1 - Uncl	99	99	No Salary Minimum or Maximum
0249	Asst County Attorney 2	21A	35	\$ 6,381 - \$ 9,500

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0236	Asst County Attorney 3	21A 21C	41 41	\$ 7,814 - \$ 11,633 \$ 7,814 - \$ 11,633
0875	Asst County Attorney 3 - Uncl	99	99	No Salary Minimum or Maximum
0702	Asst County Attorney 4	21A 21C	41X 41X	\$ 8,204 - \$ 12,214 \$ 8,204 - \$ 12,214
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	\$ 6,712 - \$ 9,976
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	\$ 8,449 - \$ 12,560
0456	Asst Genl Sup MaintConst&Util	02A	28	\$ 4,921 - \$ 7,306
0826	Asst Manager-Prop Rec & Rev	02A	33	\$ 5,969 - \$ 8,874
0003	Asst Mgr - Cnty Assessing Divn	02A	35	\$ 6,453 - \$ 9,585
0126	Asst Program Evaluator	02A 27N	25M 25M	\$ 4,470 - \$ 6,623 \$ 4,470 - \$ 6,623
0561	Asst Public Defender 3 - Uncl	20A	03	\$ 7,168 - \$ 10,467
0575	Asst Public Defender 4 - Uncl	20A 20C	04 04	\$ 7,760 - \$ 11,330 \$ 7,965 - \$ 11,627
0582	Attorney-Uncl	99	99	No Salary Minimum or Maximum
0384	Automated Info Sys Coordinator	02A 27N	26M 26M	\$ 4,653 - \$ 6,876 \$ 4,653 - \$ 6,876

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0346	Automated Info Sys Spc-WkfceDv	22M	20	\$ 3,536 - \$ 5,218
0477	Behavior Analyst	34C	20R	\$ 3,834 - \$ 5,577
0404	Bldg Services Manager	98B	29	\$ 5,110 - \$ 7,590
0411	Budget & Acctng Analyst 1	02A	23C	\$ 4,114 - \$ 6,101
0468	Budget & Acctng Analyst 2	02A	27	\$ 4,734 - \$ 7,012
0367	Building Info Officer	22M	16	\$ 3,094 - \$ 4,492
0132	Building Maint Mechanic 1	22E	04	\$ 3,891 - \$ 4,667
0625	Building Maint Mechanic 2	22E	06	\$ 4,310 - \$ 5,162
0033	Building Operations Supv	02A	22	\$ 3,896 - \$ 5,770
0248	Business Support Systems Mgr	02A	37M	\$ 7,118 - \$ 10,577
0319	Carpenter	08A 08B	32 32	\$ 7,396 - \$ 7,396 \$ 9,828 - \$ 9,828
0333	Case Aide 1	01A 22M 27M	16D 16D 16D	\$ 3,198 - \$ 4,579 \$ 3,198 - \$ 4,579 \$ 3,198 - \$ 4,579
0759	Case Aide 1 - Uncl	99	99	No Salary Minimum or Maximum
0266	Case Aide 2	01A	18F	\$ 3,368 - \$ 5,010

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		22M	18F	\$ 3,368 - \$ 5,010
		27M	18F	\$ 3,368 - \$ 5,010
0121	Case Aide 3	27M	21E	\$ 3,770 - \$ 5,671
0402	Cashier - Prop Rec Rev	22M	18E	\$ 3,357 - \$ 5,223
0881	Central Fleet Manager	98B	32	\$ 5,751 - \$ 8,538
0833	Certified Peer Recovery Spec	27N	19	\$ 3,476 - \$ 5,127
0282	Chemical Dependency Couns Supv	02A	28M	\$ 5,022 - \$ 7,440
0310	Chemical Dependency Counselor	02A	19	\$ 3,476 - \$ 5,127
		27N	19	\$ 3,476 - \$ 5,127
0239	Chemical Dependency Prgm Supv	02A	31M	\$ 5,642 - \$ 8,374
0124	Chief Clerk to the Board-Unc*	98B	27M	\$ 4,838 - \$ 7,159
0522	Chief Correctional Officer	02A	31	\$ 5,533 - \$ 8,207
		42	01	\$ 5,399 - \$ 8,007
0225	Chief Deputy Sheriff - Uncl	98B	42B	\$ 8,759 - \$ 13,026
0241	Chief Investigator - Med Exmnr	02A	33	\$ 5,969 - \$ 8,874
		98B	33	\$ 5,969 - \$ 8,874
0405	Chief Stationary Engineer	02A	31	\$ 5,533 - \$ 8,207
0323	Child Protection Worker	27N	27M	\$ 4,838 - \$ 7,159

*Abolished except for current incumbent

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0768	Child Support Assistant	22M	17	\$ 3,197 - \$ 4,657
0450	Child Support Supervisor	02A	31M	\$ 5,642 - \$ 8,374
0706	Claims Administrator	02A	27	\$ 4,734 - \$ 7,012
0257	Clerical Speclst-Prop Rec Rev	22M	21	\$ 3,676 - \$ 5,425
0221	Clerk 1	01A	07	\$ 2,350 - \$ 3,250
		22M	07	\$ 2,350 - \$ 3,250
		27M	07	\$ 2,350 - \$ 3,250
0339	Clerk 2	01A	11F	\$ 2,713 - \$ 3,786
		22M	11F	\$ 2,713 - \$ 3,786
		27M	11F	\$ 2,713 - \$ 3,786
0008	Clerk 3	01A	14F	\$ 2,954 - \$ 4,296
		22M	14F	\$ 2,954 - \$ 4,296
		27M	14F	\$ 2,954 - \$ 4,296
0110	Clerk 4	01A	20B	\$ 3,612 - \$ 5,899
		22M	20B	\$ 3,612 - \$ 5,899
		27M	20B	\$ 3,612 - \$ 5,899
0143	Clerk Typist 1	01A	08F	\$ 2,506 - \$ 3,465
		22M	08F	\$ 2,506 - \$ 3,465
		27M	08F	\$ 2,506 - \$ 3,465
0093	Clerk Typist 2	01A	11F	\$ 2,713 - \$ 3,786
		22M	11F	\$ 2,713 - \$ 3,786
		27M	11F	\$ 2,713 - \$ 3,786
0666	Clerk Typist 2-Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0496	Clerk Typist 3	01A	15F	\$ 3,059 - \$ 4,467
		22M	15F	\$ 3,059 - \$ 4,467
		27M	15F	\$ 3,059 - \$ 4,467
0667	Clerk Typist 3-Uncl	99	99	No Salary Minimum or Maximum
0655	Clinical Psychologist	02A	30M	\$ 5,413 - \$ 8,058
		27N	30M	\$ 5,413 - \$ 8,058
0715	Collections Enforcement Agent	22N	25	\$ 4,377 - \$ 6,498
		27N	25	\$ 4,377 - \$ 6,498
0399	Comm Corr Acctng and Admin Mgr	98B	33	\$ 5,969 - \$ 8,874
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	\$ 6,453 - \$ 9,585
0442	Comm Corr Superint-BTT - Uncl	98B	36	\$ 6,712 - \$ 9,976
0275	Comm Corr Superint-JDC - Uncl	98B	36	\$ 6,712 - \$ 9,976
0335	Comm Corr Supv	10A	02	\$ 5,782 - \$ 8,589
0523	Commnty Svc Ofcr	22N	17M	\$ 3,296 - \$ 4,860
0700	Communications Associate	02A	19M	\$ 3,537 - \$ 5,248
		27N	19M	\$ 3,537 - \$ 5,248
0699	Communicatn/Progrmng Spec-Lib	02A	28M	\$ 5,022 - \$ 7,440
0050	Community Development Rep	02A	31	\$ 5,533 - \$ 8,207

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0858	Community Youth Worker	22M	12	\$ 2,720 - \$ 3,842
0787	Compliance and Records Manager	98B	33	\$ 5,969 - \$ 8,874
0692	Computer Project Analyst	02A	33M	\$ 6,091 - \$ 9,048
0571	Conservation Specialist-Uncl	99	99	No Salary Minimum or Maximum
0484	Conservation Technician-Uncl	99	99	No Salary Minimum or Maximum
0347	Contract Administrator	02A	33	\$ 5,969 - \$ 8,874
0351	Contract Manager	02A 27N	30 30	\$ 5,323 - \$ 7,892 \$ 5,323 - \$ 7,892
0159	Controller - CHSD	98B	35	\$ 6,453 - \$ 9,585
0152	Cook	33A	15V	\$ 3,452 - \$ 4,484
0135	Cook - Juvenile Institutions	22M	18S	\$ 3,471 - \$ 5,003
0127	Cook - Trainee	33A	10P	\$ 2,954 - \$ 3,778
0481	Cook Supv - Juvenile Inst	02A	21M	\$ 3,825 - \$ 5,672
0376	Corr Officer (Laundry Supv)	28	04	\$ 4,543 - \$ 6,510

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0138	Corr Officer 1(Auto Mechanic)	28	02	\$ 3,935 - \$ 5,768
0283	Corr Officer 1(Cook)	28	02	\$ 3,935 - \$ 5,768
0397	Corr Officer 1(Gen'l Duty)	28	02	\$ 3,935 - \$ 5,768
0585	Corr Officer 1(Nursery Farm)	28	02	\$ 3,935 - \$ 5,768
0015	Corr Officer 1(Shop Supv)	28	02	\$ 3,935 - \$ 5,768
0510	Corr Officer 1(Sta Engr)	28	02	\$ 3,935 - \$ 5,768
0217	Corr Officer 2(Auto Mechanic)	28	03	\$ 4,277 - \$ 6,264
0083	Corr Officer 2(Cook)	28	03	\$ 4,277 - \$ 6,264
0423	Corr Officer 2(Gen'l Duty)	28	03	\$ 4,277 - \$ 6,264
0439	Corr Officer 2(Nursery Farm)	28	03	\$ 4,277 - \$ 6,264
0277	Corr Officer 2(Shop Supv)	28	03	\$ 4,277 - \$ 6,264
0215	Corr Officer 2(Sta Engr)	28	03	\$ 4,277 - \$ 6,264
0122	Corr Officer 3(Cook)	31	28M	\$ 5,025 - \$ 7,443
0548	Corr Officer 3(Gen'l Duty)	31 36	28M 28M	\$ 5,025 - \$ 7,443 \$ 4,903 - \$ 7,261

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0026	Corr Officer 3(NurseryCoord)	31	28M	\$ 5,025 - \$ 7,443
0530	Corr/Det Fac Superint- Uncl	98B	38	\$ 7,256 - \$ 10,791
0586	County Attorney - Uncl	99	99	No Salary Minimum or Maximum
0546	County Commissioner - Uncl	99	99	No Salary Minimum or Maximum
0228	County Eng/DirPubWks - Uncl	98B	44	\$ 9,177 - \$ 13,633
0244	County Manager - Uncl	98B 98E	52 52	\$12,174 - \$ 18,099 \$14,278 - \$ 14,278
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	03	18	\$ 3,381 - \$ 4,594
0494	Custodial Worker 1	33A 34A	10M 10M	\$ 2,916 - \$ 3,756 \$ 2,808 - \$ 3,649
0018	Custodial/Laundry Worker	33A	10M	\$ 2,916 - \$ 3,756
0760	Customer Service Specialist	27M	16	\$ 3,094 - \$ 4,492
0761	Data Quality Clerk	27M	16D	\$ 3,198 - \$ 4,579
0762	Data Quality Specialist	27M	21E	\$ 3,770 - \$ 5,671

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0414	Dep Dir of Admin-Com Cor-Uncl	98B	38	\$ 7,256 - \$ 10,791
0301	Dep Dir of Adt Div-Com Cor-Unc	98B	38	\$ 7,256 - \$ 10,791
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	\$ 7,256 - \$ 10,791
0879	Dep Dir of ECC - Uncl.	98B	36	\$ 6,712 - \$ 9,976
0837	Dep Dir of Finance	98B	37M	\$ 7,118 - \$ 10,577
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	\$ 7,256 - \$ 10,791
0679	Dep Dir of Ram Co Library	98B	36	\$ 6,712 - \$ 9,976
0565	Deputy County Manager - Uncl	98B	48M	\$10,939 - \$ 16,257
0130	Deputy Sheriff	30	02	\$ 4,415 - \$ 6,467
0270	Deputy Sheriff Commander	38	31	\$ 7,554 - \$ 8,794
0416	Deputy Sheriff Inspector-Uncl	98B	32	\$ 5,751 - \$ 8,538
0042	Deputy Sheriff-Sergeant	35	01	\$ 6,535 - \$ 7,456
0479	Detoxification Aide	27E	02A	\$ 3,208 - \$ 4,235
0382	Dietetic Technician	02A	16	\$ 3,125 - \$ 4,583
0182	Dietary Coordinator - LOR	03	25	\$ 4,048 - \$ 5,529
0819	Dir - Health Care Systems-Uncl	98B	40	\$ 7,851 - \$ 11,667

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0890	Dir County Assessor Dept Uncl	98B	43	\$ 8,836 - \$ 13,113
0891	Dir PropTx, Rec, &ElecSvc Uncl	98B	43	\$ 8,836 - \$ 13,113
0813	Dir of Admin - Info Serv	98B	36M	\$ 6,844 - \$ 10,172
0842	Dir of Admin - Prop Mgt (uncl)	98B	34M	\$ 6,331 - \$ 9,402
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	\$ 6,582 - \$ 9,780
0305	Dir of Admin Svcs-CHSD - Uncl	98B	44	\$ 9,177 - \$ 13,633
0519	Dir of Admin-CHSD - Uncl	98B	40	\$ 7,851 - \$ 11,667
0082	Dir of Admin-Cty Atty (Uncl)	98B	36M	\$ 6,844 - \$ 10,172
0383	Dir of Admin-Sheriff - Uncl	98B	31	\$ 5,533 - \$ 8,207
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	\$ 6,209 - \$ 9,219
0258	Dir of Comnty & Econ Dev- Uncl	98B	36	\$ 6,712 - \$ 9,976
0163	Dir of Comnty Corrctns - Uncl	98B	46	\$ 9,925 - \$ 14,736
0395	Dir of Comnty Humn Svcs - Uncl	98B 98E	48 48	\$10,725 - \$ 15,938 \$14,278 - \$ 14,278
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	\$ 6,453 - \$ 9,585

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0763	Dir of Emgcy Comm - Uncl	98B	41	\$ 8,160 - \$ 12,134
0611	Dir of Emrgcy Svcs - Uncl	98B	33M	\$ 6,091 - \$ 9,048
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	\$ 8,836 - \$ 13,113
0245	Dir of Finance	98B	44	\$ 9,177 - \$ 13,633
0502	Dir of Human Resources	98B	43	\$ 8,836 - \$ 13,113
0628	Dir of Information Svcs - Uncl	98B	44	\$ 9,177 - \$ 13,633
0212	Dir of Law Library-Uncl	99	99	No Salary Minimum or Maximum
0179	Dir of Library Service-Uncl	99	99	No Salary Minimum or Maximum
0630	Dir of Nursing Svc - RCCC	02A	31Q	\$ 5,589 - \$ 8,990
0168	Dir of Nutritional Svcs - RCCC	02A	26M	\$ 4,653 - \$ 6,876
0513	Dir of Operations - Pks & Rec	98B	35	\$ 6,453 - \$ 9,585
0465	Dir of Parks & Recreatn - Uncl	98B	43	\$ 8,836 - \$ 13,113
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	\$ 5,969 - \$ 8,874
0016	Dir of Pol Analysis&Plng-Uncl	98B	40	\$ 7,851 - \$ 11,667
0629	Dir of Property Mgmt - Uncl	98B	41	\$ 8,160 - \$ 12,134

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0253	Dir of Public Health - Uncl	98B	43	\$ 8,836 - \$ 13,113
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	\$ 8,836 - \$ 13,113
0569	Dir of Regnl Rail Auth - Uncl	98B	41	\$ 8,160 - \$ 12,134
0877	Dir of Social Services - Uncl	98B	44	\$ 9,177 - \$ 13,633
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	\$ 5,222 - \$ 7,741
0804	Dispatcher - Fire	28B	21	\$ 3,730 - \$ 5,396
0805	Dispatcher - Law Enforcement	28B	21	\$ 3,730 - \$ 5,396
0205	Div and OD Dev Specialist	02A	28M	\$ 5,022 - \$ 7,440
0227	Diversity Prgrms Specialist 1	02A	24	\$ 4,217 - \$ 6,248
0334	Diversity Prgrms Specialist 2	02A	26	\$ 4,554 - \$ 6,751
0431	Diversity Program Manager	98B	34	\$ 6,209 - \$ 9,219
0525	Division Dirctr-Co Atty - Uncl	98B	42W	\$ 8,795 - \$ 13,051
0712	Division Director-Soc Svcs Unc	98B	40	\$ 7,851 - \$ 11,667
0591	Duplic Equipmt Op-Layout&Design	22N 27N	18C 18C	\$ 3,421 - \$ 5,021 \$ 3,421 - \$ 5,021

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0887	EAM Systems Manager	02A	32	\$ 5,751 - \$ 8,538
0784	ECC Support Technician	22N	23	\$ 4,050 - \$ 6,003
0865	ERP Capability Manager	98B	34	\$ 6,209 - \$ 9,219
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	\$ 6,844 - \$ 10,172
0885	Election Clerk - Uncl	99	885	\$ 3,033 - \$ 3,033
0350	Elections & Voter Regis Clerk	22M	18	\$ 3,305 - \$ 4,837
0588	Elections & Voter Regis Spclst	22N	24M	\$ 4,297 - \$ 6,367
0863	Electns Absnt Bal Bd Judge-Unc	99	863	\$ 2,773 - \$ 2,773
0729	Electns Ar Logis Judge - Uncl	99	729	\$ 2,600 - \$ 2,600
0874	Electns Asst Head Judge - Uncl	99	874	\$ 2,253 - \$ 2,253
0620	Electns Head Judge - Uncl	99	620	\$ 2,427 - \$ 2,427
0520	Electns Precinct Judge - Uncl	99	520	\$ 1,733 - \$ 1,733
0730	Electns Registrtn Judge - Uncl	99	730	\$ 2,253 - \$ 2,253
0731	Electns Student Judge - Uncl	99	99	No Salary Minimum or Maximum
0864	Electns Votng Sys Judge - Uncl	99	864	\$ 2,773 - \$ 2,773

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0764	Emerg Comm Tech Mgr	98B	34	\$ 6,209 - \$ 9,219
0894	Emerg Comm Tech Support Superv	02A	31	\$ 5,533 - \$ 8,207
0893	Emergency Comm GIS Specialist	02A	27	\$ 4,734 - \$ 7,012
0801	Emergency Comm Shift Supv	41	01	\$ 4,711 - \$ 6,977
0290	Emergency Communication Mgr	98B	31M	\$ 5,642 - \$ 8,374
0594	Emergency Mgmt Coordinator	02A	25	\$ 4,377 - \$ 6,498
0387	Employmnt Gdnce Counslr 1	02A 27N 39	23M 23M 23M	\$ 4,136 - \$ 6,124 \$ 4,136 - \$ 6,124 \$ 4,136 - \$ 6,124
0123	Employmnt Gdnce Counslr 2	02A 27N 39	25M 25M 25M	\$ 4,470 - \$ 6,623 \$ 4,470 - \$ 6,623 \$ 4,470 - \$ 6,623
0363	Employmnt Gdnce Counslr 3	02A 27N 39	28M 28M 28M	\$ 5,022 - \$ 7,440 \$ 5,022 - \$ 7,440 \$ 5,022 - \$ 7,440
0306	Employmnt Gdnce Counslr Aide 1	22M	18	\$ 3,305 - \$ 4,837
0637	Employmnt Gdnce Counslr Aide 2	22M	21	\$ 3,676 - \$ 5,425
0025	Employmnt Gdnce Counslr Supv	02A	31M	\$ 5,642 - \$ 8,374
0615	Eng/Surveying Technician 4	25A	04	\$ 4,818 - \$ 7,152

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0145	Engineer 1	02A	28D	\$ 4,943 - \$ 7,339
0095	Engineer 2	02A	30B	\$ 5,345 - \$ 7,932
0559	Engineer 3	02A	34B	\$ 6,241 - \$ 9,273
0392	Engineer 4	98B	37	\$ 6,979 - \$ 10,369
0379	Engineering Aide	02A	13	\$ 2,833 - \$ 4,070
0086	Engineering/Surveying Tech 1	25A	01	\$ 3,297 - \$ 4,873
0476	Engineering/Surveying Tech 2	25A	02	\$ 3,816 - \$ 5,650
0314	Engineering/Surveying Tech 3	25A	03	\$ 4,292 - \$ 6,358
0889	Enterprise Risk Manager-Uncl	98B	35M	\$ 6,582 - \$ 9,780
0791	Environmental Health Supervisr	02A	31M	\$ 5,642 - \$ 8,374
0789	Environmental Hlth DivDir-Uncl	98B	38	\$ 7,256 - \$ 10,791
0777	Environmental Hlth Tec-Spanish	01A	18	\$ 3,305 - \$ 4,837
0774	Environmental Hlth Tech	01A	18	\$ 3,305 - \$ 4,837
0775	Environmental Hlth Tech-Hmong	01A	18	\$ 3,305 - \$ 4,837
0776	Environmental Hlth Tech-Somali	01A	18	\$ 3,305 - \$ 4,837

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0540	Environmtal Health Speclst 1	02A	24	\$ 4,217 - \$ 6,248
0155	Environmtal Health Speclst 2	02A	28M	\$ 5,022 - \$ 7,440
0403	Environmtal Resrces Spclst 1	02A	23	\$ 4,050 - \$ 6,003
0490	Environmtal Resrces Spclst 2	02A 98A	27 07R	\$ 4,734 - \$ 7,012 \$ 4,734 - \$ 7,012
0560	Epidemiologist	43	28M	\$ 5,022 - \$ 7,440
0160	Equipment Service Worker	26A	03	\$ 3,886 - \$ 4,929
0210	Executive Assistant	98B	32M	\$ 5,866 - \$ 8,695
0765	Executive Assistant - Uncl	98B	32M	\$ 5,866 - \$ 8,695
0562	Executive Housekeeper - RCCC	02A	24	\$ 4,217 - \$ 6,248
0263	Finance Manager	02A	32	\$ 5,751 - \$ 8,538
0203	Financial Assistance Supv	02A	27	\$ 4,734 - \$ 7,012
0242	Financial Systems Mgr - CHSD	02A	33	\$ 5,969 - \$ 8,874
0556	Financial Worker 1	27M	17I	\$ 3,334 - \$ 4,775
0170	Financial Worker 2	27M	19F	\$ 3,518 - \$ 5,237

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0574	Financial Worker 3	27M	23P	\$ 4,073 - \$ 6,131
0222	First Asst County Atty - Uncl	98B	44	\$ 9,177 - \$ 13,633
0684	First Asst Public Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	\$ 5,110 - \$ 7,590
0388	Fleet Mechanic	26	12	\$ 4,856 - \$ 5,791
0505	Food Service Worker	33A	09P	\$ 2,867 - \$ 3,660
0798	Forensic Clinical Psychologist	27N	34	\$ 6,209 - \$ 9,219
0053	Forensic Technician	22N	17	\$ 3,242 - \$ 4,759
0811	GIS Manager - Uncl	98B	36	\$ 6,712 - \$ 9,976
0385	General Repair Worker	22J 23H	05 05	\$ 3,919 - \$ 4,696 \$ 3,919 - \$ 4,696
0466	General Repair Worker - RCCC	24	02	\$ 3,947 - \$ 4,657
0028	General Supv-Maint & Constrctn	02A	30	\$ 5,323 - \$ 7,892
0234	General Supv-Maint Equipment	02A	25M	\$ 4,470 - \$ 6,623
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0251	Geog Info Sys Supervisor	02A	29	\$ 5,110 - \$ 7,590
0462	Geog Info Sys Technician	02A	21	\$ 3,742 - \$ 5,565
0161	Golf Course Superintendent	02A	25	\$ 4,377 - \$ 6,498
0806	Government Rel Director - Uncl	98B	39	\$ 7,557 - \$ 11,221
0503	Governmt Relations Spec - Uncl	98B	35	\$ 6,453 - \$ 9,585
0888	Graphic Designer	02A	24	\$ 4,217 - \$ 6,248
0720	HR Bnfts/Claims/Trans Spclst 1	02A 22N	20 20	\$ 3,605 - \$ 5,340 \$ 3,605 - \$ 5,340
0549	HR Bnfts/Claims/Trans Spclst 2	02A 22N	22 22	\$ 3,896 - \$ 5,770 \$ 3,896 - \$ 5,770
0445	HR Program Administrator	02A	30	\$ 5,323 - \$ 7,892
0420	Head Nurse	02A	29A	\$ 5,161 - \$ 7,819
0831	Health Ed Prgm Asst-ASL	22N	17M	\$ 3,296 - \$ 4,860
0770	Health Ed Prgm Asst-Hmong Spkg	22N	17M	\$ 3,296 - \$ 4,860
0810	Health Ed Prgm Asst-KaRen Spk	22N	17M	\$ 3,296 - \$ 4,860
0771	Health Ed Prgm Asst-Somali Spk	22N	17M	\$ 3,296 - \$ 4,860

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0772	Health Ed Prgm Asst-Spanish	22N	17M	\$ 3,296 - \$ 4,860
0091	Health Education Prgrm Asst	22N	17M	\$ 3,296 - \$ 4,860
0398	Health Educator 1	02A	26	\$ 4,554 - \$ 6,751
0276	Health Educator 2	02A	28M	\$ 5,022 - \$ 7,440
0895	Health Equity Officer-Uncl	98B	35M	\$ 6,582 - \$ 9,780
0274	Heavy Equipment Operator 1	26	09	\$ 4,274 - \$ 5,101
0592	Heavy Equipment Operator 2	26	11M	\$ 4,562 - \$ 5,442
0361	Highway Maintenance Laborer	26	02	\$ 3,998 - \$ 4,774
0649	Highway Maintenance LbrCrewLdr	26	11M	\$ 4,562 - \$ 5,442
0659	Highway Maintenance Operator	26	05	\$ 4,183 - \$ 4,993
0284	Highway Maintenance Supervisor	02A	24B	\$ 4,233 - \$ 6,278
0340	Highway Sign Worker 1	26	05	\$ 4,183 - \$ 4,993
0653	Highway Sign Worker 2	26	08	\$ 4,407 - \$ 5,259
0040	Housekeeper - Juvnle Inst	22M	14	\$ 2,899 - \$ 4,149
0478	Human Resources Exams Spclst	22N	20P	\$ 3,676 - \$ 5,491

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0136	Human Resources Generalist 1	02A	24	\$ 4,217 - \$ 6,248
0260	Human Resources Generalist 2	02A	28	\$ 4,921 - \$ 7,306
0019	Human Resources Manager	98B	36	\$ 6,712 - \$ 9,976
0654	Human Resources Supervisor	02A	33M	\$ 6,091 - \$ 9,048
0107	Human Services Manager	02A	34C	\$ 6,238 - \$ 9,276
0183	IS Actng&Adm Mgr - Uncl	98B	32M	\$ 5,866 - \$ 8,695
0745	IS App Developer 1	02A 02P	23 23	\$ 4,050 - \$ 6,003 \$ 4,050 - \$ 6,003
0747	IS App Developer 2	02P	27M	\$ 4,838 - \$ 7,159
0749	IS App Developer 3	02A 02P	30 30	\$ 5,323 - \$ 7,892 \$ 5,323 - \$ 7,892
0757	IS App Svcs Division Mgr-Uncl	98B	39	\$ 7,557 - \$ 11,221
0755	IS App Svcs Supervisor	02A 02P	37 37	\$ 6,979 - \$ 10,369 \$ 6,979 - \$ 10,369
0825	IS ArcSDE/ArcServer Administr	02P	32	\$ 5,751 - \$ 8,538
0782	IS Business Analyst	02P	27M	\$ 4,838 - \$ 7,159
0824	IS Chief Info Sec Off -Uncl	98B	34M	\$ 6,331 - \$ 9,402

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0836	IS Chief Tech Officer - Uncl	98B	39	\$ 7,557 - \$ 11,221
0856	IS Customer Support Mgr-Uncl	98B	35	\$ 6,453 - \$ 9,585
0235	IS Database Admin	02P	34M	\$ 6,331 - \$ 9,402
0862	IS GIS Specialist	02P	26M	\$ 4,653 - \$ 6,876
0756	IS Infrast & Oper Mgr-Uncl	98B	39	\$ 7,557 - \$ 11,221
0017	IS LAN Support Spec 1	02A 02P 27N	25 25 25	\$ 4,377 - \$ 6,498 \$ 4,377 - \$ 6,498 \$ 4,377 - \$ 6,498
0272	IS LAN Support Spec 2	02A 02P 27N	28 28 28	\$ 4,921 - \$ 7,306 \$ 4,921 - \$ 7,306 \$ 4,921 - \$ 7,306
0312	IS Lead Database Admin	02A 02P	37 37	\$ 6,979 - \$ 10,369 \$ 6,979 - \$ 10,369
0753	IS Principal App Developer	02A 02P	35 35	\$ 6,453 - \$ 9,585 \$ 6,453 - \$ 9,585
0869	IS Principal Business Analyst	02P	35	\$ 6,453 - \$ 9,585
0751	IS Sr App Developer	02A 02P	33 33	\$ 5,969 - \$ 8,874 \$ 5,969 - \$ 8,874
0828	IS Sr Business Analyst	02P	30M	\$ 5,413 - \$ 8,058

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0695	IS Sr LAN Support Spec	02P 27N	29M 29M	\$ 5,222 - \$ 7,741 \$ 5,222 - \$ 7,741
0752	IS Tech Svcs Lead Specialist	02A 02P	35 35	\$ 6,453 - \$ 9,585 \$ 6,453 - \$ 9,585
0744	IS Tech Svcs Specialist 1	02A 02P	23 23	\$ 4,050 - \$ 6,003 \$ 4,050 - \$ 6,003
0746	IS Tech Svcs Specialist 2	02A 02P	28 28	\$ 4,921 - \$ 7,306 \$ 4,921 - \$ 7,306
0748	IS Tech Svcs Specialist 3	02A 02P	30 30	\$ 5,323 - \$ 7,892 \$ 5,323 - \$ 7,892
0750	IS Tech Svcs Sr Specialist	02A 02P	33 33	\$ 5,969 - \$ 8,874 \$ 5,969 - \$ 8,874
0754	IS Tech Svcs Supervisor	02A 02P	37 37	\$ 6,979 - \$ 10,369 \$ 6,979 - \$ 10,369
0769	IS Technical Architect	02P	36	\$ 6,712 - \$ 9,976
0872	IT Principal Projct Mgr-InfoSv	02P	35	\$ 6,453 - \$ 9,585
0835	IT Proj Mgmt Offc Dir - Uncl	98B	37	\$ 6,979 - \$ 10,369
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	\$ 5,022 - \$ 7,440
0857	IT Service Center Technician	02P	22	\$ 3,896 - \$ 5,770

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0876	Info Security Specialist	02P	31M	\$ 5,642 - \$ 8,374
0696	Info Svcs LAN Support Supv	02A 02P	33 33	\$ 5,969 - \$ 8,874 \$ 5,969 - \$ 8,874
0897	Int Health & Justice Prgm Admi	98B	35	\$ 6,453 - \$ 9,585
0297	Intern - Cnty Mgr Office-Uncl	99	99	No Salary Minimum or Maximum
0254	Intern - Public Works-Uncl	99	99	No Salary Minimum or Maximum
0840	Investigative Assistant	22M	24	\$ 4,119 - \$ 6,079
0638	Investigator - County Attorney	22N	25P	\$ 4,516 - \$ 6,700
0544	Investigator - Public Defender	43	25M	\$ 4,470 - \$ 6,623
0220	Investigator 1 - Med Exam Ofc	22N	22M	\$ 3,980 - \$ 5,899
0609	Investigator 2 - Med Exam Ofc	22N	24	\$ 4,217 - \$ 6,248
0381	Investigator Supv - Co Atty	02A	30	\$ 5,323 - \$ 7,892
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum
0141	Janitor Supervisor	22M	18P	\$ 3,451 - \$ 4,970
0413	Janitor/Building Guard	22M	13	\$ 2,802 - \$ 3,989

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0162	Kitchen Worker	33A	11I	\$ 3,021 - \$ 3,852
0317	Labor Relations Mgr - Uncl	98B	37	\$ 6,979 - \$ 10,369
0240	Laboratory Technician	22N	19M	\$ 3,537 - \$ 5,248
0345	Landscape Architect	02A	31M	\$ 5,642 - \$ 8,374
0882	Landscape Designer	02A	21M	\$ 3,825 - \$ 5,672
0023	Law Clerk - Uncl	98A	03	\$ 3,296 - \$ 4,973
0604	Law Clerk-Investigator - Uncl	98A	04S	\$ 3,511 - \$ 5,332
0792	Law Lib Sr Associate-Uncl	99	99	No Salary Minimum or Maximum
0607	Law Library Assistant-Uncl	99	99	No Salary Minimum or Maximum
0820	Law Library Sr Assistant-Uncl	99	99	No Salary Minimum or Maximum
0839	Lead Real Estate Mgmt Spclst	22N	26	\$ 4,554 - \$ 6,751
0460	Legal Secretary	22M	17F	\$ 3,256 - \$ 4,745
0428	Librarian 1	43	23K	\$ 4,136 - \$ 5,903
0207	Librarian 2	43	25M	\$ 4,470 - \$ 6,623
0474	Librarian 3	02A	28C	\$ 4,999 - \$ 7,418

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0149	Librarian 4	02A	33	\$ 5,969 - \$ 8,874
0338	Library Associate 1	22M	18	\$ 3,305 - \$ 4,837
0250	Library Associate 2	22M	21	\$ 3,676 - \$ 5,425
0044	Library Circulation Supv	01A	21	\$ 3,676 - \$ 5,425
0327	Library Page	22M	08C	\$ 2,493 - \$ 3,422
0521	Library Property Manager	02A	31	\$ 5,533 - \$ 8,207
0237	Library Technical Svcs Supv	01A	24A	\$ 4,119 - \$ 6,161
0180	Licensed Practical Nurse	37 37I	23 23I	\$ 3,613 - \$ 5,196 \$ 3,916 - \$ 5,501
0621	Life Guard	09	05	\$ 2,172 - \$ 2,579
0004	Maintenance & Oper Wkr 1	23Z	02	\$ 3,796 - \$ 4,555
0463	Maintenance & Oper Wkr 2	23Z	04	\$ 4,265 - \$ 5,112
0580	Maintenance & Service Wkr	23Z	03	\$ 4,234 - \$ 5,072
0483	Maintenance Worker	22J	03	\$ 3,484 - \$ 4,184
0598	Management & Analysis Supv	02A	32	\$ 5,751 - \$ 8,538

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0048	Management Analyst 1	02A 27N	23 23	\$ 4,050 - \$ 6,003 \$ 4,050 - \$ 6,003
0097	Management Analyst 2	02A 27N	26 26	\$ 4,554 - \$ 6,751 \$ 4,554 - \$ 6,751
0298	Management Analyst 3	02A 27N	28 28	\$ 4,921 - \$ 7,306 \$ 4,921 - \$ 7,306
0703	Management Analyst 3 - Uncl	99	99	No Salary Minimum or Maximum
0181	Management Analyst 4	02A 27N	30 30	\$ 5,323 - \$ 7,892 \$ 5,323 - \$ 7,892
0408	Manager - Records & Revenue	98B	36	\$ 6,712 - \$ 9,976
0714	Manager-Workforce Solutions	98B	34	\$ 6,209 - \$ 9,219
0432	Master Electrician	08A 08B	44 44	\$ 8,531 - \$ 8,531 \$10,858 - \$ 10,858
0196	Materials Prchsng Spclst-PubWk	02A	21M	\$ 3,825 - \$ 5,672
0639	Mechanical Maintenance Manager	02A	27	\$ 4,734 - \$ 7,012
0325	Mechanical Stock Clerk 1	26	01	\$ 3,906 - \$ 4,666
0076	Mechanical Stock Clerk 2	26	06	\$ 4,268 - \$ 5,094
0741	Medical Assistant	22N 27N	15 15	\$ 3,021 - \$ 4,396 \$ 3,021 - \$ 4,396

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0892	Medical Director (Uncl)	98B	52	\$12,174 - \$ 18,099
0506	Medical Records Technician	02A 27N	15D 15D	\$ 3,096 - \$ 4,866 \$ 3,096 - \$ 4,866
0491	Medical Technologist	02A	26M	\$ 4,653 - \$ 6,876
0353	Medical Technologist Supv	02A	30M	\$ 5,413 - \$ 8,058
0232	Mental Health Practitioner	02A 27N	25M 25M	\$ 4,470 - \$ 6,623 \$ 4,470 - \$ 6,623
0337	Mental Health Professional	02A 27N	28M 28M	\$ 5,022 - \$ 7,440 \$ 5,022 - \$ 7,440
0148	Mental Health Supervisor	02A	32S	\$ 5,943 - \$ 8,828
0036	Mental Health Worker	01A 27M	16C 16C	\$ 3,153 - \$ 4,580 \$ 3,153 - \$ 4,580
0267	Mgmt Analysis Supv	02A	36	\$ 6,712 - \$ 9,976
0697	Mower Operator	01A	11	\$ 2,647 - \$ 3,716
0779	Naturalist	02A	17M	\$ 3,296 - \$ 4,860
0781	Naturalist Aide	09 23S	05 05	\$ 2,172 - \$ 2,579 \$ 2,172 - \$ 2,579
0778	Naturalist Coordinator	02A	19M	\$ 3,537 - \$ 5,248

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0780	Naturalist-Early Childhd Spec	02A	17M	\$ 3,296 - \$ 4,860
0328	Nurse	02I	28P	\$ 5,835 - \$ 8,541
		02N	28	\$ 4,970 - \$ 7,526
		40	28	\$ 5,120 - \$ 7,754
0371	Nurse Clinician	02A	31P	\$ 5,871 - \$ 8,888
		40	31M	\$ 5,871 - \$ 8,888
0809	Nurse Clinician Supervisor	02A	35	\$ 6,453 - \$ 9,585
0742	Nurse Practitioner	40	31	\$ 5,758 - \$ 8,710
0511	Nurse Supervisor	02A	30A	\$ 5,377 - \$ 8,131
0321	Nursing Assistant 1	03	10Y	\$ 2,753 - \$ 3,580
		33A	10Y	\$ 2,982 - \$ 3,814
		33I	10Y	\$ 3,199 - \$ 4,032
0171	Nursing Assistant 2	33A	12L	\$ 3,091 - \$ 4,061
		33I	12L	\$ 3,308 - \$ 4,277
0486	Nutrition Program Manager	02A	31D	\$ 5,533 - \$ 8,240
0568	Nutrition Program Supervisor	02A	27F	\$ 4,782 - \$ 7,839
0352	Nutrition Spclst (Commty Nutr)	02A	22M	\$ 3,980 - \$ 5,899
0343	Nutrition Spclst (WIC)	02A	23M	\$ 4,136 - \$ 6,124
0514	Occupational Therapist	02A	23N	\$ 4,160 - \$ 6,606

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		27N	23N	\$ 4,160 - \$ 6,606
0271	Office Manager 1	01A	21	\$ 3,676 - \$ 5,425
0005	Office Manager 2	01A	23B	\$ 3,966 - \$ 6,374
0336	Office Supervisor 1	01A	18C	\$ 3,318 - \$ 4,844
0092	Office Supervisor 2	01A	20C	\$ 3,605 - \$ 5,288
0356	Outdoor Education Manager	02A	27	\$ 4,734 - \$ 7,012
0873	PREA Compliance Manager - CC	02A	32	\$ 5,751 - \$ 8,538
0867	Paralegal 1	22N	17M	\$ 3,296 - \$ 4,860
0129	Paralegal 2	22N	22	\$ 3,896 - \$ 5,770
0868	Paralegal 3	22N	24	\$ 4,217 - \$ 6,248
0642	Park Mtncce & Operations Supv	02A	29	\$ 5,110 - \$ 7,590
0373	Park Operations Assistant Supv	02A	25	\$ 4,377 - \$ 6,498
0533	Park Services Coordinator	09	07	\$ 2,610 - \$ 3,112
0024	Parks & Recreation Aide 1	09 23S	03 03	\$ 1,764 - \$ 2,069 \$ 1,764 - \$ 2,069
0013	Parks & Recreation Aide 2	09 23S	05 05	\$ 2,172 - \$ 2,579 \$ 2,172 - \$ 2,579

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0049	Payroll Clerk 1	01A	15S	\$ 3,088 - \$ 4,428
0572	Payroll Clerk 2	01A	18P	\$ 3,404 - \$ 5,531
0229	Personnel Assistant*	02A	19	\$ 3,476 - \$ 5,127
0721	Personnel Ben & Transctns Asst	01A	21	\$ 3,676 - \$ 5,425
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0722	Personnel Transactns Asst	01A 22M	19 19	\$ 3,417 - \$ 5,013 \$ 3,417 - \$ 5,013
0464	Physician Assistant	27N	30	\$ 5,323 - \$ 7,892
0437	Planning & Evaluation Analyst	02A	30M	\$ 5,413 - \$ 8,058
0090	Planning Manager	02A	33K	\$ 5,969 - \$ 9,045
0492	Planning Specialist 1	02A 27N 39	28 28 28	\$ 4,921 - \$ 7,306 \$ 4,921 - \$ 7,306 \$ 4,921 - \$ 7,306
0656	Planning Specialist 2	02A 27N 39	30 30 30	\$ 5,323 - \$ 7,892 \$ 5,323 - \$ 7,892 \$ 5,323 - \$ 7,892
0767	Policy Analyst	98B	25	\$ 4,377 - \$ 6,498
0480	Policy Analyst - Uncl	98B	25	\$ 4,377 - \$ 6,498

*Abolished except for current incumbent

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0555	Principal Assistant - Uncl	98D	25A	\$ 4,794 - \$ 6,498
0698	Principal Lib Circ Supv	01A	25	\$ 4,281 - \$ 6,312
0238	Principal Payroll Clerk	02A	22	\$ 3,896 - \$ 5,770
0848	Principal Procurement Special	02A	29M	\$ 5,222 - \$ 7,741
0529	Principal Real Estate Appr	02A	30	\$ 5,323 - \$ 7,892
0543	Prinicpal Fin Mgmt Analyst	02A	29P	\$ 5,301 - \$ 7,859
0434	Probation Officer 1	29A	01	\$ 4,061 - \$ 6,020
0614	Probation Officer 2	29A	02	\$ 4,393 - \$ 6,507
0508	Probation Officer 3	29A	03	\$ 5,026 - \$ 7,454
0818	Procurement Manager	98B	34	\$ 6,209 - \$ 9,219
0883	Procurement Specialist	02A	20M	\$ 3,676 - \$ 5,458
0467	Program Analyst - Public Hlth	02A	28	\$ 4,921 - \$ 7,306
0461	Program Analyst*	02A	34G	\$ 6,209 - \$ 10,243
0074	Program Asst - Emrgcy Shelter	27N	25M	\$ 4,470 - \$ 6,623
0359	Program Dir - Lake Owasso Res	02A	29N	\$ 5,249 - \$ 8,609

*Abolished except for current incumbent

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0832	Program Dir - RC Detox	02A	32	\$ 5,751 - \$ 8,538
0485	Program Specialist	02A 27N	28M 28M	\$ 5,022 - \$ 7,440 \$ 5,022 - \$ 7,440
0106	Program Supervisor - LOR	02A	25M	\$ 4,470 - \$ 6,623
0014	Program Supv - Extnd Day Tx	02A	28P	\$ 5,099 - \$ 7,560
0716	Project Manager	98B	32M	\$ 5,866 - \$ 8,695
0096	Prop Descr & GIS Tech 1	22N	18B	\$ 3,371 - \$ 4,983
0113	Prop Descr & GIS Tech 2	22N	21B	\$ 3,785 - \$ 5,602
0567	Psychiatrist - Uncl	98B	54P	\$13,062 - \$ 19,658
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	\$ 6,712 - \$ 9,976
0131	Pub Hlth Licensed Prac Nurse 1	37	24	\$ 3,757 - \$ 5,555
0006	Pub Hlth Licensed Prac Nurse 2	37	26	\$ 4,180 - \$ 5,620
0821	Pub Safety Comp Aided Disp An	02A	23	\$ 4,050 - \$ 6,003
0532	Public Communicatn Dir - Uncl	98B	36	\$ 6,712 - \$ 9,976
0640	Public Health Division Manager	98B	36	\$ 6,712 - \$ 9,976

