



# RAMSEY COUNTY

## **Compensation Manual**

February 16, 2022

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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 **February 8, 2022**.

### 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 following this page.

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)
- 01A Clerical and Building Service
  
- 02A Professional – Technical - Administrative
- 02S Professional – Technical - Administrative (Semi Annual)
- 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 (*continued*)

**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:

### **SALARY PLANS**

20	AFSCME Local 8 – Public Defenders (Semi-Annual)	28	IBT Local 320 – Correctional Officers 1 and 2
20A	AFSCME Local 8 – Public Defenders (Annual)	28A	LELS Local 349 – Emergency Communications Center (Semi-Annual)
21	AFSCME Local 8 – Assistant County Attorneys (Semi-Annual)	28B	LELS Local 349 – Emergency Communications Center
21A	AFSCME Local 8 – Assistant County Attorneys	29A	IBT Local 320 – Probation Officers
21C	AFSCME Local 8 – Assistant County Attorneys (Confidential Positions)	30	LELS Local 322 – Deputy Sheriffs
22A	AFSCME Local 8 – General Unit (Semi-Annual)	33A	AFSCME Local 1076 – Ramsey County Care Center
22M	AFSCME Local 8 – General Unit	33I	AFSCME Local 1076 – Ramsey County Care Center (Internal Pool)
22B	AFSCME Local 8 – General Unit (Semi-Annual)	34A	AFSCME Local 707 – Lake Owasso Residence
22N	AFSCME Local 8 – General Unit	34C	AFSCME Local 707 – Behavior Analysts
22J	AFSCME Local 8 – Maintenance-Mechanical (2002)	35	IBT Local 320 Deputy Sheriff Sergeants
22E	AFSCME Local 8 – Maintenance-Mechanical (Pre-2002)	36	IBT Local 320 Correctional Officer 3's (Sheriff's Department)
23H	AFSCME Local 1935 – Maintenance-Mechanical	37	AFSCME Local 151 Licensed Practical Nurses
23Z	AFSCME Local 1935 – Parks and Recreation	37I	AFSCME Local 151 Licensed Practical Nurses (Internal Pool)
23S	AFSCME Local 1935 – Parks and Recreation (Seasonal)	38	LELS Deputy Sheriff Commander
24	IUOE Local 70 – Operating Engineers	39	AFSCME Local 151 Workforce Solutions
25A	Technical Employees Association	40	AFSCME Local 8 PHN/RN (Public Health/Registered Nurses)
26	IUOE Local 49 – Maintenance-Mechanical	41	LELS Local 353 – Radio Dispatcher Supervisors
26A	IUOE Local 49 – Maintenance-Mechanical (Equipment Service Worker)	42	IBT Local 320 Chief Correctional Officers (Sheriff Department)
27A	AFSCME Local 151 – Community Human Services (Semi-Annual)	43	AFSCME Local 8 – Professional Employees
27M	AFSCME Local 151 – Community Human Services		
27B	AFSCME Local 151 – Community Human Services (Semi-Annual)		
27N	AFSCME Local 151 – Community Human Services		
27E	AFSCME Local 151 – Community Human Services		
27H	AFSCME Local 151 – Community Human Services (Maint-Mechanical)		

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0786	9-1-1 Dispatch Ser Mgr*	98B	33	\$ 6,397 - \$ 9,511
0785	9-1-1 Telecommunicator	28B	18	\$ 3,738 - \$ 5,408
0499	Account Specialist 1	01A 22M 27M	16 16 16	\$ 3,316 - \$ 4,814 \$ 3,316 - \$ 4,814 \$ 3,316 - \$ 4,814
0661	Account Specialist 1-Uncl	99	99	No Salary Minimum or Maximum
0380	Account Specialist 2	01A 22M 27M	18G 18G 18G	\$ 3,542 - \$ 5,285 \$ 3,542 - \$ 5,285 \$ 3,542 - \$ 5,285
0662	Account Specialist 2-Uncl	99	99	No Salary Minimum or Maximum
0043	Accountant 1	02A 27N	23C 23C	\$ 4,409 - \$ 6,538 \$ 4,409 - \$ 6,538
0663	Accountant 1-Uncl	99	99	No Salary Minimum or Maximum
0427	Accountant 2	02A 27N	27 27	\$ 5,073 - \$ 7,515 \$ 5,073 - \$ 7,515
0664	Accountant 2-Uncl	99	99	No Salary Minimum or Maximum
0054	Accountant 3	02A	30	\$ 5,705 - \$ 8,458
0117	Accountant 4	02A 98B	32 32	\$ 6,163 - \$ 9,150 \$ 6,163 - \$ 9,150

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0175	Accounting Manager	98B	36	\$ 7,194 - \$ 10,692
0322	Accounting Support Supervisor	02A	27	\$ 5,073 - \$ 7,515
0105	Activity Technician	33A	17C	\$ 3,872 - \$ 5,001
0202	Admin Assistant 1	02A 22N 27N	18M 18M 18M	\$ 3,662 - \$ 5,408 \$ 3,662 - \$ 5,408 \$ 3,662 - \$ 5,408
0860	Admin Assistant 1 - Uncl	99	99	No Salary Minimum or Maximum
0410	Admin Assistant 2	02A 22N 27N	20S 20S 20S	\$ 4,000 - \$ 5,941 \$ 4,000 - \$ 5,941 \$ 4,000 - \$ 5,941
0358	Admin Assistant 3	02A 22N 27N	24P 24P 24P	\$ 4,611 - \$ 6,831 \$ 4,611 - \$ 6,831 \$ 4,611 - \$ 6,831
0039	Admin Assistant 4	02A 22N 27N 98B	26A 26A 26A 26A	\$ 4,889 - \$ 7,251 \$ 4,889 - \$ 7,251 \$ 4,889 - \$ 7,251 \$ 4,889 - \$ 7,251
0766	Admin Assistant 4 - Uncl	02A 22N	26A 26A	\$ 4,889 - \$ 7,251 \$ 4,889 - \$ 7,251
0139	Admin Secretary 1	01A 22M 27M	19I 19I 19I	\$ 3,662 - \$ 5,598 \$ 3,662 - \$ 5,598 \$ 3,662 - \$ 5,598
0192	Admin Secretary 2	01A	21Z	\$ 3,940 - \$ 6,194

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		22M	21Z	\$ 3,940 - \$ 6,194
		27M	21Z	\$ 3,940 - \$ 6,194
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	\$ 7,777 - \$ 11,565
0538	Administr-RmsyCntyCareCtr-Uncl	98B	38	\$ 7,777 - \$ 11,565
0880	Administrative Investigator CC	02A	28	\$ 5,274 - \$ 7,830
0118	Administrative Planning Asst	22M	20P	\$ 3,900 - \$ 5,721
		27M	20P	\$ 3,900 - \$ 5,721
0224	Antiviolence Advocate	22N	24M	\$ 4,605 - \$ 6,824
0206	Arena Mtnce & Operations Supv	02A	29	\$ 5,477 - \$ 8,134
0268	Arena Superintendent	02A	25	\$ 4,691 - \$ 6,964
0905	Assessment Appeals Specialist	22N	33	\$ 6,397 - \$ 9,511
0020	Assistant Probation Officer 1	22M	17B	\$ 3,444 - \$ 5,001
0289	Assistant Probation Officer 2	22M	19F	\$ 3,807 - \$ 5,583
0482	Asst County Attorney 1	21A	30	\$ 5,622 - \$ 8,364

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0758	Asst County Attorney 1 - Uncl	99	99	No Salary Minimum or Maximum
0249	Asst County Attorney 2	21A	35	\$ 6,738 - \$ 10,030
0236	Asst County Attorney 3	21A 21C	41 41	\$ 8,251 - \$ 12,283 \$ 8,251 - \$ 12,283
0875	Asst County Attorney 3 - Uncl	99	99	No Salary Minimum or Maximum
0702	Asst County Attorney 4	21A 21C	41X 41X	\$ 8,663 - \$ 12,897 \$ 8,663 - \$ 12,897
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	\$ 7,194 - \$ 10,692
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	\$ 9,055 - \$ 13,461
0456	Asst General Supervisor	02A	28	\$ 5,274 - \$ 7,830
0826	Asst Manager-Prop Rec & Rev	02A	33	\$ 6,397 - \$ 9,511
0003	Asst Mgr - Cnty Assessing Divn	02A	35	\$ 6,915 - \$ 10,272
0126	Asst Program Evaluator	02A 27N	25M 25M	\$ 4,791 - \$ 7,098 \$ 4,791 - \$ 7,098
0561	Asst Public Defender 3 - Uncl	20A	03	\$ 7,719 - \$ 11,271
0575	Asst Public Defender 4 - Uncl	20A 20C	04 04	\$ 8,356 - \$ 12,201 \$ 8,536 - \$ 12,461



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0582	Attorney-Uncl	99	99	No Salary Minimum or Maximum
0384	Automated Info Sys Coordinator	02A 27N	26M 26M	\$ 4,987 - \$ 7,369 \$ 4,987 - \$ 7,369
0346	Automated Info Sys Spc-WkfceDv	22M	20	\$ 3,790 - \$ 5,592
0477	Behavior Analyst	34C	20R	\$ 4,109 - \$ 5,977
0404	Bldg Services Manager	98B	29	\$ 5,477 - \$ 8,134
0411	Budget & Acctg Analyst 1	02A	23C	\$ 4,409 - \$ 6,538
0468	Budget & Acctg Analyst 2	02A	27	\$ 5,073 - \$ 7,515
0367	Building Info Officer	22M	16	\$ 3,316 - \$ 4,814
0132	Building Maint Mechanic 1	22E	04	\$ 4,170 - \$ 5,002
0625	Building Maint Mechanic 2	22E	06	\$ 4,619 - \$ 5,533
0033	Building Operations Supv	02A	22	\$ 4,175 - \$ 6,184
0248	Bus & Functional Sys Suppt Mgr	02A	35	\$ 6,915 - \$ 10,272
0865	CCS Capability Manager	98B	34	\$ 6,655 - \$ 9,880
0319	Carpenter	08A 08B	32 32	\$ 7,996 - \$ 7,996 \$10,530 - \$ 10,530

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0333	Case Aide 1	01A	16D	\$ 3,427 - \$ 4,907
		22M	16D	\$ 3,427 - \$ 4,907
		27M	16D	\$ 3,427 - \$ 4,907
0759	Case Aide 1 - Uncl	99	99	No Salary Minimum or Maximum
0266	Case Aide 2	01A	18F	\$ 3,610 - \$ 5,369
		22M	18F	\$ 3,610 - \$ 5,369
		27M	18F	\$ 3,610 - \$ 5,369
0121	Case Aide 3	27M	21E	\$ 4,040 - \$ 6,078
0402	Cashier - Prop Rec Rev	22M	18E	\$ 3,598 - \$ 5,598
0881	Central Fleet Manager	98B	32	\$ 6,163 - \$ 9,150
0833	Certified Peer Recovery Spec	27N	19	\$ 3,725 - \$ 5,495
0282	Chemical Dependency Couns Supv	02A	28M	\$ 5,383 - \$ 7,974
0310	Chemical Dependency Counselor	02A	19	\$ 3,725 - \$ 5,495
		27N	19	\$ 3,725 - \$ 5,495
0239	Chemical Dependency Prgm Supv	02A	31M	\$ 6,047 - \$ 8,975
0124	Chief Clerk to the Board-Unc*	98B	27M	\$ 5,185 - \$ 7,672
0918	Chief Comp & Ethics Offr Unc	98B	38M	\$ 7,938 - \$ 11,795
0522	Chief Correctional Officer	02A	31	\$ 5,930 - \$ 8,795
		42	01	\$ 5,814 - \$ 8,622

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0225	Chief Deputy Sheriff - Uncl	98B	42B	\$ 9,387 - \$ 13,960
0245	Chief Financial Officer	98B	44	\$ 9,835 - \$ 14,611
0241	Chief Investigator - Med Exmnr	02A 98B	33 33	\$ 6,397 - \$ 9,511 \$ 6,397 - \$ 9,511
0405	Chief Stationary Engineer	02A	31	\$ 5,930 - \$ 8,795
0323	Child Protection Worker	27N	27M	\$ 5,185 - \$ 7,672
0768	Child Support Assistant	22M	17	\$ 3,426 - \$ 4,991
0706	Claims Administrator	43	27	\$ 5,073 - \$ 7,515
0257	Clerical Speclst-Prop Rec Rev	22M	21	\$ 3,940 - \$ 5,814
0221	Clerk 1	01A 22M 27M	07 07 07	\$ 2,519 - \$ 3,483 \$ 2,519 - \$ 3,483 \$ 2,519 - \$ 3,483
0339	Clerk 2	01A 22M 27M	11F 11F 11F	\$ 2,908 - \$ 4,058 \$ 2,908 - \$ 4,058 \$ 2,908 - \$ 4,058
0008	Clerk 3	01A 22M 27M	14F 14F 14F	\$ 3,165 - \$ 4,604 \$ 3,165 - \$ 4,604 \$ 3,165 - \$ 4,604
0110	Clerk 4	01A 22M 27M	20B 20B 20B	\$ 3,871 - \$ 6,322 \$ 3,871 - \$ 6,322 \$ 3,871 - \$ 6,322

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0143	Clerk Typist 1	01A	08F	\$ 2,685 - \$ 3,713
		22M	08F	\$ 2,685 - \$ 3,713
		27M	08F	\$ 2,685 - \$ 3,713
0093	Clerk Typist 2	01A	11F	\$ 2,908 - \$ 4,058
		22M	11F	\$ 2,908 - \$ 4,058
		27M	11F	\$ 2,908 - \$ 4,058
0666	Clerk Typist 2-Uncl	99	99	No Salary Minimum or Maximum
0496	Clerk Typist 3	01A	15F	\$ 3,279 - \$ 4,788
		22M	15F	\$ 3,279 - \$ 4,788
		27M	15F	\$ 3,279 - \$ 4,788
0667	Clerk Typist 3-Uncl	99	99	No Salary Minimum or Maximum
0655	Clinical Psychologist	02A	30M	\$ 5,801 - \$ 8,636
		27N	30M	\$ 5,801 - \$ 8,636
0715	Collections Enforcement Agent	22N	25	\$ 4,691 - \$ 6,964
		27N	25	\$ 4,691 - \$ 6,964
0399	Comm Corr Acctg and Admin Mgr	98B	33	\$ 6,397 - \$ 9,511
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	\$ 6,915 - \$ 10,272
0442	Comm Corr Superint-BTT - Uncl	98B	36	\$ 7,194 - \$ 10,692
0275	Comm Corr Superint-JDC - Uncl	98B	36	\$ 7,194 - \$ 10,692
0335	Comm Corr Supv	10A	02	\$ 6,197 - \$ 9,205

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0523	Commnty Svc Ofcr	22N	17M	\$ 3,532 - \$ 5,209
0700	Communications Associate	02A 27N	19M 19M	\$ 3,791 - \$ 5,624 \$ 3,791 - \$ 5,624
0699	Communicatn/Progrmng Spec-Lib	02A	28M	\$ 5,383 - \$ 7,974
0858	Community Youth Worker	22M	12	\$ 2,915 - \$ 4,118
0787	Compliance and Records Manager	98B	33	\$ 6,397 - \$ 9,511
0692	Computer Project Analyst	02A	33M	\$ 6,528 - \$ 9,696
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	\$ 6,397 - \$ 9,511
0351	Contract Manager	02A 27N	30 30	\$ 5,705 - \$ 8,458 \$ 5,705 - \$ 8,458
0159	Controller	98B	35	\$ 6,915 - \$ 10,272
0152	Cook	33A	15V	\$ 3,688 - \$ 4,794
0135	Cook - Juvenile Institutions	22M	18S	\$ 3,720 - \$ 5,362
0127	Cook - Trainee	33A	10P	\$ 3,154 - \$ 4,037

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0481	Cook Supv - Juvenile Inst	02A	21M	\$ 4,099 - \$ 6,079
0376	Corr Officer (Laundry Supv)	28	04	\$ 4,917 - \$ 7,045
0138	Corr Officer 1(Auto Mechanic)	28	02	\$ 4,259 - \$ 6,243
0283	Corr Officer 1(Cook)	28	02	\$ 4,259 - \$ 6,243
0397	Corr Officer 1(Gen'l Duty)	28 28	02S 02	\$ 4,259 - \$ 6,243 \$ 4,259 - \$ 6,243
0585	Corr Officer 1(Nursery Farm)	28	02	\$ 4,259 - \$ 6,243
0015	Corr Officer 1(Shop Supv)	28	02	\$ 4,259 - \$ 6,243
0510	Corr Officer 1(Sta Engr)	28	02	\$ 4,259 - \$ 6,243
0217	Corr Officer 2(Auto Mechanic)	28	03	\$ 4,629 - \$ 6,780
0083	Corr Officer 2(Cook)	28	03	\$ 4,629 - \$ 6,780
0423	Corr Officer 2(Gen'l Duty)	28 28	03S 03	\$ 4,629 - \$ 6,780 \$ 4,629 - \$ 6,780
0439	Corr Officer 2(Nursery Farm)	28	03	\$ 4,629 - \$ 6,780
0277	Corr Officer 2(Shop Supv)	28	03	\$ 4,629 - \$ 6,780
0215	Corr Officer 2(Sta Engr)	28	03	\$ 4,629 - \$ 6,780

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0122	Corr Officer 3(Cook)	31	28M	\$ 5,386 - \$ 7,977
0548	Corr Officer 3(Gen'l Duty)	31 36	28M 28M	\$ 5,386 - \$ 7,977 \$ 5,306 - \$ 7,859
0026	Corr Officer 3(NurseryCoord)	31	28M	\$ 5,386 - \$ 7,977
0530	Corr/Det Fac Superint- Uncl	98B	38	\$ 7,777 - \$ 11,565
0586	County Attorney - Uncl	99	99	No Salary Minimum or Maximum
0450	County Attorney's Office Super	02A	31M	\$ 6,047 - \$ 8,975
0546	County Commissioner - Uncl	99	99	No Salary Minimum or Maximum
0228	County Eng/DirPubWks - Uncl	98B	44	\$ 9,835 - \$ 14,611
0244	County Manager - Uncl	98B 98E	52 52	\$13,047 - \$ 19,397 \$15,077 - \$ 15,077
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0370	County Surveyor/Pub Wks - Uncl	98B	34	\$ 6,655 - \$ 9,880
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	03	18	\$ 3,623 - \$ 4,923
0494	Custodial Worker 1	33A 34A	10M 10M	\$ 3,114 - \$ 4,013 \$ 3,009 - \$ 3,910

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0018	Custodial/Laundry Worker	33A	10M	\$ 3,114 - \$ 4,013
0760	Customer Service Specialist	27M	16	\$ 3,316 - \$ 4,814
0920	Data Compliance Manager	98B	33	\$ 6,397 - \$ 9,511
0761	Data Quality Clerk	27M	16D	\$ 3,427 - \$ 4,907
0762	Data Quality Specialist	27M	21E	\$ 4,040 - \$ 6,078
0921	Dep Dir Com & Econ Dvlmt Uncl	98B	36	\$ 7,194 - \$ 10,692
0914	Dep Dir Dept of Cty Assessor	98B	38	\$ 7,777 - \$ 11,565
0414	Dep Dir of Admin-Com Cor-Uncl	98B	38	\$ 7,777 - \$ 11,565
0301	Dep Dir of Adt Probation(Uncl)	98B	38	\$ 7,777 - \$ 11,565
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	\$ 7,777 - \$ 11,565
0879	Dep Dir of ECC - Uncl.	98B	36	\$ 7,194 - \$ 10,692
0837	Dep Dir of Finance	98B	37M	\$ 7,629 - \$ 11,335
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	\$ 7,777 - \$ 11,565
0923	Dep Dir of PropTax,Rec,Ele, U	98B	38	\$ 7,777 - \$ 11,565
0679	Dep Dir of Ram Co Library	98B	36	\$ 7,194 - \$ 10,692



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0565	Deputy County Manager - Uncl	98B 98E	48M 48M	\$11,724 - \$ 17,423 \$15,077 - \$ 15,077
0900	Deputy Director Pub Works-Unc	98B	40	\$ 8,414 - \$ 12,504
0915	Deputy Director of Comm (Uncl)	98B	34	\$ 6,655 - \$ 9,880
0922	Deputy Director of HR	98B	39	\$ 8,099 - \$ 12,026
0130	Deputy Sheriff	30	02	\$ 4,846 - \$ 7,090
0270	Deputy Sheriff Commander	38	31	\$ 7,993 - \$ 9,303
0416	Deputy Sheriff Inspector-Uncl	98B	32	\$ 6,163 - \$ 9,150
0042	Deputy Sheriff-Sergeant	35	01	\$ 7,198 - \$ 8,211
0479	Detoxification Aide	27E	02A	\$ 3,438 - \$ 4,539
0182	Dietary Coordinator - LOR	03	25	\$ 4,339 - \$ 5,926
0382	Dietetic Technician	02A	16	\$ 3,349 - \$ 4,912
0819	Dir - Health Care Systems-Uncl	98B	40	\$ 8,414 - \$ 12,504
0890	Dir County Assessor Dept Uncl	98B	43	\$ 9,470 - \$ 14,053
0842	Dir Plng&Prj - Prop Mgt (uncl)	98B	34M	\$ 6,785 - \$ 10,076

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0891	Dir PropTx, Rec, &ElecSvc Uncl	98B	43	\$ 9,470 - \$ 14,053
0916	Dir of Adm IPR (Unclassified)	98B	39	\$ 8,099 - \$ 12,026
0813	Dir of Admin - Info Serv	98B	36M	\$ 7,335 - \$ 10,902
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	\$ 7,054 - \$ 10,482
0519	Dir of Admin-CHSD - Uncl	98B	40	\$ 8,414 - \$ 12,504
0082	Dir of Admin-Cty Atty (Uncl)	98B	36M	\$ 7,335 - \$ 10,902
0383	Dir of Admin-Sheriff - Uncl	98B	31	\$ 5,930 - \$ 8,795
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	\$ 6,655 - \$ 9,880
0532	Dir of Comm and Pub Rel - Uncl	98B	41	\$ 8,745 - \$ 13,005
0258	Dir of Comnty & Econ Dev- Uncl	98B	42	\$ 9,096 - \$ 13,527
0163	Dir of Comnty Corrcrtns - Uncl	98B	46	\$10,637 - \$ 15,793
0395	Dir of Comnty Humn Svcs - Uncl	98B 98E	48 48	\$11,494 - \$ 17,081 \$15,077 - \$ 15,077
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	\$ 6,915 - \$ 10,272
0763	Dir of Emgcy Comm - Uncl	98B	41	\$ 8,745 - \$ 13,005

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0611	Dir of Emrgcy Svcs - Uncl	98B	33M	\$ 6,528 - \$ 9,696
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	\$ 9,470 - \$ 14,053
0925	Dir of Housing Stability (Uncl	98B	41M	\$ 8,921 - \$ 13,266
0502	Dir of Human Resources	98B	43	\$ 9,470 - \$ 14,053
0628	Dir of Information Svcs - Uncl	98B	44	\$ 9,835 - \$ 14,611
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	\$ 5,990 - \$ 9,634
0168	Dir of Nutritional Svcs - RCCC	02A	26M	\$ 4,987 - \$ 7,369
0513	Dir of Operations - Pks & Rec	98B	35	\$ 6,915 - \$ 10,272
0465	Dir of Parks & Recreatn - Uncl	98B	43	\$ 9,470 - \$ 14,053
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	\$ 6,397 - \$ 9,511
0016	Dir of Pol Analysis&Plng-Uncl	98B	40	\$ 8,414 - \$ 12,504
0629	Dir of Property Mgmt - Uncl	98B	41	\$ 8,745 - \$ 13,005
0253	Dir of Public Health - Uncl	98B	43	\$ 9,470 - \$ 14,053

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	\$ 9,470 - \$ 14,053
0569	Dir of Regnl Rail Auth - Uncl	98B	41	\$ 8,745 - \$ 13,005
0877	Dir of Social Services - Uncl	98B	44	\$ 9,835 - \$ 14,611
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	\$ 5,596 - \$ 8,296
0804	Dispatcher - Fire	28B	21	\$ 4,037 - \$ 5,840
0805	Dispatcher - Law Enforcement	28B	21	\$ 4,037 - \$ 5,840
0205	Div Inc and OD Dev Specialist	02A	28M	\$ 5,383 - \$ 7,974
0227	Diversity Prgrms Specialist 1	02A	24	\$ 4,520 - \$ 6,696
0334	Diversity Prgrms Specialist 2	02A	26	\$ 4,881 - \$ 7,235
0431	Diversity Program Manager	98B	34	\$ 6,655 - \$ 9,880
0525	Division Dirctr-Co Atty - Uncl	98B	42W	\$ 9,426 - \$ 13,987
0712	Division Director-Soc Svcs Unc	98B	40	\$ 8,414 - \$ 12,504
0591	Duplic Equipmt Op-Layout&Design	22N 27N	18C 18C	\$ 3,666 - \$ 5,381 \$ 3,666 - \$ 5,381
0887	EAM Systems Manager	02A	32	\$ 6,163 - \$ 9,150

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0784	ECC Support Technician	22N	23	\$ 4,340 - \$ 6,434
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	\$ 7,335 - \$ 10,902
0050	Economic Development Spec	02A	31	\$ 5,930 - \$ 8,795
0885	Election Clerk - Uncl	99	885	\$ 3,033 - \$ 3,033
0350	Elections Administrator 1	22M	18	\$ 3,542 - \$ 5,184
0588	Elections Administrator 2	22N	24M	\$ 4,605 - \$ 6,824
0315	Elections Supervisor Admint 3	02A	29M	\$ 5,596 - \$ 8,296
0863	Electns Absnt Bal Bd Judge-Unc	99	863	\$ 3,813 - \$ 3,813
0729	Electns Ar Logis Judge - Uncl	99	729	\$ 3,467 - \$ 3,467
0874	Electns Asst Head Judge - Uncl	99	874	\$ 2,253 - \$ 2,253
0620	Electns Head Judge - Uncl	99	620	\$ 3,467 - \$ 3,467
0520	Electns Precinct Judge - Uncl	99	520	\$ 2,773 - \$ 2,773
0730	Electns Registrtn Judge - Uncl	99	730	\$ 3,120 - \$ 3,120
0731	Electns Student Judge - Uncl	99	99	No Salary Minimum or Maximum
0864	Electns Votng Sys Judge - Uncl	99	864	\$ 3,813 - \$ 3,813

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0764	Emerg Comm Tech Mgr	98B	34	\$ 6,655 - \$ 9,880
0894	Emerg Comm Tech Support Superv	02A	31	\$ 5,930 - \$ 8,795
0893	Emergency Comm GIS Specialist	02A	27	\$ 5,073 - \$ 7,515
0801	Emergency Comm Shift Supv	41	01	\$ 5,075 - \$ 7,517
0290	Emergency Communications Mgr	98B	31M	\$ 6,047 - \$ 8,975
0594	Emergency Mgmt Coordinator	02A	25	\$ 4,691 - \$ 6,964
0387	Employmnt Gdnce Counslr 1	02A 27N 39	23M 23M 23M	\$ 4,433 - \$ 6,563 \$ 4,433 - \$ 6,563 \$ 4,433 - \$ 6,563
0123	Employmnt Gdnce Counslr 2	02A 27N 39	25M 25M 25M	\$ 4,791 - \$ 7,098 \$ 4,791 - \$ 7,098 \$ 4,791 - \$ 7,098
0363	Employmnt Gdnce Counslr 3	02A 27N 39	28M 28M 28M	\$ 5,383 - \$ 7,974 \$ 5,383 - \$ 7,974 \$ 5,383 - \$ 7,974
0306	Employmnt Gdnce Counslr Aide 1	22M	18	\$ 3,542 - \$ 5,184
0637	Employmnt Gdnce Counslr Aide 2	22M	21	\$ 3,940 - \$ 5,814
0025	Employmnt Gdnce Counslr Supv	02A	31M	\$ 6,047 - \$ 8,975
0145	Engineer 1	02A	28D	\$ 5,297 - \$ 7,865

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0095	Engineer 2	02A	30B	\$ 5,729 - \$ 8,501
0559	Engineer 3	02A	34B	\$ 6,689 - \$ 9,938
0392	Engineer 4	98B	37	\$ 7,479 - \$ 11,113
0476	Engineer/Const/Survey Tech 2	25A	02	\$ 4,030 - \$ 5,966
0314	Engineer/Const/Survey Tech 3	25A	03	\$ 4,531 - \$ 6,713
0615	Engineer/Const/Survey Tech 4	25A	04	\$ 5,087 - \$ 7,551
0086	Engineer/Const/SurveyTech 1	25A	01	\$ 3,481 - \$ 5,145
0379	Engineering Aide	02A	13	\$ 3,036 - \$ 4,362
0889	Enterprise Risk Manager-Uncl	98B	35M	\$ 7,054 - \$ 10,482
0835	Entprse Prjc Mgmt Ofc Mgr-Uncl	98B	37	\$ 7,479 - \$ 11,113
0791	Environmental Health Supervisr	02A	31M	\$ 6,047 - \$ 8,975
0789	Environmental Hlth DivDir-Uncl	98B	38	\$ 7,777 - \$ 11,565
0777	Environmental Hlth Tec-Spanish	01A	18	\$ 3,542 - \$ 5,184
0774	Environmental Hlth Tech	01A	18	\$ 3,542 - \$ 5,184
0775	Environmental Hlth Tech-Hmong	01A	18	\$ 3,542 - \$ 5,184

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0776	Environmental Hlth Tech-Somali	01A	18	\$ 3,542 - \$ 5,184
0540	Environmtal Health Speclst 1	02A	24	\$ 4,520 - \$ 6,696
0155	Environmtal Health Speclst 2	02A	28M	\$ 5,383 - \$ 7,974
0403	Environmtal Resrces Spclst 1	02A	23	\$ 4,340 - \$ 6,434
0490	Environmtal Resrces Spclst 2	02A 98A	27 07R	\$ 5,073 - \$ 7,515 \$ 5,073 - \$ 7,515
0035	Environmtal Svcs Supv - PubWks	98B	34	\$ 6,655 - \$ 9,880
0560	Epidemiologist	43	28M	\$ 5,383 - \$ 7,974
0160	Equipment Service Worker	26A	03	\$ 4,102 - \$ 5,216
0210	Executive Assistant	98B	32M	\$ 6,287 - \$ 9,318
0765	Executive Assistant - Uncl	98B	32M	\$ 6,287 - \$ 9,318
0562	Executive Housekeeper - RCCC	02A	24	\$ 4,520 - \$ 6,696
0393	Facility Improvements Coord	02A	22M	\$ 4,265 - \$ 6,322
0917	Fellowship - Unclassified	99	99	No Salary Minimum or Maximum
0263	Finance Manager	02A	32	\$ 6,163 - \$ 9,150



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0203	Financial Assistance Supv	02A	27	\$ 5,073 - \$ 7,515
0242	Financial Systems Mgr - CHSD	02A	33	\$ 6,397 - \$ 9,511
0556	Financial Worker 1	27M	17I	\$ 3,573 - \$ 5,118
0170	Financial Worker 2	27M	19F	\$ 3,771 - \$ 5,612
0574	Financial Worker 3	27M	23P	\$ 4,365 - \$ 6,571
0222	First Asst County Atty - Uncl	98B	44	\$ 9,835 - \$ 14,611
0684	First Asst Public Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	\$ 5,477 - \$ 8,134
0388	Fleet Mechanic	26	12	\$ 5,128 - \$ 6,136
0505	Food Service Worker	33A	09P	\$ 3,061 - \$ 3,910
0798	Forensic Clinical Psychologist	27N	34	\$ 6,655 - \$ 9,880
0053	Forensic Technician	22N	17	\$ 3,475 - \$ 5,100
0385	General Repair Worker	22J 23H	05 05	\$ 4,201 - \$ 5,032 \$ 4,201 - \$ 5,032
0466	General Repair Worker - RCCC	24	02	\$ 4,272 - \$ 5,041

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0028	General Supv-Maint & Constrctn	02A	30	\$ 5,705 - \$ 8,458
0234	General Supv-Maint Equipment	02A	25M	\$ 4,791 - \$ 7,098
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum
0251	Geog Info Sys Supervisor	02A	29	\$ 5,477 - \$ 8,134
0462	Geog Info Sys Technician	02A	21	\$ 4,010 - \$ 5,964
0161	Golf Course Superintendent	02A	25	\$ 4,691 - \$ 6,964
0806	Government Rel Director - Uncl	98B	39	\$ 8,099 - \$ 12,026
0503	Governmt Relations Spec - Uncl	98B	35	\$ 6,915 - \$ 10,272
0888	Graphic and Digital Specialist	02A	24	\$ 4,520 - \$ 6,696
0720	HR Bnfts/Claims/Trans Spclst 1	02A 22N	20 20	\$ 3,863 - \$ 5,723 \$ 3,863 - \$ 5,723
0549	HR Bnfts/Claims/Trans Spclst 2	02A 22N	22 22	\$ 4,175 - \$ 6,184 \$ 4,175 - \$ 6,184
0445	HR Program Administrator	02A	30	\$ 5,705 - \$ 8,458
0420	Head Nurse	02A	29A	\$ 5,532 - \$ 8,380
0831	Health Ed Prgm Asst-ASL	22N	17M	\$ 3,532 - \$ 5,209

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0770	Health Ed Prgm Asst-Hmong Spkg	22N	17M	\$ 3,532 - \$ 5,209
0810	Health Ed Prgm Asst-KaRen Spk	22N	17M	\$ 3,532 - \$ 5,209
0771	Health Ed Prgm Asst-Somali Spk	22N	17M	\$ 3,532 - \$ 5,209
0772	Health Ed Prgm Asst-Spanish	22N	17M	\$ 3,532 - \$ 5,209
0091	Health Education Prgrm Asst	22N	17M	\$ 3,532 - \$ 5,209
0398	Health Educator 1	02A	26	\$ 4,881 - \$ 7,235
0276	Health Educator 2	02A	28M	\$ 5,383 - \$ 7,974
0919	Healthcare Compliance Manager	98B	34	\$ 6,655 - \$ 9,880
0274	Heavy Equipment Operator 1	26	09	\$ 4,513 - \$ 5,401
0592	Heavy Equipment Operator 2	26	11M	\$ 4,817 - \$ 5,765
0361	Highway Maintenance Laborer	26	02	\$ 4,221 - \$ 5,051
0649	Highway Maintenance LbrCrewLdr	26	11M	\$ 4,817 - \$ 5,765
0284	Highway Maintenance Supervisor	02A	24B	\$ 4,536 - \$ 6,728
0340	Highway Sign Worker 1	26	05	\$ 4,417 - \$ 5,286
0653	Highway Sign Worker 2	26	08	\$ 4,653 - \$ 5,569

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0104	Highway MTCE Summer Laborer	09	05	\$ 2,327 - \$ 2,764
0040	Housekeeper - Juvnle Inst	22M	14	\$ 3,106 - \$ 4,446
0478	Human Resources Exams Spclst	22N	20P	\$ 3,940 - \$ 5,885
0136	Human Resources Generalist 1	02A	24	\$ 4,520 - \$ 6,696
0260	Human Resources Generalist 2	02A	28	\$ 5,274 - \$ 7,830
0019	Human Resources Manager	98B	36	\$ 7,194 - \$ 10,692
0654	Human Resources Supervisor	02A	33M	\$ 6,528 - \$ 9,696
0107	Human Services Manager	02A	34C	\$ 6,686 - \$ 9,941
0183	IS Actng&Adm Mgr - Uncl	98B	32M	\$ 6,287 - \$ 9,318
0745	IS App Developer 1	02A 02P	23 23	\$ 4,340 - \$ 6,434 \$ 4,340 - \$ 6,434
0747	IS App Developer 2	02P	27M	\$ 5,185 - \$ 7,672
0749	IS App Developer 3	02A 02P	30 30	\$ 5,705 - \$ 8,458 \$ 5,705 - \$ 8,458
0757	IS App Svcs Mgr-Uncl	98B	39	\$ 8,099 - \$ 12,026
0755	IS App Svcs Supervisor	02A 02P	37 37	\$ 7,479 - \$ 11,113 \$ 7,479 - \$ 11,113

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0825	IS ArcSDE/ArcServer Administr	02P	32	\$ 6,163 - \$ 9,150
0782	IS Business Analyst	02P 27N	27M 27M	\$ 5,185 - \$ 7,672 \$ 5,185 - \$ 7,672
0824	IS Chief Info Sec Off -Uncl	98B	38	\$ 7,777 - \$ 11,565
0856	IS Customer Support Mgr-Uncl	98B	35	\$ 6,915 - \$ 10,272
0235	IS Database Admin	02P	34M	\$ 6,785 - \$ 10,076
0862	IS GIS Specialist	02P	26M	\$ 4,987 - \$ 7,369
0017	IS LAN Support Spec 1	02A 02P 27N	25 25 25	\$ 4,691 - \$ 6,964 \$ 4,691 - \$ 6,964 \$ 4,691 - \$ 6,964
0272	IS LAN Support Spec 2	02A 02P 27N	28 28 28	\$ 5,274 - \$ 7,830 \$ 5,274 - \$ 7,830 \$ 5,274 - \$ 7,830
0312	IS Lead Database Admin	02A 02P	37 37	\$ 7,479 - \$ 11,113 \$ 7,479 - \$ 11,113
0753	IS Principal App Developer	02A 02P	35 35	\$ 6,915 - \$ 10,272 \$ 6,915 - \$ 10,272
0869	IS Principal Business Analyst	02P	35	\$ 6,915 - \$ 10,272
0751	IS Sr App Developer	02A 02P	33 33	\$ 6,397 - \$ 9,511 \$ 6,397 - \$ 9,511

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0828	IS Sr Business Analyst	02P 27N	30M 30M	\$ 5,801 - \$ 8,636 \$ 5,801 - \$ 8,636
0695	IS Sr LAN Support Spec	02P 27N	29M 29M	\$ 5,596 - \$ 8,296 \$ 5,596 - \$ 8,296
0756	IS Tech & Oper Mgr-Uncl	98B	39	\$ 8,099 - \$ 12,026
0752	IS Tech Svcs Lead Specialist	02A 02P	35 35	\$ 6,915 - \$ 10,272 \$ 6,915 - \$ 10,272
0744	IS Tech Svcs Specialist 1	02A 02P	23 23	\$ 4,340 - \$ 6,434 \$ 4,340 - \$ 6,434
0746	IS Tech Svcs Specialist 2	02A 02P	28 28	\$ 5,274 - \$ 7,830 \$ 5,274 - \$ 7,830
0748	IS Tech Svcs Specialist 3	02A 02P	30 30	\$ 5,705 - \$ 8,458 \$ 5,705 - \$ 8,458
0750	IS Tech Svcs Sr Specialist	02A 02P	33 33	\$ 6,397 - \$ 9,511 \$ 6,397 - \$ 9,511
0754	IS Tech Svcs Supervisor	02A 02P	37 37	\$ 7,479 - \$ 11,113 \$ 7,479 - \$ 11,113
0769	IS Technical Architect	02P	36	\$ 7,194 - \$ 10,692
0872	IT Principal Projct Mgr-InfoSv	02P	35	\$ 6,915 - \$ 10,272
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	\$ 5,383 - \$ 7,974

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0857	IT Service Center Technician	02P	22	\$ 4,175 - \$ 6,184
0876	Info Security Specialist	02P	31M	\$ 6,047 - \$ 8,975
0696	Info Svcs LAN Support Supv	02A 02P	33 33	\$ 6,397 - \$ 9,511 \$ 6,397 - \$ 9,511
0902	Information & Operations Mgr	02A	32	\$ 6,163 - \$ 9,150
0897	Int Health & Justice Prgm Admi	98B	35	\$ 6,915 - \$ 10,272
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	\$ 4,414 - \$ 6,515
0638	Investigator - County Attorney	22N	25P	\$ 4,839 - \$ 7,180
0544	Investigator - Public Defender	43	25M	\$ 4,791 - \$ 7,098
0220	Investigator 1 - Med Exam Ofc	22N	22M	\$ 4,265 - \$ 6,322
0609	Investigator 2 - Med Exam Ofc	22N	24	\$ 4,520 - \$ 6,696
0381	Investigator Supv - Co Atty	02A	30	\$ 5,705 - \$ 8,458
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0141	Janitor Supervisor	22M	18P	\$ 3,698 - \$ 5,327
0413	Janitor/Building Guard	22M	13	\$ 3,003 - \$ 4,275
0162	Kitchen Worker	33A	11I	\$ 3,226 - \$ 4,116
0317	Labor Relations Mgr - Uncl	98B	37	\$ 7,479 - \$ 11,113
0898	Labor Relations Specialist	02A	33M	\$ 6,528 - \$ 9,696
0240	Laboratory Technician	22N	19M	\$ 3,791 - \$ 5,624
0345	Landscape Architect	02A	31M	\$ 6,047 - \$ 8,975
0882	Landscape Designer	02A	21M	\$ 4,099 - \$ 6,079
0023	Law Clerk - Uncl	98A	03	\$ 3,532 - \$ 5,330
0604	Law Clerk-Investigator - Uncl	98A	04S	\$ 3,763 - \$ 5,714
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	\$ 4,881 - \$ 7,235
0460	Legal Secretary	22M	17F	\$ 3,489 - \$ 5,085



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0428	Librarian 1	43	23K	\$ 4,433 - \$ 6,326
0207	Librarian 2	43	25M	\$ 4,791 - \$ 7,098
0474	Librarian 3	02A	28C	\$ 5,358 - \$ 7,950
0149	Librarian 4	02A	33	\$ 6,397 - \$ 9,511
0338	Library Associate 1	22M	18	\$ 3,542 - \$ 5,184
0250	Library Associate 2	22M	21	\$ 3,940 - \$ 5,814
0044	Library Circulation Supv	01A	21	\$ 3,940 - \$ 5,814
0327	Library Page	22M	08C	\$ 2,672 - \$ 3,667
0521	Library Property Manager	02A	31	\$ 5,930 - \$ 8,795
0237	Library Technical Svcs Supv	01A	24A	\$ 4,414 - \$ 6,603
0180	Licensed Practical Nurse	37 37I	23 23I	\$ 3,872 - \$ 5,568 \$ 4,179 - \$ 5,879
0906	Licensed Practical Nurse - CH	37	26	\$ 4,480 - \$ 6,023
0621	Life Guard	09	05	\$ 2,327 - \$ 2,764
0004	Maintenance & Oper Wkr 1	23Z	02	\$ 4,068 - \$ 4,882