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0570	Public Health Nurse	40	28M	\$ 5,226 - \$ 7,896
0293	Public Health Nurse Clinician	02A	31P	\$ 5,871 - \$ 8,888
0790	Public Health Prog Supervisor	02A	31	\$ 5,533 - \$ 8,207
0231	Public Info Associate	98B	26B	\$ 4,554 - \$ 6,839
0859	Public Information Ofcr-Uncl	98B	31	\$ 5,533 - \$ 8,207
0797	Public Information Officer	02A	31	\$ 5,533 - \$ 8,207
0803	Public Safety Dispatcher	28B	22	\$ 3,880 - \$ 5,612
0370	Public Wks Mgr/Cty Svyr - Uncl	98B	34	\$ 6,209 - \$ 9,219
0537	Purchasng & Equip Spclst - Pks	23Z	04	\$ 4,265 - \$ 5,112
0834	RCD Administrator-Uncl	99	99	No Salary Minimum or Maximum
0841	RCD Commissioner-Uncl	99	99	No Salary Minimum or Maximum
0581	Radiologic Technician	22N	20M	\$ 3,676 - \$ 5,458
0578	Real Estate Appr 1	22N	20A	\$ 3,605 - \$ 5,365
0512	Real Estate Appr 2	22N	23C	\$ 4,084 - \$ 6,043
0058	Real Estate Appr 3*	22N	27	\$ 4,734 - \$ 7,012

*Abolished except for current incumbent

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0817	Real Estate Legal Specialist	22N	26M	\$ 4,653 - \$ 6,876
0470	Recreation Services Supv	02A	25	\$ 4,377 - \$ 6,498
0899	Redevelopment Manager	98B	33	\$ 5,969 - \$ 8,874
0208	Refrigeration Engineer	24	04	\$ 4,370 - \$ 5,151
0377	Registered Dietitian	02A	23B	\$ 4,084 - \$ 6,506
0441	Research & Evaluation Supv	02A	33	\$ 5,969 - \$ 8,874
0059	Research & Stat Analyst-CAMA	02A	30M	\$ 5,413 - \$ 8,058
0602	Residential Counselor 1	34A	15V	\$ 3,342 - \$ 4,375
0605	Residential Counselor 2	34A	17C	\$ 3,522 - \$ 4,612
0079	Right-of-Way Specialist	43	25	\$ 4,377 - \$ 6,498
0288	Safety Coordinator	02A	27N	\$ 4,734 - \$ 7,172
0109	School Instructor 1	02A	25M	\$ 4,470 - \$ 6,623
0269	School Instructor 2	02A	28B	\$ 4,991 - \$ 7,391
0515	Second Asst Vet Services Ofcr	22N	22C	\$ 3,958 - \$ 5,856
0354	Secretary 1	01A	15C	\$ 3,040 - \$ 4,538

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		22M	15C	\$ 3,040 - \$ 4,538
		27M	15C	\$ 3,040 - \$ 4,538
0613	Secretary 2	01A	17G	\$ 3,256 - \$ 5,222
		22M	17G	\$ 3,256 - \$ 5,222
		27M	17G	\$ 3,256 - \$ 5,222
0608	Secrtary 1-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0173	Secrtary 2-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0390	Senior Building Services Mgr	98B	31M	\$ 5,642 - \$ 8,374
0299	Senior Child Protection Worker	27N	30M	\$ 5,413 - \$ 8,058
0309	Senior Clinical Psychologist	02A	38D	\$ 7,303 - \$ 10,846
0326	Senior Legal Secretary	22M	21	\$ 3,676 - \$ 5,425
0838	Senior Librarian	02A	27M	\$ 4,838 - \$ 7,159
0453	Senior Life Guard	09	06	\$ 2,336 - \$ 2,781
0052	Senior Policy Analyst	98B	29P	\$ 5,110 - \$ 8,189
0847	Senior Procurement Specialist	02A	26	\$ 4,554 - \$ 6,751
0498	Senior Program Evaluator	02A	30	\$ 5,323 - \$ 7,892
		27N	30	\$ 5,323 - \$ 7,892
0815	Senior Real Estate Appraiser	22N	27M	\$ 4,838 - \$ 7,159

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0454	Senior Shop Mechanic - Recrtn	23Z	05	\$ 4,679 - \$ 5,603
0444	Senior Torrens Examiner	02A	27M	\$ 4,838 - \$ 7,159
0088	Senior Transportation Planner	02A	34	\$ 6,209 - \$ 9,219
0062	Service Worker	01A 22M	01 01	\$ 2,003 - \$ 2,701 \$ 2,003 - \$ 2,701
0224	Sexual Offense Svcs Prgm Asst	22N	24M	\$ 4,297 - \$ 6,367
0295	Sexual Offense Svcs Prgm Supv	02A	31	\$ 5,533 - \$ 8,207
0626	Shop Mechanic	23Z	03	\$ 4,234 - \$ 5,072
0261	Social Services Appeals Spclst	27N	29P	\$ 5,222 - \$ 8,030
0360	Social Worker 1	02A 27N 43	23M 23M 23M	\$ 4,136 - \$ 6,124 \$ 4,136 - \$ 6,124 \$ 4,136 - \$ 6,124
0783	Social Worker 1 - Unclassified	99	99	No Salary Minimum or Maximum
0418	Social Worker 2	02A 27N 43	25M 25M 25M	\$ 4,470 - \$ 6,623 \$ 4,470 - \$ 6,623 \$ 4,470 - \$ 6,623
0517	Social Worker 3	02A 27N 43	28M 28M 28M	\$ 5,022 - \$ 7,440 \$ 5,022 - \$ 7,440 \$ 5,022 - \$ 7,440

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0046	Social Worker 4	02A	32B	\$ 5,777 - \$ 8,587
0010	Soil & Water Clerk - Uncl	99	99	No Salary Minimum or Maximum
0814	Sr Collections Enf Agent	27N	26M	\$ 4,653 - \$ 6,876
0400	Storekeeper	22M	17	\$ 3,197 - \$ 4,657
		27M	17	\$ 3,197 - \$ 4,657
		33A	17A	\$ 3,407 - \$ 4,867
0178	Storekeeper - RamseyCareCtr	33A	20	\$ 3,822 - \$ 5,541
0100	Storekeeper - Records Center	22M	17	\$ 3,197 - \$ 4,657
0577	Student Intern - Uncl	09	08	\$ 2,924 - \$ 3,481
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09	03	\$ 1,764 - \$ 2,069
0104	Summer Laborer	09	05	\$ 2,172 - \$ 2,579
0596	Supervisor - Apprsl Svc Sectn	02A	27	\$ 4,734 - \$ 7,012
		22N	27	\$ 4,734 - \$ 7,012
0262	Supervisor - Co Assessors Div	02A	33	\$ 5,969 - \$ 8,874
0315	Supervisor - Elctns & Vtr Reg	02A	29M	\$ 5,222 - \$ 7,741
0316	Supervisor - Prop Rec & Rev	02A	29	\$ 5,110 - \$ 7,590

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0185	Support Services Coordinator	02A	27C	\$ 4,811 - \$ 7,124
0896	Supported Employment Worker	27N	01	\$ 1,688 - \$ 2,142
0541	Suppt Enforcement Agent 1	22M	19	\$ 3,417 - \$ 5,013
0115	Suppt Enforcement Agent 2	22M	22	\$ 3,818 - \$ 5,624
0364	Suppt Enforcement Agent 3	22N	25	\$ 4,377 - \$ 6,498
0713	Suppt Enforcement Agt 1-Uncl	99	99	No Salary Minimum or Maximum
0446	Suppt Enforcement Worker 3*	02A	28M	\$ 5,022 - \$ 7,440
0732	Suppt Enforcemnt Agt 1-Hmong	22M	19	\$ 3,417 - \$ 5,013
0884	Suppt Enforcemnt Agt 1-Karen	22M	19	\$ 3,417 - \$ 5,013
0735	Suppt Enforcemnt Agt 1-Somali	22M	19	\$ 3,417 - \$ 5,013
0738	Suppt Enforcemnt Agt 1-Spanish	22M	19	\$ 3,417 - \$ 5,013
0733	Suppt Enforcemnt Agt 2-Hmong	22M	22	\$ 3,818 - \$ 5,624
0886	Suppt Enforcemnt Agt 2-Karen	22M	22	\$ 3,818 - \$ 5,624
0736	Suppt Enforcemnt Agt 2-Somali	22M	22	\$ 3,818 - \$ 5,624
0739	Suppt Enforcemnt Agt 2-Spanish	22M	22	\$ 3,818 - \$ 5,624

*Abolished except for current incumbent

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0459	Surveyor	02A	31M	\$ 5,642 - \$ 8,374
0526	Tax Clerk 1	22M	16B	\$ 3,094 - \$ 4,766
0419	Tax Clerk 2	22M	18I	\$ 3,305 - \$ 5,300
0296	Tax Forfeited Land Clerk	22M	21	\$ 3,676 - \$ 5,425
0812	Tax Settlement Clerk	22M	22	\$ 3,818 - \$ 5,624
0542	Torrens Examiner	22N	20	\$ 3,605 - \$ 5,340
0186	Traffc Signal Tech 1	02A	19	\$ 3,476 - \$ 5,127
0068	Traffc Signal Tech 2	02A	24B	\$ 4,233 - \$ 6,278
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	\$ 7,256 - \$ 10,791
0501	Undersheriff - Uncl	98B	38D	\$ 7,488 - \$ 11,136
0717	Utility RightofWayCoordinator	02A	20	\$ 3,605 - \$ 5,340
0243	Veterans Service Ofcr - Uncl	98B	34	\$ 6,209 - \$ 9,219
0844	Veterans Services Assistant	22M	22	\$ 3,818 - \$ 5,624
0589	Victim/Witness Advocate	22N	24	\$ 4,217 - \$ 6,248
0041	Victm/Witn Svcs Prg Mgr	98B	30M	\$ 5,413 - \$ 8,058

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0610	Volunteer & Activity Supv-RCCC	02A	26S	\$ 4,554 - \$ 7,266
0854	WIC Lactation Specialist	02A	23	\$ 4,050 - \$ 6,003
0808	WIC Nutrit Ed Trainee-KaRen	22N	15M	\$ 3,074 - \$ 4,496
0711	WIC Nutrit Ed Trainee-Spanish	22N	15M	\$ 3,074 - \$ 4,496
0829	WIC Nutrition Ed Trainee- ASL	22N	15M	\$ 3,074 - \$ 4,496
0709	WIC Nutrition Ed Trainee-Hmong	22N	15M	\$ 3,074 - \$ 4,496
0710	WIC Nutrition EdTrainee-Somali	22N	15M	\$ 3,074 - \$ 4,496
0507	WIC Nutrition Educator	22N	17M	\$ 3,296 - \$ 4,860
0830	WIC Nutrition Educator -ASL	22N	17M	\$ 3,296 - \$ 4,860
0807	WIC Nutritn Educator - KaRenSp	22N	17M	\$ 3,296 - \$ 4,860
0657	WIC Nutritn Educator-HmongSpkg	22N	17M	\$ 3,296 - \$ 4,860
0708	WIC Nutritn Educator-SomaliSpk	22N	17M	\$ 3,296 - \$ 4,860
0246	WIC Nutritn Educator-Span Spkg	22N	17M	\$ 3,296 - \$ 4,860
0849	WIC Peer Breastfeeding Counslr	22M	10	\$ 2,569 - \$ 3,585
0850	WIC Pr Brstfdg Cnslr Hmong Spk	22M	10	\$ 2,569 - \$ 3,585

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0852	WIC Pr Brstfdg Cnslr Karn Spkg	22M	10	\$ 2,569 - \$ 3,585
0853	WIC Pr Brstfdg Cnslr Smlr Spkg	22M	10	\$ 2,569 - \$ 3,585
0851	WIC Pr Brstfdg Cnslr Span Spkg	22M	10	\$ 2,569 - \$ 3,585
0518	Welfare Fraud Investigator 1	22N	23	\$ 4,050 - \$ 6,003
0009	Welfare Fraud Investigator 2	22N	25P	\$ 4,516 - \$ 6,700
0551	Wkfce Solutions Trainee-Uncl	99	99	No Salary Minimum or Maximum

End of Report

Non-represented/Clerical & Building Service/Annual Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 01A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

The 01A Salary Plan is parallel to the 01 (Semiannual Salary Plan) for the Unrepresented Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	24,035.18	24,678.10	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,211.39	30,381.79	31,766.78	32,409.70	0.7500
	Monthly	2,002.93	2,056.51	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,434.28	2,531.82	2,647.23	2,700.81	
	Bi-weekly	924.43	949.16	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,123.52	1,168.53	1,221.80	1,246.53	
	Hourly	11.555374	11.864470	12.221099	12.514397	12.878989	13.283151	13.560514	14.043939	14.606631	15.272491	15.581587	
02	Annual	24,678.10	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	30,184.06	31,420.46	32,821.74	33,497.52	0.7700
	Monthly	2,056.51	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,515.34	2,618.37	2,735.15	2,791.46	
	Bi-weekly	949.16	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,160.93	1,208.48	1,262.37	1,288.37	
	Hourly	11.864470	12.221099	12.514397	12.878989	13.283151	13.560514	13.964671	14.511566	15.105991	15.779683	16.104578	
03	Annual	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	31,024.71	32,343.69	33,810.69	34,486.76	0.7900
	Monthly	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,585.39	2,695.31	2,817.56	2,873.90	
	Bi-weekly	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,193.26	1,243.99	1,300.41	1,326.41	
	Hourly	12.221099	12.514397	12.878989	13.283151	13.560514	13.964671	14.345203	14.915727	15.549853	16.255141	16.580173	
04	Annual	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	32,046.81	33,365.79	34,865.94	35,558.29	0.8100
	Monthly	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,670.57	2,780.48	2,905.50	2,963.19	
	Bi-weekly	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,232.57	1,283.30	1,341.00	1,367.63	
	Hourly	12.514397	12.878989	13.283151	13.560514	13.964671	14.345203	14.820662	15.407120	16.041247	16.762471	17.095333	
05	Annual	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	33,036.05	34,420.75	36,019.77	36,728.69	0.8300
	Monthly	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,753.00	2,868.40	3,001.65	3,060.72	
	Bi-weekly	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,270.62	1,323.88	1,385.38	1,412.64	
	Hourly	12.878989	13.283151	13.560514	13.964671	14.345203	14.820662	15.272491	15.882715	16.548439	17.317195	17.658025	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	34,058.15	35,409.99	36,992.43	37,750.79	0.8600
	Monthly	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,838.18	2,950.83	3,082.70	3,145.90	
	Bi-weekly	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,309.93	1,361.92	1,422.79	1,451.95	
	Hourly	13.283151	13.560514	13.964671	14.345203	14.820662	15.272491	15.692448	16.374110	17.024035	17.784823	18.149416	
07	Annual	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	35,080.24	36,613.25	38,245.41	39,003.77	0.8800
	Monthly	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,923.35	3,051.10	3,187.12	3,250.31	
	Bi-weekly	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,349.24	1,408.20	1,470.98	1,500.14	
	Hourly	13.560514	13.964671	14.345203	14.820662	15.272491	15.692448	16.168046	16.865500	17.602525	18.387215	18.751811	
08	Annual	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	36,250.64	37,849.66	39,564.11	40,371.90	0.9000
	Monthly	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	3,020.89	3,154.14	3,297.01	3,364.33	
	Bi-weekly	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,394.26	1,455.76	1,521.70	1,552.77	
	Hourly	13.964671	14.345203	14.820662	15.272491	15.692448	16.168046	16.722770	17.428192	18.196951	19.021205	19.409568	
08C	Annual	29,920.32	30,860.12	31,651.34	32,656.87	33,728.40	34,552.77	35,574.86	36,959.57	38,476.00	40,239.89	41,064.25	0.9300
	Monthly	2,493.36	2,571.68	2,637.61	2,721.41	2,810.70	2,879.40	2,964.57	3,079.96	3,206.33	3,353.32	3,422.02	
	Bi-weekly	1,150.78	1,186.93	1,217.36	1,256.03	1,297.25	1,328.95	1,368.26	1,421.52	1,479.85	1,547.69	1,579.39	
	Hourly	14.384768	14.836598	15.216991	15.700418	16.215578	16.611908	17.103300	17.769023	18.498079	19.346100	19.742428	
08F	Annual	30,068.62	30,909.56	31,766.78	32,854.60	33,777.83	34,767.07	35,805.46	37,388.18	39,003.77	40,767.65	41,575.44	0.9300
	Monthly	2,505.72	2,575.80	2,647.23	2,737.88	2,814.82	2,897.26	2,983.79	3,115.68	3,250.31	3,397.30	3,464.62	
	Bi-weekly	1,156.49	1,188.83	1,221.80	1,263.64	1,299.15	1,337.20	1,377.13	1,438.01	1,500.14	1,567.99	1,599.06	
	Hourly	14.456068	14.860363	15.272491	15.795481	16.239343	16.714938	17.214163	17.975087	18.751811	19.599832	19.988194	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,437.61	39,036.63	40,800.52	41,624.88	0.9300
	Monthly	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,119.80	3,253.05	3,400.04	3,468.74	
	Bi-weekly	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,439.91	1,501.41	1,569.25	1,600.96	
	Hourly	14.345203	14.820662	15.272491	15.692448	16.168046	16.722770	17.261695	17.998853	18.767611	19.615632	20.011960	
10	Annual	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,756.31	40,355.33	42,185.22	43,025.87	0.9600
	Monthly	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,229.69	3,362.94	3,515.44	3,585.49	
	Bi-weekly	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,490.63	1,552.13	1,622.51	1,654.84	
	Hourly	14.820662	15.272491	15.692448	16.168046	16.722770	17.261695	17.848290	18.632843	19.401599	20.281357	20.685514	
10C	Annual	31,222.73	32,112.82	32,920.61	34,157.01	35,129.68	36,135.21	37,206.74	38,855.18	40,437.91	42,317.23	43,141.31	0.9700
	Monthly	2,601.89	2,676.07	2,743.38	2,846.42	2,927.47	3,011.27	3,100.56	3,237.93	3,369.83	3,526.44	3,595.11	
	Bi-weekly	1,200.87	1,235.11	1,266.18	1,313.73	1,351.14	1,389.82	1,431.03	1,494.43	1,555.30	1,627.59	1,659.28	
	Hourly	15.010929	15.438854	15.827216	16.421640	16.889270	17.372695	17.887856	18.680376	19.441302	20.344824	20.741016	
11	Annual	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	40,058.72	41,789.75	43,701.94	44,592.02	0.9900
	Monthly	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,338.23	3,482.48	3,641.83	3,716.00	
	Bi-weekly	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,540.72	1,607.30	1,680.84	1,715.08	
	Hourly	15.272491	15.692448	16.168046	16.722770	17.261695	17.848290	18.442717	19.259002	20.091226	21.010547	21.438471	
11C	Annual	32,376.56	33,266.93	34,289.03	35,442.85	36,662.69	37,833.08	39,069.49	40,817.09	42,613.83	44,542.59	45,416.39	1.0100
	Monthly	2,698.05	2,772.24	2,857.42	2,953.57	3,055.22	3,152.76	3,255.79	3,401.42	3,551.15	3,711.88	3,784.70	
	Bi-weekly	1,245.25	1,279.50	1,318.81	1,363.19	1,410.10	1,455.12	1,502.67	1,569.89	1,638.99	1,713.18	1,746.78	
	Hourly	15.565652	15.993716	16.485110	17.039833	17.626291	18.188982	18.783408	19.623600	20.487418	21.414705	21.834804	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	32,558.00	33,481.23	34,437.32	35,508.86	36,712.12	37,915.66	39,152.07	40,899.38	42,630.40	44,559.16	45,432.96	1.0100
	Monthly	2,713.17	2,790.10	2,869.78	2,959.07	3,059.34	3,159.64	3,262.67	3,408.28	3,552.53	3,713.26	3,786.08	
	Bi-weekly	1,252.23	1,287.74	1,324.51	1,365.73	1,412.00	1,458.29	1,505.85	1,573.05	1,639.63	1,713.81	1,747.42	
	Hourly	15.652886	16.096747	16.556406	17.071566	17.650058	18.228683	18.823109	19.663164	20.495386	21.422673	21.842770	
12	Annual	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	41,410.57	43,256.75	45,218.66	46,108.74	1.0200
	Monthly	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,450.88	3,604.73	3,768.22	3,842.40	
	Bi-weekly	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,592.71	1,663.72	1,739.18	1,773.41	
	Hourly	15.692448	16.168046	16.722770	17.261695	17.848290	18.442717	19.068739	19.908928	20.796515	21.739738	22.167663	
13	Annual	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,844.71	44,905.19	46,916.53	47,872.63	1.0500
	Monthly	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,570.39	3,742.10	3,909.71	3,989.39	
	Bi-weekly	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,647.87	1,727.12	1,804.48	1,841.25	
	Hourly	16.168046	16.722770	17.261695	17.848290	18.442717	19.068739	19.710695	20.598417	21.589035	22.556024	23.015686	
14	Annual	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,625.17	46,718.80	48,795.86	49,784.81	1.0800
	Monthly	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,718.76	3,893.23	4,066.32	4,148.73	
	Bi-weekly	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,716.35	1,796.88	1,876.76	1,914.80	
	Hourly	16.722770	17.261695	17.848290	18.442717	19.068739	19.710695	20.400323	21.454410	22.460961	23.459546	23.935005	
14F	Annual	35,442.85	36,662.69	37,833.08	39,069.49	40,421.33	41,789.75	43,240.18	45,449.25	48,301.24	50,526.60	51,548.69	1.1000
	Monthly	2,953.57	3,055.22	3,152.76	3,255.79	3,368.44	3,482.48	3,603.35	3,787.44	4,025.10	4,210.55	4,295.73	
	Bi-weekly	1,363.19	1,410.10	1,455.12	1,502.67	1,554.67	1,607.30	1,663.08	1,748.05	1,857.74	1,943.33	1,982.64	
	Hourly	17.039833	17.626291	18.188982	18.783408	19.433332	20.091226	20.788547	21.850601	23.221749	24.291632	24.783026	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	46,257.04	48,532.12	50,691.47	51,697.28	1.1200
	Monthly	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,854.75	4,044.34	4,224.29	4,308.11	
	Bi-weekly	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,779.12	1,866.62	1,949.67	1,988.36	
	Hourly	17.261695	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.238963	23.332749	24.370900	24.854462	
15C	Annual	36,481.52	37,701.36	38,937.76	40,289.61	41,608.31	43,075.59	44,790.04	46,998.83	51,120.09	53,378.59	54,450.12	1.1400
	Monthly	3,040.13	3,141.78	3,244.81	3,357.47	3,467.36	3,589.63	3,732.50	3,916.57	4,260.01	4,448.22	4,537.51	
	Bi-weekly	1,403.14	1,450.05	1,497.61	1,549.60	1,600.32	1,656.75	1,722.69	1,807.65	1,966.16	2,053.02	2,094.24	
	Hourly	17.539193	18.125652	18.720078	19.370003	20.003993	20.709419	21.533674	22.595590	24.576964	25.662782	26.177941	
15F	Annual	36,712.12	37,915.66	39,118.92	40,421.33	41,904.91	43,256.75	44,790.04	47,081.41	49,323.34	52,554.51	53,609.46	1.1400
	Monthly	3,059.34	3,159.64	3,259.91	3,368.44	3,492.08	3,604.73	3,732.50	3,923.45	4,110.28	4,379.54	4,467.46	
	Bi-weekly	1,412.00	1,458.29	1,504.57	1,554.67	1,611.73	1,663.72	1,722.69	1,810.82	1,897.05	2,021.33	2,061.90	
	Hourly	17.650058	18.228683	18.807173	19.433332	20.146589	20.796515	21.533674	22.635291	23.713143	25.266590	25.773780	
15S	Annual	37,058.44	38,311.13	39,531.25	40,849.94	42,317.23	43,668.79	45,234.94	47,542.88	49,751.95	52,076.46	53,131.42	1.1500
	Monthly	3,088.20	3,192.59	3,294.27	3,404.16	3,526.44	3,639.07	3,769.58	3,961.91	4,146.00	4,339.71	4,427.62	
	Bi-weekly	1,425.32	1,473.50	1,520.43	1,571.15	1,627.59	1,679.57	1,739.81	1,828.57	1,913.54	2,002.94	2,043.52	
	Hourly	17.816557	18.418812	19.005409	19.639395	20.344824	20.994611	21.747569	22.857154	23.919205	25.036760	25.543952	
16	Annual	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	48,037.50	50,543.17	52,851.11	53,906.07	1.1600
	Monthly	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	4,003.13	4,211.93	4,404.26	4,492.17	
	Bi-weekly	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,847.60	1,943.97	2,032.73	2,073.31	
	Hourly	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	23.094950	24.299602	25.409185	25.916378	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	37,833.08	39,069.49	40,421.33	41,789.75	43,240.18	44,954.63	46,669.08	49,026.45	51,548.69	53,873.21	54,961.31	1.1800
	Monthly	3,152.76	3,255.79	3,368.44	3,482.48	3,603.35	3,746.22	3,889.09	4,085.54	4,295.73	4,489.43	4,580.11	
	Bi-weekly	1,455.12	1,502.67	1,554.67	1,607.30	1,663.08	1,729.02	1,794.96	1,885.63	1,982.64	2,072.05	2,113.90	
	Hourly	18.188982	18.783408	19.433332	20.091226	20.788547	21.612802	22.437058	23.570410	24.783026	25.900580	26.423708	
16D	Annual	38,377.14	39,613.54	40,899.38	42,218.36	43,767.94	45,251.52	46,801.09	49,224.47	51,515.83	53,856.63	54,944.74	1.1900
	Monthly	3,198.10	3,301.13	3,408.28	3,518.20	3,647.33	3,770.96	3,900.09	4,102.04	4,292.99	4,488.05	4,578.73	
	Bi-weekly	1,476.04	1,523.60	1,573.05	1,623.78	1,683.38	1,740.44	1,800.04	1,893.25	1,981.38	2,071.41	2,113.26	
	Hourly	18.450547	19.044970	19.663164	20.297290	21.042280	21.755536	22.500526	23.665612	24.767228	25.892612	26.415740	
17	Annual	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,933.40	52,340.20	54,779.87	55,884.26	1.1900
	Monthly	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,161.12	4,361.68	4,564.99	4,657.02	
	Bi-weekly	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,920.52	2,013.08	2,106.92	2,149.39	
	Hourly	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	24.006441	25.163558	26.336474	26.867433	
17G	Annual	39,069.49	40,421.33	41,789.75	43,240.18	44,954.63	46,669.08	48,515.54	50,856.34	58,752.82	61,423.37	62,659.77	1.2200
	Monthly	3,255.79	3,368.44	3,482.48	3,603.35	3,746.22	3,889.09	4,042.96	4,238.03	4,896.07	5,118.61	5,221.65	
	Bi-weekly	1,502.67	1,554.67	1,607.30	1,663.08	1,729.02	1,794.96	1,865.98	1,956.01	2,259.72	2,362.44	2,409.99	
	Hourly	18.783408	19.433332	20.091226	20.788547	21.612802	22.437058	23.324781	24.450165	28.246547	29.530464	30.124890	
18	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	54,400.69	56,890.07	58,043.89	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,533.39	4,740.84	4,836.99	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,092.33	2,188.08	2,232.46	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	26.154176	27.350995	27.905718	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	39,811.28	41,311.42	42,630.40	44,113.97	45,877.86	47,608.89	49,471.64	51,878.44	54,450.12	56,972.37	58,126.48	1.2400
	Monthly	3,317.61	3,442.62	3,552.53	3,676.16	3,823.16	3,967.41	4,122.64	4,323.20	4,537.51	4,747.70	4,843.87	
	Bi-weekly	1,531.20	1,588.90	1,639.63	1,696.69	1,764.53	1,831.11	1,902.76	1,995.32	2,094.24	2,191.24	2,235.63	
	Hourly	19.140037	19.861259	20.495386	21.208641	22.056665	22.888888	23.784443	24.941557	26.177941	27.390560	27.945421	
18D	Annual	39,811.28	41,311.42	42,630.40	44,113.97	45,877.86	47,608.89	49,471.64	51,878.44	59,115.43	61,819.11	63,055.52	1.2400
	Monthly	3,317.61	3,442.62	3,552.53	3,676.16	3,823.16	3,967.41	4,122.64	4,323.20	4,926.29	5,151.59	5,254.63	
	Bi-weekly	1,531.20	1,588.90	1,639.63	1,696.69	1,764.53	1,831.11	1,902.76	1,995.32	2,273.67	2,377.66	2,425.21	
	Hourly	19.140037	19.861259	20.495386	21.208641	22.056665	22.888888	23.784443	24.941557	28.420879	29.720728	30.315154	
18F	Annual	40,421.33	41,904.91	43,256.75	44,790.04	46,570.22	48,284.67	50,197.14	52,669.66	55,307.35	58,934.27	60,120.96	1.2600
	Monthly	3,368.44	3,492.08	3,604.73	3,732.50	3,880.85	4,023.72	4,183.10	4,389.14	4,608.95	4,911.19	5,010.08	
	Bi-weekly	1,554.67	1,611.73	1,663.72	1,722.69	1,791.16	1,857.10	1,930.66	2,025.76	2,127.21	2,266.70	2,312.34	
	Hourly	19.433332	20.146589	20.796515	21.533674	22.389527	23.213782	24.133239	25.321953	26.590070	28.333782	28.904306	
18G	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	54,400.69	58,027.32	59,181.44	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,533.39	4,835.61	4,931.79	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,092.33	2,231.82	2,276.21	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	26.154176	27.897749	28.452613	
18P	Annual	40,849.94	42,317.23	43,668.79	45,234.94	47,015.40	48,779.29	50,691.47	53,197.43	62,214.59	65,066.57	66,368.98	1.2700
	Monthly	3,404.16	3,526.44	3,639.07	3,769.58	3,917.95	4,064.94	4,224.29	4,433.12	5,184.55	5,422.21	5,530.75	
	Bi-weekly	1,571.15	1,627.59	1,679.57	1,739.81	1,808.28	1,876.13	1,949.67	2,046.05	2,392.87	2,502.56	2,552.65	
	Hourly	19.639395	20.344824	20.994611	21.747569	22.603557	23.451580	24.370900	25.575686	29.910858	31.282005	31.908165	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,856.63	56,395.45	58,967.13	60,154.10	1.2800
	Monthly	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,488.05	4,699.62	4,913.93	5,012.84	
	Bi-weekly	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,071.41	2,169.06	2,267.97	2,313.62	
	Hourly	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.892612	27.113195	28.349580	28.920241	
19I	Annual	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,856.63	58,785.68	61,439.94	62,676.34	1.2800
	Monthly	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,488.05	4,898.81	5,120.00	5,223.03	
	Bi-weekly	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,071.41	2,260.99	2,363.07	2,410.63	
	Hourly	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.892612	28.262347	29.538432	30.132857	
20	Annual	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	56,098.57	58,719.96	61,357.36	62,610.34	1.3200
	Monthly	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,674.88	4,893.33	5,113.11	5,217.53	
	Bi-weekly	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,157.64	2,258.46	2,359.90	2,408.09	
	Hourly	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.970464	28.230749	29.498730	30.101123	
20B	Annual	43,339.33	44,888.91	46,306.47	47,971.49	49,867.39	51,812.44	53,807.20	56,428.31	66,401.85	69,402.14	70,786.84	1.3500
	Monthly	3,611.61	3,740.74	3,858.87	3,997.62	4,155.62	4,317.70	4,483.93	4,702.36	5,533.49	5,783.51	5,898.90	
	Bi-weekly	1,666.90	1,726.50	1,781.02	1,845.06	1,917.98	1,992.79	2,069.51	2,170.32	2,553.92	2,669.31	2,722.57	
	Hourly	20.836217	21.581206	22.262728	23.063218	23.974707	24.909825	25.868846	27.128994	31.923965	33.366411	34.032136	
20C	Annual	43,256.75	44,790.04	46,570.22	48,284.67	50,197.14	52,125.89	54,202.95	56,824.07	59,494.61	62,198.30	63,450.99	1.3500
	Monthly	3,604.73	3,732.50	3,880.85	4,023.72	4,183.10	4,343.82	4,516.91	4,735.34	4,957.88	5,183.19	5,287.58	
	Bi-weekly	1,663.72	1,722.69	1,791.16	1,857.10	1,930.66	2,004.84	2,084.73	2,185.54	2,288.25	2,392.24	2,440.42	
	Hourly	20.796515	21.533674	22.389527	23.213782	24.133239	25.060525	26.059111	27.319262	28.603176	29.903028	30.505283	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	58,175.91	61,060.76	63,813.60	65,099.43	1.3700
	Monthly	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,847.99	5,088.40	5,317.80	5,424.95	
	Bi-weekly	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,237.53	2,348.49	2,454.37	2,503.82	
	Hourly	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.969186	29.356135	30.679613	31.297805	
21E	Annual	45,234.94	47,015.40	48,779.29	50,691.47	52,636.80	54,697.57	56,890.07	59,807.78	62,560.91	66,698.73	68,050.29	1.4100
	Monthly	3,769.58	3,917.95	4,064.94	4,224.29	4,386.40	4,558.13	4,740.84	4,983.98	5,213.41	5,558.23	5,670.86	
	Bi-weekly	1,739.81	1,808.28	1,876.13	1,949.67	2,024.49	2,103.75	2,188.08	2,300.30	2,406.19	2,565.34	2,617.32	
	Hourly	21.747569	22.603557	23.451580	24.370900	25.306154	26.296909	27.350995	28.753741	30.077358	32.066698	32.716487	
21Z	Annual	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	58,175.91	65,066.57	67,984.57	69,352.70	1.3700
	Monthly	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,847.99	5,422.21	5,665.38	5,779.39	
	Bi-weekly	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,237.53	2,502.56	2,614.79	2,667.41	
	Hourly	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.969186	31.282005	32.684890	33.342646	
22	Annual	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	60,384.69	63,319.26	66,154.68	67,489.95	1.4300
	Monthly	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	5,032.06	5,276.61	5,512.89	5,624.16	
	Bi-weekly	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,322.49	2,435.36	2,544.41	2,595.77	
	Hourly	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	29.031102	30.441952	31.805135	32.447092	
23	Annual	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,725.78	65,907.22	68,891.23	70,259.36	1.4800
	Monthly	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,227.15	5,492.27	5,740.94	5,854.95	
	Bi-weekly	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,412.53	2,534.89	2,649.66	2,702.28	
	Hourly	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	30.156624	31.686165	33.120784	33.778539	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23B	Annual	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,725.78	71,710.07	74,974.10	76,490.82	1.4800
	Monthly	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,227.15	5,975.84	6,247.84	6,374.24	
	Bi-weekly	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,412.53	2,758.08	2,883.62	2,941.95	
	Hourly	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	30.156624	34.475994	36.045241	36.774434	
23C	Annual	47,856.05	49,719.09	51,664.14	53,658.90	55,769.11	57,945.03	60,203.53	63,220.40	66,187.54	69,220.98	70,621.97	1.4900
	Monthly	3,988.00	4,143.26	4,305.35	4,471.58	4,647.43	4,828.75	5,016.96	5,268.37	5,515.63	5,768.42	5,885.16	
	Bi-weekly	1,840.62	1,912.27	1,987.08	2,063.80	2,144.97	2,228.66	2,315.52	2,431.55	2,545.67	2,662.35	2,716.23	
	Hourly	23.007718	23.903410	24.838527	25.797550	26.812070	27.858188	28.944006	30.394422	31.820931	33.279315	33.952871	
23F	Annual	48,367.25	50,262.85	52,208.19	54,235.81	56,346.01	58,538.52	60,863.03	63,962.18	66,995.33	69,995.62	71,396.90	1.5100
	Monthly	4,030.60	4,188.57	4,350.68	4,519.65	4,695.50	4,878.21	5,071.92	5,330.18	5,582.94	5,832.97	5,949.74	
	Bi-weekly	1,860.28	1,933.19	2,008.01	2,085.99	2,167.15	2,251.48	2,340.89	2,460.08	2,576.74	2,692.14	2,746.03	
	Hourly	23.253484	24.164833	25.100090	26.074909	27.089430	28.143517	29.261070	30.751048	32.209294	33.651740	34.325432	
24	Annual	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	65,231.45	68,380.03	71,495.77	72,946.48	1.5400
	Monthly	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,435.95	5,698.34	5,957.98	6,078.87	
	Bi-weekly	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,508.90	2,630.00	2,749.84	2,805.63	
	Hourly	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.361272	32.875015	34.372965	35.070422	
24A	Annual	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	65,231.45	69,286.70	72,468.43	73,935.72	1.5400
	Monthly	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,435.95	5,773.89	6,039.04	6,161.31	
	Bi-weekly	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,508.90	2,664.87	2,787.25	2,843.68	
	Hourly	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.361272	33.310911	34.840592	35.546018	

Report ID: RCHR093A
 As Of Date: 01/13/2018
 Salary Plan: 01A Non-rep/Cler&BldgServ/Annual

PeopleSoft
 COMPENSATION MANUAL

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 Run Date 06/20/2018
 Run Time 08:42:40

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	64,489.66	67,654.82	71,050.58	74,248.89	75,749.04	1.6000
	Monthly	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,374.14	5,637.90	5,920.88	6,187.41	6,312.42	
	Bi-weekly	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,480.37	2,602.11	2,732.71	2,855.73	2,913.42	
	Hourly	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.004644	32.526356	34.158933	35.696581	36.417806	

Non-represented/Administrative & Professional/Annual Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 02A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