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0463	Maintenance & Oper Wkr 2	23Z	04	\$ 4,571 - \$ 5,479
0580	Maintenance & Service Wkr	23Z	03	\$ 4,537 - \$ 5,436
0483	Maintenance Worker	22J	03	\$ 3,734 - \$ 4,484
0598	Management & Analysis Supv	02A	32	\$ 6,163 - \$ 9,150
0048	Management Analyst 1	02A 27N	23 23	\$ 4,340 - \$ 6,434 \$ 4,340 - \$ 6,434
0097	Management Analyst 2	02A 27N	26 26	\$ 4,881 - \$ 7,235 \$ 4,881 - \$ 7,235
0298	Management Analyst 3	02A 27N	28 28	\$ 5,274 - \$ 7,830 \$ 5,274 - \$ 7,830
0703	Management Analyst 3 - Uncl	99	99	No Salary Minimum or Maximum
0181	Management Analyst 4	02A 27N	30 30	\$ 5,705 - \$ 8,458 \$ 5,705 - \$ 8,458
0408	Manager - Inform & Pub Rec	98B	36	\$ 7,194 - \$ 10,692
0714	Manager-Workforce Solutions	98B	34	\$ 6,655 - \$ 9,880
0432	Master Electrician	08A 08B	44 44	\$ 8,531 - \$ 8,531 \$10,858 - \$ 10,858
0196	Materials Prchsng Spclst-PubWk	02A	21M	\$ 4,099 - \$ 6,079

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0639	Mechanical Maintenance Manager	02A	27	\$ 5,073 - \$ 7,515
0325	Mechanical Stock Clerk 1	26	01	\$ 4,125 - \$ 4,936
0076	Mechanical Stock Clerk 2	26	06	\$ 4,506 - \$ 5,393
0741	Medical Assistant	22N 27N	15 15	\$ 3,238 - \$ 4,711 \$ 3,238 - \$ 4,711
0892	Medical Director (Uncl)	98B	52	\$13,047 - \$ 19,397
0506	Medical Records Technician	02A 27N	15D 15D	\$ 3,319 - \$ 5,215 \$ 3,319 - \$ 5,215
0491	Medical Technologist	02A	26M	\$ 4,987 - \$ 7,369
0353	Medical Technologist Supv	02A	30M	\$ 5,801 - \$ 8,636
0232	Mental Health Practitioner	02A 27N	25M 25M	\$ 4,791 - \$ 7,098 \$ 4,791 - \$ 7,098
0337	Mental Health Professional	02A 27N	28M 28M	\$ 5,383 - \$ 7,974 \$ 5,383 - \$ 7,974
0148	Mental Health Supervisor	02A	32S	\$ 6,369 - \$ 9,461
0036	Mental Health Worker	01A 27M	16C 16C	\$ 3,379 - \$ 4,909 \$ 3,379 - \$ 4,909
0267	Mgmt Analysis Supv	02A	36	\$ 7,194 - \$ 10,692

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0697	Mower Operator	01A	11	\$ 2,837 - \$ 3,983
0779	Naturalist	02A	17M	\$ 3,532 - \$ 5,209
0781	Naturalist Aide	09 23S	05 05	\$ 2,327 - \$ 2,764 \$ 2,327 - \$ 2,764
0778	Naturalist Coordinator	02A	19M	\$ 3,791 - \$ 5,624
0780	Naturalist-Early Childhd Spec	02A	17M	\$ 3,532 - \$ 5,209
0328	Nurse	02I 02N 40	28P 28 28	\$ 6,205 - \$ 9,104 \$ 5,326 - \$ 8,066 \$ 5,487 - \$ 8,310
0371	Nurse Clinician	02A 40	31P 31M	\$ 6,292 - \$ 9,525 \$ 6,292 - \$ 9,525
0809	Nurse Clinician Supervisor	02A	35	\$ 6,915 - \$ 10,272
0742	Nurse Practitioner	40	31	\$ 6,171 - \$ 9,335
0511	Nurse Supervisor	02A	30A	\$ 5,762 - \$ 8,714
0909	Nurse Supervisor - CH	02A	34C	\$ 6,686 - \$ 9,941
0321	Nursing Assistant 1	03 33A 33I	10Y 10Y 10Y	\$ 2,950 - \$ 3,837 \$ 3,184 - \$ 4,075 \$ 3,404 - \$ 4,297
0171	Nursing Assistant 2	33A	12L	\$ 3,301 - \$ 4,340

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		33I	12L	\$ 3,521 - \$ 4,560
0486	Nutrition Program Manager	02A	31D	\$ 5,930 - \$ 8,831
0568	Nutrition Program Supervisor	02A	27F	\$ 5,125 - \$ 8,401
0352	Nutrition Spclst (Comnty Nutr)	02A	22M	\$ 4,265 - \$ 6,322
0343	Nutrition Spclst (WIC)	02A	23M	\$ 4,433 - \$ 6,563
0514	Occupational Therapist	02A 27N	23N 23N	\$ 4,458 - \$ 7,080 \$ 4,458 - \$ 7,080
0271	Office Manager 1	01A	21	\$ 3,940 - \$ 5,814
0005	Office Manager 2	01A	23B	\$ 4,250 - \$ 6,831
0336	Office Supervisor 1	01A	18C	\$ 3,556 - \$ 5,191
0092	Office Supervisor 2	01A	20C	\$ 3,863 - \$ 5,667
0356	Outdoor Education Manager	02A	27	\$ 5,073 - \$ 7,515
0873	PREA Compliance Manager - CC	02A	32	\$ 6,163 - \$ 9,150
0867	Paralegal 1	22N	17M	\$ 3,532 - \$ 5,209
0129	Paralegal 2	22N	22	\$ 4,175 - \$ 6,184
0868	Paralegal 3	22N	24	\$ 4,520 - \$ 6,696

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0642	Park Mtncce & Operations Supv	02A	29	\$ 5,477 - \$ 8,134
0373	Park Operations Assistant Supv	02A	25	\$ 4,691 - \$ 6,964
0533	Park Services Coordinator	09	07	\$ 2,797 - \$ 3,335
0024	Parks & Recreation Aide 1	09	03F	\$ 2,639 - \$ 2,639
		09	03	\$ 1,891 - \$ 2,218
		23S	03F	\$ 2,639 - \$ 2,639
		23S	03	\$ 1,891 - \$ 2,218
0013	Parks & Recreation Aide 2	09	05	\$ 2,327 - \$ 2,764
		23S	05	\$ 2,327 - \$ 2,764
0049	Payroll Clerk 1	01A	15S	\$ 3,310 - \$ 4,745
0572	Payroll Clerk 2	01A	18P	\$ 3,648 - \$ 5,927
0721	Personnel Ben & Transctns Asst	01A	21	\$ 3,940 - \$ 5,814
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0722	Personnel Transactns Asst	01A	19	\$ 3,662 - \$ 5,372
		22M	19	\$ 3,662 - \$ 5,372
0911	Physician (Unclassified)	98B	48	\$11,494 - \$ 17,081
0464	Physician Assistant	27N	30	\$ 5,705 - \$ 8,458
0437	Planning & Evaluation Analyst	02A	30M	\$ 5,801 - \$ 8,636

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0090	Planning Manager	02A	33K	\$ 6,397 - \$ 9,693
0492	Planning Specialist 1	02A	28	\$ 5,274 - \$ 7,830
		27N	28	\$ 5,274 - \$ 7,830
		39	28	\$ 5,274 - \$ 7,830
0656	Planning Specialist 2	02A	30	\$ 5,705 - \$ 8,458
		27N	30	\$ 5,705 - \$ 8,458
		39	30	\$ 5,705 - \$ 8,458
0767	Policy Analyst	98B	25	\$ 4,691 - \$ 6,964
0480	Policy Analyst - Uncl	98B	25	\$ 4,691 - \$ 6,964
0555	Principal Assistant - Uncl	98D	25A	\$ 5,138 - \$ 6,964
0698	Principal Lib Circ Supv	01A	25	\$ 4,588 - \$ 6,765
0238	Principal Payroll Clerk	02A	22	\$ 4,175 - \$ 6,184
0848	Principal Procurement Special	02A	29M	\$ 5,596 - \$ 8,296
0913	Principal Rea Commercial	02A	32	\$ 6,163 - \$ 9,150
0529	Principal Real Estate Appr	02A	30	\$ 5,705 - \$ 8,458
0543	Prinicpal Fin Mgmt Analyst	02A	29P	\$ 5,682 - \$ 8,423
0434	Probation Officer 1	29A	01	\$ 4,395 - \$ 6,516

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0614	Probation Officer 2	29A	02	\$ 4,755 - \$ 7,042
0508	Probation Officer 3	29A	03	\$ 5,439 - \$ 8,068
0818	Procurement Manager	98B	34	\$ 6,655 - \$ 9,880
0883	Procurement Specialist	02A	20M	\$ 3,940 - \$ 5,849
0467	Program Analyst - Public Hlth	02A	28	\$ 5,274 - \$ 7,830
0074	Program Asst - Emrgcy Shelter	27N	25M	\$ 4,791 - \$ 7,098
0359	Program Dir - Lake Owasso Res	02A	29N	\$ 5,626 - \$ 9,227
0832	Program Dir - RC Detox	02A	32	\$ 6,163 - \$ 9,150
0485	Program Specialist	02A 27N	28M 28M	\$ 5,383 - \$ 7,974 \$ 5,383 - \$ 7,974
0106	Program Supervisor - LOR	02A	25M	\$ 4,791 - \$ 7,098
0014	Program Supv - Extnd Day Tx	02A	28P	\$ 5,465 - \$ 8,102
0716	Project Manager	98B	32M	\$ 6,287 - \$ 9,318
0096	Prop Descr & GIS Tech 1	22N	18B	\$ 3,613 - \$ 5,340
0113	Prop Descr & GIS Tech 2	22N	21B	\$ 4,056 - \$ 6,004



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0567	Psychiatrist - Uncl	98B	54P	\$13,998 - \$ 21,068
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	\$ 7,194 - \$ 10,692
0131	Pub Hlth Licensed Prac Nurse 1	37	24	\$ 4,027 - \$ 5,954
0006	Pub Hlth Licensed Prac Nurse 2	37	26	\$ 4,480 - \$ 6,023
0821	Pub Safety Comp Aided Disp An	02A	23	\$ 4,340 - \$ 6,434
0640	Public Health Division Manager	98B	36	\$ 7,194 - \$ 10,692
0570	Public Health Nurse	40	28M	\$ 5,601 - \$ 8,463
0910	Public Health Nurse Clin. CH	02A	35	\$ 6,915 - \$ 10,272
0293	Public Health Nurse Clinician	02A	31P	\$ 6,292 - \$ 9,525
0790	Public Health Prog Supervisor	02A	31	\$ 5,930 - \$ 8,795
0231	Public Info Associate	98B	26B	\$ 4,881 - \$ 7,329
0859	Public Information Ofcr-Uncl	98B	31	\$ 5,930 - \$ 8,795
0797	Public Information Officer	02A	31	\$ 5,930 - \$ 8,795
0803	Public Safety Dispatcher	28B	22	\$ 4,199 - \$ 6,074
0537	Purchasng & Equip Spclst - Pks	23Z	04	\$ 4,571 - \$ 5,479

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0834	RCD Administrator-Uncl	99	99	No Salary Minimum or Maximum
0841	RCD Commissioner-Uncl	99	99	No Salary Minimum or Maximum
0908	RN Program Coordinator - CH	02A	33M	\$ 6,528 - \$ 9,696
0895	Racial and Hlth Eq Admin -Uncl	98B	35M	\$ 7,054 - \$ 10,482
0581	Radiologic Technician	22N	20M	\$ 3,940 - \$ 5,849
0578	Real Estate Appr 1	22N	20A	\$ 3,863 - \$ 5,749
0512	Real Estate Appr 2	22N	23C	\$ 4,377 - \$ 6,477
0058	Real Estate Appr 3*	22N	27	\$ 5,073 - \$ 7,515
0903	Real Estate Appraiser Comm	22N	26	\$ 4,881 - \$ 7,235
0817	Real Estate Legal Specialist	22N	26M	\$ 4,987 - \$ 7,369
0470	Recreation Services Supv	02A	25	\$ 4,691 - \$ 6,964
0899	Redevelopment Progam Manager	98B	33	\$ 6,397 - \$ 9,511
0208	Refrigeration Engineer	24	04	\$ 4,727 - \$ 5,578
0377	Registered Dietitian	02A	23B	\$ 4,377 - \$ 6,973
0907	Registered Nurse - Cor. Health	40	31	\$ 6,171 - \$ 9,335

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0441	Research & Evaluation Supv	02A	33	\$ 6,397 - \$ 9,511
0059	Research & Stat Analyst-CAMA	02A	30M	\$ 5,801 - \$ 8,636
0602	Residential Counselor 1	34A	15V	\$ 3,582 - \$ 4,689
0605	Residential Counselor 2	34A	17C	\$ 3,775 - \$ 4,942
0079	Right-of-Way Specialist	43	25	\$ 4,691 - \$ 6,964
0288	Safety Coordinator	02A	27N	\$ 5,073 - \$ 7,687
0109	School Instructor 1	02A	25M	\$ 4,791 - \$ 7,098
0269	School Instructor 2	02A	28B	\$ 5,349 - \$ 7,921
0515	Second Asst Vet Services Ofcr	22N	22C	\$ 4,242 - \$ 6,276
0354	Secretary 1	01A 22M 27M	15C 15C 15C	\$ 3,258 - \$ 4,863 \$ 3,258 - \$ 4,863 \$ 3,258 - \$ 4,863
0613	Secretary 2	01A 22M 27M	17G 17G 17G	\$ 3,489 - \$ 5,596 \$ 3,489 - \$ 5,596 \$ 3,489 - \$ 5,596
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

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0390	Senior Building Services Mgr	98B	31M	\$ 6,047 - \$ 8,975
0299	Senior Child Protection Worker	27N	30M	\$ 5,801 - \$ 8,636
0309	Senior Clinical Psychologist	02A	38D	\$ 7,827 - \$ 11,624
0326	Senior Legal Secretary	22M	21	\$ 3,940 - \$ 5,814
0838	Senior Librarian	02A	27M	\$ 5,185 - \$ 7,672
0453	Senior Life Guard	09	06	\$ 2,503 - \$ 2,981
0052	Senior Policy Analyst	98B	29P	\$ 5,477 - \$ 8,776
0847	Senior Procurement Specialist	02A	26	\$ 4,881 - \$ 7,235
0498	Senior Program Evaluator	02A 27N	30 30	\$ 5,705 - \$ 8,458 \$ 5,705 - \$ 8,458
0904	Senior Real Est Appraiser Comm	22N	29M	\$ 5,596 - \$ 8,296
0815	Senior Real Estate Appraiser	22N	27M	\$ 5,185 - \$ 7,672
0924	Senior Right of Way Specalist	02A	29M	\$ 5,596 - \$ 8,296
0454	Senior Shop Mechanic - Recrtn	23Z	05	\$ 5,015 - \$ 6,005
0444	Senior Torrens Examiner	02A	27M	\$ 5,185 - \$ 7,672

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0088	Senior Transportation Planner	02A	34	\$ 6,655 - \$ 9,880
0062	Service Worker	01A 22M	01 01	\$ 2,147 - \$ 2,895 \$ 2,147 - \$ 2,895
0295	Sexual Offense Svcs Prgm Supv	02A	31	\$ 5,930 - \$ 8,795
0626	Shop Mechanic	23Z	03	\$ 4,537 - \$ 5,436
0261	Social Services Appeals Spclst	27N	29P	\$ 5,596 - \$ 8,605
0360	Social Worker 1	02A 27N 43	23M 23M 23M	\$ 4,433 - \$ 6,563 \$ 4,433 - \$ 6,563 \$ 4,433 - \$ 6,563
0783	Social Worker 1 - Unclassified	99	99	No Salary Minimum or Maximum
0418	Social Worker 2	02A 27N 43	25M 25M 25M	\$ 4,791 - \$ 7,098 \$ 4,791 - \$ 7,098 \$ 4,791 - \$ 7,098
0517	Social Worker 3	02A 27N 43	28M 28M 28M	\$ 5,383 - \$ 7,974 \$ 5,383 - \$ 7,974 \$ 5,383 - \$ 7,974
0046	Social Worker 4	02A	32B	\$ 6,191 - \$ 9,203
0010	Soil & Water Clerk - Uncl	99	99	No Salary Minimum or Maximum
0814	Sr Collections Enf Agent	22N 27N	26M 26M	\$ 4,987 - \$ 7,369 \$ 4,987 - \$ 7,369

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0400	Storekeeper	22M	17	\$ 3,426 - \$ 4,991
		27M	17	\$ 3,426 - \$ 4,991
		33A	17A	\$ 3,639 - \$ 5,204
0178	Storekeeper - RamseyCareCtr	33A	20	\$ 4,084 - \$ 5,926
0100	Storekeeper - Records Center	22M	17	\$ 3,426 - \$ 4,991
0577	Student Intern - Uncl	09	08	\$ 3,134 - \$ 3,731
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09	03	\$ 1,891 - \$ 2,218
		09	03F	\$ 2,639 - \$ 2,639
0596	Supervisor - Apprsl Svc Sectn	02A	27	\$ 5,073 - \$ 7,515
		22N	27	\$ 5,073 - \$ 7,515
0262	Supervisor - Co Assessors Div	02A	33	\$ 6,397 - \$ 9,511
0316	Supervisor - Inform & Pub Rec	02A	29	\$ 5,477 - \$ 8,134
0901	Supervisor of Inv - ME Office	02A	27M	\$ 5,185 - \$ 7,672
0185	Support Services Coordinator	02A	27C	\$ 5,156 - \$ 7,635
0896	Supported Employment Worker	27N	01	\$ 1,809 - \$ 2,296
		27N	01F	\$ 2,639 - \$ 2,639
0541	Suppt Enforcement Agent 1	22M	19	\$ 3,662 - \$ 5,372

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0115	Suppt Enforcement Agent 2	22M	22	\$ 4,091 - \$ 6,028
0364	Suppt Enforcement Agent 3	22N	25	\$ 4,691 - \$ 6,964
0713	Suppt Enforcement Agt 1-Uncl	99	99	No Salary Minimum or Maximum
0446	Suppt Enforcement Worker 3*	02A	28M	\$ 5,383 - \$ 7,974
0732	Suppt Enforcemnt Agt 1-Hmong	22M	19	\$ 3,662 - \$ 5,372
0884	Suppt Enforcemnt Agt 1-Karen	22M	19	\$ 3,662 - \$ 5,372
0735	Suppt Enforcemnt Agt 1-Somali	22M	19	\$ 3,662 - \$ 5,372
0738	Suppt Enforcemnt Agt 1-Spanish	22M	19	\$ 3,662 - \$ 5,372
0733	Suppt Enforcemnt Agt 2-Hmong	22M	22	\$ 4,091 - \$ 6,028
0886	Suppt Enforcemnt Agt 2-Karen	22M	22	\$ 4,091 - \$ 6,028
0736	Suppt Enforcemnt Agt 2-Somali	22M	22	\$ 4,091 - \$ 6,028
0739	Suppt Enforcemnt Agt 2-Spanish	22M	22	\$ 4,091 - \$ 6,028
0912	Supv Dept of County Assessor	02A	35	\$ 6,915 - \$ 10,272
0459	Surveyor	02A	31M	\$ 6,047 - \$ 8,975
0926	Svc Cntr Customer Suppt Asst	22M	20	\$ 3,790 - \$ 5,592

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0927	Svc Cntr Navigator	22N	25M	\$ 4,791 - \$ 7,098
0526	Tax Clerk 1	22M	16B	\$ 3,316 - \$ 5,107
0419	Tax Clerk 2	22M	18I	\$ 3,542 - \$ 5,680
0296	Tax Forfeited Land Clerk	22M	21	\$ 3,940 - \$ 5,814
0812	Tax Settlement Clerk	22M	22	\$ 4,091 - \$ 6,028
0542	Torrens Examiner	22N	20	\$ 3,863 - \$ 5,723
0186	Traffc Signal Tech 1	02A	19	\$ 3,725 - \$ 5,495
0068	Traffc Signal Tech 2	02A	24B	\$ 4,536 - \$ 6,728
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	\$ 7,777 - \$ 11,565
0501	Undersheriff - Uncl	98B	38D	\$ 8,025 - \$ 11,935
0717	Utility RightofWayCoordinator	02A	20	\$ 3,863 - \$ 5,723
0243	Veterans Service Ofcr - Uncl	98B	34	\$ 6,655 - \$ 9,880
0844	Veterans Services Assistant	22M	22	\$ 4,091 - \$ 6,028
0589	Victim/Witness Advocate	22N	24	\$ 4,520 - \$ 6,696
0041	Victm/Witn Svcs Prg Mgr	98B	30M	\$ 5,801 - \$ 8,636



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0610	Volunteer & Activity Supv-RCCC	02A	26S	\$ 4,881 - \$ 7,787
0854	WIC Lactation Specialist	02A	23	\$ 4,340 - \$ 6,434
0808	WIC Nutrit Ed Trainee-KaRen	22N	15M	\$ 3,295 - \$ 4,819
0711	WIC Nutrit Ed Trainee-Spanish	22N	15M	\$ 3,295 - \$ 4,819
0829	WIC Nutrition Ed Trainee- ASL	22N	15M	\$ 3,295 - \$ 4,819
0709	WIC Nutrition Ed Trainee-Hmong	22N	15M	\$ 3,295 - \$ 4,819
0710	WIC Nutrition EdTrainee-Somali	22N	15M	\$ 3,295 - \$ 4,819
0507	WIC Nutrition Educator	22N	17M	\$ 3,532 - \$ 5,209
0830	WIC Nutrition Educator -ASL	22N	17M	\$ 3,532 - \$ 5,209
0807	WIC Nutritn Educator - KaRenSp	22N	17M	\$ 3,532 - \$ 5,209
0657	WIC Nutritn Educator-HmongSpkg	22N	17M	\$ 3,532 - \$ 5,209
0708	WIC Nutritn Educator-SomaliSpk	22N	17M	\$ 3,532 - \$ 5,209
0246	WIC Nutritn Educator-Span Spkg	22N	17M	\$ 3,532 - \$ 5,209
0849	WIC Peer Breastfeeding Counslr	22M	10	\$ 2,753 - \$ 3,843
0850	WIC Pr Brstfdg Cnslr Hmong Spk	22M	10	\$ 2,753 - \$ 3,843

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0852	WIC Pr Brstfdg Cnslr Karn Spkg	22M	10	\$ 2,753 - \$ 3,843
0853	WIC Pr Brstfdg Cnslr Smlr Spkg	22M	10	\$ 2,753 - \$ 3,843
0851	WIC Pr Brstfdg Cnslr Span Spkg	22M	10	\$ 2,753 - \$ 3,843
0518	Welfare Fraud Investigator 1	22N	23	\$ 4,340 - \$ 6,434
0009	Welfare Fraud Investigator 2	22N	25P	\$ 4,839 - \$ 7,180
0551	Wkfce Solutions Trainee-Uncl	99	99	No Salary Minimum or Maximum

End of Report

## Non-Represented/Clerical and 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	25,758.89	26,447.92	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,306.33	32,560.66	34,044.98	34,734.00	0.8049
	Monthly	2,146.57	2,203.99	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,608.86	2,713.39	2,837.08	2,894.50	
	Bi-weekly	990.73	1,017.23	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,204.09	1,252.33	1,309.42	1,335.92	
	Hourly	12.384082	12.715346	13.097551	13.411882	13.802622	14.235769	14.533023	15.051118	15.654163	16.367777	16.699040	
02	Annual	26,447.92	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	32,348.75	33,673.82	35,175.59	35,899.84	0.8264
	Monthly	2,203.99	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,695.73	2,806.15	2,931.30	2,991.65	
	Bi-weekly	1,017.23	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,244.18	1,295.15	1,352.91	1,380.76	
	Hourly	12.715346	13.097551	13.411882	13.802622	14.235769	14.533023	14.966165	15.552282	16.189336	16.911343	17.259538	
03	Annual	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,249.69	34,663.26	36,235.47	36,960.02	0.8513
	Monthly	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,770.81	2,888.61	3,019.62	3,080.00	
	Bi-weekly	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,278.83	1,333.20	1,393.67	1,421.54	
	Hourly	13.097551	13.411882	13.802622	14.235769	14.533023	14.966165	15.373988	15.985428	16.665030	17.420899	17.769242	
04	Annual	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,345.09	35,758.67	37,366.39	38,108.40	0.8717
	Monthly	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,862.09	2,979.89	3,113.87	3,175.70	
	Bi-weekly	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,320.96	1,375.33	1,437.17	1,465.71	
	Hourly	13.411882	13.802622	14.235769	14.533023	14.966165	15.373988	15.883544	16.512062	17.191666	17.964612	18.321347	
05	Annual	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	35,405.27	36,889.28	38,602.97	39,362.74	0.8971
	Monthly	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,950.44	3,074.11	3,216.91	3,280.23	
	Bi-weekly	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,361.74	1,418.82	1,484.73	1,513.95	
	Hourly	13.802622	14.235769	14.533023	14.966165	15.373988	15.883544	16.367777	17.021764	17.735231	18.559119	18.924393	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,500.67	37,949.47	39,645.39	40,458.13	0.9253
	Monthly	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,041.72	3,162.46	3,303.78	3,371.51	
	Bi-weekly	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,403.87	1,459.59	1,524.82	1,556.08	
	Hourly	14.235769	14.533023	14.966165	15.373988	15.883544	16.367777	16.817852	17.548400	18.244935	19.060284	19.451025	
07	Annual	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,596.06	39,239.02	40,988.22	41,800.97	0.9446
	Monthly	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,133.01	3,269.92	3,415.69	3,483.41	
	Bi-weekly	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,446.00	1,509.19	1,576.47	1,607.73	
	Hourly	14.533023	14.966165	15.373988	15.883544	16.367777	16.817852	17.327558	18.075031	18.864913	19.705877	20.096621	
08	Annual	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,850.40	40,564.09	42,401.50	43,267.22	0.9728
	Monthly	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,237.53	3,380.34	3,533.46	3,605.60	
	Bi-weekly	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,494.25	1,560.16	1,630.83	1,664.12	
	Hourly	14.966165	15.373988	15.883544	16.367777	16.817852	17.327558	17.922065	18.678076	19.501968	20.385335	20.801550	
08C	Annual	32,066.09	33,073.30	33,921.26	34,998.90	36,147.28	37,030.76	38,126.16	39,610.17	41,235.36	43,125.74	44,009.22	1.0020
	Monthly	2,672.17	2,756.11	2,826.77	2,916.58	3,012.27	3,085.90	3,177.18	3,300.85	3,436.28	3,593.81	3,667.44	
	Bi-weekly	1,233.31	1,272.05	1,304.66	1,346.11	1,390.28	1,424.26	1,466.39	1,523.47	1,585.98	1,658.68	1,692.66	
	Hourly	15.416390	15.900624	16.308296	16.826393	17.378498	17.803251	18.329885	19.043351	19.824692	20.733530	21.158281	
08F	Annual	32,225.03	33,126.27	34,044.98	35,210.81	36,200.25	37,260.44	38,373.29	40,069.52	41,800.97	43,691.35	44,557.08	1.0070
	Monthly	2,685.42	2,760.52	2,837.08	2,934.23	3,016.69	3,105.04	3,197.78	3,339.13	3,483.41	3,640.95	3,713.09	
	Bi-weekly	1,239.42	1,274.09	1,309.42	1,354.26	1,392.32	1,433.09	1,475.90	1,541.14	1,607.73	1,680.44	1,713.73	
	Hourly	15.492804	15.926093	16.367777	16.928275	17.403967	17.913671	18.448699	19.264194	20.096621	21.005458	21.421671	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	40,122.50	41,836.19	43,726.58	44,610.06	0.9993
	Monthly	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,343.54	3,486.35	3,643.88	3,717.51	
	Bi-weekly	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,543.17	1,609.08	1,681.79	1,715.77	
	Hourly	15.373988	15.883544	16.367777	16.817852	17.327558	17.922065	18.499640	19.289664	20.113555	21.022392	21.447143	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,535.77	43,249.46	45,210.59	46,111.52	1.0324
	Monthly	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,461.32	3,604.12	3,767.55	3,842.63	
	Bi-weekly	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,597.53	1,663.44	1,738.87	1,773.52	
	Hourly	15.883544	16.367777	16.817852	17.327558	17.922065	18.499640	19.128302	19.969122	20.793009	21.735861	22.169002	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10C	Annual	33,461.91	34,415.83	35,281.55	36,606.63	37,649.05	38,726.69	39,875.07	41,641.73	43,337.97	45,352.07	46,235.25	1.0456
	Monthly	2,788.49	2,867.99	2,940.13	3,050.55	3,137.42	3,227.22	3,322.92	3,470.14	3,611.50	3,779.34	3,852.94	
	Bi-weekly	1,287.00	1,323.69	1,356.98	1,407.95	1,448.04	1,489.49	1,533.66	1,601.61	1,666.84	1,744.31	1,778.28	
	Hourly	16.087457	16.546071	16.962284	17.599340	18.100505	18.618600	19.170706	20.020063	20.835560	21.803879	22.228485	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,931.59	44,786.76	46,836.08	47,789.99	1.0639
	Monthly	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,577.63	3,732.23	3,903.01	3,982.50	
	Bi-weekly	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,651.21	1,722.57	1,801.39	1,838.08	
	Hourly	16.367777	16.817852	17.327558	17.922065	18.499640	19.128302	19.765360	20.640186	21.532094	22.517345	22.975958	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	34,698.48	35,652.71	36,748.11	37,984.68	39,292.00	40,546.33	41,871.41	43,744.34	45,669.93	47,737.02	48,673.49	1.0843
	Monthly	2,891.54	2,971.06	3,062.34	3,165.39	3,274.33	3,378.86	3,489.28	3,645.36	3,805.83	3,978.09	4,056.12	
	Bi-weekly	1,334.56	1,371.26	1,413.39	1,460.95	1,511.23	1,559.47	1,610.44	1,682.47	1,756.54	1,836.04	1,872.06	
	Hourly	16.681962	17.140725	17.667360	18.261866	18.890383	19.493428	20.130485	21.030932	21.956699	22.950488	23.400715	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	34,892.94	35,882.38	36,907.04	38,055.42	39,344.98	40,634.83	41,959.91	43,832.54	45,687.70	47,754.78	48,691.25	1.0904
	Monthly	2,907.75	2,990.20	3,075.59	3,171.29	3,278.75	3,386.24	3,496.66	3,652.71	3,807.31	3,979.57	4,057.60	
	Bi-weekly	1,342.04	1,380.09	1,419.50	1,463.67	1,513.27	1,562.88	1,613.84	1,685.87	1,757.22	1,836.72	1,872.74	
	Hourly	16.775453	17.251145	17.743770	18.295875	18.915855	19.535977	20.173032	21.073334	21.965238	22.959027	23.409253	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	44,380.38	46,358.97	48,461.57	49,415.49	1.0931
	Monthly	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,698.37	3,863.25	4,038.46	4,117.96	
	Bi-weekly	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,706.94	1,783.04	1,863.91	1,900.60	
	Hourly	16.817852	17.327558	17.922065	18.499640	19.128302	19.765360	20.436277	21.336722	22.287964	23.298832	23.757445	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,917.37	48,125.63	50,281.21	51,305.87	1.1262
	Monthly	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,826.45	4,010.47	4,190.10	4,275.49	
	Bi-weekly	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,766.05	1,850.99	1,933.89	1,973.30	
	Hourly	17.327558	17.922065	18.499640	19.128302	19.765360	20.436277	21.124273	22.075658	23.137320	24.173658	24.666285	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,825.53	50,069.30	52,295.31	53,355.20	1.1649
	Monthly	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,985.46	4,172.44	4,357.94	4,446.27	
	Bi-weekly	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,839.44	1,925.74	2,011.36	2,052.12	
	Hourly	17.922065	18.499640	19.128302	19.765360	20.436277	21.124273	21.863358	22.993041	24.071778	25.141977	25.651536	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	37,984.68	39,292.00	40,546.33	41,871.41	43,320.20	44,786.76	46,341.20	48,708.70	51,765.22	54,150.17	55,245.57	1.1870
	Monthly	3,165.39	3,274.33	3,378.86	3,489.28	3,610.02	3,732.23	3,861.77	4,059.06	4,313.77	4,512.51	4,603.80	
	Bi-weekly	1,460.95	1,511.23	1,559.47	1,610.44	1,666.16	1,722.57	1,782.35	1,873.41	1,990.97	2,082.70	2,124.83	
	Hourly	18.261866	18.890383	19.493428	20.130485	20.827018	21.532094	22.279425	23.417646	24.887126	26.033737	26.560372	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,574.43	52,012.66	54,326.87	55,404.82	1.2024
	Monthly	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,131.20	4,334.39	4,527.24	4,617.07	
	Bi-weekly	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,906.71	2,000.49	2,089.50	2,130.95	
	Hourly	18.499640	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.833859	25.006087	26.118689	26.636932	
15C	Annual	39,097.84	40,405.16	41,730.23	43,179.03	44,592.30	46,164.81	48,002.22	50,369.41	54,786.23	57,206.70	58,355.08	1.2218
	Monthly	3,258.15	3,367.10	3,477.52	3,598.25	3,716.03	3,847.07	4,000.19	4,197.45	4,565.52	4,767.23	4,862.92	
	Bi-weekly	1,503.76	1,554.04	1,605.01	1,660.73	1,715.09	1,775.57	1,846.24	1,937.28	2,107.16	2,200.26	2,244.43	
	Hourly	18.797039	19.425556	20.062612	20.759147	21.438604	22.194621	23.077988	24.216061	26.339533	27.503222	28.055326	
15F	Annual	39,344.98	40,634.83	41,924.38	43,320.20	44,910.17	46,358.97	48,002.22	50,457.91	52,860.62	56,323.52	57,454.13	1.2295
	Monthly	3,278.75	3,386.24	3,493.70	3,610.02	3,742.51	3,863.25	4,000.19	4,204.83	4,405.05	4,693.63	4,787.85	
	Bi-weekly	1,513.27	1,562.88	1,612.48	1,666.16	1,727.31	1,783.04	1,846.24	1,940.69	2,033.10	2,166.29	2,209.77	
	Hourly	18.915855	19.535977	20.155953	20.827018	21.591427	22.287964	23.077988	24.258610	25.413761	27.078616	27.622180	
15S	Annual	39,716.13	41,058.66	42,366.29	43,779.55	45,352.07	46,800.55	48,479.03	50,952.48	53,319.97	55,811.19	56,941.81	1.2411
	Monthly	3,309.68	3,421.56	3,530.52	3,648.30	3,779.34	3,900.05	4,039.92	4,246.04	4,443.33	4,650.93	4,745.15	
	Bi-weekly	1,527.54	1,579.18	1,629.47	1,683.83	1,744.31	1,800.02	1,864.58	1,959.71	2,050.77	2,146.58	2,190.07	
	Hourly	19.094294	19.739740	20.368407	21.047858	21.803879	22.500266	23.307224	24.496384	25.634602	26.832304	27.375870	
16	Annual	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,482.57	54,167.94	56,641.39	57,772.01	1.2433
	Monthly	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,290.21	4,514.00	4,720.12	4,814.33	
	Bi-weekly	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,980.10	2,083.38	2,178.51	2,222.00	
	Hourly	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.751234	26.042279	27.231437	27.775004	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	40,546.33	41,871.41	43,320.20	44,786.76	46,341.20	48,178.61	50,016.02	52,542.45	55,245.57	57,736.79	58,902.93	1.2670
	Monthly	3,378.86	3,489.28	3,610.02	3,732.23	3,861.77	4,014.88	4,168.00	4,378.54	4,603.80	4,811.40	4,908.58	
	Bi-weekly	1,559.47	1,610.44	1,666.16	1,722.57	1,782.35	1,853.02	1,923.69	2,020.86	2,124.83	2,220.65	2,265.50	
	Hourly	19.493428	20.130485	20.827018	21.532094	22.279425	23.162792	24.046161	25.260792	26.560372	27.758073	28.318718	
16D	Annual	41,129.40	42,454.47	43,832.54	45,246.11	46,906.82	48,496.79	50,157.49	52,754.67	55,210.36	57,719.03	58,885.17	1.2852
	Monthly	3,427.45	3,537.87	3,652.71	3,770.51	3,908.90	4,041.40	4,179.79	4,396.22	4,600.86	4,809.92	4,907.10	
	Bi-weekly	1,581.90	1,632.86	1,685.87	1,740.23	1,804.11	1,865.26	1,929.13	2,029.03	2,123.48	2,219.96	2,264.81	
	Hourly	19.773751	20.410805	21.073334	21.752936	22.551354	23.315763	24.114180	25.362821	26.543441	27.749534	28.310178	
17	Annual	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	53,514.44	56,093.84	58,708.47	59,892.07	1.2847
	Monthly	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,459.54	4,674.49	4,892.37	4,991.01	
	Bi-weekly	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,058.25	2,157.46	2,258.02	2,303.54	
	Hourly	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.728094	26.968194	28.225228	28.794265	
17G	Annual	41,871.41	43,320.20	44,786.76	46,341.20	48,178.61	50,016.02	51,994.90	54,503.57	62,966.35	65,828.42	67,153.50	1.3084
	Monthly	3,489.28	3,610.02	3,732.23	3,861.77	4,014.88	4,168.00	4,332.91	4,541.96	5,247.20	5,485.70	5,596.13	
	Bi-weekly	1,610.44	1,666.16	1,722.57	1,782.35	1,853.02	1,923.69	1,999.80	2,096.29	2,421.78	2,531.86	2,582.83	
	Hourly	20.130485	20.827018	21.532094	22.279425	23.162792	24.046161	24.997548	26.203640	30.272285	31.648279	32.285335	
18	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	58,302.10	60,970.01	62,206.59	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	4,858.51	5,080.83	5,183.88	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,242.39	2,345.00	2,392.56	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	28.029856	29.312506	29.907012	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	42,666.39	44,274.12	45,687.70	47,277.66	49,168.05	51,023.22	53,019.56	55,598.97	58,355.08	61,058.21	62,295.09	1.3333
	Monthly	3,555.53	3,689.51	3,807.31	3,939.81	4,097.34	4,251.94	4,418.30	4,633.25	4,862.92	5,088.18	5,191.26	
	Bi-weekly	1,641.02	1,702.85	1,757.22	1,818.37	1,891.08	1,962.43	2,039.21	2,138.42	2,244.43	2,348.39	2,395.96	
	Hourly	20.512688	21.285635	21.965238	22.729646	23.638486	24.530394	25.490175	26.730272	28.055326	29.354909	29.949562	
18D	Annual	42,666.39	44,274.12	45,687.70	47,277.66	49,168.05	51,023.22	53,019.56	55,598.97	63,354.97	66,252.55	67,577.63	1.3333
	Monthly	3,555.53	3,689.51	3,807.31	3,939.81	4,097.34	4,251.94	4,418.30	4,633.25	5,279.58	5,521.05	5,631.47	
	Bi-weekly	1,641.02	1,702.85	1,757.22	1,818.37	1,891.08	1,962.43	2,039.21	2,138.42	2,436.73	2,548.18	2,599.14	
	Hourly	20.512688	21.285635	21.965238	22.729646	23.638486	24.530394	25.490175	26.730272	30.459118	31.852189	32.489244	
18F	Annual	43,320.20	44,910.17	46,358.97	48,002.22	49,910.06	51,747.46	53,797.09	56,446.93	59,273.78	63,160.81	64,432.61	1.3537
	Monthly	3,610.02	3,742.51	3,863.25	4,000.19	4,159.17	4,312.29	4,483.09	4,703.91	4,939.48	5,263.40	5,369.38	
	Bi-weekly	1,666.16	1,727.31	1,783.04	1,846.24	1,919.62	1,990.29	2,069.12	2,171.04	2,279.76	2,429.26	2,478.18	
	Hourly	20.827018	21.591427	22.287964	23.077988	23.995221	24.878588	25.863984	27.137948	28.497011	30.365775	30.977215	
18G	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	58,302.10	62,188.82	63,425.71	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	4,858.51	5,182.40	5,285.48	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,242.39	2,391.88	2,439.45	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	28.029856	29.898471	30.493128	
18P	Annual	43,779.55	45,352.07	46,800.55	48,479.03	50,387.17	52,277.56	54,326.87	57,012.55	66,676.38	69,732.90	71,128.72	1.3681
	Monthly	3,648.30	3,779.34	3,900.05	4,039.92	4,198.93	4,356.46	4,527.24	4,751.05	5,556.37	5,811.08	5,927.39	
	Bi-weekly	1,683.83	1,744.31	1,800.02	1,864.58	1,937.97	2,010.68	2,089.50	2,192.79	2,564.48	2,682.03	2,735.72	
	Hourly	21.047858	21.803879	22.500266	23.307224	24.224599	25.133440	26.118689	27.409879	32.055953	33.525434	34.196501	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,719.03	60,439.92	63,196.03	64,468.13	1.3730
	Monthly	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,809.92	5,036.66	5,266.34	5,372.34	
	Bi-weekly	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,219.96	2,324.61	2,430.62	2,479.54	
	Hourly	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.749534	29.057652	30.382707	30.994294	
19I	Annual	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,719.03	63,001.57	65,846.18	67,171.26	1.3730
	Monthly	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,809.92	5,250.13	5,487.18	5,597.61	
	Bi-weekly	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,219.96	2,423.14	2,532.55	2,583.51	
	Hourly	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.749534	30.289218	31.656818	32.293873	
20	Annual	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	60,121.75	62,931.13	65,757.68	67,100.52	1.4211
	Monthly	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	5,010.15	5,244.26	5,479.81	5,591.71	
	Bi-weekly	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,312.37	2,420.43	2,529.14	2,580.79	
	Hourly	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.904685	30.255353	31.614270	32.259864	
20B	Annual	46,447.47	48,108.17	49,627.40	51,411.83	53,443.70	55,528.23	57,666.05	60,475.14	71,163.94	74,379.40	75,863.41	1.4514
	Monthly	3,870.62	4,009.02	4,135.62	4,284.32	4,453.64	4,627.35	4,805.50	5,039.60	5,930.33	6,198.28	6,321.95	
	Bi-weekly	1,786.44	1,850.31	1,908.75	1,977.38	2,055.53	2,135.70	2,217.93	2,325.97	2,737.07	2,860.75	2,917.82	
	Hourly	22.330513	23.128930	23.859328	24.717226	25.694084	26.696264	27.724063	29.074584	34.213434	35.759326	36.472794	
20C	Annual	46,358.97	48,002.22	49,910.06	51,747.46	53,797.09	55,864.17	58,090.19	60,899.27	63,761.34	66,658.93	68,001.46	1.4487
	Monthly	3,863.25	4,000.19	4,159.17	4,312.29	4,483.09	4,655.35	4,840.85	5,074.94	5,313.45	5,554.91	5,666.79	
	Bi-weekly	1,783.04	1,846.24	1,919.62	1,990.29	2,069.12	2,148.62	2,234.24	2,342.28	2,452.36	2,563.80	2,615.44	
	Hourly	22.287964	23.077988	23.995221	24.878588	25.863984	26.857773	27.927974	29.278497	30.654489	32.047561	32.693009	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	62,348.07	65,439.81	68,390.07	69,768.12	1.4774
	Monthly	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,195.67	5,453.32	5,699.17	5,814.01	
	Bi-weekly	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,398.00	2,516.92	2,630.39	2,683.39	
	Hourly	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.975032	31.461448	32.879841	33.542367	
21E	Annual	48,479.03	50,387.17	52,277.56	54,326.87	56,411.71	58,620.28	60,970.01	64,096.97	67,047.54	71,482.12	72,930.61	1.5149
	Monthly	4,039.92	4,198.93	4,356.46	4,527.24	4,700.98	4,885.02	5,080.83	5,341.42	5,587.30	5,956.84	6,077.55	
	Bi-weekly	1,864.58	1,937.97	2,010.68	2,089.50	2,169.68	2,254.63	2,345.00	2,465.27	2,578.75	2,749.31	2,805.02	
	Hourly	23.307224	24.224599	25.133440	26.118689	27.121016	28.182825	29.312506	30.815853	32.234393	34.366402	35.062792	
21Z	Annual	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	62,348.07	69,732.90	72,860.17	74,326.42	1.4774
	Monthly	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,195.67	5,811.08	6,071.68	6,193.87	
	Bi-weekly	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,398.00	2,682.03	2,802.31	2,858.71	
	Hourly	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.975032	33.525434	35.028929	35.733857	
22	Annual	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,715.26	67,860.28	70,899.05	72,330.08	1.5342
	Monthly	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,392.94	5,655.02	5,908.25	6,027.51	
	Bi-weekly	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,489.05	2,610.01	2,726.89	2,781.93	
	Hourly	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	31.113105	32.625135	34.086081	34.774078	
23	Annual	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	67,224.24	70,633.84	73,831.86	75,298.10	1.5939
	Monthly	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,602.02	5,886.15	6,152.66	6,274.84	
	Bi-weekly	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,585.55	2,716.69	2,839.69	2,896.08	
	Hourly	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	32.319345	33.958579	35.496084	36.201010	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23B	Annual	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	67,224.24	76,852.85	80,350.97	81,976.46	1.5939
	Monthly	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,602.02	6,404.40	6,695.91	6,831.37	
	Bi-weekly	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,585.55	2,955.88	3,090.42	3,152.94	
	Hourly	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	32.319345	36.948484	38.630272	39.411760	
23C	Annual	51,288.11	53,284.76	55,369.30	57,507.12	59,768.66	62,100.63	64,521.11	67,754.33	70,934.26	74,185.24	75,686.72	1.6027
	Monthly	4,274.01	4,440.40	4,614.11	4,792.26	4,980.72	5,175.05	5,376.76	5,646.19	5,911.19	6,182.10	6,307.23	
	Bi-weekly	1,972.62	2,049.41	2,129.59	2,211.81	2,298.79	2,388.49	2,481.58	2,605.94	2,728.24	2,853.28	2,911.03	
	Hourly	24.657745	25.617674	26.619854	27.647654	28.734931	29.856074	31.019762	32.574197	34.103009	35.665982	36.387844	
23F	Annual	51,835.97	53,867.52	55,952.37	58,125.40	60,386.94	62,736.68	65,227.90	68,549.31	71,799.99	75,015.45	76,517.22	1.6198
	Monthly	4,319.66	4,488.96	4,662.70	4,843.78	5,032.25	5,228.06	5,435.66	5,712.44	5,983.33	6,251.29	6,376.44	
	Bi-weekly	1,993.69	2,071.83	2,152.01	2,235.59	2,322.57	2,412.95	2,508.77	2,636.51	2,761.54	2,885.21	2,942.97	
	Hourly	24.921138	25.897845	26.900176	27.944905	29.032183	30.161865	31.359565	32.956399	34.519224	36.065118	36.787124	
24	Annual	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,909.60	73,283.99	76,623.18	78,177.93	1.6552
	Monthly	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,825.80	6,107.00	6,385.27	6,514.83	
	Bi-weekly	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,688.83	2,818.62	2,947.05	3,006.84	
	Hourly	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.610386	35.232689	36.838066	37.585542	
24A	Annual	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,909.60	74,255.68	77,665.60	79,238.11	1.6552
	Monthly	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,825.80	6,187.97	6,472.13	6,603.18	
	Bi-weekly	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,688.83	2,855.99	2,987.14	3,047.62	
	Hourly	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.610386	35.699845	37.339229	38.095247	