The 02A Salary Plan is parallel to the 02S (Semiannual Salary Plan) for the Unrepresented Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	33,992.14	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,635.93	45,811.85	47,905.49	48,845.29	1.0600
	Monthly	2,832.68	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,636.33	3,817.65	3,992.12	4,070.44	
	Bi-weekly	1,307.39	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,678.30	1,761.99	1,842.52	1,878.67	
	Hourly	16.342376	16.865500	17.428192	18.030589	18.704141	19.314502	20.051527	20.978812	22.024929	23.031483	23.483314	
13M	Annual	34,552.77	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,625.17	46,718.80	48,795.86	49,784.81	1.0700
	Monthly	2,879.40	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,718.76	3,893.23	4,066.32	4,148.73	
	Bi-weekly	1,328.95	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,716.35	1,796.88	1,876.76	1,914.80	
	Hourly	16.611908	17.166631	17.737291	18.387215	19.013237	19.710695	20.408151	21.454410	22.460961	23.459546	23.935005	
14	Annual	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	45,449.25	47,707.75	49,850.82	50,856.34	1.0900
	Monthly	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,787.44	3,975.65	4,154.24	4,238.03	
	Bi-weekly	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,748.05	1,834.91	1,917.34	1,956.01	
	Hourly	16.865500	17.428192	18.030589	18.704141	19.314502	20.051527	20.796515	21.850601	22.936418	23.966739	24.450165	
14M	Annual	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	46,372.48	48,597.84	50,790.62	51,812.44	1.1100
	Monthly	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,864.37	4,049.82	4,232.55	4,317.70	
	Bi-weekly	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,783.56	1,869.15	1,953.49	1,992.79	
	Hourly	17.166631	17.737291	18.387215	19.013237	19.710695	20.408151	21.208641	22.294462	23.364347	24.418568	24.909825	
15	Annual	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	47,180.27	49,471.64	51,697.28	52,752.24	1.1300
	Monthly	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,931.69	4,122.64	4,308.11	4,396.02	
	Bi-weekly	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,814.63	1,902.76	1,988.36	2,028.93	
	Hourly	17.428192	18.030589	18.704141	19.314502	20.051527	20.796515	21.589035	22.682824	23.784443	24.854462	25.361654	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	37,157.31	38,426.57	39,662.98	41,064.25	42,547.83	44,097.40	45,680.13	47,988.07	54,763.29	57,236.11	58,390.21	1.1600
	Monthly	3,096.44	3,202.21	3,305.25	3,422.02	3,545.65	3,674.78	3,806.68	3,999.01	4,563.61	4,769.68	4,865.85	
	Bi-weekly	1,429.13	1,477.95	1,525.50	1,579.39	1,636.45	1,696.05	1,756.93	1,845.69	2,106.28	2,201.39	2,245.78	
	Hourly	17.864089	18.474313	19.068739	19.742428	20.455686	21.200674	21.961599	23.071186	26.328506	27.517358	28.072216	
15M	Annual	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	48,235.23	50,609.18	52,900.54	53,955.50	1.1500
	Monthly	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	4,019.60	4,217.43	4,408.38	4,496.29	
	Bi-weekly	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,855.20	1,946.51	2,034.64	2,075.21	
	Hourly	17.737291	18.387215	19.013237	19.710695	20.408151	21.208641	22.064633	23.190016	24.331335	25.432952	25.940143	
16	Annual	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	49,207.90	51,614.70	53,906.07	54,994.17	1.1700
	Monthly	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,100.66	4,301.23	4,492.17	4,582.85	
	Bi-weekly	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,892.61	1,985.18	2,073.31	2,115.16	
	Hourly	18.030589	18.704141	19.314502	20.051527	20.796515	21.589035	22.476760	23.657644	24.814760	25.916378	26.439504	
16M	Annual	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	50,114.56	52,636.80	55,010.74	56,115.14	1.1900
	Monthly	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,176.21	4,386.40	4,584.23	4,676.26	
	Bi-weekly	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,927.48	2,024.49	2,115.80	2,158.27	
	Hourly	18.387215	19.013237	19.710695	20.408151	21.208641	22.064633	22.960185	24.093536	25.306154	26.447473	26.978431	
17	Annual	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	51,021.21	53,592.89	55,983.41	57,104.37	1.2100
	Monthly	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,251.77	4,466.07	4,665.28	4,758.70	
	Bi-weekly	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,962.35	2,061.27	2,153.21	2,196.32	
	Hourly	18.704141	19.314502	20.051527	20.796515	21.589035	22.476760	23.364347	24.529430	25.765813	26.915100	27.454025	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	52,125.89	54,697.57	57,170.10	58,324.21	1.2300
	Monthly	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,343.82	4,558.13	4,764.18	4,860.35	
	Bi-weekly	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	2,004.84	2,103.75	2,198.85	2,243.24	
	Hourly	19.013237	19.710695	20.408151	21.208641	22.064633	22.960185	23.863707	25.060525	26.296909	27.485623	28.040485	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	53,065.41	55,834.82	58,357.07	59,527.46	1.2500
	Monthly	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,422.12	4,652.90	4,863.09	4,960.62	
	Bi-weekly	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,040.98	2,147.49	2,244.50	2,289.52	
	Hourly	19.314502	20.051527	20.796515	21.589035	22.476760	23.364347	24.331335	25.512217	26.843665	28.056283	28.618973	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	54,219.52	56,791.20	59,362.88	60,549.57	1.2800
	Monthly	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,518.29	4,732.60	4,946.91	5,045.80	
	Bi-weekly	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,085.37	2,184.28	2,283.19	2,328.83	
	Hourly	19.710695	20.408151	21.208641	22.064633	22.960185	23.863707	24.790995	26.067079	27.303461	28.539847	29.110370	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	55,159.04	57,730.72	60,318.97	61,522.23	1.3000
	Monthly	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,596.59	4,810.89	5,026.58	5,126.85	
	Bi-weekly	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,121.50	2,220.41	2,319.96	2,366.24	
	Hourly	20.051527	20.796515	21.589035	22.476760	23.364347	24.331335	25.250655	26.518771	27.755155	28.999506	29.577995	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	56,230.58	59,033.14	61,736.54	62,972.94	1.3200
	Monthly	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,685.88	4,919.43	5,144.71	5,247.75	
	Bi-weekly	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,162.71	2,270.51	2,374.48	2,422.04	
	Hourly	20.408151	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	27.033931	28.381315	29.681027	30.275452	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	57,351.54	60,104.66	62,824.64	64,077.62	1.3500
	Monthly	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,779.30	5,008.72	5,235.39	5,339.80	
	Bi-weekly	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,205.83	2,311.72	2,416.33	2,464.52	
	Hourly	20.796515	21.589035	22.476760	23.364347	24.331335	25.250655	26.273145	27.572856	28.896473	30.204156	30.806548	
20M	Annual	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,489.08	61,423.37	64,192.77	65,495.19	1.3700
	Monthly	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,874.09	5,118.61	5,349.40	5,457.93	
	Bi-weekly	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,249.58	2,362.44	2,468.95	2,519.05	
	Hourly	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	28.119751	29.530464	30.861910	31.488070	
20S	Annual	44,790.04	46,619.65	48,515.54	50,345.44	52,307.05	54,417.26	56,593.18	59,428.60	62,330.02	65,198.58	66,517.28	1.3900
	Monthly	3,732.50	3,884.97	4,042.96	4,195.45	4,358.92	4,534.77	4,716.10	4,952.38	5,194.17	5,433.22	5,543.11	
	Bi-weekly	1,722.69	1,793.06	1,865.98	1,936.36	2,011.81	2,092.97	2,176.66	2,285.72	2,397.31	2,507.64	2,558.36	
	Hourly	21.533674	22.413293	23.324781	24.204538	25.147622	26.162144	27.208261	28.571442	29.966357	31.345473	31.979463	
21	Annual	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,676.06	62,659.77	65,478.61	66,781.03	1.4000
	Monthly	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,973.01	5,221.65	5,456.55	5,565.09	
	Bi-weekly	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,295.23	2,409.99	2,518.41	2,568.50	
	Hourly	21.589035	22.476760	23.364347	24.331335	25.250655	26.273145	27.311294	28.690411	30.124890	31.480102	32.106263	
21M	Annual	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,747.58	63,879.60	66,715.02	68,066.86	1.4300
	Monthly	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,062.30	5,323.30	5,559.59	5,672.24	
	Bi-weekly	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,336.45	2,456.91	2,565.96	2,617.96	
	Hourly	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	27.913684	29.205569	30.711348	32.074527	32.724454	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,950.84	64,918.27	67,869.13	69,237.26	1.4600
	Monthly	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,162.57	5,409.86	5,655.76	5,769.77	
	Bi-weekly	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,382.72	2,496.86	2,610.35	2,662.97	
	Hourly	22.476760	23.364347	24.331335	25.250655	26.273145	27.311294	28.389144	29.784059	31.210708	32.629389	33.287146	
22M	Annual	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	63,170.68	66,401.85	69,402.14	70,786.84	1.4900
	Monthly	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,264.22	5,533.49	5,783.51	5,898.90	
	Bi-weekly	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,429.64	2,553.92	2,669.31	2,722.57	
	Hourly	22.960185	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.370517	31.923965	33.366411	34.032136	
23	Annual	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	64,407.08	67,555.96	70,638.54	72,039.82	1.5100
	Monthly	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,367.26	5,629.66	5,886.55	6,003.32	
	Bi-weekly	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,477.20	2,598.31	2,716.87	2,770.76	
	Hourly	23.364347	24.331335	25.250655	26.273145	27.311294	28.389144	29.482931	30.964942	32.478825	33.960838	34.634528	
23B	Annual	49,010.16	50,823.48	52,818.25	54,961.31	57,186.67	59,461.75	61,802.55	64,769.98	73,177.36	76,507.39	78,073.26	1.5300
	Monthly	4,084.18	4,235.29	4,401.52	4,580.11	4,765.56	4,955.15	5,150.21	5,397.50	6,098.11	6,375.62	6,506.11	
	Bi-weekly	1,885.01	1,954.75	2,031.47	2,113.90	2,199.49	2,286.99	2,377.02	2,491.15	2,814.51	2,942.59	3,002.82	
	Hourly	23.562578	24.434367	25.393387	26.423708	27.493591	28.587378	29.712762	31.139411	35.181422	36.782400	37.535221	
23C	Annual	49,372.77	51,383.82	53,362.30	55,472.22	57,730.72	59,989.23	62,247.73	65,363.46	68,610.92	71,776.08	73,210.22	1.5400
	Monthly	4,114.40	4,281.99	4,446.86	4,622.69	4,810.89	4,999.10	5,187.31	5,446.96	5,717.58	5,981.34	6,100.85	
	Bi-weekly	1,898.95	1,976.30	2,052.40	2,133.55	2,220.41	2,307.28	2,394.14	2,513.98	2,638.88	2,760.62	2,815.78	
	Hourly	23.736907	24.703761	25.654950	26.669335	27.755155	28.840975	29.926793	31.424740	32.986019	34.507730	35.197219	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	49,636.51	51,565.27	53,642.33	55,389.92	58,060.46	60,269.53	62,659.77	65,775.50	66,451.28	69,451.57	70,836.27	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,615.83	4,838.37	5,022.46	5,221.65	5,481.29	5,537.61	5,787.63	5,903.02	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,130.38	2,233.09	2,318.06	2,409.99	2,529.83	2,555.82	2,671.21	2,724.47	
	Hourly	23.863707	24.790995	25.789581	26.629770	27.913684	28.975737	30.124890	31.622836	31.947730	33.390178	34.055901	
23M	Annual	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	65,775.50	68,956.95	72,039.82	73,490.53	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,481.29	5,746.41	6,003.32	6,124.21	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,529.83	2,652.19	2,770.76	2,826.56	
	Hourly	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.622836	33.152380	34.634528	35.331985	
23N	Annual	49,916.82	51,845.58	53,840.34	56,016.27	58,258.20	60,599.00	62,989.52	66,022.66	74,347.76	77,710.66	79,276.81	1.5500
	Monthly	4,159.74	4,320.47	4,486.70	4,668.02	4,854.85	5,049.92	5,249.13	5,501.89	6,195.65	6,475.89	6,606.40	
	Bi-weekly	1,919.88	1,994.06	2,070.78	2,154.47	2,240.70	2,330.73	2,422.67	2,539.33	2,859.53	2,988.87	3,049.11	
	Hourly	23.998472	24.925761	25.884781	26.930901	28.008751	29.134134	30.283422	31.741664	35.744114	37.360892	38.113849	
24	Annual	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	67,011.91	70,325.37	73,507.10	74,974.10	1.5800
	Monthly	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,584.33	5,860.45	6,125.59	6,247.84	
	Bi-weekly	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,577.38	2,704.82	2,827.20	2,883.62	
	Hourly	24.331335	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	32.217262	33.810273	35.339954	36.045241	
24B	Annual	50,790.62	52,818.25	54,961.31	57,137.24	59,313.16	61,785.97	64,143.34	67,275.65	70,638.54	73,869.72	75,336.71	1.5800
	Monthly	4,232.55	4,401.52	4,580.11	4,761.44	4,942.76	5,148.83	5,345.28	5,606.30	5,886.55	6,155.81	6,278.06	
	Bi-weekly	1,953.49	2,031.47	2,113.90	2,197.59	2,281.28	2,376.38	2,467.05	2,587.52	2,716.87	2,841.14	2,897.57	
	Hourly	24.418568	25.393387	26.423708	27.469827	28.515941	29.704795	30.838145	32.344060	33.960838	35.514286	36.219573	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	68,297.74	71,660.64	74,875.23	76,408.24	1.6100
	Monthly	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,691.48	5,971.72	6,239.60	6,367.35	
	Bi-weekly	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,626.84	2,756.18	2,879.82	2,938.78	
	Hourly	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.835452	34.452231	35.997708	36.734731	
24P	Annual	51,631.27	53,626.04	55,703.10	57,945.03	60,236.39	62,659.77	65,116.01	68,281.17	71,710.07	74,974.10	76,490.82	1.6100
	Monthly	4,302.61	4,468.84	4,641.93	4,828.75	5,019.70	5,221.65	5,426.33	5,690.10	5,975.84	6,247.84	6,374.24	
	Bi-weekly	1,985.82	2,062.54	2,142.43	2,228.66	2,316.78	2,409.99	2,504.46	2,626.20	2,758.08	2,883.62	2,941.95	
	Hourly	24.822728	25.781748	26.780334	27.858188	28.959803	30.124890	31.305772	32.827486	34.475994	36.045241	36.774434	
24S	Annual	51,713.57	53,823.77	55,917.40	58,159.33	60,450.70	62,841.22	65,280.88	68,495.48	76,276.52	79,738.28	81,337.29	1.6100
	Monthly	4,309.46	4,485.31	4,659.78	4,846.61	5,037.56	5,236.77	5,440.07	5,707.96	6,356.38	6,644.86	6,778.11	
	Bi-weekly	1,988.98	2,070.15	2,150.67	2,236.90	2,325.03	2,416.97	2,510.80	2,634.44	2,933.71	3,066.86	3,128.36	
	Hourly	24.862292	25.876813	26.883367	27.961217	29.062837	30.212123	31.385039	32.930517	36.671402	38.335710	39.104465	
25	Annual	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,616.44	73,094.78	76,441.39	77,974.39	1.6400
	Monthly	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,801.37	6,091.23	6,370.12	6,497.87	
	Bi-weekly	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,677.56	2,811.34	2,940.05	2,999.01	
	Hourly	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.469442	35.141719	36.750667	37.487687	
25M	Annual	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	71,050.58	74,512.63	77,924.96	79,474.54	1.6700
	Monthly	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,920.88	6,209.39	6,493.75	6,622.88	
	Bi-weekly	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,732.71	2,865.87	2,997.11	3,056.71	
	Hourly	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	34.158933	35.823378	37.463924	38.208912	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25N	Annual	53,972.07	56,115.14	58,307.63	60,632.14	62,841.22	65,462.32	68,099.72	71,396.90	74,891.81	78,271.28	79,870.29	1.6800
	Monthly	4,497.67	4,676.26	4,858.97	5,052.68	5,236.77	5,455.19	5,674.98	5,949.74	6,240.98	6,522.61	6,655.86	
	Bi-weekly	2,075.85	2,158.27	2,242.60	2,332.01	2,416.97	2,517.78	2,619.22	2,746.03	2,880.45	3,010.43	3,071.93	
	Hourly	25.948110	26.978431	28.032516	29.150069	30.212123	31.472271	32.740252	34.325432	36.005678	37.630425	38.399177	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	75,979.63	79,408.53	81,007.83	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,331.64	6,617.38	6,750.65	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	2,922.29	3,054.17	3,115.69	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	36.528667	38.177179	38.946071	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	54,747.00	56,955.79	59,280.30	61,604.81	64,027.90	66,566.72	69,006.67	72,501.29	76,144.50	79,606.55	81,188.99	1.7100
	Monthly	4,562.25	4,746.32	4,940.03	5,133.73	5,335.66	5,547.23	5,750.56	6,041.77	6,345.38	6,633.88	6,765.75	
	Bi-weekly	2,105.65	2,190.61	2,280.01	2,369.42	2,462.61	2,560.26	2,654.10	2,788.51	2,928.63	3,061.79	3,122.65	
	Hourly	26.320675	27.382592	28.500144	29.617696	30.782646	32.003231	33.176283	34.856391	36.607931	38.272379	39.033170	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26B	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	75,979.63	80,447.21	82,062.79	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,331.64	6,703.93	6,838.57	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	2,922.29	3,094.12	3,156.26	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	36.528667	38.676541	39.453263	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,820.28	77,380.91	80,892.39	82,507.98	1.7400
	Monthly	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,151.69	6,448.41	6,741.03	6,875.67	
	Bi-weekly	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,839.24	2,976.19	3,111.25	3,173.38	
	Hourly	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	33.842005	35.490518	37.202359	38.890572	39.667296	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26S	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	81,799.05	85,475.12	87,189.57	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,816.59	7,122.93	7,265.80	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	3,146.12	3,287.50	3,353.44	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	39.326466	41.093808	41.918062	
27	Annual	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	75,155.55	78,864.76	82,474.83	84,139.84	1.7700
	Monthly	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,262.96	6,572.06	6,872.90	7,011.65	
	Bi-weekly	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,890.60	3,033.26	3,172.11	3,236.15	
	Hourly	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	36.132475	37.915752	39.651360	40.451848	
27C	Annual	57,730.72	59,989.23	62,247.73	64,835.70	67,423.94	70,028.48	72,748.75	76,325.95	80,117.46	83,810.10	85,491.69	1.8000
	Monthly	4,810.89	4,999.10	5,187.31	5,402.98	5,618.66	5,835.71	6,062.40	6,360.50	6,676.46	6,984.18	7,124.31	
	Bi-weekly	2,220.41	2,307.28	2,394.14	2,493.68	2,593.23	2,693.40	2,798.03	2,935.61	3,081.44	3,223.47	3,288.14	
	Hourly	27.755155	28.840975	29.926793	31.171008	32.415357	33.667539	34.975358	36.695167	38.518008	40.293317	41.101775	
27F	Annual	57,384.40	59,676.06	62,066.29	64,473.09	67,094.20	69,731.88	72,435.57	76,062.21	88,211.66	92,201.20	94,063.95	1.7900
	Monthly	4,782.03	4,973.01	5,172.19	5,372.76	5,591.18	5,810.99	6,036.30	6,338.52	7,350.97	7,683.43	7,838.66	
	Bi-weekly	2,207.09	2,295.23	2,387.16	2,479.73	2,580.55	2,682.00	2,785.98	2,925.47	3,392.76	3,546.20	3,617.84	
	Hourly	27.588656	28.690411	29.839560	30.996676	32.256825	33.524942	34.824795	36.568369	42.409454	44.327499	45.223051	
27M	Annual	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,737.99	80,546.07	84,205.85	85,903.73	1.8100
	Monthly	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,394.83	6,712.17	7,017.15	7,158.65	
	Bi-weekly	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,951.46	3,097.93	3,238.69	3,303.99	
	Hourly	27.913684	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.893264	38.724072	40.483583	41.299872	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27N	Annual	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	75,155.55	80,678.08	84,387.01	86,068.61	1.7700
	Monthly	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,262.96	6,723.17	7,032.25	7,172.38	
	Bi-weekly	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,890.60	3,103.00	3,245.65	3,310.33	
	Hourly	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	36.132475	38.787540	40.570678	41.379137	
27S	Annual	58,785.68	61,060.76	63,566.43	66,072.10	68,643.78	71,314.32	74,199.46	77,875.53	81,831.91	85,508.26	87,222.72	1.8300
	Monthly	4,898.81	5,088.40	5,297.20	5,506.01	5,720.32	5,942.86	6,183.29	6,489.63	6,819.33	7,125.69	7,268.56	
	Bi-weekly	2,260.99	2,348.49	2,444.86	2,541.23	2,640.15	2,742.86	2,853.83	2,995.21	3,147.38	3,288.78	3,354.72	
	Hourly	28.262347	29.356135	30.560782	31.765433	33.001815	34.285732	35.672815	37.440158	39.342262	41.109741	41.933998	
28	Annual	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	78,188.70	82,194.52	85,936.88	87,667.62	1.8400
	Monthly	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,515.73	6,849.54	7,161.41	7,305.64	
	Bi-weekly	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	3,007.26	3,161.33	3,305.26	3,371.83	
	Hourly	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.590720	39.516594	41.315806	42.147892	
28B	Annual	59,890.36	62,626.91	64,918.27	67,176.78	69,913.33	72,600.16	75,551.01	79,227.37	83,150.89	86,925.83	88,689.71	1.8700
	Monthly	4,990.86	5,218.91	5,409.86	5,598.07	5,826.11	6,050.01	6,295.92	6,602.28	6,929.24	7,243.82	7,390.81	
	Bi-weekly	2,303.48	2,408.73	2,496.86	2,583.72	2,688.97	2,792.31	2,905.81	3,047.21	3,198.11	3,343.30	3,411.14	
	Hourly	28.793442	30.109090	31.210708	32.296527	33.612177	34.903922	36.322603	38.090082	39.976390	41.791265	42.639285	
28C	Annual	59,989.23	62,247.73	64,835.70	67,423.94	70,028.48	72,748.75	75,666.45	79,441.68	83,496.93	87,272.15	89,019.46	1.8700
	Monthly	4,999.10	5,187.31	5,402.98	5,618.66	5,835.71	6,062.40	6,305.54	6,620.14	6,958.08	7,272.68	7,418.29	
	Bi-weekly	2,307.28	2,394.14	2,493.68	2,593.23	2,693.40	2,798.03	2,910.25	3,055.45	3,211.42	3,356.62	3,423.83	
	Hourly	28.840975	29.926793	31.171008	32.415357	33.667539	34.975358	36.378103	38.193115	40.142753	41.957764	42.797817	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28D	Annual	59,313.16	61,785.97	64,143.34	66,649.30	69,237.26	72,056.39	74,891.81	78,633.89	82,524.26	86,332.34	88,063.37	1.8500
	Monthly	4,942.76	5,148.83	5,345.28	5,554.11	5,769.77	6,004.70	6,240.98	6,552.82	6,877.02	7,194.36	7,338.61	
	Bi-weekly	2,281.28	2,376.38	2,467.05	2,563.43	2,662.97	2,771.40	2,880.45	3,024.38	3,174.01	3,320.47	3,387.05	
	Hourly	28.515941	29.704795	30.838145	32.042932	33.287146	34.642495	36.005678	37.804753	39.675124	41.505934	42.338159	
28M	Annual	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	79,804.29	83,744.09	87,519.31	89,283.20	1.8800
	Monthly	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,650.36	6,978.67	7,293.28	7,440.27	
	Bi-weekly	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,069.40	3,220.93	3,366.13	3,433.97	
	Hourly	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	38.367446	40.261583	42.076593	42.924616	
28P	Annual	61,192.49	63,615.86	65,973.23	68,676.92	71,479.19	74,265.18	77,298.61	81,040.69	85,046.51	88,937.17	90,717.34	1.9100
	Monthly	5,099.37	5,301.32	5,497.77	5,723.08	5,956.60	6,188.77	6,441.55	6,753.39	7,087.21	7,411.43	7,559.78	
	Bi-weekly	2,353.56	2,446.76	2,537.43	2,641.42	2,749.20	2,856.35	2,973.02	3,116.95	3,271.02	3,420.66	3,489.13	
	Hourly	29.419464	30.584549	31.717901	33.017752	34.364996	35.704412	37.162793	38.961870	40.887743	42.758253	43.614105	
29	Annual	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	81,321.00	85,392.83	89,283.20	91,080.23	1.9100
	Monthly	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,776.75	7,116.07	7,440.27	7,590.02	
	Bi-weekly	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,127.73	3,284.34	3,433.97	3,503.09	
	Hourly	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	39.096636	41.054243	42.924616	43.788572	
29A	Annual	61,937.74	64,518.40	67,065.86	69,696.74	72,344.06	75,257.75	78,204.64	82,134.21	87,971.69	91,979.55	93,830.86	1.9300
	Monthly	5,161.48	5,376.53	5,588.82	5,808.06	6,028.67	6,271.48	6,517.05	6,844.52	7,330.97	7,664.96	7,819.24	
	Bi-weekly	2,382.22	2,481.48	2,579.46	2,680.64	2,782.46	2,894.53	3,007.87	3,159.01	3,383.53	3,537.68	3,608.88	
	Hourly	29.777761	31.018460	32.243203	33.508047	34.780796	36.181612	37.598386	39.487603	42.294080	44.220938	45.110990	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,986.02	87,074.13	91,063.66	92,893.55	1.9500
	Monthly	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,915.50	7,256.18	7,588.64	7,741.13	
	Bi-weekly	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,191.77	3,349.01	3,502.45	3,572.83	
	Hourly	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.897124	41.862563	43.780605	44.660362	
29N	Annual	62,989.52	65,462.32	67,852.56	70,671.40	73,572.82	76,441.39	79,491.11	83,381.49	96,849.93	101,284.36	103,311.98	1.9600
	Monthly	5,249.13	5,455.19	5,654.38	5,889.28	6,131.07	6,370.12	6,624.26	6,948.46	8,070.83	8,440.36	8,609.33	
	Bi-weekly	2,422.67	2,517.78	2,609.71	2,718.13	2,829.72	2,940.05	3,057.35	3,206.98	3,725.00	3,895.55	3,973.54	
	Hourly	30.283422	31.472271	32.621421	33.976636	35.371549	36.750667	38.216881	40.087255	46.562467	48.694405	49.669222	
29P	Annual	63,615.86	65,973.23	68,676.92	71,479.19	74,265.18	77,298.61	80,200.04	84,288.15	88,409.40	92,448.36	94,311.12	1.9800
	Monthly	5,301.32	5,497.77	5,723.08	5,956.60	6,188.77	6,441.55	6,683.34	7,024.01	7,367.45	7,704.03	7,859.26	
	Bi-weekly	2,446.76	2,537.43	2,641.42	2,749.20	2,856.35	2,973.02	3,084.62	3,241.85	3,400.36	3,555.71	3,627.35	
	Hourly	30.584549	31.717901	33.017752	34.364996	35.704412	37.162793	38.557710	40.523149	42.504520	44.446329	45.341882	
30	Annual	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	84,634.46	88,821.73	92,844.11	94,706.87	1.9900
	Monthly	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	7,052.87	7,401.81	7,737.01	7,892.24	
	Bi-weekly	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,255.17	3,416.22	3,570.93	3,642.57	
	Hourly	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.689646	42.702753	44.636592	45.532147	
30A	Annual	64,518.40	67,065.86	69,696.74	72,344.06	75,257.75	78,204.64	81,351.53	85,480.81	91,504.14	95,648.01	97,567.02	2.0100
	Monthly	5,376.53	5,588.82	5,808.06	6,028.67	6,271.48	6,517.05	6,779.29	7,123.40	7,625.35	7,970.67	8,130.59	
	Bi-weekly	2,481.48	2,579.46	2,680.64	2,782.46	2,894.53	3,007.87	3,128.90	3,287.72	3,519.39	3,678.77	3,752.58	
	Hourly	31.018460	32.243203	33.508047	34.780796	36.181612	37.598386	39.111312	41.096544	43.992377	45.984620	46.907219	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30B	Annual	64,143.34	66,649.30	69,237.26	72,056.39	74,891.81	77,892.10	80,941.83	84,997.07	89,266.63	93,305.59	95,184.91	2.0000
	Monthly	5,345.28	5,554.11	5,769.77	6,004.70	6,240.98	6,491.01	6,745.15	7,083.09	7,438.89	7,775.47	7,932.08	
	Bi-weekly	2,467.05	2,563.43	2,662.97	2,771.40	2,880.45	2,995.85	3,113.15	3,269.12	3,433.33	3,588.68	3,660.96	
	Hourly	30.838145	32.042932	33.287146	34.642495	36.005678	37.448125	38.914339	40.863978	42.916649	44.858457	45.761977	
30C	Annual	64,835.70	67,423.94	70,028.48	72,748.75	75,666.45	78,666.74	81,799.05	85,953.17	99,438.18	103,938.62	106,015.68	2.0200
	Monthly	5,402.98	5,618.66	5,835.71	6,062.40	6,305.54	6,555.56	6,816.59	7,162.76	8,286.52	8,661.55	8,834.64	
	Bi-weekly	2,493.68	2,593.23	2,693.40	2,798.03	2,910.25	3,025.64	3,146.12	3,305.89	3,824.55	3,997.64	4,077.53	
	Hourly	31.171008	32.415357	33.667539	34.975358	36.378103	37.820550	39.326466	41.323637	47.806817	49.970491	50.969076	
30D	Annual	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	84,634.46	90,618.47	94,739.73	96,635.63	1.9900
	Monthly	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	7,052.87	7,551.54	7,894.98	8,052.97	
	Bi-weekly	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,255.17	3,485.33	3,643.84	3,716.75	
	Hourly	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.689646	43.566574	45.547947	46.459435	
30M	Annual	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,194.52	86,332.34	90,684.48	94,822.31	96,701.63	2.0200
	Monthly	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,849.54	7,194.36	7,557.04	7,901.86	8,058.47	
	Bi-weekly	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,161.33	3,320.47	3,487.86	3,647.01	3,719.29	
	Hourly	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.516594	41.505934	43.598307	45.587647	46.491167	
31	Annual	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,865.63	92,349.49	96,569.62	98,481.81	2.0700
	Monthly	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,322.14	7,695.79	8,047.47	8,206.82	
	Bi-weekly	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,379.45	3,551.90	3,714.22	3,787.76	
	Hourly	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	42.243092	44.398795	46.427701	47.347022	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31D	Annual	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,865.63	92,712.10	96,915.94	98,877.55	2.0700
	Monthly	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,322.14	7,726.01	8,076.33	8,239.80	
	Bi-weekly	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,379.45	3,565.85	3,727.54	3,802.98	
	Hourly	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	42.243092	44.573126	46.594202	47.537284	
31M	Annual	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,194.52	85,508.26	89,695.24	94,212.25	98,498.37	100,493.14	2.1100
	Monthly	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,849.54	7,125.69	7,474.60	7,851.02	8,208.20	8,374.43	
	Bi-weekly	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,161.33	3,288.78	3,449.82	3,623.55	3,788.40	3,865.12	
	Hourly	32.550125	33.842005	35.165487	36.592135	37.939517	39.516594	41.109741	43.122711	45.294350	47.354987	48.314009	
31P	Annual	70,446.41	73,242.37	76,106.70	79,194.32	82,110.38	85,523.56	88,971.52	93,328.23	99,988.60	104,537.51	106,654.58	2.2000
	Monthly	5,870.53	6,103.53	6,342.23	6,599.53	6,842.53	7,126.96	7,414.29	7,777.35	8,332.38	8,711.46	8,887.88	
	Bi-weekly	2,709.48	2,817.01	2,927.18	3,045.94	3,158.09	3,289.37	3,421.98	3,589.55	3,845.72	4,020.67	4,102.10	
	Hourly	33.868466	35.212677	36.589759	38.074191	39.476142	41.117094	42.774769	44.869341	48.071441	50.258420	51.276238	
31Q	Annual	67,065.86	69,696.74	72,344.06	75,257.75	78,204.64	81,351.53	84,581.53	88,744.29	101,065.32	105,735.82	107,875.60	2.0900
	Monthly	5,588.82	5,808.06	6,028.67	6,271.48	6,517.05	6,779.29	7,048.46	7,395.36	8,422.11	8,811.32	8,989.63	
	Bi-weekly	2,579.46	2,680.64	2,782.46	2,894.53	3,007.87	3,128.90	3,253.14	3,413.24	3,887.13	4,066.76	4,149.06	
	Hourly	32.243203	33.508047	34.780796	36.181612	37.598386	39.111312	40.664198	42.665525	48.589097	50.834527	51.863270	
32	Annual	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	91,492.27	96,058.71	100,427.14	102,454.76	2.1500
	Monthly	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,624.36	8,004.89	8,368.93	8,537.90	
	Bi-weekly	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,518.93	3,694.57	3,862.58	3,940.57	
	Hourly	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	41.862563	43.986669	46.182074	48.282277	49.257096	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32B	Annual	69,319.84	72,171.55	75,007.25	78,007.54	80,941.83	84,288.15	87,634.75	92,003.18	96,619.05	101,004.05	103,048.24	2.1600
	Monthly	5,776.65	6,014.30	6,250.60	6,500.63	6,745.15	7,024.01	7,302.90	7,666.93	8,051.59	8,417.00	8,587.35	
	Bi-weekly	2,666.15	2,775.83	2,884.89	3,000.29	3,113.15	3,241.85	3,370.57	3,538.58	3,716.12	3,884.77	3,963.39	
	Hourly	33.326848	34.697860	36.061178	37.503624	38.914339	40.523149	42.132093	44.232297	46.451467	48.559639	49.542425	
32M	Annual	70,325.37	73,094.78	75,996.20	79,029.35	82,161.66	85,425.69	88,871.16	93,272.73	97,954.32	102,289.89	104,334.09	2.1900
	Monthly	5,860.45	6,091.23	6,333.02	6,585.78	6,846.81	7,118.81	7,405.93	7,772.73	8,162.86	8,524.16	8,694.51	
	Bi-weekly	2,704.82	2,811.34	2,922.93	3,039.59	3,160.06	3,285.60	3,418.12	3,587.41	3,767.47	3,934.23	4,012.85	
	Hourly	33.810273	35.141719	36.536636	37.994879	39.500797	41.070041	42.726519	44.842659	47.093425	49.177830	50.160618	
32S	Annual	71,314.32	74,215.74	77,166.60	80,232.90	83,233.18	86,645.51	90,140.43	94,591.43	99,289.60	103,839.46	105,933.09	2.2200
	Monthly	5,942.86	6,184.65	6,430.55	6,686.08	6,936.10	7,220.46	7,511.70	7,882.62	8,274.13	8,653.29	8,827.76	
	Bi-weekly	2,742.86	2,854.45	2,967.95	3,085.88	3,201.28	3,332.52	3,466.94	3,638.13	3,818.83	3,993.83	4,074.35	
	Hourly	34.285732	35.680646	37.099326	38.573508	40.015954	41.656497	43.336743	45.476647	47.735383	49.922818	50.929372	
33	Annual	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	95,003.47	99,833.65	104,383.52	106,493.72	2.2300
	Monthly	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,916.96	8,319.47	8,698.63	8,874.48	
	Bi-weekly	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,653.98	3,839.76	4,014.75	4,095.91	
	Hourly	34.436433	35.823378	37.226126	38.724072	40.261583	41.862563	43.598307	45.674746	47.996948	50.184384	51.198903	
33K	Annual	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	95,003.47	101,762.41	106,411.14	108,537.92	2.2300
	Monthly	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,916.96	8,480.20	8,867.60	9,044.83	
	Bi-weekly	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,653.98	3,913.94	4,092.74	4,174.54	
	Hourly	34.436433	35.823378	37.226126	38.724072	40.261583	41.862563	43.598307	45.674746	48.924235	51.159202	52.181691	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	73,094.78	75,996.20	79,029.35	82,161.66	85,425.69	88,871.16	92,448.36	96,915.94	101,811.84	106,444.29	108,570.78	2.2800
	Monthly	6,091.23	6,333.02	6,585.78	6,846.81	7,118.81	7,405.93	7,704.03	8,076.33	8,484.32	8,870.36	9,047.57	
	Bi-weekly	2,811.34	2,922.93	3,039.59	3,160.06	3,285.60	3,418.12	3,555.71	3,727.54	3,915.84	4,094.01	4,175.80	
	Hourly	35.141719	36.536636	37.994879	39.500797	41.070041	42.726519	44.446329	46.594202	48.948000	51.175138	52.197490	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	98,926.99	103,707.74	108,455.34	110,631.55	2.3200
	Monthly	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,243.92	8,642.31	9,037.95	9,219.30	
	Bi-weekly	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,804.88	3,988.76	4,171.36	4,255.06	
	Hourly	35.823378	37.226126	38.724072	40.261583	41.862563	43.598307	45.294350	47.561054	49.859490	52.141989	53.188247	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34B	Annual	74,891.81	77,892.10	80,941.83	84,189.28	87,634.75	91,047.09	94,673.72	99,438.18	104,284.65	109,081.97	111,274.47	2.3400
	Monthly	6,240.98	6,491.01	6,745.15	7,015.77	7,302.90	7,587.26	7,889.48	8,286.52	8,690.39	9,090.16	9,272.87	
	Bi-weekly	2,880.45	2,995.85	3,113.15	3,238.05	3,370.57	3,501.81	3,641.30	3,824.55	4,010.95	4,195.46	4,279.79	
	Hourly	36.005678	37.448125	38.914339	40.475616	42.132093	43.772637	45.516212	47.806817	50.136852	52.443256	53.497341	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34C	Annual	74,858.67	77,892.10	80,941.83	84,205.85	87,502.74	90,981.08	94,739.73	99,273.31	104,317.51	109,114.83	111,307.33	2.3300
	Monthly	6,238.22	6,491.01	6,745.15	7,017.15	7,291.90	7,581.76	7,894.98	8,272.78	8,693.13	9,092.90	9,275.61	
	Bi-weekly	2,879.18	2,995.85	3,113.15	3,238.69	3,365.49	3,499.27	3,643.84	3,818.20	4,012.21	4,196.72	4,281.05	
	Hourly	35.989743	37.448125	38.914339	40.483583	42.068625	43.740904	45.547947	47.727552	50.152650	52.459055	53.513139	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34G	Annual	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	98,926.99	115,263.71	120,489.65	122,912.74	2.3200
	Monthly	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,243.92	9,605.31	10,040.80	10,242.73	
	Bi-weekly	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,804.88	4,433.22	4,634.22	4,727.41	
	Hourly	35.823378	37.226126	38.724072	40.261583	41.862563	43.598307	45.294350	47.561054	55.415246	57.927716	59.092664	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	97,921.46	102,850.52	107,895.00	112,758.04	115,016.55	2.4100
	Monthly	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,160.12	8,570.88	8,991.25	9,396.50	9,584.71	
	Bi-weekly	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,766.21	3,955.79	4,149.81	4,336.85	4,423.71	
	Hourly	37.226126	38.724072	40.261583	41.862563	43.598307	45.294350	47.077627	49.447363	51.872596	54.210595	55.296418	
36	Annual	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	97,921.46	101,844.99	106,856.33	112,197.42	117,340.77	119,714.72	2.5100
	Monthly	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,160.12	8,487.08	8,904.69	9,349.79	9,778.40	9,976.23	
	Bi-weekly	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,766.21	3,917.11	4,109.86	4,315.29	4,513.11	4,604.41	
	Hourly	38.724072	40.261583	41.862563	43.598307	45.294350	47.077627	48.963937	51.373235	53.941065	56.413833	57.555152	
37	Annual	83,744.09	87,074.13	90,684.48	94,212.25	97,921.46	101,844.99	106,031.96	111,274.47	116,664.99	121,956.64	124,429.45	2.6100
	Monthly	6,978.67	7,256.18	7,557.04	7,851.02	8,160.12	8,487.08	8,836.00	9,272.87	9,722.08	10,163.05	10,369.12	
	Bi-weekly	3,220.93	3,349.01	3,487.86	3,623.55	3,766.21	3,917.11	4,078.15	4,279.79	4,487.12	4,690.64	4,785.75	
	Hourly	40.261583	41.862563	43.598307	45.294350	47.077627	48.963937	50.976905	53.497341	56.088938	58.633001	59.821853	
37M	Annual	85,418.98	88,815.61	92,498.17	96,096.49	99,879.90	103,881.89	108,152.60	113,502.83	118,998.29	124,395.78	126,918.05	2.6600
	Monthly	7,118.25	7,401.30	7,708.18	8,008.04	8,323.33	8,656.82	9,012.72	9,458.57	9,916.52	10,366.32	10,576.50	
	Bi-weekly	3,285.35	3,415.99	3,557.62	3,696.02	3,841.53	3,995.46	4,159.72	4,365.49	4,576.86	4,784.45	4,881.46	
	Hourly	41.066816	42.699813	44.470272	46.200237	48.019181	49.943214	51.996444	54.568666	57.210717	59.805662	61.018291	
38	Annual	87,074.13	90,684.48	94,212.25	97,921.46	101,844.99	106,031.96	110,120.36	115,610.03	121,429.17	126,918.84	129,490.52	2.7200
	Monthly	7,256.18	7,557.04	7,851.02	8,160.12	8,487.08	8,836.00	9,176.70	9,634.17	10,119.10	10,576.57	10,790.88	
	Bi-weekly	3,349.01	3,487.86	3,623.55	3,766.21	3,917.11	4,078.15	4,235.40	4,446.54	4,670.35	4,881.49	4,980.40	
	Hourly	41.862563	43.598307	45.294350	47.077627	48.963937	50.976905	52.942480	55.581745	58.379408	61.018672	62.255056	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38D	Annual	87,634.75	91,047.09	94,673.72	98,448.95	102,487.90	106,460.58	110,614.98	116,236.38	122,022.65	127,578.05	130,149.72	2.7300
	Monthly	7,302.90	7,587.26	7,889.48	8,204.08	8,540.66	8,871.72	9,217.92	9,686.37	10,168.55	10,631.50	10,845.81	
	Bi-weekly	3,370.57	3,501.81	3,641.30	3,786.50	3,941.84	4,094.64	4,254.42	4,470.63	4,693.18	4,906.85	5,005.76	
	Hourly	42.132093	43.772637	45.516212	47.331224	49.273031	51.182970	53.180277	55.882873	58.664737	61.335600	62.571981	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	90,684.48	94,212.25	97,921.46	101,844.99	106,031.96	110,120.36	114,439.63	120,291.63	126,226.49	131,979.62	134,650.16	2.8300
	Monthly	7,557.04	7,851.02	8,160.12	8,487.08	8,836.00	9,176.70	9,536.64	10,024.30	10,518.87	10,998.30	11,220.85	
	Bi-weekly	3,487.86	3,623.55	3,766.21	3,917.11	4,078.15	4,235.40	4,401.52	4,626.60	4,854.86	5,076.14	5,178.85	
	Hourly	43.598307	45.294350	47.077627	48.963937	50.976905	52.942480	55.019053	57.832512	60.685810	63.451738	64.735654	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	94,212.25	97,921.46	101,844.99	106,031.96	110,120.36	114,439.63	119,104.65	125,072.37	131,287.26	137,238.41	140,007.82	2.9400
	Monthly	7,851.02	8,160.12	8,487.08	8,836.00	9,176.70	9,536.64	9,925.39	10,422.70	10,940.61	11,436.53	11,667.32	
	Bi-weekly	3,623.55	3,766.21	3,917.11	4,078.15	4,235.40	4,401.52	4,580.95	4,810.48	5,049.51	5,278.40	5,384.92	
	Hourly	45.294350	47.077627	48.963937	50.976905	52.942480	55.019053	57.261853	60.130949	63.118875	65.980004	67.311451	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	97,921.46	101,844.99	106,031.96	110,120.36	114,439.63	119,104.65	123,803.11	130,034.29	136,496.62	142,744.37	145,612.93	3.0600
	Monthly	8,160.12	8,487.08	8,836.00	9,176.70	9,536.64	9,925.39	10,316.93	10,836.19	11,374.72	11,895.36	12,134.41	
	Bi-weekly	3,766.21	3,917.11	4,078.15	4,235.40	4,401.52	4,580.95	4,761.66	5,001.32	5,249.87	5,490.17	5,600.50	
	Hourly	47.077627	48.963937	50.976905	52.942480	55.019053	57.261853	59.520727	62.516484	65.623377	68.627100	70.006217	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	101,844.99	106,031.96	110,120.36	114,439.63	119,104.65	123,803.11	128,699.01	135,177.63	142,002.58	148,481.21	151,464.93	3.1800
	Monthly	8,487.08	8,836.00	9,176.70	9,536.64	9,925.39	10,316.93	10,724.92	11,264.80	11,833.55	12,373.44	12,622.08	
	Bi-weekly	3,917.11	4,078.15	4,235.40	4,401.52	4,580.95	4,761.66	4,949.96	5,199.14	5,461.64	5,710.82	5,825.57	
	Hourly	48.963937	50.976905	52.942480	55.019053	57.261853	59.520727	61.874524	64.989247	68.270473	71.385199	72.819676	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	106,031.96	110,120.36	114,439.63	119,104.65	123,803.11	128,699.01	133,792.93	140,485.86	147,525.12	154,267.48	157,350.35	3.3100
	Monthly	8,836.00	9,176.70	9,536.64	9,925.39	10,316.93	10,724.92	11,149.41	11,707.16	12,293.76	12,855.62	13,112.53	
	Bi-weekly	4,078.15	4,235.40	4,401.52	4,580.95	4,761.66	4,949.96	5,145.88	5,403.30	5,674.04	5,933.36	6,051.94	
	Hourly	50.976905	52.942480	55.019053	57.261853	59.520727	61.874524	64.323525	67.541281	70.925538	74.167059	75.649208	
44	Annual	110,120.36	114,439.63	119,104.65	123,803.11	128,699.01	133,792.93	139,233.18	146,140.41	153,426.83	160,366.93	163,598.10	3.4400
	Monthly	9,176.70	9,536.64	9,925.39	10,316.93	10,724.92	11,149.41	11,602.77	12,178.37	12,785.57	13,363.91	13,633.18	
	Bi-weekly	4,235.40	4,401.52	4,580.95	4,761.66	4,949.96	5,145.88	5,355.12	5,620.79	5,901.03	6,167.96	6,292.23	
	Hourly	52.942480	55.019053	57.261853	59.520727	61.874524	64.323525	66.939027	70.259814	73.762899	77.099484	78.652934	
45	Annual	114,439.63	119,104.65	123,803.11	128,699.01	133,792.93	139,233.18	144,673.13	151,910.11	159,476.85	166,713.83	170,043.86	3.5700
	Monthly	9,536.64	9,925.39	10,316.93	10,724.92	11,149.41	11,602.77	12,056.09	12,659.18	13,289.74	13,892.82	14,170.32	
	Bi-weekly	4,401.52	4,580.95	4,761.66	4,949.96	5,145.88	5,355.12	5,564.35	5,842.70	6,133.72	6,412.07	6,540.15	
	Hourly	55.019053	57.261853	59.520727	61.874524	64.323525	66.939027	69.554387	73.033706	76.671560	80.150878	81.751857	
46	Annual	119,104.65	123,803.11	128,699.01	133,792.93	139,233.18	144,673.13	150,475.98	157,993.28	165,823.46	173,357.33	176,835.66	3.7200
	Monthly	9,925.39	10,316.93	10,724.92	11,149.41	11,602.77	12,056.09	12,539.67	13,166.11	13,818.62	14,446.44	14,736.31	
	Bi-weekly	4,580.95	4,761.66	4,949.96	5,145.88	5,355.12	5,564.35	5,787.54	6,076.66	6,377.83	6,667.59	6,801.37	
	Hourly	57.261853	59.520727	61.874524	64.323525	66.939027	69.554387	72.344220	75.958306	79.722815	83.344869	85.017146	
47	Annual	123,803.11	128,699.01	133,792.93	139,233.18	144,673.13	150,475.98	156,592.00	164,273.88	172,450.67	180,281.14	183,891.21	3.8600
	Monthly	10,316.93	10,724.92	11,149.41	11,602.77	12,056.09	12,539.67	13,049.33	13,689.49	14,370.89	15,023.43	15,324.27	
	Bi-weekly	4,761.66	4,949.96	5,145.88	5,355.12	5,564.35	5,787.54	6,022.77	6,318.23	6,632.72	6,933.89	7,072.74	
	Hourly	59.520727	61.874524	64.323525	66.939027	69.554387	72.344220	75.284613	78.977826	82.908975	86.673624	88.409233	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	128,699.01	133,792.93	139,233.18	144,673.13	150,475.98	156,592.00	162,708.02	170,851.66	179,341.34	187,484.98	191,260.20	4.0200
	Monthly	10,724.92	11,149.41	11,602.77	12,056.09	12,539.67	13,049.33	13,559.00	14,237.64	14,945.11	15,623.75	15,938.35	
	Bi-weekly	4,949.96	5,145.88	5,355.12	5,564.35	5,787.54	6,022.77	6,258.00	6,571.22	6,897.74	7,210.96	7,356.16	
	Hourly	61.874524	64.323525	66.939027	69.554387	72.344220	75.284613	78.225008	82.140223	86.221796	90.137010	91.952019	
49	Annual	133,792.93	139,233.18	144,673.13	150,475.98	156,592.00	162,708.02	169,186.64	177,643.46	186,545.46	195,117.72	199,040.96	4.1800
	Monthly	11,149.41	11,602.77	12,056.09	12,539.67	13,049.33	13,559.00	14,098.89	14,803.62	15,545.46	16,259.81	16,586.75	
	Bi-weekly	5,145.88	5,355.12	5,564.35	5,787.54	6,022.77	6,258.00	6,507.18	6,832.44	7,174.83	7,504.53	7,655.42	
	Hourly	64.323525	66.939027	69.554387	72.344220	75.284613	78.225008	81.339731	85.405510	89.685318	93.806596	95.692768	
50	Annual	139,233.18	144,673.13	150,475.98	156,592.00	162,708.02	169,186.64	175,961.87	184,765.00	193,881.31	202,667.88	206,739.70	4.3500
	Monthly	11,602.77	12,056.09	12,539.67	13,049.33	13,559.00	14,098.89	14,663.49	15,397.08	16,156.78	16,888.99	17,228.31	
	Bi-weekly	5,355.12	5,564.35	5,787.54	6,022.77	6,258.00	6,507.18	6,767.76	7,106.35	7,456.97	7,794.92	7,951.53	
	Hourly	66.939027	69.554387	72.344220	75.284613	78.225008	81.339731	84.597052	88.829329	93.212169	97.436480	99.394088	
51	Annual	140,453.01	146,090.98	152,042.12	158,026.13	164,273.88	170,867.94	177,643.46	186,479.46	195,826.36	204,712.07	208,833.33	4.3800
	Monthly	11,704.42	12,174.25	12,670.18	13,168.84	13,689.49	14,239.00	14,803.62	15,539.96	16,318.86	17,059.34	17,402.78	
	Bi-weekly	5,402.04	5,618.88	5,847.77	6,077.93	6,318.23	6,571.84	6,832.44	7,172.29	7,531.78	7,873.54	8,032.05	
	Hourly	67.525483	70.236047	73.097174	75.974100	78.977826	82.148049	85.405510	89.653584	94.147289	98.419265	100.400640	
52	Annual	146,090.98	152,042.12	158,026.13	164,273.88	170,867.94	177,643.46	184,699.00	193,947.32	203,607.39	212,888.56	217,191.27	4.5600
	Monthly	12,174.25	12,670.18	13,168.84	13,689.49	14,239.00	14,803.62	15,391.58	16,162.28	16,967.28	17,740.71	18,099.27	
	Bi-weekly	5,618.88	5,847.77	6,077.93	6,318.23	6,571.84	6,832.44	7,103.81	7,459.51	7,831.05	8,188.02	8,353.51	
	Hourly	70.236047	73.097174	75.974100	78.977826	82.148049	85.405510	88.797595	93.243904	97.888170	102.350270	104.418880	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	152,042.12	158,026.13	164,273.88	170,867.94	177,643.46	184,699.00	192,100.85	201,695.21	211,767.61	221,460.80	225,928.39	4.7500
	Monthly	12,670.18	13,168.84	13,689.49	14,239.00	14,803.62	15,391.58	16,008.40	16,807.93	17,647.30	18,455.07	18,827.37	
	Bi-weekly	5,847.77	6,077.93	6,318.23	6,571.84	6,832.44	7,103.81	7,388.49	7,757.51	8,144.91	8,517.72	8,689.55	
	Hourly	73.097174	75.974100	78.977826	82.148049	85.405510	88.797595	92.356179	96.968852	101.811350	106.471540	108.619420	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	158,026.13	164,290.45	170,867.94	177,643.46	184,699.00	192,100.85	199,783.02	209,756.27	220,207.85	230,247.37	234,879.84	4.9300
	Monthly	13,168.84	13,690.87	14,239.00	14,803.62	15,391.58	16,008.40	16,648.59	17,479.69	18,350.65	19,187.28	19,573.32	
	Bi-weekly	6,077.93	6,318.86	6,571.84	6,832.44	7,103.81	7,388.49	7,683.96	8,067.55	8,469.53	8,855.67	9,033.84	
	Hourly	75.974100	78.985794	82.148049	85.405510	88.797595	92.356179	96.049531	100.844360	105.869160	110.695850	112.923000	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	164,273.88	170,867.94	177,643.46	184,699.00	192,100.85	199,783.02	207,728.65	218,081.37	228,994.42	239,413.14	244,210.16	5.1300
	Monthly	13,689.49	14,239.00	14,803.62	15,391.58	16,008.40	16,648.59	17,310.72	18,173.45	19,082.87	19,951.10	20,350.85	
	Bi-weekly	6,318.23	6,571.84	6,832.44	7,103.81	7,388.49	7,683.96	7,989.56	8,387.74	8,807.48	9,208.20	9,392.70	
	Hourly	78.977826	82.148049	85.405510	88.797595	92.356179	96.049531	99.869545	104.846810	110.093470	115.102470	117.408730	

Non-represented Nurse Internal Pool Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 02I

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28P	Annual	70,024.62	72,362.28	74,901.95	77,499.34	80,096.74	82,751.85	85,666.70	89,360.78	96,784.44	100,717.82	102,489.36	2.1900
	Monthly	5,835.39	6,030.19	6,241.83	6,458.28	6,674.73	6,895.99	7,138.89	7,446.73	8,065.37	8,393.15	8,540.78	
	Bi-weekly	2,693.25	2,783.16	2,880.84	2,980.74	3,080.64	3,182.76	3,294.87	3,436.95	3,722.48	3,873.76	3,941.90	
	Hourly	33.665681	34.789556	36.010552	37.259299	38.508047	39.784542	41.185915	42.961912	46.530981	48.422031	49.273729	

Non-represented/RNs/Annual Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 02N

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	56,393.17	58,641.07	60,872.23	63,286.37	65,600.65	68,381.30	71,095.29	74,558.48	79,717.81	83,335.34	84,999.72	1.7600
	Monthly	4,699.43	4,886.76	5,072.69	5,273.86	5,466.72	5,698.44	5,924.61	6,213.21	6,643.15	6,944.61	7,083.31	
	Bi-weekly	2,168.97	2,255.43	2,341.24	2,434.09	2,523.10	2,630.05	2,734.43	2,867.63	3,066.07	3,205.21	3,269.22	
	Hourly	27.112100	28.192824	29.265497	30.426137	31.538772	32.875626	34.180426	35.845423	38.325871	40.065066	40.865248	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	59,639.92	61,937.74	64,518.40	67,065.86	69,696.74	72,344.06	75,257.75	78,970.59	84,676.79	87,691.75	90,315.18	1.8600
	Monthly	4,969.99	5,161.48	5,376.53	5,588.82	5,808.06	6,028.67	6,271.48	6,580.88	7,056.40	7,307.65	7,526.27	
	Bi-weekly	2,293.84	2,382.22	2,481.48	2,579.46	2,680.64	2,782.46	2,894.53	3,037.33	3,256.80	3,372.76	3,473.66	
	Hourly	28.673036	29.777761	31.018460	32.243203	33.508047	34.780796	36.181612	37.966629	40.709994	42.159497	43.420757	

Non-represented/Technical/Performance-Based Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 02P

Annual Salary Advancements based on performance appraisal rating of 'Proficient' or Higher

Salary progression on this plan is not subject to years of service (Longevity increases).

Non-represented/Hospital & Institutional/Annual Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 03

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	2 Years	4,160 Hours
Step 06.....	Step 07	5 Years	10,400 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	33,036.05	33,942.71	34,915.37	35,789.17	36,893.57	37,965.10	39,086.06	40,289.61	42,102.92	42,960.15	1.0300
	Monthly	2,753.00	2,828.56	2,909.61	2,982.43	3,074.46	3,163.76	3,257.17	3,357.47	3,508.58	3,580.01	
	Bi-weekly	1,270.62	1,305.49	1,342.90	1,376.51	1,418.98	1,460.20	1,503.31	1,549.60	1,619.34	1,652.31	
	Hourly	15.882715	16.318609	16.786236	17.206332	17.737291	18.252450	18.791377	19.370003	20.241790	20.653919	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	40,569.63	41,806.04	43,339.33	44,855.76	46,487.92	48,218.95	49,867.39	51,697.28	54,038.08	55,126.18	1.2600
	Monthly	3,380.80	3,483.84	3,611.61	3,737.98	3,873.99	4,018.25	4,155.62	4,308.11	4,503.17	4,593.85	
	Bi-weekly	1,560.37	1,607.92	1,666.90	1,725.22	1,788.00	1,854.57	1,917.98	1,988.36	2,078.39	2,120.24	
	Hourly	19.504630	20.099056	20.836217	21.565270	22.349963	23.182186	23.974707	24.854462	25.979846	26.502972	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
25	Annual	48,581.55	50,081.70	51,977.31	53,856.63	55,801.96	57,895.59	59,906.65	62,198.30	65,050.00	66,352.41	1.5100
	Monthly	4,048.46	4,173.48	4,331.44	4,488.05	4,650.16	4,824.63	4,992.22	5,183.19	5,420.83	5,529.37	
	Bi-weekly	1,868.52	1,926.22	1,999.13	2,071.41	2,146.23	2,226.75	2,304.10	2,392.24	2,501.92	2,552.02	
	Hourly	23.356515	24.077739	24.989092	25.892612	26.827867	27.834420	28.801272	29.903028	31.274038	31.900196	

Non-represented/Building Trades(Full-Time) Salary Plan: 08A
Non-represented/Building Trades (Part-Time) Salary Plan: 08B

Salary Plan 08A / 08B Non-Union Building Trades

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

N / A for Trades

Rates for Salary Plans 08A/08B are established by Ramsey County Board of Commissioners resolution

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Salary Plan: 08A Non-rep/Bldg Trades(Full-Time)

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Grade		1		Night Diff
30	Annual	88,753.60		0.0000
	Monthly	7,396.13		
	Bi-weekly	3,413.60		
	Hourly	42.670000		
Grade		1		Night Diff
32	Annual	88,753.60		0.0000
	Monthly	7,396.13		
	Bi-weekly	3,413.60		
	Hourly	42.670000		
Grade		1		Night Diff
44	Annual	102,377.60		0.0000
	Monthly	8,531.47		
	Bi-weekly	3,937.60		
	Hourly	49.220000		

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Salary Plan: 08B Non-rep/Bldg Trades(Part-Time)

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Grade		1		Night Diff
30	Annual	117,936.00		0.0000
	Monthly	9,828.00		
	Bi-weekly	4,536.00		
	Hourly	56.700000		
Grade		1		Night Diff
32	Annual	117,936.00		0.0000
	Monthly	9,828.00		
	Bi-weekly	4,536.00		
	Hourly	56.700000		
Grade		1		Night Diff
44	Annual	130,291.20		0.0000
	Monthly	10,857.60		
	Bi-weekly	5,011.20		
	Hourly	62.640000		

Non-represented/Seasonal Employees Salary Plan
 Service Requirements for Salary Step Advancement For
 Salary Plan 09

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 / 2 Year	1,040 Hours
Step 02	Step 03	1 / 2 Year	1,040 Hours
Step 03	Step 04	1 / 2 Year	1,040 Hours
Step 04	Step 05	18-1 / 2 Years	38,480 Hours
Step 05	Step 06	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	Night Diff
01	Annual	17,744.57	18,401.78	19,058.98	19,573.32	20,430.54	20,830.59	0.5500
	Monthly	1,478.71	1,533.48	1,588.25	1,631.11	1,702.55	1,735.88	
	Bi-weekly	682.48	707.76	733.04	752.82	785.79	801.18	
	Hourly	8.531044	8.847009	9.162972	9.410249	9.822377	10.014705	
02	Annual	18,401.78	19,058.98	19,573.32	20,401.97	21,287.77	21,687.81	0.5700
	Monthly	1,533.48	1,588.25	1,631.11	1,700.16	1,773.98	1,807.32	
	Bi-weekly	707.76	733.04	752.82	784.69	818.76	834.15	
	Hourly	8.847009	9.162972	9.410250	9.808640	10.234506	10.426833	
03	Annual	21,173.47	21,659.23	22,459.31	23,316.54	24,373.78	24,830.97	0.6600
	Monthly	1,764.46	1,804.94	1,871.61	1,943.05	2,031.15	2,069.25	
	Bi-weekly	814.36	833.05	863.82	896.79	937.45	955.04	
	Hourly	10.179555	10.413092	10.797747	11.209873	11.718164	11.937968	
04	Annual	22,459.31	23,316.54	24,088.04	25,030.99	26,116.81	26,631.14	0.7000
	Monthly	1,871.61	1,943.05	2,007.34	2,085.92	2,176.40	2,219.26	
	Bi-weekly	863.82	896.79	926.46	962.73	1,004.49	1,024.27	
	Hourly	10.797747	11.209873	11.580790	12.034128	12.556157	12.803432	
05	Annual	26,059.66	27,002.61	28,031.28	29,031.38	30,345.79	30,945.85	0.8100
	Monthly	2,171.64	2,250.22	2,335.94	2,419.28	2,528.82	2,578.82	
	Bi-weekly	1,002.29	1,038.56	1,078.13	1,116.59	1,167.15	1,190.22	
	Hourly	12.528681	12.982023	13.476577	13.957392	14.589320	14.877810	
06	Annual	28,031.28	29,031.38	30,174.34	31,317.31	32,688.87	33,374.65	0.8700
	Monthly	2,335.94	2,419.28	2,514.53	2,609.78	2,724.07	2,781.22	
	Bi-weekly	1,078.13	1,116.59	1,160.55	1,204.51	1,257.26	1,283.64	
	Hourly	13.476577	13.957392	14.506895	15.056399	15.715802	16.045505	

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Grade		1	2	3	4	5	6	Night Diff
07	Annual	31,317.31	32,403.13	33,717.54	35,089.10	36,574.96	37,346.47	0.9700
	Monthly	2,609.78	2,700.26	2,809.80	2,924.09	3,047.91	3,112.21	
	Bi-weekly	1,204.51	1,246.27	1,296.83	1,349.58	1,406.73	1,436.40	
	Hourly	15.056399	15.578427	16.210357	16.869761	17.584116	17.955033	
Grade		1	2	3	4	5	6	Night Diff
08	Annual	35,089.10	36,260.65	37,603.64	39,089.49	40,946.81	41,775.47	1.0900
	Monthly	2,924.09	3,021.72	3,133.64	3,257.46	3,412.23	3,481.29	
	Bi-weekly	1,349.58	1,394.64	1,446.29	1,503.44	1,574.88	1,606.75	
	Hourly	16.869761	17.433003	18.078671	18.793024	19.685966	20.084358	

Non-represented/Community Corrections Administration Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 10A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	69,385.56	72,254.13	75,007.25	78,007.54	80,991.25	84,304.72	87,651.33	92,003.18	96,635.63	101,020.62	103,064.82	2.1600
	Monthly	5,782.13	6,021.18	6,250.60	6,500.63	6,749.27	7,025.39	7,304.28	7,666.93	8,052.97	8,418.39	8,588.74	
	Bi-weekly	2,668.68	2,779.00	2,884.89	3,000.29	3,115.05	3,242.49	3,371.20	3,538.58	3,716.75	3,885.41	3,964.03	
	Hourly	33.358443	34.737561	36.061178	37.503624	38.938103	40.531114	42.140061	44.232297	46.459435	48.567607	49.550394	

AFSCME Local 8/Public Defenders/Annual Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 20A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours

The 20A Salary Plan is parallel to the 20 (Semiannual Salary Plan) for the AFSCME Local 8 (Public Defender) Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
01	Annual	58,617.93	61,020.60	63,438.29	65,947.18	68,669.03	71,330.00	74,112.73	77,959.74	81,806.76	85,516.98	1.8300
	Monthly	4,884.83	5,085.05	5,286.52	5,495.60	5,722.42	5,944.17	6,176.06	6,496.65	6,817.23	7,126.42	
	Bi-weekly	2,254.54	2,346.95	2,439.93	2,536.43	2,641.12	2,743.46	2,850.49	2,998.45	3,146.41	3,289.11	
	Hourly	28.181698	29.336827	30.499179	31.705375	33.013956	34.293267	35.631119	37.480645	39.330171	41.113931	
02	Annual	70,265.72	73,033.16	76,013.31	79,115.48	82,232.68	85,456.09	88,938.33	93,423.96	98,061.68	102,547.31	2.1900
	Monthly	5,855.48	6,086.10	6,334.44	6,592.96	6,852.72	7,121.34	7,411.53	7,785.33	8,171.81	8,545.61	
	Bi-weekly	2,702.53	2,808.97	2,923.59	3,042.90	3,162.80	3,286.77	3,420.71	3,593.23	3,771.60	3,944.13	
	Hourly	33.781594	35.112097	36.544859	38.036288	39.534941	41.084660	42.758813	44.915367	47.145037	49.301592	
03	Annual	86,018.81	89,500.78	93,089.50	96,754.13	100,662.02	104,661.12	108,857.88	114,316.60	120,049.17	125,599.35	2.6800
	Monthly	7,168.23	7,458.40	7,757.46	8,062.84	8,388.50	8,721.76	9,071.49	9,526.38	10,004.10	10,466.61	
	Bi-weekly	3,308.42	3,442.34	3,580.37	3,721.31	3,871.62	4,025.43	4,186.84	4,396.79	4,617.28	4,830.74	
	Hourly	41.355196	43.029222	44.754567	46.516407	48.395202	50.317844	52.335520	54.959904	57.715947	60.384301	
04	Annual	93,115.36	96,890.92	100,798.81	104,736.34	108,966.64	113,328.23	117,844.44	123,747.72	130,009.07	135,961.29	2.9000
	Monthly	7,759.61	8,074.24	8,399.90	8,728.03	9,080.55	9,444.02	9,820.37	10,312.31	10,834.09	11,330.11	
	Bi-weekly	3,581.36	3,726.57	3,876.88	4,028.32	4,191.02	4,358.78	4,532.48	4,759.53	5,000.35	5,229.28	
	Hourly	44.767001	46.582171	48.460967	50.354011	52.387808	54.484725	56.655979	59.494096	62.504361	65.366006	

Public Defenders/Non-Represented Salary Plan
 Service Requirements for Salary Step Advancement For
 Salary Plan 20C

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02	Step 03	1 /2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
04	Annual	95,582.70	99,469.59	103,481.49	107,508.82	111,864.36	116,344.37	120,980.78	127,037.73	133,469.16	139,525.85	2.9800
	Monthly	7,965.23	8,289.13	8,623.46	8,959.07	9,322.03	9,695.36	10,081.73	10,586.48	11,122.43	11,627.15	
	Bi-weekly	3,676.26	3,825.75	3,980.06	4,134.95	4,302.48	4,474.78	4,653.11	4,886.07	5,133.43	5,366.38	
	Hourly	45.953219	47.821920	49.750718	51.686931	53.780944	55.934793	58.163834	61.075831	64.167866	67.079734	

AFSCME Local 8/Attorneys/Annual Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 21A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

The 21A Salary Plan is parallel to the 21 (Semiannual Salary Plan) for the AFSCME Local 8 (Attorneys) Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	63,896.18	66,533.86	69,138.40	71,858.37	74,825.80	77,710.66	80,776.94	84,964.21	89,167.76	93,206.72	95,052.90	1.9900
	Monthly	5,324.68	5,544.49	5,761.53	5,988.20	6,235.48	6,475.89	6,731.41	7,080.35	7,430.65	7,767.23	7,921.08	
	Bi-weekly	2,457.55	2,558.99	2,659.17	2,763.78	2,877.92	2,988.87	3,106.81	3,267.85	3,429.53	3,584.87	3,655.88	
	Hourly	30.719316	31.987433	33.239614	34.547293	35.973944	37.360892	38.835069	40.848179	42.869115	44.810925	45.698509	
35	Annual	76,573.11	79,606.55	82,854.01	86,216.91	89,612.94	93,140.72	96,932.22	101,811.84	106,889.18	111,752.51	113,994.44	2.3900
	Monthly	6,381.09	6,633.88	6,904.50	7,184.74	7,467.75	7,761.73	8,077.69	8,484.32	8,907.43	9,312.71	9,499.54	
	Bi-weekly	2,945.12	3,061.79	3,186.69	3,316.03	3,446.65	3,582.34	3,728.16	3,915.84	4,111.12	4,298.17	4,384.40	
	Hourly	36.813997	38.272379	39.833658	41.450435	43.083146	44.779192	46.602031	48.948000	51.389031	53.727170	54.805021	
41	Annual	93,767.07	97,542.29	101,465.81	105,438.77	109,708.32	114,109.89	118,626.61	124,594.33	130,825.79	136,859.24	139,595.78	2.9300
	Monthly	7,813.92	8,128.52	8,455.48	8,786.56	9,142.36	9,509.16	9,885.55	10,382.86	10,902.15	11,404.94	11,632.98	
	Bi-weekly	3,606.43	3,751.63	3,902.53	4,055.34	4,219.55	4,388.84	4,562.56	4,792.09	5,031.76	5,263.82	5,369.07	
	Hourly	45.080320	46.895330	48.781640	50.691715	52.744384	54.860522	57.032022	59.901120	62.897015	65.797709	67.113356	
41X	Annual	98,449.07	102,421.98	106,543.26	110,715.72	115,197.95	119,813.78	124,561.49	130,825.83	137,370.42	143,700.70	146,569.11	3.0700
	Monthly	8,204.09	8,535.17	8,878.61	9,226.31	9,599.83	9,984.48	10,380.12	10,902.15	11,447.54	11,975.06	12,214.09	
	Bi-weekly	3,786.50	3,939.31	4,097.82	4,258.30	4,430.69	4,608.22	4,790.83	5,031.76	5,283.48	5,526.95	5,637.27	
	Hourly	47.331283	49.241338	51.222722	53.228712	55.383629	57.602777	59.885332	62.897032	66.043472	69.086874	70.465918	
42	Annual	97,245.40	101,284.36	105,257.32	109,378.57	113,813.00	118,428.88	123,110.76	129,243.06	135,820.55	142,002.58	144,838.00	3.0300
	Monthly	8,103.78	8,440.36	8,771.44	9,114.88	9,484.42	9,869.07	10,259.23	10,770.26	11,318.38	11,833.55	12,069.83	
	Bi-weekly	3,740.21	3,895.55	4,048.36	4,206.87	4,377.42	4,554.96	4,735.03	4,970.89	5,223.87	5,461.64	5,570.69	
	Hourly	46.752596	48.694405	50.604480	52.585851	54.717788	56.936960	59.187863	62.136088	65.298343	68.270473	69.633652	

AFSCME Local 8/Attorneys/Confidential Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 21C

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

The 21C Salary Plan is parallel to the 21A (Annual Salary Plan) for the AFSCME Local 8 (Attorneys) Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	63,896.18	66,533.86	69,138.40	71,858.37	74,825.80	77,710.66	80,776.94	84,964.21	89,167.76	93,206.72	95,052.90	1.9900
	Monthly	5,324.68	5,544.49	5,761.53	5,988.20	6,235.48	6,475.89	6,731.41	7,080.35	7,430.65	7,767.23	7,921.08	
	Bi-weekly	2,457.55	2,558.99	2,659.17	2,763.78	2,877.92	2,988.87	3,106.81	3,267.85	3,429.53	3,584.87	3,655.88	
	Hourly	30.719316	31.987433	33.239614	34.547293	35.973944	37.360892	38.835069	40.848179	42.869115	44.810925	45.698509	
35	Annual	76,573.11	79,606.55	82,854.01	86,216.91	89,612.94	93,140.72	96,932.22	101,811.84	106,889.18	111,752.51	113,994.44	2.3900
	Monthly	6,381.09	6,633.88	6,904.50	7,184.74	7,467.75	7,761.73	8,077.69	8,484.32	8,907.43	9,312.71	9,499.54	
	Bi-weekly	2,945.12	3,061.79	3,186.69	3,316.03	3,446.65	3,582.34	3,728.16	3,915.84	4,111.12	4,298.17	4,384.40	
	Hourly	36.813997	38.272379	39.833658	41.450435	43.083146	44.779192	46.602031	48.948000	51.389031	53.727170	54.805021	
41	Annual	93,767.07	97,542.29	101,465.81	105,438.77	109,708.32	114,109.89	118,626.61	124,594.33	130,825.79	136,859.24	139,595.78	2.9300
	Monthly	7,813.92	8,128.52	8,455.48	8,786.56	9,142.36	9,509.16	9,885.55	10,382.86	10,902.15	11,404.94	11,632.98	
	Bi-weekly	3,606.43	3,751.63	3,902.53	4,055.34	4,219.55	4,388.84	4,562.56	4,792.09	5,031.76	5,263.82	5,369.07	
	Hourly	45.080320	46.895330	48.781640	50.691715	52.744384	54.860522	57.032022	59.901120	62.897015	65.797709	67.113356	
41X	Annual	98,449.07	102,421.98	106,543.26	110,715.72	115,197.95	119,813.78	124,561.49	130,825.83	137,370.42	143,700.70	146,569.11	3.0700
	Monthly	8,204.09	8,535.17	8,878.61	9,226.31	9,599.83	9,984.48	10,380.12	10,902.15	11,447.54	11,975.06	12,214.09	
	Bi-weekly	3,786.50	3,939.31	4,097.82	4,258.30	4,430.69	4,608.22	4,790.83	5,031.76	5,283.48	5,526.95	5,637.27	
	Hourly	47.331283	49.241338	51.222722	53.228712	55.383629	57.602777	59.885332	62.897032	66.043472	69.086874	70.465918	

AFSCME Local 8 (General County)/Maintenance Mechanical/Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 22E

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 / 2 Year	1,040 Hours
Step 02	Step 03	2-1 / 2 Years	5,200 Hours
Step 03	Step 04	4 Years	8,320 Hours
Step 04	Step 05	3 Years	6,240 Hours
Step 05	Step 06	10 Years	20,800 Hours
Step 06	Step 07	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	40,861.10	42,318.37	43,747.08	45,175.79	46,633.08	48,118.94	49,090.46	1.2700
	Monthly	3,405.09	3,526.53	3,645.59	3,764.65	3,886.09	4,009.91	4,090.87	
	Bi-weekly	1,571.58	1,627.63	1,682.58	1,737.53	1,793.58	1,850.73	1,888.09	
	Hourly	19.644757	20.345372	21.032251	21.719131	22.419748	23.134104	23.601182	
03	Annual	41,804.04	43,318.47	44,804.33	46,290.19	47,804.62	49,233.33	50,204.85	1.3000
	Monthly	3,483.67	3,609.87	3,733.69	3,857.52	3,983.72	4,102.78	4,183.74	
	Bi-weekly	1,607.85	1,666.09	1,723.24	1,780.39	1,838.64	1,893.59	1,930.96	
	Hourly	20.098098	20.826187	21.540543	22.254899	22.982989	23.669870	24.136949	
04	Annual	46,690.23	48,318.96	49,976.25	51,662.14	53,290.86	54,891.02	56,005.41	1.4500
	Monthly	3,890.85	4,026.58	4,164.69	4,305.18	4,440.91	4,574.25	4,667.12	
	Bi-weekly	1,795.78	1,858.42	1,922.16	1,987.01	2,049.65	2,111.19	2,154.05	
	Hourly	22.447225	23.230267	24.027045	24.837565	25.620607	26.389912	26.925678	
05	Annual	47,033.12	48,690.42	50,319.15	51,976.45	53,662.33	55,262.48	56,348.30	1.4600
	Monthly	3,919.43	4,057.54	4,193.26	4,331.37	4,471.86	4,605.21	4,695.69	
	Bi-weekly	1,808.97	1,872.71	1,935.35	1,999.09	2,063.94	2,125.48	2,167.24	
	Hourly	22.612076	23.408854	24.191898	24.988677	25.799196	26.568500	27.090528	
06	Annual	51,719.28	53,519.46	55,319.63	57,148.38	58,948.55	60,720.15	61,948.85	1.6100
	Monthly	4,309.94	4,459.96	4,609.97	4,762.37	4,912.38	5,060.01	5,162.40	
	Bi-weekly	1,989.20	2,058.44	2,127.68	2,198.01	2,267.25	2,335.39	2,382.65	
	Hourly	24.865039	25.730507	26.595976	27.475183	28.340650	29.192379	29.783099	

AFSCME Local 8 (General County)/Maintenance Mechanical Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 22J

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	2-1 /2 Years.....	5,200 Hours
Step 03.....	Step 04	4 Years	8,320 Hours
Step 04.....	Step 05	3 Years	6,240 Hours
Step 05.....	Step 06	5 Years	10,400 Hours
Step 06.....	Step 07	5 Years	10,400 Hours
Step 07.....	Step 08	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	Night Diff
03	Annual	41,804.04	43,318.47	44,804.33	46,290.19	47,804.62	48,521.69	49,233.33	50,204.85	1.3000
	Monthly	3,483.67	3,609.87	3,733.69	3,857.52	3,983.72	4,043.47	4,102.78	4,183.74	
	Bi-weekly	1,607.85	1,666.09	1,723.24	1,780.39	1,838.64	1,866.22	1,893.59	1,930.96	
	Hourly	20.098098	20.826187	21.540543	22.254899	22.982989	23.327736	23.669870	24.136949	
05	Annual	47,033.12	48,690.42	50,319.15	51,976.45	53,662.33	54,467.26	55,262.48	56,348.30	1.4600
	Monthly	3,919.43	4,057.54	4,193.26	4,331.37	4,471.86	4,538.94	4,605.21	4,695.69	
	Bi-weekly	1,808.97	1,872.71	1,935.35	1,999.09	2,063.94	2,094.89	2,125.48	2,167.24	
	Hourly	22.612076	23.408854	24.191898	24.988677	25.799196	26.186184	26.568500	27.090528	

AFSCME Local 8 (General County)/Regular County/Annual Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 22M

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02	Step 03	1 /2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

The 22M Salary Plan is parallel to the 22A (Semiannual Salary Plan) for the AFSCME Local 8 (Gen'l Cty) Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	24,035.18	24,678.10	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,211.39	30,381.79	31,766.78	32,409.70	0.7500
	Monthly	2,002.93	2,056.51	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,434.28	2,531.82	2,647.23	2,700.81	
	Bi-weekly	924.43	949.16	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,123.52	1,168.53	1,221.80	1,246.53	
	Hourly	11.555374	11.864470	12.221099	12.514397	12.878989	13.283151	13.560514	14.043939	14.606631	15.272491	15.581587	
02	Annual	24,678.10	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	30,184.06	31,420.46	32,821.74	33,497.52	0.7700
	Monthly	2,056.51	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,515.34	2,618.37	2,735.15	2,791.46	
	Bi-weekly	949.16	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,160.93	1,208.48	1,262.37	1,288.37	
	Hourly	11.864470	12.221099	12.514397	12.878989	13.283151	13.560514	13.964671	14.511566	15.105991	15.779683	16.104578	
03	Annual	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	31,024.71	32,343.69	33,810.69	34,486.76	0.7900
	Monthly	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,585.39	2,695.31	2,817.56	2,873.90	
	Bi-weekly	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,193.26	1,243.99	1,300.41	1,326.41	
	Hourly	12.221099	12.514397	12.878989	13.283151	13.560514	13.964671	14.345203	14.915727	15.549853	16.255141	16.580173	
04	Annual	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	32,046.81	33,365.79	34,865.94	35,558.29	0.8100
	Monthly	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,670.57	2,780.48	2,905.50	2,963.19	
	Bi-weekly	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,232.57	1,283.30	1,341.00	1,367.63	
	Hourly	12.514397	12.878989	13.283151	13.560514	13.964671	14.345203	14.820662	15.407120	16.041247	16.762471	17.095333	
05	Annual	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	33,036.05	34,420.75	36,019.77	36,728.69	0.8300
	Monthly	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,753.00	2,868.40	3,001.65	3,060.72	
	Bi-weekly	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,270.62	1,323.88	1,385.38	1,412.64	
	Hourly	12.878989	13.283151	13.560514	13.964671	14.345203	14.820662	15.272491	15.882715	16.548439	17.317195	17.658025	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	34,058.15	35,409.99	36,992.43	37,750.79	0.8600
	Monthly	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,838.18	2,950.83	3,082.70	3,145.90	
	Bi-weekly	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,309.93	1,361.92	1,422.79	1,451.95	
	Hourly	13.283151	13.560514	13.964671	14.345203	14.820662	15.272491	15.692448	16.374110	17.024035	17.784823	18.149416	
07	Annual	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	35,080.24	36,613.25	38,245.41	39,003.77	0.8800
	Monthly	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,923.35	3,051.10	3,187.12	3,250.31	
	Bi-weekly	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,349.24	1,408.20	1,470.98	1,500.14	
	Hourly	13.560514	13.964671	14.345203	14.820662	15.272491	15.692448	16.168046	16.865500	17.602525	18.387215	18.751811	
08	Annual	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	36,250.64	37,849.66	39,564.11	40,371.90	0.9000
	Monthly	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	3,020.89	3,154.14	3,297.01	3,364.33	
	Bi-weekly	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,394.26	1,455.76	1,521.70	1,552.77	
	Hourly	13.964671	14.345203	14.820662	15.272491	15.692448	16.168046	16.722770	17.428192	18.196951	19.021205	19.409568	
08C	Annual	29,920.32	30,860.12	31,651.34	32,656.87	33,728.40	34,552.77	35,574.86	36,959.57	38,476.00	40,239.89	41,064.25	0.9300
	Monthly	2,493.36	2,571.68	2,637.61	2,721.41	2,810.70	2,879.40	2,964.57	3,079.96	3,206.33	3,353.32	3,422.02	
	Bi-weekly	1,150.78	1,186.93	1,217.36	1,256.03	1,297.25	1,328.95	1,368.26	1,421.52	1,479.85	1,547.69	1,579.39	
	Hourly	14.384768	14.836598	15.216991	15.700418	16.215578	16.611908	17.103300	17.769023	18.498079	19.346100	19.742428	
08F	Annual	30,068.62	30,909.56	31,766.78	32,854.60	33,777.83	34,767.07	35,805.46	37,388.18	39,003.77	40,767.65	41,575.44	0.9300
	Monthly	2,505.72	2,575.80	2,647.23	2,737.88	2,814.82	2,897.26	2,983.79	3,115.68	3,250.31	3,397.30	3,464.62	
	Bi-weekly	1,156.49	1,188.83	1,221.80	1,263.64	1,299.15	1,337.20	1,377.13	1,438.01	1,500.14	1,567.99	1,599.06	
	Hourly	14.456068	14.860363	15.272491	15.795481	16.239343	16.714938	17.214163	17.975087	18.751811	19.599832	19.988194	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,437.61	39,036.63	40,800.52	41,624.88	0.9300
	Monthly	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,119.80	3,253.05	3,400.04	3,468.74	
	Bi-weekly	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,439.91	1,501.41	1,569.25	1,600.96	
	Hourly	14.345203	14.820662	15.272491	15.692448	16.168046	16.722770	17.261695	17.998853	18.767611	19.615632	20.011960	
10	Annual	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,756.31	40,355.33	42,185.22	43,025.87	0.9600
	Monthly	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,229.69	3,362.94	3,515.44	3,585.49	
	Bi-weekly	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,490.63	1,552.13	1,622.51	1,654.84	
	Hourly	14.820662	15.272491	15.692448	16.168046	16.722770	17.261695	17.848290	18.632843	19.401599	20.281357	20.685514	
10C	Annual	31,222.73	32,112.82	32,920.61	34,157.01	35,129.68	36,135.21	37,206.74	38,855.18	40,437.91	42,317.23	43,141.31	0.9700
	Monthly	2,601.89	2,676.07	2,743.38	2,846.42	2,927.47	3,011.27	3,100.56	3,237.93	3,369.83	3,526.44	3,595.11	
	Bi-weekly	1,200.87	1,235.11	1,266.18	1,313.73	1,351.14	1,389.82	1,431.03	1,494.43	1,555.30	1,627.59	1,659.28	
	Hourly	15.010929	15.438854	15.827216	16.421640	16.889270	17.372695	17.887856	18.680376	19.441302	20.344824	20.741016	
11	Annual	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	40,058.72	41,789.75	43,701.94	44,592.02	0.9900
	Monthly	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,338.23	3,482.48	3,641.83	3,716.00	
	Bi-weekly	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,540.72	1,607.30	1,680.84	1,715.08	
	Hourly	15.272491	15.692448	16.168046	16.722770	17.261695	17.848290	18.442717	19.259002	20.091226	21.010547	21.438471	
11C	Annual	32,376.56	33,266.93	34,289.03	35,442.85	36,662.69	37,833.08	39,069.49	40,817.09	42,613.83	44,542.59	45,416.39	1.0100
	Monthly	2,698.05	2,772.24	2,857.42	2,953.57	3,055.22	3,152.76	3,255.79	3,401.42	3,551.15	3,711.88	3,784.70	
	Bi-weekly	1,245.25	1,279.50	1,318.81	1,363.19	1,410.10	1,455.12	1,502.67	1,569.89	1,638.99	1,713.18	1,746.78	
	Hourly	15.565652	15.993716	16.485110	17.039833	17.626291	18.188982	18.783408	19.623600	20.487418	21.414705	21.834804	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	32,558.00	33,481.23	34,437.32	35,508.86	36,712.12	37,915.66	39,152.07	40,899.38	42,630.40	44,559.16	45,432.96	1.0100
	Monthly	2,713.17	2,790.10	2,869.78	2,959.07	3,059.34	3,159.64	3,262.67	3,408.28	3,552.53	3,713.26	3,786.08	
	Bi-weekly	1,252.23	1,287.74	1,324.51	1,365.73	1,412.00	1,458.29	1,505.85	1,573.05	1,639.63	1,713.81	1,747.42	
	Hourly	15.652886	16.096747	16.556406	17.071566	17.650058	18.228683	18.823109	19.663164	20.495386	21.422673	21.842770	
12	Annual	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	41,410.57	43,256.75	45,218.66	46,108.74	1.0200
	Monthly	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,450.88	3,604.73	3,768.22	3,842.40	
	Bi-weekly	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,592.71	1,663.72	1,739.18	1,773.41	
	Hourly	15.692448	16.168046	16.722770	17.261695	17.848290	18.442717	19.068739	19.908928	20.796515	21.739738	22.167663	
13	Annual	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,844.71	44,905.19	46,916.53	47,872.63	1.0500
	Monthly	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,570.39	3,742.10	3,909.71	3,989.39	
	Bi-weekly	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,647.87	1,727.12	1,804.48	1,841.25	
	Hourly	16.168046	16.722770	17.261695	17.848290	18.442717	19.068739	19.710695	20.598417	21.589035	22.556024	23.015686	
14	Annual	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,625.17	46,718.80	48,795.86	49,784.81	1.0800
	Monthly	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,718.76	3,893.23	4,066.32	4,148.73	
	Bi-weekly	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,716.35	1,796.88	1,876.76	1,914.80	
	Hourly	16.722770	17.261695	17.848290	18.442717	19.068739	19.710695	20.400323	21.454410	22.460961	23.459546	23.935005	
14F	Annual	35,442.85	36,662.69	37,833.08	39,069.49	40,421.33	41,789.75	43,240.18	45,449.25	48,301.24	50,526.60	51,548.69	1.1000
	Monthly	2,953.57	3,055.22	3,152.76	3,255.79	3,368.44	3,482.48	3,603.35	3,787.44	4,025.10	4,210.55	4,295.73	
	Bi-weekly	1,363.19	1,410.10	1,455.12	1,502.67	1,554.67	1,607.30	1,663.08	1,748.05	1,857.74	1,943.33	1,982.64	
	Hourly	17.039833	17.626291	18.188982	18.783408	19.433332	20.091226	20.788547	21.850601	23.221749	24.291632	24.783026	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	46,257.04	48,532.12	50,691.47	51,697.28	1.1200
	Monthly	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,854.75	4,044.34	4,224.29	4,308.11	
	Bi-weekly	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,779.12	1,866.62	1,949.67	1,988.36	
	Hourly	17.261695	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.238963	23.332749	24.370900	24.854462	
15C	Annual	36,481.52	37,701.36	38,937.76	40,289.61	41,608.31	43,075.59	44,790.04	46,998.83	51,120.09	53,378.59	54,450.12	1.1400
	Monthly	3,040.13	3,141.78	3,244.81	3,357.47	3,467.36	3,589.63	3,732.50	3,916.57	4,260.01	4,448.22	4,537.51	
	Bi-weekly	1,403.14	1,450.05	1,497.61	1,549.60	1,600.32	1,656.75	1,722.69	1,807.65	1,966.16	2,053.02	2,094.24	
	Hourly	17.539193	18.125652	18.720078	19.370003	20.003993	20.709419	21.533674	22.595590	24.576964	25.662782	26.177941	
15F	Annual	36,712.12	37,915.66	39,118.92	40,421.33	41,904.91	43,256.75	44,790.04	47,081.41	49,323.34	52,554.51	53,609.46	1.1400
	Monthly	3,059.34	3,159.64	3,259.91	3,368.44	3,492.08	3,604.73	3,732.50	3,923.45	4,110.28	4,379.54	4,467.46	
	Bi-weekly	1,412.00	1,458.29	1,504.57	1,554.67	1,611.73	1,663.72	1,722.69	1,810.82	1,897.05	2,021.33	2,061.90	
	Hourly	17.650058	18.228683	18.807173	19.433332	20.146589	20.796515	21.533674	22.635291	23.713143	25.266590	25.773780	
16	Annual	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	48,037.50	50,543.17	52,851.11	53,906.07	1.1600
	Monthly	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	4,003.13	4,211.93	4,404.26	4,492.17	
	Bi-weekly	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,847.60	1,943.97	2,032.73	2,073.31	
	Hourly	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	23.094950	24.299602	25.409185	25.916378	
16B	Annual	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	48,037.50	53,658.90	56,065.70	57,186.67	1.1600
	Monthly	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	4,003.13	4,471.58	4,672.14	4,765.56	
	Bi-weekly	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,847.60	2,063.80	2,156.37	2,199.49	
	Hourly	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	23.094950	25.797550	26.954664	27.493591	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	38,377.14	39,613.54	40,899.38	42,218.36	43,767.94	45,251.52	46,801.09	49,224.47	51,515.83	53,856.63	54,944.74	1.1900
	Monthly	3,198.10	3,301.13	3,408.28	3,518.20	3,647.33	3,770.96	3,900.09	4,102.04	4,292.99	4,488.05	4,578.73	
	Bi-weekly	1,476.04	1,523.60	1,573.05	1,623.78	1,683.38	1,740.44	1,800.04	1,893.25	1,981.38	2,071.41	2,113.26	
	Hourly	18.450547	19.044970	19.663164	20.297290	21.042280	21.755536	22.500526	23.665612	24.767228	25.892612	26.415740	
17	Annual	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,933.40	52,340.20	54,779.87	55,884.26	1.1900
	Monthly	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,161.12	4,361.68	4,564.99	4,657.02	
	Bi-weekly	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,920.52	2,013.08	2,106.92	2,149.39	
	Hourly	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	24.006441	25.163558	26.336474	26.867433	
17B	Annual	38,558.58	39,811.28	41,311.42	42,630.40	44,113.97	45,877.86	47,608.89	49,966.26	52,554.51	54,895.30	55,999.70	1.2000
	Monthly	3,213.22	3,317.61	3,442.62	3,552.53	3,676.16	3,823.16	3,967.41	4,163.86	4,379.54	4,574.61	4,666.64	
	Bi-weekly	1,483.02	1,531.20	1,588.90	1,639.63	1,696.69	1,764.53	1,831.11	1,921.78	2,021.33	2,111.36	2,153.83	
	Hourly	18.537779	19.140037	19.861259	20.495386	21.208641	22.056665	22.888888	24.022239	25.266590	26.391973	26.922931	
17F	Annual	39,069.49	40,421.33	41,789.75	43,240.18	44,954.63	46,669.08	48,515.54	50,856.34	53,395.16	55,818.54	56,939.50	1.2200
	Monthly	3,255.79	3,368.44	3,482.48	3,603.35	3,746.22	3,889.09	4,042.96	4,238.03	4,449.60	4,651.55	4,744.96	
	Bi-weekly	1,502.67	1,554.67	1,607.30	1,663.08	1,729.02	1,794.96	1,865.98	1,956.01	2,053.66	2,146.87	2,189.98	
	Hourly	18.783408	19.433332	20.091226	20.788547	21.612802	22.437058	23.324781	24.450165	25.670750	26.835834	27.374761	
17G	Annual	39,069.49	40,421.33	41,789.75	43,240.18	44,954.63	46,669.08	48,515.54	50,856.34	58,752.82	61,423.37	62,659.77	1.2200
	Monthly	3,255.79	3,368.44	3,482.48	3,603.35	3,746.22	3,889.09	4,042.96	4,238.03	4,896.07	5,118.61	5,221.65	
	Bi-weekly	1,502.67	1,554.67	1,607.30	1,663.08	1,729.02	1,794.96	1,865.98	1,956.01	2,259.72	2,362.44	2,409.99	
	Hourly	18.783408	19.433332	20.091226	20.788547	21.612802	22.437058	23.324781	24.450165	28.246547	29.530464	30.124890	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	54,400.69	56,890.07	58,043.89	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,533.39	4,740.84	4,836.99	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,092.33	2,188.08	2,232.46	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	26.154176	27.350995	27.905718	
18E	Annual	40,289.61	41,608.31	43,075.59	44,790.04	46,487.92	48,284.67	50,163.99	52,719.38	58,769.39	61,439.94	62,676.34	1.2500
	Monthly	3,357.47	3,467.36	3,589.63	3,732.50	3,873.99	4,023.72	4,180.33	4,393.28	4,897.45	5,120.00	5,223.03	
	Bi-weekly	1,549.60	1,600.32	1,656.75	1,722.69	1,788.00	1,857.10	1,929.38	2,027.67	2,260.36	2,363.07	2,410.63	
	Hourly	19.370003	20.003993	20.709419	21.533674	22.349963	23.213782	24.117303	25.345854	28.254515	29.538432	30.132857	
18F	Annual	40,421.33	41,904.91	43,256.75	44,790.04	46,570.22	48,284.67	50,197.14	52,669.66	55,307.35	58,934.27	60,120.96	1.2600
	Monthly	3,368.44	3,492.08	3,604.73	3,732.50	3,880.85	4,023.72	4,183.10	4,389.14	4,608.95	4,911.19	5,010.08	
	Bi-weekly	1,554.67	1,611.73	1,663.72	1,722.69	1,791.16	1,857.10	1,930.66	2,025.76	2,127.21	2,266.70	2,312.34	
	Hourly	19.433332	20.146589	20.796515	21.533674	22.389527	23.213782	24.133239	25.321953	26.590070	28.333782	28.904306	
18G	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	54,400.69	58,027.32	59,181.44	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,533.39	4,835.61	4,931.79	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,092.33	2,231.82	2,276.21	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	26.154176	27.897749	28.452613	
18I	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	59,626.62	62,346.60	63,599.29	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,968.89	5,195.55	5,299.94	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,293.33	2,397.95	2,446.13	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	28.666645	29.974326	30.576582	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	41,410.57	42,762.13	44,163.40	45,729.56	47,246.28	48,878.15	50,840.05	53,362.30	55,950.26	58,472.51	59,642.90	1.2900
	Monthly	3,450.88	3,563.51	3,680.28	3,810.80	3,937.19	4,073.18	4,236.67	4,446.86	4,662.52	4,872.71	4,970.24	
	Bi-weekly	1,592.71	1,644.70	1,698.59	1,758.83	1,817.16	1,879.93	1,955.39	2,052.40	2,151.93	2,248.94	2,293.96	
	Hourly	19.908928	20.558717	21.232406	21.985365	22.714558	23.499110	24.442333	25.654950	26.899164	28.111783	28.674473	
18S	Annual	41,657.74	43,042.45	44,394.29	46,026.16	47,559.45	49,240.76	51,202.66	53,708.33	56,296.58	58,851.69	60,038.66	1.3000
	Monthly	3,471.48	3,586.87	3,699.52	3,835.51	3,963.29	4,103.40	4,266.89	4,475.69	4,691.38	4,904.31	5,003.22	
	Bi-weekly	1,602.22	1,655.48	1,707.47	1,770.24	1,829.21	1,893.88	1,969.33	2,065.71	2,165.25	2,263.53	2,309.18	
	Hourly	20.027759	20.693483	21.343409	22.127961	22.865122	23.673441	24.616665	25.821314	27.065665	28.294081	28.864741	
19	Annual	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,856.63	56,395.45	58,967.13	60,154.10	1.2800
	Monthly	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,488.05	4,699.62	4,913.93	5,012.84	
	Bi-weekly	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,071.41	2,169.06	2,267.97	2,313.62	
	Hourly	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.892612	27.113195	28.349580	28.920241	
19F	Annual	42,630.40	44,113.97	45,877.86	47,608.89	49,471.64	51,383.82	53,395.16	55,966.84	58,653.95	61,291.64	62,511.47	1.3300
	Monthly	3,552.53	3,676.16	3,823.16	3,967.41	4,122.64	4,281.99	4,449.60	4,663.90	4,887.83	5,107.64	5,209.29	
	Bi-weekly	1,639.63	1,696.69	1,764.53	1,831.11	1,902.76	1,976.30	2,053.66	2,152.57	2,255.92	2,357.37	2,404.29	
	Hourly	20.495386	21.208641	22.056665	22.888888	23.784443	24.703761	25.670750	26.907132	28.199016	29.467134	30.053591	
19I	Annual	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,856.63	58,785.68	61,439.94	62,676.34	1.2800
	Monthly	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,488.05	4,898.81	5,120.00	5,223.03	
	Bi-weekly	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,071.41	2,260.99	2,363.07	2,410.63	
	Hourly	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.892612	28.262347	29.538432	30.132857	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19Z	Annual	42,630.40	44,113.97	45,877.86	47,608.89	49,471.64	51,383.82	53,395.16	55,966.84	65,050.00	67,968.00	69,319.84	1.3300
	Monthly	3,552.53	3,676.16	3,823.16	3,967.41	4,122.64	4,281.99	4,449.60	4,663.90	5,420.83	5,664.00	5,776.65	
	Bi-weekly	1,639.63	1,696.69	1,764.53	1,831.11	1,902.76	1,976.30	2,053.66	2,152.57	2,501.92	2,614.15	2,666.15	
	Hourly	20.495386	21.208641	22.056665	22.888888	23.784443	24.703761	25.670750	26.907132	31.274038	32.676922	33.326848	
20	Annual	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	56,098.57	58,719.96	61,357.36	62,610.34	1.3200
	Monthly	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,674.88	4,893.33	5,113.11	5,217.53	
	Bi-weekly	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,157.64	2,258.46	2,359.90	2,408.09	
	Hourly	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.970464	28.230749	29.498730	30.101123	
20B	Annual	43,339.33	44,888.91	46,306.47	47,971.49	49,867.39	51,812.44	53,807.20	56,428.31	66,401.85	69,402.14	70,786.84	1.3500
	Monthly	3,611.61	3,740.74	3,858.87	3,997.62	4,155.62	4,317.70	4,483.93	4,702.36	5,533.49	5,783.51	5,898.90	
	Bi-weekly	1,666.90	1,726.50	1,781.02	1,845.06	1,917.98	1,992.79	2,069.51	2,170.32	2,553.92	2,669.31	2,722.57	
	Hourly	20.836217	21.581206	22.262728	23.063218	23.974707	24.909825	25.868846	27.128994	31.923965	33.366411	34.032136	
21	Annual	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	58,175.91	61,060.76	63,813.60	65,099.43	1.3700
	Monthly	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,847.99	5,088.40	5,317.80	5,424.95	
	Bi-weekly	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,237.53	2,348.49	2,454.37	2,503.82	
	Hourly	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.969186	29.356135	30.679613	31.297805	
21B	Annual	45,234.94	46,850.53	48,301.24	50,048.55	52,043.32	54,005.22	56,115.14	58,884.55	61,835.40	64,605.10	65,890.94	1.4100
	Monthly	3,769.58	3,904.21	4,025.10	4,170.71	4,336.94	4,500.44	4,676.26	4,907.05	5,152.95	5,383.76	5,490.91	
	Bi-weekly	1,739.81	1,801.94	1,857.74	1,924.94	2,001.67	2,077.12	2,158.27	2,264.79	2,378.28	2,484.81	2,534.27	
	Hourly	21.747569	22.524293	23.221749	24.061804	25.020825	25.964046	26.978431	28.309878	29.728559	31.060146	31.678336	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	58,175.91	65,066.57	67,984.57	69,352.70	1.3700
	Monthly	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,847.99	5,422.21	5,665.38	5,779.39	
	Bi-weekly	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,237.53	2,502.56	2,614.79	2,667.41	
	Hourly	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.969186	31.282005	32.684890	33.342646	
22	Annual	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	60,384.69	63,319.26	66,154.68	67,489.95	1.4300
	Monthly	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	5,032.06	5,276.61	5,512.89	5,624.16	
	Bi-weekly	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,322.49	2,435.36	2,544.41	2,595.77	
	Hourly	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	29.031102	30.441952	31.805135	32.447092	
23	Annual	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,725.78	65,907.22	68,891.23	70,259.36	1.4800
	Monthly	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,227.15	5,492.27	5,740.94	5,854.95	
	Bi-weekly	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,412.53	2,534.89	2,649.66	2,702.28	
	Hourly	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	30.156624	31.686165	33.120784	33.778539	
24	Annual	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	65,231.45	68,380.03	71,495.77	72,946.48	1.5400
	Monthly	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,435.95	5,698.34	5,957.98	6,078.87	
	Bi-weekly	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,508.90	2,630.00	2,749.84	2,805.63	
	Hourly	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.361272	32.875015	34.372965	35.070422	
25	Annual	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	64,489.66	67,654.82	71,050.58	74,248.89	75,749.04	1.6000
	Monthly	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,374.14	5,637.90	5,920.88	6,187.41	6,312.42	
	Bi-weekly	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,480.37	2,602.11	2,732.71	2,855.73	2,913.42	
	Hourly	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.004644	32.526356	34.158933	35.696581	36.417806	