Report ID: RCHR093A  
 As Of Date: 01/08/2022  
 Salary Plan: 01A Non-rep/Cler&BldgServ/Annual

PeopleSoft  
 COMPENSATION MANUAL

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 Run Date 02/11/2022  
 Run Time 10:45:33

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,114.62	72,506.77	76,146.07	79,573.75	81,181.47	1.7203
	Monthly	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,759.55	6,042.23	6,345.51	6,631.15	6,765.12	
	Bi-weekly	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,658.25	2,788.72	2,928.69	3,060.53	3,122.36	
	Hourly	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.228182	34.859025	36.608685	38.256608	39.029555	

## Non-Represented/Administrative and 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	36,429.93	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,765.34	49,097.31	51,341.09	52,348.30	1.1384
	Monthly	3,035.83	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,897.11	4,091.44	4,278.42	4,362.36	
	Bi-weekly	1,401.15	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,798.67	1,888.36	1,974.66	2,013.40	
	Hourly	17.514390	18.075031	18.678076	19.323676	20.045532	20.699665	21.489548	22.483334	23.604476	24.683216	25.167450	
13M	Annual	37,030.76	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,825.53	50,069.30	52,295.31	53,355.20	1.1572
	Monthly	3,085.90	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,985.46	4,172.44	4,357.94	4,446.27	
	Bi-weekly	1,424.26	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,839.44	1,925.74	2,011.36	2,052.12	
	Hourly	17.803251	18.397757	19.009343	19.705877	20.376795	21.124273	21.871748	22.993041	24.071778	25.141977	25.651536	
14	Annual	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,708.70	51,129.17	53,425.93	54,503.57	1.1748
	Monthly	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,059.06	4,260.76	4,452.16	4,541.96	
	Bi-weekly	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,873.41	1,966.51	2,054.84	2,096.29	
	Hourly	18.075031	18.678076	19.323676	20.045532	20.699665	21.489548	22.287964	23.417646	24.581333	25.685544	26.203640	
14M	Annual	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,698.15	52,083.10	54,433.14	55,528.23	1.1958
	Monthly	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,141.51	4,340.26	4,536.10	4,627.35	
	Bi-weekly	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,911.47	2,003.20	2,093.58	2,135.70	
	Hourly	18.397757	19.009343	19.705877	20.376795	21.124273	21.871748	22.729646	23.893339	25.039951	26.169777	26.696264	
15	Annual	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,563.87	53,019.56	55,404.82	56,535.43	1.2140
	Monthly	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,213.66	4,418.30	4,617.07	4,711.29	
	Bi-weekly	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,944.76	2,039.21	2,130.95	2,174.44	
	Hourly	18.678076	19.323676	20.045532	20.699665	21.489548	22.287964	23.137320	24.309551	25.490175	26.636932	27.180497	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	39,822.09	41,182.38	42,507.46	44,009.22	45,599.20	47,259.90	48,956.13	51,429.59	58,690.71	61,340.86	62,577.74	1.2444
	Monthly	3,318.51	3,431.87	3,542.29	3,667.44	3,799.93	3,938.33	4,079.68	4,285.80	4,890.89	5,111.74	5,214.81	
	Bi-weekly	1,531.62	1,583.94	1,634.90	1,692.66	1,753.82	1,817.69	1,882.93	1,978.06	2,257.34	2,359.26	2,406.84	
	Hourly	19.145235	19.799221	20.436277	21.158281	21.922692	22.721107	23.536603	24.725765	28.216688	29.490800	30.085452	
15M	Annual	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,694.48	54,238.68	56,694.37	57,824.98	1.2356
	Monthly	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,307.87	4,519.89	4,724.53	4,818.75	
	Bi-weekly	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,988.25	2,086.10	2,180.55	2,224.04	
	Hourly	19.009343	19.705877	20.376795	21.124273	21.871748	22.729646	23.647025	24.853117	26.076288	27.256907	27.800473	
16	Annual	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,736.91	55,316.32	57,772.01	58,938.14	1.2560
	Monthly	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,394.74	4,609.69	4,814.33	4,911.51	
	Bi-weekly	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,028.34	2,127.55	2,222.00	2,266.85	
	Hourly	19.323676	20.045532	20.699665	21.489548	22.287964	23.137320	24.088710	25.354283	26.594382	27.775004	28.335646	
16M	Annual	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,708.59	56,411.71	58,955.91	60,139.50	1.2808
	Monthly	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,475.72	4,700.98	4,912.99	5,011.63	
	Bi-weekly	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,065.71	2,169.68	2,267.53	2,313.06	
	Hourly	19.705877	20.376795	21.124273	21.871748	22.729646	23.647025	24.606804	25.821435	27.121016	28.344187	28.913223	
17	Annual	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,680.27	57,436.37	59,998.33	61,199.68	1.3029
	Monthly	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,556.69	4,786.36	4,999.86	5,099.97	
	Bi-weekly	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,103.09	2,209.09	2,307.63	2,353.83	
	Hourly	20.045532	20.699665	21.489548	22.287964	23.137320	24.088710	25.039951	26.288589	27.613641	28.845350	29.422925	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,864.17	58,620.28	61,270.12	62,507.00	1.3244
	Monthly	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,655.35	4,885.02	5,105.84	5,208.92	
	Bi-weekly	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,148.62	2,254.63	2,356.54	2,404.12	
	Hourly	20.376795	21.124273	21.871748	22.729646	23.647025	24.606804	25.575122	26.857773	28.182825	29.456789	30.051444	
18	Annual	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,871.07	59,839.09	62,542.22	63,796.55	1.3454
	Monthly	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,739.26	4,986.59	5,211.85	5,316.38	
	Bi-weekly	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,187.35	2,301.50	2,405.47	2,453.71	
	Hourly	20.699665	21.489548	22.287964	23.137320	24.088710	25.039951	26.076288	27.341859	28.768793	30.068375	30.671419	
18M	Annual	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	58,107.95	60,864.05	63,620.17	64,891.96	1.3730
	Monthly	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,842.33	5,072.00	5,301.68	5,407.66	
	Bi-weekly	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,234.92	2,340.93	2,446.93	2,495.84	
	Hourly	21.124273	21.871748	22.729646	23.647025	24.606804	25.575122	26.568912	27.936513	29.261563	30.586619	31.198057	
19	Annual	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	59,114.85	61,870.95	64,644.82	65,934.37	1.3968
	Monthly	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,926.24	5,155.91	5,387.07	5,494.53	
	Bi-weekly	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,273.65	2,379.65	2,486.34	2,535.94	
	Hourly	21.489548	22.287964	23.137320	24.088710	25.039951	26.076288	27.061538	28.420599	29.745651	31.079242	31.699218	
19M	Annual	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	60,263.22	63,266.77	66,164.05	67,489.13	1.4216
	Monthly	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	5,021.94	5,272.23	5,513.67	5,624.09	
	Bi-weekly	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,317.82	2,433.34	2,544.77	2,595.74	
	Hourly	21.871748	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.972704	30.416717	31.809639	32.446695	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	61,464.58	64,415.15	67,330.19	68,673.03	1.4487
	Monthly	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,122.05	5,367.93	5,610.85	5,722.75	
	Bi-weekly	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,364.02	2,477.51	2,589.62	2,641.27	
	Hourly	22.287964	23.137320	24.088710	25.039951	26.076288	27.061538	28.157357	29.550279	30.968820	32.370285	33.015879	
20M	Annual	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,683.70	65,828.42	68,796.44	70,192.26	1.4774
	Monthly	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,223.64	5,485.70	5,733.04	5,849.36	
	Bi-weekly	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,410.91	2,531.86	2,646.02	2,699.70	
	Hourly	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	30.136395	31.648279	33.075210	33.746277	
20S	Annual	48,002.22	49,963.04	51,994.90	53,956.03	56,058.32	58,319.86	60,651.84	63,690.60	66,800.10	69,874.38	71,287.66	1.5000
	Monthly	4,000.19	4,163.59	4,332.91	4,496.34	4,671.53	4,859.99	5,054.32	5,307.55	5,566.68	5,822.87	5,940.64	
	Bi-weekly	1,846.24	1,921.66	1,999.80	2,075.23	2,156.09	2,243.07	2,332.76	2,449.64	2,569.23	2,687.48	2,741.83	
	Hourly	23.077988	24.020692	24.997548	25.940397	26.951116	28.038396	29.159536	30.620479	32.115432	33.593454	34.272911	
21	Annual	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,955.80	67,153.50	70,174.50	71,570.31	1.5039
	Monthly	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,329.65	5,596.13	5,847.88	5,964.19	
	Bi-weekly	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,459.84	2,582.83	2,699.02	2,752.70	
	Hourly	23.137320	24.088710	25.039951	26.076288	27.061538	28.157357	29.269959	30.747981	32.285335	33.737738	34.408805	
21M	Annual	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	65,104.18	68,460.81	71,499.57	72,948.37	1.5370
	Monthly	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,425.35	5,705.07	5,958.30	6,079.03	
	Bi-weekly	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,504.01	2,633.11	2,749.98	2,805.71	
	Hourly	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	29.915550	31.300085	32.913852	34.374794	35.071331	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	66,393.73	69,573.97	72,736.45	74,202.70	1.5657
	Monthly	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,532.81	5,797.83	6,061.37	6,183.56	
	Bi-weekly	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,553.60	2,675.92	2,797.56	2,853.95	
	Hourly	24.088710	25.039951	26.076288	27.061538	28.157357	29.269959	30.425108	31.920061	33.449024	34.969447	35.674377	
22M	Annual	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,701.04	71,163.94	74,379.40	75,863.41	1.5994
	Monthly	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,641.75	5,930.33	6,198.28	6,321.95	
	Bi-weekly	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,603.89	2,737.07	2,860.75	2,917.82	
	Hourly	24.606804	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.548576	34.213434	35.759326	36.472794	
23	Annual	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	69,026.12	72,400.82	75,704.48	77,206.25	1.6275
	Monthly	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,752.18	6,033.40	6,308.71	6,433.85	
	Bi-weekly	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,654.85	2,784.65	2,911.71	2,969.47	
	Hourly	25.039951	26.076288	27.061538	28.157357	29.269959	30.425108	31.597338	33.185633	34.808085	36.396383	37.118389	
23B	Annual	52,524.99	54,468.36	56,606.18	58,902.93	61,287.88	63,726.12	66,234.80	69,415.04	78,425.36	81,994.22	83,672.38	1.6414
	Monthly	4,377.08	4,539.03	4,717.18	4,908.58	5,107.32	5,310.51	5,519.57	5,784.59	6,535.45	6,832.85	6,972.70	
	Bi-weekly	2,020.19	2,094.94	2,177.16	2,265.50	2,357.23	2,451.00	2,547.49	2,669.81	3,016.36	3,153.62	3,218.17	
	Hourly	25.252398	26.186710	27.214507	28.318718	29.465328	30.637559	31.843652	33.372613	37.704502	39.420298	40.227107	
23C	Annual	52,913.60	55,068.88	57,189.24	59,450.48	61,870.95	64,291.43	66,711.90	70,051.08	73,531.44	76,923.59	78,460.58	1.6535
	Monthly	4,409.47	4,589.07	4,765.77	4,954.21	5,155.91	5,357.62	5,559.33	5,837.59	6,127.62	6,410.30	6,538.38	
	Bi-weekly	2,035.14	2,118.03	2,199.59	2,286.56	2,379.65	2,472.75	2,565.84	2,694.27	2,828.13	2,958.60	3,017.71	
	Hourly	25.439229	26.475423	27.494828	28.581961	29.745651	30.909342	32.073031	33.678405	35.351654	36.982496	37.721433	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	53,196.25	55,263.34	57,489.36	59,362.28	62,224.34	64,591.84	67,153.50	70,492.67	71,216.92	74,432.38	75,916.39	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,946.86	5,185.36	5,382.65	5,596.13	5,874.39	5,934.74	6,202.70	6,326.37	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,283.16	2,393.24	2,484.30	2,582.83	2,711.26	2,739.11	2,862.78	2,919.86	
	Hourly	25.575122	26.568912	27.639114	28.539559	29.915550	31.053769	32.285335	33.890708	34.238903	35.784797	36.498263	
23M	Annual	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	70,492.67	73,902.29	77,206.25	78,761.00	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,874.39	6,158.52	6,433.85	6,563.42	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,711.26	2,842.40	2,969.47	3,029.27	
	Hourly	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.890708	35.529946	37.118389	37.865863	
23N	Annual	53,496.67	55,563.76	57,701.58	60,033.55	62,436.26	64,944.93	67,506.89	70,757.56	79,679.70	83,283.77	84,962.25	1.6717
	Monthly	4,458.06	4,630.31	4,808.47	5,002.80	5,203.02	5,412.08	5,625.57	5,896.46	6,639.98	6,940.32	7,080.19	
	Bi-weekly	2,057.56	2,137.07	2,219.29	2,308.98	2,401.39	2,497.88	2,596.42	2,721.44	3,064.60	3,203.22	3,267.78	
	Hourly	25.719553	26.713344	27.741142	28.862284	30.017433	31.223525	32.455237	34.018058	38.307548	40.040276	40.847233	
24	Annual	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,817.75	75,368.84	78,778.76	80,350.97	1.6949
	Monthly	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,984.81	6,280.74	6,564.90	6,695.91	
	Bi-weekly	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,762.22	2,898.80	3,029.95	3,090.42	
	Hourly	26.076288	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.527764	36.235020	37.874403	38.630272	
24B	Annual	54,433.14	56,606.18	58,902.93	61,234.91	63,566.88	66,217.03	68,743.46	72,100.40	75,704.48	79,167.38	80,739.58	1.7010
	Monthly	4,536.10	4,717.18	4,908.58	5,102.91	5,297.24	5,518.09	5,728.62	6,008.37	6,308.71	6,597.28	6,728.30	
	Bi-weekly	2,093.58	2,177.16	2,265.50	2,355.19	2,444.88	2,546.81	2,643.98	2,773.09	2,911.71	3,044.90	3,105.37	
	Hourly	26.169777	27.214507	28.318718	29.439860	30.560998	31.835112	33.049742	34.663656	36.396383	38.061239	38.817107	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	73,195.80	76,799.87	80,245.00	81,887.96	1.7269
	Monthly	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,099.65	6,399.99	6,687.08	6,824.00	
	Bi-weekly	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,815.22	2,953.84	3,086.35	3,149.54	
	Hourly	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	35.190289	36.923016	38.579329	39.369209	
24P	Annual	55,334.08	57,471.90	59,697.91	62,100.63	64,556.32	67,153.50	69,785.88	73,178.04	76,852.85	80,350.97	81,976.46	1.7291
	Monthly	4,611.17	4,789.33	4,974.83	5,175.05	5,379.69	5,596.13	5,815.49	6,098.17	6,404.40	6,695.91	6,831.37	
	Bi-weekly	2,128.23	2,210.46	2,296.07	2,388.49	2,482.94	2,582.83	2,684.07	2,814.54	2,955.88	3,090.42	3,152.94	
	Hourly	26.602922	27.630719	28.700920	29.856074	31.036692	32.285335	33.550905	35.181751	36.948484	38.630272	39.411760	
24S	Annual	55,422.27	57,683.81	59,927.59	62,330.30	64,786.00	67,347.96	69,962.59	73,407.71	81,746.79	85,456.81	87,170.50	1.7319
	Monthly	4,618.52	4,806.98	4,993.97	5,194.19	5,398.83	5,612.33	5,830.22	6,117.31	6,812.23	7,121.40	7,264.21	
	Bi-weekly	2,131.63	2,218.61	2,304.91	2,397.32	2,491.77	2,590.31	2,690.87	2,823.37	3,144.11	3,286.80	3,352.71	
	Hourly	26.645323	27.732601	28.811342	29.966492	31.147115	32.378825	33.635858	35.292170	39.301339	41.085005	41.908892	
25	Annual	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	74,609.07	78,336.86	81,923.48	83,566.42	1.7589
	Monthly	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,217.42	6,528.07	6,826.96	6,963.87	
	Bi-weekly	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,869.58	3,012.96	3,150.90	3,214.09	
	Hourly	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.869746	37.661953	39.386288	40.176165	
25M	Annual	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	76,146.07	79,856.40	83,513.45	85,174.15	1.7965
	Monthly	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,345.51	6,654.70	6,959.45	7,097.85	
	Bi-weekly	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,928.69	3,071.40	3,212.06	3,275.93	
	Hourly	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.608685	38.392498	40.150698	40.949112	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25N	Annual	57,842.75	60,139.50	62,489.24	64,980.46	67,347.96	70,157.04	72,983.59	76,517.22	80,262.77	83,884.61	85,598.29	1.8075
	Monthly	4,820.23	5,011.63	5,207.44	5,415.04	5,612.33	5,846.42	6,081.97	6,376.44	6,688.56	6,990.38	7,133.19	
	Bi-weekly	2,224.72	2,313.06	2,403.43	2,499.25	2,590.31	2,698.35	2,807.06	2,942.97	3,087.03	3,226.33	3,292.24	
	Hourly	27.809012	28.913223	30.042903	31.240604	32.378825	33.729345	35.088262	36.787124	38.587870	40.329139	41.153024	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	81,428.60	85,103.42	86,817.41	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	6,785.72	7,091.95	7,234.78	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,131.87	3,273.21	3,339.13	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	39.148367	40.915104	41.739139	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	58,673.25	61,040.45	63,531.66	66,022.87	68,619.75	71,340.64	73,955.57	77,700.82	81,605.30	85,315.64	87,011.57	1.8335
	Monthly	4,889.44	5,086.70	5,294.31	5,501.91	5,718.31	5,945.05	6,162.96	6,475.07	6,800.44	7,109.64	7,250.96	
	Bi-weekly	2,256.66	2,347.71	2,443.53	2,539.34	2,639.22	2,743.87	2,844.45	2,988.49	3,138.67	3,281.37	3,346.60	
	Hourly	28.208295	29.346369	30.544068	31.741766	32.990263	34.298384	35.555563	37.356162	39.233316	41.017133	41.832484	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26B	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	81,428.60	86,216.58	87,948.03	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	6,785.72	7,184.72	7,329.00	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,131.87	3,316.02	3,382.62	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	39.148367	41.450279	42.282705	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	79,114.39	82,930.38	86,693.69	88,425.14	1.8699
	Monthly	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,592.87	6,910.87	7,224.47	7,368.76	
	Bi-weekly	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,042.86	3,189.63	3,334.37	3,400.97	
	Hourly	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.269027	38.035766	39.870373	41.679660	42.512086	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26S	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	87,665.37	91,605.08	93,442.48	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	7,305.45	7,633.76	7,786.87	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,371.75	3,523.27	3,593.94	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	42.146814	44.040904	44.924269	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	80,545.42	84,520.65	88,389.62	90,174.04	1.9025
	Monthly	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,712.12	7,043.39	7,365.80	7,514.50	
	Bi-weekly	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,097.90	3,250.79	3,399.60	3,468.23	
	Hourly	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.723761	40.634928	42.495009	43.352905	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27C	Annual	61,870.95	64,291.43	66,711.90	69,485.47	72,259.34	75,050.66	77,966.02	81,799.76	85,863.18	89,820.65	91,622.84	1.9334
	Monthly	5,155.91	5,357.62	5,559.33	5,790.46	6,021.61	6,254.22	6,497.17	6,816.65	7,155.27	7,485.05	7,635.24	
	Bi-weekly	2,379.65	2,472.75	2,565.84	2,672.52	2,779.21	2,886.56	2,998.69	3,146.14	3,302.43	3,454.64	3,523.96	
	Hourly	29.745651	30.909342	32.073031	33.406477	34.740066	36.082050	37.483661	39.326808	41.280377	43.183003	44.049442	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27F	Annual	61,499.80	63,955.80	66,517.45	69,096.86	71,905.94	74,732.79	77,630.38	81,517.11	94,537.88	98,813.53	100,809.86	1.9218
	Monthly	5,124.98	5,329.65	5,543.12	5,758.07	5,992.16	6,227.73	6,469.20	6,793.09	7,878.16	8,234.46	8,400.82	
	Bi-weekly	2,365.38	2,459.84	2,558.36	2,657.57	2,765.61	2,874.34	2,985.78	3,135.27	3,636.07	3,800.52	3,877.30	
	Hourly	29.567212	30.747981	31.979543	33.219642	34.570164	35.929227	37.322299	39.190916	45.450902	47.506503	48.466280	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	82,241.35	86,322.53	90,244.78	92,064.43	1.9445
	Monthly	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,853.45	7,193.54	7,520.40	7,672.04	
	Bi-weekly	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,163.13	3,320.10	3,470.95	3,540.94	
	Hourly	29.915550	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.539112	41.501217	43.386915	44.261744	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27N	Annual	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	80,545.42	86,464.02	90,438.93	92,241.13	1.9025
	Monthly	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,712.12	7,205.34	7,536.58	7,686.76	
	Bi-weekly	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,097.90	3,325.54	3,478.42	3,547.74	
	Hourly	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.723761	41.569239	43.480256	44.346695	
27S	Annual	63,001.57	65,439.81	68,125.18	70,810.54	73,566.65	76,428.72	79,520.77	83,460.47	87,700.58	91,640.60	93,478.01	1.9687
	Monthly	5,250.13	5,453.32	5,677.10	5,900.88	6,130.55	6,369.06	6,626.73	6,955.04	7,308.38	7,636.72	7,789.83	
	Bi-weekly	2,423.14	2,516.92	2,620.20	2,723.48	2,829.49	2,939.57	3,058.49	3,210.02	3,373.10	3,524.64	3,595.31	
	Hourly	30.289218	31.461448	32.752488	34.043531	35.368583	36.744577	38.231137	40.125227	42.163742	44.057979	44.941349	
28	Annual	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	83,796.10	88,089.20	92,099.95	93,954.81	1.9776
	Monthly	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,983.01	7,340.77	7,675.00	7,829.57	
	Bi-weekly	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,222.93	3,388.05	3,542.31	3,613.65	
	Hourly	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	40.286587	42.350578	44.278823	45.170583	
28B	Annual	64,185.47	67,118.28	69,573.97	71,994.45	74,927.25	77,806.77	80,969.25	84,909.26	89,114.16	93,159.83	95,050.21	2.0057
	Monthly	5,348.79	5,593.19	5,797.83	5,999.54	6,243.94	6,483.90	6,747.44	7,075.77	7,426.18	7,763.32	7,920.85	
	Bi-weekly	2,468.67	2,581.47	2,675.92	2,769.02	2,881.82	2,992.57	3,114.20	3,265.74	3,427.47	3,583.07	3,655.78	
	Hourly	30.858401	32.268402	33.449024	34.612715	36.022717	37.407102	38.927526	40.821761	42.843348	44.788379	45.697216	
28C	Annual	64,291.43	66,711.90	69,485.47	72,259.34	75,050.66	77,966.02	81,092.97	85,138.94	89,485.02	93,530.98	95,403.60	2.0091
	Monthly	5,357.62	5,559.33	5,790.46	6,021.61	6,254.22	6,497.17	6,757.75	7,094.91	7,457.09	7,794.25	7,950.30	
	Bi-weekly	2,472.75	2,565.84	2,672.52	2,779.21	2,886.56	2,998.69	3,118.96	3,274.57	3,441.73	3,597.35	3,669.37	
	Hourly	30.909342	32.073031	33.406477	34.740066	36.082050	37.483661	38.987006	40.932183	43.021642	44.966819	45.867117	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28D	Annual	63,566.88	66,217.03	68,743.46	71,429.14	74,202.70	77,224.01	80,262.77	84,273.22	88,442.59	92,523.78	94,378.95	1.9864
	Monthly	5,297.24	5,518.09	5,728.62	5,952.43	6,183.56	6,435.33	6,688.56	7,022.77	7,370.22	7,710.32	7,864.91	
	Bi-weekly	2,444.88	2,546.81	2,643.98	2,747.27	2,853.95	2,970.15	3,087.03	3,241.28	3,401.64	3,558.61	3,629.96	
	Hourly	30.560998	31.835112	33.049742	34.340932	35.674377	37.126926	38.587870	40.515969	42.520476	44.482586	45.374494	
28M	Annual	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	85,527.56	89,749.91	93,795.87	95,686.26	2.0184
	Monthly	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,127.30	7,479.16	7,816.32	7,973.86	
	Bi-weekly	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,289.52	3,451.92	3,607.53	3,680.24	
	Hourly	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	41.119017	43.148994	45.094170	46.003009	
28P	Annual	65,580.98	68,178.15	70,704.59	73,602.18	76,605.41	79,591.20	82,842.18	86,852.63	91,145.72	95,315.41	97,223.25	2.0494
	Monthly	5,465.08	5,681.51	5,892.05	6,133.52	6,383.79	6,632.60	6,903.52	7,237.72	7,595.48	7,942.95	8,101.94	
	Bi-weekly	2,522.35	2,622.24	2,719.41	2,830.85	2,946.36	3,061.20	3,186.24	3,340.49	3,505.60	3,665.98	3,739.36	
	Hourly	31.529319	32.777958	33.992591	35.385662	36.829526	38.265001	39.827971	41.756071	43.820059	45.824716	46.741946	
29	Annual	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	87,153.04	91,516.88	95,686.26	97,612.17	2.0538
	Monthly	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,262.75	7,626.41	7,973.86	8,134.35	
	Bi-weekly	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,352.04	3,519.88	3,680.24	3,754.31	
	Hourly	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.900501	43.998501	46.003009	46.928926	
29A	Annual	66,379.69	69,145.42	71,875.58	74,695.13	77,532.30	80,654.96	83,813.19	88,024.58	94,280.69	98,575.98	100,560.06	2.0743
	Monthly	5,531.64	5,762.12	5,989.63	6,224.59	6,461.03	6,721.25	6,984.43	7,335.38	7,856.72	8,214.67	8,380.01	
	Bi-weekly	2,553.06	2,659.44	2,764.45	2,872.89	2,982.01	3,102.11	3,223.58	3,385.56	3,626.18	3,791.38	3,867.69	
	Hourly	31.913311	33.242989	34.555566	35.911120	37.275145	38.776424	40.294803	42.319507	45.327255	47.392300	48.346183	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,937.47	93,318.76	97,594.41	99,555.53	2.0985
	Monthly	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,411.46	7,776.56	8,132.87	8,296.29	
	Bi-weekly	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,420.67	3,589.18	3,753.63	3,829.06	
	Hourly	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.758399	44.864790	46.920388	47.863237	
29N	Annual	67,506.89	70,157.04	72,718.69	75,739.69	78,849.19	81,923.48	85,191.92	89,361.30	103,795.65	108,548.10	110,721.14	2.1095
	Monthly	5,625.57	5,846.42	6,059.89	6,311.64	6,570.77	6,826.96	7,099.33	7,446.78	8,649.64	9,045.68	9,226.76	
	Bi-weekly	2,596.42	2,698.35	2,796.87	2,913.07	3,032.66	3,150.90	3,276.61	3,436.97	3,992.14	4,174.93	4,258.51	
	Hourly	32.455237	33.729345	34.960908	36.413314	37.908265	39.386288	40.957655	42.962164	49.901753	52.186587	53.231315	
29P	Annual	68,178.15	70,704.59	73,602.18	76,605.41	79,591.20	82,842.18	85,951.68	90,332.98	94,749.80	99,078.42	101,074.76	2.1305
	Monthly	5,681.51	5,892.05	6,133.52	6,383.79	6,632.60	6,903.52	7,162.64	7,527.75	7,895.82	8,256.54	8,422.90	
	Bi-weekly	2,622.24	2,719.41	2,830.85	2,946.36	3,061.20	3,186.24	3,305.83	3,474.35	3,644.22	3,810.71	3,887.49	
	Hourly	32.777958	33.992591	35.385662	36.829526	38.265001	39.827971	41.322925	43.429319	45.552787	47.633855	48.593635	
30	Annual	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	90,704.14	95,191.69	99,502.55	101,498.89	2.1394
	Monthly	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,558.68	7,932.64	8,291.88	8,458.24	
	Bi-weekly	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,488.62	3,661.22	3,827.02	3,903.80	
	Hourly	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.607757	45.765236	47.837763	48.797543	
30A	Annual	69,145.42	71,875.58	74,695.13	77,532.30	80,654.96	83,813.19	87,185.76	91,611.18	98,066.48	102,507.53	104,564.16	2.1607
	Monthly	5,762.12	5,989.63	6,224.59	6,461.03	6,721.25	6,984.43	7,265.48	7,634.27	8,172.21	8,542.29	8,713.68	
	Bi-weekly	2,659.44	2,764.45	2,872.89	2,982.01	3,102.11	3,223.58	3,353.30	3,523.51	3,771.79	3,942.60	4,021.70	
	Hourly	33.242989	34.555566	35.911120	37.275145	38.776424	40.294803	41.916230	44.043835	47.147347	49.282466	50.271230	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30B	Annual	68,743.46	71,429.14	74,202.70	77,224.01	80,262.77	83,478.23	86,746.67	91,092.75	95,668.50	99,997.12	102,011.22	2.1482
	Monthly	5,728.62	5,952.43	6,183.56	6,435.33	6,688.56	6,956.52	7,228.89	7,591.06	7,972.38	8,333.09	8,500.94	
	Bi-weekly	2,643.98	2,747.27	2,853.95	2,970.15	3,087.03	3,210.70	3,336.41	3,503.57	3,679.56	3,846.04	3,923.51	
	Hourly	33.049742	34.340932	35.674377	37.126926	38.587870	40.133766	41.705131	43.794591	45.994472	48.075539	49.043856	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30C	Annual	69,485.47	72,259.34	75,050.66	77,966.02	81,092.97	84,308.43	87,665.37	92,117.41	106,569.52	111,392.71	113,618.73	2.1714
	Monthly	5,790.46	6,021.61	6,254.22	6,497.17	6,757.75	7,025.70	7,305.45	7,676.45	8,880.79	9,282.73	9,468.23	
	Bi-weekly	2,672.52	2,779.21	2,886.56	2,998.69	3,118.96	3,242.63	3,371.75	3,542.98	4,098.83	4,284.34	4,369.95	
	Hourly	33.406477	34.740066	36.082050	37.483661	38.987006	40.532899	42.146814	44.287214	51.235345	53.554189	54.624389	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30D	Annual	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	90,704.14	97,117.30	101,534.11	103,565.97	2.1394
	Monthly	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,558.68	8,093.11	8,461.18	8,630.50	
	Bi-weekly	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,488.62	3,735.28	3,905.16	3,983.31	
	Hourly	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.607757	46.691007	48.814476	49.791333	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,089.20	92,523.78	97,188.03	101,622.61	103,636.71	2.1752
	Monthly	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,340.77	7,710.32	8,099.00	8,468.55	8,636.39	
	Bi-weekly	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,388.05	3,558.61	3,738.00	3,908.56	3,986.03	
	Hourly	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.350578	44.482586	46.725015	48.857024	49.825341	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	94,167.03	98,972.46	103,495.23	105,544.55	2.2238
	Monthly	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,847.25	8,247.71	8,624.60	8,795.38	
	Bi-weekly	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,621.81	3,806.63	3,980.59	4,059.41	
	Hourly	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	45.272609	47.582911	49.757324	50.742574	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31D	Annual	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	94,167.03	99,361.07	103,866.39	105,968.68	2.2238
	Monthly	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,847.25	8,280.09	8,655.53	8,830.72	
	Bi-weekly	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,621.81	3,821.58	3,994.86	4,075.72	
	Hourly	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	45.272609	47.769745	49.935765	50.946482	
31M	Annual	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,089.20	91,640.60	96,127.85	100,968.80	105,562.31	107,700.14	2.2674
	Monthly	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,340.77	7,636.72	8,010.65	8,414.07	8,796.86	8,975.01	
	Bi-weekly	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,388.05	3,524.64	3,697.22	3,883.42	4,060.09	4,142.31	
	Hourly	34.884499	36.269027	37.687426	39.216387	40.660398	42.350578	44.057979	46.215311	48.542693	50.751111	51.778911	
31P	Annual	75,498.56	78,495.04	81,564.79	84,873.84	87,999.03	91,656.99	95,352.23	100,021.38	107,159.41	112,034.56	114,303.44	2.3593
	Monthly	6,291.55	6,541.25	6,797.07	7,072.82	7,333.25	7,638.08	7,946.02	8,335.12	8,929.95	9,336.21	9,525.29	
	Bi-weekly	2,903.79	3,019.04	3,137.11	3,264.38	3,384.58	3,525.27	3,667.39	3,846.98	4,121.52	4,309.02	4,396.29	
	Hourly	36.297386	37.737999	39.213841	40.804730	42.307224	44.065860	45.842416	48.087203	51.518947	53.862767	54.953579	
31Q	Annual	71,875.58	74,695.13	77,532.30	80,654.96	83,813.19	87,185.76	90,647.41	95,108.70	108,313.35	113,318.80	115,612.04	2.2461
	Monthly	5,989.63	6,224.59	6,461.03	6,721.25	6,984.43	7,265.48	7,553.95	7,925.73	9,026.11	9,443.23	9,634.34	
	Bi-weekly	2,764.45	2,872.89	2,982.01	3,102.11	3,223.58	3,353.30	3,486.44	3,658.03	4,165.90	4,358.42	4,446.62	
	Hourly	34.555566	35.911120	37.275145	38.776424	40.294803	41.916230	43.580483	45.725338	52.073727	54.480191	55.582710	
32	Annual	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	98,053.75	102,947.69	107,629.40	109,802.44	2.3111
	Monthly	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,171.15	8,578.97	8,969.12	9,150.20	
	Bi-weekly	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,771.30	3,959.53	4,139.59	4,223.17	
	Hourly	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	44.864790	47.141228	49.494081	51.744902	52.789632	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32B	Annual	74,291.20	77,347.43	80,386.49	83,601.95	86,746.67	90,332.98	93,919.59	98,601.31	103,548.21	108,247.68	110,438.48	2.3216
	Monthly	6,190.93	6,445.62	6,698.87	6,966.83	7,228.89	7,527.75	7,826.63	8,216.78	8,629.02	9,020.64	9,203.21	
	Bi-weekly	2,857.35	2,974.90	3,091.79	3,215.46	3,336.41	3,474.35	3,612.29	3,792.36	3,982.62	4,163.37	4,247.63	
	Hourly	35.716925	37.186262	38.647352	40.193244	41.705131	43.429319	45.153650	47.404474	49.782793	52.042156	53.095424	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32M	Annual	75,368.84	78,336.86	81,446.37	84,697.04	88,053.99	91,552.10	95,244.67	99,961.91	104,979.25	109,625.74	111,816.54	2.3552
	Monthly	6,280.74	6,528.07	6,787.20	7,058.09	7,337.83	7,629.34	7,937.06	8,330.16	8,748.27	9,135.48	9,318.05	
	Bi-weekly	2,898.80	3,012.96	3,132.55	3,257.58	3,386.69	3,521.23	3,663.26	3,844.69	4,037.66	4,216.37	4,300.64	
	Hourly	36.235020	37.661953	39.156908	40.719730	42.333647	44.015432	45.790706	48.058608	50.470791	52.704681	53.757951	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32S	Annual	76,428.72	79,538.22	82,700.70	85,986.90	89,202.36	92,859.41	96,604.96	101,375.17	106,410.28	111,286.44	113,530.22	2.3883
	Monthly	6,369.06	6,628.19	6,891.73	7,165.58	7,433.53	7,738.28	8,050.41	8,447.93	8,867.52	9,273.87	9,460.85	
	Bi-weekly	2,939.57	3,059.16	3,180.80	3,307.19	3,430.86	3,571.52	3,715.58	3,899.05	4,092.70	4,280.25	4,366.55	
	Hourly	36.744577	38.239530	39.759951	41.339856	42.885750	44.643947	46.444693	48.738064	51.158787	53.503097	54.581837	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	101,816.77	106,993.35	111,869.52	114,131.05	2.3988
	Monthly	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,484.73	8,916.11	9,322.46	9,510.92	
	Bi-weekly	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,916.03	4,115.13	4,302.67	4,389.66	
	Hourly	36.906086	38.392498	39.895845	41.501217	43.148994	44.864790	46.725015	48.950368	51.439111	53.783422	54.870698	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33K	Annual	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	101,816.77	109,060.43	114,042.55	116,321.86	2.3988
	Monthly	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,484.73	9,088.37	9,503.55	9,693.49	
	Bi-weekly	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,916.03	4,194.63	4,386.25	4,473.92	
	Hourly	36.906086	38.392498	39.895845	41.501217	43.148994	44.864790	46.725015	48.950368	52.432899	54.828151	55.923969	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	78,336.86	81,446.37	84,697.04	88,053.99	91,552.10	95,244.67	99,078.42	103,866.39	109,113.41	114,078.08	116,357.07	2.4480
	Monthly	6,528.07	6,787.20	7,058.09	7,337.83	7,629.34	7,937.06	8,256.54	8,655.53	9,092.78	9,506.51	9,696.42	
	Bi-weekly	3,012.96	3,132.55	3,257.58	3,386.69	3,521.23	3,663.26	3,810.71	3,994.86	4,196.67	4,387.62	4,475.27	
	Hourly	37.661953	39.156908	40.719730	42.333647	44.015432	45.790706	47.633855	49.935765	52.458370	54.845229	55.940901	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	106,021.67	111,145.27	116,233.35	118,565.64	2.4955
	Monthly	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,835.14	9,262.11	9,686.11	9,880.47	
	Bi-weekly	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,077.76	4,274.82	4,470.51	4,560.22	
	Hourly	38.392498	39.895845	41.501217	43.148994	44.864790	46.725015	48.542693	50.971956	53.435227	55.881418	57.002712	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34B	Annual	80,262.77	83,478.23	86,746.67	90,227.02	93,919.59	97,576.64	101,463.37	106,569.52	111,763.56	116,904.93	119,254.66	2.5082
	Monthly	6,688.56	6,956.52	7,228.89	7,518.92	7,826.63	8,131.39	8,455.28	8,880.79	9,313.63	9,742.08	9,937.89	
	Bi-weekly	3,087.03	3,210.70	3,336.41	3,470.27	3,612.29	3,752.95	3,902.44	4,098.83	4,298.60	4,496.34	4,586.72	
	Hourly	38.587870	40.133766	41.705131	43.378377	45.153650	46.911848	48.780466	51.235345	53.732481	56.204291	57.333971	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34C	Annual	80,227.25	83,478.23	86,746.67	90,244.78	93,778.11	97,505.91	101,534.11	106,392.82	111,798.78	116,940.15	119,289.88	2.5071
	Monthly	6,685.60	6,956.52	7,228.89	7,520.40	7,814.84	8,125.49	8,461.18	8,866.07	9,316.57	9,745.01	9,940.82	
	Bi-weekly	3,085.66	3,210.70	3,336.41	3,470.95	3,606.85	3,750.23	3,905.16	4,092.03	4,299.95	4,497.70	4,588.07	
	Hourly	38.570794	40.133766	41.705131	43.386915	45.085631	46.877839	48.814476	51.150395	53.749412	56.221224	57.350902	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34G	Annual	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	106,021.67	123,530.00	129,130.72	131,727.59	2.4955
	Monthly	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,835.14	10,294.17	10,760.89	10,977.30	
	Bi-weekly	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,077.76	4,751.15	4,966.57	5,066.45	
	Hourly	38.392498	39.895845	41.501217	43.148994	44.864790	46.725015	48.542693	50.971956	59.389422	62.082077	63.330571	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	104,944.03	110,226.57	115,632.83	120,844.62	123,265.11	2.5932
	Monthly	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,745.34	9,185.55	9,636.07	10,070.39	10,272.09	
	Bi-weekly	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,036.31	4,239.48	4,447.42	4,647.87	4,740.97	
	Hourly	39.895845	41.501217	43.148994	44.864790	46.725015	48.542693	50.453860	52.993545	55.592705	58.098377	59.262072	
36	Annual	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	104,944.03	109,148.93	114,519.67	120,243.80	125,756.02	128,300.21	2.6975
	Monthly	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,745.34	9,095.75	9,543.31	10,020.32	10,479.67	10,691.68	
	Bi-weekly	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,036.31	4,198.04	4,404.60	4,624.76	4,836.77	4,934.62	
	Hourly	41.501217	43.148994	44.864790	46.725015	48.542693	50.453860	52.475449	55.057532	57.809518	60.459623	61.682793	
37	Annual	89,749.91	93,318.76	97,188.03	100,968.80	104,944.03	109,148.93	113,636.18	119,254.66	125,031.77	130,702.92	133,353.07	2.8046
	Monthly	7,479.16	7,776.56	8,099.00	8,414.07	8,745.34	9,095.75	9,469.68	9,937.89	10,419.31	10,891.91	11,112.76	
	Bi-weekly	3,451.92	3,589.18	3,738.00	3,883.42	4,036.31	4,198.04	4,370.62	4,586.72	4,808.91	5,027.04	5,128.96	
	Hourly	43.148994	44.864790	46.725015	48.542693	50.453860	52.475449	54.632779	57.333971	60.111428	62.837943	64.112055	
37M	Annual	91,544.91	95,185.14	99,131.79	102,988.18	107,042.91	111,331.91	115,908.91	121,642.83	127,532.41	133,316.98	136,020.14	2.8607
	Monthly	7,628.74	7,932.10	8,260.98	8,582.35	8,920.24	9,277.66	9,659.08	10,136.90	10,627.70	11,109.75	11,335.01	
	Bi-weekly	3,520.96	3,660.97	3,812.76	3,961.08	4,117.04	4,282.00	4,458.03	4,678.57	4,905.09	5,127.58	5,231.54	
	Hourly	44.011975	45.762085	47.659515	49.513546	51.462939	53.524956	55.725437	58.482128	61.313657	64.094702	65.394297	
38	Annual	93,318.76	97,188.03	100,968.80	104,944.03	109,148.93	113,636.18	118,017.78	123,901.15	130,137.62	136,020.98	138,777.10	2.9162
	Monthly	7,776.56	8,099.00	8,414.07	8,745.34	9,095.75	9,469.68	9,834.82	10,325.10	10,844.80	11,335.08	11,564.76	
	Bi-weekly	3,589.18	3,738.00	3,883.42	4,036.31	4,198.04	4,370.62	4,539.15	4,765.43	5,005.29	5,231.58	5,337.58	
	Hourly	44.864790	46.725015	48.542693	50.453860	52.475449	54.632779	56.739318	59.567861	62.566162	65.394704	66.719758	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38D	Annual	93,919.59	97,576.64	101,463.37	105,509.34	109,837.96	114,095.54	118,547.87	124,572.42	130,773.66	136,727.48	139,483.58	2.9349
	Monthly	7,826.63	8,131.39	8,455.28	8,792.45	9,153.16	9,507.96	9,878.99	10,381.04	10,897.81	11,393.96	11,623.63	
	Bi-weekly	3,612.29	3,752.95	3,902.44	4,058.05	4,224.54	4,388.29	4,559.53	4,791.25	5,029.76	5,258.75	5,364.75	
	Hourly	45.153650	46.911848	48.780466	50.725644	52.806709	54.853624	56.994169	59.890586	62.871954	65.734363	67.059411	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	97,188.03	100,968.80	104,944.03	109,148.93	113,636.18	118,017.78	122,646.82	128,918.49	135,278.98	141,444.71	144,306.77	3.0371
	Monthly	8,099.00	8,414.07	8,745.34	9,095.75	9,469.68	9,834.82	10,220.57	10,743.21	11,273.25	11,787.06	12,025.56	
	Bi-weekly	3,738.00	3,883.42	4,036.31	4,198.04	4,370.62	4,539.15	4,717.19	4,958.40	5,203.04	5,440.18	5,550.26	
	Hourly	46.725015	48.542693	50.453860	52.475449	54.632779	56.739318	58.964815	61.980044	65.037971	68.002262	69.378254	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	100,968.80	104,944.03	109,148.93	113,636.18	118,017.78	122,646.82	127,646.40	134,042.10	140,702.69	147,080.64	150,048.66	3.1552
	Monthly	8,414.07	8,745.34	9,095.75	9,469.68	9,834.82	10,220.57	10,637.20	11,170.18	11,725.23	12,256.72	12,504.06	
	Bi-weekly	3,883.42	4,036.31	4,198.04	4,370.62	4,539.15	4,717.19	4,909.48	5,155.47	5,411.64	5,656.95	5,771.10	
	Hourly	48.542693	50.453860	52.475449	54.632779	56.739318	58.964815	61.368461	64.443317	67.645526	70.711846	72.138778	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	104,944.03	109,148.93	113,636.18	118,017.78	122,646.82	127,646.40	132,681.82	139,359.87	146,285.66	152,981.46	156,055.75	3.2795
	Monthly	8,745.34	9,095.75	9,469.68	9,834.82	10,220.57	10,637.20	11,056.82	11,613.32	12,190.47	12,748.46	13,004.65	
	Bi-weekly	4,036.31	4,198.04	4,370.62	4,539.15	4,717.19	4,909.48	5,103.15	5,359.99	5,626.37	5,883.90	6,002.14	
	Hourly	50.453860	52.475449	54.632779	56.739318	58.964815	61.368461	63.789334	66.999935	70.329642	73.548781	75.026802	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	109,148.93	113,636.18	118,017.78	122,646.82	127,646.40	132,681.82	137,928.83	144,872.07	152,186.48	159,129.73	162,327.43	3.4109
	Monthly	9,095.75	9,469.68	9,834.82	10,220.57	10,637.20	11,056.82	11,494.07	12,072.67	12,682.21	13,260.81	13,527.29	
	Bi-weekly	4,198.04	4,370.62	4,539.15	4,717.19	4,909.48	5,103.15	5,304.95	5,572.00	5,853.33	6,120.37	6,243.36	
	Hourly	52.475449	54.632779	56.739318	58.964815	61.368461	63.789334	66.311936	69.650035	73.166577	76.504680	78.042033	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	113,636.18	118,017.78	122,646.82	127,646.40	132,681.82	137,928.83	143,388.07	150,560.99	158,105.07	165,330.98	168,634.94	3.5511
	Monthly	9,469.68	9,834.82	10,220.57	10,637.20	11,056.82	11,494.07	11,949.01	12,546.75	13,175.42	13,777.58	14,052.91	
	Bi-weekly	4,370.62	4,539.15	4,717.19	4,909.48	5,103.15	5,304.95	5,514.93	5,790.81	6,080.96	6,358.88	6,485.96	
	Hourly	54.632779	56.739318	58.964815	61.368461	63.789334	66.311936	68.936570	72.385091	76.012055	79.486046	81.074489	
44	Annual	118,017.78	122,646.82	127,646.40	132,681.82	137,928.83	143,388.07	149,218.46	156,621.06	164,430.03	171,867.85	175,330.75	3.6880
	Monthly	9,834.82	10,220.57	10,637.20	11,056.82	11,494.07	11,949.01	12,434.87	13,051.76	13,702.50	14,322.32	14,610.90	
	Bi-weekly	4,539.15	4,717.19	4,909.48	5,103.15	5,304.95	5,514.93	5,739.17	6,023.89	6,324.23	6,610.30	6,743.49	
	Hourly	56.739318	58.964815	61.368461	63.789334	66.311936	68.936570	71.739646	75.298588	79.052900	82.628773	84.293631	
45	Annual	122,646.82	127,646.40	132,681.82	137,928.83	143,388.07	149,218.46	155,048.54	162,804.54	170,913.93	178,669.92	182,238.78	3.8327
	Monthly	10,220.57	10,637.20	11,056.82	11,494.07	11,949.01	12,434.87	12,920.71	13,567.05	14,242.83	14,889.16	15,186.57	
	Bi-weekly	4,717.19	4,909.48	5,103.15	5,304.95	5,514.93	5,739.17	5,963.41	6,261.71	6,573.61	6,871.92	7,009.18	
	Hourly	58.964815	61.368461	63.789334	66.311936	68.936570	71.739646	74.542569	78.271412	82.170160	85.899001	87.614797	
46	Annual	127,646.40	132,681.82	137,928.83	143,388.07	149,218.46	155,048.54	161,267.56	169,323.97	177,715.70	185,789.87	189,517.66	3.9889
	Monthly	10,637.20	11,056.82	11,494.07	11,949.01	12,434.87	12,920.71	13,438.96	14,110.33	14,809.64	15,482.49	15,793.14	
	Bi-weekly	4,909.48	5,103.15	5,304.95	5,514.93	5,739.17	5,963.41	6,202.60	6,512.46	6,835.22	7,145.76	7,289.14	
	Hourly	61.368461	63.789334	66.311936	68.936570	71.739646	74.542569	77.532479	81.405754	85.440240	89.322053	91.114260	
47	Annual	132,681.82	137,928.83	143,388.07	149,218.46	155,048.54	161,267.56	167,822.19	176,054.99	184,818.19	193,210.23	197,079.20	4.1463
	Monthly	11,056.82	11,494.07	11,949.01	12,434.87	12,920.71	13,438.96	13,985.18	14,671.25	15,401.52	16,100.85	16,423.27	
	Bi-weekly	5,103.15	5,304.95	5,514.93	5,739.17	5,963.41	6,202.60	6,454.70	6,771.35	7,108.39	7,431.16	7,579.97	
	Hourly	63.789334	66.311936	68.936570	71.739646	74.542569	77.532479	80.683746	84.641822	88.854899	92.889535	94.749616	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	137,928.83	143,388.07	149,218.46	155,048.54	161,267.56	167,822.19	174,376.83	183,104.51	192,203.03	200,930.71	204,976.67	4.3102
	Monthly	11,494.07	11,949.01	12,434.87	12,920.71	13,438.96	13,985.18	14,531.40	15,258.71	16,016.92	16,744.23	17,081.39	
	Bi-weekly	5,304.95	5,514.93	5,739.17	5,963.41	6,202.60	6,454.70	6,706.80	7,042.48	7,392.42	7,728.10	7,883.72	
	Hourly	66.311936	68.936570	71.739646	74.542569	77.532479	80.683746	83.835016	88.031015	92.405304	96.601302	98.546476	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	143,388.07	149,218.46	155,048.54	161,267.56	167,822.19	174,376.83	181,320.08	190,383.39	199,923.81	209,110.84	213,315.44	4.4808
	Monthly	11,949.01	12,434.87	12,920.71	13,438.96	13,985.18	14,531.40	15,110.01	15,865.28	16,660.32	17,425.90	17,776.29	
	Bi-weekly	5,514.93	5,739.17	5,963.41	6,202.60	6,454.70	6,706.80	6,973.85	7,322.44	7,689.38	8,042.72	8,204.44	
	Hourly	68.936570	71.739646	74.542569	77.532479	80.683746	83.835016	87.173116	91.530476	96.117215	100.534057	102.555499	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	149,218.46	155,048.54	161,267.56	167,822.19	174,376.83	181,320.08	188,581.20	198,015.67	207,785.76	217,202.47	221,566.31	4.6630
	Monthly	12,434.87	12,920.71	13,438.96	13,985.18	14,531.40	15,110.01	15,715.10	16,501.31	17,315.48	18,100.21	18,463.86	
	Bi-weekly	5,739.17	5,963.41	6,202.60	6,454.70	6,706.80	6,973.85	7,253.12	7,615.99	7,991.76	8,353.94	8,521.78	
	Hourly	71.739646	74.542569	77.532479	80.683746	83.835016	87.173116	90.664039	95.199840	99.897000	104.424264	106.522265	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	150,525.78	156,568.08	162,946.02	169,359.17	176,054.99	183,121.96	190,383.39	199,853.07	209,870.30	219,393.25	223,810.07	4.7039
	Monthly	12,543.82	13,047.34	13,578.84	14,113.27	14,671.25	15,260.16	15,865.28	16,654.42	17,489.19	18,282.77	18,650.84	
	Bi-weekly	5,789.45	6,021.85	6,267.15	6,513.81	6,771.35	7,043.15	7,322.44	7,686.66	8,071.93	8,438.20	8,608.08	
	Hourly	72.368161	75.273117	78.339433	81.422680	84.641822	88.039403	91.530476	96.083206	100.899183	105.477524	107.600995	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
52	Annual	156,568.08	162,946.02	169,359.17	176,054.99	183,121.96	190,383.39	197,944.92	207,856.50	218,209.35	228,156.13	232,767.42	4.8927
	Monthly	13,047.34	13,578.84	14,113.27	14,671.25	15,260.16	15,865.28	16,495.41	17,321.38	18,184.11	19,013.01	19,397.29	
	Bi-weekly	6,021.85	6,267.15	6,513.81	6,771.35	7,043.15	7,322.44	7,613.27	7,994.48	8,392.67	8,775.24	8,952.59	
	Hourly	75.273117	78.339433	81.422680	84.641822	88.039403	91.530476	95.165829	99.931011	104.908343	109.690446	111.907413	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	162,946.02	169,359.17	176,054.99	183,121.96	190,383.39	197,944.92	205,877.61	216,160.05	226,954.79	237,343.13	242,131.13	5.0920
	Monthly	13,578.84	14,113.27	14,671.25	15,260.16	15,865.28	16,495.41	17,156.47	18,013.34	18,912.90	19,778.59	20,177.59	
	Bi-weekly	6,267.15	6,513.81	6,771.35	7,043.15	7,322.44	7,613.27	7,918.37	8,313.85	8,729.03	9,128.58	9,312.74	
	Hourly	78.339433	81.422680	84.641822	88.039403	91.530476	95.165829	98.979622	103.923099	109.112880	114.107275	116.409197	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	169,359.17	176,072.75	183,121.96	190,383.39	197,944.92	205,877.61	214,110.72	224,799.19	236,000.33	246,759.84	251,724.54	5.2924
	Monthly	14,113.27	14,672.73	15,260.16	15,865.28	16,495.41	17,156.47	17,842.56	18,733.27	19,666.69	20,563.32	20,977.05	
	Bi-weekly	6,513.81	6,772.03	7,043.15	7,322.44	7,613.27	7,918.37	8,235.03	8,646.12	9,076.94	9,490.76	9,681.71	
	Hourly	81.422680	84.650362	88.039403	91.530476	95.165829	98.979622	102.937847	108.076535	113.461695	118.634540	121.021415	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	176,054.99	183,121.96	190,383.39	197,944.92	205,877.61	214,110.72	222,626.18	233,721.35	245,417.04	256,582.96	261,723.99	5.5017
	Monthly	14,671.25	15,260.16	15,865.28	16,495.41	17,156.47	17,842.56	18,552.18	19,476.78	20,451.42	21,381.91	21,810.33	
	Bi-weekly	6,771.35	7,043.15	7,322.44	7,613.27	7,918.37	8,235.03	8,562.55	8,989.28	9,439.12	9,868.58	10,066.31	
	Hourly	84.641822	88.039403	91.530476	95.165829	98.979622	102.937847	107.031815	112.366035	117.988959	123.357192	125.828842	