AFSCME Local 8 (General County)/Regular County/Annual Salary Plan 2

Service Requirements for Salary Step Advancement For
Salary Plan 22N

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02	Step 03	1 /2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

The 22N Salary Plan is parallel to the 22B (Semiannual Salary Plan) for the AFSCME Local 8 (Gen'l Cty) Employees.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	33,992.14	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,635.93	45,811.85	47,905.49	48,845.29	1.0600
	Monthly	2,832.68	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,636.33	3,817.65	3,992.12	4,070.44	
	Bi-weekly	1,307.39	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,678.30	1,761.99	1,842.52	1,878.67	
	Hourly	16.342376	16.865500	17.428192	18.030589	18.704141	19.314502	20.051527	20.978812	22.024929	23.031483	23.483314	
13M	Annual	34,552.77	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,625.17	46,718.80	48,795.86	49,784.81	1.0700
	Monthly	2,879.40	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,718.76	3,893.23	4,066.32	4,148.73	
	Bi-weekly	1,328.95	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,716.35	1,796.88	1,876.76	1,914.80	
	Hourly	16.611908	17.166631	17.737291	18.387215	19.013237	19.710695	20.408151	21.454410	22.460961	23.459546	23.935005	
14	Annual	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	45,449.25	47,707.75	49,850.82	50,856.34	1.0900
	Monthly	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,787.44	3,975.65	4,154.24	4,238.03	
	Bi-weekly	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,748.05	1,834.91	1,917.34	1,956.01	
	Hourly	16.865500	17.428192	18.030589	18.704141	19.314502	20.051527	20.796515	21.850601	22.936418	23.966739	24.450165	
14M	Annual	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	46,372.48	48,597.84	50,790.62	51,812.44	1.1100
	Monthly	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,864.37	4,049.82	4,232.55	4,317.70	
	Bi-weekly	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,783.56	1,869.15	1,953.49	1,992.79	
	Hourly	17.166631	17.737291	18.387215	19.013237	19.710695	20.408151	21.208641	22.294462	23.364347	24.418568	24.909825	
15	Annual	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	47,180.27	49,471.64	51,697.28	52,752.24	1.1300
	Monthly	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,931.69	4,122.64	4,308.11	4,396.02	
	Bi-weekly	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,814.63	1,902.76	1,988.36	2,028.93	
	Hourly	17.428192	18.030589	18.704141	19.314502	20.051527	20.796515	21.589035	22.682824	23.784443	24.854462	25.361654	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	48,235.23	50,609.18	52,900.54	53,955.50	1.1500
	Monthly	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	4,019.60	4,217.43	4,408.38	4,496.29	
	Bi-weekly	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,855.20	1,946.51	2,034.64	2,075.21	
	Hourly	17.737291	18.387215	19.013237	19.710695	20.408151	21.208641	22.064633	23.190016	24.331335	25.432952	25.940143	
16	Annual	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	49,207.90	51,614.70	53,906.07	54,994.17	1.1700
	Monthly	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,100.66	4,301.23	4,492.17	4,582.85	
	Bi-weekly	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,892.61	1,985.18	2,073.31	2,115.16	
	Hourly	18.030589	18.704141	19.314502	20.051527	20.796515	21.589035	22.476760	23.657644	24.814760	25.916378	26.439504	
16M	Annual	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	50,114.56	52,636.80	55,010.74	56,115.14	1.1900
	Monthly	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,176.21	4,386.40	4,584.23	4,676.26	
	Bi-weekly	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,927.48	2,024.49	2,115.80	2,158.27	
	Hourly	18.387215	19.013237	19.710695	20.408151	21.208641	22.064633	22.960185	24.093536	25.306154	26.447473	26.978431	
17	Annual	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	51,021.21	53,592.89	55,983.41	57,104.37	1.2100
	Monthly	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,251.77	4,466.07	4,665.28	4,758.70	
	Bi-weekly	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,962.35	2,061.27	2,153.21	2,196.32	
	Hourly	18.704141	19.314502	20.051527	20.796515	21.589035	22.476760	23.364347	24.529430	25.765813	26.915100	27.454025	
17M	Annual	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	52,125.89	54,697.57	57,170.10	58,324.21	1.2300
	Monthly	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,343.82	4,558.13	4,764.18	4,860.35	
	Bi-weekly	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	2,004.84	2,103.75	2,198.85	2,243.24	
	Hourly	19.013237	19.710695	20.408151	21.208641	22.064633	22.960185	23.863707	25.060525	26.296909	27.485623	28.040485	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	53,065.41	55,834.82	58,357.07	59,527.46	1.2500
	Monthly	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,422.12	4,652.90	4,863.09	4,960.62	
	Bi-weekly	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,040.98	2,147.49	2,244.50	2,289.52	
	Hourly	19.314502	20.051527	20.796515	21.589035	22.476760	23.364347	24.331335	25.512217	26.843665	28.056283	28.618973	
18B	Annual	40,454.20	42,004.06	43,619.36	45,416.39	47,213.13	49,191.32	51,037.79	53,576.61	56,032.84	58,587.94	59,791.49	1.2600
	Monthly	3,371.18	3,500.34	3,634.95	3,784.70	3,934.43	4,099.28	4,253.15	4,464.72	4,669.40	4,882.33	4,982.62	
	Bi-weekly	1,555.93	1,615.54	1,677.67	1,746.78	1,815.89	1,891.97	1,962.99	2,060.64	2,155.11	2,253.38	2,299.67	
	Hourly	19.449132	20.194257	20.970847	21.834804	22.698621	23.649675	24.537400	25.757985	26.938866	28.167281	28.745909	
18C	Annual	41,047.68	42,416.10	43,998.53	45,680.13	47,444.01	49,356.20	51,301.53	53,840.34	56,494.32	59,066.00	60,252.96	1.2800
	Monthly	3,420.64	3,534.68	3,666.54	3,806.68	3,953.67	4,113.02	4,275.13	4,486.70	4,707.86	4,922.17	5,021.08	
	Bi-weekly	1,578.76	1,631.39	1,692.25	1,756.93	1,824.77	1,898.32	1,973.14	2,070.78	2,172.86	2,271.77	2,317.42	
	Hourly	19.734462	20.392355	21.153141	21.961599	22.809622	23.728940	24.664196	25.884781	27.160729	28.397113	28.967769	
18M	Annual	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	54,219.52	56,791.20	59,362.88	60,549.57	1.2800
	Monthly	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,518.29	4,732.60	4,946.91	5,045.80	
	Bi-weekly	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,085.37	2,184.28	2,283.19	2,328.83	
	Hourly	19.710695	20.408151	21.208641	22.064633	22.960185	23.863707	24.790995	26.067079	27.303461	28.539847	29.110370	
19	Annual	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	55,159.04	57,730.72	60,318.97	61,522.23	1.3000
	Monthly	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,596.59	4,810.89	5,026.58	5,126.85	
	Bi-weekly	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,121.50	2,220.41	2,319.96	2,366.24	
	Hourly	20.051527	20.796515	21.589035	22.476760	23.364347	24.331335	25.250655	26.518771	27.755155	28.999506	29.577995	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	56,230.58	59,033.14	61,736.54	62,972.94	1.3200
	Monthly	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,685.88	4,919.43	5,144.71	5,247.75	
	Bi-weekly	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,162.71	2,270.51	2,374.48	2,422.04	
	Hourly	20.408151	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	27.033931	28.381315	29.681027	30.275452	
20	Annual	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	57,351.54	60,104.66	62,824.64	64,077.62	1.3500
	Monthly	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,779.30	5,008.72	5,235.39	5,339.80	
	Bi-weekly	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,205.83	2,311.72	2,416.33	2,464.52	
	Hourly	20.796515	21.589035	22.476760	23.364347	24.331335	25.250655	26.273145	27.572856	28.896473	30.204156	30.806548	
20A	Annual	43,256.75	45,037.21	46,801.09	48,713.28	50,576.32	52,620.22	54,713.86	57,483.55	60,318.97	63,088.38	64,374.22	1.3500
	Monthly	3,604.73	3,753.10	3,900.09	4,059.44	4,214.69	4,385.02	4,559.49	4,790.30	5,026.58	5,257.37	5,364.52	
	Bi-weekly	1,663.72	1,732.20	1,800.04	1,873.59	1,945.24	2,023.85	2,104.38	2,210.91	2,319.96	2,426.48	2,475.93	
	Hourly	20.796515	21.652503	22.500526	23.419845	24.315536	25.298184	26.304739	27.636324	28.999506	30.330953	30.949146	
20M	Annual	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,489.08	61,423.37	64,192.77	65,495.19	1.3700
	Monthly	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,874.09	5,118.61	5,349.40	5,457.93	
	Bi-weekly	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,249.58	2,362.44	2,468.95	2,519.05	
	Hourly	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	28.119751	29.530464	30.861910	31.488070	
20P	Annual	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,489.08	61,835.40	64,605.10	65,890.94	1.3700
	Monthly	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,874.09	5,152.95	5,383.76	5,490.91	
	Bi-weekly	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,249.58	2,378.28	2,484.81	2,534.27	
	Hourly	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	28.119751	29.728559	31.060146	31.678336	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	44,790.04	46,619.65	48,515.54	50,345.44	52,307.05	54,417.26	56,593.18	59,428.60	62,330.02	65,198.58	66,517.28	1.3900
	Monthly	3,732.50	3,884.97	4,042.96	4,195.45	4,358.92	4,534.77	4,716.10	4,952.38	5,194.17	5,433.22	5,543.11	
	Bi-weekly	1,722.69	1,793.06	1,865.98	1,936.36	2,011.81	2,092.97	2,176.66	2,285.72	2,397.31	2,507.64	2,558.36	
	Hourly	21.533674	22.413293	23.324781	24.204538	25.147622	26.162144	27.208261	28.571442	29.966357	31.345473	31.979463	
21	Annual	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,676.06	62,659.77	65,478.61	66,781.03	1.4000
	Monthly	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,973.01	5,221.65	5,456.55	5,565.09	
	Bi-weekly	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,295.23	2,409.99	2,518.41	2,568.50	
	Hourly	21.589035	22.476760	23.364347	24.331335	25.250655	26.273145	27.311294	28.690411	30.124890	31.480102	32.106263	
21B	Annual	45,416.39	47,213.13	49,191.32	51,037.79	53,065.41	55,225.05	57,384.40	60,137.53	63,022.38	65,890.94	67,226.21	1.4100
	Monthly	3,784.70	3,934.43	4,099.28	4,253.15	4,422.12	4,602.09	4,782.03	5,011.46	5,251.87	5,490.91	5,602.18	
	Bi-weekly	1,746.78	1,815.89	1,891.97	1,962.99	2,040.98	2,124.04	2,207.09	2,312.98	2,423.94	2,534.27	2,585.62	
	Hourly	21.834804	22.698621	23.649675	24.537400	25.512217	26.550504	27.588656	28.912272	30.299219	31.678336	32.320293	
21M	Annual	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,747.58	63,879.60	66,715.02	68,066.86	1.4300
	Monthly	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,062.30	5,323.30	5,559.59	5,672.24	
	Bi-weekly	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,336.45	2,456.91	2,565.96	2,617.96	
	Hourly	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	27.913684	29.205569	30.711348	32.074527	32.724454	
22	Annual	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,950.84	64,918.27	67,869.13	69,237.26	1.4600
	Monthly	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,162.57	5,409.86	5,655.76	5,769.77	
	Bi-weekly	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,382.72	2,496.86	2,610.35	2,662.97	
	Hourly	22.476760	23.364347	24.331335	25.250655	26.273145	27.311294	28.389144	29.784059	31.210708	32.629389	33.287146	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22C	Annual	47,493.45	49,372.77	51,383.82	53,362.30	55,472.22	57,730.72	59,989.23	62,841.22	65,956.66	68,907.52	70,275.93	1.4800
	Monthly	3,957.79	4,114.40	4,281.99	4,446.86	4,622.69	4,810.89	4,999.10	5,236.77	5,496.39	5,742.29	5,856.33	
	Bi-weekly	1,826.67	1,898.95	1,976.30	2,052.40	2,133.55	2,220.41	2,307.28	2,416.97	2,536.79	2,650.29	2,702.92	
	Hourly	22.833387	23.736907	24.703761	25.654950	26.669335	27.755155	28.840975	30.212123	31.709933	33.128613	33.786506	
22M	Annual	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	63,170.68	66,401.85	69,402.14	70,786.84	1.4900
	Monthly	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,264.22	5,533.49	5,783.51	5,898.90	
	Bi-weekly	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,429.64	2,553.92	2,669.31	2,722.57	
	Hourly	22.960185	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.370517	31.923965	33.366411	34.032136	
22P	Annual	48,086.93	49,999.12	52,026.74	54,153.52	56,280.01	58,406.50	60,780.44	63,780.74	66,995.33	69,995.62	71,396.90	1.5000
	Monthly	4,007.24	4,166.59	4,335.56	4,512.79	4,690.00	4,867.21	5,065.04	5,315.06	5,582.94	5,832.97	5,949.74	
	Bi-weekly	1,849.50	1,923.04	2,001.03	2,082.83	2,164.62	2,246.40	2,337.71	2,453.11	2,576.74	2,692.14	2,746.03	
	Hourly	23.118717	24.038036	25.012857	26.035346	27.057696	28.080050	29.221367	30.663815	32.209294	33.651740	34.325432	
23	Annual	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	64,407.08	67,555.96	70,638.54	72,039.82	1.5100
	Monthly	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,367.26	5,629.66	5,886.55	6,003.32	
	Bi-weekly	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,477.20	2,598.31	2,716.87	2,770.76	
	Hourly	23.364347	24.331335	25.250655	26.273145	27.311294	28.389144	29.482931	30.964942	32.478825	33.960838	34.634528	
23C	Annual	49,010.16	50,823.48	52,851.11	54,994.17	57,170.10	59,362.88	61,819.11	64,786.26	68,034.00	71,100.01	72,517.87	1.5300
	Monthly	4,084.18	4,235.29	4,404.26	4,582.85	4,764.18	4,946.91	5,151.59	5,398.86	5,669.50	5,925.00	6,043.16	
	Bi-weekly	1,885.01	1,954.75	2,032.73	2,115.16	2,198.85	2,283.19	2,377.66	2,491.78	2,616.69	2,734.62	2,789.15	
	Hourly	23.562578	24.434367	25.409185	26.439504	27.485623	28.539847	29.720728	31.147240	32.708654	34.182699	34.864359	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	65,775.50	68,956.95	72,039.82	73,490.53	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,481.29	5,746.41	6,003.32	6,124.21	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,529.83	2,652.19	2,770.76	2,826.56	
	Hourly	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.622836	33.152380	34.634528	35.331985	
24	Annual	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	67,011.91	70,325.37	73,507.10	74,974.10	1.5800
	Monthly	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,584.33	5,860.45	6,125.59	6,247.84	
	Bi-weekly	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,577.38	2,704.82	2,827.20	2,883.62	
	Hourly	24.331335	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	32.217262	33.810273	35.339954	36.045241	
24M	Annual	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	68,297.74	71,660.64	74,875.23	76,408.24	1.6100
	Monthly	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,691.48	5,971.72	6,239.60	6,367.35	
	Bi-weekly	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,626.84	2,756.18	2,879.82	2,938.78	
	Hourly	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.835452	34.452231	35.997708	36.734731	
24P	Annual	51,631.27	53,626.04	55,703.10	57,945.03	60,236.39	62,659.77	65,116.01	68,281.17	71,710.07	74,974.10	76,490.82	1.6100
	Monthly	4,302.61	4,468.84	4,641.93	4,828.75	5,019.70	5,221.65	5,426.33	5,690.10	5,975.84	6,247.84	6,374.24	
	Bi-weekly	1,985.82	2,062.54	2,142.43	2,228.66	2,316.78	2,409.99	2,504.46	2,626.20	2,758.08	2,883.62	2,941.95	
	Hourly	24.822728	25.781748	26.780334	27.858188	28.959803	30.124890	31.305772	32.827486	34.475994	36.045241	36.774434	
25	Annual	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,616.44	73,094.78	76,441.39	77,974.39	1.6400
	Monthly	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,801.37	6,091.23	6,370.12	6,497.87	
	Bi-weekly	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,677.56	2,811.34	2,940.05	2,999.01	
	Hourly	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.469442	35.141719	36.750667	37.487687	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	71,050.58	74,512.63	77,924.96	79,474.54	1.6700
	Monthly	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,920.88	6,209.39	6,493.75	6,622.88	
	Bi-weekly	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,732.71	2,865.87	2,997.11	3,056.71	
	Hourly	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	34.158933	35.823378	37.463924	38.208912	
25P	Annual	54,186.38	56,362.59	58,670.24	60,978.18	63,368.69	65,874.37	68,281.17	71,776.08	75,386.14	78,798.76	80,397.77	1.6900
	Monthly	4,515.53	4,696.88	4,889.19	5,081.52	5,280.72	5,489.53	5,690.10	5,981.34	6,282.18	6,566.56	6,699.81	
	Bi-weekly	2,084.09	2,167.79	2,256.55	2,345.31	2,437.26	2,533.63	2,626.20	2,760.62	2,899.47	3,030.72	3,092.22	
	Hourly	26.051145	27.097399	28.206847	29.316431	30.465718	31.670369	32.827486	34.507730	36.243338	37.884018	38.652774	
26	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	75,979.63	79,408.53	81,007.83	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,331.64	6,617.38	6,750.65	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	2,922.29	3,054.17	3,115.69	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	36.528667	38.177179	38.946071	
26A	Annual	54,747.00	56,955.79	59,280.30	61,604.81	64,027.90	66,566.72	69,006.67	72,501.29	76,144.50	79,606.55	81,188.99	1.7100
	Monthly	4,562.25	4,746.32	4,940.03	5,133.73	5,335.66	5,547.23	5,750.56	6,041.77	6,345.38	6,633.88	6,765.75	
	Bi-weekly	2,105.65	2,190.61	2,280.01	2,369.42	2,462.61	2,560.26	2,654.10	2,788.51	2,928.63	3,061.79	3,122.65	
	Hourly	26.320675	27.382592	28.500144	29.617696	30.782646	32.003231	33.176283	34.856391	36.607931	38.272379	39.033170	
26M	Annual	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,820.28	77,380.91	80,892.39	82,507.98	1.7400
	Monthly	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,151.69	6,448.41	6,741.03	6,875.67	
	Bi-weekly	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,839.24	2,976.19	3,111.25	3,173.38	
	Hourly	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	33.842005	35.490518	37.202359	38.890572	39.667296	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	75,155.55	78,864.76	82,474.83	84,139.84	1.7700
	Monthly	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,262.96	6,572.06	6,872.90	7,011.65	
	Bi-weekly	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,890.60	3,033.26	3,172.11	3,236.15	
	Hourly	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	36.132475	37.915752	39.651360	40.451848	
27M	Annual	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,737.99	80,546.07	84,205.85	85,903.73	1.8100
	Monthly	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,394.83	6,712.17	7,017.15	7,158.65	
	Bi-weekly	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,951.46	3,097.93	3,238.69	3,303.99	
	Hourly	27.913684	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.893264	38.724072	40.483583	41.299872	
28	Annual	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	78,188.70	82,194.52	85,936.88	87,667.62	1.8400
	Monthly	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,515.73	6,849.54	7,161.41	7,305.64	
	Bi-weekly	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	3,007.26	3,161.33	3,305.26	3,371.83	
	Hourly	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.590720	39.516594	41.315806	42.147892	
28M	Annual	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	79,804.29	83,744.09	87,519.31	89,283.20	1.8800
	Monthly	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,650.36	6,978.67	7,293.28	7,440.27	
	Bi-weekly	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,069.40	3,220.93	3,366.13	3,433.97	
	Hourly	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	38.367446	40.261583	42.076593	42.924616	
29	Annual	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	81,321.00	85,392.83	89,283.20	91,080.23	1.9100
	Monthly	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,776.75	7,116.07	7,440.27	7,590.02	
	Bi-weekly	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,127.73	3,284.34	3,433.97	3,503.09	
	Hourly	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	39.096636	41.054243	42.924616	43.788572	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,986.02	87,074.13	91,063.66	92,893.55	1.9500
	Monthly	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,915.50	7,256.18	7,588.64	7,741.13	
	Bi-weekly	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,191.77	3,349.01	3,502.45	3,572.83	
	Hourly	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.897124	41.862563	43.780605	44.660362	
30	Annual	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	84,634.46	88,821.73	92,844.11	94,706.87	1.9900
	Monthly	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	7,052.87	7,401.81	7,737.01	7,892.24	
	Bi-weekly	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,255.17	3,416.22	3,570.93	3,642.57	
	Hourly	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.689646	42.702753	44.636592	45.532147	
30M	Annual	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,194.52	86,332.34	90,684.48	94,822.31	96,701.63	2.0200
	Monthly	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,849.54	7,194.36	7,557.04	7,901.86	8,058.47	
	Bi-weekly	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,161.33	3,320.47	3,487.86	3,647.01	3,719.29	
	Hourly	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.516594	41.505934	43.598307	45.587647	46.491167	
31	Annual	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,865.63	92,349.49	96,569.62	98,481.81	2.0700
	Monthly	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,322.14	7,695.79	8,047.47	8,206.82	
	Bi-weekly	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,379.45	3,551.90	3,714.22	3,787.76	
	Hourly	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	42.243092	44.398795	46.427701	47.347022	
31M	Annual	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,194.52	85,508.26	89,695.24	94,212.25	98,498.37	100,493.14	2.1100
	Monthly	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,849.54	7,125.69	7,474.60	7,851.02	8,208.20	8,374.43	
	Bi-weekly	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,161.33	3,288.78	3,449.82	3,623.55	3,788.40	3,865.12	
	Hourly	32.550125	33.842005	35.165487	36.592135	37.939517	39.516594	41.109741	43.122711	45.294350	47.354987	48.314009	

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	91,492.27	96,058.71	100,427.14	102,454.76	2.1500
	Monthly	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,624.36	8,004.89	8,368.93	8,537.90	
	Bi-weekly	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,518.93	3,694.57	3,862.58	3,940.57	
	Hourly	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	41.862563	43.986669	46.182074	48.282277	49.257096	

AFSCME Local 1935/Parks & Recreation/Maintenance Mechanical Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 23H

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	10 Years of continuous full-time or part-time equivalent service	
Step 03.....	Step 04	20 Years of continuous full-time or part-time equivalent service	
Step 04.....	Step 05	25 Years of continuous full-time or part-time equivalent service	

The 23H Salary Plan for AFSCME Local 1935 - Parks & Rec is parallel to the 22H (AFSCME Local 8 - Gen'l Cty Salary Plan).

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for salary steps 03 - 05.

Report ID: RCHR093A
As Of Date: 01/13/2018
Salary Plan: 23H AFSCME1935/Pks&Rec/MaintMech

PeopleSoft
COMPENSATION MANUAL

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Grade		1	2	3	4	5	Night Diff
05	Annual	47,033.12	52,233.62	53,662.33	55,262.48	56,348.30	
	Monthly	3,919.43	4,352.80	4,471.86	4,605.21	4,695.69	1.4600
	Bi-weekly	1,808.97	2,008.99	2,063.94	2,125.48	2,167.24	
	Hourly	22.612076	25.112315	25.799196	26.568500	27.090528	

AFSCME Local 1935/Parks & Recreation/Seasonal Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 235

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 /2 Year	1,040 Hours
Step 04.....	Step 05	20 Years of continuous full-time or part-time equivalent service	
Step 05.....	Step 06	25 Years of continuous full-time or part-time equivalent service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 05 - 06.

Grade		1	2	3	4	5	6	Night Diff
02	Annual	18,401.78	19,058.98	19,573.32	20,401.97	21,287.77	21,687.81	0.5700
	Monthly	1,533.48	1,588.25	1,631.11	1,700.16	1,773.98	1,807.32	
	Bi-weekly	707.76	733.04	752.82	784.69	818.76	834.15	
	Hourly	8.847009	9.162972	9.410250	9.808640	10.234506	10.426833	
03	Annual	21,173.47	21,659.23	22,459.31	23,316.54	24,373.78	24,830.97	0.6600
	Monthly	1,764.46	1,804.94	1,871.61	1,943.05	2,031.15	2,069.25	
	Bi-weekly	814.36	833.05	863.82	896.79	937.45	955.04	
	Hourly	10.179555	10.413092	10.797747	11.209873	11.718164	11.937968	
04	Annual	22,459.31	23,316.54	24,088.04	25,030.99	26,116.81	26,631.14	0.7000
	Monthly	1,871.61	1,943.05	2,007.34	2,085.92	2,176.40	2,219.26	
	Bi-weekly	863.82	896.79	926.46	962.73	1,004.49	1,024.27	
	Hourly	10.797747	11.209873	11.580790	12.034128	12.556157	12.803432	
05	Annual	26,059.66	27,002.61	28,031.28	29,031.38	30,345.79	30,945.85	0.8100
	Monthly	2,171.64	2,250.22	2,335.94	2,419.28	2,528.82	2,578.82	
	Bi-weekly	1,002.29	1,038.56	1,078.13	1,116.59	1,167.15	1,190.22	
	Hourly	12.528681	12.982023	13.476577	13.957392	14.589320	14.877810	

AFSCME Local 1935/Parks & Recreation/Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 23Z

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	2-1/2 Years	5,200 Hours
Step 03.....	Step 04	7 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 04.....	Step 05	10 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 05.....	Step 06	20 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 06.....	Step 07	25 Years of Continuous Full-time Service or Part-time Equivalent Service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 03 - 07.

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	45,547.25	47,147.41	48,776.14	50,347.72	51,976.45	53,576.61	54,662.43	1.4200
	Monthly	3,795.60	3,928.95	4,064.68	4,195.64	4,331.37	4,464.72	4,555.20	
	Bi-weekly	1,751.82	1,813.36	1,876.01	1,936.45	1,999.09	2,060.64	2,102.40	
	Hourly	21.897718	22.667025	23.450068	24.205636	24.988677	25.757985	26.280013	
03	Annual	50,804.91	52,605.08	54,348.11	56,148.29	57,919.88	59,662.91	60,863.03	1.5800
	Monthly	4,233.74	4,383.76	4,529.01	4,679.02	4,826.66	4,971.91	5,071.92	
	Bi-weekly	1,954.03	2,023.27	2,090.31	2,159.55	2,227.69	2,294.73	2,340.89	
	Hourly	24.425437	25.290906	26.128898	26.994368	27.846097	28.684090	29.261070	
04	Annual	51,176.37	52,947.98	54,748.15	56,519.75	58,291.35	60,091.52	61,348.79	1.5900
	Monthly	4,264.70	4,412.33	4,562.35	4,709.98	4,857.61	5,007.63	5,112.40	
	Bi-weekly	1,968.32	2,036.46	2,105.70	2,173.84	2,241.97	2,311.21	2,359.57	
	Hourly	24.604025	25.455757	26.321226	27.172955	28.024685	28.890153	29.494608	
05	Annual	56,148.29	58,062.75	60,034.37	61,977.42	63,920.47	65,863.51	67,235.07	1.7500
	Monthly	4,679.02	4,838.56	5,002.86	5,164.79	5,326.71	5,488.63	5,602.92	
	Bi-weekly	2,159.55	2,233.18	2,309.01	2,383.75	2,458.48	2,533.21	2,585.96	
	Hourly	26.994368	27.914784	28.862679	29.796835	30.730993	31.665148	32.324551	

IUOE Local 70/OperatingEngineers Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 24

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 / 2 Year	1,040 Hours
Step 02.....	Step 03	10 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 03.....	Step 04	20 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 04.....	Step 05	25 Years of Continuous Full-time Service or Part-time Equivalent Service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 03 - 05.

Grade		1	2	3	4	5	Night Diff
02	Annual	47,361.60	52,624.00	52,936.00	54,788.76	55,884.54	1.5200
	Monthly	3,946.80	4,385.33	4,411.33	4,565.73	4,657.05	
	Bi-weekly	1,821.60	2,024.00	2,036.00	2,107.26	2,149.41	
	Hourly	22.770000	25.300000	25.450000	26.340750	26.867565	
03	Annual	50,564.80	56,160.00	56,472.00	58,448.52	59,617.49	1.6200
	Monthly	4,213.73	4,680.00	4,706.00	4,870.71	4,968.12	
	Bi-weekly	1,944.80	2,160.00	2,172.00	2,248.02	2,292.98	
	Hourly	24.310000	27.000000	27.150000	28.100250	28.662255	
04	Annual	52,436.80	58,240.00	58,552.00	60,601.32	61,813.35	1.6800
	Monthly	4,369.73	4,853.33	4,879.33	5,050.11	5,151.11	
	Bi-weekly	2,016.80	2,240.00	2,252.00	2,330.82	2,377.44	
	Hourly	25.210000	28.000000	28.150000	29.135250	29.717955	
05	Annual	53,851.20	59,800.00	60,112.00	62,215.92	63,460.24	1.7300
	Monthly	4,487.60	4,983.33	5,009.33	5,184.66	5,288.35	
	Bi-weekly	2,071.20	2,300.00	2,312.00	2,392.92	2,440.78	
	Hourly	25.890000	28.750000	28.900000	29.911500	30.509730	

Technical Employees Association/Public Works Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 25A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	39,564.11	41,097.11	42,795.28	44,394.29	46,207.60	48,070.36	49,982.83	52,422.50	54,845.87	57,318.68	58,472.51	1.2300
	Monthly	3,297.01	3,424.76	3,566.27	3,699.52	3,850.63	4,005.86	4,165.24	4,368.54	4,570.49	4,776.56	4,872.71	
	Bi-weekly	1,521.70	1,580.66	1,645.97	1,707.47	1,777.22	1,848.86	1,922.42	2,016.25	2,109.46	2,204.56	2,248.94	
	Hourly	19.021205	19.758225	20.574653	21.343409	22.215194	23.110749	24.030207	25.203123	26.368205	27.557059	28.111783	
02	Annual	45,795.57	47,592.31	49,554.22	51,499.26	53,510.60	55,620.52	57,813.01	60,582.71	63,549.85	66,451.28	67,803.12	1.4300
	Monthly	3,816.30	3,966.03	4,129.52	4,291.61	4,459.22	4,635.04	4,817.75	5,048.56	5,295.82	5,537.61	5,650.26	
	Bi-weekly	1,761.37	1,830.47	1,905.93	1,980.74	2,058.10	2,139.25	2,223.58	2,330.10	2,444.23	2,555.82	2,607.81	
	Hourly	22.017100	22.880920	23.824143	24.759260	25.726249	26.740634	27.794717	29.126303	30.552814	31.947730	32.597655	
03	Annual	51,499.26	53,510.60	55,620.52	57,813.01	60,055.23	62,379.46	64,885.13	68,116.30	71,545.20	74,776.37	76,293.09	1.6000
	Monthly	4,291.61	4,459.22	4,635.04	4,817.75	5,004.60	5,198.29	5,407.09	5,676.36	5,962.10	6,231.36	6,357.76	
	Bi-weekly	1,980.74	2,058.10	2,139.25	2,223.58	2,309.82	2,399.21	2,495.58	2,619.86	2,751.74	2,876.01	2,934.35	
	Hourly	24.759260	25.726249	26.740634	27.794717	28.872708	29.990124	31.194773	32.748220	34.396730	35.950179	36.679370	
04	Annual	57,813.01	60,055.23	62,379.46	64,885.13	67,506.52	70,111.06	73,045.35	76,589.69	80,480.06	84,123.28	85,821.44	1.8000
	Monthly	4,817.75	5,004.60	5,198.29	5,407.09	5,625.54	5,842.59	6,087.11	6,382.47	6,706.67	7,010.27	7,151.79	
	Bi-weekly	2,223.58	2,309.82	2,399.21	2,495.58	2,596.40	2,696.58	2,809.44	2,945.76	3,095.39	3,235.51	3,300.82	
	Hourly	27.794717	28.872708	29.990124	31.194773	32.455059	33.707239	35.117955	36.821964	38.692338	40.443884	41.260306	

IUOE Local 49/Maintenance Mechanical Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 26

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 / 2 Year	1,040 Hours
Step 02.....	Step 03	10 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 03.....	Step 04	15 Years of Continuous Full-time Service orPart-time Equivalent Service	
Step 04.....	Step 05	20 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 05.....	Step 06	25 Years of Continuous Full-time Service or Part-time Equivalent Service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 03 - 06.

Grade		1	2	3	4	5	6	Night Diff
01	Annual	46,876.28	52,084.76	52,500.76	53,550.78	54,889.54	55,987.34	1.5024
	Monthly	3,906.36	4,340.40	4,375.06	4,462.57	4,574.13	4,665.61	
	Bi-weekly	1,802.93	2,003.26	2,019.26	2,059.65	2,111.14	2,153.36	
	Hourly	22.536675	25.040750	25.240750	25.745565	26.389204	26.916988	
02	Annual	47,970.00	53,300.00	53,716.00	54,790.32	56,160.08	57,283.28	1.5375
	Monthly	3,997.50	4,441.67	4,476.33	4,565.86	4,680.01	4,773.61	
	Bi-weekly	1,845.00	2,050.00	2,066.00	2,107.32	2,160.00	2,203.20	
	Hourly	23.062500	25.625000	25.825000	26.341500	27.000037	27.540038	
05	Annual	50,195.81	55,773.12	56,189.12	57,312.90	58,745.73	59,920.64	1.6088
	Monthly	4,182.98	4,647.76	4,682.43	4,776.08	4,895.48	4,993.39	
	Bi-weekly	1,930.61	2,145.12	2,161.12	2,204.34	2,259.45	2,304.64	
	Hourly	24.132600	26.814000	27.014000	27.554280	28.243137	28.807999	
06	Annual	51,212.77	56,903.08	57,319.08	58,465.46	59,927.10	61,125.64	1.6414
	Monthly	4,267.73	4,741.92	4,776.59	4,872.12	4,993.93	5,093.80	
	Bi-weekly	1,969.72	2,188.58	2,204.58	2,248.67	2,304.89	2,350.99	
	Hourly	24.621525	27.357250	27.557250	28.108395	28.811104	29.387326	
08	Annual	52,882.13	58,757.92	59,173.92	60,357.40	61,866.33	63,103.66	1.6949
	Monthly	4,406.84	4,896.49	4,931.16	5,029.78	5,155.53	5,258.64	
	Bi-weekly	2,033.93	2,259.92	2,275.92	2,321.44	2,379.47	2,427.06	
	Hourly	25.424100	28.249000	28.449000	29.017980	29.743429	30.338298	
09	Annual	51,289.52	56,988.36	57,404.36	58,552.45	60,016.26	61,216.58	1.6439
	Monthly	4,274.13	4,749.03	4,783.70	4,879.37	5,001.36	5,101.38	
	Bi-weekly	1,972.67	2,191.86	2,207.86	2,252.02	2,308.32	2,354.48	
	Hourly	24.658425	27.398250	27.598250	28.150215	28.853970	29.431049	

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Grade		1	2	3	4	5	6	Night Diff
11M	Annual	54,743.36	60,825.96	61,241.96	62,466.80	64,028.47	65,309.04	1.7546
	Monthly	4,561.95	5,068.83	5,103.50	5,205.57	5,335.71	5,442.42	
	Bi-weekly	2,105.51	2,339.46	2,355.46	2,402.57	2,462.63	2,511.89	
	Hourly	26.318925	29.243250	29.443250	30.032115	30.782917	31.398576	
Grade		1	2	3	4	5	6	Night Diff
12	Annual	58,273.96	64,748.84	65,164.84	66,468.14	68,129.84	69,492.44	1.8678
	Monthly	4,856.16	5,395.74	5,430.40	5,539.01	5,677.49	5,791.04	
	Bi-weekly	2,241.31	2,490.34	2,506.34	2,556.47	2,620.38	2,672.79	
	Hourly	28.016325	31.129250	31.329250	31.955835	32.754730	33.409825	

IUOE Local 49/Equipment Service Worker Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 26A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1-1 /2 Year	3,120 Hours
Step 03.....	Step 04	10 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 04.....	Step 05	15 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 05.....	Step 06	20 Years of Continuous Full-time Service or Part-time Equivalent Service	
Step 06.....	Step 07	25 Years of Continuous Full-time Service or Part-time Equivalent Service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 04 - 07.

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Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	46,626.84	51,807.60	55,045.57	55,461.57	56,570.81	57,985.08	59,144.78	1.4945
	Monthly	3,885.57	4,317.30	4,587.13	4,621.80	4,714.23	4,832.09	4,928.73	
	Bi-weekly	1,793.34	1,992.60	2,117.14	2,133.14	2,175.80	2,230.20	2,274.80	
	Hourly	22.416750	24.907500	26.464218	26.664218	27.197503	27.877440	28.434989	

AFSCME Local 151/SSD, FASD, HWAD Salary Plan
(Formerly Community Human Services Department)

Service Requirements for Salary Step Advancement For
Salary Plan 27E

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	2 Years	4,160 Hours
Step 06.....	Step 07	5 Years	10,400 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
01A	Annual	38,344.28	39,399.24	40,421.33	41,542.30	42,811.56	44,081.12	45,383.24	46,735.09	48,828.72	49,817.96	1.1900
	Monthly	3,195.36	3,283.27	3,368.44	3,461.86	3,567.63	3,673.43	3,781.94	3,894.59	4,069.06	4,151.50	
	Bi-weekly	1,474.78	1,515.36	1,554.67	1,597.78	1,646.60	1,695.43	1,745.51	1,797.50	1,878.03	1,916.08	
	Hourly	18.434750	18.941940	19.433332	19.972259	20.582482	21.192844	21.818867	22.468793	23.475346	23.950940	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
02A	Annual	38,492.58	39,696.12	40,817.09	42,086.35	43,322.76	44,790.04	46,174.75	47,658.32	49,817.96	50,823.48	1.2000
	Monthly	3,207.72	3,308.01	3,401.42	3,507.20	3,610.23	3,732.50	3,847.90	3,971.53	4,151.50	4,235.29	
	Bi-weekly	1,480.48	1,526.77	1,569.89	1,618.71	1,666.26	1,722.69	1,775.95	1,833.01	1,916.08	1,954.75	
	Hourly	18.506047	19.084673	19.623600	20.233823	20.828248	21.533674	22.199398	22.912653	23.950940	24.434367	

AFSCME Local 151/SSD, FASD, HWAD/Maintenance Mechanical Salary Plan
(Formerly Community Human Services Department)

Service Requirements for Salary Step Advancement For
Salary Plan 27H

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	2-1 /2 Years.....	5,200 Hours
Step 03.....	Step 04	4 Years	8,320 Hours
Step 04.....	Step 05	3 Years	6,240 Hours
Step 05.....	Step 06	10 Years	20,800 Hours
Step 06.....	Step 07	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

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Grade		1	2	3	4	5	6	7	Night Diff
01	Annual	40,861.10	42,318.37	43,747.08	45,175.79	46,633.08	48,118.94	49,090.46	1.2700
	Monthly	3,405.09	3,526.53	3,645.59	3,764.65	3,886.09	4,009.91	4,090.87	
	Bi-weekly	1,571.58	1,627.63	1,682.58	1,737.53	1,793.58	1,850.73	1,888.09	
	Hourly	19.644757	20.345372	21.032251	21.719131	22.419748	23.134104	23.601182	
02	Annual	47,033.12	48,690.42	50,319.15	51,976.45	53,662.33	55,262.48	56,348.30	1.4600
	Monthly	3,919.43	4,057.54	4,193.26	4,331.37	4,471.86	4,605.21	4,695.69	
	Bi-weekly	1,808.97	1,872.71	1,935.35	1,999.09	2,063.94	2,125.48	2,167.24	
	Hourly	22.612076	23.408854	24.191898	24.988677	25.799196	26.568500	27.090528	

AFSCME Local 151/SSD, FASD, HWAD/Annual Salary Plan
(Formerly Community Human Services Department)

Service Requirements for Salary Step Advancement For
Salary Plan 27M

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	24,035.18	24,678.10	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,211.39	30,381.79	31,766.78	32,409.70	0.7500
	Monthly	2,002.93	2,056.51	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,434.28	2,531.82	2,647.23	2,700.81	
	Bi-weekly	924.43	949.16	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,123.52	1,168.53	1,221.80	1,246.53	
	Hourly	11.555374	11.864470	12.221099	12.514397	12.878989	13.283151	13.560514	14.043939	14.606631	15.272491	15.581587	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	24,678.10	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	30,184.06	31,420.46	32,821.74	33,497.52	0.7700
	Monthly	2,056.51	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,515.34	2,618.37	2,735.15	2,791.46	
	Bi-weekly	949.16	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,160.93	1,208.48	1,262.37	1,288.37	
	Hourly	11.864470	12.221099	12.514397	12.878989	13.283151	13.560514	13.964671	14.511566	15.105991	15.779683	16.104578	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	25,419.89	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	31,024.71	32,343.69	33,810.69	34,486.76	0.7900
	Monthly	2,118.32	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,585.39	2,695.31	2,817.56	2,873.90	
	Bi-weekly	977.69	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,193.26	1,243.99	1,300.41	1,326.41	
	Hourly	12.221099	12.514397	12.878989	13.283151	13.560514	13.964671	14.345203	14.915727	15.549853	16.255141	16.580173	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	26,029.95	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	32,046.81	33,365.79	34,865.94	35,558.29	0.8100
	Monthly	2,169.16	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,670.57	2,780.48	2,905.50	2,963.19	
	Bi-weekly	1,001.15	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,232.57	1,283.30	1,341.00	1,367.63	
	Hourly	12.514397	12.878989	13.283151	13.560514	13.964671	14.345203	14.820662	15.407120	16.041247	16.762471	17.095333	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	26,788.30	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	33,036.05	34,420.75	36,019.77	36,728.69	0.8300
	Monthly	2,232.36	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,753.00	2,868.40	3,001.65	3,060.72	
	Bi-weekly	1,030.32	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,270.62	1,323.88	1,385.38	1,412.64	
	Hourly	12.878989	13.283151	13.560514	13.964671	14.345203	14.820662	15.272491	15.882715	16.548439	17.317195	17.658025	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	27,628.95	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	34,058.15	35,409.99	36,992.43	37,750.79	0.8600
	Monthly	2,302.41	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,838.18	2,950.83	3,082.70	3,145.90	
	Bi-weekly	1,062.65	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,309.93	1,361.92	1,422.79	1,451.95	
	Hourly	13.283151	13.560514	13.964671	14.345203	14.820662	15.272491	15.692448	16.374110	17.024035	17.784823	18.149416	
07	Annual	28,205.87	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	35,080.24	36,613.25	38,245.41	39,003.77	0.8800
	Monthly	2,350.49	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,923.35	3,051.10	3,187.12	3,250.31	
	Bi-weekly	1,084.84	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,349.24	1,408.20	1,470.98	1,500.14	
	Hourly	13.560514	13.964671	14.345203	14.820662	15.272491	15.692448	16.168046	16.865500	17.602525	18.387215	18.751811	
08	Annual	29,046.52	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	36,250.64	37,849.66	39,564.11	40,371.90	0.9000
	Monthly	2,420.54	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	3,020.89	3,154.14	3,297.01	3,364.33	
	Bi-weekly	1,117.17	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,394.26	1,455.76	1,521.70	1,552.77	
	Hourly	13.964671	14.345203	14.820662	15.272491	15.692448	16.168046	16.722770	17.428192	18.196951	19.021205	19.409568	
08F	Annual	30,068.62	30,909.56	31,766.78	32,854.60	33,777.83	34,767.07	35,805.46	37,388.18	39,003.77	40,767.65	41,575.44	0.9300
	Monthly	2,505.72	2,575.80	2,647.23	2,737.88	2,814.82	2,897.26	2,983.79	3,115.68	3,250.31	3,397.30	3,464.62	
	Bi-weekly	1,156.49	1,188.83	1,221.80	1,263.64	1,299.15	1,337.20	1,377.13	1,438.01	1,500.14	1,567.99	1,599.06	
	Hourly	14.456068	14.860363	15.272491	15.795481	16.239343	16.714938	17.214163	17.975087	18.751811	19.599832	19.988194	
09	Annual	29,838.02	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,437.61	39,036.63	40,800.52	41,624.88	0.9300
	Monthly	2,486.50	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,119.80	3,253.05	3,400.04	3,468.74	
	Bi-weekly	1,147.62	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,439.91	1,501.41	1,569.25	1,600.96	
	Hourly	14.345203	14.820662	15.272491	15.692448	16.168046	16.722770	17.261695	17.998853	18.767611	19.615632	20.011960	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	30,826.98	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,756.31	40,355.33	42,185.22	43,025.87	0.9600
	Monthly	2,568.92	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,229.69	3,362.94	3,515.44	3,585.49	
	Bi-weekly	1,185.65	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,490.63	1,552.13	1,622.51	1,654.84	
	Hourly	14.820662	15.272491	15.692448	16.168046	16.722770	17.261695	17.848290	18.632843	19.401599	20.281357	20.685514	
10C	Annual	31,222.73	32,112.82	32,920.61	34,157.01	35,129.68	36,135.21	37,206.74	38,855.18	40,437.91	42,317.23	43,141.31	0.9700
	Monthly	2,601.89	2,676.07	2,743.38	2,846.42	2,927.47	3,011.27	3,100.56	3,237.93	3,369.83	3,526.44	3,595.11	
	Bi-weekly	1,200.87	1,235.11	1,266.18	1,313.73	1,351.14	1,389.82	1,431.03	1,494.43	1,555.30	1,627.59	1,659.28	
	Hourly	15.010929	15.438854	15.827216	16.421640	16.889270	17.372695	17.887856	18.680376	19.441302	20.344824	20.741016	
11	Annual	31,766.78	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	40,058.72	41,789.75	43,701.94	44,592.02	0.9900
	Monthly	2,647.23	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,338.23	3,482.48	3,641.83	3,716.00	
	Bi-weekly	1,221.80	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,540.72	1,607.30	1,680.84	1,715.08	
	Hourly	15.272491	15.692448	16.168046	16.722770	17.261695	17.848290	18.442717	19.259002	20.091226	21.010547	21.438471	
11C	Annual	32,376.56	33,266.93	34,289.03	35,442.85	36,662.69	37,833.08	39,069.49	40,817.09	42,613.83	44,542.59	45,416.39	1.0100
	Monthly	2,698.05	2,772.24	2,857.42	2,953.57	3,055.22	3,152.76	3,255.79	3,401.42	3,551.15	3,711.88	3,784.70	
	Bi-weekly	1,245.25	1,279.50	1,318.81	1,363.19	1,410.10	1,455.12	1,502.67	1,569.89	1,638.99	1,713.18	1,746.78	
	Hourly	15.565652	15.993716	16.485110	17.039833	17.626291	18.188982	18.783408	19.623600	20.487418	21.414705	21.834804	
11F	Annual	32,558.00	33,481.23	34,437.32	35,508.86	36,712.12	37,915.66	39,152.07	40,899.38	42,630.40	44,559.16	45,432.96	1.0100
	Monthly	2,713.17	2,790.10	2,869.78	2,959.07	3,059.34	3,159.64	3,262.67	3,408.28	3,552.53	3,713.26	3,786.08	
	Bi-weekly	1,252.23	1,287.74	1,324.51	1,365.73	1,412.00	1,458.29	1,505.85	1,573.05	1,639.63	1,713.81	1,747.42	
	Hourly	15.652886	16.096747	16.556406	17.071566	17.650058	18.228683	18.823109	19.663164	20.495386	21.422673	21.842770	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	32,640.29	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	41,410.57	43,256.75	45,218.66	46,108.74	1.0200
	Monthly	2,720.02	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,450.88	3,604.73	3,768.22	3,842.40	
	Bi-weekly	1,255.40	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,592.71	1,663.72	1,739.18	1,773.41	
	Hourly	15.692448	16.168046	16.722770	17.261695	17.848290	18.442717	19.068739	19.908928	20.796515	21.739738	22.167663	
13	Annual	33,629.54	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,844.71	44,905.19	46,916.53	47,872.63	1.0500
	Monthly	2,802.46	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,570.39	3,742.10	3,909.71	3,989.39	
	Bi-weekly	1,293.44	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,647.87	1,727.12	1,804.48	1,841.25	
	Hourly	16.168046	16.722770	17.261695	17.848290	18.442717	19.068739	19.710695	20.598417	21.589035	22.556024	23.015686	
14	Annual	34,783.36	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,625.17	46,718.80	48,795.86	49,784.81	1.0800
	Monthly	2,898.61	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,718.76	3,893.23	4,066.32	4,148.73	
	Bi-weekly	1,337.82	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,716.35	1,796.88	1,876.76	1,914.80	
	Hourly	16.722770	17.261695	17.848290	18.442717	19.068739	19.710695	20.400323	21.454410	22.460961	23.459546	23.935005	
14F	Annual	35,442.85	36,662.69	37,833.08	39,069.49	40,421.33	41,789.75	43,240.18	45,449.25	48,301.24	50,526.60	51,548.69	1.1000
	Monthly	2,953.57	3,055.22	3,152.76	3,255.79	3,368.44	3,482.48	3,603.35	3,787.44	4,025.10	4,210.55	4,295.73	
	Bi-weekly	1,363.19	1,410.10	1,455.12	1,502.67	1,554.67	1,607.30	1,663.08	1,748.05	1,857.74	1,943.33	1,982.64	
	Hourly	17.039833	17.626291	18.188982	18.783408	19.433332	20.091226	20.788547	21.850601	23.221749	24.291632	24.783026	
15	Annual	35,904.33	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	46,257.04	48,532.12	50,691.47	51,697.28	1.1200
	Monthly	2,992.03	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,854.75	4,044.34	4,224.29	4,308.11	
	Bi-weekly	1,380.94	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,779.12	1,866.62	1,949.67	1,988.36	
	Hourly	17.261695	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.238963	23.332749	24.370900	24.854462	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	36,481.52	37,701.36	38,937.76	40,289.61	41,608.31	43,075.59	44,790.04	46,998.83	51,120.09	53,378.59	54,450.12	1.1400
	Monthly	3,040.13	3,141.78	3,244.81	3,357.47	3,467.36	3,589.63	3,732.50	3,916.57	4,260.01	4,448.22	4,537.51	
	Bi-weekly	1,403.14	1,450.05	1,497.61	1,549.60	1,600.32	1,656.75	1,722.69	1,807.65	1,966.16	2,053.02	2,094.24	
	Hourly	17.539193	18.125652	18.720078	19.370003	20.003993	20.709419	21.533674	22.595590	24.576964	25.662782	26.177941	
15F	Annual	36,712.12	37,915.66	39,118.92	40,421.33	41,904.91	43,256.75	44,790.04	47,081.41	49,323.34	52,554.51	53,609.46	1.1400
	Monthly	3,059.34	3,159.64	3,259.91	3,368.44	3,492.08	3,604.73	3,732.50	3,923.45	4,110.28	4,379.54	4,467.46	
	Bi-weekly	1,412.00	1,458.29	1,504.57	1,554.67	1,611.73	1,663.72	1,722.69	1,810.82	1,897.05	2,021.33	2,061.90	
	Hourly	17.650058	18.228683	18.807173	19.433332	20.146589	20.796515	21.533674	22.635291	23.713143	25.266590	25.773780	
16	Annual	37,124.44	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	48,037.50	50,543.17	52,851.11	53,906.07	1.1600
	Monthly	3,093.70	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	4,003.13	4,211.93	4,404.26	4,492.17	
	Bi-weekly	1,427.86	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,847.60	1,943.97	2,032.73	2,073.31	
	Hourly	17.848290	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	23.094950	24.299602	25.409185	25.916378	
16C	Annual	37,833.08	39,069.49	40,421.33	41,789.75	43,240.18	44,954.63	46,669.08	49,026.45	51,548.69	53,873.21	54,961.31	1.1800
	Monthly	3,152.76	3,255.79	3,368.44	3,482.48	3,603.35	3,746.22	3,889.09	4,085.54	4,295.73	4,489.43	4,580.11	
	Bi-weekly	1,455.12	1,502.67	1,554.67	1,607.30	1,663.08	1,729.02	1,794.96	1,885.63	1,982.64	2,072.05	2,113.90	
	Hourly	18.188982	18.783408	19.433332	20.091226	20.788547	21.612802	22.437058	23.570410	24.783026	25.900580	26.423708	
16D	Annual	38,377.14	39,613.54	40,899.38	42,218.36	43,767.94	45,251.52	46,801.09	49,224.47	51,515.83	53,856.63	54,944.74	1.1900
	Monthly	3,198.10	3,301.13	3,408.28	3,518.20	3,647.33	3,770.96	3,900.09	4,102.04	4,292.99	4,488.05	4,578.73	
	Bi-weekly	1,476.04	1,523.60	1,573.05	1,623.78	1,683.38	1,740.44	1,800.04	1,893.25	1,981.38	2,071.41	2,113.26	
	Hourly	18.450547	19.044970	19.663164	20.297290	21.042280	21.755536	22.500526	23.665612	24.767228	25.892612	26.415740	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	38,360.85	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,933.40	52,340.20	54,779.87	55,884.26	1.1900
	Monthly	3,196.74	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,161.12	4,361.68	4,564.99	4,657.02	
	Bi-weekly	1,475.42	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,920.52	2,013.08	2,106.92	2,149.39	
	Hourly	18.442717	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	24.006441	25.163558	26.336474	26.867433	
17G	Annual	39,069.49	40,421.33	41,789.75	43,240.18	44,954.63	46,669.08	48,515.54	50,856.34	58,752.82	61,423.37	62,659.77	1.2200
	Monthly	3,255.79	3,368.44	3,482.48	3,603.35	3,746.22	3,889.09	4,042.96	4,238.03	4,896.07	5,118.61	5,221.65	
	Bi-weekly	1,502.67	1,554.67	1,607.30	1,663.08	1,729.02	1,794.96	1,865.98	1,956.01	2,259.72	2,362.44	2,409.99	
	Hourly	18.783408	19.433332	20.091226	20.788547	21.612802	22.437058	23.324781	24.450165	28.246547	29.530464	30.124890	
17I	Annual	40,009.30	41,344.56	42,663.26	44,081.12	45,647.27	47,180.27	48,779.29	51,350.96	53,757.76	56,181.14	57,302.11	1.2500
	Monthly	3,334.11	3,445.38	3,555.27	3,673.43	3,803.94	3,931.69	4,064.94	4,279.25	4,479.81	4,681.76	4,775.18	
	Bi-weekly	1,538.82	1,590.18	1,640.89	1,695.43	1,755.66	1,814.63	1,876.13	1,975.04	2,067.61	2,160.81	2,203.93	
	Hourly	19.235238	19.877194	20.511183	21.192844	21.945801	22.682824	23.451580	24.687962	25.845079	27.010165	27.549091	
18	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	54,400.69	56,890.07	58,043.89	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,533.39	4,740.84	4,836.99	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,092.33	2,188.08	2,232.46	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	26.154176	27.350995	27.905718	
18F	Annual	40,421.33	41,904.91	43,256.75	44,790.04	46,570.22	48,284.67	50,197.14	52,669.66	55,307.35	58,934.27	60,120.96	1.2600
	Monthly	3,368.44	3,492.08	3,604.73	3,732.50	3,880.85	4,023.72	4,183.10	4,389.14	4,608.95	4,911.19	5,010.08	
	Bi-weekly	1,554.67	1,611.73	1,663.72	1,722.69	1,791.16	1,857.10	1,930.66	2,025.76	2,127.21	2,266.70	2,312.34	
	Hourly	19.433332	20.146589	20.796515	21.533674	22.389527	23.213782	24.133239	25.321953	26.590070	28.333782	28.904306	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	39,662.98	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,911.59	54,400.69	58,027.32	59,181.44	1.2300
	Monthly	3,305.25	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,325.97	4,533.39	4,835.61	4,931.79	
	Bi-weekly	1,525.50	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,996.60	2,092.33	2,231.82	2,276.21	
	Hourly	19.068739	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.957494	26.154176	27.897749	28.452613	
18P	Annual	41,410.57	42,762.13	44,163.40	45,729.56	47,246.28	48,878.15	50,840.05	53,362.30	55,950.26	58,472.51	59,642.90	1.2900
	Monthly	3,450.88	3,563.51	3,680.28	3,810.80	3,937.19	4,073.18	4,236.67	4,446.86	4,662.52	4,872.71	4,970.24	
	Bi-weekly	1,592.71	1,644.70	1,698.59	1,758.83	1,817.16	1,879.93	1,955.39	2,052.40	2,151.93	2,248.94	2,293.96	
	Hourly	19.908928	20.558717	21.232406	21.985365	22.714558	23.499110	24.442333	25.654950	26.899164	28.111783	28.674473	
19	Annual	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,856.63	56,395.45	58,967.13	60,154.10	1.2800
	Monthly	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,488.05	4,699.62	4,913.93	5,012.84	
	Bi-weekly	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,071.41	2,169.06	2,267.97	2,313.62	
	Hourly	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.892612	27.113195	28.349580	28.920241	
19F	Annual	42,218.36	43,767.94	45,251.52	46,801.09	48,630.98	50,493.74	52,488.50	55,076.75	57,763.58	61,604.81	62,841.22	1.3100
	Monthly	3,518.20	3,647.33	3,770.96	3,900.09	4,052.58	4,207.81	4,374.04	4,589.73	4,813.63	5,133.73	5,236.77	
	Bi-weekly	1,623.78	1,683.38	1,740.44	1,800.04	1,870.42	1,942.07	2,018.79	2,118.34	2,221.68	2,369.42	2,416.97	
	Hourly	20.297290	21.042280	21.755536	22.500526	23.380279	24.275834	25.234854	26.479206	27.770953	29.617696	30.212123	
19I	Annual	40,998.25	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,856.63	58,785.68	61,439.94	62,676.34	1.2800
	Monthly	3,416.52	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,488.05	4,898.81	5,120.00	5,223.03	
	Bi-weekly	1,576.86	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,071.41	2,260.99	2,363.07	2,410.63	
	Hourly	19.710695	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.892612	28.262347	29.538432	30.132857	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	42,432.67	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	56,098.57	58,719.96	61,357.36	62,610.34	1.3200
	Monthly	3,536.06	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,674.88	4,893.33	5,113.11	5,217.53	
	Bi-weekly	1,632.03	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,157.64	2,258.46	2,359.90	2,408.09	
	Hourly	20.400323	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.970464	28.230749	29.498730	30.101123	
20B	Annual	43,339.33	44,888.91	46,306.47	47,971.49	49,867.39	51,812.44	53,807.20	56,428.31	66,401.85	69,402.14	70,786.84	1.3500
	Monthly	3,611.61	3,740.74	3,858.87	3,997.62	4,155.62	4,317.70	4,483.93	4,702.36	5,533.49	5,783.51	5,898.90	
	Bi-weekly	1,666.90	1,726.50	1,781.02	1,845.06	1,917.98	1,992.79	2,069.51	2,170.32	2,553.92	2,669.31	2,722.57	
	Hourly	20.836217	21.581206	22.262728	23.063218	23.974707	24.909825	25.868846	27.128994	31.923965	33.366411	34.032136	
21	Annual	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	58,175.91	61,060.76	63,813.60	65,099.43	1.3700
	Monthly	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,847.99	5,088.40	5,317.80	5,424.95	
	Bi-weekly	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,237.53	2,348.49	2,454.37	2,503.82	
	Hourly	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.969186	29.356135	30.679613	31.297805	
21E	Annual	45,234.94	47,015.40	48,779.29	50,691.47	52,636.80	54,697.57	56,890.07	59,807.78	62,560.91	66,698.73	68,050.29	1.4100
	Monthly	3,769.58	3,917.95	4,064.94	4,224.29	4,386.40	4,558.13	4,740.84	4,983.98	5,213.41	5,558.23	5,670.86	
	Bi-weekly	1,739.81	1,808.28	1,876.13	1,949.67	2,024.49	2,103.75	2,188.08	2,300.30	2,406.19	2,565.34	2,617.32	
	Hourly	21.747569	22.603557	23.451580	24.370900	25.306154	26.296909	27.350995	28.753741	30.077358	32.066698	32.716487	
21Z	Annual	44,113.97	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	58,175.91	65,066.57	67,984.57	69,352.70	1.3700
	Monthly	3,676.16	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,847.99	5,422.21	5,665.38	5,779.39	
	Bi-weekly	1,696.69	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,237.53	2,502.56	2,614.79	2,667.41	
	Hourly	21.208641	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.969186	31.282005	32.684890	33.342646	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	45,811.85	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	60,384.69	63,319.26	66,154.68	67,489.95	1.4300
	Monthly	3,817.65	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	5,032.06	5,276.61	5,512.89	5,624.16	
	Bi-weekly	1,761.99	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,322.49	2,435.36	2,544.41	2,595.77	
	Hourly	22.024929	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	29.031102	30.441952	31.805135	32.447092	
23	Annual	47,592.31	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,725.78	65,907.22	68,891.23	70,259.36	1.4800
	Monthly	3,966.03	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,227.15	5,492.27	5,740.94	5,854.95	
	Bi-weekly	1,830.47	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,412.53	2,534.89	2,649.66	2,702.28	
	Hourly	22.880920	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	30.156624	31.686165	33.120784	33.778539	
23P	Annual	48,878.15	50,840.05	52,735.67	54,845.87	56,955.79	59,263.72	61,538.80	64,637.96	67,720.83	72,122.12	73,572.82	1.5200
	Monthly	4,073.18	4,236.67	4,394.64	4,570.49	4,746.32	4,938.64	5,128.23	5,386.50	5,643.40	6,010.18	6,131.07	
	Bi-weekly	1,879.93	1,955.39	2,028.29	2,109.46	2,190.61	2,279.37	2,366.88	2,486.08	2,604.65	2,773.93	2,829.72	
	Hourly	23.499110	24.442333	25.353686	26.368205	27.382592	28.492175	29.585963	31.075941	32.558093	34.674094	35.371549	
23S	Annual	49,175.04	51,136.65	53,048.84	55,159.04	57,203.24	59,494.61	61,884.84	64,951.13	74,050.87	77,397.48	78,930.49	1.5300
	Monthly	4,097.92	4,261.39	4,420.74	4,596.59	4,766.94	4,957.88	5,157.07	5,412.59	6,170.91	6,449.79	6,577.54	
	Bi-weekly	1,891.35	1,966.79	2,040.34	2,121.50	2,200.12	2,288.25	2,380.19	2,498.12	2,848.11	2,976.83	3,035.79	
	Hourly	23.641845	24.584930	25.504251	26.518771	27.501558	28.603176	29.752325	31.226506	35.601378	37.210326	37.947349	
24	Annual	49,422.20	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	65,231.45	68,380.03	71,495.77	72,946.48	1.5400
	Monthly	4,118.52	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,435.95	5,698.34	5,957.98	6,078.87	
	Bi-weekly	1,900.85	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,508.90	2,630.00	2,749.84	2,805.63	
	Hourly	23.760675	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.361272	32.875015	34.372965	35.070422	

Report ID: RCHR093A
 As Of Date: 01/13/2018
 Salary Plan: 27M AFSCME151/CHSD/Annual

PeopleSoft
 COMPENSATION MANUAL

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 Run Time 08:42:40

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	51,367.53	53,395.16	55,389.92	57,549.28	59,824.35	62,016.85	64,489.66	67,654.82	71,050.58	74,248.89	75,749.04	1.6000
	Monthly	4,280.63	4,449.60	4,615.83	4,795.77	4,985.36	5,168.07	5,374.14	5,637.90	5,920.88	6,187.41	6,312.42	
	Bi-weekly	1,975.67	2,053.66	2,130.38	2,213.43	2,300.94	2,385.26	2,480.37	2,602.11	2,732.71	2,855.73	2,913.42	
	Hourly	24.695929	25.670750	26.629770	27.667921	28.761708	29.815794	31.004644	32.526356	34.158933	35.696581	36.417806	

AFSCME Local 151/SSD, FASD, HWAD/Annual Salary Plan 2
 (Formerly Community Human Services Department)
 Service Requirements for Salary Step Advancement For
 Salary Plan 27N