## 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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 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28P	Annual	74,456.67	76,961.98	79,683.79	82,467.46	85,251.13	88,096.66	91,220.55	95,179.55	103,135.61	107,351.08	109,249.66	2.3267
	Monthly	6,204.72	6,413.50	6,640.32	6,872.29	7,104.26	7,341.39	7,601.71	7,931.63	8,594.63	8,945.92	9,104.14	
	Bi-weekly	2,863.72	2,960.08	3,064.76	3,171.83	3,278.89	3,388.33	3,508.48	3,660.75	3,966.75	4,128.89	4,201.91	
	Hourly	35.796477	37.000951	38.309512	39.647816	40.986120	42.354161	43.856034	45.759399	49.584428	51.611098	52.523876	

## Non-Represented/Registered Nurses/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	60,437.48	62,846.59	65,237.76	67,825.03	70,305.28	73,285.36	76,193.97	79,905.54	85,434.88	89,311.84	91,095.58	1.8886
	Monthly	5,036.46	5,237.22	5,436.48	5,652.09	5,858.77	6,107.11	6,349.50	6,658.80	7,119.57	7,442.65	7,591.30	
	Bi-weekly	2,324.52	2,417.18	2,509.14	2,608.65	2,704.05	2,818.67	2,930.54	3,073.29	3,285.96	3,435.07	3,503.68	
	Hourly	29.056479	30.214708	31.364309	32.608186	33.800615	35.233344	36.631718	38.416123	41.074460	42.938383	43.795952	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	63,917.07	66,379.69	69,145.42	71,875.58	74,695.13	77,532.30	80,654.96	84,634.06	90,749.49	93,980.68	96,792.24	1.9974
	Monthly	5,326.42	5,531.64	5,762.12	5,989.63	6,224.59	6,461.03	6,721.25	7,052.84	7,562.46	7,831.72	8,066.02	
	Bi-weekly	2,458.35	2,553.06	2,659.44	2,764.45	2,872.89	2,982.01	3,102.11	3,255.16	3,490.37	3,614.64	3,722.78	
	Hourly	30.729359	31.913311	33.242989	34.555566	35.911120	37.275145	38.776424	40.689454	43.629564	45.183019	46.534732	



## **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 and 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	
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
10Y	Annual	35,405.27	36,376.95	37,419.37	38,355.84	39,539.43	40,687.81	41,889.17	43,179.03	45,122.39	46,041.09	1.1064
	Monthly	2,950.44	3,031.41	3,118.28	3,196.32	3,294.95	3,390.65	3,490.76	3,598.25	3,760.20	3,836.76	
	Bi-weekly	1,361.74	1,399.11	1,439.21	1,475.22	1,520.75	1,564.92	1,611.12	1,660.73	1,735.48	1,770.81	
	Hourly	17.021764	17.488919	17.990081	18.440306	19.009343	19.561447	20.139024	20.759147	21.693456	22.135141	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	43,479.13	44,804.21	46,447.47	48,072.65	49,821.87	51,677.03	53,443.70	55,404.82	57,913.49	59,079.63	1.3587
	Monthly	3,623.26	3,733.68	3,870.62	4,006.05	4,151.82	4,306.42	4,453.64	4,617.07	4,826.12	4,923.30	
	Bi-weekly	1,672.27	1,723.24	1,786.44	1,848.95	1,916.23	1,987.58	2,055.53	2,130.95	2,227.44	2,272.29	
	Hourly	20.903429	21.540485	22.330513	23.111850	23.952820	24.844726	25.694084	26.636932	27.843024	28.403667	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
25	Annual	52,065.64	53,673.37	55,704.93	57,719.03	59,803.87	62,047.65	64,202.93	66,658.93	69,715.14	71,110.96	1.6270
	Monthly	4,338.80	4,472.78	4,642.08	4,809.92	4,983.66	5,170.64	5,350.24	5,554.91	5,809.60	5,925.91	
	Bi-weekly	2,002.52	2,064.36	2,142.50	2,219.96	2,300.15	2,386.45	2,469.34	2,563.80	2,681.35	2,735.04	
	Hourly	25.031557	25.804504	26.781217	27.749534	28.751861	29.830601	30.866792	32.047561	33.516895	34.187960	

**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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As Of Date: 01/08/2022  
Salary Plan: 08A Non-rep/Bldg Trades(Full-Time)

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Grade		1		Night Diff
30	Annual	95,430.40		0.0000
	Monthly	7,952.53		
	Bi-weekly	3,670.40		
	Hourly	45.880000		
Grade		1		Night Diff
32	Annual	95,950.40		0.0000
	Monthly	7,995.87		
	Bi-weekly	3,690.40		
	Hourly	46.130000		
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	125,756.80		0.0000
	Monthly	10,479.73		
	Bi-weekly	4,836.80		
	Hourly	60.460000		
Grade		1		Night Diff
32	Annual	126,360.00		0.0000
	Monthly	10,530.00		
	Bi-weekly	4,860.00		
	Hourly	60.750000		
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	19,017.15	19,721.49	20,425.82	20,977.04	21,895.74	22,324.48	0.5942
	Monthly	1,584.76	1,643.46	1,702.15	1,748.09	1,824.65	1,860.37	
	Bi-weekly	731.43	758.52	785.61	806.81	842.14	858.63	
	Hourly	9.142859	9.481483	9.820106	10.085117	10.526800	10.732922	
02	Annual	19,721.49	20,425.82	20,977.05	21,865.12	22,814.45	23,243.18	0.6162
	Monthly	1,643.46	1,702.15	1,748.09	1,822.09	1,901.20	1,936.93	
	Bi-weekly	758.52	785.61	806.81	840.97	877.48	893.97	
	Hourly	9.481483	9.820106	10.085118	10.512079	10.968486	11.174606	
03	Annual	22,691.96	23,212.55	24,070.01	24,988.71	26,121.78	26,611.76	0.7091
	Monthly	1,891.00	1,934.38	2,005.83	2,082.39	2,176.82	2,217.65	
	Bi-weekly	872.77	892.79	925.77	961.10	1,004.68	1,023.53	
	Hourly	10.909594	11.159879	11.572121	12.013803	12.558547	12.794115	
03F	Annual	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	0.9896
	Monthly	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	
	Bi-weekly	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	
	Hourly	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	
04	Annual	24,070.01	24,988.71	25,815.55	26,826.12	27,989.81	28,541.02	0.7521
	Monthly	2,005.83	2,082.39	2,151.30	2,235.51	2,332.48	2,378.42	
	Bi-weekly	925.77	961.10	992.91	1,031.77	1,076.53	1,097.73	
	Hourly	11.572121	12.013803	12.411321	12.897172	13.456638	13.721646	
05	Annual	27,928.56	28,939.13	30,041.58	31,113.40	32,522.07	33,165.17	0.8727
	Monthly	2,327.38	2,411.59	2,503.47	2,592.78	2,710.17	2,763.76	
	Bi-weekly	1,074.18	1,113.04	1,155.45	1,196.67	1,250.85	1,275.58	
	Hourly	13.427191	13.913044	14.443066	14.958364	15.635612	15.944791	

Grade		1	2	3	4	5	6	Night Diff
06	Annual	30,041.58	31,113.40	32,338.33	33,563.27	35,033.19	35,768.15	0.9387
	Monthly	2,503.47	2,592.78	2,694.86	2,796.94	2,919.43	2,980.68	
	Bi-weekly	1,155.45	1,196.67	1,243.78	1,290.89	1,347.43	1,375.70	
	Hourly	14.443066	14.958364	15.547276	16.136187	16.842881	17.196228	
Grade		1	2	3	4	5	6	Night Diff
07	Annual	33,563.27	34,726.96	36,135.64	37,605.56	39,197.98	40,024.82	1.0488
	Monthly	2,796.94	2,893.91	3,011.30	3,133.80	3,266.50	3,335.40	
	Bi-weekly	1,290.89	1,335.65	1,389.83	1,446.37	1,507.61	1,539.42	
	Hourly	16.136187	16.695653	17.372902	18.079598	18.845183	19.242701	
Grade		1	2	3	4	5	6	Night Diff
08	Annual	37,605.56	38,861.13	40,300.43	41,892.84	43,883.36	44,771.45	1.1751
	Monthly	3,133.80	3,238.43	3,358.37	3,491.07	3,656.95	3,730.95	
	Bi-weekly	1,446.37	1,494.66	1,550.02	1,611.26	1,687.82	1,721.98	
	Hourly	18.079598	18.683234	19.375206	20.140789	21.097771	21.524734	



## 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).

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	74,361.64	77,435.93	80,386.49	83,601.95	86,799.65	90,350.74	93,937.36	98,601.31	103,565.97	108,265.45	110,456.25	2.3238
	Monthly	6,196.80	6,452.99	6,698.87	6,966.83	7,233.30	7,529.23	7,828.11	8,216.78	8,630.50	9,022.12	9,204.69	
	Bi-weekly	2,860.06	2,978.30	3,091.79	3,215.46	3,338.45	3,475.03	3,612.98	3,792.36	3,983.31	4,164.06	4,248.32	
	Hourly	35.750787	37.228810	38.647352	40.193244	41.730599	43.437855	45.162190	47.404474	49.791333	52.050696	53.103964	

**American Federation of State, County and Municipal Employees (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	
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

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	63,125.10	65,712.51	68,316.10	71,017.90	73,949.03	76,814.60	79,811.30	83,954.11	88,096.93	92,092.43	1.9727
	Monthly	5,260.43	5,476.04	5,693.01	5,918.16	6,162.42	6,401.22	6,650.94	6,996.18	7,341.41	7,674.37	
	Bi-weekly	2,427.89	2,527.40	2,627.54	2,731.46	2,844.19	2,954.41	3,069.67	3,229.00	3,388.34	3,542.02	
	Hourly	30.348606	31.592554	32.844279	34.143222	35.552420	36.930097	38.370818	40.362555	42.354292	44.275208	
02	Annual	75,668.49	78,648.73	81,858.02	85,198.72	88,555.60	92,026.87	95,776.86	100,607.39	105,601.70	110,432.24	2.3646
	Monthly	6,305.71	6,554.06	6,821.50	7,099.89	7,379.63	7,668.91	7,981.41	8,383.95	8,800.14	9,202.69	
	Bi-weekly	2,910.33	3,024.95	3,148.39	3,276.87	3,405.98	3,539.49	3,683.73	3,869.51	4,061.60	4,247.39	
	Hourly	36.379082	37.811889	39.354816	40.960922	42.574808	44.243686	46.046566	48.368937	50.770048	53.092422	
03	Annual	92,632.85	96,382.55	100,247.21	104,193.61	108,401.99	112,708.57	117,228.03	123,106.48	129,279.83	135,256.76	2.8948
	Monthly	7,719.40	8,031.88	8,353.93	8,682.80	9,033.50	9,392.38	9,769.00	10,258.87	10,773.32	11,271.40	
	Bi-weekly	3,562.80	3,707.02	3,855.66	4,007.45	4,169.31	4,334.95	4,508.77	4,734.86	4,972.30	5,202.18	
	Hourly	44.535023	46.337765	48.195774	50.093082	52.116339	54.186814	56.359631	59.185806	62.153762	65.027288	
04	Annual	100,275.06	104,340.92	108,549.30	112,789.59	117,345.15	122,042.11	126,905.57	133,262.76	140,005.55	146,415.44	3.1336
	Monthly	8,356.26	8,695.08	9,045.78	9,399.13	9,778.76	10,170.18	10,575.46	11,105.23	11,667.13	12,201.29	
	Bi-weekly	3,856.73	4,013.11	4,174.97	4,338.06	4,513.28	4,693.93	4,880.98	5,125.49	5,384.83	5,631.36	
	Hourly	48.209164	50.163903	52.187162	54.225762	56.415939	58.674089	61.012292	64.068634	67.310360	70.392040	

## 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).

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Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
04	Annual	102,437.53	106,603.19	110,902.80	115,218.95	119,886.86	124,688.15	129,657.07	136,148.40	143,041.08	149,532.12	3.2011
	Monthly	8,536.46	8,883.60	9,241.90	9,601.58	9,990.57	10,390.68	10,804.76	11,345.70	11,920.09	12,461.01	
	Bi-weekly	3,939.91	4,100.12	4,265.49	4,431.50	4,611.03	4,795.70	4,986.81	5,236.48	5,501.58	5,751.24	
	Hourly	49.248813	51.251532	53.318654	55.393727	57.637914	59.946228	62.335128	65.455962	68.769748	71.890443	

**American Federation of State, County and Municipal Employees (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	67,466.57	70,251.65	73,001.72	75,873.68	79,006.93	82,052.98	85,290.61	89,711.85	94,150.29	98,414.94	100,364.28	2.1083
	Monthly	5,622.22	5,854.30	6,083.48	6,322.81	6,583.91	6,837.75	7,107.55	7,475.99	7,845.86	8,201.25	8,363.69	
	Bi-weekly	2,594.87	2,701.99	2,807.76	2,918.22	3,038.73	3,155.88	3,280.41	3,450.46	3,621.16	3,785.19	3,860.16	
	Hourly	32.435853	33.774831	35.096981	36.477730	37.984101	39.448548	41.005100	43.130699	45.264561	47.314875	48.252056	
35	Annual	80,851.88	84,054.81	87,483.73	91,034.54	94,620.35	98,345.25	102,348.62	107,500.90	112,861.95	117,997.04	120,364.24	2.5266
	Monthly	6,737.66	7,004.57	7,290.31	7,586.21	7,885.03	8,195.44	8,529.05	8,958.41	9,405.16	9,833.09	10,030.35	
	Bi-weekly	3,109.69	3,232.88	3,364.76	3,501.33	3,639.24	3,782.51	3,936.49	4,134.65	4,340.84	4,538.35	4,629.39	
	Hourly	38.871095	40.410968	42.059487	43.766607	45.490552	47.281370	49.206065	51.683123	54.260554	56.729344	57.867424	
41	Annual	99,006.59	102,992.77	107,135.53	111,330.49	115,838.62	120,486.13	125,255.24	131,556.43	138,136.09	144,506.67	147,396.13	3.0939
	Monthly	8,250.55	8,582.73	8,927.96	9,277.54	9,653.22	10,040.51	10,437.94	10,963.04	11,511.34	12,042.22	12,283.01	
	Bi-weekly	3,807.95	3,961.26	4,120.60	4,281.94	4,455.33	4,634.08	4,817.51	5,059.86	5,312.93	5,557.95	5,669.08	
	Hourly	47.599324	49.515753	51.507467	53.524273	55.691642	57.926025	60.218865	63.248282	66.411582	69.474362	70.863525	
41X	Annual	103,956.92	108,142.41	112,492.31	116,897.01	121,630.55	126,510.44	131,518.00	138,134.25	145,042.90	151,732.01	154,765.94	3.2487
	Monthly	8,663.08	9,011.87	9,374.36	9,741.42	10,135.88	10,542.54	10,959.83	11,511.19	12,086.91	12,644.33	12,897.16	
	Bi-weekly	3,998.34	4,159.32	4,326.63	4,496.04	4,678.10	4,865.79	5,058.38	5,312.86	5,578.57	5,835.85	5,952.54	
	Hourly	49.979290	51.991541	54.082840	56.200487	58.476224	60.822326	63.229808	66.410696	69.732161	72.948080	74.406701	



**American Federation of State, County and Municipal Employees (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	67,466.57	70,251.65	73,001.72	75,873.68	79,006.93	82,052.98	85,290.61	89,711.85	94,150.29	98,414.94	100,364.28	2.1083
	Monthly	5,622.22	5,854.30	6,083.48	6,322.81	6,583.91	6,837.75	7,107.55	7,475.99	7,845.86	8,201.25	8,363.69	
	Bi-weekly	2,594.87	2,701.99	2,807.76	2,918.22	3,038.73	3,155.88	3,280.41	3,450.46	3,621.16	3,785.19	3,860.16	
	Hourly	32.435853	33.774831	35.096981	36.477730	37.984101	39.448548	41.005100	43.130699	45.264561	47.314875	48.252056	
35	Annual	80,851.88	84,054.81	87,483.73	91,034.54	94,620.35	98,345.25	102,348.62	107,500.90	112,861.95	117,997.04	120,364.24	2.5266
	Monthly	6,737.66	7,004.57	7,290.31	7,586.21	7,885.03	8,195.44	8,529.05	8,958.41	9,405.16	9,833.09	10,030.35	
	Bi-weekly	3,109.69	3,232.88	3,364.76	3,501.33	3,639.24	3,782.51	3,936.49	4,134.65	4,340.84	4,538.35	4,629.39	
	Hourly	38.871095	40.410968	42.059487	43.766607	45.490552	47.281370	49.206065	51.683123	54.260554	56.729344	57.867424	
41	Annual	99,006.59	102,992.77	107,135.53	111,330.49	115,838.62	120,486.13	125,255.24	131,556.43	138,136.09	144,506.67	147,396.13	3.0939
	Monthly	8,250.55	8,582.73	8,927.96	9,277.54	9,653.22	10,040.51	10,437.94	10,963.04	11,511.34	12,042.22	12,283.01	
	Bi-weekly	3,807.95	3,961.26	4,120.60	4,281.94	4,455.33	4,634.08	4,817.51	5,059.86	5,312.93	5,557.95	5,669.08	
	Hourly	47.599324	49.515753	51.507467	53.524273	55.691642	57.926025	60.218865	63.248282	66.411582	69.474362	70.863525	
41X	Annual	103,956.92	108,142.41	112,492.31	116,897.01	121,630.55	126,510.44	131,518.00	138,134.25	145,042.90	151,732.01	154,765.94	3.2487
	Monthly	8,663.08	9,011.87	9,374.36	9,741.42	10,135.88	10,542.54	10,959.83	11,511.19	12,086.91	12,644.33	12,897.16	
	Bi-weekly	3,998.34	4,159.32	4,326.63	4,496.04	4,678.10	4,865.79	5,058.38	5,312.86	5,578.57	5,835.85	5,952.54	
	Hourly	49.979290	51.991541	54.082840	56.200487	58.476224	60.822326	63.229808	66.410696	69.732161	72.948080	74.406701	

**American Federation of State, County and Municipal Employees (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	43,791.50	45,353.29	46,884.46	48,415.63	49,977.43	51,569.85	52,611.04	1.3684
	Monthly	3,649.29	3,779.44	3,907.04	4,034.64	4,164.79	4,297.49	4,384.25	
	Bi-weekly	1,684.29	1,744.36	1,803.25	1,862.14	1,922.21	1,983.46	2,023.50	
	Hourly	21.053605	21.804466	22.540605	23.276746	24.027609	24.793195	25.293771	
03	Annual	44,802.08	46,425.11	48,017.53	49,609.95	51,232.99	52,764.16	53,805.36	1.4000
	Monthly	3,733.51	3,868.76	4,001.46	4,134.16	4,269.42	4,397.01	4,483.78	
	Bi-weekly	1,723.16	1,785.58	1,846.83	1,908.08	1,970.50	2,029.39	2,069.44	
	Hourly	21.539459	22.319764	23.085350	23.850938	24.631244	25.367384	25.867960	
04	Annual	50,038.68	51,784.21	53,560.36	55,367.15	57,112.69	58,827.60	60,021.91	1.5637
	Monthly	4,169.89	4,315.35	4,463.36	4,613.93	4,759.39	4,902.30	5,001.83	
	Bi-weekly	1,924.56	1,991.70	2,060.01	2,129.51	2,196.64	2,262.60	2,308.53	
	Hourly	24.057056	24.896255	25.750175	26.618824	27.458022	28.282498	28.856686	
05	Annual	50,406.16	52,182.31	53,927.85	55,704.01	57,510.79	59,225.70	60,389.39	1.5751
	Monthly	4,200.51	4,348.53	4,493.99	4,642.00	4,792.57	4,935.48	5,032.45	
	Bi-weekly	1,938.70	2,007.01	2,074.15	2,142.46	2,211.95	2,277.91	2,322.67	
	Hourly	24.233729	25.087650	25.926850	26.780772	27.649417	28.473894	29.033360	
06	Annual	55,428.40	57,357.67	59,286.95	61,246.85	63,176.12	65,074.77	66,391.59	1.7321
	Monthly	4,619.03	4,779.81	4,940.58	5,103.90	5,264.68	5,422.90	5,532.63	
	Bi-weekly	2,131.86	2,206.06	2,280.27	2,355.65	2,429.85	2,502.88	2,553.52	
	Hourly	26.648267	27.575803	28.503341	29.445602	30.373136	31.285948	31.919032	

**American Federation of State, County and Municipal Employees (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	44,802.08	46,425.11	48,017.53	49,609.95	51,232.99	52,001.49	52,764.16	53,805.36	1.4000
	Monthly	3,733.51	3,868.76	4,001.46	4,134.16	4,269.42	4,333.46	4,397.01	4,483.78	
	Bi-weekly	1,723.16	1,785.58	1,846.83	1,908.08	1,970.50	2,000.06	2,029.39	2,069.44	
	Hourly	21.539459	22.319764	23.085350	23.850938	24.631244	25.000715	25.367384	25.867960	
Grade		1	2	3	4	5	6	7	8	Night Diff
05	Annual	50,406.16	52,182.31	53,927.85	55,704.01	57,510.79	58,373.45	59,225.70	60,389.39	1.5751
	Monthly	4,200.51	4,348.53	4,493.99	4,642.00	4,792.57	4,864.45	4,935.48	5,032.45	
	Bi-weekly	1,938.70	2,007.01	2,074.15	2,142.46	2,211.95	2,245.13	2,277.91	2,322.67	
	Hourly	24.233729	25.087650	25.926850	26.780772	27.649417	28.064159	28.473894	29.033360	

**American Federation of State, County and Municipal Employees (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 (General County) 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	25,758.89	26,447.92	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,306.33	32,560.66	34,044.98	34,734.00	0.8049
	Monthly	2,146.57	2,203.99	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,608.86	2,713.39	2,837.08	2,894.50	
	Bi-weekly	990.73	1,017.23	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,204.09	1,252.33	1,309.42	1,335.92	
	Hourly	12.384082	12.715346	13.097551	13.411882	13.802622	14.235769	14.533023	15.051118	15.654163	16.367777	16.699040	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	26,447.92	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	32,348.75	33,673.82	35,175.59	35,899.84	0.8264
	Monthly	2,203.99	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,695.73	2,806.15	2,931.30	2,991.65	
	Bi-weekly	1,017.23	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,244.18	1,295.15	1,352.91	1,380.76	
	Hourly	12.715346	13.097551	13.411882	13.802622	14.235769	14.533023	14.966165	15.552282	16.189336	16.911343	17.259538	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,249.69	34,663.26	36,235.47	36,960.02	0.8513
	Monthly	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,770.81	2,888.61	3,019.62	3,080.00	
	Bi-weekly	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,278.83	1,333.20	1,393.67	1,421.54	
	Hourly	13.097551	13.411882	13.802622	14.235769	14.533023	14.966165	15.373988	15.985428	16.665030	17.420899	17.769242	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,345.09	35,758.67	37,366.39	38,108.40	0.8717
	Monthly	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,862.09	2,979.89	3,113.87	3,175.70	
	Bi-weekly	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,320.96	1,375.33	1,437.17	1,465.71	
	Hourly	13.411882	13.802622	14.235769	14.533023	14.966165	15.373988	15.883544	16.512062	17.191666	17.964612	18.321347	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	35,405.27	36,889.28	38,602.97	39,362.74	0.8971
	Monthly	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,950.44	3,074.11	3,216.91	3,280.23	
	Bi-weekly	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,361.74	1,418.82	1,484.73	1,513.95	
	Hourly	13.802622	14.235769	14.533023	14.966165	15.373988	15.883544	16.367777	17.021764	17.735231	18.559119	18.924393	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,500.67	37,949.47	39,645.39	40,458.13	0.9253
	Monthly	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,041.72	3,162.46	3,303.78	3,371.51	
	Bi-weekly	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,403.87	1,459.59	1,524.82	1,556.08	
	Hourly	14.235769	14.533023	14.966165	15.373988	15.883544	16.367777	16.817852	17.548400	18.244935	19.060284	19.451025	
07	Annual	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,596.06	39,239.02	40,988.22	41,800.97	0.9446
	Monthly	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,133.01	3,269.92	3,415.69	3,483.41	
	Bi-weekly	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,446.00	1,509.19	1,576.47	1,607.73	
	Hourly	14.533023	14.966165	15.373988	15.883544	16.367777	16.817852	17.327558	18.075031	18.864913	19.705877	20.096621	
08	Annual	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,850.40	40,564.09	42,401.50	43,267.22	0.9728
	Monthly	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,237.53	3,380.34	3,533.46	3,605.60	
	Bi-weekly	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,494.25	1,560.16	1,630.83	1,664.12	
	Hourly	14.966165	15.373988	15.883544	16.367777	16.817852	17.327558	17.922065	18.678076	19.501968	20.385335	20.801550	
08C	Annual	32,066.09	33,073.30	33,921.26	34,998.90	36,147.28	37,030.76	38,126.16	39,610.17	41,235.36	43,125.74	44,009.22	1.0020
	Monthly	2,672.17	2,756.11	2,826.77	2,916.58	3,012.27	3,085.90	3,177.18	3,300.85	3,436.28	3,593.81	3,667.44	
	Bi-weekly	1,233.31	1,272.05	1,304.66	1,346.11	1,390.28	1,424.26	1,466.39	1,523.47	1,585.98	1,658.68	1,692.66	
	Hourly	15.416390	15.900624	16.308296	16.826393	17.378498	17.803251	18.329885	19.043351	19.824692	20.733530	21.158281	
08F	Annual	32,225.03	33,126.27	34,044.98	35,210.81	36,200.25	37,260.44	38,373.29	40,069.52	41,800.97	43,691.35	44,557.08	1.0070
	Monthly	2,685.42	2,760.52	2,837.08	2,934.23	3,016.69	3,105.04	3,197.78	3,339.13	3,483.41	3,640.95	3,713.09	
	Bi-weekly	1,239.42	1,274.09	1,309.42	1,354.26	1,392.32	1,433.09	1,475.90	1,541.14	1,607.73	1,680.44	1,713.73	
	Hourly	15.492804	15.926093	16.367777	16.928275	17.403967	17.913671	18.448699	19.264194	20.096621	21.005458	21.421671	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	40,122.50	41,836.19	43,726.58	44,610.06	0.9993
	Monthly	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,343.54	3,486.35	3,643.88	3,717.51	
	Bi-weekly	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,543.17	1,609.08	1,681.79	1,715.77	
	Hourly	15.373988	15.883544	16.367777	16.817852	17.327558	17.922065	18.499640	19.289664	20.113555	21.022392	21.447143	
10	Annual	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,535.77	43,249.46	45,210.59	46,111.52	1.0324
	Monthly	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,461.32	3,604.12	3,767.55	3,842.63	
	Bi-weekly	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,597.53	1,663.44	1,738.87	1,773.52	
	Hourly	15.883544	16.367777	16.817852	17.327558	17.922065	18.499640	19.128302	19.969122	20.793009	21.735861	22.169002	
10C	Annual	33,461.91	34,415.83	35,281.55	36,606.63	37,649.05	38,726.69	39,875.07	41,641.73	43,337.97	45,352.07	46,235.25	1.0456
	Monthly	2,788.49	2,867.99	2,940.13	3,050.55	3,137.42	3,227.22	3,322.92	3,470.14	3,611.50	3,779.34	3,852.94	
	Bi-weekly	1,287.00	1,323.69	1,356.98	1,407.95	1,448.04	1,489.49	1,533.66	1,601.61	1,666.84	1,744.31	1,778.28	
	Hourly	16.087457	16.546071	16.962284	17.599340	18.100505	18.618600	19.170706	20.020063	20.835560	21.803879	22.228485	
11	Annual	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,931.59	44,786.76	46,836.08	47,789.99	1.0639
	Monthly	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,577.63	3,732.23	3,903.01	3,982.50	
	Bi-weekly	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,651.21	1,722.57	1,801.39	1,838.08	
	Hourly	16.367777	16.817852	17.327558	17.922065	18.499640	19.128302	19.765360	20.640186	21.532094	22.517345	22.975958	
11C	Annual	34,698.48	35,652.71	36,748.11	37,984.68	39,292.00	40,546.33	41,871.41	43,744.34	45,669.93	47,737.02	48,673.49	1.0843
	Monthly	2,891.54	2,971.06	3,062.34	3,165.39	3,274.33	3,378.86	3,489.28	3,645.36	3,805.83	3,978.09	4,056.12	
	Bi-weekly	1,334.56	1,371.26	1,413.39	1,460.95	1,511.23	1,559.47	1,610.44	1,682.47	1,756.54	1,836.04	1,872.06	
	Hourly	16.681962	17.140725	17.667360	18.261866	18.890383	19.493428	20.130485	21.030932	21.956699	22.950488	23.400715	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	34,892.94	35,882.38	36,907.04	38,055.42	39,344.98	40,634.83	41,959.91	43,832.54	45,687.70	47,754.78	48,691.25	1.0904
	Monthly	2,907.75	2,990.20	3,075.59	3,171.29	3,278.75	3,386.24	3,496.66	3,652.71	3,807.31	3,979.57	4,057.60	
	Bi-weekly	1,342.04	1,380.09	1,419.50	1,463.67	1,513.27	1,562.88	1,613.84	1,685.87	1,757.22	1,836.72	1,872.74	
	Hourly	16.775453	17.251145	17.743770	18.295875	18.915855	19.535977	20.173032	21.073334	21.965238	22.959027	23.409253	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	44,380.38	46,358.97	48,461.57	49,415.49	1.0931
	Monthly	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,698.37	3,863.25	4,038.46	4,117.96	
	Bi-weekly	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,706.94	1,783.04	1,863.91	1,900.60	
	Hourly	16.817852	17.327558	17.922065	18.499640	19.128302	19.765360	20.436277	21.336722	22.287964	23.298832	23.757445	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,917.37	48,125.63	50,281.21	51,305.87	1.1262
	Monthly	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,826.45	4,010.47	4,190.10	4,275.49	
	Bi-weekly	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,766.05	1,850.99	1,933.89	1,973.30	
	Hourly	17.327558	17.922065	18.499640	19.128302	19.765360	20.436277	21.124273	22.075658	23.137320	24.173658	24.666285	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,825.53	50,069.30	52,295.31	53,355.20	1.1649
	Monthly	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,985.46	4,172.44	4,357.94	4,446.27	
	Bi-weekly	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,839.44	1,925.74	2,011.36	2,052.12	
	Hourly	17.922065	18.499640	19.128302	19.765360	20.436277	21.124273	21.863358	22.993041	24.071778	25.141977	25.651536	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	37,984.68	39,292.00	40,546.33	41,871.41	43,320.20	44,786.76	46,341.20	48,708.70	51,765.22	54,150.17	55,245.57	1.1870
	Monthly	3,165.39	3,274.33	3,378.86	3,489.28	3,610.02	3,732.23	3,861.77	4,059.06	4,313.77	4,512.51	4,603.80	
	Bi-weekly	1,460.95	1,511.23	1,559.47	1,610.44	1,666.16	1,722.57	1,782.35	1,873.41	1,990.97	2,082.70	2,124.83	
	Hourly	18.261866	18.890383	19.493428	20.130485	20.827018	21.532094	22.279425	23.417646	24.887126	26.033737	26.560372	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,574.43	52,012.66	54,326.87	55,404.82	1.2024
	Monthly	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,131.20	4,334.39	4,527.24	4,617.07	
	Bi-weekly	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,906.71	2,000.49	2,089.50	2,130.95	
	Hourly	18.499640	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.833859	25.006087	26.118689	26.636932	
15C	Annual	39,097.84	40,405.16	41,730.23	43,179.03	44,592.30	46,164.81	48,002.22	50,369.41	54,786.23	57,206.70	58,355.08	1.2218
	Monthly	3,258.15	3,367.10	3,477.52	3,598.25	3,716.03	3,847.07	4,000.19	4,197.45	4,565.52	4,767.23	4,862.92	
	Bi-weekly	1,503.76	1,554.04	1,605.01	1,660.73	1,715.09	1,775.57	1,846.24	1,937.28	2,107.16	2,200.26	2,244.43	
	Hourly	18.797039	19.425556	20.062612	20.759147	21.438604	22.194621	23.077988	24.216061	26.339533	27.503222	28.055326	
15F	Annual	39,344.98	40,634.83	41,924.38	43,320.20	44,910.17	46,358.97	48,002.22	50,457.91	52,860.62	56,323.52	57,454.13	1.2295
	Monthly	3,278.75	3,386.24	3,493.70	3,610.02	3,742.51	3,863.25	4,000.19	4,204.83	4,405.05	4,693.63	4,787.85	
	Bi-weekly	1,513.27	1,562.88	1,612.48	1,666.16	1,727.31	1,783.04	1,846.24	1,940.69	2,033.10	2,166.29	2,209.77	
	Hourly	18.915855	19.535977	20.155953	20.827018	21.591427	22.287964	23.077988	24.258610	25.413761	27.078616	27.622180	
16	Annual	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,482.57	54,167.94	56,641.39	57,772.01	1.2433
	Monthly	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,290.21	4,514.00	4,720.12	4,814.33	
	Bi-weekly	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,980.10	2,083.38	2,178.51	2,222.00	
	Hourly	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.751234	26.042279	27.231437	27.775004	
16B	Annual	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,482.57	57,507.12	60,086.52	61,287.88	1.2433
	Monthly	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,290.21	4,792.26	5,007.21	5,107.32	
	Bi-weekly	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,980.10	2,211.81	2,311.02	2,357.23	
	Hourly	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.751234	27.647654	28.887752	29.465328	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	41,129.40	42,454.47	43,832.54	45,246.11	46,906.82	48,496.79	50,157.49	52,754.67	55,210.36	57,719.03	58,885.17	1.2852
	Monthly	3,427.45	3,537.87	3,652.71	3,770.51	3,908.90	4,041.40	4,179.79	4,396.22	4,600.86	4,809.92	4,907.10	
	Bi-weekly	1,581.90	1,632.86	1,685.87	1,740.23	1,804.11	1,865.26	1,929.13	2,029.03	2,123.48	2,219.96	2,264.81	
	Hourly	19.773751	20.410805	21.073334	21.752936	22.551354	23.315763	24.114180	25.362821	26.543441	27.749534	28.310178	
17	Annual	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	53,514.44	56,093.84	58,708.47	59,892.07	1.2847
	Monthly	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,459.54	4,674.49	4,892.37	4,991.01	
	Bi-weekly	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,058.25	2,157.46	2,258.02	2,303.54	
	Hourly	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.728094	26.968194	28.225228	28.794265	
17B	Annual	41,323.86	42,666.39	44,274.12	45,687.70	47,277.66	49,168.05	51,023.22	53,549.65	56,323.52	58,832.19	60,015.79	1.2913
	Monthly	3,443.66	3,555.53	3,689.51	3,807.31	3,939.81	4,097.34	4,251.94	4,462.47	4,693.63	4,902.68	5,001.32	
	Bi-weekly	1,589.38	1,641.02	1,702.85	1,757.22	1,818.37	1,891.08	1,962.43	2,059.60	2,166.29	2,262.78	2,308.30	
	Hourly	19.867240	20.512688	21.285635	21.965238	22.729646	23.638486	24.530394	25.745024	27.078616	28.284707	28.853744	
17F	Annual	41,871.41	43,320.20	44,786.76	46,341.20	48,178.61	50,016.02	51,994.90	54,503.57	57,224.46	59,821.63	61,022.99	1.3084
	Monthly	3,489.28	3,610.02	3,732.23	3,861.77	4,014.88	4,168.00	4,332.91	4,541.96	4,768.71	4,985.14	5,085.25	
	Bi-weekly	1,610.44	1,666.16	1,722.57	1,782.35	1,853.02	1,923.69	1,999.80	2,096.29	2,200.94	2,300.83	2,347.04	
	Hourly	20.130485	20.827018	21.532094	22.279425	23.162792	24.046161	24.997548	26.203640	27.511761	28.760400	29.337977	
17G	Annual	41,871.41	43,320.20	44,786.76	46,341.20	48,178.61	50,016.02	51,994.90	54,503.57	62,966.35	65,828.42	67,153.50	1.3084
	Monthly	3,489.28	3,610.02	3,732.23	3,861.77	4,014.88	4,168.00	4,332.91	4,541.96	5,247.20	5,485.70	5,596.13	
	Bi-weekly	1,610.44	1,666.16	1,722.57	1,782.35	1,853.02	1,923.69	1,999.80	2,096.29	2,421.78	2,531.86	2,582.83	
	Hourly	20.130485	20.827018	21.532094	22.279425	23.162792	24.046161	24.997548	26.203640	30.272285	31.648279	32.285335	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	58,302.10	60,970.01	62,206.59	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	4,858.51	5,080.83	5,183.88	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,242.39	2,345.00	2,392.56	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	28.029856	29.312506	29.907012	
18E	Annual	43,179.03	44,592.30	46,164.81	48,002.22	49,821.87	51,747.46	53,761.56	56,500.22	62,984.11	65,846.18	67,171.26	1.3493
	Monthly	3,598.25	3,716.03	3,847.07	4,000.19	4,151.82	4,312.29	4,480.13	4,708.35	5,248.68	5,487.18	5,597.61	
	Bi-weekly	1,660.73	1,715.09	1,775.57	1,846.24	1,916.23	1,990.29	2,067.75	2,173.09	2,422.47	2,532.55	2,583.51	
	Hourly	20.759147	21.438604	22.194621	23.077988	23.952820	24.878588	25.846906	27.163565	30.280823	31.656818	32.293873	
18F	Annual	43,320.20	44,910.17	46,358.97	48,002.22	49,910.06	51,747.46	53,797.09	56,446.93	59,273.78	63,160.81	64,432.61	1.3537
	Monthly	3,610.02	3,742.51	3,863.25	4,000.19	4,159.17	4,312.29	4,483.09	4,703.91	4,939.48	5,263.40	5,369.38	
	Bi-weekly	1,666.16	1,727.31	1,783.04	1,846.24	1,919.62	1,990.29	2,069.12	2,171.04	2,279.76	2,429.26	2,478.18	
	Hourly	20.827018	21.591427	22.287964	23.077988	23.995221	24.878588	25.863984	27.137948	28.497011	30.365775	30.977215	
18G	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	58,302.10	62,188.82	63,425.71	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	4,858.51	5,182.40	5,285.48	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,242.39	2,391.88	2,439.45	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	28.029856	29.898471	30.493128	
18I	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	63,902.82	66,817.87	68,160.40	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	5,325.24	5,568.16	5,680.03	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,457.80	2,569.92	2,621.55	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	30.722510	32.123974	32.769421	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	44,380.38	45,828.87	47,330.64	49,009.11	50,634.61	52,383.51	54,486.11	57,189.24	59,962.81	62,665.94	63,920.27	1.3868
	Monthly	3,698.37	3,819.07	3,944.22	4,084.09	4,219.55	4,365.29	4,540.51	4,765.77	4,996.90	5,222.16	5,326.69	
	Bi-weekly	1,706.94	1,762.65	1,820.41	1,884.97	1,947.48	2,014.75	2,095.62	2,199.59	2,306.26	2,410.23	2,458.47	
	Hourly	21.336722	22.033111	22.755114	23.562074	24.343561	25.184379	26.195247	27.494828	28.828273	30.127855	30.730899	
18S	Annual	44,645.27	46,129.29	47,578.09	49,326.98	50,970.24	52,772.12	54,874.73	57,560.09	60,333.97	63,072.31	64,344.41	1.3951
	Monthly	3,720.44	3,844.11	3,964.84	4,110.58	4,247.52	4,397.68	4,572.89	4,796.68	5,027.83	5,256.03	5,362.03	
	Bi-weekly	1,717.13	1,774.20	1,829.93	1,897.19	1,960.39	2,029.70	2,110.57	2,213.85	2,320.54	2,425.86	2,474.79	
	Hourly	21.464074	22.177543	22.874080	23.714896	24.504924	25.371213	26.382080	27.673122	29.006714	30.323228	30.934813	
19	Annual	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,719.03	60,439.92	63,196.03	64,468.13	1.3730
	Monthly	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,809.92	5,036.66	5,266.34	5,372.34	
	Bi-weekly	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,219.96	2,324.61	2,430.62	2,479.54	
	Hourly	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.749534	29.057652	30.382707	30.994294	
19F	Annual	45,687.70	47,277.66	49,168.05	51,023.22	53,019.56	55,068.88	57,224.46	59,980.57	62,860.40	65,687.25	66,994.56	1.4277
	Monthly	3,807.31	3,939.81	4,097.34	4,251.94	4,418.30	4,589.07	4,768.71	4,998.38	5,238.37	5,473.94	5,582.88	
	Bi-weekly	1,757.22	1,818.37	1,891.08	1,962.43	2,039.21	2,118.03	2,200.94	2,306.94	2,417.71	2,526.43	2,576.71	
	Hourly	21.965238	22.729646	23.638486	24.530394	25.490175	26.475423	27.511761	28.836812	30.221345	31.580408	32.208922	
19I	Annual	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,719.03	63,001.57	65,846.18	67,171.26	1.3730
	Monthly	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,809.92	5,250.13	5,487.18	5,597.61	
	Bi-weekly	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,219.96	2,423.14	2,532.55	2,583.51	
	Hourly	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.749534	30.289218	31.656818	32.293873	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19Z	Annual	45,687.70	47,277.66	49,168.05	51,023.22	53,019.56	55,068.88	57,224.46	59,980.57	69,715.14	72,842.41	74,291.20	1.4277
	Monthly	3,807.31	3,939.81	4,097.34	4,251.94	4,418.30	4,589.07	4,768.71	4,998.38	5,809.60	6,070.20	6,190.93	
	Bi-weekly	1,757.22	1,818.37	1,891.08	1,962.43	2,039.21	2,118.03	2,200.94	2,306.94	2,681.35	2,801.63	2,857.35	
	Hourly	21.965238	22.729646	23.638486	24.530394	25.490175	26.475423	27.511761	28.836812	33.516895	35.020390	35.716925	
20	Annual	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	60,121.75	62,931.13	65,757.68	67,100.52	1.4211
	Monthly	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	5,010.15	5,244.26	5,479.81	5,591.71	
	Bi-weekly	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,312.37	2,420.43	2,529.14	2,580.79	
	Hourly	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.904685	30.255353	31.614270	32.259864	
20B	Annual	46,447.47	48,108.17	49,627.40	51,411.83	53,443.70	55,528.23	57,666.05	60,475.14	71,163.94	74,379.40	75,863.41	1.4514
	Monthly	3,870.62	4,009.02	4,135.62	4,284.32	4,453.64	4,627.35	4,805.50	5,039.60	5,930.33	6,198.28	6,321.95	
	Bi-weekly	1,786.44	1,850.31	1,908.75	1,977.38	2,055.53	2,135.70	2,217.93	2,325.97	2,737.07	2,860.75	2,917.82	
	Hourly	22.330513	23.128930	23.859328	24.717226	25.694084	26.696264	27.724063	29.074584	34.213434	35.759326	36.472794	
20P	Annual	46,800.56	48,479.03	50,387.17	52,277.56	54,326.88	56,411.72	58,620.28	61,499.81	64,397.39	67,312.43	68,655.27	1.4625
	Monthly	3,900.05	4,039.92	4,198.93	4,356.46	4,527.24	4,700.98	4,885.02	5,124.98	5,366.45	5,609.37	5,721.27	
	Bi-weekly	1,800.02	1,864.58	1,937.97	2,010.68	2,089.50	2,169.68	2,254.63	2,365.38	2,476.82	2,588.94	2,640.59	
	Hourly	22.500268	23.307227	24.224602	25.133442	26.118692	27.121018	28.182827	29.567214	30.960283	32.361745	33.007343	
21	Annual	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	62,348.07	65,439.81	68,390.07	69,768.12	1.4774
	Monthly	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,195.67	5,453.32	5,699.17	5,814.01	
	Bi-weekly	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,398.00	2,516.92	2,630.39	2,683.39	
	Hourly	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.975032	31.461448	32.879841	33.542367	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	48,479.03	50,210.48	51,765.22	53,637.85	55,775.67	57,878.27	60,139.50	63,107.53	66,270.01	69,238.34	70,616.39	1.5149
	Monthly	4,039.92	4,184.21	4,313.77	4,469.82	4,647.97	4,823.19	5,011.63	5,258.96	5,522.50	5,769.86	5,884.70	
	Bi-weekly	1,864.58	1,931.17	1,990.97	2,062.99	2,145.22	2,226.09	2,313.06	2,427.21	2,548.85	2,663.01	2,716.02	
	Hourly	23.307224	24.139652	24.887126	25.787428	26.815226	27.826091	28.913223	30.340157	31.860580	33.287664	33.950188	
21M	Annual	48,187.49	50,051.38	51,986.02	54,009.00	56,137.94	58,293.37	60,519.39	63,531.66	66,650.05	69,644.56	71,049.10	1.5058
	Monthly	4,015.62	4,170.95	4,332.17	4,500.75	4,678.16	4,857.78	5,043.28	5,294.31	5,554.17	5,803.71	5,920.76	
	Bi-weekly	1,853.36	1,925.05	1,999.46	2,077.27	2,159.15	2,242.05	2,327.67	2,443.53	2,563.46	2,678.64	2,732.66	
	Hourly	23.167061	24.063165	24.993279	25.965866	26.989395	28.025660	29.095860	30.544068	32.043291	33.482961	34.158222	
21Z	Annual	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	62,348.07	69,732.90	72,860.17	74,326.42	1.4774
	Monthly	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,195.67	5,811.08	6,071.68	6,193.87	
	Bi-weekly	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,398.00	2,682.03	2,802.31	2,858.71	
	Hourly	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.975032	33.525434	35.028929	35.733857	
22	Annual	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,715.26	67,860.28	70,899.05	72,330.08	1.5342
	Monthly	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,392.94	5,655.02	5,908.25	6,027.51	
	Bi-weekly	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,489.05	2,610.01	2,726.89	2,781.93	
	Hourly	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	31.113105	32.625135	34.086081	34.774078	
23	Annual	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	67,224.24	70,633.84	73,831.86	75,298.10	1.5939
	Monthly	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,602.02	5,886.15	6,152.66	6,274.84	
	Bi-weekly	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,585.55	2,716.69	2,839.69	2,896.08	
	Hourly	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	32.319345	33.958579	35.496084	36.201010	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,909.60	73,283.99	76,623.18	78,177.93	1.6552
	Monthly	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,825.80	6,107.00	6,385.27	6,514.83	
	Bi-weekly	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,688.83	2,818.62	2,947.05	3,006.84	
	Hourly	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.610386	35.232689	36.838066	37.585542	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,114.62	72,506.77	76,146.07	79,573.75	81,181.47	1.7203
	Monthly	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,759.55	6,042.23	6,345.51	6,631.15	6,765.12	
	Bi-weekly	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,658.25	2,788.72	2,928.69	3,060.53	3,122.36	
	Hourly	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.228182	34.859025	36.608685	38.256608	39.029555	

**American Federation of State, County and Municipal Employees (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 (General County) 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	36,429.93	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,765.34	49,097.31	51,341.09	52,348.30	1.1384
	Monthly	3,035.83	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,897.11	4,091.44	4,278.42	4,362.36	
	Bi-weekly	1,401.15	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,798.67	1,888.36	1,974.66	2,013.40	
	Hourly	17.514390	18.075031	18.678076	19.323676	20.045532	20.699665	21.489548	22.483334	23.604476	24.683216	25.167450	
13M	Annual	37,030.76	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,825.53	50,069.30	52,295.31	53,355.20	1.1572
	Monthly	3,085.90	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,985.46	4,172.44	4,357.94	4,446.27	
	Bi-weekly	1,424.26	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,839.44	1,925.74	2,011.36	2,052.12	
	Hourly	17.803251	18.397757	19.009343	19.705877	20.376795	21.124273	21.871748	22.993041	24.071778	25.141977	25.651536	
14	Annual	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,708.70	51,129.17	53,425.93	54,503.57	1.1748
	Monthly	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,059.06	4,260.76	4,452.16	4,541.96	
	Bi-weekly	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,873.41	1,966.51	2,054.84	2,096.29	
	Hourly	18.075031	18.678076	19.323676	20.045532	20.699665	21.489548	22.287964	23.417646	24.581333	25.685544	26.203640	
14M	Annual	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,698.15	52,083.10	54,433.14	55,528.23	1.1958
	Monthly	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,141.51	4,340.26	4,536.10	4,627.35	
	Bi-weekly	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,911.47	2,003.20	2,093.58	2,135.70	
	Hourly	18.397757	19.009343	19.705877	20.376795	21.124273	21.871748	22.729646	23.893339	25.039951	26.169777	26.696264	
15	Annual	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,563.87	53,019.56	55,404.82	56,535.43	1.2140
	Monthly	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,213.66	4,418.30	4,617.07	4,711.29	
	Bi-weekly	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,944.76	2,039.21	2,130.95	2,174.44	
	Hourly	18.678076	19.323676	20.045532	20.699665	21.489548	22.287964	23.137320	24.309551	25.490175	26.636932	27.180497	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,694.48	54,238.68	56,694.37	57,824.98	1.2356
	Monthly	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,307.87	4,519.89	4,724.53	4,818.75	
	Bi-weekly	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,988.25	2,086.10	2,180.55	2,224.04	
	Hourly	19.009343	19.705877	20.376795	21.124273	21.871748	22.729646	23.647025	24.853117	26.076288	27.256907	27.800473	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,736.91	55,316.32	57,772.01	58,938.14	1.2560
	Monthly	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,394.74	4,609.69	4,814.33	4,911.51	
	Bi-weekly	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,028.34	2,127.55	2,222.00	2,266.85	
	Hourly	19.323676	20.045532	20.699665	21.489548	22.287964	23.137320	24.088710	25.354283	26.594382	27.775004	28.335646	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16M	Annual	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,708.59	56,411.71	58,955.91	60,139.50	1.2808
	Monthly	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,475.72	4,700.98	4,912.99	5,011.63	
	Bi-weekly	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,065.71	2,169.68	2,267.53	2,313.06	
	Hourly	19.705877	20.376795	21.124273	21.871748	22.729646	23.647025	24.606804	25.821435	27.121016	28.344187	28.913223	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,680.27	57,436.37	59,998.33	61,199.68	1.3029
	Monthly	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,556.69	4,786.36	4,999.86	5,099.97	
	Bi-weekly	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,103.09	2,209.09	2,307.63	2,353.83	
	Hourly	20.045532	20.699665	21.489548	22.287964	23.137320	24.088710	25.039951	26.288589	27.613641	28.845350	29.422925	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,864.17	58,620.28	61,270.12	62,507.00	1.3244
	Monthly	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,655.35	4,885.02	5,105.84	5,208.92	
	Bi-weekly	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,148.62	2,254.63	2,356.54	2,404.12	
	Hourly	20.376795	21.124273	21.871748	22.729646	23.647025	24.606804	25.575122	26.857773	28.182825	29.456789	30.051444	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,871.07	59,839.09	62,542.22	63,796.55	1.3454
	Monthly	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,739.26	4,986.59	5,211.85	5,316.38	
	Bi-weekly	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,187.35	2,301.50	2,405.47	2,453.71	
	Hourly	20.699665	21.489548	22.287964	23.137320	24.088710	25.039951	26.076288	27.341859	28.768793	30.068375	30.671419	
18B	Annual	43,355.42	45,016.43	46,747.58	48,673.49	50,599.08	52,719.14	54,698.04	57,418.92	60,051.31	62,789.66	64,079.52	1.3548
	Monthly	3,612.95	3,751.37	3,895.63	4,056.12	4,216.59	4,393.26	4,558.17	4,784.91	5,004.28	5,232.47	5,339.96	
	Bi-weekly	1,667.52	1,731.40	1,797.98	1,872.06	1,946.12	2,027.66	2,103.77	2,208.42	2,309.67	2,414.99	2,464.60	
	Hourly	20.843952	21.642514	22.474798	23.400715	24.326482	25.345742	26.297132	27.605251	28.870820	30.187334	30.807459	
18C	Annual	43,991.47	45,458.02	47,153.94	48,956.13	50,846.52	52,895.84	54,980.68	57,701.58	60,545.88	63,301.99	64,574.08	1.3747
	Monthly	3,665.96	3,788.17	3,929.50	4,079.68	4,237.21	4,407.99	4,581.72	4,808.47	5,045.49	5,275.17	5,381.17	
	Bi-weekly	1,691.98	1,748.39	1,813.61	1,882.93	1,955.64	2,034.46	2,114.64	2,219.29	2,328.69	2,434.69	2,483.62	
	Hourly	21.149745	21.854819	22.670165	23.536603	24.445444	25.430691	26.433020	27.741142	29.108596	30.433648	31.045229	
18M	Annual	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	58,107.95	60,864.05	63,620.17	64,891.96	1.3730
	Monthly	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,842.33	5,072.00	5,301.68	5,407.66	
	Bi-weekly	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,234.92	2,340.93	2,446.93	2,495.84	
	Hourly	21.124273	21.871748	22.729646	23.647025	24.606804	25.575122	26.568912	27.936513	29.261563	30.586619	31.198057	
19	Annual	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	59,114.85	61,870.95	64,644.82	65,934.37	1.3968
	Monthly	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,926.24	5,155.91	5,387.07	5,494.53	
	Bi-weekly	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,273.65	2,379.65	2,486.34	2,535.94	
	Hourly	21.489548	22.287964	23.137320	24.088710	25.039951	26.076288	27.061538	28.420599	29.745651	31.079242	31.699218	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	60,263.22	63,266.77	66,164.05	67,489.13	1.4216
	Monthly	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	5,021.94	5,272.23	5,513.67	5,624.09	
	Bi-weekly	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,317.82	2,433.34	2,544.77	2,595.74	
	Hourly	21.871748	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.972704	30.416717	31.809639	32.446695	
20	Annual	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	61,464.58	64,415.15	67,330.19	68,673.03	1.4487
	Monthly	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,122.05	5,367.93	5,610.85	5,722.75	
	Bi-weekly	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,364.02	2,477.51	2,589.62	2,641.27	
	Hourly	22.287964	23.137320	24.088710	25.039951	26.076288	27.061538	28.157357	29.550279	30.968820	32.370285	33.015879	
20A	Annual	46,358.97	48,267.11	50,157.49	52,206.81	54,203.46	56,393.95	58,637.73	61,606.06	64,644.82	67,612.85	68,990.90	1.4487
	Monthly	3,863.25	4,022.26	4,179.79	4,350.57	4,516.96	4,699.50	4,886.48	5,133.84	5,387.07	5,634.40	5,749.24	
	Bi-weekly	1,783.04	1,856.43	1,929.13	2,007.95	2,084.75	2,169.00	2,255.30	2,369.46	2,486.34	2,600.49	2,653.50	
	Hourly	22.287964	23.205339	24.114180	25.099430	26.059357	27.112476	28.191217	29.618299	31.079242	32.506176	33.168704	
20M	Annual	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,683.70	65,828.42	68,796.44	70,192.26	1.4774
	Monthly	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,223.64	5,485.70	5,733.04	5,849.36	
	Bi-weekly	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,410.91	2,531.86	2,646.02	2,699.70	
	Hourly	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	30.136395	31.648279	33.075210	33.746277	
20P	Annual	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,683.70	66,270.01	69,238.34	70,616.39	1.4774
	Monthly	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,223.64	5,522.50	5,769.86	5,884.70	
	Bi-weekly	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,410.91	2,548.85	2,663.01	2,716.02	
	Hourly	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	30.136395	31.860580	33.287664	33.950188	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	48,002.22	49,963.04	51,994.90	53,956.03	56,058.32	58,319.86	60,651.84	63,690.60	66,800.10	69,874.38	71,287.66	1.5000
	Monthly	4,000.19	4,163.59	4,332.91	4,496.34	4,671.53	4,859.99	5,054.32	5,307.55	5,566.68	5,822.87	5,940.64	
	Bi-weekly	1,846.24	1,921.66	1,999.80	2,075.23	2,156.09	2,243.07	2,332.76	2,449.64	2,569.23	2,687.48	2,741.83	
	Hourly	23.077988	24.020692	24.997548	25.940397	26.951116	28.038396	29.159536	30.620479	32.115432	33.593454	34.272911	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,955.80	67,153.50	70,174.50	71,570.31	1.5039
	Monthly	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,329.65	5,596.13	5,847.88	5,964.19	
	Bi-weekly	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,459.84	2,582.83	2,699.02	2,752.70	
	Hourly	23.137320	24.088710	25.039951	26.076288	27.061538	28.157357	29.269959	30.747981	32.285335	33.737738	34.408805	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	48,673.49	50,599.08	52,719.14	54,698.04	56,871.07	59,185.58	61,499.80	64,450.37	67,542.11	70,616.39	72,047.43	1.5210
	Monthly	4,056.12	4,216.59	4,393.26	4,558.17	4,739.26	4,932.13	5,124.98	5,370.86	5,628.51	5,884.70	6,003.95	
	Bi-weekly	1,872.06	1,946.12	2,027.66	2,103.77	2,187.35	2,276.37	2,365.38	2,478.86	2,597.77	2,716.02	2,771.05	
	Hourly	23.400715	24.326482	25.345742	26.297132	27.341859	28.454607	29.567212	30.985753	32.472166	33.950188	34.638185	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	65,104.18	68,460.81	71,499.57	72,948.37	1.5370
	Monthly	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,425.35	5,705.07	5,958.30	6,079.03	
	Bi-weekly	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,504.01	2,633.11	2,749.98	2,805.71	
	Hourly	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	29.915550	31.300085	32.913852	34.374794	35.071331	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	66,393.73	69,573.97	72,736.45	74,202.70	1.5657
	Monthly	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,532.81	5,797.83	6,061.37	6,183.56	
	Bi-weekly	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,553.60	2,675.92	2,797.56	2,853.95	
	Hourly	24.088710	25.039951	26.076288	27.061538	28.157357	29.269959	30.425108	31.920061	33.449024	34.969447	35.674377	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22C	Annual	50,899.50	52,913.60	55,068.88	57,189.24	59,450.48	61,870.95	64,291.43	67,347.96	70,686.83	73,849.31	75,315.86	1.5906
	Monthly	4,241.63	4,409.47	4,589.07	4,765.77	4,954.21	5,155.91	5,357.62	5,612.33	5,890.57	6,154.11	6,276.32	
	Bi-weekly	1,957.67	2,035.14	2,118.03	2,199.59	2,286.56	2,379.65	2,472.75	2,590.31	2,718.72	2,840.36	2,896.76	
	Hourly	24.470913	25.439229	26.475423	27.494828	28.581961	29.745651	30.909342	32.378825	33.984051	35.504475	36.209548	
22M	Annual	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,701.04	71,163.94	74,379.40	75,863.41	1.5994
	Monthly	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,641.75	5,930.33	6,198.28	6,321.95	
	Bi-weekly	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,603.89	2,737.07	2,860.75	2,917.82	
	Hourly	24.606804	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.548576	34.213434	35.759326	36.472794	
22P	Annual	51,535.55	53,584.87	55,757.91	58,037.21	60,316.20	62,595.20	65,139.39	68,354.85	71,799.99	75,015.45	76,517.22	1.6104
	Monthly	4,294.63	4,465.41	4,646.49	4,836.43	5,026.35	5,216.27	5,428.28	5,696.24	5,983.33	6,251.29	6,376.44	
	Bi-weekly	1,982.14	2,060.96	2,144.53	2,232.20	2,319.85	2,407.51	2,505.36	2,629.03	2,761.54	2,885.21	2,942.97	
	Hourly	24.776705	25.761955	26.806686	27.902504	28.998172	30.093847	31.317015	32.862910	34.519224	36.065118	36.787124	
23	Annual	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	69,026.12	72,400.82	75,704.48	77,206.25	1.6275
	Monthly	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,752.18	6,033.40	6,308.71	6,433.85	
	Bi-weekly	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,654.85	2,784.65	2,911.71	2,969.47	
	Hourly	25.039951	26.076288	27.061538	28.157357	29.269959	30.425108	31.597338	33.185633	34.808085	36.396383	37.118389	
23C	Annual	52,524.99	54,468.36	56,641.39	58,938.14	61,270.12	63,620.17	66,252.55	69,432.49	72,913.15	76,199.04	77,718.58	1.6414
	Monthly	4,377.08	4,539.03	4,720.12	4,911.51	5,105.84	5,301.68	5,521.05	5,786.04	6,076.10	6,349.92	6,476.55	
	Bi-weekly	2,020.19	2,094.94	2,178.51	2,266.85	2,356.54	2,446.93	2,548.18	2,670.48	2,804.35	2,930.73	2,989.18	
	Hourly	25.252398	26.186710	27.231437	28.335646	29.456789	30.586619	31.852189	33.381004	35.054397	36.634155	37.364701	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	70,492.67	73,902.29	77,206.25	78,761.00	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,874.39	6,158.52	6,433.85	6,563.42	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,711.26	2,842.40	2,969.47	3,029.27	
	Hourly	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.890708	35.529946	37.118389	37.865863	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,817.75	75,368.84	78,778.76	80,350.97	1.6949
	Monthly	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,984.81	6,280.74	6,564.90	6,695.91	
	Bi-weekly	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,762.22	2,898.80	3,029.95	3,090.42	
	Hourly	26.076288	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.527764	36.235020	37.874403	38.630272	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	73,195.80	76,799.87	80,245.00	81,887.96	1.7269
	Monthly	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,099.65	6,399.99	6,687.08	6,824.00	
	Bi-weekly	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,815.22	2,953.84	3,086.35	3,149.54	
	Hourly	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	35.190289	36.923016	38.579329	39.369209	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	55,334.08	57,471.90	59,697.91	62,100.63	64,556.32	67,153.50	69,785.88	73,178.04	76,852.85	80,350.97	81,976.46	1.7291
	Monthly	4,611.17	4,789.33	4,974.83	5,175.05	5,379.69	5,596.13	5,815.49	6,098.17	6,404.40	6,695.91	6,831.37	
	Bi-weekly	2,128.23	2,210.46	2,296.07	2,388.49	2,482.94	2,582.83	2,684.07	2,814.54	2,955.88	3,090.42	3,152.94	
	Hourly	26.602922	27.630719	28.700920	29.856074	31.036692	32.285335	33.550905	35.181751	36.948484	38.630272	39.411760	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	74,609.07	78,336.86	81,923.48	83,566.42	1.7589
	Monthly	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,217.42	6,528.07	6,826.96	6,963.87	
	Bi-weekly	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,869.58	3,012.96	3,150.90	3,214.09	
	Hourly	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.869746	37.661953	39.386288	40.176165	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	76,146.07	79,856.40	83,513.45	85,174.15	1.7965
	Monthly	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,345.51	6,654.70	6,959.45	7,097.85	
	Bi-weekly	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,928.69	3,071.40	3,212.06	3,275.93	
	Hourly	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.608685	38.392498	40.150698	40.949112	
25P	Annual	58,072.43	60,404.70	62,877.85	65,351.31	67,913.26	70,598.63	73,178.04	76,923.59	80,792.56	84,449.91	86,163.60	1.8147
	Monthly	4,839.37	5,033.73	5,239.82	5,445.94	5,659.44	5,883.22	6,098.17	6,410.30	6,732.71	7,037.49	7,180.30	
	Bi-weekly	2,233.55	2,323.26	2,418.38	2,513.51	2,612.05	2,715.33	2,814.54	2,958.60	3,107.41	3,248.07	3,313.98	
	Hourly	27.919437	29.040723	30.229737	31.418897	32.650605	33.941650	35.181751	36.982496	38.842576	40.600919	41.424807	
26	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	81,428.60	85,103.42	86,817.41	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	6,785.72	7,091.95	7,234.78	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,131.87	3,273.21	3,339.13	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	39.148367	40.915104	41.739139	
26A	Annual	58,673.25	61,040.45	63,531.66	66,022.87	68,619.75	71,340.64	73,955.57	77,700.82	81,605.30	85,315.64	87,011.57	1.8335
	Monthly	4,889.44	5,086.70	5,294.31	5,501.91	5,718.31	5,945.05	6,162.96	6,475.07	6,800.44	7,109.64	7,250.96	
	Bi-weekly	2,256.66	2,347.71	2,443.53	2,539.34	2,639.22	2,743.87	2,844.45	2,988.49	3,138.67	3,281.37	3,346.60	
	Hourly	28.208295	29.346369	30.544068	31.741766	32.990263	34.298384	35.555563	37.356162	39.233316	41.017133	41.832484	
26M	Annual	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	79,114.39	82,930.38	86,693.69	88,425.14	1.8699
	Monthly	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,592.87	6,910.87	7,224.47	7,368.76	
	Bi-weekly	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,042.86	3,189.63	3,334.37	3,400.97	
	Hourly	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.269027	38.035766	39.870373	41.679660	42.512086	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	80,545.42	84,520.65	88,389.62	90,174.04	1.9025
	Monthly	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,712.12	7,043.39	7,365.80	7,514.50	
	Bi-weekly	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,097.90	3,250.79	3,399.60	3,468.23	
	Hourly	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.723761	40.634928	42.495009	43.352905	
27M	Annual	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	82,241.35	86,322.53	90,244.78	92,064.43	1.9445
	Monthly	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,853.45	7,193.54	7,520.40	7,672.04	
	Bi-weekly	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,163.13	3,320.10	3,470.95	3,540.94	
	Hourly	29.915550	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.539112	41.501217	43.386915	44.261744	
28	Annual	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	83,796.10	88,089.20	92,099.95	93,954.81	1.9776
	Monthly	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,983.01	7,340.77	7,675.00	7,829.57	
	Bi-weekly	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,222.93	3,388.05	3,542.31	3,613.65	
	Hourly	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	40.286587	42.350578	44.278823	45.170583	
28M	Annual	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	85,527.56	89,749.91	93,795.87	95,686.26	2.0184
	Monthly	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,127.30	7,479.16	7,816.32	7,973.86	
	Bi-weekly	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,289.52	3,451.92	3,607.53	3,680.24	
	Hourly	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	41.119017	43.148994	45.094170	46.003009	
29	Annual	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	87,153.04	91,516.88	95,686.26	97,612.17	2.0538
	Monthly	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,262.75	7,626.41	7,973.86	8,134.35	
	Bi-weekly	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,352.04	3,519.88	3,680.24	3,754.31	
	Hourly	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.900501	43.998501	46.003009	46.928926	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,937.47	93,318.76	97,594.41	99,555.53	2.0985
	Monthly	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,411.46	7,776.56	8,132.87	8,296.29	
	Bi-weekly	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,420.67	3,589.18	3,753.63	3,829.06	
	Hourly	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.758399	44.864790	46.920388	47.863237	
30	Annual	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	90,704.14	95,191.69	99,502.55	101,498.89	2.1394
	Monthly	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,558.68	7,932.64	8,291.88	8,458.24	
	Bi-weekly	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,488.62	3,661.22	3,827.02	3,903.80	
	Hourly	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.607757	45.765236	47.837763	48.797543	
30M	Annual	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,089.20	92,523.78	97,188.03	101,622.61	103,636.71	2.1752
	Monthly	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,340.77	7,710.32	8,099.00	8,468.55	8,636.39	
	Bi-weekly	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,388.05	3,558.61	3,738.00	3,908.56	3,986.03	
	Hourly	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.350578	44.482586	46.725015	48.857024	49.825341	
31	Annual	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	94,167.03	98,972.46	103,495.23	105,544.55	2.2238
	Monthly	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,847.25	8,247.71	8,624.60	8,795.38	
	Bi-weekly	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,621.81	3,806.63	3,980.59	4,059.41	
	Hourly	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	45.272609	47.582911	49.757324	50.742574	
31M	Annual	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,089.20	91,640.60	96,127.85	100,968.80	105,562.31	107,700.14	2.2674
	Monthly	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,340.77	7,636.72	8,010.65	8,414.07	8,796.86	8,975.01	
	Bi-weekly	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,388.05	3,524.64	3,697.22	3,883.42	4,060.09	4,142.31	
	Hourly	34.884499	36.269027	37.687426	39.216387	40.660398	42.350578	44.057979	46.215311	48.542693	50.751111	51.778911	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	98,053.75	102,947.69	107,629.40	109,802.44	2.3111
	Monthly	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,171.15	8,578.97	8,969.12	9,150.20	
	Bi-weekly	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,771.30	3,959.53	4,139.59	4,223.17	
	Hourly	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	44.864790	47.141228	49.494081	51.744902	52.789632	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	76,764.89	79,856.40	82,983.36	86,322.54	89,749.91	93,318.76	97,188.03	101,816.77	106,993.35	111,869.52	114,131.05	2.3989
	Monthly	6,397.07	6,654.70	6,915.28	7,193.55	7,479.16	7,776.56	8,099.00	8,484.73	8,916.11	9,322.46	9,510.92	
	Bi-weekly	2,952.50	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,916.03	4,115.13	4,302.67	4,389.66	
	Hourly	36.906198	38.392498	39.895845	41.501219	43.148995	44.864790	46.725016	48.950369	51.439112	53.783423	54.870699	

**American Federation of State, County and Municipal Employees (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	
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 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 – General County Salary Plan). Salary progression on this plan is subject to years of service (longevity increases) for salary steps 03 - 05.