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	20,254.00	21,064.16	21,547.41	22,343.36	23,196.15	24,247.94	24,702.78	24,949.80	25,199.30	25,451.29	25,705.81	0.6300
	Monthly	1,687.83	1,755.35	1,795.62	1,861.95	1,933.01	2,020.66	2,058.57	2,079.15	2,099.94	2,120.94	2,142.15	
	Bi-weekly	779.00	810.16	828.75	859.36	892.16	932.61	950.11	959.61	969.20	978.90	988.68	
	Hourly	9.737500	10.127000	10.359331	10.742000	11.151997	11.657665	11.876334	11.995098	12.115049	12.236199	12.358561	
11	Annual	31,881.94	32,920.61	33,992.14	35,080.24	36,250.64	37,503.63	38,904.61	40,487.34	42,300.66	44,212.84	45,103.22	0.9900
	Monthly	2,656.83	2,743.38	2,832.68	2,923.35	3,020.89	3,125.30	3,242.05	3,373.95	3,525.06	3,684.40	3,758.60	
	Bi-weekly	1,226.23	1,266.18	1,307.39	1,349.24	1,394.26	1,442.45	1,496.33	1,557.21	1,626.95	1,700.49	1,734.74	
	Hourly	15.327854	15.827216	16.342376	16.865500	17.428192	18.030589	18.704141	19.465066	20.336855	21.256175	21.684238	
11M	Annual	32,475.42	33,448.09	34,552.77	35,706.59	36,893.57	38,245.41	39,547.53	41,196.27	43,240.18	45,168.94	46,075.88	1.0100
	Monthly	2,706.29	2,787.34	2,879.40	2,975.55	3,074.46	3,187.12	3,295.63	3,433.02	3,603.35	3,764.08	3,839.66	
	Bi-weekly	1,249.05	1,286.46	1,328.95	1,373.33	1,418.98	1,470.98	1,521.06	1,584.47	1,663.08	1,737.27	1,772.15	
	Hourly	15.613183	16.080810	16.611908	17.166631	17.737291	18.387215	19.013237	19.805897	20.788547	21.715834	22.151865	
12	Annual	32,920.61	33,992.14	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,921.48	44,097.40	46,092.17	47,015.40	1.0200
	Monthly	2,743.38	2,832.68	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,493.46	3,674.78	3,841.01	3,917.95	
	Bi-weekly	1,266.18	1,307.39	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,612.36	1,696.05	1,772.78	1,808.28	
	Hourly	15.827216	16.342376	16.865500	17.428192	18.030589	18.704141	19.314502	20.154557	21.200674	22.159696	22.603557	
12M	Annual	33,448.09	34,552.77	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,795.28	44,855.76	46,850.53	47,790.33	1.0400
	Monthly	2,787.34	2,879.40	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,566.27	3,737.98	3,904.21	3,982.53	
	Bi-weekly	1,286.46	1,328.95	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,645.97	1,725.22	1,801.94	1,838.09	
	Hourly	16.080810	16.611908	17.166631	17.737291	18.387215	19.013237	19.710695	20.574653	21.565270	22.524293	22.976121	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	33,992.14	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,635.93	45,811.85	47,905.49	48,845.29	1.0600
	Monthly	2,832.68	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,636.33	3,817.65	3,992.12	4,070.44	
	Bi-weekly	1,307.39	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,678.30	1,761.99	1,842.52	1,878.67	
	Hourly	16.342376	16.865500	17.428192	18.030589	18.704141	19.314502	20.051527	20.978812	22.024929	23.031483	23.483314	
13M	Annual	34,552.77	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,625.17	46,718.80	48,795.86	49,784.81	1.0700
	Monthly	2,879.40	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,718.76	3,893.23	4,066.32	4,148.73	
	Bi-weekly	1,328.95	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,716.35	1,796.88	1,876.76	1,914.80	
	Hourly	16.611908	17.166631	17.737291	18.387215	19.013237	19.710695	20.408151	21.454410	22.460961	23.459546	23.935005	
14	Annual	35,080.24	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	45,449.25	47,707.75	49,850.82	50,856.34	1.0900
	Monthly	2,923.35	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,787.44	3,975.65	4,154.24	4,238.03	
	Bi-weekly	1,349.24	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,748.05	1,834.91	1,917.34	1,956.01	
	Hourly	16.865500	17.428192	18.030589	18.704141	19.314502	20.051527	20.796515	21.850601	22.936418	23.966739	24.450165	
14M	Annual	35,706.59	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	46,372.48	48,597.84	50,790.62	51,812.44	1.1100
	Monthly	2,975.55	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,864.37	4,049.82	4,232.55	4,317.70	
	Bi-weekly	1,373.33	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,783.56	1,869.15	1,953.49	1,992.79	
	Hourly	17.166631	17.737291	18.387215	19.013237	19.710695	20.408151	21.208641	22.294462	23.364347	24.418568	24.909825	
15	Annual	36,250.64	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	47,180.27	49,471.64	51,697.28	52,752.24	1.1300
	Monthly	3,020.89	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,931.69	4,122.64	4,308.11	4,396.02	
	Bi-weekly	1,394.26	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,814.63	1,902.76	1,988.36	2,028.93	
	Hourly	17.428192	18.030589	18.704141	19.314502	20.051527	20.796515	21.589035	22.682824	23.784443	24.854462	25.361654	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	37,157.31	38,426.57	39,662.98	41,064.25	42,547.83	44,097.40	45,680.13	47,988.07	54,763.29	57,236.11	58,390.21	1.1600
	Monthly	3,096.44	3,202.21	3,305.25	3,422.02	3,545.65	3,674.78	3,806.68	3,999.01	4,563.61	4,769.68	4,865.85	
	Bi-weekly	1,429.13	1,477.95	1,525.50	1,579.39	1,636.45	1,696.05	1,756.93	1,845.69	2,106.28	2,201.39	2,245.78	
	Hourly	17.864089	18.474313	19.068739	19.742428	20.455686	21.200674	21.961599	23.071186	26.328506	27.517358	28.072216	
15M	Annual	36,893.57	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	48,235.23	50,609.18	52,900.54	53,955.50	1.1500
	Monthly	3,074.46	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	4,019.60	4,217.43	4,408.38	4,496.29	
	Bi-weekly	1,418.98	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,855.20	1,946.51	2,034.64	2,075.21	
	Hourly	17.737291	18.387215	19.013237	19.710695	20.408151	21.208641	22.064633	23.190016	24.331335	25.432952	25.940143	
16	Annual	37,503.63	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	49,207.90	51,614.70	53,906.07	54,994.17	1.1700
	Monthly	3,125.30	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,100.66	4,301.23	4,492.17	4,582.85	
	Bi-weekly	1,442.45	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,892.61	1,985.18	2,073.31	2,115.16	
	Hourly	18.030589	18.704141	19.314502	20.051527	20.796515	21.589035	22.476760	23.657644	24.814760	25.916378	26.439504	
16M	Annual	38,245.41	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	50,114.56	52,636.80	55,010.74	56,115.14	1.1900
	Monthly	3,187.12	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,176.21	4,386.40	4,584.23	4,676.26	
	Bi-weekly	1,470.98	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,927.48	2,024.49	2,115.80	2,158.27	
	Hourly	18.387215	19.013237	19.710695	20.408151	21.208641	22.064633	22.960185	24.093536	25.306154	26.447473	26.978431	
16V	Annual	38,838.90	40,190.46	41,575.44	43,141.31	44,806.33	46,454.78	48,367.25	50,905.78	53,378.59	55,801.96	56,922.93	1.2100
	Monthly	3,236.58	3,349.21	3,464.62	3,595.11	3,733.86	3,871.23	4,030.60	4,242.15	4,448.22	4,650.16	4,743.58	
	Bi-weekly	1,493.80	1,545.79	1,599.06	1,659.28	1,723.32	1,786.72	1,860.28	1,957.91	2,053.02	2,146.23	2,189.34	
	Hourly	18.672546	19.322335	19.988194	20.741016	21.541503	22.334027	23.253484	24.473931	25.662782	26.827867	27.366792	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	38,904.61	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	51,021.21	53,592.89	55,983.41	57,104.37	1.2100
	Monthly	3,242.05	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,251.77	4,466.07	4,665.28	4,758.70	
	Bi-weekly	1,496.33	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,962.35	2,061.27	2,153.21	2,196.32	
	Hourly	18.704141	19.314502	20.051527	20.796515	21.589035	22.476760	23.364347	24.529430	25.765813	26.915100	27.454025	
17M	Annual	39,547.53	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	52,125.89	54,697.57	57,170.10	58,324.21	1.2300
	Monthly	3,295.63	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,343.82	4,558.13	4,764.18	4,860.35	
	Bi-weekly	1,521.06	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	2,004.84	2,103.75	2,198.85	2,243.24	
	Hourly	19.013237	19.710695	20.408151	21.208641	22.064633	22.960185	23.863707	25.060525	26.296909	27.485623	28.040485	
18	Annual	40,174.16	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	53,065.41	55,834.82	58,357.07	59,527.46	1.2500
	Monthly	3,347.85	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,422.12	4,652.90	4,863.09	4,960.62	
	Bi-weekly	1,545.16	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,040.98	2,147.49	2,244.50	2,289.52	
	Hourly	19.314502	20.051527	20.796515	21.589035	22.476760	23.364347	24.331335	25.512217	26.843665	28.056283	28.618973	
18C	Annual	41,047.68	42,416.10	43,998.53	45,680.13	47,444.01	49,356.20	51,301.53	53,840.34	56,494.32	59,066.00	60,252.96	1.2800
	Monthly	3,420.64	3,534.68	3,666.54	3,806.68	3,953.67	4,113.02	4,275.13	4,486.70	4,707.86	4,922.17	5,021.08	
	Bi-weekly	1,578.76	1,631.39	1,692.25	1,756.93	1,824.77	1,898.32	1,973.14	2,070.78	2,172.86	2,271.77	2,317.42	
	Hourly	19.734462	20.392355	21.153141	21.961599	22.809622	23.728940	24.664196	25.884781	27.160729	28.397113	28.967769	
18M	Annual	40,998.25	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	54,219.52	56,791.20	59,362.88	60,549.57	1.2800
	Monthly	3,416.52	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,518.29	4,732.60	4,946.91	5,045.80	
	Bi-weekly	1,576.86	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,085.37	2,184.28	2,283.19	2,328.83	
	Hourly	19.710695	20.408151	21.208641	22.064633	22.960185	23.863707	24.790995	26.067079	27.303461	28.539847	29.110370	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	41,707.18	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	55,159.04	57,730.72	60,318.97	61,522.23	1.3000
	Monthly	3,475.60	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,596.59	4,810.89	5,026.58	5,126.85	
	Bi-weekly	1,604.12	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,121.50	2,220.41	2,319.96	2,366.24	
	Hourly	20.051527	20.796515	21.589035	22.476760	23.364347	24.331335	25.250655	26.518771	27.755155	28.999506	29.577995	
19M	Annual	42,448.95	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	56,230.58	59,033.14	61,736.54	62,972.94	1.3200
	Monthly	3,537.41	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,685.88	4,919.43	5,144.71	5,247.75	
	Bi-weekly	1,632.65	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,162.71	2,270.51	2,374.48	2,422.04	
	Hourly	20.408151	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	27.033931	28.381315	29.681027	30.275452	
20	Annual	43,256.75	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	57,351.54	60,104.66	62,824.64	64,077.62	1.3500
	Monthly	3,604.73	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,779.30	5,008.72	5,235.39	5,339.80	
	Bi-weekly	1,663.72	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,205.83	2,311.72	2,416.33	2,464.52	
	Hourly	20.796515	21.589035	22.476760	23.364347	24.331335	25.250655	26.273145	27.572856	28.896473	30.204156	30.806548	
20M	Annual	44,113.97	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,489.08	61,423.37	64,192.77	65,495.19	1.3700
	Monthly	3,676.16	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,874.09	5,118.61	5,349.40	5,457.93	
	Bi-weekly	1,696.69	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,249.58	2,362.44	2,468.95	2,519.05	
	Hourly	21.208641	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	28.119751	29.530464	30.861910	31.488070	
20S	Annual	44,790.04	46,619.65	48,515.54	50,345.44	52,307.05	54,417.26	56,593.18	59,428.60	62,330.02	65,198.58	66,517.28	1.3900
	Monthly	3,732.50	3,884.97	4,042.96	4,195.45	4,358.92	4,534.77	4,716.10	4,952.38	5,194.17	5,433.22	5,543.11	
	Bi-weekly	1,722.69	1,793.06	1,865.98	1,936.36	2,011.81	2,092.97	2,176.66	2,285.72	2,397.31	2,507.64	2,558.36	
	Hourly	21.533674	22.413293	23.324781	24.204538	25.147622	26.162144	27.208261	28.571442	29.966357	31.345473	31.979463	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	44,905.19	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,676.06	62,659.77	65,478.61	66,781.03	1.4000
	Monthly	3,742.10	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,973.01	5,221.65	5,456.55	5,565.09	
	Bi-weekly	1,727.12	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,295.23	2,409.99	2,518.41	2,568.50	
	Hourly	21.589035	22.476760	23.364347	24.331335	25.250655	26.273145	27.311294	28.690411	30.124890	31.480102	32.106263	
21M	Annual	45,894.44	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,747.58	63,879.60	66,715.02	68,066.86	1.4300
	Monthly	3,824.54	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,062.30	5,323.30	5,559.59	5,672.24	
	Bi-weekly	1,765.17	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,336.45	2,456.91	2,565.96	2,617.96	
	Hourly	22.064633	22.960185	23.863707	24.790995	25.789581	26.843665	27.913684	29.205569	30.711348	32.074527	32.724454	
22	Annual	46,751.66	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,950.84	64,918.27	67,869.13	69,237.26	1.4600
	Monthly	3,895.97	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,162.57	5,409.86	5,655.76	5,769.77	
	Bi-weekly	1,798.14	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,382.72	2,496.86	2,610.35	2,662.97	
	Hourly	22.476760	23.364347	24.331335	25.250655	26.273145	27.311294	28.389144	29.784059	31.210708	32.629389	33.287146	
22M	Annual	47,757.19	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	63,170.68	66,401.85	69,402.14	70,786.84	1.4900
	Monthly	3,979.77	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,264.22	5,533.49	5,783.51	5,898.90	
	Bi-weekly	1,836.81	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,429.64	2,553.92	2,669.31	2,722.57	
	Hourly	22.960185	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.370517	31.923965	33.366411	34.032136	
23	Annual	48,597.84	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	64,407.08	67,555.96	70,638.54	72,039.82	1.5100
	Monthly	4,049.82	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,367.26	5,629.66	5,886.55	6,003.32	
	Bi-weekly	1,869.15	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,477.20	2,598.31	2,716.87	2,770.76	
	Hourly	23.364347	24.331335	25.250655	26.273145	27.311294	28.389144	29.482931	30.964942	32.478825	33.960838	34.634528	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	49,372.77	51,383.82	53,362.30	55,472.22	57,730.72	59,989.23	62,247.73	65,363.46	68,610.92	71,776.08	73,210.22	1.5400
	Monthly	4,114.40	4,281.99	4,446.86	4,622.69	4,810.89	4,999.10	5,187.31	5,446.96	5,717.58	5,981.34	6,100.85	
	Bi-weekly	1,898.95	1,976.30	2,052.40	2,133.55	2,220.41	2,307.28	2,394.14	2,513.98	2,638.88	2,760.62	2,815.78	
	Hourly	23.736907	24.703761	25.654950	26.669335	27.755155	28.840975	29.926793	31.424740	32.986019	34.507730	35.197219	
23M	Annual	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	65,775.50	68,956.95	72,039.82	73,490.53	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,481.29	5,746.41	6,003.32	6,124.21	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,529.83	2,652.19	2,770.76	2,826.56	
	Hourly	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.622836	33.152380	34.634528	35.331985	
23N	Annual	49,916.82	51,845.58	53,840.34	56,016.27	58,258.20	60,599.00	62,989.52	66,022.66	74,347.76	77,710.66	79,276.81	1.5500
	Monthly	4,159.74	4,320.47	4,486.70	4,668.02	4,854.85	5,049.92	5,249.13	5,501.89	6,195.65	6,475.89	6,606.40	
	Bi-weekly	1,919.88	1,994.06	2,070.78	2,154.47	2,240.70	2,330.73	2,422.67	2,539.33	2,859.53	2,988.87	3,049.11	
	Hourly	23.998472	24.925761	25.884781	26.930901	28.008751	29.134134	30.283422	31.741664	35.744114	37.360892	38.113849	
24	Annual	50,609.18	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	67,011.91	70,325.37	73,507.10	74,974.10	1.5800
	Monthly	4,217.43	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,584.33	5,860.45	6,125.59	6,247.84	
	Bi-weekly	1,946.51	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,577.38	2,704.82	2,827.20	2,883.62	
	Hourly	24.331335	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	32.217262	33.810273	35.339954	36.045241	
24M	Annual	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	68,297.74	71,660.64	74,875.23	76,408.24	1.6100
	Monthly	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,691.48	5,971.72	6,239.60	6,367.35	
	Bi-weekly	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,626.84	2,756.18	2,879.82	2,938.78	
	Hourly	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.835452	34.452231	35.997708	36.734731	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	51,631.27	53,626.04	55,703.10	57,945.03	60,236.39	62,659.77	65,116.01	68,281.17	71,710.07	74,974.10	76,490.82	1.6100
	Monthly	4,302.61	4,468.84	4,641.93	4,828.75	5,019.70	5,221.65	5,426.33	5,690.10	5,975.84	6,247.84	6,374.24	
	Bi-weekly	1,985.82	2,062.54	2,142.43	2,228.66	2,316.78	2,409.99	2,504.46	2,626.20	2,758.08	2,883.62	2,941.95	
	Hourly	24.822728	25.781748	26.780334	27.858188	28.959803	30.124890	31.305772	32.827486	34.475994	36.045241	36.774434	
25	Annual	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,616.44	73,094.78	76,441.39	77,974.39	1.6400
	Monthly	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,801.37	6,091.23	6,370.12	6,497.87	
	Bi-weekly	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,677.56	2,811.34	2,940.05	2,999.01	
	Hourly	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.469442	35.141719	36.750667	37.487687	
25M	Annual	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	71,050.58	74,512.63	77,924.96	79,474.54	1.6700
	Monthly	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,920.88	6,209.39	6,493.75	6,622.88	
	Bi-weekly	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,732.71	2,865.87	2,997.11	3,056.71	
	Hourly	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	34.158933	35.823378	37.463924	38.208912	
26	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	75,979.63	79,408.53	81,007.83	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,331.64	6,617.38	6,750.65	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	2,922.29	3,054.17	3,115.69	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	36.528667	38.177179	38.946071	
26A	Annual	54,747.00	56,955.79	59,280.30	61,604.81	64,027.90	66,566.72	69,006.67	72,501.29	76,144.50	79,606.55	81,188.99	1.7100
	Monthly	4,562.25	4,746.32	4,940.03	5,133.73	5,335.66	5,547.23	5,750.56	6,041.77	6,345.38	6,633.88	6,765.75	
	Bi-weekly	2,105.65	2,190.61	2,280.01	2,369.42	2,462.61	2,560.26	2,654.10	2,788.51	2,928.63	3,061.79	3,122.65	
	Hourly	26.320675	27.382592	28.500144	29.617696	30.782646	32.003231	33.176283	34.856391	36.607931	38.272379	39.033170	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,820.28	77,380.91	80,892.39	82,507.98	1.7400
	Monthly	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,151.69	6,448.41	6,741.03	6,875.67	
	Bi-weekly	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,839.24	2,976.19	3,111.25	3,173.38	
	Hourly	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	33.842005	35.490518	37.202359	38.890572	39.667296	
27	Annual	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	75,155.55	78,864.76	82,474.83	84,139.84	1.7700
	Monthly	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,262.96	6,572.06	6,872.90	7,011.65	
	Bi-weekly	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,890.60	3,033.26	3,172.11	3,236.15	
	Hourly	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	36.132475	37.915752	39.651360	40.451848	
27M	Annual	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,737.99	80,546.07	84,205.85	85,903.73	1.8100
	Monthly	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,394.83	6,712.17	7,017.15	7,158.65	
	Bi-weekly	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,951.46	3,097.93	3,238.69	3,303.99	
	Hourly	27.913684	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.893264	38.724072	40.483583	41.299872	
28	Annual	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	78,188.70	82,194.52	85,936.88	87,667.62	1.8400
	Monthly	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,515.73	6,849.54	7,161.41	7,305.64	
	Bi-weekly	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	3,007.26	3,161.33	3,305.26	3,371.83	
	Hourly	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.590720	39.516594	41.315806	42.147892	
28M	Annual	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	79,804.29	83,744.09	87,519.31	89,283.20	1.8800
	Monthly	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,650.36	6,978.67	7,293.28	7,440.27	
	Bi-weekly	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,069.40	3,220.93	3,366.13	3,433.97	
	Hourly	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	38.367446	40.261583	42.076593	42.924616	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	81,321.00	85,392.83	89,283.20	91,080.23	1.9100
	Monthly	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,776.75	7,116.07	7,440.27	7,590.02	
	Bi-weekly	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,127.73	3,284.34	3,433.97	3,503.09	
	Hourly	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	39.096636	41.054243	42.924616	43.788572	
29M	Annual	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,986.02	87,074.13	91,063.66	92,893.55	1.9500
	Monthly	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,915.50	7,256.18	7,588.64	7,741.13	
	Bi-weekly	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,191.77	3,349.01	3,502.45	3,572.83	
	Hourly	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.897124	41.862563	43.780605	44.660362	
29P	Annual	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,986.02	90,387.59	94,459.42	96,355.32	1.9500
	Monthly	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,915.50	7,532.30	7,871.62	8,029.61	
	Bi-weekly	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,191.77	3,476.45	3,633.05	3,705.97	
	Hourly	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.897124	43.455574	45.413181	46.324672	
30	Annual	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	84,634.46	88,821.73	92,844.11	94,706.87	1.9900
	Monthly	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	7,052.87	7,401.81	7,737.01	7,892.24	
	Bi-weekly	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,255.17	3,416.22	3,570.93	3,642.57	
	Hourly	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.689646	42.702753	44.636592	45.532147	
30C	Annual	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	84,634.46	91,838.30	96,075.00	97,987.47	1.9900
	Monthly	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	7,052.87	7,653.19	8,006.25	8,165.62	
	Bi-weekly	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,255.17	3,532.24	3,695.19	3,768.75	
	Hourly	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.689646	44.153031	46.189903	47.109361	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,194.52	86,332.34	90,684.48	94,822.31	96,701.63	2.0200
	Monthly	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,849.54	7,194.36	7,557.04	7,901.86	8,058.47	
	Bi-weekly	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,161.33	3,320.47	3,487.86	3,647.01	3,719.29	
	Hourly	31.226506	32.550125	33.842005	35.165487	36.592135	37.939517	39.516594	41.505934	43.598307	45.587647	46.491167	
31	Annual	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,865.63	92,349.49	96,569.62	98,481.81	2.0700
	Monthly	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,322.14	7,695.79	8,047.47	8,206.82	
	Bi-weekly	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,379.45	3,551.90	3,714.22	3,787.76	
	Hourly	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	42.243092	44.398795	46.427701	47.347022	
31M	Annual	67,704.26	70,391.37	73,144.21	76,111.64	78,914.20	82,194.52	85,508.26	89,695.24	94,212.25	98,498.37	100,493.14	2.1100
	Monthly	5,642.02	5,865.95	6,095.35	6,342.64	6,576.18	6,849.54	7,125.69	7,474.60	7,851.02	8,208.20	8,374.43	
	Bi-weekly	2,604.01	2,707.36	2,813.24	2,927.37	3,035.16	3,161.33	3,288.78	3,449.82	3,623.55	3,788.40	3,865.12	
	Hourly	32.550125	33.842005	35.165487	36.592135	37.939517	39.516594	41.109741	43.122711	45.294350	47.354987	48.314009	
32	Annual	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	91,492.27	96,058.71	100,427.14	102,454.76	2.1500
	Monthly	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,624.36	8,004.89	8,368.93	8,537.90	
	Bi-weekly	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,518.93	3,694.57	3,862.58	3,940.57	
	Hourly	33.176283	34.436433	35.823378	37.226126	38.724072	40.261583	41.862563	43.986669	46.182074	48.282277	49.257096	
33	Annual	71,627.78	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	95,003.47	99,833.65	104,383.52	106,493.72	2.2300
	Monthly	5,968.98	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,916.96	8,319.47	8,698.63	8,874.48	
	Bi-weekly	2,754.91	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,653.98	3,839.76	4,014.75	4,095.91	
	Hourly	34.436433	35.823378	37.226126	38.724072	40.261583	41.862563	43.598307	45.674746	47.996948	50.184384	51.198903	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	74,512.63	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	98,926.99	103,707.74	108,455.34	110,631.55	2.3200
	Monthly	6,209.39	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,243.92	8,642.31	9,037.95	9,219.30	
	Bi-weekly	2,865.87	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,804.88	3,988.76	4,171.36	4,255.06	
	Hourly	35.823378	37.226126	38.724072	40.261583	41.862563	43.598307	45.294350	47.561054	49.859490	52.141989	53.188247	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	77,430.34	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	97,921.46	102,850.52	107,895.00	112,758.04	115,016.55	2.4100
	Monthly	6,452.53	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,160.12	8,570.88	8,991.25	9,396.50	9,584.71	
	Bi-weekly	2,978.09	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,766.21	3,955.79	4,149.81	4,336.85	4,423.71	
	Hourly	37.226126	38.724072	40.261583	41.862563	43.598307	45.294350	47.077627	49.447363	51.872596	54.210595	55.296418	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	80,546.07	83,744.09	87,074.13	90,684.48	94,212.25	97,921.46	101,844.99	106,856.33	112,197.42	117,340.77	119,714.72	2.5100
	Monthly	6,712.17	6,978.67	7,256.18	7,557.04	7,851.02	8,160.12	8,487.08	8,904.69	9,349.79	9,778.40	9,976.23	
	Bi-weekly	3,097.93	3,220.93	3,349.01	3,487.86	3,623.55	3,766.21	3,917.11	4,109.86	4,315.29	4,513.11	4,604.41	
	Hourly	38.724072	40.261583	41.862563	43.598307	45.294350	47.077627	48.963937	51.373235	53.941065	56.413833	57.555152	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	83,744.09	87,074.13	90,684.48	94,212.25	97,921.46	101,844.99	106,031.96	111,274.47	116,664.99	121,956.64	124,429.45	2.6100
	Monthly	6,978.67	7,256.18	7,557.04	7,851.02	8,160.12	8,487.08	8,836.00	9,272.87	9,722.08	10,163.05	10,369.12	
	Bi-weekly	3,220.93	3,349.01	3,487.86	3,623.55	3,766.21	3,917.11	4,078.15	4,279.79	4,487.12	4,690.64	4,785.75	
	Hourly	40.261583	41.862563	43.598307	45.294350	47.077627	48.963937	50.976905	53.497341	56.088938	58.633001	59.821853	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	87,074.13	90,684.48	94,212.25	97,921.46	101,844.99	106,031.96	110,120.36	115,610.03	121,429.17	126,918.84	129,490.52	2.7200
	Monthly	7,256.18	7,557.04	7,851.02	8,160.12	8,487.08	8,836.00	9,176.70	9,634.17	10,119.10	10,576.57	10,790.88	
	Bi-weekly	3,349.01	3,487.86	3,623.55	3,766.21	3,917.11	4,078.15	4,235.40	4,446.54	4,670.35	4,881.49	4,980.40	
	Hourly	41.862563	43.598307	45.294350	47.077627	48.963937	50.976905	52.942480	55.581745	58.379408	61.018672	62.255056	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	90,684.48	94,212.25	97,921.46	101,844.99	106,031.96	110,120.36	114,439.63	120,291.63	126,226.49	131,979.62	134,650.16	2.8300
	Monthly	7,557.04	7,851.02	8,160.12	8,487.08	8,836.00	9,176.70	9,536.64	10,024.30	10,518.87	10,998.30	11,220.85	
	Bi-weekly	3,487.86	3,623.55	3,766.21	3,917.11	4,078.15	4,235.40	4,401.52	4,626.60	4,854.86	5,076.14	5,178.85	
	Hourly	43.598307	45.294350	47.077627	48.963937	50.976905	52.942480	55.019053	57.832512	60.685810	63.451738	64.735654	
40	Annual	94,212.25	97,921.46	101,844.99	106,031.96	110,120.36	114,439.63	119,104.65	125,072.37	131,287.26	137,238.41	140,007.82	2.9400
	Monthly	7,851.02	8,160.12	8,487.08	8,836.00	9,176.70	9,536.64	9,925.39	10,422.70	10,940.61	11,436.53	11,667.32	
	Bi-weekly	3,623.55	3,766.21	3,917.11	4,078.15	4,235.40	4,401.52	4,580.95	4,810.48	5,049.51	5,278.40	5,384.92	
	Hourly	45.294350	47.077627	48.963937	50.976905	52.942480	55.019053	57.261853	60.130949	63.118875	65.980004	67.311451	
41	Annual	97,921.46	101,844.99	106,031.96	110,120.36	114,439.63	119,104.65	123,803.11	130,034.29	136,496.62	142,744.37	145,612.93	3.0600
	Monthly	8,160.12	8,487.08	8,836.00	9,176.70	9,536.64	9,925.39	10,316.93	10,836.19	11,374.72	11,895.36	12,134.41	
	Bi-weekly	3,766.21	3,917.11	4,078.15	4,235.40	4,401.52	4,580.95	4,761.66	5,001.32	5,249.87	5,490.17	5,600.50	
	Hourly	47.077627	48.963937	50.976905	52.942480	55.019053	57.261853	59.520727	62.516484	65.623377	68.627100	70.006217	
42	Annual	101,844.99	106,031.96	110,120.36	114,439.63	119,104.65	123,803.11	128,699.01	135,177.63	142,002.58	148,481.21	151,464.93	3.1800
	Monthly	8,487.08	8,836.00	9,176.70	9,536.64	9,925.39	10,316.93	10,724.92	11,264.80	11,833.55	12,373.44	12,622.08	
	Bi-weekly	3,917.11	4,078.15	4,235.40	4,401.52	4,580.95	4,761.66	4,949.96	5,199.14	5,461.64	5,710.82	5,825.57	
	Hourly	48.963937	50.976905	52.942480	55.019053	57.261853	59.520727	61.874524	64.989247	68.270473	71.385199	72.819676	
43	Annual	106,031.96	110,120.36	114,439.63	119,104.65	123,803.11	128,699.01	133,792.93	140,485.86	147,525.12	154,267.48	157,350.35	3.3100
	Monthly	8,836.00	9,176.70	9,536.64	9,925.39	10,316.93	10,724.92	11,149.41	11,707.16	12,293.76	12,855.62	13,112.53	
	Bi-weekly	4,078.15	4,235.40	4,401.52	4,580.95	4,761.66	4,949.96	5,145.88	5,403.30	5,674.04	5,933.36	6,051.94	
	Hourly	50.976905	52.942480	55.019053	57.261853	59.520727	61.874524	64.323525	67.541281	70.925538	74.167059	75.649208	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	110,120.36	114,439.63	119,104.65	123,803.11	128,699.01	133,792.93	139,233.18	146,140.41	153,426.83	160,366.93	163,598.10	3.4400
	Monthly	9,176.70	9,536.64	9,925.39	10,316.93	10,724.92	11,149.41	11,602.77	12,178.37	12,785.57	13,363.91	13,633.18	
	Bi-weekly	4,235.40	4,401.52	4,580.95	4,761.66	4,949.96	5,145.88	5,355.12	5,620.79	5,901.03	6,167.96	6,292.23	
	Hourly	52.942480	55.019053	57.261853	59.520727	61.874524	64.323525	66.939027	70.259814	73.762899	77.099484	78.652934	
45	Annual	114,439.63	119,104.65	123,803.11	128,699.01	133,792.93	139,233.18	144,673.13	151,910.11	159,476.85	166,713.83	170,043.86	3.5700
	Monthly	9,536.64	9,925.39	10,316.93	10,724.92	11,149.41	11,602.77	12,056.09	12,659.18	13,289.74	13,892.82	14,170.32	
	Bi-weekly	4,401.52	4,580.95	4,761.66	4,949.96	5,145.88	5,355.12	5,564.35	5,842.70	6,133.72	6,412.07	6,540.15	
	Hourly	55.019053	57.261853	59.520727	61.874524	64.323525	66.939027	69.554387	73.033706	76.671560	80.150878	81.751857	
46	Annual	119,104.65	123,803.11	128,699.01	133,792.93	139,233.18	144,673.13	150,475.98	157,993.28	165,823.46	173,357.33	176,835.66	3.7200
	Monthly	9,925.39	10,316.93	10,724.92	11,149.41	11,602.77	12,056.09	12,539.67	13,166.11	13,818.62	14,446.44	14,736.31	
	Bi-weekly	4,580.95	4,761.66	4,949.96	5,145.88	5,355.12	5,564.35	5,787.54	6,076.66	6,377.83	6,667.59	6,801.37	
	Hourly	57.261853	59.520727	61.874524	64.323525	66.939027	69.554387	72.344220	75.958306	79.722815	83.344869	85.017146	
47	Annual	123,803.11	128,699.01	133,792.93	139,233.18	144,673.13	150,475.98	156,592.00	164,273.88	172,450.67	180,281.14	183,891.21	3.8600
	Monthly	10,316.93	10,724.92	11,149.41	11,602.77	12,056.09	12,539.67	13,049.33	13,689.49	14,370.89	15,023.43	15,324.27	
	Bi-weekly	4,761.66	4,949.96	5,145.88	5,355.12	5,564.35	5,787.54	6,022.77	6,318.23	6,632.72	6,933.89	7,072.74	
	Hourly	59.520727	61.874524	64.323525	66.939027	69.554387	72.344220	75.284613	78.977826	82.908975	86.673624	88.409233	
48	Annual	128,699.01	133,792.93	139,233.18	144,673.13	150,475.98	156,592.00	162,708.02	170,851.66	179,341.34	187,484.98	191,260.20	4.0200
	Monthly	10,724.92	11,149.41	11,602.77	12,056.09	12,539.67	13,049.33	13,559.00	14,237.64	14,945.11	15,623.75	15,938.35	
	Bi-weekly	4,949.96	5,145.88	5,355.12	5,564.35	5,787.54	6,022.77	6,258.00	6,571.22	6,897.74	7,210.96	7,356.16	
	Hourly	61.874524	64.323525	66.939027	69.554387	72.344220	75.284613	78.225008	82.140223	86.221796	90.137010	91.952019	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	133,792.93	139,233.18	144,673.13	150,475.98	156,592.00	162,708.02	169,186.64	177,643.46	186,545.46	195,117.72	199,040.96	4.1800
	Monthly	11,149.41	11,602.77	12,056.09	12,539.67	13,049.33	13,559.00	14,098.89	14,803.62	15,545.46	16,259.81	16,586.75	
	Bi-weekly	5,145.88	5,355.12	5,564.35	5,787.54	6,022.77	6,258.00	6,507.18	6,832.44	7,174.83	7,504.53	7,655.42	
	Hourly	64.323525	66.939027	69.554387	72.344220	75.284613	78.225008	81.339731	85.405510	89.685318	93.806596	95.692768	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	139,233.18	144,673.13	150,475.98	156,592.00	162,708.02	169,186.64	175,961.87	184,765.00	193,881.31	202,667.88	206,739.70	4.3500
	Monthly	11,602.77	12,056.09	12,539.67	13,049.33	13,559.00	14,098.89	14,663.49	15,397.08	16,156.78	16,888.99	17,228.31	
	Bi-weekly	5,355.12	5,564.35	5,787.54	6,022.77	6,258.00	6,507.18	6,767.76	7,106.35	7,456.97	7,794.92	7,951.53	
	Hourly	66.939027	69.554387	72.344220	75.284613	78.225008	81.339731	84.597052	88.829329	93.212169	97.436480	99.394088	

Teamsters Local 320/Correctional Officer 1/2's Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 28

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 Year	2,080 Hours
Step 02.....	Step 03	1 Year	2,080 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	5 Years of total continuous County service	
Step 06.....	Step 07	10 Years of total continuous County service	
Step 07.....	Step 08	15 Years of total continuous County service	
Step 08.....	Step 09	20 Years of total continuous County service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 06 - 09.

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	47,219.62	49,471.27	51,610.29	53,829.87	56,628.19	60,552.48	63,817.46	66,245.85	69,221.38	1.4700
	Monthly	3,934.97	4,122.61	4,300.86	4,485.82	4,719.02	5,046.04	5,318.12	5,520.49	5,768.45	
	Bi-weekly	1,816.14	1,902.74	1,985.01	2,070.38	2,178.01	2,328.94	2,454.52	2,547.92	2,662.36	
	Hourly	22.701738	23.784262	24.812637	25.879747	27.225092	29.111767	30.681470	31.848964	33.279508	
Grade		1	2	3	4	5	6	7	8	9	Night Diff
03	Annual	51,320.92	53,797.54	56,129.75	58,445.51	61,420.85	65,779.46	69,237.36	71,987.45	75,172.11	1.6000
	Monthly	4,276.74	4,483.13	4,677.48	4,870.46	5,118.40	5,481.62	5,769.78	5,998.95	6,264.34	
	Bi-weekly	1,973.88	2,069.14	2,158.84	2,247.90	2,362.34	2,529.98	2,662.98	2,768.75	2,891.23	
	Hourly	24.673519	25.864200	26.985455	28.098802	29.529256	31.624740	33.287192	34.609349	36.140436	
Grade		1	2	3	4	5	6	7	8	9	Night Diff
04	Annual	54,521.23	56,966.06	59,603.53	62,032.20	65,232.79	69,832.54	73,499.23	74,801.93	78,115.15	1.7000
	Monthly	4,543.44	4,747.17	4,966.96	5,169.35	5,436.07	5,819.38	6,124.94	6,233.49	6,509.60	
	Bi-weekly	2,096.97	2,191.00	2,292.44	2,385.85	2,508.95	2,685.87	2,826.89	2,877.00	3,004.43	
	Hourly	26.212130	27.387529	28.655543	29.823171	31.361917	33.573334	35.336169	35.962468	37.555359	

LELS Local 349/Emergency Communications Center Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 28B

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year.....	2,080 Hours
Step 07.....	Step 08	5 Years.....	10,040 Hours
Step 08.....	Step 09	5 Years.....	10,040 Hours
Step 09.....	Step 10.....	5 Years.....	10,040 Hours

Salary progression on this plan IS NOT SUBJECT to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	41,449.91	43,045.26	44,718.19	46,437.58	48,265.43	50,170.60	52,044.91	54,662.64	57,373.27	59,959.87	1.3000
	Monthly	3,454.16	3,587.11	3,726.52	3,869.80	4,022.12	4,180.88	4,337.08	4,555.22	4,781.11	4,996.66	
	Bi-weekly	1,594.23	1,655.59	1,719.93	1,786.06	1,856.36	1,929.64	2,001.73	2,102.41	2,206.66	2,306.15	
	Hourly	19.927843	20.694837	21.499131	22.325758	23.204532	24.120482	25.021590	26.280114	27.583303	28.826859	
21	Annual	44,765.91	46,488.88	48,295.65	50,152.58	52,126.66	54,184.25	56,208.50	59,035.65	61,963.14	64,756.65	1.4000
	Monthly	3,730.49	3,874.07	4,024.64	4,179.38	4,343.89	4,515.35	4,684.04	4,919.64	5,163.60	5,396.39	
	Bi-weekly	1,721.77	1,788.03	1,857.53	1,928.95	2,004.87	2,084.01	2,161.87	2,270.60	2,383.20	2,490.64	
	Hourly	21.522072	22.350423	23.219063	24.111819	25.060895	26.050121	27.023317	28.382526	29.789969	31.133006	
22	Annual	46,556.55	48,348.44	50,227.48	52,158.68	54,211.72	56,351.62	58,456.84	61,397.08	64,441.66	67,346.92	1.4500
	Monthly	3,879.71	4,029.04	4,185.62	4,346.56	4,517.64	4,695.97	4,871.40	5,116.42	5,370.14	5,612.24	
	Bi-weekly	1,790.64	1,859.56	1,931.83	2,006.10	2,085.07	2,167.37	2,248.34	2,361.43	2,478.53	2,590.27	
	Hourly	22.382956	23.244440	24.147826	25.076290	26.063328	27.092127	28.104249	29.517826	30.981567	32.378328	
24	Annual	50,152.58	52,126.66	54,184.25	56,208.50	58,399.76	60,708.46	62,933.36	66,195.46	69,390.59	72,552.36	1.5700
	Monthly	4,179.38	4,343.89	4,515.35	4,684.04	4,866.65	5,059.04	5,244.45	5,516.29	5,782.55	6,046.03	
	Bi-weekly	1,928.95	2,004.87	2,084.01	2,161.87	2,246.14	2,334.94	2,420.51	2,545.98	2,668.87	2,790.48	
	Hourly	24.111819	25.060895	26.050121	27.023317	28.076808	29.186759	30.256422	31.824740	33.360858	34.880941	

Teamsters Local 320/Probation Officers Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 29A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 /2 Year	1,040 Hours
Step 02.....	Step 03	1 /2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	5 Years of total continuous County service	
Step 07.....	Step 08	10 Years of total continuous County service	
Step 08.....	Step 09	15 Years of total continuous County service	
Step 09.....	Step 10	20 Years of total continuous County service	
Step 10	Step 11.....	25 Years of total continuous County service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 08 - 11. Contract language prescribes salary setting based on promotion from various levels in career series.

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	48,731.40	50,661.34	52,720.08	54,842.93	56,901.67	59,153.31	61,469.36	64,573.21	67,709.40	70,797.37	72,244.75	1.5200
	Monthly	4,060.95	4,221.78	4,393.34	4,570.24	4,741.81	4,929.44	5,122.45	5,381.10	5,642.45	5,899.78	6,020.40	
	Bi-weekly	1,874.28	1,948.51	2,027.70	2,109.34	2,188.53	2,275.13	2,364.21	2,483.58	2,604.21	2,722.98	2,778.64	
	Hourly	23.428559	24.356415	25.346193	26.366794	27.356571	28.439093	29.552576	31.044812	32.552598	34.037196	34.733053	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	52,720.08	54,842.93	56,901.67	59,153.31	61,469.36	63,865.68	66,438.76	69,735.80	73,241.92	76,555.13	78,083.09	1.6400
	Monthly	4,393.34	4,570.24	4,741.81	4,929.44	5,122.45	5,322.14	5,536.56	5,811.32	6,103.49	6,379.60	6,506.92	
	Bi-weekly	2,027.70	2,109.34	2,188.53	2,275.13	2,364.21	2,456.37	2,555.34	2,682.15	2,817.00	2,944.43	3,003.20	
	Hourly	25.346193	26.366794	27.356571	28.439093	29.552576	30.704656	31.941711	33.526827	35.212463	36.805353	37.539946	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	60,311.33	62,578.87	65,023.71	67,709.40	70,508.00	73,193.70	76,136.98	79,803.95	83,840.86	87,700.74	89,453.66	1.8800
	Monthly	5,025.94	5,214.91	5,418.64	5,642.45	5,875.67	6,099.48	6,344.75	6,650.33	6,986.74	7,308.40	7,454.47	
	Bi-weekly	2,319.67	2,406.88	2,500.91	2,604.21	2,711.85	2,815.14	2,928.35	3,069.38	3,224.65	3,373.11	3,440.53	
	Hourly	28.995833	30.085996	31.261398	32.552598	33.898077	35.189278	36.604317	38.367284	40.308104	42.163819	43.006568	

Law Enforcement Labor Services Local 322/Deputy Sheriffs Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 30

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1 Year	2,080 Hours
Step 02.....	Step 03	1 Year	2,080 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	5 Years of total continuous County service	
Step 06.....	Step 07	10 Years of total continuous County service	
Step 07.....	Step 08	15 Years of total continuous County service	
Step 08.....	Step 09	20 Years of total continuous County service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 06 - 09.

Report ID: RCHR093A
 As Of Date: 01/14/2017
 Salary Plan: 30 LawEnfLaborServ/DepSheriffs

PeopleSoft
 COMPENSATION MANUAL

Page No. 121
 Run Date 06/20/2018
 Run Time 08:42:40

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	52,980.70	55,537.41	57,945.05	60,335.71	63,407.28	67,906.85	71,476.58	75,058.76	77,603.02	1.6600
	Monthly	4,415.06	4,628.12	4,828.75	5,027.98	5,283.94	5,658.90	5,956.38	6,254.90	6,466.92	
	Bi-weekly	2,037.72	2,136.05	2,228.66	2,320.60	2,438.74	2,611.80	2,749.10	2,886.88	2,984.73	
	Hourly	25.471490	26.700679	27.858198	29.007552	30.484268	32.647523	34.363740	36.085943	37.309143	

Non-represented Correctional Officer 3's Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 31

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02.....	Step 03	1/2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Report ID: RCHR093A
 As Of Date: 01/13/2018
 Salary Plan: 31 Corr Officer 3's (Unrep)

PeopleSoft
 COMPENSATION MANUAL

Page No. 122
 Run Date 06/20/2018
 Run Time 08:42:40

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	60,302.40	62,659.77	64,967.71	67,720.83	70,407.66	73,177.36	76,144.50	79,820.86	83,777.24	87,552.18	89,316.07	1.8800
	Monthly	5,025.20	5,221.65	5,413.98	5,643.40	5,867.31	6,098.11	6,345.38	6,651.74	6,981.44	7,296.02	7,443.01	
	Bi-weekly	2,319.32	2,409.99	2,498.76	2,604.65	2,707.99	2,814.51	2,928.63	3,070.03	3,222.20	3,367.39	3,435.23	
	Hourly	28.991539	30.124890	31.234474	32.558093	33.849837	35.181422	36.607931	38.375412	40.277519	42.092392	42.940416	

AFSCME Local 1076/Ramsey County Care Center Salary Plan
 Service Requirements for Salary Step Advancement For
 Salary Plan 33A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	2 Years	4,160 Hours
Step 06	Step 07	5 Years	10,400 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
08	Annual	32,903.67	33,744.61	34,618.13	35,409.63	36,497.45	37,437.25	38,393.35	39,514.31	41,195.90	41,987.12	1.0300
	Monthly	2,741.97	2,812.05	2,884.84	2,950.80	3,041.45	3,119.77	3,199.45	3,292.86	3,432.99	3,498.93	
	Bi-weekly	1,265.53	1,297.87	1,331.47	1,361.91	1,403.75	1,439.89	1,476.67	1,519.78	1,584.46	1,614.89	
	Hourly	15.819072	16.223370	16.643330	17.023859	17.546851	17.998678	18.458341	18.997265	19.805723	20.186114	
09	Annual	33,744.61	34,618.13	35,409.63	36,497.45	37,437.25	38,393.35	39,514.31	40,503.55	42,283.72	43,108.09	1.0500
	Monthly	2,812.05	2,884.84	2,950.80	3,041.45	3,119.77	3,199.45	3,292.86	3,375.30	3,523.64	3,592.34	
	Bi-weekly	1,297.87	1,331.47	1,361.91	1,403.75	1,439.89	1,476.67	1,519.78	1,557.83	1,626.30	1,658.00	
	Hourly	16.223370	16.643330	17.023859	17.546851	17.998678	18.458341	18.997265	19.472861	20.328711	20.725042	
09M	Annual	34,123.79	34,997.30	35,887.67	36,860.34	37,832.72	38,986.83	39,959.50	41,212.19	42,959.79	43,783.87	1.0600
	Monthly	2,843.65	2,916.44	2,990.64	3,071.70	3,152.73	3,248.90	3,329.96	3,434.35	3,579.98	3,648.66	
	Bi-weekly	1,312.45	1,346.05	1,380.30	1,417.71	1,455.10	1,499.49	1,536.90	1,585.08	1,652.30	1,683.99	
	Hourly	16.405667	16.825624	17.253689	17.721317	18.188808	18.743670	19.211296	19.813553	20.653745	21.049935	
09P	Annual	34,403.82	35,261.04	36,184.28	37,058.07	38,146.18	39,184.57	40,190.09	41,360.78	43,124.66	43,915.88	1.0700
	Monthly	2,866.99	2,938.42	3,015.36	3,088.17	3,178.85	3,265.38	3,349.17	3,446.73	3,593.72	3,659.66	
	Bi-weekly	1,323.22	1,356.19	1,391.70	1,425.31	1,467.16	1,507.10	1,545.77	1,590.80	1,658.64	1,689.07	
	Hourly	16.540297	16.952424	17.396286	17.816381	18.339509	18.838733	19.322158	19.884990	20.733009	21.113405	
10	Annual	34,618.13	35,409.63	36,497.45	37,437.25	38,393.35	39,514.31	40,503.55	41,822.25	43,635.57	44,443.36	1.0800
	Monthly	2,884.84	2,950.80	3,041.45	3,119.77	3,199.45	3,292.86	3,375.30	3,485.19	3,636.30	3,703.61	
	Bi-weekly	1,331.47	1,361.91	1,403.75	1,439.89	1,476.67	1,519.78	1,557.83	1,608.55	1,678.29	1,709.36	
	Hourly	16.643330	17.023859	17.546851	17.998678	18.458341	18.997265	19.472861	20.106850	20.978638	21.366999	
10M	Annual	34,997.30	35,887.67	36,860.34	37,832.72	38,986.83	39,959.50	41,212.19	42,399.16	44,245.63	45,069.70	1.0900
	Monthly	2,916.44	2,990.64	3,071.70	3,152.73	3,248.90	3,329.96	3,434.35	3,533.26	3,687.14	3,755.81	
	Bi-weekly	1,346.05	1,380.30	1,417.71	1,455.10	1,499.49	1,536.90	1,585.08	1,630.74	1,701.75	1,733.45	
	Hourly	16.825624	17.253689	17.721317	18.188808	18.743670	19.211296	19.813553	20.384212	21.271936	21.668126	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10P	Annual	35,442.49	36,415.15	37,255.81	38,327.34	39,332.87	40,388.11	41,558.51	42,662.90	44,476.22	45,333.44	1.1000
	Monthly	2,953.54	3,034.60	3,104.65	3,193.95	3,277.74	3,365.68	3,463.21	3,555.24	3,706.35	3,777.79	
	Bi-weekly	1,363.17	1,400.58	1,432.92	1,474.13	1,512.80	1,553.39	1,598.40	1,640.88	1,710.62	1,743.59	
	Hourly	17.039658	17.507285	17.911448	18.426605	18.910033	19.417360	19.980054	20.511011	21.382799	21.794924	
10Y	Annual	35,788.81	36,728.33	37,568.98	38,706.52	39,679.18	40,800.15	41,954.26	43,009.22	44,937.98	45,762.06	1.1200
	Monthly	2,982.40	3,060.69	3,130.75	3,225.54	3,306.60	3,400.01	3,496.19	3,584.10	3,744.83	3,813.51	
	Bi-weekly	1,376.49	1,412.63	1,444.96	1,488.71	1,526.12	1,569.24	1,613.63	1,654.20	1,728.38	1,760.08	
	Hourly	17.206159	17.657852	18.062009	18.608902	19.076531	19.615456	20.170318	20.677510	21.604798	22.000991	
11	Annual	35,409.63	36,497.45	37,437.25	38,393.35	39,514.31	40,503.55	41,822.25	43,091.52	44,970.84	45,828.07	1.1000
	Monthly	2,950.80	3,041.45	3,119.77	3,199.45	3,292.86	3,375.30	3,485.19	3,590.96	3,747.57	3,819.01	
	Bi-weekly	1,361.91	1,403.75	1,439.89	1,476.67	1,519.78	1,557.83	1,608.55	1,657.37	1,729.65	1,762.62	
	Hourly	17.023859	17.546851	17.998678	18.458341	18.997265	19.472861	20.106850	20.717075	21.620595	22.032724	
11I	Annual	36,250.28	37,156.94	38,113.04	39,102.27	40,173.80	41,179.33	42,498.03	43,536.70	45,383.16	46,223.81	1.1300
	Monthly	3,020.86	3,096.41	3,176.09	3,258.52	3,347.82	3,431.61	3,541.50	3,628.06	3,781.93	3,851.98	
	Bi-weekly	1,394.24	1,429.11	1,465.89	1,503.93	1,545.15	1,583.82	1,634.54	1,674.49	1,745.51	1,777.84	
	Hourly	17.428021	17.863913	18.323575	18.799169	19.314329	19.797755	20.431744	20.931107	21.818829	22.222987	
12	Annual	36,497.45	37,437.25	38,393.35	39,514.31	40,503.55	41,822.25	43,091.52	44,327.92	46,240.39	47,130.48	1.1400
	Monthly	3,041.45	3,119.77	3,199.45	3,292.86	3,375.30	3,485.19	3,590.96	3,693.99	3,853.37	3,927.54	
	Bi-weekly	1,403.75	1,439.89	1,476.67	1,519.78	1,557.83	1,608.55	1,657.37	1,704.92	1,778.48	1,812.71	
	Hourly	17.546851	17.998678	18.458341	18.997265	19.472861	20.106850	20.717075	21.311501	22.230956	22.658884	
12L	Annual	37,090.93	38,030.74	39,184.57	40,124.37	41,377.06	42,399.16	44,014.75	45,053.42	47,822.83	48,729.49	1.1600
	Monthly	3,090.91	3,169.23	3,265.38	3,343.70	3,448.09	3,533.26	3,667.90	3,754.45	3,985.24	4,060.79	
	Bi-weekly	1,426.57	1,462.72	1,507.10	1,543.24	1,591.43	1,630.74	1,692.87	1,732.82	1,839.34	1,874.21	
	Hourly	17.832179	18.284009	18.838733	19.290561	19.892818	20.384212	21.160936	21.660298	22.991747	23.427639	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	37,437.25	38,393.35	39,514.31	40,503.55	41,822.25	43,091.52	44,327.92	45,861.21	47,789.96	48,696.63	1.1700
	Monthly	3,119.77	3,199.45	3,292.86	3,375.30	3,485.19	3,590.96	3,693.99	3,821.77	3,982.50	4,058.05	
	Bi-weekly	1,439.89	1,476.67	1,519.78	1,557.83	1,608.55	1,657.37	1,704.92	1,763.89	1,838.08	1,872.95	
	Hourly	17.998678	18.458341	18.997265	19.472861	20.106850	20.717075	21.311501	22.048659	22.975944	23.411841	
14	Annual	38,393.35	39,514.31	40,503.55	41,822.25	43,091.52	44,327.92	45,861.21	47,377.65	49,372.41	50,312.21	1.2000
	Monthly	3,199.45	3,292.86	3,375.30	3,485.19	3,590.96	3,693.99	3,821.77	3,948.14	4,114.37	4,192.68	
	Bi-weekly	1,476.67	1,519.78	1,557.83	1,608.55	1,657.37	1,704.92	1,763.89	1,822.22	1,898.94	1,935.09	
	Hourly	18.458341	18.997265	19.472861	20.106850	20.717075	21.311501	22.048659	22.777714	23.736734	24.188563	
15	Annual	39,514.31	40,503.55	41,822.25	43,091.52	44,327.92	45,861.21	47,377.65	49,009.80	51,119.72	52,108.96	1.2300
	Monthly	3,292.86	3,375.30	3,485.19	3,590.96	3,693.99	3,821.77	3,948.14	4,084.15	4,259.98	4,342.41	
	Bi-weekly	1,519.78	1,557.83	1,608.55	1,657.37	1,704.92	1,763.89	1,822.22	1,884.99	1,966.14	2,004.19	
	Hourly	18.997265	19.472861	20.106850	20.717075	21.311501	22.048659	22.777714	23.562403	24.576788	25.052384	
15V	Annual	41,426.50	42,613.47	43,652.14	45,053.42	46,207.24	47,723.96	49,075.81	50,559.38	52,784.74	53,806.83	1.2900
	Monthly	3,452.21	3,551.12	3,637.68	3,754.45	3,850.60	3,977.00	4,089.65	4,213.28	4,398.73	4,483.90	
	Bi-weekly	1,593.33	1,638.98	1,678.93	1,732.82	1,777.20	1,835.54	1,887.53	1,944.59	2,030.18	2,069.49	
	Hourly	19.916585	20.487244	20.986607	21.660298	22.215020	22.944212	23.594138	24.307396	25.377279	25.868669	
16	Annual	40,503.55	41,822.25	43,091.52	44,327.92	45,861.21	47,377.65	49,009.80	50,740.83	52,982.75	53,988.28	1.2600
	Monthly	3,375.30	3,485.19	3,590.96	3,693.99	3,821.77	3,948.14	4,084.15	4,228.40	4,415.23	4,499.02	
	Bi-weekly	1,557.83	1,608.55	1,657.37	1,704.92	1,763.89	1,822.22	1,884.99	1,951.57	2,037.80	2,076.47	
	Hourly	19.472861	20.106850	20.717075	21.311501	22.048659	22.777714	23.562403	24.394629	25.472477	25.955904	
17	Annual	41,822.25	43,091.52	44,327.92	45,861.21	47,377.65	49,009.80	50,740.83	52,389.27	54,664.06	55,719.31	1.3000
	Monthly	3,485.19	3,590.96	3,693.99	3,821.77	3,948.14	4,084.15	4,228.40	4,365.77	4,555.34	4,643.28	
	Bi-weekly	1,608.55	1,657.37	1,704.92	1,763.89	1,822.22	1,884.99	1,951.57	2,014.97	2,102.46	2,143.05	
	Hourly	20.106850	20.717075	21.311501	22.048659	22.777714	23.562403	24.394629	25.187150	26.280798	26.788129	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17A	Annual	40,882.73	42,184.85	44,234.48	46,284.11	48,333.74	50,114.19	52,455.28	54,862.08	57,301.74	58,406.14	1.2700
	Monthly	3,406.89	3,515.41	3,686.21	3,857.01	4,027.81	4,176.18	4,371.27	4,571.84	4,775.15	4,867.18	
	Bi-weekly	1,572.41	1,622.49	1,701.33	1,780.16	1,858.99	1,927.47	2,017.51	2,110.08	2,203.91	2,246.39	
	Hourly	19.655158	20.281180	21.266578	22.251974	23.237373	24.093362	25.218884	26.375998	27.548914	28.079874	
17C	Annual	43,487.26	44,624.81	45,844.64	47,147.05	48,317.45	49,916.46	51,152.87	52,751.87	55,076.38	56,131.35	1.3600
	Monthly	3,623.94	3,718.73	3,820.39	3,928.92	4,026.45	4,159.71	4,262.74	4,395.99	4,589.70	4,677.61	
	Bi-weekly	1,672.59	1,716.34	1,763.26	1,813.35	1,858.36	1,919.86	1,967.42	2,028.92	2,118.32	2,158.90	
	Hourly	20.907338	21.454233	22.040690	22.666851	23.229542	23.998299	24.592724	25.361478	26.479031	26.986224	
18	Annual	43,091.52	44,327.92	45,861.21	47,377.65	49,009.80	50,740.83	52,389.27	54,219.16	56,559.96	57,648.07	1.3400
	Monthly	3,590.96	3,693.99	3,821.77	3,948.14	4,084.15	4,228.40	4,365.77	4,518.26	4,713.33	4,804.01	
	Bi-weekly	1,657.37	1,704.92	1,763.89	1,822.22	1,884.99	1,951.57	2,014.97	2,085.35	2,175.38	2,217.23	
	Hourly	20.717075	21.311501	22.048659	22.777714	23.562403	24.394629	25.187150	26.066905	27.192288	27.715418	
19	Annual	44,327.92	45,861.21	47,377.65	49,009.80	50,740.83	52,389.27	54,219.16	56,114.77	58,505.29	59,626.25	1.3800
	Monthly	3,693.99	3,821.77	3,948.14	4,084.15	4,228.40	4,365.77	4,518.26	4,676.23	4,875.44	4,968.85	
	Bi-weekly	1,704.92	1,763.89	1,822.22	1,884.99	1,951.57	2,014.97	2,085.35	2,158.26	2,250.20	2,293.32	
	Hourly	21.311501	22.048659	22.777714	23.562403	24.394629	25.187150	26.066905	26.978255	28.127544	28.666468	
20	Annual	45,861.21	47,377.65	49,009.80	50,740.83	52,389.27	54,219.16	56,114.77	62,543.97	65,247.65	66,489.14	1.4300
	Monthly	3,821.77	3,948.14	4,084.15	4,228.40	4,365.77	4,518.26	4,676.23	5,212.00	5,437.30	5,540.76	
	Bi-weekly	1,763.89	1,822.22	1,884.99	1,951.57	2,014.97	2,085.35	2,158.26	2,405.54	2,509.53	2,557.27	
	Hourly	22.048659	22.777714	23.562403	24.394629	25.187150	26.066905	26.978255	30.069214	31.369064	31.965933	