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Grade		1	2	3	4	5	Night Diff
05	Annual	50,406.16	55,979.61	57,510.79	59,225.70	60,389.39	
	Monthly	4,200.51	4,664.97	4,792.57	4,935.48	5,032.45	1.5751
	Bi-weekly	1,938.70	2,153.06	2,211.95	2,277.91	2,322.67	
	Hourly	24.233729	26.913276	27.649417	28.473894	29.033360	



**American Federation of State, County and Municipal Employees (AFSCME) Local 1935/  
Parks and Recreation/Seasonal Salary Plan**

**Service Requirements for Salary Step Advancement For  
Salary Plan 23S**

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 .....	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	19,721.49	20,425.82	20,977.05	21,865.12	22,814.45	23,243.18	0.6162
	Monthly	1,643.46	1,702.15	1,748.09	1,822.09	1,901.20	1,936.93	
	Bi-weekly	758.52	785.61	806.81	840.97	877.48	893.97	
	Hourly	9.481483	9.820106	10.085118	10.512079	10.968486	11.174606	
03	Annual	22,691.96	23,212.55	24,070.01	24,988.71	26,121.78	26,611.76	0.7091
	Monthly	1,891.00	1,934.38	2,005.83	2,082.39	2,176.82	2,217.65	
	Bi-weekly	872.77	892.79	925.77	961.10	1,004.68	1,023.53	
	Hourly	10.909594	11.159879	11.572121	12.013803	12.558547	12.794115	
03F	Annual	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	0.9896
	Monthly	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	
	Bi-weekly	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	
	Hourly	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	
04	Annual	24,070.01	24,988.71	25,815.55	26,826.12	27,989.81	28,541.02	0.7521
	Monthly	2,005.83	2,082.39	2,151.30	2,235.51	2,332.48	2,378.42	
	Bi-weekly	925.77	961.10	992.91	1,031.77	1,076.53	1,097.73	
	Hourly	11.572121	12.013803	12.411321	12.897172	13.456638	13.721646	
05	Annual	27,928.56	28,939.13	30,041.58	31,113.40	32,522.07	33,165.17	0.8727
	Monthly	2,327.38	2,411.59	2,503.47	2,592.78	2,710.17	2,763.76	
	Bi-weekly	1,074.18	1,113.04	1,155.45	1,196.67	1,250.85	1,275.58	
	Hourly	13.427191	13.913044	14.443066	14.958364	15.635612	15.944791	

**American Federation of State, County and Municipal Employees (AFSCME) Local 1935/  
Parks and 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	48,813.73	50,528.65	52,274.18	53,958.47	55,704.01	57,418.92	58,582.61	1.5254
	Monthly	4,067.81	4,210.72	4,356.18	4,496.54	4,642.00	4,784.91	4,881.88	
	Bi-weekly	1,877.45	1,943.41	2,010.55	2,075.33	2,142.46	2,208.42	2,253.18	
	Hourly	23.468140	24.292620	25.131819	25.941573	26.780772	27.605251	28.164717	
03	Annual	54,448.45	56,377.72	58,245.75	60,175.03	62,073.68	63,941.71	65,227.90	1.7015
	Monthly	4,537.37	4,698.14	4,853.81	5,014.59	5,172.81	5,328.48	5,435.66	
	Bi-weekly	2,094.17	2,168.37	2,240.22	2,314.42	2,387.45	2,459.30	2,508.77	
	Hourly	26.177138	27.104675	28.002765	28.930304	29.843115	30.741207	31.359565	
04	Annual	54,846.55	56,745.21	58,674.48	60,573.13	62,471.79	64,401.06	65,748.49	1.7139
	Monthly	4,570.55	4,728.77	4,889.54	5,047.76	5,205.98	5,366.76	5,479.04	
	Bi-weekly	2,109.48	2,182.51	2,256.71	2,329.74	2,402.76	2,476.96	2,528.79	
	Hourly	26.368534	27.281349	28.208886	29.121698	30.034512	30.962047	31.609852	
05	Annual	60,175.03	62,226.79	64,339.81	66,422.20	68,504.60	70,586.99	72,056.92	1.8804
	Monthly	5,014.59	5,185.57	5,361.65	5,535.18	5,708.72	5,882.25	6,004.74	
	Bi-weekly	2,314.42	2,393.34	2,474.61	2,554.70	2,634.79	2,714.88	2,771.42	
	Hourly	28.930304	29.916728	30.932602	31.933752	32.934906	33.936054	34.642748	

**International Union of Operating Engineers (IUOE) Local 70/  
Operating Engineers 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.

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Grade		1	2	3	4	5	Night Diff
02	Annual	51,267.06	56,963.40	57,305.18	59,310.86	60,497.08	1.6432
	Monthly	4,272.26	4,746.95	4,775.43	4,942.57	5,041.42	
	Bi-weekly	1,971.81	2,190.90	2,204.05	2,281.19	2,326.81	
	Hourly	24.647625	27.386250	27.550568	28.514837	29.085134	
Grade		1	2	3	4	5	Night Diff
04	Annual	56,723.00	63,025.56	63,403.71	65,622.84	66,935.30	1.8180
	Monthly	4,726.92	5,252.13	5,283.64	5,468.57	5,577.94	
	Bi-weekly	2,181.65	2,424.06	2,438.60	2,523.96	2,574.43	
	Hourly	27.270675	30.300750	30.482555	31.549444	32.180433	

## 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	
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	41,774.87	43,393.54	45,186.60	46,874.96	48,789.60	50,756.44	52,775.78	55,351.77	57,910.55	60,521.54	61,739.84	1.3560
	Monthly	3,481.24	3,616.13	3,765.55	3,906.25	4,065.80	4,229.70	4,397.98	4,612.65	4,825.88	5,043.46	5,144.99	
	Bi-weekly	1,606.73	1,668.98	1,737.95	1,802.88	1,876.52	1,952.17	2,029.84	2,128.91	2,227.33	2,327.75	2,374.61	
	Hourly	20.084074	20.862277	21.724325	22.536039	23.456536	24.402134	25.372970	26.611426	27.841610	29.096896	29.682616	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	48,354.54	50,251.68	52,323.21	54,376.94	56,500.67	58,728.49	61,043.49	63,967.96	67,100.90	70,164.45	71,591.83	1.5704
	Monthly	4,029.55	4,187.64	4,360.27	4,531.41	4,708.39	4,894.04	5,086.96	5,330.66	5,591.74	5,847.04	5,965.99	
	Bi-weekly	1,859.79	1,932.76	2,012.43	2,091.42	2,173.10	2,258.79	2,347.83	2,460.31	2,580.80	2,698.63	2,753.53	
	Hourly	23.247374	24.159463	25.155391	26.142760	27.163783	28.234850	29.347833	30.753826	32.260048	33.732909	34.419151	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	54,376.94	56,500.67	58,728.49	61,043.49	63,411.01	65,865.11	68,510.79	71,922.51	75,543.01	78,954.74	80,556.20	1.7656
	Monthly	4,531.41	4,708.39	4,894.04	5,086.96	5,284.25	5,488.76	5,709.23	5,993.54	6,295.25	6,579.56	6,713.02	
	Bi-weekly	2,091.42	2,173.10	2,258.79	2,347.83	2,438.88	2,533.27	2,635.03	2,766.25	2,905.50	3,036.72	3,098.32	
	Hourly	26.142760	27.163783	28.234850	29.347833	30.486060	31.665916	32.937878	34.578128	36.318754	37.959007	38.728944	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	61,043.49	63,411.01	65,865.11	68,510.79	71,278.66	74,028.73	77,126.98	80,869.37	84,977.14	88,823.93	90,616.98	1.9816
	Monthly	5,086.96	5,284.25	5,488.76	5,709.23	5,939.89	6,169.06	6,427.25	6,739.11	7,081.43	7,401.99	7,551.42	
	Bi-weekly	2,347.83	2,438.88	2,533.27	2,635.03	2,741.49	2,847.26	2,966.42	3,110.36	3,268.35	3,416.31	3,485.27	
	Hourly	29.347833	30.486060	31.665916	32.937878	34.268586	35.590735	37.080280	38.879506	40.854393	42.703813	43.565854	



# International Union of Operating Engineers (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 or Part-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	49,495.64	54,995.16	55,545.11	56,656.01	58,072.41	59,233.86	1.7186
	Monthly	4,124.64	4,582.93	4,628.76	4,721.33	4,839.37	4,936.16	
	Bi-weekly	1,903.68	2,115.20	2,136.35	2,179.08	2,233.55	2,278.23	
	Hourly	23.795982	26.439980	26.704380	27.238468	27.919429	28.477818	
02	Annual	50,650.48	56,278.30	56,841.09	57,977.91	59,427.36	60,615.91	1.7587
	Monthly	4,220.87	4,689.86	4,736.76	4,831.49	4,952.28	5,051.33	
	Bi-weekly	1,948.10	2,164.55	2,186.20	2,229.92	2,285.67	2,331.38	
	Hourly	24.351190	27.056877	27.327446	27.873995	28.570845	29.142262	
05	Annual	53,000.66	58,889.62	59,478.51	60,668.08	62,184.79	63,428.48	1.8403
	Monthly	4,416.72	4,907.47	4,956.54	5,055.67	5,182.07	5,285.71	
	Bi-weekly	2,038.49	2,264.99	2,287.64	2,333.39	2,391.72	2,439.56	
	Hourly	25.481085	28.312316	28.595439	29.167348	29.896532	30.494463	
06	Annual	54,074.45	60,082.72	60,683.54	61,897.22	63,444.65	64,713.54	1.8776
	Monthly	4,506.20	5,006.89	5,056.96	5,158.10	5,287.05	5,392.80	
	Bi-weekly	2,079.79	2,310.87	2,333.98	2,380.66	2,440.18	2,488.98	
	Hourly	25.997330	28.885922	29.174781	29.758277	30.502234	31.112278	
08	Annual	55,837.08	62,041.20	62,661.62	63,914.85	65,512.72	66,822.97	1.9388
	Monthly	4,653.09	5,170.10	5,221.80	5,326.24	5,459.39	5,568.58	
	Bi-weekly	2,147.58	2,386.20	2,410.06	2,458.26	2,519.72	2,570.11	
	Hourly	26.844751	29.827502	30.125777	30.728292	31.496499	32.126429	
09	Annual	54,155.49	60,172.76	60,774.49	61,989.98	63,539.73	64,810.52	1.8804
	Monthly	4,512.96	5,014.40	5,064.54	5,165.83	5,294.98	5,400.88	
	Bi-weekly	2,082.90	2,314.34	2,337.48	2,384.23	2,443.84	2,492.71	
	Hourly	26.036291	28.929212	29.218505	29.802875	30.547947	31.158905	

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Grade		1	2	3	4	5	6	Night Diff
11M	Annual	57,802.32	64,224.80	64,867.05	66,164.39	67,818.50	69,174.87	2.0070
	Monthly	4,816.86	5,352.07	5,405.59	5,513.70	5,651.54	5,764.57	
	Bi-weekly	2,223.17	2,470.18	2,494.89	2,544.78	2,608.40	2,660.57	
	Hourly	27.789578	30.877308	31.186082	31.809803	32.605048	33.257149	
Grade		1	2	3	4	5	6	Night Diff
12	Annual	61,530.19	68,366.88	69,050.55	70,431.56	72,192.35	73,636.20	2.1365
	Monthly	5,127.52	5,697.24	5,754.21	5,869.30	6,016.03	6,136.35	
	Bi-weekly	2,366.55	2,629.50	2,655.79	2,708.91	2,776.63	2,832.16	
	Hourly	29.581824	32.868694	33.197381	33.861329	34.707862	35.402019	

# International Union of Operating Engineers (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	49,224.16	54,693.51	58,111.85	58,692.97	59,866.83	61,363.50	62,590.77	1.7092
	Monthly	4,102.01	4,557.79	4,842.65	4,891.08	4,988.90	5,113.63	5,215.90	
	Bi-weekly	1,893.24	2,103.60	2,235.07	2,257.42	2,302.57	2,360.13	2,407.34	
	Hourly	23.665460	26.294955	27.938390	28.217774	28.782129	29.501682	30.091716	

**American Federation of State, County and Municipal Employees (AFSCME) Local 151/Community  
Human Services Department Salary Plan**

**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).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
01A	Annual	41,094.19	42,224.80	43,320.20	44,521.56	45,881.85	47,242.45	48,637.96	50,086.76	52,330.54	53,390.71	1.2841
	Monthly	3,424.52	3,518.73	3,610.02	3,710.13	3,823.49	3,936.87	4,053.16	4,173.90	4,360.88	4,449.23	
	Bi-weekly	1,580.55	1,624.03	1,666.16	1,712.37	1,764.69	1,817.02	1,870.69	1,926.41	2,012.71	2,053.49	
	Hourly	19.756821	20.300385	20.827018	21.404595	22.058581	22.712717	23.383634	24.080171	25.158911	25.668612	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
02A	Annual	41,253.12	42,542.98	43,744.34	45,104.63	46,429.70	48,002.22	49,486.23	51,076.20	53,390.71	54,468.36	1.2891
	Monthly	3,437.76	3,545.25	3,645.36	3,758.72	3,869.14	4,000.19	4,123.85	4,256.35	4,449.23	4,539.03	
	Bi-weekly	1,586.66	1,636.27	1,682.47	1,734.79	1,785.76	1,846.24	1,903.32	1,964.47	2,053.49	2,094.94	
	Hourly	19.833232	20.453354	21.030932	21.684918	22.321972	23.077988	23.791456	24.555864	25.668612	26.186710	

**American Federation of State, County and Municipal Employees (AFSCME) Local  
151/Community Human Services Department/  
Maintenance Mechanical Salary Plan**

**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	43,791.50	45,353.29	46,884.46	48,415.63	49,977.43	51,569.85	52,611.04	1.3684
	Monthly	3,649.29	3,779.44	3,907.04	4,034.64	4,164.79	4,297.49	4,384.25	
	Bi-weekly	1,684.29	1,744.36	1,803.25	1,862.14	1,922.21	1,983.46	2,023.50	
	Hourly	21.053605	21.804466	22.540605	23.276746	24.027609	24.793195	25.293771	
Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	50,406.16	52,182.31	53,927.85	55,704.01	57,510.79	59,225.70	60,389.39	1.5751
	Monthly	4,200.51	4,348.53	4,493.99	4,642.00	4,792.57	4,935.48	5,032.45	
	Bi-weekly	1,938.70	2,007.01	2,074.15	2,142.46	2,211.95	2,277.91	2,322.67	
	Hourly	24.233729	25.087650	25.926850	26.780772	27.649417	28.473894	29.033360	

**American Federation of State, County and Municipal Employees (AFSCME) Local  
151/Community Human Services Department/Annual Salary Plan**

**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	25,758.89	26,447.92	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,306.33	32,560.66	34,044.98	34,734.00	0.8049
	Monthly	2,146.57	2,203.99	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,608.86	2,713.39	2,837.08	2,894.50	
	Bi-weekly	990.73	1,017.23	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,204.09	1,252.33	1,309.42	1,335.92	
	Hourly	12.384082	12.715346	13.097551	13.411882	13.802622	14.235769	14.533023	15.051118	15.654163	16.367777	16.699040	
02	Annual	26,447.92	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	32,348.75	33,673.82	35,175.59	35,899.84	0.8264
	Monthly	2,203.99	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,695.73	2,806.15	2,931.30	2,991.65	
	Bi-weekly	1,017.23	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,244.18	1,295.15	1,352.91	1,380.76	
	Hourly	12.715346	13.097551	13.411882	13.802622	14.235769	14.533023	14.966165	15.552282	16.189336	16.911343	17.259538	
03	Annual	27,242.91	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,249.69	34,663.26	36,235.47	36,960.02	0.8513
	Monthly	2,270.24	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,770.81	2,888.61	3,019.62	3,080.00	
	Bi-weekly	1,047.80	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,278.83	1,333.20	1,393.67	1,421.54	
	Hourly	13.097551	13.411882	13.802622	14.235769	14.533023	14.966165	15.373988	15.985428	16.665030	17.420899	17.769242	
04	Annual	27,896.72	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,345.09	35,758.67	37,366.39	38,108.40	0.8717
	Monthly	2,324.73	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,862.09	2,979.89	3,113.87	3,175.70	
	Bi-weekly	1,072.95	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,320.96	1,375.33	1,437.17	1,465.71	
	Hourly	13.411882	13.802622	14.235769	14.533023	14.966165	15.373988	15.883544	16.512062	17.191666	17.964612	18.321347	
05	Annual	28,709.45	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	35,405.27	36,889.28	38,602.97	39,362.74	0.8971
	Monthly	2,392.46	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,950.44	3,074.11	3,216.91	3,280.23	
	Bi-weekly	1,104.21	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,361.74	1,418.82	1,484.73	1,513.95	
	Hourly	13.802622	14.235769	14.533023	14.966165	15.373988	15.883544	16.367777	17.021764	17.735231	18.559119	18.924393	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	29,610.40	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,500.67	37,949.47	39,645.39	40,458.13	0.9253
	Monthly	2,467.53	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,041.72	3,162.46	3,303.78	3,371.51	
	Bi-weekly	1,138.86	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,403.87	1,459.59	1,524.82	1,556.08	
	Hourly	14.235769	14.533023	14.966165	15.373988	15.883544	16.367777	16.817852	17.548400	18.244935	19.060284	19.451025	
07	Annual	30,228.69	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,596.06	39,239.02	40,988.22	41,800.97	0.9446
	Monthly	2,519.06	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,133.01	3,269.92	3,415.69	3,483.41	
	Bi-weekly	1,162.64	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,446.00	1,509.19	1,576.47	1,607.73	
	Hourly	14.533023	14.966165	15.373988	15.883544	16.367777	16.817852	17.327558	18.075031	18.864913	19.705877	20.096621	
08	Annual	31,129.62	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,850.40	40,564.09	42,401.50	43,267.22	0.9728
	Monthly	2,594.14	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,237.53	3,380.34	3,533.46	3,605.60	
	Bi-weekly	1,197.29	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,494.25	1,560.16	1,630.83	1,664.12	
	Hourly	14.966165	15.373988	15.883544	16.367777	16.817852	17.327558	17.922065	18.678076	19.501968	20.385335	20.801550	
08F	Annual	32,225.03	33,126.27	34,044.98	35,210.81	36,200.25	37,260.44	38,373.29	40,069.52	41,800.97	43,691.35	44,557.08	1.0070
	Monthly	2,685.42	2,760.52	2,837.08	2,934.23	3,016.69	3,105.04	3,197.78	3,339.13	3,483.41	3,640.95	3,713.09	
	Bi-weekly	1,239.42	1,274.09	1,309.42	1,354.26	1,392.32	1,433.09	1,475.90	1,541.14	1,607.73	1,680.44	1,713.73	
	Hourly	15.492804	15.926093	16.367777	16.928275	17.403967	17.913671	18.448699	19.264194	20.096621	21.005458	21.421671	
09	Annual	31,977.90	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	40,122.50	41,836.19	43,726.58	44,610.06	0.9993
	Monthly	2,664.83	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,343.54	3,486.35	3,643.88	3,717.51	
	Bi-weekly	1,229.92	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,543.17	1,609.08	1,681.79	1,715.77	
	Hourly	15.373988	15.883544	16.367777	16.817852	17.327558	17.922065	18.499640	19.289664	20.113555	21.022392	21.447143	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	33,037.77	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,535.77	43,249.46	45,210.59	46,111.52	1.0324
	Monthly	2,753.15	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,461.32	3,604.12	3,767.55	3,842.63	
	Bi-weekly	1,270.68	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,597.53	1,663.44	1,738.87	1,773.52	
	Hourly	15.883544	16.367777	16.817852	17.327558	17.922065	18.499640	19.128302	19.969122	20.793009	21.735861	22.169002	
10C	Annual	33,461.91	34,415.83	35,281.55	36,606.63	37,649.05	38,726.69	39,875.07	41,641.73	43,337.97	45,352.07	46,235.25	1.0456
	Monthly	2,788.49	2,867.99	2,940.13	3,050.55	3,137.42	3,227.22	3,322.92	3,470.14	3,611.50	3,779.34	3,852.94	
	Bi-weekly	1,287.00	1,323.69	1,356.98	1,407.95	1,448.04	1,489.49	1,533.66	1,601.61	1,666.84	1,744.31	1,778.28	
	Hourly	16.087457	16.546071	16.962284	17.599340	18.100505	18.618600	19.170706	20.020063	20.835560	21.803879	22.228485	
11	Annual	34,044.98	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,931.59	44,786.76	46,836.08	47,789.99	1.0639
	Monthly	2,837.08	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,577.63	3,732.23	3,903.01	3,982.50	
	Bi-weekly	1,309.42	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,651.21	1,722.57	1,801.39	1,838.08	
	Hourly	16.367777	16.817852	17.327558	17.922065	18.499640	19.128302	19.765360	20.640186	21.532094	22.517345	22.975958	
11C	Annual	34,698.48	35,652.71	36,748.11	37,984.68	39,292.00	40,546.33	41,871.41	43,744.34	45,669.93	47,737.02	48,673.49	1.0843
	Monthly	2,891.54	2,971.06	3,062.34	3,165.39	3,274.33	3,378.86	3,489.28	3,645.36	3,805.83	3,978.09	4,056.12	
	Bi-weekly	1,334.56	1,371.26	1,413.39	1,460.95	1,511.23	1,559.47	1,610.44	1,682.47	1,756.54	1,836.04	1,872.06	
	Hourly	16.681962	17.140725	17.667360	18.261866	18.890383	19.493428	20.130485	21.030932	21.956699	22.950488	23.400715	
11F	Annual	34,892.94	35,882.38	36,907.04	38,055.42	39,344.98	40,634.83	41,959.91	43,832.54	45,687.70	47,754.78	48,691.25	1.0904
	Monthly	2,907.75	2,990.20	3,075.59	3,171.29	3,278.75	3,386.24	3,496.66	3,652.71	3,807.31	3,979.57	4,057.60	
	Bi-weekly	1,342.04	1,380.09	1,419.50	1,463.67	1,513.27	1,562.88	1,613.84	1,685.87	1,757.22	1,836.72	1,872.74	
	Hourly	16.775453	17.251145	17.743770	18.295875	18.915855	19.535977	20.173032	21.073334	21.965238	22.959027	23.409253	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,981.13	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	44,380.38	46,358.97	48,461.57	49,415.49	1.0931
	Monthly	2,915.09	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,698.37	3,863.25	4,038.46	4,117.96	
	Bi-weekly	1,345.43	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,706.94	1,783.04	1,863.91	1,900.60	
	Hourly	16.817852	17.327558	17.922065	18.499640	19.128302	19.765360	20.436277	21.336722	22.287964	23.298832	23.757445	
13	Annual	36,041.32	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,917.37	48,125.63	50,281.21	51,305.87	1.1262
	Monthly	3,003.44	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,826.45	4,010.47	4,190.10	4,275.49	
	Bi-weekly	1,386.20	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,766.05	1,850.99	1,933.89	1,973.30	
	Hourly	17.327558	17.922065	18.499640	19.128302	19.765360	20.436277	21.124273	22.075658	23.137320	24.173658	24.666285	
14	Annual	37,277.90	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,825.53	50,069.30	52,295.31	53,355.20	1.1649
	Monthly	3,106.49	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,985.46	4,172.44	4,357.94	4,446.27	
	Bi-weekly	1,433.77	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,839.44	1,925.74	2,011.36	2,052.12	
	Hourly	17.922065	18.499640	19.128302	19.765360	20.436277	21.124273	21.863358	22.993041	24.071778	25.141977	25.651536	
14F	Annual	37,984.68	39,292.00	40,546.33	41,871.41	43,320.20	44,786.76	46,341.20	48,708.70	51,765.22	54,150.17	55,245.57	1.1870
	Monthly	3,165.39	3,274.33	3,378.86	3,489.28	3,610.02	3,732.23	3,861.77	4,059.06	4,313.77	4,512.51	4,603.80	
	Bi-weekly	1,460.95	1,511.23	1,559.47	1,610.44	1,666.16	1,722.57	1,782.35	1,873.41	1,990.97	2,082.70	2,124.83	
	Hourly	18.261866	18.890383	19.493428	20.130485	20.827018	21.532094	22.279425	23.417646	24.887126	26.033737	26.560372	
15	Annual	38,479.25	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,574.43	52,012.66	54,326.87	55,404.82	1.2024
	Monthly	3,206.60	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,131.20	4,334.39	4,527.24	4,617.07	
	Bi-weekly	1,479.97	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,906.71	2,000.49	2,089.50	2,130.95	
	Hourly	18.499640	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.833859	25.006087	26.118689	26.636932	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	39,097.84	40,405.16	41,730.23	43,179.03	44,592.30	46,164.81	48,002.22	50,369.41	54,786.23	57,206.70	58,355.08	1.2218
	Monthly	3,258.15	3,367.10	3,477.52	3,598.25	3,716.03	3,847.07	4,000.19	4,197.45	4,565.52	4,767.23	4,862.92	
	Bi-weekly	1,503.76	1,554.04	1,605.01	1,660.73	1,715.09	1,775.57	1,846.24	1,937.28	2,107.16	2,200.26	2,244.43	
	Hourly	18.797039	19.425556	20.062612	20.759147	21.438604	22.194621	23.077988	24.216061	26.339533	27.503222	28.055326	
15F	Annual	39,344.98	40,634.83	41,924.38	43,320.20	44,910.17	46,358.97	48,002.22	50,457.91	52,860.62	56,323.52	57,454.13	1.2295
	Monthly	3,278.75	3,386.24	3,493.70	3,610.02	3,742.51	3,863.25	4,000.19	4,204.83	4,405.05	4,693.63	4,787.85	
	Bi-weekly	1,513.27	1,562.88	1,612.48	1,666.16	1,727.31	1,783.04	1,846.24	1,940.69	2,033.10	2,166.29	2,209.77	
	Hourly	18.915855	19.535977	20.155953	20.827018	21.591427	22.287964	23.077988	24.258610	25.413761	27.078616	27.622180	
16	Annual	39,786.87	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,482.57	54,167.94	56,641.39	57,772.01	1.2433
	Monthly	3,315.57	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,290.21	4,514.00	4,720.12	4,814.33	
	Bi-weekly	1,530.26	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,980.10	2,083.38	2,178.51	2,222.00	
	Hourly	19.128302	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.751234	26.042279	27.231437	27.775004	
16C	Annual	40,546.33	41,871.41	43,320.20	44,786.76	46,341.20	48,178.61	50,016.02	52,542.45	55,245.57	57,736.79	58,902.93	1.2670
	Monthly	3,378.86	3,489.28	3,610.02	3,732.23	3,861.77	4,014.88	4,168.00	4,378.54	4,603.80	4,811.40	4,908.58	
	Bi-weekly	1,559.47	1,610.44	1,666.16	1,722.57	1,782.35	1,853.02	1,923.69	2,020.86	2,124.83	2,220.65	2,265.50	
	Hourly	19.493428	20.130485	20.827018	21.532094	22.279425	23.162792	24.046161	25.260792	26.560372	27.758073	28.318718	
16D	Annual	41,129.40	42,454.47	43,832.54	45,246.11	46,906.82	48,496.79	50,157.49	52,754.67	55,210.36	57,719.03	58,885.17	1.2852
	Monthly	3,427.45	3,537.87	3,652.71	3,770.51	3,908.90	4,041.40	4,179.79	4,396.22	4,600.86	4,809.92	4,907.10	
	Bi-weekly	1,581.90	1,632.86	1,685.87	1,740.23	1,804.11	1,865.26	1,929.13	2,029.03	2,123.48	2,219.96	2,264.81	
	Hourly	19.773751	20.410805	21.073334	21.752936	22.551354	23.315763	24.114180	25.362821	26.543441	27.749534	28.310178	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	41,111.95	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	53,514.44	56,093.84	58,708.47	59,892.07	1.2847
	Monthly	3,426.00	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,459.54	4,674.49	4,892.37	4,991.01	
	Bi-weekly	1,581.23	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,058.25	2,157.46	2,258.02	2,303.54	
	Hourly	19.765360	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.728094	26.968194	28.225228	28.794265	
17G	Annual	41,871.41	43,320.20	44,786.76	46,341.20	48,178.61	50,016.02	51,994.90	54,503.57	62,966.35	65,828.42	67,153.50	1.3084
	Monthly	3,489.28	3,610.02	3,732.23	3,861.77	4,014.88	4,168.00	4,332.91	4,541.96	5,247.20	5,485.70	5,596.13	
	Bi-weekly	1,610.44	1,666.16	1,722.57	1,782.35	1,853.02	1,923.69	1,999.80	2,096.29	2,421.78	2,531.86	2,582.83	
	Hourly	20.130485	20.827018	21.532094	22.279425	23.162792	24.046161	24.997548	26.203640	30.272285	31.648279	32.285335	
17I	Annual	42,878.61	44,309.64	45,722.91	47,242.45	48,920.92	50,563.87	52,277.56	55,033.66	57,613.07	60,210.25	61,411.60	1.3399
	Monthly	3,573.22	3,692.47	3,810.24	3,936.87	4,076.74	4,213.66	4,356.46	4,586.14	4,801.09	5,017.52	5,117.63	
	Bi-weekly	1,649.18	1,704.22	1,758.57	1,817.02	1,881.57	1,944.76	2,010.68	2,116.68	2,215.89	2,315.78	2,361.98	
	Hourly	20.614717	21.302711	21.982169	22.712717	23.519672	24.309551	25.133440	26.458491	27.698591	28.947234	29.524809	
18	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	58,302.10	60,970.01	62,206.59	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	4,858.51	5,080.83	5,183.88	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,242.39	2,345.00	2,392.56	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	28.029856	29.312506	29.907012	
18F	Annual	43,320.20	44,910.17	46,358.97	48,002.22	49,910.06	51,747.46	53,797.09	56,446.93	59,273.78	63,160.81	64,432.61	1.3537
	Monthly	3,610.02	3,742.51	3,863.25	4,000.19	4,159.17	4,312.29	4,483.09	4,703.91	4,939.48	5,263.40	5,369.38	
	Bi-weekly	1,666.16	1,727.31	1,783.04	1,846.24	1,919.62	1,990.29	2,069.12	2,171.04	2,279.76	2,429.26	2,478.18	
	Hourly	20.827018	21.591427	22.287964	23.077988	23.995221	24.878588	25.863984	27.137948	28.497011	30.365775	30.977215	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	42,507.46	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,634.49	58,302.10	62,188.82	63,425.71	1.3283
	Monthly	3,542.29	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,636.21	4,858.51	5,182.40	5,285.48	
	Bi-weekly	1,634.90	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,139.79	2,242.39	2,391.88	2,439.45	
	Hourly	20.436277	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.747353	28.029856	29.898471	30.493128	
18P	Annual	44,380.38	45,828.87	47,330.64	49,009.11	50,634.61	52,383.51	54,486.11	57,189.24	59,962.81	62,665.94	63,920.27	1.3868
	Monthly	3,698.37	3,819.07	3,944.22	4,084.09	4,219.55	4,365.29	4,540.51	4,765.77	4,996.90	5,222.16	5,326.69	
	Bi-weekly	1,706.94	1,762.65	1,820.41	1,884.97	1,947.48	2,014.75	2,095.62	2,199.59	2,306.26	2,410.23	2,458.47	
	Hourly	21.336722	22.033111	22.755114	23.562074	24.343561	25.184379	26.195247	27.494828	28.828273	30.127855	30.730899	
19	Annual	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,719.03	60,439.92	63,196.03	64,468.13	1.3730
	Monthly	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,809.92	5,036.66	5,266.34	5,372.34	
	Bi-weekly	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,219.96	2,324.61	2,430.62	2,479.54	
	Hourly	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.749534	29.057652	30.382707	30.994294	
19F	Annual	45,246.11	46,906.82	48,496.79	50,157.49	52,118.61	54,114.96	56,252.78	59,026.65	61,906.17	66,022.87	67,347.96	1.4139
	Monthly	3,770.51	3,908.90	4,041.40	4,179.79	4,343.22	4,509.58	4,687.73	4,918.89	5,158.85	5,501.91	5,612.33	
	Bi-weekly	1,740.23	1,804.11	1,865.26	1,929.13	2,004.56	2,081.34	2,163.57	2,270.26	2,381.01	2,539.34	2,590.31	
	Hourly	21.752936	22.551354	23.315763	24.114180	25.057026	26.016806	27.044604	28.378197	29.762582	31.741766	32.378825	
19I	Annual	43,938.49	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,719.03	63,001.57	65,846.18	67,171.26	1.3730
	Monthly	3,661.54	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,809.92	5,250.13	5,487.18	5,597.61	
	Bi-weekly	1,689.94	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,219.96	2,423.14	2,532.55	2,583.51	
	Hourly	21.124273	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.749534	30.289218	31.656818	32.293873	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	45,475.79	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	60,121.75	62,931.13	65,757.68	67,100.52	1.4211
	Monthly	3,789.65	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	5,010.15	5,244.26	5,479.81	5,591.71	
	Bi-weekly	1,749.07	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,312.37	2,420.43	2,529.14	2,580.79	
	Hourly	21.863358	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.904685	30.255353	31.614270	32.259864	
20B	Annual	46,447.47	48,108.17	49,627.40	51,411.83	53,443.70	55,528.23	57,666.05	60,475.14	71,163.94	74,379.40	75,863.41	1.4514
	Monthly	3,870.62	4,009.02	4,135.62	4,284.32	4,453.64	4,627.35	4,805.50	5,039.60	5,930.33	6,198.28	6,321.95	
	Bi-weekly	1,786.44	1,850.31	1,908.75	1,977.38	2,055.53	2,135.70	2,217.93	2,325.97	2,737.07	2,860.75	2,917.82	
	Hourly	22.330513	23.128930	23.859328	24.717226	25.694084	26.696264	27.724063	29.074584	34.213434	35.759326	36.472794	
20P	Annual	46,800.56	48,479.03	50,387.17	52,277.56	54,326.88	56,411.72	58,620.28	61,499.81	64,397.39	67,312.43	68,655.27	1.4625
	Monthly	3,900.05	4,039.92	4,198.93	4,356.46	4,527.24	4,700.98	4,885.02	5,124.98	5,366.45	5,609.37	5,721.27	
	Bi-weekly	1,800.02	1,864.58	1,937.97	2,010.68	2,089.50	2,169.68	2,254.63	2,365.38	2,476.82	2,588.94	2,640.59	
	Hourly	22.500268	23.307227	24.224602	25.133442	26.118692	27.121018	28.182827	29.567214	30.960283	32.361745	33.007343	
21	Annual	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	62,348.07	65,439.81	68,390.07	69,768.12	1.4774
	Monthly	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,195.67	5,453.32	5,699.17	5,814.01	
	Bi-weekly	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,398.00	2,516.92	2,630.39	2,683.39	
	Hourly	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.975032	31.461448	32.879841	33.542367	
21E	Annual	48,479.03	50,387.17	52,277.56	54,326.87	56,411.71	58,620.28	60,970.01	64,096.97	67,047.54	71,482.12	72,930.61	1.5149
	Monthly	4,039.92	4,198.93	4,356.46	4,527.24	4,700.98	4,885.02	5,080.83	5,341.42	5,587.30	5,956.84	6,077.55	
	Bi-weekly	1,864.58	1,937.97	2,010.68	2,089.50	2,169.68	2,254.63	2,345.00	2,465.27	2,578.75	2,749.31	2,805.02	
	Hourly	23.307224	24.224599	25.133440	26.118689	27.121016	28.182825	29.312506	30.815853	32.234393	34.366402	35.062792	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	47,277.66	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	62,348.07	69,732.90	72,860.17	74,326.42	1.4774
	Monthly	3,939.81	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,195.67	5,811.08	6,071.68	6,193.87	
	Bi-weekly	1,818.37	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,398.00	2,682.03	2,802.31	2,858.71	
	Hourly	22.729646	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.975032	33.525434	35.028929	35.733857	
22	Annual	49,097.31	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,715.26	67,860.28	70,899.05	72,330.08	1.5342
	Monthly	4,091.44	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,392.94	5,655.02	5,908.25	6,027.51	
	Bi-weekly	1,888.36	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,489.05	2,610.01	2,726.89	2,781.93	
	Hourly	23.604476	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	31.113105	32.625135	34.086081	34.774078	
23	Annual	51,005.46	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	67,224.24	70,633.84	73,831.86	75,298.10	1.5939
	Monthly	4,250.46	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,602.02	5,886.15	6,152.66	6,274.84	
	Bi-weekly	1,961.75	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,585.55	2,716.69	2,839.69	2,896.08	
	Hourly	24.521855	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	32.319345	33.958579	35.496084	36.201010	
23P	Annual	52,383.51	54,486.11	56,517.67	58,779.21	61,040.45	63,513.90	65,952.14	69,273.55	72,577.52	77,294.45	78,849.19	1.6369
	Monthly	4,365.29	4,540.51	4,709.81	4,898.27	5,086.70	5,292.83	5,496.01	5,772.80	6,048.13	6,441.20	6,570.77	
	Bi-weekly	2,014.75	2,095.62	2,173.76	2,260.74	2,347.71	2,442.84	2,536.62	2,664.37	2,791.44	2,972.86	3,032.66	
	Hourly	25.184379	26.195247	27.171958	28.259234	29.346369	30.535528	31.707759	33.304592	34.893039	37.160791	37.908265	
23S	Annual	52,701.69	54,803.99	56,853.31	59,114.85	61,305.64	63,761.34	66,322.99	69,609.19	79,361.52	82,948.14	84,591.09	1.6469
	Monthly	4,391.81	4,567.00	4,737.78	4,926.24	5,108.80	5,313.45	5,526.92	5,800.77	6,613.46	6,912.35	7,049.26	
	Bi-weekly	2,026.99	2,107.85	2,186.67	2,273.65	2,357.91	2,452.36	2,550.88	2,677.28	3,052.37	3,190.31	3,253.50	
	Hourly	25.337351	26.348070	27.333321	28.420599	29.473866	30.654489	31.886051	33.465955	38.154576	39.878913	40.668792	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	52,966.58	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,909.60	73,283.99	76,623.18	78,177.93	1.6552
	Monthly	4,413.88	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,825.80	6,107.00	6,385.27	6,514.83	
	Bi-weekly	2,037.18	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,688.83	2,818.62	2,947.05	3,006.84	
	Hourly	25.464702	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.610386	35.232689	36.838066	37.585542	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	55,051.42	57,224.46	59,362.28	61,676.50	64,114.73	66,464.47	69,114.62	72,506.77	76,146.07	79,573.75	81,181.47	1.7203
	Monthly	4,587.62	4,768.71	4,946.86	5,139.71	5,342.89	5,538.71	5,759.55	6,042.23	6,345.51	6,631.15	6,765.12	
	Bi-weekly	2,117.36	2,200.94	2,283.16	2,372.17	2,465.95	2,556.33	2,658.25	2,788.72	2,928.69	3,060.53	3,122.36	
	Hourly	26.467029	27.511761	28.539559	29.652161	30.824391	31.954072	33.228182	34.859025	36.608685	38.256608	39.029555	

**American Federation of State, County and Municipal Employees (AFSCME) Local  
151/Community Human Services Department/Annual Salary Plan 2**

**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	21,706.54	22,574.80	23,092.71	23,945.74	24,859.69	25,986.92	26,474.37	26,739.11	27,006.50	27,276.57	27,549.33	0.6783
	Monthly	1,808.88	1,881.23	1,924.39	1,995.48	2,071.64	2,165.58	2,206.20	2,228.26	2,250.54	2,273.05	2,295.78	
	Bi-weekly	834.87	868.26	888.18	920.99	956.14	999.50	1,018.24	1,028.43	1,038.71	1,049.10	1,059.59	
	Hourly	10.435836	10.853270	11.102264	11.512377	11.951776	12.493709	12.728060	12.855341	12.983895	13.113733	13.244871	
01F	Annual	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	31,668.00	0.9896
	Monthly	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	2,639.00	
	Bi-weekly	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	1,218.00	
	Hourly	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	15.225000	
11	Annual	34,168.39	35,281.55	36,429.93	37,596.06	38,850.40	40,193.25	41,694.71	43,390.94	45,334.31	47,383.62	48,337.85	1.0677
	Monthly	2,847.37	2,940.13	3,035.83	3,133.01	3,237.53	3,349.44	3,474.56	3,615.91	3,777.86	3,948.64	4,028.15	
	Bi-weekly	1,314.17	1,356.98	1,401.15	1,446.00	1,494.25	1,545.89	1,603.64	1,668.88	1,743.63	1,822.45	1,859.15	
	Hourly	16.427110	16.962284	17.514390	18.075031	18.678076	19.323676	20.045532	20.861027	21.795339	22.780588	23.239351	
11M	Annual	34,804.44	35,846.86	37,030.76	38,267.34	39,539.43	40,988.22	42,383.73	44,150.71	46,341.20	48,408.28	49,380.27	1.0876
	Monthly	2,900.37	2,987.24	3,085.90	3,188.95	3,294.95	3,415.69	3,531.98	3,679.23	3,861.77	4,034.02	4,115.02	
	Bi-weekly	1,338.63	1,378.73	1,424.26	1,471.82	1,520.75	1,576.47	1,630.14	1,698.10	1,782.35	1,861.86	1,899.24	
	Hourly	16.732902	17.234067	17.803251	18.397757	19.009343	19.705877	20.376795	21.226302	22.279425	23.273212	23.740515	
12	Annual	35,281.55	36,429.93	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,927.93	47,259.90	49,397.73	50,387.17	1.1025
	Monthly	2,940.13	3,035.83	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,743.99	3,938.33	4,116.48	4,198.93	
	Bi-weekly	1,356.98	1,401.15	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,728.00	1,817.69	1,899.91	1,937.97	
	Hourly	16.962284	17.514390	18.075031	18.678076	19.323676	20.045532	20.699665	21.599966	22.721107	23.748907	24.224599	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12M	Annual	35,846.86	37,030.76	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,864.40	48,072.65	50,210.48	51,217.68	1.1202
	Monthly	2,987.24	3,085.90	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,822.03	4,006.05	4,184.21	4,268.14	
	Bi-weekly	1,378.73	1,424.26	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,764.02	1,848.95	1,931.17	1,969.91	
	Hourly	17.234067	17.803251	18.397757	19.009343	19.705877	20.376795	21.124273	22.050190	23.111850	24.139652	24.623883	
13	Annual	36,429.93	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,765.34	49,097.31	51,341.09	52,348.30	1.1384
	Monthly	3,035.83	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,897.11	4,091.44	4,278.42	4,362.36	
	Bi-weekly	1,401.15	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,798.67	1,888.36	1,974.66	2,013.40	
	Hourly	17.514390	18.075031	18.678076	19.323676	20.045532	20.699665	21.489548	22.483334	23.604476	24.683216	25.167450	
13M	Annual	37,030.76	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,825.53	50,069.30	52,295.31	53,355.20	1.1572
	Monthly	3,085.90	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,985.46	4,172.44	4,357.94	4,446.27	
	Bi-weekly	1,424.26	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,839.44	1,925.74	2,011.36	2,052.12	
	Hourly	17.803251	18.397757	19.009343	19.705877	20.376795	21.124273	21.871748	22.993041	24.071778	25.141977	25.651536	
14	Annual	37,596.06	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,708.70	51,129.17	53,425.93	54,503.57	1.1748
	Monthly	3,133.01	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,059.06	4,260.76	4,452.16	4,541.96	
	Bi-weekly	1,446.00	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,873.41	1,966.51	2,054.84	2,096.29	
	Hourly	18.075031	18.678076	19.323676	20.045532	20.699665	21.489548	22.287964	23.417646	24.581333	25.685544	26.203640	
14M	Annual	38,267.34	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,698.15	52,083.10	54,433.14	55,528.23	1.1958
	Monthly	3,188.95	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,141.51	4,340.26	4,536.10	4,627.35	
	Bi-weekly	1,471.82	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,911.47	2,003.20	2,093.58	2,135.70	
	Hourly	18.397757	19.009343	19.705877	20.376795	21.124273	21.871748	22.729646	23.893339	25.039951	26.169777	26.696264	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	38,850.40	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,563.87	53,019.56	55,404.82	56,535.43	1.2140
	Monthly	3,237.53	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,213.66	4,418.30	4,617.07	4,711.29	
	Bi-weekly	1,494.25	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,944.76	2,039.21	2,130.95	2,174.44	
	Hourly	18.678076	19.323676	20.045532	20.699665	21.489548	22.287964	23.137320	24.309551	25.490175	26.636932	27.180497	
15D	Annual	39,822.09	41,182.38	42,507.46	44,009.22	45,599.20	47,259.90	48,956.13	51,429.59	58,690.71	61,340.86	62,577.74	1.2444
	Monthly	3,318.51	3,431.87	3,542.29	3,667.44	3,799.93	3,938.33	4,079.68	4,285.80	4,890.89	5,111.74	5,214.81	
	Bi-weekly	1,531.62	1,583.94	1,634.90	1,692.66	1,753.82	1,817.69	1,882.93	1,978.06	2,257.34	2,359.26	2,406.84	
	Hourly	19.145235	19.799221	20.436277	21.158281	21.922692	22.721107	23.536603	24.725765	28.216688	29.490800	30.085452	
15M	Annual	39,539.43	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,694.48	54,238.68	56,694.37	57,824.98	1.2356
	Monthly	3,294.95	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,307.87	4,519.89	4,724.53	4,818.75	
	Bi-weekly	1,520.75	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,988.25	2,086.10	2,180.55	2,224.04	
	Hourly	19.009343	19.705877	20.376795	21.124273	21.871748	22.729646	23.647025	24.853117	26.076288	27.256907	27.800473	
16	Annual	40,193.25	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,736.91	55,316.32	57,772.01	58,938.14	1.2560
	Monthly	3,349.44	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,394.74	4,609.69	4,814.33	4,911.51	
	Bi-weekly	1,545.89	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,028.34	2,127.55	2,222.00	2,266.85	
	Hourly	19.323676	20.045532	20.699665	21.489548	22.287964	23.137320	24.088710	25.354283	26.594382	27.775004	28.335646	
16M	Annual	40,988.22	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,708.59	56,411.71	58,955.91	60,139.50	1.2808
	Monthly	3,415.69	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,475.72	4,700.98	4,912.99	5,011.63	
	Bi-weekly	1,576.47	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,065.71	2,169.68	2,267.53	2,313.06	
	Hourly	19.705877	20.376795	21.124273	21.871748	22.729646	23.647025	24.606804	25.821435	27.121016	28.344187	28.913223	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16V	Annual	41,624.28	43,072.77	44,557.08	46,235.25	48,019.67	49,786.34	51,835.97	54,556.55	57,206.70	59,803.87	61,005.23	1.3007
	Monthly	3,468.69	3,589.40	3,713.09	3,852.94	4,001.64	4,148.86	4,319.66	4,546.38	4,767.23	4,983.66	5,083.77	
	Bi-weekly	1,600.93	1,656.64	1,713.73	1,778.28	1,846.91	1,914.86	1,993.69	2,098.33	2,200.26	2,300.15	2,346.35	
	Hourly	20.011671	20.708061	21.421671	22.228485	23.086379	23.935739	24.921138	26.229110	27.503222	28.751861	29.329436	
17	Annual	41,694.71	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,680.27	57,436.37	59,998.33	61,199.68	1.3029
	Monthly	3,474.56	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,556.69	4,786.36	4,999.86	5,099.97	
	Bi-weekly	1,603.64	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,103.09	2,209.09	2,307.63	2,353.83	
	Hourly	20.045532	20.699665	21.489548	22.287964	23.137320	24.088710	25.039951	26.288589	27.613641	28.845350	29.422925	
17M	Annual	42,383.73	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,864.17	58,620.28	61,270.12	62,507.00	1.3244
	Monthly	3,531.98	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,655.35	4,885.02	5,105.84	5,208.92	
	Bi-weekly	1,630.14	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,148.62	2,254.63	2,356.54	2,404.12	
	Hourly	20.376795	21.124273	21.871748	22.729646	23.647025	24.606804	25.575122	26.857773	28.182825	29.456789	30.051444	
18	Annual	43,055.30	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,871.07	59,839.09	62,542.22	63,796.55	1.3454
	Monthly	3,587.94	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,739.26	4,986.59	5,211.85	5,316.38	
	Bi-weekly	1,655.97	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,187.35	2,301.50	2,405.47	2,453.71	
	Hourly	20.699665	21.489548	22.287964	23.137320	24.088710	25.039951	26.076288	27.341859	28.768793	30.068375	30.671419	
18C	Annual	43,991.47	45,458.02	47,153.94	48,956.13	50,846.52	52,895.84	54,980.68	57,701.58	60,545.88	63,301.99	64,574.08	1.3747
	Monthly	3,665.96	3,788.17	3,929.50	4,079.68	4,237.21	4,407.99	4,581.72	4,808.47	5,045.49	5,275.17	5,381.17	
	Bi-weekly	1,691.98	1,748.39	1,813.61	1,882.93	1,955.64	2,034.46	2,114.64	2,219.29	2,328.69	2,434.69	2,483.62	
	Hourly	21.149745	21.854819	22.670165	23.536603	24.445444	25.430691	26.433020	27.741142	29.108596	30.433648	31.045229	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	43,938.49	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	58,107.95	60,864.05	63,620.17	64,891.96	1.3730
	Monthly	3,661.54	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,842.33	5,072.00	5,301.68	5,407.66	
	Bi-weekly	1,689.94	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,234.92	2,340.93	2,446.93	2,495.84	
	Hourly	21.124273	21.871748	22.729646	23.647025	24.606804	25.575122	26.568912	27.936513	29.261563	30.586619	31.198057	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	44,698.26	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	59,114.85	61,870.95	64,644.82	65,934.37	1.3968
	Monthly	3,724.86	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,926.24	5,155.91	5,387.07	5,494.53	
	Bi-weekly	1,719.16	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,273.65	2,379.65	2,486.34	2,535.94	
	Hourly	21.489548	22.287964	23.137320	24.088710	25.039951	26.076288	27.061538	28.420599	29.745651	31.079242	31.699218	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	45,493.24	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	60,263.22	63,266.77	66,164.05	67,489.13	1.4216
	Monthly	3,791.10	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	5,021.94	5,272.23	5,513.67	5,624.09	
	Bi-weekly	1,749.74	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,317.82	2,433.34	2,544.77	2,595.74	
	Hourly	21.871748	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.972704	30.416717	31.809639	32.446695	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	46,358.97	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	61,464.58	64,415.15	67,330.19	68,673.03	1.4487
	Monthly	3,863.25	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,122.05	5,367.93	5,610.85	5,722.75	
	Bi-weekly	1,783.04	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,364.02	2,477.51	2,589.62	2,641.27	
	Hourly	22.287964	23.137320	24.088710	25.039951	26.076288	27.061538	28.157357	29.550279	30.968820	32.370285	33.015879	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20M	Annual	47,277.66	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,683.70	65,828.42	68,796.44	70,192.26	1.4774
	Monthly	3,939.81	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,223.64	5,485.70	5,733.04	5,849.36	
	Bi-weekly	1,818.37	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,410.91	2,531.86	2,646.02	2,699.70	
	Hourly	22.729646	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	30.136395	31.648279	33.075210	33.746277	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	48,002.22	49,963.04	51,994.90	53,956.03	56,058.32	58,319.86	60,651.84	63,690.60	66,800.10	69,874.38	71,287.66	1.5000
	Monthly	4,000.19	4,163.59	4,332.91	4,496.34	4,671.53	4,859.99	5,054.32	5,307.55	5,566.68	5,822.87	5,940.64	
	Bi-weekly	1,846.24	1,921.66	1,999.80	2,075.23	2,156.09	2,243.07	2,332.76	2,449.64	2,569.23	2,687.48	2,741.83	
	Hourly	23.077988	24.020692	24.997548	25.940397	26.951116	28.038396	29.159536	30.620479	32.115432	33.593454	34.272911	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	48,125.63	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,955.80	67,153.50	70,174.50	71,570.31	1.5039
	Monthly	4,010.47	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,329.65	5,596.13	5,847.88	5,964.19	
	Bi-weekly	1,850.99	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,459.84	2,582.83	2,699.02	2,752.70	
	Hourly	23.137320	24.088710	25.039951	26.076288	27.061538	28.157357	29.269959	30.747981	32.285335	33.737738	34.408805	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	49,185.81	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	65,104.18	68,460.81	71,499.57	72,948.37	1.5370
	Monthly	4,098.82	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,425.35	5,705.07	5,958.30	6,079.03	
	Bi-weekly	1,891.76	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,504.01	2,633.11	2,749.98	2,805.71	
	Hourly	23.647025	24.606804	25.575122	26.568912	27.639114	28.768793	29.915550	31.300085	32.913852	34.374794	35.071331	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	50,104.52	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	66,393.73	69,573.97	72,736.45	74,202.70	1.5657
	Monthly	4,175.38	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,532.81	5,797.83	6,061.37	6,183.56	
	Bi-weekly	1,927.10	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,553.60	2,675.92	2,797.56	2,853.95	
	Hourly	24.088710	25.039951	26.076288	27.061538	28.157357	29.269959	30.425108	31.920061	33.449024	34.969447	35.674377	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22M	Annual	51,182.15	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,701.04	71,163.94	74,379.40	75,863.41	1.5994
	Monthly	4,265.18	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,641.75	5,930.33	6,198.28	6,321.95	
	Bi-weekly	1,968.54	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,603.89	2,737.07	2,860.75	2,917.82	
	Hourly	24.606804	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.548576	34.213434	35.759326	36.472794	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	52,083.10	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	69,026.12	72,400.82	75,704.48	77,206.25	1.6275
	Monthly	4,340.26	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,752.18	6,033.40	6,308.71	6,433.85	
	Bi-weekly	2,003.20	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,654.85	2,784.65	2,911.71	2,969.47	
	Hourly	25.039951	26.076288	27.061538	28.157357	29.269959	30.425108	31.597338	33.185633	34.808085	36.396383	37.118389	
23C	Annual	52,913.60	55,068.88	57,189.24	59,450.48	61,870.95	64,291.43	66,711.90	70,051.08	73,531.44	76,923.59	78,460.58	1.6535
	Monthly	4,409.47	4,589.07	4,765.77	4,954.21	5,155.91	5,357.62	5,559.33	5,837.59	6,127.62	6,410.30	6,538.38	
	Bi-weekly	2,035.14	2,118.03	2,199.59	2,286.56	2,379.65	2,472.75	2,565.84	2,694.27	2,828.13	2,958.60	3,017.71	
	Hourly	25.439229	26.475423	27.494828	28.581961	29.745651	30.909342	32.073031	33.678405	35.351654	36.982496	37.721433	
23M	Annual	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	70,492.67	73,902.29	77,206.25	78,761.00	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,874.39	6,158.52	6,433.85	6,563.42	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,711.26	2,842.40	2,969.47	3,029.27	
	Hourly	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.890708	35.529946	37.118389	37.865863	
23N	Annual	53,496.67	55,563.76	57,701.58	60,033.55	62,436.26	64,944.93	67,506.89	70,757.56	79,679.70	83,283.77	84,962.25	1.6717
	Monthly	4,458.06	4,630.31	4,808.47	5,002.80	5,203.02	5,412.08	5,625.57	5,896.46	6,639.98	6,940.32	7,080.19	
	Bi-weekly	2,057.56	2,137.07	2,219.29	2,308.98	2,401.39	2,497.88	2,596.42	2,721.44	3,064.60	3,203.22	3,267.78	
	Hourly	25.719553	26.713344	27.741142	28.862284	30.017433	31.223525	32.455237	34.018058	38.307548	40.040276	40.847233	
24	Annual	54,238.68	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,817.75	75,368.84	78,778.76	80,350.97	1.6949
	Monthly	4,519.89	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,984.81	6,280.74	6,564.90	6,695.91	
	Bi-weekly	2,086.10	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,762.22	2,898.80	3,029.95	3,090.42	
	Hourly	26.076288	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.527764	36.235020	37.874403	38.630272	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	73,195.80	76,799.87	80,245.00	81,887.96	1.7269
	Monthly	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,099.65	6,399.99	6,687.08	6,824.00	
	Bi-weekly	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,815.22	2,953.84	3,086.35	3,149.54	
	Hourly	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	35.190289	36.923016	38.579329	39.369209	
24P	Annual	55,334.08	57,471.90	59,697.91	62,100.63	64,556.32	67,153.50	69,785.88	73,178.04	76,852.85	80,350.97	81,976.46	1.7291
	Monthly	4,611.17	4,789.33	4,974.83	5,175.05	5,379.69	5,596.13	5,815.49	6,098.17	6,404.40	6,695.91	6,831.37	
	Bi-weekly	2,128.23	2,210.46	2,296.07	2,388.49	2,482.94	2,582.83	2,684.07	2,814.54	2,955.88	3,090.42	3,152.94	
	Hourly	26.602922	27.630719	28.700920	29.856074	31.036692	32.285335	33.550905	35.181751	36.948484	38.630272	39.411760	
25	Annual	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	74,609.07	78,336.86	81,923.48	83,566.42	1.7589
	Monthly	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,217.42	6,528.07	6,826.96	6,963.87	
	Bi-weekly	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,869.58	3,012.96	3,150.90	3,214.09	
	Hourly	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.869746	37.661953	39.386288	40.176165	
25M	Annual	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	76,146.07	79,856.40	83,513.45	85,174.15	1.7965
	Monthly	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,345.51	6,654.70	6,959.45	7,097.85	
	Bi-weekly	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,928.69	3,071.40	3,212.06	3,275.93	
	Hourly	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.608685	38.392498	40.150698	40.949112	
26	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	81,428.60	85,103.42	86,817.41	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	6,785.72	7,091.95	7,234.78	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,131.87	3,273.21	3,339.13	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	39.148367	40.915104	41.739139	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	58,673.25	61,040.45	63,531.66	66,022.87	68,619.75	71,340.64	73,955.57	77,700.82	81,605.30	85,315.64	87,011.57	1.8335
	Monthly	4,889.44	5,086.70	5,294.31	5,501.91	5,718.31	5,945.05	6,162.96	6,475.07	6,800.44	7,109.64	7,250.96	
	Bi-weekly	2,256.66	2,347.71	2,443.53	2,539.34	2,639.22	2,743.87	2,844.45	2,988.49	3,138.67	3,281.37	3,346.60	
	Hourly	28.208295	29.346369	30.544068	31.741766	32.990263	34.298384	35.555563	37.356162	39.233316	41.017133	41.832484	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	79,114.39	82,930.38	86,693.69	88,425.14	1.8699
	Monthly	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,592.87	6,910.87	7,224.47	7,368.76	
	Bi-weekly	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,042.86	3,189.63	3,334.37	3,400.97	
	Hourly	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.269027	38.035766	39.870373	41.679660	42.512086	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	80,545.42	84,520.65	88,389.62	90,174.04	1.9025
	Monthly	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,712.12	7,043.39	7,365.80	7,514.50	
	Bi-weekly	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,097.90	3,250.79	3,399.60	3,468.23	
	Hourly	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.723761	40.634928	42.495009	43.352905	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	82,241.35	86,322.53	90,244.78	92,064.43	1.9445
	Monthly	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,853.45	7,193.54	7,520.40	7,672.04	
	Bi-weekly	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,163.13	3,320.10	3,470.95	3,540.94	
	Hourly	29.915550	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.539112	41.501217	43.386915	44.261744	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	83,796.10	88,089.20	92,099.95	93,954.81	1.9776
	Monthly	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,983.01	7,340.77	7,675.00	7,829.57	
	Bi-weekly	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,222.93	3,388.05	3,542.31	3,613.65	
	Hourly	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	40.286587	42.350578	44.278823	45.170583	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	85,527.56	89,749.91	93,795.87	95,686.26	2.0184
	Monthly	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,127.30	7,479.16	7,816.32	7,973.86	
	Bi-weekly	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,289.52	3,451.92	3,607.53	3,680.24	
	Hourly	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	41.119017	43.148994	45.094170	46.003009	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	87,153.04	91,516.88	95,686.26	97,612.17	2.0538
	Monthly	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,262.75	7,626.41	7,973.86	8,134.35	
	Bi-weekly	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,352.04	3,519.88	3,680.24	3,754.31	
	Hourly	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.900501	43.998501	46.003009	46.928926	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,937.47	93,318.76	97,594.41	99,555.53	2.0985
	Monthly	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,411.46	7,776.56	8,132.87	8,296.29	
	Bi-weekly	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,420.67	3,589.18	3,753.63	3,829.06	
	Hourly	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.758399	44.864790	46.920388	47.863237	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29P	Annual	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,937.47	96,869.86	101,233.70	103,265.56	2.0985
	Monthly	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,411.46	8,072.49	8,436.14	8,605.46	
	Bi-weekly	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,420.67	3,725.76	3,893.60	3,971.75	
	Hourly	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.758399	46.572047	48.670046	49.646905	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	90,704.14	95,191.69	99,502.55	101,498.89	2.1394
	Monthly	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,558.68	7,932.64	8,291.88	8,458.24	
	Bi-weekly	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,488.62	3,661.22	3,827.02	3,903.80	
	Hourly	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.607757	45.765236	47.837763	48.797543	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30C	Annual	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	90,704.14	98,424.60	102,965.14	105,014.77	2.1394
	Monthly	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,558.68	8,202.05	8,580.43	8,751.23	
	Bi-weekly	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,488.62	3,785.56	3,960.20	4,039.03	
	Hourly	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.607757	47.319521	49.502471	50.487869	
30M	Annual	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,089.20	92,523.78	97,188.03	101,622.61	103,636.71	2.1752
	Monthly	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,340.77	7,710.32	8,099.00	8,468.55	8,636.39	
	Bi-weekly	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,388.05	3,558.61	3,738.00	3,908.56	3,986.03	
	Hourly	33.465955	34.884499	36.269027	37.687426	39.216387	40.660398	42.350578	44.482586	46.725015	48.857024	49.825341	
31	Annual	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	94,167.03	98,972.46	103,495.23	105,544.55	2.2238
	Monthly	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,847.25	8,247.71	8,624.60	8,795.38	
	Bi-weekly	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,621.81	3,806.63	3,980.59	4,059.41	
	Hourly	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	45.272609	47.582911	49.757324	50.742574	
31M	Annual	72,559.76	75,439.58	78,389.85	81,570.09	84,573.63	88,089.20	91,640.60	96,127.85	100,968.80	105,562.31	107,700.14	2.2674
	Monthly	6,046.65	6,286.63	6,532.49	6,797.51	7,047.80	7,340.77	7,636.72	8,010.65	8,414.07	8,796.86	8,975.01	
	Bi-weekly	2,790.76	2,901.52	3,014.99	3,137.31	3,252.83	3,388.05	3,524.64	3,697.22	3,883.42	4,060.09	4,142.31	
	Hourly	34.884499	36.269027	37.687426	39.216387	40.660398	42.350578	44.057979	46.215311	48.542693	50.751111	51.778911	
32	Annual	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	98,053.75	102,947.69	107,629.40	109,802.44	2.3111
	Monthly	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,171.15	8,578.97	8,969.12	9,150.20	
	Bi-weekly	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,771.30	3,959.53	4,139.59	4,223.17	
	Hourly	35.555563	36.906086	38.392498	39.895845	41.501217	43.148994	44.864790	47.141228	49.494081	51.744902	52.789632	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	76,764.66	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	101,816.77	106,993.35	111,869.52	114,131.05	2.3988
	Monthly	6,397.06	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,484.73	8,916.11	9,322.46	9,510.92	
	Bi-weekly	2,952.49	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,916.03	4,115.13	4,302.67	4,389.66	
	Hourly	36.906086	38.392498	39.895845	41.501217	43.148994	44.864790	46.725015	48.950368	51.439111	53.783422	54.870698	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	79,856.40	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	106,021.67	111,145.27	116,233.35	118,565.64	2.4955
	Monthly	6,654.70	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,835.14	9,262.11	9,686.11	9,880.47	
	Bi-weekly	3,071.40	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,077.76	4,274.82	4,470.51	4,560.22	
	Hourly	38.392498	39.895845	41.501217	43.148994	44.864790	46.725015	48.542693	50.971956	53.435227	55.881418	57.002712	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	82,983.36	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	104,944.03	110,226.57	115,632.83	120,844.62	123,265.11	2.5932
	Monthly	6,915.28	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,745.34	9,185.55	9,636.07	10,070.39	10,272.09	
	Bi-weekly	3,191.67	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,036.31	4,239.48	4,447.42	4,647.87	4,740.97	
	Hourly	39.895845	41.501217	43.148994	44.864790	46.725015	48.542693	50.453860	52.993545	55.592705	58.098377	59.262072	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	86,322.53	89,749.91	93,318.76	97,188.03	100,968.80	104,944.03	109,148.93	114,519.67	120,243.80	125,756.02	128,300.21	2.6975
	Monthly	7,193.54	7,479.16	7,776.56	8,099.00	8,414.07	8,745.34	9,095.75	9,543.31	10,020.32	10,479.67	10,691.68	
	Bi-weekly	3,320.10	3,451.92	3,589.18	3,738.00	3,883.42	4,036.31	4,198.04	4,404.60	4,624.76	4,836.77	4,934.62	
	Hourly	41.501217	43.148994	44.864790	46.725015	48.542693	50.453860	52.475449	55.057532	57.809518	60.459623	61.682793	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	89,749.91	93,318.76	97,188.03	100,968.80	104,944.03	109,148.93	113,636.18	119,254.66	125,031.77	130,702.92	133,353.07	2.8046
	Monthly	7,479.16	7,776.56	8,099.00	8,414.07	8,745.34	9,095.75	9,469.68	9,937.89	10,419.31	10,891.91	11,112.76	
	Bi-weekly	3,451.92	3,589.18	3,738.00	3,883.42	4,036.31	4,198.04	4,370.62	4,586.72	4,808.91	5,027.04	5,128.96	
	Hourly	43.148994	44.864790	46.725015	48.542693	50.453860	52.475449	54.632779	57.333971	60.111428	62.837943	64.112055	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	93,318.76	97,188.03	100,968.80	104,944.03	109,148.93	113,636.18	118,017.78	123,901.15	130,137.62	136,020.98	138,777.10	2.9162
	Monthly	7,776.56	8,099.00	8,414.07	8,745.34	9,095.75	9,469.68	9,834.82	10,325.10	10,844.80	11,335.08	11,564.76	
	Bi-weekly	3,589.18	3,738.00	3,883.42	4,036.31	4,198.04	4,370.62	4,539.15	4,765.43	5,005.29	5,231.58	5,337.58	
	Hourly	44.864790	46.725015	48.542693	50.453860	52.475449	54.632779	56.739318	59.567861	62.566162	65.394704	66.719758	
39	Annual	97,188.03	100,968.80	104,944.03	109,148.93	113,636.18	118,017.78	122,646.82	128,918.49	135,278.98	141,444.71	144,306.77	3.0371
	Monthly	8,099.00	8,414.07	8,745.34	9,095.75	9,469.68	9,834.82	10,220.57	10,743.21	11,273.25	11,787.06	12,025.56	
	Bi-weekly	3,738.00	3,883.42	4,036.31	4,198.04	4,370.62	4,539.15	4,717.19	4,958.40	5,203.04	5,440.18	5,550.26	
	Hourly	46.725015	48.542693	50.453860	52.475449	54.632779	56.739318	58.964815	61.980044	65.037971	68.002262	69.378254	
40	Annual	100,968.80	104,944.03	109,148.93	113,636.18	118,017.78	122,646.82	127,646.40	134,042.10	140,702.69	147,080.64	150,048.66	3.1552
	Monthly	8,414.07	8,745.34	9,095.75	9,469.68	9,834.82	10,220.57	10,637.20	11,170.18	11,725.23	12,256.72	12,504.06	
	Bi-weekly	3,883.42	4,036.31	4,198.04	4,370.62	4,539.15	4,717.19	4,909.48	5,155.47	5,411.64	5,656.95	5,771.10	
	Hourly	48.542693	50.453860	52.475449	54.632779	56.739318	58.964815	61.368461	64.443317	67.645526	70.711846	72.138778	
41	Annual	104,944.03	109,148.93	113,636.18	118,017.78	122,646.82	127,646.40	132,681.82	139,359.87	146,285.66	152,981.46	156,055.75	3.2795
	Monthly	8,745.34	9,095.75	9,469.68	9,834.82	10,220.57	10,637.20	11,056.82	11,613.32	12,190.47	12,748.46	13,004.65	
	Bi-weekly	4,036.31	4,198.04	4,370.62	4,539.15	4,717.19	4,909.48	5,103.15	5,359.99	5,626.37	5,883.90	6,002.14	
	Hourly	50.453860	52.475449	54.632779	56.739318	58.964815	61.368461	63.789334	66.999935	70.329642	73.548781	75.026802	
42	Annual	109,148.93	113,636.18	118,017.78	122,646.82	127,646.40	132,681.82	137,928.83	144,872.07	152,186.48	159,129.73	162,327.43	3.4109
	Monthly	9,095.75	9,469.68	9,834.82	10,220.57	10,637.20	11,056.82	11,494.07	12,072.67	12,682.21	13,260.81	13,527.29	
	Bi-weekly	4,198.04	4,370.62	4,539.15	4,717.19	4,909.48	5,103.15	5,304.95	5,572.00	5,853.33	6,120.37	6,243.36	
	Hourly	52.475449	54.632779	56.739318	58.964815	61.368461	63.789334	66.311936	69.650035	73.166577	76.504680	78.042033	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	113,636.18	118,017.78	122,646.82	127,646.40	132,681.82	137,928.83	143,388.07	150,560.99	158,105.07	165,330.98	168,634.94	3.5511
	Monthly	9,469.68	9,834.82	10,220.57	10,637.20	11,056.82	11,494.07	11,949.01	12,546.75	13,175.42	13,777.58	14,052.91	
	Bi-weekly	4,370.62	4,539.15	4,717.19	4,909.48	5,103.15	5,304.95	5,514.93	5,790.81	6,080.96	6,358.88	6,485.96	
	Hourly	54.632779	56.739318	58.964815	61.368461	63.789334	66.311936	68.936570	72.385091	76.012055	79.486046	81.074489	
44	Annual	118,017.78	122,646.82	127,646.40	132,681.82	137,928.83	143,388.07	149,218.46	156,621.06	164,430.03	171,867.85	175,330.75	3.6880
	Monthly	9,834.82	10,220.57	10,637.20	11,056.82	11,494.07	11,949.01	12,434.87	13,051.76	13,702.50	14,322.32	14,610.90	
	Bi-weekly	4,539.15	4,717.19	4,909.48	5,103.15	5,304.95	5,514.93	5,739.17	6,023.89	6,324.23	6,610.30	6,743.49	
	Hourly	56.739318	58.964815	61.368461	63.789334	66.311936	68.936570	71.739646	75.298588	79.052900	82.628773	84.293631	
45	Annual	122,646.82	127,646.40	132,681.82	137,928.83	143,388.07	149,218.46	155,048.54	162,804.54	170,913.93	178,669.92	182,238.78	3.8327
	Monthly	10,220.57	10,637.20	11,056.82	11,494.07	11,949.01	12,434.87	12,920.71	13,567.05	14,242.83	14,889.16	15,186.57	
	Bi-weekly	4,717.19	4,909.48	5,103.15	5,304.95	5,514.93	5,739.17	5,963.41	6,261.71	6,573.61	6,871.92	7,009.18	
	Hourly	58.964815	61.368461	63.789334	66.311936	68.936570	71.739646	74.542569	78.271412	82.170160	85.899001	87.614797	
46	Annual	127,646.40	132,681.82	137,928.83	143,388.07	149,218.46	155,048.54	161,267.56	169,323.97	177,715.70	185,789.87	189,517.66	3.9889
	Monthly	10,637.20	11,056.82	11,494.07	11,949.01	12,434.87	12,920.71	13,438.96	14,110.33	14,809.64	15,482.49	15,793.14	
	Bi-weekly	4,909.48	5,103.15	5,304.95	5,514.93	5,739.17	5,963.41	6,202.60	6,512.46	6,835.22	7,145.76	7,289.14	
	Hourly	61.368461	63.789334	66.311936	68.936570	71.739646	74.542569	77.532479	81.405754	85.440240	89.322053	91.114260	
47	Annual	132,681.82	137,928.83	143,388.07	149,218.46	155,048.54	161,267.56	167,822.19	176,054.99	184,818.19	193,210.23	197,079.20	4.1463
	Monthly	11,056.82	11,494.07	11,949.01	12,434.87	12,920.71	13,438.96	13,985.18	14,671.25	15,401.52	16,100.85	16,423.27	
	Bi-weekly	5,103.15	5,304.95	5,514.93	5,739.17	5,963.41	6,202.60	6,454.70	6,771.35	7,108.39	7,431.16	7,579.97	
	Hourly	63.789334	66.311936	68.936570	71.739646	74.542569	77.532479	80.683746	84.641822	88.854899	92.889535	94.749616	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	137,928.83	143,388.07	149,218.46	155,048.54	161,267.56	167,822.19	174,376.83	183,104.51	192,203.03	200,930.71	204,976.67	4.3102
	Monthly	11,494.07	11,949.01	12,434.87	12,920.71	13,438.96	13,985.18	14,531.40	15,258.71	16,016.92	16,744.23	17,081.39	
	Bi-weekly	5,304.95	5,514.93	5,739.17	5,963.41	6,202.60	6,454.70	6,706.80	7,042.48	7,392.42	7,728.10	7,883.72	
	Hourly	66.311936	68.936570	71.739646	74.542569	77.532479	80.683746	83.835016	88.031015	92.405304	96.601302	98.546476	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	143,388.07	149,218.46	155,048.54	161,267.56	167,822.19	174,376.83	181,320.08	190,383.39	199,923.81	209,110.84	213,315.44	4.4808
	Monthly	11,949.01	12,434.87	12,920.71	13,438.96	13,985.18	14,531.40	15,110.01	15,865.28	16,660.32	17,425.90	17,776.29	
	Bi-weekly	5,514.93	5,739.17	5,963.41	6,202.60	6,454.70	6,706.80	6,973.85	7,322.44	7,689.38	8,042.72	8,204.44	
	Hourly	68.936570	71.739646	74.542569	77.532479	80.683746	83.835016	87.173116	91.530476	96.117215	100.534057	102.555499	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	149,218.46	155,048.54	161,267.56	167,822.19	174,376.83	181,320.08	188,581.20	198,015.67	207,785.76	217,202.47	221,566.31	4.6630
	Monthly	12,434.87	12,920.71	13,438.96	13,985.18	14,531.40	15,110.01	15,715.10	16,501.31	17,315.48	18,100.21	18,463.86	
	Bi-weekly	5,739.17	5,963.41	6,202.60	6,454.70	6,706.80	6,973.85	7,253.12	7,615.99	7,991.76	8,353.94	8,521.78	
	Hourly	71.739646	74.542569	77.532479	80.683746	83.835016	87.173116	90.664039	95.199840	99.897000	104.424264	106.522265	

## 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	
From	To	Full Time	Part Time
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	51,104.61	53,541.51	55,856.52	58,258.73	61,287.28	65,534.44	69,068.04	71,696.23	74,916.57	1.5970
	Monthly	4,258.72	4,461.79	4,654.71	4,854.89	5,107.27	5,461.20	5,755.67	5,974.69	6,243.05	
	Bi-weekly	1,965.56	2,059.29	2,148.33	2,240.72	2,357.20	2,520.56	2,656.46	2,757.55	2,881.41	
	Hourly	24.569524	25.741112	26.854096	28.009004	29.465037	31.506940	33.205789	34.469339	36.017581	
02S	Annual	51,104.61	53,541.51	55,856.52	58,258.73	61,287.28	65,534.44	69,068.04	71,696.23	74,916.57	1.5970
	Monthly	4,258.72	4,461.79	4,654.71	4,854.89	5,107.27	5,461.20	5,755.67	5,974.69	6,243.05	
	Bi-weekly	1,965.56	2,059.29	2,148.33	2,240.72	2,357.20	2,520.56	2,656.46	2,757.55	2,881.41	
	Hourly	24.569524	25.741112	26.854096	28.009004	29.465037	31.506940	33.205789	34.469339	36.017581	
03	Annual	55,543.35	58,223.73	60,747.83	63,254.12	66,474.26	71,191.47	74,933.87	77,910.22	81,356.89	1.7357
	Monthly	4,628.61	4,851.98	5,062.32	5,271.18	5,539.52	5,932.62	6,244.49	6,492.52	6,779.74	
	Bi-weekly	2,136.28	2,239.37	2,336.45	2,432.85	2,556.70	2,738.13	2,882.07	2,996.55	3,129.11	
	Hourly	26.703532	27.992179	29.205685	30.410633	31.958777	34.226667	36.025897	37.456834	39.113891	
03S	Annual	55,543.35	58,223.73	60,747.83	63,254.12	66,474.26	71,191.47	74,933.87	77,910.22	81,356.89	1.7357
	Monthly	4,628.61	4,851.98	5,062.32	5,271.18	5,539.52	5,932.62	6,244.49	6,492.52	6,779.74	
	Bi-weekly	2,136.28	2,239.37	2,336.45	2,432.85	2,556.70	2,738.13	2,882.07	2,996.55	3,129.11	
	Hourly	26.703532	27.992179	29.205685	30.410633	31.958777	34.226667	36.025897	37.456834	39.113891	
04	Annual	59,006.97	61,652.95	64,507.41	67,135.90	70,599.82	75,578.01	79,546.39	80,956.27	84,542.07	1.8440
	Monthly	4,917.25	5,137.75	5,375.62	5,594.66	5,883.32	6,298.17	6,628.87	6,746.36	7,045.17	
	Bi-weekly	2,269.50	2,371.27	2,481.05	2,582.15	2,715.38	2,906.85	3,059.48	3,113.70	3,251.62	
	Hourly	28.368734	29.640840	31.013179	32.276873	33.942220	36.335582	38.243455	38.921282	40.645228	

**Law Enforcement Labor Services (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 .....	5 Years.....	10,040 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	44,860.21	46,586.81	48,397.38	50,258.23	52,236.47	54,298.39	56,326.91	59,160.01	62,093.66	64,893.07	1.4019
	Monthly	3,738.35	3,882.23	4,033.12	4,188.19	4,353.04	4,524.87	4,693.91	4,930.00	5,174.47	5,407.76	
	Bi-weekly	1,725.39	1,791.80	1,861.44	1,933.01	2,009.09	2,088.40	2,166.42	2,275.38	2,388.22	2,495.89	
	Hourly	21.567407	22.397505	23.267973	24.162610	25.113687	26.104997	27.080243	28.442311	29.852721	31.198590	
21	Annual	48,449.03	50,313.75	52,269.18	54,278.89	56,415.38	58,642.27	60,833.06	63,892.82	67,061.16	70,084.51	1.5140
	Monthly	4,037.42	4,192.81	4,355.77	4,523.24	4,701.28	4,886.86	5,069.42	5,324.40	5,588.43	5,840.38	
	Bi-weekly	1,863.42	1,935.14	2,010.35	2,087.65	2,169.82	2,255.47	2,339.73	2,457.42	2,579.28	2,695.56	
	Hourly	23.292802	24.189305	25.129412	26.095620	27.122781	28.193397	29.246661	30.717700	32.240940	33.694476	
22	Annual	50,386.99	52,326.31	54,359.95	56,450.04	58,672.00	60,987.96	63,266.38	66,448.52	69,743.60	72,887.90	1.5746
	Monthly	4,198.92	4,360.53	4,530.00	4,704.17	4,889.33	5,082.33	5,272.20	5,537.38	5,811.97	6,073.99	
	Bi-weekly	1,937.96	2,012.55	2,090.77	2,171.16	2,256.62	2,345.69	2,433.32	2,555.71	2,682.45	2,803.38	
	Hourly	24.224514	25.156878	26.134590	27.139442	28.207690	29.321133	30.416528	31.946406	33.530577	35.042257	
24	Annual	54,278.89	56,415.38	58,642.27	60,833.06	63,204.60	65,703.25	68,111.20	71,641.69	75,099.70	78,521.61	1.6962
	Monthly	4,523.24	4,701.28	4,886.86	5,069.42	5,267.05	5,475.27	5,675.93	5,970.14	6,258.31	6,543.47	
	Bi-weekly	2,087.65	2,169.82	2,255.47	2,339.73	2,430.95	2,527.05	2,619.66	2,755.45	2,888.45	3,020.06	
	Hourly	26.095620	27.122781	28.193397	29.246661	30.386829	31.588100	32.745770	34.443122	36.105624	37.750773	



## 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	
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 .....	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	52,740.78	54,829.51	57,057.63	59,355.14	61,583.26	64,020.16	66,526.75	69,885.97	73,280.20	76,622.23	78,188.69	1.6481
	Monthly	4,395.07	4,569.13	4,754.80	4,946.26	5,131.94	5,335.01	5,543.90	5,823.83	6,106.68	6,385.19	6,515.72	
	Bi-weekly	2,028.49	2,108.83	2,194.52	2,282.89	2,368.59	2,462.31	2,558.72	2,687.92	2,818.47	2,947.01	3,007.26	
	Hourly	25.356144	26.360340	27.431552	28.536123	29.607334	30.778921	31.984015	33.599025	35.230864	36.837608	37.590716	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	57,057.63	59,355.14	61,583.26	64,020.16	66,526.75	69,120.24	71,905.01	75,473.32	79,267.91	82,853.71	84,507.38	1.7831
	Monthly	4,754.80	4,946.26	5,131.94	5,335.01	5,543.90	5,760.02	5,992.08	6,289.44	6,605.66	6,904.48	7,042.28	
	Bi-weekly	2,194.52	2,282.89	2,368.59	2,462.31	2,558.72	2,658.47	2,765.58	2,902.82	3,048.77	3,186.68	3,250.28	
	Hourly	27.431552	28.536123	29.607334	30.778921	31.984015	33.230883	34.569717	36.285248	38.109570	39.833516	40.628547	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	65,273.45	67,727.55	70,373.54	73,280.20	76,309.05	79,215.71	82,401.15	86,369.83	90,738.87	94,916.33	96,813.47	2.0398
	Monthly	5,439.45	5,643.96	5,864.46	6,106.68	6,359.09	6,601.31	6,866.76	7,197.49	7,561.57	7,909.69	8,067.79	
	Bi-weekly	2,510.52	2,604.91	2,706.67	2,818.47	2,934.96	3,046.76	3,169.28	3,321.92	3,489.96	3,650.63	3,723.59	
	Hourly	31.381467	32.561322	33.833431	35.230864	36.687043	38.084477	39.615938	41.523955	43.624456	45.632849	46.544936	

## Law Enforcement Labor Services (LELS) 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	
From	To	Full Time	Part Time
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.