AFSCME Local 1076/Ramsey County Care Center/Internal Pool Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 33I

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	2 Years	4,160 Hours
Step 06	Step 07	5 Years	10,400 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	38,382.24	39,325.18	40,182.41	41,325.38	42,268.33	43,382.72	44,525.68	45,611.51	47,525.98	48,383.20	1.2000
	Monthly	3,198.52	3,277.10	3,348.53	3,443.78	3,522.36	3,615.23	3,710.47	3,800.96	3,960.50	4,031.93	
	Bi-weekly	1,476.24	1,512.51	1,545.48	1,589.44	1,625.70	1,668.57	1,712.53	1,754.29	1,827.92	1,860.89	
	Hourly	18.452999	18.906338	19.318468	19.867969	20.321311	20.857077	21.406579	21.928610	22.849028	23.261156	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
12L	Annual	39,696.65	40,611.03	41,753.99	42,696.94	43,954.20	45,011.45	46,611.60	47,640.27	50,411.97	51,326.34	1.2400
	Monthly	3,308.05	3,384.25	3,479.50	3,558.08	3,662.85	3,750.95	3,884.30	3,970.02	4,201.00	4,277.20	
	Bi-weekly	1,526.79	1,561.96	1,605.92	1,642.19	1,690.55	1,731.21	1,792.75	1,832.32	1,938.92	1,974.09	
	Hourly	19.084927	19.524532	20.074033	20.527375	21.131828	21.640119	22.409425	22.903978	24.236524	24.676126	

AFSCME Local 707/Lake Owasso Residence Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 34A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02.....	Step 03	1/2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	2 Years	4,160 Hours
Step 06.....	Step 07	5 Years	10,400 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
08	Annual	31,601.91	32,425.99	33,299.79	34,107.58	35,195.69	36,118.63	37,091.30	38,228.84	39,893.85	40,701.65	0.9800
	Monthly	2,633.49	2,702.17	2,774.98	2,842.30	2,932.97	3,009.89	3,090.94	3,185.74	3,324.49	3,391.80	
	Bi-weekly	1,215.46	1,247.15	1,280.76	1,311.83	1,353.68	1,389.18	1,426.59	1,470.34	1,534.38	1,565.45	
	Hourly	15.193224	15.589419	16.009513	16.397877	16.921003	17.364725	17.832355	18.379248	19.179737	19.568100	
09	Annual	32,425.99	33,299.79	34,107.58	35,195.69	36,118.63	37,091.30	38,228.84	39,201.50	40,981.96	41,789.75	1.0100
	Monthly	2,702.17	2,774.98	2,842.30	2,932.97	3,009.89	3,090.94	3,185.74	3,266.79	3,415.16	3,482.48	
	Bi-weekly	1,247.15	1,280.76	1,311.83	1,353.68	1,389.18	1,426.59	1,470.34	1,507.75	1,576.23	1,607.30	
	Hourly	15.589419	16.009513	16.397877	16.921003	17.364725	17.832355	18.379248	18.846876	19.702865	20.091226	
10	Annual	33,299.79	34,107.58	35,195.69	36,118.63	37,091.30	38,228.84	39,201.50	40,536.78	42,317.23	43,141.31	1.0400
	Monthly	2,774.98	2,842.30	2,932.97	3,009.89	3,090.94	3,185.74	3,266.79	3,378.07	3,526.44	3,595.11	
	Bi-weekly	1,280.76	1,311.83	1,353.68	1,389.18	1,426.59	1,470.34	1,507.75	1,559.11	1,627.59	1,659.28	
	Hourly	16.009513	16.397877	16.921003	17.364725	17.832355	18.379248	18.846876	19.488834	20.344824	20.741016	
10M	Annual	33,695.54	34,585.62	35,541.72	36,530.96	37,684.78	38,657.45	39,926.71	41,113.68	42,927.00	43,784.23	1.0500
	Monthly	2,807.96	2,882.14	2,961.81	3,044.25	3,140.40	3,221.45	3,327.23	3,426.14	3,577.25	3,648.69	
	Bi-weekly	1,295.98	1,330.22	1,366.99	1,405.04	1,449.41	1,486.82	1,535.64	1,581.30	1,651.04	1,684.01	
	Hourly	16.199778	16.627704	17.087365	17.562960	18.117683	18.585311	19.195534	19.766194	20.637981	21.050112	
11	Annual	34,107.58	35,195.69	36,118.63	37,091.30	38,228.84	39,201.50	40,536.78	41,773.18	43,652.50	44,526.02	1.0600
	Monthly	2,842.30	2,932.97	3,009.89	3,090.94	3,185.74	3,266.79	3,378.07	3,481.10	3,637.71	3,710.50	
	Bi-weekly	1,311.83	1,353.68	1,389.18	1,426.59	1,470.34	1,507.75	1,559.11	1,606.66	1,678.94	1,712.54	
	Hourly	16.397877	16.921003	17.364725	17.832355	18.379248	18.846876	19.488834	20.083259	20.986779	21.406738	
12	Annual	35,195.69	36,118.63	37,091.30	38,228.84	39,201.50	40,536.78	41,773.18	43,009.59	44,921.77	45,828.42	1.0900
	Monthly	2,932.97	3,009.89	3,090.94	3,185.74	3,266.79	3,378.07	3,481.10	3,584.13	3,743.48	3,819.04	
	Bi-weekly	1,353.68	1,389.18	1,426.59	1,470.34	1,507.75	1,559.11	1,606.66	1,654.21	1,727.76	1,762.63	
	Hourly	16.921003	17.364725	17.832355	18.379248	18.846876	19.488834	20.083259	20.677685	21.597004	22.032896	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	36,118.63	37,091.30	38,228.84	39,201.50	40,536.78	41,773.18	43,009.59	44,559.16	46,471.35	47,411.15	1.1200
	Monthly	3,009.89	3,090.94	3,185.74	3,266.79	3,378.07	3,481.10	3,584.13	3,713.26	3,872.61	3,950.93	
	Bi-weekly	1,389.18	1,426.59	1,470.34	1,507.75	1,559.11	1,606.66	1,654.21	1,713.81	1,787.36	1,823.51	
	Hourly	17.364725	17.832355	18.379248	18.846876	19.488834	20.083259	20.677685	21.422673	22.341994	22.793823	
14	Annual	37,091.30	38,228.84	39,201.50	40,536.78	41,773.18	43,009.59	44,559.16	46,059.31	48,070.36	49,026.45	1.1500
	Monthly	3,090.94	3,185.74	3,266.79	3,378.07	3,481.10	3,584.13	3,713.26	3,838.28	4,005.86	4,085.54	
	Bi-weekly	1,426.59	1,470.34	1,507.75	1,559.11	1,606.66	1,654.21	1,713.81	1,771.51	1,848.86	1,885.63	
	Hourly	17.832355	18.379248	18.846876	19.488834	20.083259	20.677685	21.422673	22.143898	23.110749	23.570410	
14M	Annual	37,684.78	38,657.45	39,926.71	41,113.68	42,399.53	43,751.37	45,251.52	46,998.83	49,092.46	50,048.55	1.1700
	Monthly	3,140.40	3,221.45	3,327.23	3,426.14	3,533.29	3,645.95	3,770.96	3,916.57	4,091.04	4,170.71	
	Bi-weekly	1,449.41	1,486.82	1,535.64	1,581.30	1,630.75	1,682.75	1,740.44	1,807.65	1,888.17	1,924.94	
	Hourly	18.117683	18.585311	19.195534	19.766194	20.384389	21.034313	21.755536	22.595590	23.602143	24.061804	
15	Annual	38,228.84	39,201.50	40,536.78	41,773.18	43,009.59	44,559.16	46,059.31	47,691.18	49,817.96	50,806.91	1.1900
	Monthly	3,185.74	3,266.79	3,378.07	3,481.10	3,584.13	3,713.26	3,838.28	3,974.27	4,151.50	4,233.91	
	Bi-weekly	1,470.34	1,507.75	1,559.11	1,606.66	1,654.21	1,713.81	1,771.51	1,834.28	1,916.08	1,954.11	
	Hourly	18.379248	18.846876	19.488834	20.083259	20.677685	21.422673	22.143898	22.928451	23.950940	24.426398	
15V	Annual	40,108.16	41,295.13	42,333.52	43,734.80	44,888.91	46,405.34	47,757.19	49,257.33	51,482.98	52,505.07	1.2500
	Monthly	3,342.35	3,441.26	3,527.79	3,644.57	3,740.74	3,867.11	3,979.77	4,104.78	4,290.25	4,375.42	
	Bi-weekly	1,542.62	1,588.27	1,628.21	1,682.11	1,726.50	1,784.82	1,836.81	1,894.51	1,980.11	2,019.43	
	Hourly	19.282768	19.853428	20.352654	21.026345	21.581206	22.310261	22.960185	23.681408	24.751432	25.242823	
16	Annual	39,201.50	40,536.78	41,773.18	43,009.59	44,559.16	46,059.31	47,691.18	49,422.20	51,664.14	52,702.81	1.2200
	Monthly	3,266.79	3,378.07	3,481.10	3,584.13	3,713.26	3,838.28	3,974.27	4,118.52	4,305.35	4,391.90	
	Bi-weekly	1,507.75	1,559.11	1,606.66	1,654.21	1,713.81	1,771.51	1,834.28	1,900.85	1,987.08	2,027.03	
	Hourly	18.846876	19.488834	20.083259	20.677685	21.422673	22.143898	22.928451	23.760675	24.838527	25.337889	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17	Annual	40,536.78	41,773.18	43,009.59	44,559.16	46,059.31	47,691.18	49,422.20	51,070.65	53,362.30	54,433.83	1.2600
	Monthly	3,378.07	3,481.10	3,584.13	3,713.26	3,838.28	3,974.27	4,118.52	4,255.89	4,446.86	4,536.15	
	Bi-weekly	1,559.11	1,606.66	1,654.21	1,713.81	1,771.51	1,834.28	1,900.85	1,964.26	2,052.40	2,093.61	
	Hourly	19.488834	20.083259	20.677685	21.422673	22.143898	22.928451	23.760675	24.553196	25.654950	26.170112	
17C	Annual	42,267.80	43,520.49	44,674.60	46,092.17	47,361.72	48,845.29	50,427.73	51,961.02	54,252.39	55,340.49	1.3200
	Monthly	3,522.32	3,626.71	3,722.88	3,841.01	3,946.81	4,070.44	4,202.31	4,330.09	4,521.03	4,611.71	
	Bi-weekly	1,625.68	1,673.87	1,718.25	1,772.78	1,821.60	1,878.67	1,939.53	1,998.50	2,086.63	2,128.48	
	Hourly	20.321057	20.923314	21.478174	22.159696	22.770057	23.483314	24.244101	24.981261	26.082878	26.606005	
18	Annual	41,773.18	43,009.59	44,559.16	46,059.31	47,691.18	49,422.20	51,070.65	52,900.54	55,257.91	56,362.59	1.3000
	Monthly	3,481.10	3,584.13	3,713.26	3,838.28	3,974.27	4,118.52	4,255.89	4,408.38	4,604.83	4,696.88	
	Bi-weekly	1,606.66	1,654.21	1,713.81	1,771.51	1,834.28	1,900.85	1,964.26	2,034.64	2,125.30	2,167.79	
	Hourly	20.083259	20.677685	21.422673	22.143898	22.928451	23.760675	24.553196	25.432952	26.566303	27.097399	
19	Annual	43,009.59	44,559.16	46,059.31	47,691.18	49,422.20	51,070.65	52,900.54	54,796.44	57,186.67	58,324.21	1.3400
	Monthly	3,584.13	3,713.26	3,838.28	3,974.27	4,118.52	4,255.89	4,408.38	4,566.37	4,765.56	4,860.35	
	Bi-weekly	1,654.21	1,713.81	1,771.51	1,834.28	1,900.85	1,964.26	2,034.64	2,107.56	2,199.49	2,243.24	
	Hourly	20.677685	21.422673	22.143898	22.928451	23.760675	24.553196	25.432952	26.344442	27.493591	28.040485	
20	Annual	44,559.16	46,059.31	47,691.18	49,422.20	51,070.65	52,900.54	54,796.44	56,692.05	59,214.29	60,384.69	1.3900
	Monthly	3,713.26	3,838.28	3,974.27	4,118.52	4,255.89	4,408.38	4,566.37	4,724.34	4,934.52	5,032.06	
	Bi-weekly	1,713.81	1,771.51	1,834.28	1,900.85	1,964.26	2,034.64	2,107.56	2,180.46	2,277.47	2,322.49	
	Hourly	21.422673	22.143898	22.928451	23.760675	24.553196	25.432952	26.344442	27.255793	28.468409	29.031102	

AFSCME Local 707/Lake Owasso Residence Behavior Analysts Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 34C

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Report ID: RCHR093A
 As Of Date: 01/13/2018
 Salary Plan: 34C AFSCME707/LOR BehaviorAnalysts

PeopleSoft
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20R	Annual	46,009.88	47,658.32	49,587.08	51,515.83	53,543.46	55,571.09	57,714.15	60,549.57	64,027.90	65,627.20	66,929.33	1.4300
	Monthly	3,834.16	3,971.53	4,132.26	4,292.99	4,461.96	4,630.92	4,809.51	5,045.80	5,335.66	5,468.93	5,577.44	
	Bi-weekly	1,769.61	1,833.01	1,907.20	1,981.38	2,059.36	2,137.35	2,219.77	2,328.83	2,462.61	2,524.12	2,574.20	
	Hourly	22.120133	22.912653	23.839940	24.767228	25.742048	26.716868	27.747187	29.110370	30.782646	31.551538	32.177561	

Teamsters Local 320/Deputy Sheriff Sergeants Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 35

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	10 Years of total continuous county service	
Step 02.....	Step 03	15 Years of total continuous county service	
Step 03.....	Step 04	20 Years of total continuous county service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 02 - 04.

Report ID: RCHR093A
As Of Date: 01/13/2018
Salary Plan: 35 Teamsters320/Sergeants

PeopleSoft
COMPENSATION MANUAL

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Grade		1	2	3	4	Night Diff
01	Annual	78,416.59	82,467.79	86,512.18	89,474.29	
	Monthly	6,534.72	6,872.32	7,209.35	7,456.19	2.4500
	Bi-weekly	3,016.02	3,171.84	3,327.39	3,441.32	
	Hourly	37.700285	39.647976	41.592394	43.016484	

Teamsters 320 Correctional Officer 3's Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 36

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02.....	Step 03	1/2 Year	1,040 Hours
Step 03.....	Step 04	1 Year	2,080 Hours
Step 04.....	Step 05	1 Year	2,080 Hours
Step 05.....	Step 06	1 Year	2,080 Hours
Step 06.....	Step 07	1 Year	2,080 Hours
Step 07.....	Step 08	5 Years	10,400 Hours
Step 08.....	Step 09	5 Years	10,400 Hours
Step 09.....	Step 10.....	5 Years	10,400 Hours
Step 10	Step 11.....	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Report ID: RCHR093A
 As Of Date: 01/14/2017
 Salary Plan: 36 Teamsters320/CorrOfcr3

PeopleSoft
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	58,831.61	61,131.49	63,383.13	66,069.11	68,690.40	71,392.55	74,287.31	77,874.01	81,733.89	85,416.76	87,137.63	1.8300
	Monthly	4,902.63	5,094.29	5,281.93	5,505.76	5,724.20	5,949.38	6,190.61	6,489.50	6,811.16	7,118.06	7,261.47	
	Bi-weekly	2,262.75	2,351.21	2,437.81	2,541.12	2,641.94	2,745.87	2,857.20	2,995.15	3,143.61	3,285.26	3,351.45	
	Hourly	28.284429	29.390137	30.472658	31.763994	33.024232	34.323339	35.715055	37.439427	39.295141	41.065749	41.893089	

AFSCME Local 151/Licensed Practical Nurses Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 37

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	2 Years	4,160 Hours
Step 06	Step 07	5 Years	10,400 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23	Annual	43,355.62	44,674.60	45,943.87	47,345.14	48,762.71	50,312.29	51,993.88	58,472.51	61,126.77	62,346.60	1.3500
	Monthly	3,612.97	3,722.88	3,828.66	3,945.43	4,063.56	4,192.69	4,332.82	4,872.71	5,093.90	5,195.55	
	Bi-weekly	1,667.52	1,718.25	1,767.07	1,820.97	1,875.49	1,935.09	1,999.76	2,248.94	2,351.03	2,397.95	
	Hourly	20.844048	21.478174	22.088398	22.762088	23.443612	24.188602	24.997059	28.111783	29.387868	29.974326	
24	Annual	45,086.64	46,339.62	47,790.33	49,224.47	50,790.62	52,505.07	54,153.52	62,478.33	65,346.89	66,665.58	1.4000
	Monthly	3,757.22	3,861.64	3,982.53	4,102.04	4,232.55	4,375.42	4,512.79	5,206.53	5,445.57	5,555.47	
	Bi-weekly	1,734.10	1,782.29	1,838.09	1,893.25	1,953.49	2,019.43	2,082.83	2,403.01	2,513.34	2,564.06	
	Hourly	21.676270	22.278664	22.976121	23.665612	24.418568	25.242823	26.035346	30.037657	31.416772	32.050761	
26	Annual	50,163.99	51,664.14	53,362.30	55,159.04	56,807.49	58,901.12	61,077.33	63,236.68	66,105.25	67,440.52	1.5600
	Monthly	4,180.33	4,305.35	4,446.86	4,596.59	4,733.96	4,908.43	5,089.78	5,269.72	5,508.77	5,620.04	
	Bi-weekly	1,929.38	1,987.08	2,052.40	2,121.50	2,184.90	2,265.43	2,349.13	2,432.18	2,542.51	2,593.87	
	Hourly	24.117303	24.838527	25.654950	26.518771	27.311294	28.317847	29.364101	30.402251	31.781368	32.423325	

AFSCME Local 151/Licensed Practical Nurse Internal Pool Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 37I

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	2 Years	4,160 Hours
Step 06	Step 07	5 Years	10,400 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

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Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23I	Annual	46,987.04	48,301.45	49,587.30	50,987.43	52,387.57	53,959.15	55,616.45	62,131.37	64,731.62	66,017.46	1.4700
	Monthly	3,915.59	4,025.12	4,132.28	4,248.95	4,365.63	4,496.60	4,634.70	5,177.61	5,394.30	5,501.46	
	Bi-weekly	1,807.19	1,857.75	1,907.20	1,961.06	2,014.91	2,075.35	2,139.09	2,389.67	2,489.68	2,539.13	
	Hourly	22.589925	23.221853	23.840047	24.513189	25.186331	25.941899	26.738677	29.870850	31.120971	31.739161	

Law Enforcement Labor Services Local 184/Commanders Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 38

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02.....	10 Years of total continuous county service	
Step 02.....	Step 03	15 Years of total continuous county service	
Step 03.....	Step 04	20 Years of total continuous county service	

Salary progression on this plan IS SUBJECT to years of service (Longevity increases) for steps 02 - 04

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Grade		1	2	3	4	Night Diff
31	Annual	90,643.13	95,338.59	100,308.00	105,529.25	
	Monthly	7,553.59	7,944.88	8,359.00	8,794.10	2.2400
	Bi-weekly	3,486.27	3,666.87	3,858.00	4,058.82	
	Hourly	43.578428	45.835861	48.225000	50.735216	

AFSCME Local 151/Workforce Solutions Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 39

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

The 39 Salary Plan (JOB) is parallel to the 02A (Unrepresented), 22N and 27N (AFSCME Local 8 and 151) salary plans.

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	65,775.50	68,956.95	72,039.82	73,490.53	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,481.29	5,746.41	6,003.32	6,124.21	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,529.83	2,652.19	2,770.76	2,826.56	
	Hourly	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.622836	33.152380	34.634528	35.331985	
25M	Annual	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	71,050.58	74,512.63	77,924.96	79,474.54	1.6700
	Monthly	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,920.88	6,209.39	6,493.75	6,622.88	
	Bi-weekly	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,732.71	2,865.87	2,997.11	3,056.71	
	Hourly	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	34.158933	35.823378	37.463924	38.208912	
28	Annual	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	78,188.70	82,194.52	85,936.88	87,667.62	1.8400
	Monthly	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,515.73	6,849.54	7,161.41	7,305.64	
	Bi-weekly	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	3,007.26	3,161.33	3,305.26	3,371.83	
	Hourly	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	35.823378	37.590720	39.516594	41.315806	42.147892	
28M	Annual	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	79,804.29	83,744.09	87,519.31	89,283.20	1.8800
	Monthly	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,650.36	6,978.67	7,293.28	7,440.27	
	Bi-weekly	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,069.40	3,220.93	3,366.13	3,433.97	
	Hourly	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	38.367446	40.261583	42.076593	42.924616	
30	Annual	63,879.60	66,401.85	69,006.67	71,627.78	74,512.63	77,430.34	80,546.07	84,634.46	88,821.73	92,844.11	94,706.87	1.9900
	Monthly	5,323.30	5,533.49	5,750.56	5,968.98	6,209.39	6,452.53	6,712.17	7,052.87	7,401.81	7,737.01	7,892.24	
	Bi-weekly	2,456.91	2,553.92	2,654.10	2,754.91	2,865.87	2,978.09	3,097.93	3,255.17	3,416.22	3,570.93	3,642.57	
	Hourly	30.711348	31.923965	33.176283	34.436433	35.823378	37.226126	38.724072	40.689646	42.702753	44.636592	45.532147	

AFSCME Local 8/Public Health Nurses/RN's Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 40

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
<u>From</u>	<u>To</u>	<u>Full Time</u>	<u>Part Time</u>
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

The 40 Salary Plan (AFSCME Local 8) is parallel to the 02N (Unrepresented RN Salary Plan).

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	56,861.50	59,108.31	61,441.04	63,808.26	66,466.85	69,091.25	71,801.58	75,369.36	80,638.09	84,277.23	85,974.59	1.7700
	Monthly	4,738.46	4,925.69	5,120.09	5,317.36	5,538.90	5,757.60	5,983.47	6,280.78	6,719.84	7,023.10	7,164.55	
	Bi-weekly	2,186.98	2,273.40	2,363.12	2,454.16	2,556.42	2,657.36	2,761.60	2,898.82	3,101.47	3,241.43	3,306.71	
	Hourly	27.337259	28.417455	29.538962	30.677050	31.955218	33.216948	34.519989	36.235268	38.768314	40.517899	41.333935	
26M	Annual	58,096.25	60,412.03	62,710.58	65,197.62	67,581.79	70,446.41	73,242.37	76,815.53	82,125.29	85,852.07	87,566.71	1.8100
	Monthly	4,841.35	5,034.34	5,225.88	5,433.14	5,631.82	5,870.53	6,103.53	6,401.30	6,843.77	7,154.34	7,297.23	
	Bi-weekly	2,234.47	2,323.54	2,411.95	2,507.60	2,599.30	2,709.48	2,817.01	2,954.44	3,158.67	3,302.00	3,367.95	
	Hourly	27.930888	29.044246	30.149315	31.345008	32.491243	33.868466	35.212677	36.930545	39.483313	41.275033	42.099378	
28	Annual	61,441.04	63,808.26	66,466.85	69,091.25	71,801.58	74,528.85	77,530.54	81,355.50	87,234.03	91,205.84	93,042.70	1.9200
	Monthly	5,120.09	5,317.36	5,538.90	5,757.60	5,983.47	6,210.74	6,460.88	6,779.63	7,269.50	7,600.49	7,753.56	
	Bi-weekly	2,363.12	2,454.16	2,556.42	2,657.36	2,761.60	2,866.49	2,981.94	3,129.06	3,355.15	3,507.92	3,578.57	
	Hourly	29.538962	30.677050	31.955218	33.216948	34.519989	35.831177	37.274299	39.113221	41.939436	43.848961	44.732066	
28M	Annual	62,710.58	65,197.62	67,581.79	70,446.41	72,757.70	76,106.70	79,194.32	83,036.52	88,878.61	92,885.30	94,757.33	1.9500
	Monthly	5,225.88	5,433.14	5,631.82	5,870.53	6,063.14	6,342.23	6,599.53	6,919.71	7,406.55	7,740.44	7,896.44	
	Bi-weekly	2,411.95	2,507.60	2,599.30	2,709.48	2,798.37	2,927.18	3,045.94	3,193.71	3,418.41	3,572.51	3,644.51	
	Hourly	30.149315	31.345008	32.491243	33.868466	34.979662	36.589759	38.074191	39.921403	42.730102	44.656395	45.556409	
31	Annual	69,091.25	71,801.58	74,528.85	77,530.54	80,566.42	83,808.35	87,135.90	91,424.37	98,011.64	102,490.50	104,519.92	2.1500
	Monthly	5,757.60	5,983.47	6,210.74	6,460.88	6,713.87	6,984.03	7,261.33	7,618.70	8,167.64	8,540.88	8,709.99	
	Bi-weekly	2,657.36	2,761.60	2,866.49	2,981.94	3,098.71	3,223.40	3,351.38	3,516.32	3,769.68	3,941.94	4,020.00	
	Hourly	33.216948	34.519989	35.831177	37.274299	38.733857	40.292476	41.892260	43.954023	47.120979	49.274278	50.249962	

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 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	70,446.41	73,242.37	76,106.70	79,194.32	82,110.38	85,523.56	88,971.52	93,328.08	99,988.60	104,537.51	106,654.58	2.2000
	Monthly	5,870.53	6,103.53	6,342.23	6,599.53	6,842.53	7,126.96	7,414.29	7,777.34	8,332.38	8,711.46	8,887.88	
	Bi-weekly	2,709.48	2,817.01	2,927.18	3,045.94	3,158.09	3,289.37	3,421.98	3,589.54	3,845.72	4,020.67	4,102.10	
	Hourly	33.868466	35.212677	36.589759	38.074191	39.476142	41.117094	42.774769	44.869268	48.071441	50.258420	51.276238	

Law Enforcement Labor Services Local 353/Radio Dispatcher Supervisors Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 41

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	56,530.38	58,761.37	61,025.35	63,568.00	66,077.94	68,670.05	71,278.38	74,788.94	78,480.06	82,072.51	83,729.41	1.7700
	Monthly	4,710.87	4,896.78	5,085.45	5,297.33	5,506.50	5,722.50	5,939.87	6,232.41	6,540.01	6,839.38	6,977.45	
	Bi-weekly	2,174.25	2,260.05	2,347.13	2,444.92	2,541.46	2,641.16	2,741.48	2,876.50	3,018.46	3,156.64	3,220.36	
	Hourly	27.178068	28.250660	29.339112	30.561536	31.768238	33.014448	34.268450	35.956219	37.730797	39.457939	40.254522	

Teamsters Local 320 - Chief Correctional Officers (Sheriff Dept) Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 42

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	64,782.29	67,323.58	69,880.76	72,695.25	75,541.80	78,581.54	81,701.56	85,722.57	90,097.07	94,214.27	96,079.81	2.0200
	Monthly	5,398.52	5,610.30	5,823.40	6,057.94	6,295.15	6,548.46	6,808.46	7,143.55	7,508.09	7,851.19	8,006.65	
	Bi-weekly	2,491.63	2,589.37	2,687.72	2,795.97	2,905.45	3,022.37	3,142.37	3,297.02	3,465.27	3,623.63	3,695.38	
	Hourly	31.145332	32.367107	33.596520	34.949639	36.318173	37.779584	39.279594	41.212774	43.315899	45.295320	46.192217	

AFSCME Local 8/Professional Employees Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 43

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	49,636.51	51,565.27	53,642.33	55,389.92	58,060.46	60,269.53	62,659.77	65,775.50	66,451.28	69,451.57	70,836.27	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,615.83	4,838.37	5,022.46	5,221.65	5,481.29	5,537.61	5,787.63	5,903.02	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,130.38	2,233.09	2,318.06	2,409.99	2,529.83	2,555.82	2,671.21	2,724.47	
	Hourly	23.863707	24.790995	25.789581	26.629770	27.913684	28.975737	30.124890	31.622836	31.947730	33.390178	34.055901	
23M	Annual	49,636.51	51,565.27	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	65,775.50	68,956.95	72,039.82	73,490.53	1.5500
	Monthly	4,136.38	4,297.11	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,481.29	5,746.41	6,003.32	6,124.21	
	Bi-weekly	1,909.10	1,983.28	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,529.83	2,652.19	2,770.76	2,826.56	
	Hourly	23.863707	24.790995	25.789581	26.843665	27.913684	28.975737	30.124890	31.622836	33.152380	34.634528	35.331985	
25	Annual	52,521.36	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,616.44	73,094.78	76,441.39	77,974.39	1.6400
	Monthly	4,376.78	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,801.37	6,091.23	6,370.12	6,497.87	
	Bi-weekly	2,020.05	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,677.56	2,811.34	2,940.05	2,999.01	
	Hourly	25.250655	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.469442	35.141719	36.750667	37.487687	
25M	Annual	53,642.33	55,834.82	58,060.46	60,269.53	62,659.77	64,951.13	67,704.26	71,050.58	74,512.63	77,924.96	79,474.54	1.6700
	Monthly	4,470.19	4,652.90	4,838.37	5,022.46	5,221.65	5,412.59	5,642.02	5,920.88	6,209.39	6,493.75	6,622.88	
	Bi-weekly	2,063.17	2,147.49	2,233.09	2,318.06	2,409.99	2,498.12	2,604.01	2,732.71	2,865.87	2,997.11	3,056.71	
	Hourly	25.789581	26.843665	27.913684	28.975737	30.124890	31.226506	32.550125	34.158933	35.823378	37.463924	38.208912	
28M	Annual	60,269.53	62,659.77	64,951.13	67,704.26	70,391.37	73,144.21	76,111.64	79,804.29	83,744.09	87,519.31	89,283.20	1.8800
	Monthly	5,022.46	5,221.65	5,412.59	5,642.02	5,865.95	6,095.35	6,342.64	6,650.36	6,978.67	7,293.28	7,440.27	
	Bi-weekly	2,318.06	2,409.99	2,498.12	2,604.01	2,707.36	2,813.24	2,927.37	3,069.40	3,220.93	3,366.13	3,433.97	
	Hourly	28.975737	30.124890	31.226506	32.550125	33.842005	35.165487	36.592135	38.367446	40.261583	42.076593	42.924616	

Non-represented/Administrative & Technical/Unclassified Salary Plan

Service Requirements for Salary Step Advancement For Salary Plan 98A

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time
Step 01	Step 02	1/2 Year	1,040 Hours
Step 02	Step 03	1/2 Year	1,040 Hours
Step 03	Step 04	1 Year	2,080 Hours
Step 04	Step 05	1 Year	2,080 Hours
Step 05	Step 06	1 Year	2,080 Hours
Step 06	Step 07	1 Year	2,080 Hours
Step 07	Step 08	5 Years	10,400 Hours
Step 08	Step 09	5 Years	10,400 Hours
Step 09	Step 10	5 Years	10,400 Hours
Step 10	Step 11	5 Years	10,400 Hours

Salary progression on this plan is not subject to years of service (Longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
00	Annual	32,558.00	33,481.23	34,437.32	35,508.86	36,712.12	37,915.66	39,152.07	40,899.38	42,630.40	44,559.16	45,432.96	1.0100
	Monthly	2,713.17	2,790.10	2,869.78	2,959.07	3,059.34	3,159.64	3,262.67	3,408.28	3,552.53	3,713.26	3,786.08	
	Bi-weekly	1,252.23	1,287.74	1,324.51	1,365.73	1,412.00	1,458.29	1,505.85	1,573.05	1,639.63	1,713.81	1,747.42	
	Hourly	15.652886	16.096747	16.556406	17.071566	17.650058	18.228683	18.823109	19.663164	20.495386	21.422673	21.842770	
01	Annual	35,838.61	37,371.61	38,987.20	40,635.64	42,350.09	44,147.13	45,993.30	47,938.63	49,982.83	52,257.63	53,312.58	1.1100
	Monthly	2,986.55	3,114.30	3,248.93	3,386.30	3,529.17	3,678.93	3,832.78	3,994.89	4,165.24	4,354.80	4,442.72	
	Bi-weekly	1,378.41	1,437.37	1,499.51	1,562.91	1,628.85	1,697.97	1,768.97	1,843.79	1,922.42	2,009.91	2,050.48	
	Hourly	17.230099	17.967120	18.743845	19.536365	20.360621	21.224580	22.112163	23.047420	24.030207	25.123858	25.631049	
02	Annual	37,618.77	39,267.51	40,981.96	42,795.28	44,658.03	46,619.65	48,630.98	50,774.05	53,032.55	55,389.92	56,510.89	1.1700
	Monthly	3,134.90	3,272.29	3,415.16	3,566.27	3,721.50	3,884.97	4,052.58	4,231.17	4,419.38	4,615.83	4,709.24	
	Bi-weekly	1,446.88	1,510.29	1,576.23	1,645.97	1,717.62	1,793.06	1,870.42	1,952.85	2,039.71	2,130.38	2,173.50	
	Hourly	18.085949	18.878609	19.702865	20.574653	21.470206	22.413293	23.380279	24.410601	25.496419	26.629770	27.168697	
03	Annual	39,547.53	41,327.99	43,108.45	45,053.78	47,048.26	49,175.04	51,318.10	53,609.46	55,966.84	58,505.65	59,676.06	1.2300
	Monthly	3,295.63	3,444.00	3,592.37	3,754.48	3,920.69	4,097.92	4,276.51	4,467.46	4,663.90	4,875.47	4,973.01	
	Bi-weekly	1,521.06	1,589.54	1,658.02	1,732.84	1,809.55	1,891.35	1,973.77	2,061.90	2,152.57	2,250.22	2,295.23	
	Hourly	19.013237	19.869228	20.725216	21.660472	22.619356	23.641845	24.672164	25.773780	26.907132	28.127718	28.690411	
04	Annual	41,773.18	43,635.93	45,597.55	47,641.74	49,817.96	52,043.32	54,367.82	56,824.07	59,428.60	62,082.86	63,352.12	1.3000
	Monthly	3,481.10	3,636.33	3,799.80	3,970.15	4,151.50	4,336.94	4,530.65	4,735.34	4,952.38	5,173.57	5,279.34	
	Bi-weekly	1,606.66	1,678.30	1,753.75	1,832.37	1,916.08	2,001.67	2,091.07	2,185.54	2,285.72	2,387.80	2,436.62	
	Hourly	20.083259	20.978812	21.921898	22.904683	23.950940	25.020825	26.138377	27.319262	28.571442	29.847527	30.457752	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	42,135.79	44,064.55	46,009.88	48,070.36	50,262.85	52,554.51	54,878.73	57,384.40	60,005.80	62,725.78	63,978.47	1.3100
	Monthly	3,511.32	3,672.05	3,834.16	4,005.86	4,188.57	4,379.54	4,573.23	4,782.03	5,000.48	5,227.15	5,331.54	
	Bi-weekly	1,620.61	1,694.79	1,769.61	1,848.86	1,933.19	2,021.33	2,110.72	2,207.09	2,307.92	2,412.53	2,460.71	
	Hourly	20.257589	21.184878	22.120133	23.110749	24.164833	25.266590	26.384006	27.588656	28.848943	30.156624	30.758881	
05	Annual	44,229.42	46,224.18	48,367.25	50,559.74	52,900.54	55,340.49	57,895.59	60,516.71	63,286.12	66,138.11	67,473.38	1.3800
	Monthly	3,685.79	3,852.02	4,030.60	4,213.31	4,408.38	4,611.71	4,824.63	5,043.06	5,273.84	5,511.51	5,622.78	
	Bi-weekly	1,701.13	1,777.85	1,860.28	1,944.61	2,034.64	2,128.48	2,226.75	2,327.57	2,434.08	2,543.77	2,595.13	
	Hourly	21.264144	22.223163	23.253484	24.307569	25.432952	26.606005	27.834420	29.094570	30.426018	31.797167	32.439124	
06	Annual	47,015.40	49,290.48	51,614.70	54,005.22	56,543.75	59,313.16	62,115.71	65,050.00	68,116.30	71,248.60	72,666.17	1.4600
	Monthly	3,917.95	4,107.54	4,301.23	4,500.44	4,711.98	4,942.76	5,176.31	5,420.83	5,676.36	5,937.38	6,055.51	
	Bi-weekly	1,808.28	1,895.79	1,985.18	2,077.12	2,174.76	2,281.28	2,389.07	2,501.92	2,619.86	2,740.33	2,794.85	
	Hourly	22.603557	23.697345	24.814760	25.964046	27.184494	28.515941	29.863323	31.274038	32.748220	34.254135	34.935658	
07	Annual	50,625.75	53,048.84	55,571.09	58,175.91	60,945.32	63,863.31	66,863.60	70,028.48	73,375.09	76,721.70	78,254.71	1.5800
	Monthly	4,218.81	4,420.74	4,630.92	4,847.99	5,078.78	5,321.94	5,571.97	5,835.71	6,114.59	6,393.48	6,521.23	
	Bi-weekly	1,947.14	2,040.34	2,137.35	2,237.53	2,344.05	2,456.28	2,571.68	2,693.40	2,822.12	2,950.83	3,009.80	
	Hourly	24.339301	25.504251	26.716868	27.969186	29.300633	30.703515	32.145963	33.667539	35.276485	36.885432	37.622455	
07F	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	75,979.63	79,408.53	81,007.83	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,331.64	6,617.38	6,750.65	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	2,922.29	3,054.17	3,115.69	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	36.528667	38.177179	38.946071	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	54,648.14	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	72,435.57	77,001.73	80,447.21	82,062.79	1.7000
	Monthly	4,554.01	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	6,036.30	6,416.81	6,703.93	6,838.57	
	Bi-weekly	2,101.85	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,785.98	2,961.60	3,094.12	3,156.26	
	Hourly	26.273145	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.824795	37.020060	38.676541	39.453263	
07R	Annual	56,807.49	59,049.42	61,324.50	63,879.60	66,401.85	69,006.67	71,627.78	75,155.55	78,864.76	82,474.83	84,139.84	1.7700
	Monthly	4,733.96	4,920.79	5,110.38	5,323.30	5,533.49	5,750.56	5,968.98	6,262.96	6,572.06	6,872.90	7,011.65	
	Bi-weekly	2,184.90	2,271.13	2,358.63	2,456.91	2,553.92	2,654.10	2,754.91	2,890.60	3,033.26	3,172.11	3,236.15	
	Hourly	27.311294	28.389144	29.482931	30.711348	31.923965	33.176283	34.436433	36.132475	37.915752	39.651360	40.451848	
08	Annual	54,648.14	57,203.24	59,956.08	62,791.78	65,808.36	68,940.66	72,221.27	75,617.02	79,227.37	82,804.58	84,453.02	1.7000
	Monthly	4,554.01	4,766.94	4,996.34	5,232.65	5,484.03	5,745.06	6,018.44	6,301.42	6,602.28	6,900.38	7,037.75	
	Bi-weekly	2,101.85	2,200.12	2,306.00	2,415.07	2,531.09	2,651.56	2,777.74	2,908.35	3,047.21	3,184.79	3,248.19	
	Hourly	26.273145	27.501558	28.825039	30.188357	31.638634	33.144549	34.721763	36.354338	38.090082	39.809893	40.602412	
09	Annual	59,362.88	62,181.72	65,116.01	68,215.16	71,446.33	74,858.67	78,370.15	82,145.08	86,052.03	89,975.55	91,788.87	1.8500
	Monthly	4,946.91	5,181.81	5,426.33	5,684.60	5,953.86	6,238.22	6,530.85	6,845.42	7,171.00	7,497.96	7,649.07	
	Bi-weekly	2,283.19	2,391.60	2,504.46	2,623.66	2,747.94	2,879.18	3,014.24	3,159.43	3,309.69	3,460.60	3,530.34	
	Hourly	28.539847	29.895059	31.305772	32.795751	34.349198	35.989743	37.677956	39.492828	41.371169	43.257477	44.129264	
10	Annual	64,703.97	67,819.70	71,050.58	74,413.76	77,957.82	81,650.75	85,573.98	89,596.37	93,866.22	98,102.62	100,081.10	2.0200
	Monthly	5,392.00	5,651.64	5,920.88	6,201.15	6,496.49	6,804.23	7,131.17	7,466.37	7,822.19	8,175.22	8,340.09	
	Bi-weekly	2,488.61	2,608.45	2,732.71	2,862.07	2,998.38	3,140.41	3,291.31	3,446.01	3,610.24	3,773.18	3,849.27	
	Hourly	31.107676	32.605624	34.158933	35.775847	37.479720	39.255167	41.141338	43.075180	45.127989	47.164723	48.115914	

Non-represented/Department Head/Division Director/Performance-Based Salary Plan

Service Requirements for Salary Step Advancement For
Salary Plan 98B

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Annual Salary Advancements based on performance appraisal rating of 'Proficient' or Higher

Salary progression on this plan is not subject to years of service (Longevity increases).

Non-represented/Principal Assistants Salary Plan
Service Requirements for Salary Step Advancement For
Salary Plan 98D

The Service Requirements for Salary Step Advancement For Employees on this Salary Plan are as follows:

Step Advancement		Service Requirements	
From	To	Full Time	Part Time

N / A for Principal Assistant

Salary progression on this plan is not subject to years of service (Longevity increases).

Report ID: RCHR093A
 As Of Date: 01/13/2018
 Salary Plan: 98D Non-rep/Principal Asst

PeopleSoft
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	Night Diff
25A	Annual	57,532.99	59,824.35	62,214.59	64,687.39	67,259.07	69,979.05	72,781.60	76,441.39	77,974.39	1.7900
	Monthly	4,794.42	4,985.36	5,184.55	5,390.62	5,604.92	5,831.59	6,065.13	6,370.12	6,497.87	
	Bi-weekly	2,212.81	2,300.94	2,392.87	2,487.98	2,586.89	2,691.50	2,799.29	2,940.05	2,999.01	
	Hourly	27.660090	28.761708	29.910858	31.099708	32.336092	33.643773	34.991156	36.750667	37.487687	