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 As Of Date: 01/08/2022  
 Salary Plan: 30 LawEnfLaborServ/DepSheriffs

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Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	58,154.59	60,950.01	63,582.43	66,196.29	69,554.63	74,474.30	78,377.31	82,293.94	85,075.74	1.8081
	Monthly	4,846.22	5,079.17	5,298.54	5,516.36	5,796.22	6,206.19	6,531.44	6,857.83	7,089.65	
	Bi-weekly	2,236.72	2,344.23	2,445.48	2,546.01	2,675.18	2,864.40	3,014.51	3,165.15	3,272.14	
	Hourly	27.958938	29.302889	30.568478	31.825139	33.439727	35.804951	37.681401	39.564395	40.901798	

## 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	
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: 01/08/2022  
 Salary Plan: 31 Corr Officer 3's (Unrep)

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 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	64,627.06	67,153.50	69,626.95	72,577.52	75,457.04	78,425.36	81,605.30	85,545.31	89,785.43	93,831.09	95,721.48	2.0195
	Monthly	5,385.59	5,596.13	5,802.25	6,048.13	6,288.09	6,535.45	6,800.44	7,128.78	7,482.12	7,819.26	7,976.79	
	Bi-weekly	2,485.66	2,582.83	2,677.96	2,791.44	2,902.19	3,016.36	3,138.67	3,290.20	3,453.29	3,608.89	3,681.60	
	Hourly	31.070704	32.285335	33.474494	34.893039	36.277421	37.704502	39.233316	41.127554	43.166072	45.111103	46.019943	

**American Federation of State, County and Municipal Employees (AFSCME) Local  
1076/Ramsey Nursing Home 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	35,121.84	36,023.09	36,959.25	37,807.51	38,973.35	39,980.55	41,005.21	42,206.57	44,008.76	44,856.71	1.0975
	Monthly	2,926.82	3,001.92	3,079.94	3,150.63	3,247.78	3,331.71	3,417.10	3,517.21	3,667.40	3,738.06	
	Bi-weekly	1,350.84	1,385.50	1,421.51	1,454.13	1,498.97	1,537.71	1,577.12	1,623.33	1,692.64	1,725.26	
	Hourly	16.885498	17.318791	17.768868	18.176687	18.737186	19.221416	19.714045	20.291618	21.158057	21.565727	
09	Annual	36,023.09	36,959.25	37,807.51	38,973.35	39,980.55	41,005.21	42,206.57	43,266.75	45,174.59	46,058.07	1.1257
	Monthly	3,001.92	3,079.94	3,150.63	3,247.78	3,331.71	3,417.10	3,517.21	3,605.56	3,764.55	3,838.17	
	Bi-weekly	1,385.50	1,421.51	1,454.13	1,498.97	1,537.71	1,577.12	1,623.33	1,664.11	1,737.48	1,771.46	
	Hourly	17.318791	17.768868	18.176687	18.737186	19.221416	19.714045	20.291618	20.801323	21.718551	22.143305	
09M	Annual	36,429.45	37,365.61	38,319.84	39,362.26	40,404.38	41,641.26	42,683.68	44,026.21	45,899.14	46,782.32	1.1384
	Monthly	3,035.79	3,113.80	3,193.32	3,280.19	3,367.03	3,470.11	3,556.97	3,668.85	3,824.93	3,898.53	
	Bi-weekly	1,401.13	1,437.14	1,473.84	1,513.93	1,554.01	1,601.59	1,641.68	1,693.32	1,765.35	1,799.32	
	Hourly	17.514160	17.964235	18.423000	18.924164	19.425182	20.019837	20.520999	21.166447	22.066895	22.491499	
09P	Annual	36,729.57	37,648.27	38,637.71	39,574.18	40,740.32	41,853.17	42,930.81	44,185.46	46,075.83	46,923.80	1.1477
	Monthly	3,060.80	3,137.36	3,219.81	3,297.85	3,395.03	3,487.76	3,577.57	3,682.12	3,839.65	3,910.32	
	Bi-weekly	1,412.68	1,448.01	1,486.07	1,522.08	1,566.94	1,609.74	1,651.18	1,699.44	1,772.15	1,804.76	
	Hourly	17.658445	18.100129	18.575824	19.026046	19.586690	20.121717	20.639811	21.243008	22.151843	22.559521	
10	Annual	36,959.25	37,807.51	38,973.35	39,980.55	41,005.21	42,206.57	43,266.75	44,680.02	46,623.38	47,489.10	1.1549
	Monthly	3,079.94	3,150.63	3,247.78	3,331.71	3,417.10	3,517.21	3,605.56	3,723.34	3,885.28	3,957.43	
	Bi-weekly	1,421.51	1,454.13	1,498.97	1,537.71	1,577.12	1,623.33	1,664.11	1,718.46	1,793.21	1,826.50	
	Hourly	17.768868	18.176687	18.737186	19.221416	19.714045	20.291618	20.801323	21.480779	22.415088	22.831300	
10M	Annual	37,365.61	38,319.84	39,362.26	40,404.38	41,641.26	42,683.68	44,026.21	45,298.31	47,277.19	48,160.37	1.1676
	Monthly	3,113.80	3,193.32	3,280.19	3,367.03	3,470.11	3,556.97	3,668.85	3,774.86	3,939.77	4,013.36	
	Bi-weekly	1,437.14	1,473.84	1,513.93	1,554.01	1,601.59	1,641.68	1,693.32	1,742.24	1,818.35	1,852.32	
	Hourly	17.964235	18.423000	18.924164	19.425182	20.019837	20.520999	21.166447	21.778032	22.729420	23.154025	



Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10P	Annual	37,842.73	38,885.15	39,786.10	40,934.47	42,012.11	43,143.03	44,397.37	45,580.96	47,524.33	48,443.03	1.1825
	Monthly	3,153.56	3,240.43	3,315.51	3,411.21	3,501.01	3,595.25	3,699.78	3,798.41	3,960.36	4,036.92	
	Bi-weekly	1,455.49	1,495.58	1,530.23	1,574.40	1,615.85	1,659.35	1,707.59	1,753.11	1,827.86	1,863.19	
	Hourly	18.193619	18.694783	19.127931	19.680034	20.198131	20.741842	21.344890	21.913925	22.848234	23.289916	
10Y	Annual	38,213.89	39,220.79	40,121.72	41,340.84	42,383.27	43,584.62	44,821.50	45,952.12	48,019.20	48,902.38	1.1941
	Monthly	3,184.49	3,268.40	3,343.48	3,445.07	3,531.94	3,632.05	3,735.13	3,829.34	4,001.60	4,075.20	
	Bi-weekly	1,469.76	1,508.49	1,543.14	1,590.03	1,630.13	1,676.33	1,723.90	1,767.39	1,846.89	1,880.86	
	Hourly	18.372060	18.856147	19.289289	19.875403	20.376570	20.954144	21.548797	22.092364	23.086154	23.510760	
11	Annual	37,807.51	38,973.35	39,980.55	41,005.21	42,206.57	43,266.75	44,680.02	46,040.32	48,054.42	48,973.12	1.1814
	Monthly	3,150.63	3,247.78	3,331.71	3,417.10	3,517.21	3,605.56	3,723.34	3,836.69	4,004.54	4,081.09	
	Bi-weekly	1,454.13	1,498.97	1,537.71	1,577.12	1,623.33	1,664.11	1,718.46	1,770.78	1,848.25	1,883.58	
	Hourly	18.176687	18.737186	19.221416	19.714045	20.291618	20.801323	21.480779	22.134767	23.103084	23.544770	
11I	Annual	38,708.46	39,680.13	40,704.80	41,764.98	42,913.36	43,990.99	45,404.26	46,517.43	48,496.31	49,397.25	1.2096
	Monthly	3,225.71	3,306.68	3,392.07	3,480.42	3,576.11	3,665.92	3,783.69	3,876.45	4,041.36	4,116.44	
	Bi-weekly	1,488.79	1,526.16	1,565.57	1,606.35	1,650.51	1,691.96	1,746.32	1,789.13	1,865.24	1,899.89	
	Hourly	18.609834	19.076987	19.569614	20.079317	20.631422	21.149515	21.828973	22.364149	23.315534	23.748677	
12	Annual	38,973.35	39,980.55	41,005.21	42,206.57	43,266.75	44,680.02	46,040.32	47,365.39	49,415.01	50,368.94	1.2179
	Monthly	3,247.78	3,331.71	3,417.10	3,517.21	3,605.56	3,723.34	3,836.69	3,947.12	4,117.92	4,197.41	
	Bi-weekly	1,498.97	1,537.71	1,577.12	1,623.33	1,664.11	1,718.46	1,770.78	1,821.75	1,900.58	1,937.27	
	Hourly	18.737186	19.221416	19.714045	20.291618	20.801323	21.480779	22.134767	22.771822	23.757217	24.215835	
12L	Annual	39,609.39	40,616.60	41,853.17	42,860.37	44,202.91	45,298.31	47,029.76	48,142.92	51,110.95	52,082.62	1.2377
	Monthly	3,300.78	3,384.72	3,487.76	3,571.70	3,683.58	3,774.86	3,919.15	4,011.91	4,259.25	4,340.22	
	Bi-weekly	1,523.44	1,562.18	1,609.74	1,648.48	1,700.11	1,742.24	1,808.84	1,851.65	1,965.81	2,003.18	
	Hourly	19.042977	19.527210	20.121717	20.605949	21.251397	21.778032	22.610460	23.145635	24.572570	25.039722	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	39,980.55	41,005.21	42,206.57	43,266.75	44,680.02	46,040.32	47,365.39	49,008.64	51,075.72	52,047.41	1.2493
	Monthly	3,331.71	3,417.10	3,517.21	3,605.56	3,723.34	3,836.69	3,947.12	4,084.05	4,256.31	4,337.28	
	Bi-weekly	1,537.71	1,577.12	1,623.33	1,664.11	1,718.46	1,770.78	1,821.75	1,884.95	1,964.45	2,001.82	
	Hourly	19.221416	19.714045	20.291618	20.801323	21.480779	22.134767	22.771822	23.561848	24.555634	25.022792	
14	Annual	41,005.21	42,206.57	43,266.75	44,680.02	46,040.32	47,365.39	49,008.64	50,633.83	52,771.65	53,778.85	1.2814
	Monthly	3,417.10	3,517.21	3,605.56	3,723.34	3,836.69	3,947.12	4,084.05	4,219.49	4,397.64	4,481.57	
	Bi-weekly	1,577.12	1,623.33	1,664.11	1,718.46	1,770.78	1,821.75	1,884.95	1,947.45	2,029.68	2,068.42	
	Hourly	19.714045	20.291618	20.801323	21.480779	22.134767	22.771822	23.561848	24.343187	25.370985	25.855218	
15	Annual	42,206.57	43,266.75	44,680.02	46,040.32	47,365.39	49,008.64	50,633.83	52,383.04	54,644.27	55,704.46	1.3189
	Monthly	3,517.21	3,605.56	3,723.34	3,836.69	3,947.12	4,084.05	4,219.49	4,365.25	4,553.69	4,642.04	
	Bi-weekly	1,623.33	1,664.11	1,718.46	1,770.78	1,821.75	1,884.95	1,947.45	2,014.73	2,101.70	2,142.48	
	Hourly	20.291618	20.801323	21.480779	22.134767	22.771822	23.561848	24.343187	25.184153	26.271284	26.780988	
15V	Annual	44,255.89	45,527.98	46,641.15	48,142.92	49,379.49	51,004.98	52,453.78	54,043.75	56,428.70	57,524.10	1.3829
	Monthly	3,687.99	3,794.00	3,886.76	4,011.91	4,114.96	4,250.42	4,371.15	4,503.65	4,702.39	4,793.68	
	Bi-weekly	1,702.15	1,751.08	1,793.89	1,851.65	1,899.21	1,961.73	2,017.45	2,078.61	2,170.33	2,212.47	
	Hourly	21.276868	21.888454	22.423630	23.145635	23.740140	24.521626	25.218162	25.982572	27.129183	27.655815	
16	Annual	43,266.75	44,680.02	46,040.32	47,365.39	49,008.64	50,633.83	52,383.04	54,238.21	56,640.91	57,718.55	1.3520
	Monthly	3,605.56	3,723.34	3,836.69	3,947.12	4,084.05	4,219.49	4,365.25	4,519.85	4,720.08	4,809.88	
	Bi-weekly	1,664.11	1,718.46	1,770.78	1,821.75	1,884.95	1,947.45	2,014.73	2,086.08	2,178.50	2,219.94	
	Hourly	20.801323	21.480779	22.134767	22.771822	23.561848	24.343187	25.184153	26.076061	27.231208	27.749305	
17	Annual	44,680.02	46,040.32	47,365.39	49,008.64	50,633.83	52,383.04	54,238.21	56,004.87	58,442.80	59,573.73	1.3962
	Monthly	3,723.34	3,836.69	3,947.12	4,084.05	4,219.49	4,365.25	4,519.85	4,667.07	4,870.23	4,964.48	
	Bi-weekly	1,718.46	1,770.78	1,821.75	1,884.95	1,947.45	2,014.73	2,086.08	2,154.03	2,247.80	2,291.30	
	Hourly	21.480779	22.134767	22.771822	23.561848	24.343187	25.184153	26.076061	26.925419	28.097499	28.641215	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17A	Annual	43,673.12	45,068.63	47,265.25	49,461.87	51,658.49	53,566.63	56,075.61	58,655.02	61,269.65	62,453.24	1.3647
	Monthly	3,639.43	3,755.72	3,938.77	4,121.82	4,304.87	4,463.89	4,672.97	4,887.92	5,105.80	5,204.44	
	Bi-weekly	1,679.74	1,733.41	1,817.89	1,902.38	1,986.86	2,060.26	2,156.75	2,255.96	2,356.52	2,402.05	
	Hourly	20.996692	21.667611	22.723678	23.779744	24.835812	25.753189	26.959429	28.199527	29.456560	30.025598	
17C	Annual	46,464.44	47,683.57	48,990.88	50,386.70	51,641.03	53,354.72	54,679.80	56,393.48	58,884.69	60,015.31	1.4520
	Monthly	3,872.04	3,973.63	4,082.57	4,198.89	4,303.42	4,446.23	4,556.65	4,699.46	4,907.06	5,001.28	
	Bi-weekly	1,787.09	1,833.98	1,884.26	1,937.95	1,986.19	2,052.10	2,103.07	2,168.98	2,264.80	2,308.28	
	Hourly	22.338675	22.924791	23.553307	24.224374	24.827419	25.651307	26.288364	27.112249	28.309949	28.853516	
18	Annual	46,040.32	47,365.39	49,008.64	50,633.83	52,383.04	54,238.21	56,004.87	57,965.99	60,474.67	61,640.81	1.4387
	Monthly	3,836.69	3,947.12	4,084.05	4,219.49	4,365.25	4,519.85	4,667.07	4,830.50	5,039.56	5,136.73	
	Bi-weekly	1,770.78	1,821.75	1,884.95	1,947.45	2,014.73	2,086.08	2,154.03	2,229.46	2,325.95	2,370.80	
	Hourly	22.134767	22.771822	23.561848	24.343187	25.184153	26.076061	26.925419	27.868266	29.074358	29.635006	
19	Annual	47,365.39	49,008.64	50,633.83	52,383.04	54,238.21	56,004.87	57,965.99	59,997.55	62,559.51	63,760.86	1.4801
	Monthly	3,947.12	4,084.05	4,219.49	4,365.25	4,519.85	4,667.07	4,830.50	4,999.80	5,213.29	5,313.41	
	Bi-weekly	1,821.75	1,884.95	1,947.45	2,014.73	2,086.08	2,154.03	2,229.46	2,307.60	2,406.13	2,452.34	
	Hourly	22.771822	23.561848	24.343187	25.184153	26.076061	26.925419	27.868266	28.844975	30.076687	30.654261	
20	Annual	49,008.64	50,633.83	52,383.04	54,238.21	56,004.87	57,965.99	59,997.55	66,887.83	69,785.41	71,115.93	1.5315
	Monthly	4,084.05	4,219.49	4,365.25	4,519.85	4,667.07	4,830.50	4,999.80	5,573.99	5,815.45	5,926.33	
	Bi-weekly	1,884.95	1,947.45	2,014.73	2,086.08	2,154.03	2,229.46	2,307.60	2,572.61	2,684.05	2,735.23	
	Hourly	23.561848	24.343187	25.184153	26.076061	26.925419	27.868266	28.844975	32.157608	33.550677	34.190351	

**American Federation of State, County and Municipal Employees (AFSCME) Local  
1076/Ramsey Nursing Home/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).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	40,845.84	41,856.41	42,775.12	44,000.05	45,010.63	46,204.94	47,429.87	48,593.57	50,645.34	51,564.04	1.2764
	Monthly	3,403.82	3,488.03	3,564.59	3,666.67	3,750.89	3,850.41	3,952.49	4,049.46	4,220.45	4,297.00	
	Bi-weekly	1,570.99	1,609.86	1,645.20	1,692.31	1,731.18	1,777.11	1,824.23	1,868.98	1,947.90	1,983.23	
	Hourly	19.637424	20.123275	20.564961	21.153871	21.639724	22.213913	22.802824	23.362294	24.348720	24.790405	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
12L	Annual	42,254.52	43,234.47	44,459.40	45,469.98	46,817.41	47,950.47	49,665.39	50,767.83	53,738.30	54,718.25	1.3204
	Monthly	3,521.21	3,602.87	3,704.95	3,789.17	3,901.45	3,995.87	4,138.78	4,230.65	4,478.19	4,559.85	
	Bi-weekly	1,625.17	1,662.86	1,709.98	1,748.85	1,800.67	1,844.25	1,910.21	1,952.61	2,066.86	2,104.55	
	Hourly	20.314672	20.785804	21.374712	21.860568	22.508369	23.053112	23.877590	24.407611	25.835723	26.306851	

**American Federation of State, County and Municipal Employees (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	
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	33,868.28	34,751.46	35,687.92	36,553.65	37,719.79	38,708.92	39,751.35	40,970.47	42,754.89	43,620.62	1.0583
	Monthly	2,822.36	2,895.96	2,973.99	3,046.14	3,143.32	3,225.74	3,312.61	3,414.21	3,562.91	3,635.05	
	Bi-weekly	1,302.63	1,336.59	1,372.61	1,405.91	1,450.76	1,488.80	1,528.90	1,575.79	1,644.42	1,677.72	
	Hourly	16.282825	16.707434	17.157655	17.573871	18.134515	18.610058	19.111225	19.697339	20.555237	20.971452	
09	Annual	34,751.46	35,687.92	36,553.65	37,719.79	38,708.92	39,751.35	40,970.47	42,012.89	43,921.03	44,786.76	1.0859
	Monthly	2,895.96	2,973.99	3,046.14	3,143.32	3,225.74	3,312.61	3,414.21	3,501.07	3,660.09	3,732.23	
	Bi-weekly	1,336.59	1,372.61	1,405.91	1,450.76	1,488.80	1,528.90	1,575.79	1,615.88	1,689.27	1,722.57	
	Hourly	16.707434	17.157655	17.573871	18.134515	18.610058	19.111225	19.697339	20.198503	21.115881	21.532094	
10	Annual	35,687.92	36,553.65	37,719.79	38,708.92	39,751.35	40,970.47	42,012.89	43,443.92	45,352.07	46,235.25	1.1152
	Monthly	2,973.99	3,046.14	3,143.32	3,225.74	3,312.61	3,414.21	3,501.07	3,620.33	3,779.34	3,852.94	
	Bi-weekly	1,372.61	1,405.91	1,450.76	1,488.80	1,528.90	1,575.79	1,615.88	1,670.92	1,744.31	1,778.28	
	Hourly	17.157655	17.573871	18.134515	18.610058	19.111225	19.697339	20.198503	20.886499	21.803879	22.228485	
10M	Annual	36,112.06	37,065.97	38,090.64	39,150.82	40,387.39	41,429.81	42,790.11	44,062.20	46,005.57	46,924.27	1.1285
	Monthly	3,009.34	3,088.83	3,174.22	3,262.57	3,365.62	3,452.49	3,565.84	3,671.85	3,833.80	3,910.36	
	Bi-weekly	1,388.93	1,425.61	1,465.02	1,505.80	1,553.36	1,593.45	1,645.77	1,694.70	1,769.44	1,804.78	
	Hourly	17.361565	17.820180	18.312808	18.822510	19.417016	19.918180	20.572167	21.183751	22.118060	22.559747	
11	Annual	36,553.65	37,719.79	38,708.92	39,751.35	40,970.47	42,012.89	43,443.92	44,769.00	46,783.09	47,719.26	1.1423
	Monthly	3,046.14	3,143.32	3,225.74	3,312.61	3,414.21	3,501.07	3,620.33	3,730.75	3,898.59	3,976.61	
	Bi-weekly	1,405.91	1,450.76	1,488.80	1,528.90	1,575.79	1,615.88	1,670.92	1,721.88	1,799.35	1,835.36	
	Hourly	17.573871	18.134515	18.610058	19.111225	19.697339	20.198503	20.886499	21.523556	22.491872	22.941950	
12	Annual	37,719.79	38,708.92	39,751.35	40,970.47	42,012.89	43,443.92	44,769.00	46,094.07	48,143.39	49,115.07	1.1787
	Monthly	3,143.32	3,225.74	3,312.61	3,414.21	3,501.07	3,620.33	3,730.75	3,841.17	4,011.95	4,092.92	
	Bi-weekly	1,450.76	1,488.80	1,528.90	1,575.79	1,615.88	1,670.92	1,721.88	1,772.85	1,851.67	1,889.04	
	Hourly	18.134515	18.610058	19.111225	19.697339	20.198503	20.886499	21.523556	22.160612	23.145861	23.613014	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	38,708.92	39,751.35	40,970.47	42,012.89	43,443.92	44,769.00	46,094.07	47,754.78	49,804.10	50,811.30	1.2096
	Monthly	3,225.74	3,312.61	3,414.21	3,501.07	3,620.33	3,730.75	3,841.17	3,979.57	4,150.34	4,234.28	
	Bi-weekly	1,488.80	1,528.90	1,575.79	1,615.88	1,670.92	1,721.88	1,772.85	1,836.72	1,915.54	1,954.28	
	Hourly	18.610058	19.111225	19.697339	20.198503	20.886499	21.523556	22.160612	22.959027	23.944278	24.428511	
14	Annual	39,751.35	40,970.47	42,012.89	43,443.92	44,769.00	46,094.07	47,754.78	49,362.51	51,517.79	52,542.45	1.2422
	Monthly	3,312.61	3,414.21	3,501.07	3,620.33	3,730.75	3,841.17	3,979.57	4,113.54	4,293.15	4,378.54	
	Bi-weekly	1,528.90	1,575.79	1,615.88	1,670.92	1,721.88	1,772.85	1,836.72	1,898.56	1,981.45	2,020.86	
	Hourly	19.111225	19.697339	20.198503	20.886499	21.523556	22.160612	22.959027	23.731976	24.768166	25.260792	
14M	Annual	40,387.39	41,429.81	42,790.11	44,062.20	45,440.26	46,889.06	48,496.79	50,369.41	52,613.19	53,637.85	1.2621
	Monthly	3,365.62	3,452.49	3,565.84	3,671.85	3,786.69	3,907.42	4,041.40	4,197.45	4,384.43	4,469.82	
	Bi-weekly	1,553.36	1,593.45	1,645.77	1,694.70	1,747.70	1,803.43	1,865.26	1,937.28	2,023.58	2,062.99	
	Hourly	19.417016	19.918180	20.572167	21.183751	21.846281	22.542815	23.315763	24.216061	25.294801	25.787428	
15	Annual	40,970.47	42,012.89	43,443.92	44,769.00	46,094.07	47,754.78	49,362.51	51,111.41	53,390.71	54,450.59	1.2803
	Monthly	3,414.21	3,501.07	3,620.33	3,730.75	3,841.17	3,979.57	4,113.54	4,259.29	4,449.23	4,537.55	
	Bi-weekly	1,575.79	1,615.88	1,670.92	1,721.88	1,772.85	1,836.72	1,898.56	1,965.82	2,053.49	2,094.25	
	Hourly	19.697339	20.198503	20.886499	21.523556	22.160612	22.959027	23.731976	24.572795	25.668612	26.178167	
15V	Annual	42,984.57	44,256.66	45,369.52	46,871.29	48,108.17	49,733.36	51,182.15	52,789.88	55,175.14	56,270.54	1.3432
	Monthly	3,582.05	3,688.06	3,780.79	3,905.94	4,009.02	4,144.45	4,265.18	4,399.16	4,597.93	4,689.21	
	Bi-weekly	1,653.25	1,702.18	1,744.98	1,802.74	1,850.31	1,912.82	1,968.54	2,030.38	2,122.12	2,164.25	
	Hourly	20.665657	21.277242	21.812271	22.534276	23.128930	23.910270	24.606804	25.379750	26.526511	27.053144	
16	Annual	42,012.89	43,443.92	44,769.00	46,094.07	47,754.78	49,362.51	51,111.41	52,966.58	55,369.30	56,482.46	1.3129
	Monthly	3,501.07	3,620.33	3,730.75	3,841.17	3,979.57	4,113.54	4,259.29	4,413.88	4,614.11	4,706.87	
	Bi-weekly	1,615.88	1,670.92	1,721.88	1,772.85	1,836.72	1,898.56	1,965.82	2,037.18	2,129.59	2,172.40	
	Hourly	20.198503	20.886499	21.523556	22.160612	22.959027	23.731976	24.572795	25.464702	26.619854	27.155028	



Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17	Annual	43,443.92	44,769.00	46,094.07	47,754.78	49,362.51	51,111.41	52,966.58	54,733.25	57,189.24	58,337.63	1.3576
	Monthly	3,620.33	3,730.75	3,841.17	3,979.57	4,113.54	4,259.29	4,413.88	4,561.10	4,765.77	4,861.47	
	Bi-weekly	1,670.92	1,721.88	1,772.85	1,836.72	1,898.56	1,965.82	2,037.18	2,105.12	2,199.59	2,243.75	
	Hourly	20.886499	21.523556	22.160612	22.959027	23.731976	24.572795	25.464702	26.314060	27.494828	28.046935	
17C	Annual	45,299.09	46,641.62	47,878.50	49,397.73	50,758.33	52,348.30	54,044.22	55,687.48	58,143.17	59,309.31	1.4155
	Monthly	3,774.92	3,886.80	3,989.88	4,116.48	4,229.86	4,362.36	4,503.69	4,640.62	4,845.26	4,942.44	
	Bi-weekly	1,742.27	1,793.91	1,841.48	1,899.91	1,952.24	2,013.40	2,078.62	2,141.83	2,236.28	2,281.13	
	Hourly	21.778407	22.423856	23.018509	23.748907	24.403041	25.167450	25.982797	26.772825	27.953445	28.514089	
18	Annual	44,769.00	46,094.07	47,754.78	49,362.51	51,111.41	52,966.58	54,733.25	56,694.37	59,220.80	60,404.70	1.3990
	Monthly	3,730.75	3,841.17	3,979.57	4,113.54	4,259.29	4,413.88	4,561.10	4,724.53	4,935.07	5,033.73	
	Bi-weekly	1,721.88	1,772.85	1,836.72	1,898.56	1,965.82	2,037.18	2,105.12	2,180.55	2,277.72	2,323.26	
	Hourly	21.523556	22.160612	22.959027	23.731976	24.572795	25.464702	26.314060	27.256907	28.471540	29.040723	
19	Annual	46,094.07	47,754.78	49,362.51	51,111.41	52,966.58	54,733.25	56,694.37	58,726.24	61,287.88	62,507.00	1.4404
	Monthly	3,841.17	3,979.57	4,113.54	4,259.29	4,413.88	4,561.10	4,724.53	4,893.85	5,107.32	5,208.92	
	Bi-weekly	1,772.85	1,836.72	1,898.56	1,965.82	2,037.18	2,105.12	2,180.55	2,258.70	2,357.23	2,404.12	
	Hourly	22.160612	22.959027	23.731976	24.572795	25.464702	26.314060	27.256907	28.233768	29.465328	30.051444	
20	Annual	47,754.78	49,362.51	51,111.41	52,966.58	54,733.25	56,694.37	58,726.24	60,757.79	63,460.92	64,715.26	1.4923
	Monthly	3,979.57	4,113.54	4,259.29	4,413.88	4,561.10	4,724.53	4,893.85	5,063.15	5,288.41	5,392.94	
	Bi-weekly	1,836.72	1,898.56	1,965.82	2,037.18	2,105.12	2,180.55	2,258.70	2,336.84	2,440.80	2,489.05	
	Hourly	22.959027	23.731976	24.572795	25.464702	26.314060	27.256907	28.233768	29.210477	30.510058	31.113105	

**American Federation of State, County and Municipal Employees (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).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20R	Annual	49,309.53	51,076.20	53,143.27	55,210.36	57,383.40	59,556.44	61,853.19	64,891.96	68,619.75	70,333.74	71,729.25	1.5409
	Monthly	4,109.13	4,256.35	4,428.61	4,600.86	4,781.95	4,963.04	5,154.43	5,407.66	5,718.31	5,861.15	5,977.44	
	Bi-weekly	1,896.52	1,964.47	2,043.97	2,123.48	2,207.05	2,290.63	2,378.97	2,495.84	2,639.22	2,705.14	2,758.82	
	Hourly	23.706506	24.555864	25.549651	26.543441	27.588172	28.632902	29.737112	31.198057	32.990263	33.814297	34.485217	

## 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	
From	To	Full Time	Part Time
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
01	Annual	86,375.58	90,827.16	95,271.26	98,526.11	
	Monthly	7,197.97	7,568.93	7,939.27	8,210.51	2.6992
	Bi-weekly	3,322.14	3,493.35	3,664.28	3,789.47	
	Hourly	41.526722	43.666904	45.803491	47.368323	

## 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).

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	63,671.98	66,161.08	68,597.98	71,504.95	74,341.91	77,266.37	80,399.31	84,281.10	88,458.55	92,444.43	94,306.88	1.9897
	Monthly	5,306.00	5,513.42	5,716.50	5,958.75	6,195.16	6,438.86	6,699.94	7,023.43	7,371.55	7,703.70	7,858.91	
	Bi-weekly	2,448.92	2,544.66	2,638.38	2,750.19	2,859.30	2,971.78	3,092.28	3,241.58	3,402.25	3,555.55	3,627.19	
	Hourly	30.611531	31.808212	32.979797	34.377378	35.741301	37.147293	38.653513	40.519758	42.528150	44.444436	45.339845	

**American Federation of State, County and Municipal Employees (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	
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
23	Annual	46,464.92	47,878.50	49,238.79	50,740.56	52,259.79	53,920.50	55,722.69	62,665.94	65,510.55	66,817.87	1.4520
	Monthly	3,872.08	3,989.88	4,103.23	4,228.38	4,354.98	4,493.38	4,643.56	5,222.16	5,459.21	5,568.16	
	Bi-weekly	1,787.11	1,841.48	1,893.80	1,951.56	2,009.99	2,073.87	2,143.18	2,410.23	2,519.64	2,569.92	
	Hourly	22.338906	23.018509	23.672495	24.394501	25.124901	25.923319	26.789756	30.127855	31.495456	32.123974	
24	Annual	48,320.09	49,662.93	51,217.68	52,754.67	54,433.14	56,270.54	58,037.21	66,959.04	70,033.32	71,446.59	1.5100
	Monthly	4,026.67	4,138.58	4,268.14	4,396.22	4,536.10	4,689.21	4,836.43	5,579.92	5,836.11	5,953.88	
	Bi-weekly	1,858.46	1,910.11	1,969.91	2,029.03	2,093.58	2,164.25	2,232.20	2,575.35	2,693.59	2,747.95	
	Hourly	23.230810	23.876407	24.623883	25.362821	26.169777	27.053144	27.902504	32.191847	33.669866	34.349323	
26	Annual	53,761.56	55,369.30	57,189.24	59,114.85	60,881.52	63,125.29	65,457.57	67,771.78	70,846.07	72,277.10	1.6800
	Monthly	4,480.13	4,614.11	4,765.77	4,926.24	5,073.46	5,260.44	5,454.80	5,647.65	5,903.84	6,023.09	
	Bi-weekly	2,067.75	2,129.59	2,199.59	2,273.65	2,341.60	2,427.90	2,517.60	2,606.61	2,724.85	2,779.89	
	Hourly	25.846906	26.619854	27.494828	28.420599	29.269959	30.348698	31.469985	32.582588	34.060611	34.748606	

**American Federation of State, County and Municipal Employees (AFSCME) Local  
151/Licensed Practical Nurse Internal Pool Salary Plan**

**Service Requirements for Salary Step Advancement For  
Salary Plan 371**

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).

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Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23I	Annual	50,150.33	51,559.01	52,937.07	54,437.61	55,938.16	57,622.45	59,398.61	66,380.75	69,167.48	70,545.53	1.5671
	Monthly	4,179.19	4,296.58	4,411.42	4,536.47	4,661.51	4,801.87	4,949.88	5,531.73	5,763.96	5,878.80	
	Bi-weekly	1,928.86	1,983.04	2,036.04	2,093.75	2,151.47	2,216.25	2,284.56	2,553.11	2,660.29	2,713.29	
	Hourly	24.110737	24.787984	25.450513	26.171930	26.893348	27.703101	28.557022	31.913823	33.253597	33.916122	

## Law Enforcement Labor Services (LELS) 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	
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 .....	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.

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Grade		1	2	3	4	Night Diff
31	Annual	95,917.14	100,874.97	106,122.06	111,635.06	
	Monthly	7,993.10	8,406.25	8,843.51	9,302.92	2.9974
	Bi-weekly	3,689.12	3,879.81	4,081.62	4,293.66	
	Hourly	46.114008	48.497583	51.020223	53.670704	

**American Federation of State, County and Municipal Employees (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	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	70,492.67	73,902.29	77,206.25	78,761.00	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,874.39	6,158.52	6,433.85	6,563.42	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,711.26	2,842.40	2,969.47	3,029.27	
	Hourly	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.890708	35.529946	37.118389	37.865863	
25M	Annual	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	76,146.07	79,856.40	83,513.45	85,174.15	1.7965
	Monthly	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,345.51	6,654.70	6,959.45	7,097.85	
	Bi-weekly	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,928.69	3,071.40	3,212.06	3,275.93	
	Hourly	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.608685	38.392498	40.150698	40.949112	
28	Annual	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	83,796.10	88,089.20	92,099.95	93,954.81	1.9776
	Monthly	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,983.01	7,340.77	7,675.00	7,829.57	
	Bi-weekly	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,222.93	3,388.05	3,542.31	3,613.65	
	Hourly	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.392498	40.286587	42.350578	44.278823	45.170583	
28M	Annual	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	85,527.56	89,749.91	93,795.87	95,686.26	2.0184
	Monthly	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,127.30	7,479.16	7,816.32	7,973.86	
	Bi-weekly	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,289.52	3,451.92	3,607.53	3,680.24	
	Hourly	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	41.119017	43.148994	45.094170	46.003009	
30	Annual	68,460.81	71,163.94	73,955.57	76,764.66	79,856.40	82,983.36	86,322.53	90,704.14	95,191.69	99,502.55	101,498.89	2.1394
	Monthly	5,705.07	5,930.33	6,162.96	6,397.06	6,654.70	6,915.28	7,193.54	7,558.68	7,932.64	8,291.88	8,458.24	
	Bi-weekly	2,633.11	2,737.07	2,844.45	2,952.49	3,071.40	3,191.67	3,320.10	3,488.62	3,661.22	3,827.02	3,903.80	
	Hourly	32.913852	34.213434	35.555563	36.906086	38.392498	39.895845	41.501217	43.607757	45.765236	47.837763	48.797543	

**American Federation of State, County and Municipal Employees (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	
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 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	60,939.39	63,347.33	65,847.37	68,384.35	71,233.61	74,046.22	76,950.92	80,774.57	86,421.16	90,321.28	92,140.36	1.9043
	Monthly	5,078.28	5,278.95	5,487.28	5,698.70	5,936.13	6,170.52	6,412.58	6,731.21	7,201.76	7,526.77	7,678.36	
	Bi-weekly	2,343.82	2,436.44	2,532.59	2,630.17	2,739.75	2,847.93	2,959.65	3,106.71	3,323.89	3,473.90	3,543.86	
	Hourly	29.297785	30.455449	31.657387	32.877093	34.246927	35.599144	36.995635	38.833926	41.548633	43.423692	44.298251	
26M	Annual	62,262.69	64,744.56	67,207.94	69,873.35	72,428.50	75,498.56	78,495.04	82,324.46	88,015.01	92,009.06	93,846.67	1.9457
	Monthly	5,188.56	5,395.38	5,600.66	5,822.78	6,035.71	6,291.55	6,541.25	6,860.37	7,334.58	7,667.42	7,820.56	
	Bi-weekly	2,394.72	2,490.18	2,584.92	2,687.44	2,785.71	2,903.79	3,019.04	3,166.33	3,385.19	3,538.81	3,609.49	
	Hourly	29.933987	31.127192	32.311511	33.592956	34.821395	36.297386	37.737999	39.579066	42.314909	44.235125	45.118589	
28	Annual	65,847.37	68,384.35	71,233.61	74,046.22	76,950.92	79,873.78	83,090.75	87,190.01	93,490.13	97,746.78	99,715.37	2.0577
	Monthly	5,487.28	5,698.70	5,936.13	6,170.52	6,412.58	6,656.15	6,924.23	7,265.84	7,790.84	8,145.57	8,309.61	
	Bi-weekly	2,532.59	2,630.17	2,739.75	2,847.93	2,959.65	3,072.07	3,195.80	3,353.46	3,595.77	3,759.49	3,835.21	
	Hourly	31.657387	32.877093	34.246927	35.599144	36.995635	38.400856	39.947474	41.918276	44.947176	46.993646	47.940083	
28M	Annual	67,207.94	69,873.35	72,428.50	75,498.56	77,975.61	81,564.79	84,873.84	88,991.59	95,252.66	99,546.69	101,552.98	2.1002
	Monthly	5,600.66	5,822.78	6,035.71	6,291.55	6,497.97	6,797.07	7,072.82	7,415.97	7,937.72	8,295.56	8,462.75	
	Bi-weekly	2,584.92	2,687.44	2,785.71	2,903.79	2,999.06	3,137.11	3,264.38	3,422.75	3,663.56	3,828.72	3,905.88	
	Hourly	32.311511	33.592956	34.821395	36.297386	37.488274	39.213841	40.804730	42.784418	45.794547	47.858986	48.823546	
31	Annual	74,046.22	76,950.92	79,873.78	83,090.75	86,344.35	89,818.77	93,384.96	97,980.98	105,040.67	109,840.73	112,015.70	2.3139
	Monthly	6,170.52	6,412.58	6,656.15	6,924.23	7,195.36	7,484.90	7,782.08	8,165.08	8,753.39	9,153.40	9,334.64	
	Bi-weekly	2,847.93	2,959.65	3,072.07	3,195.80	3,320.94	3,454.57	3,591.73	3,768.50	4,040.03	4,224.64	4,308.30	
	Hourly	35.599144	36.995635	38.400856	39.947474	41.511705	43.182102	44.896617	47.106242	50.500320	52.808045	53.853703	

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	75,498.56	78,495.04	81,564.79	84,873.84	87,999.03	91,656.99	95,352.23	100,021.22	107,159.41	112,034.56	114,303.44	2.3593
	Monthly	6,291.55	6,541.25	6,797.07	7,072.82	7,333.25	7,638.08	7,946.02	8,335.10	8,929.95	9,336.21	9,525.29	
	Bi-weekly	2,903.79	3,019.04	3,137.11	3,264.38	3,384.58	3,525.27	3,667.39	3,846.97	4,121.52	4,309.02	4,396.29	
	Hourly	36.297386	37.737999	39.213841	40.804730	42.307224	44.065860	45.842416	48.087125	51.518947	53.862767	54.953579	

**Law Enforcement Labor Services (LELS) 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).

Report ID: RCHR093A  
 As Of Date: 01/08/2022  
 Salary Plan: 41 LELS Local 353/DispatchSupv

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 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	60,899.32	63,302.73	65,741.69	68,480.83	71,184.75	73,977.20	76,787.11	82,370.31	84,545.38	88,415.47	90,200.41	1.9031
	Monthly	5,074.94	5,275.23	5,478.47	5,706.74	5,932.06	6,164.77	6,398.93	6,864.19	7,045.45	7,367.96	7,516.70	
	Bi-weekly	2,342.28	2,434.72	2,528.53	2,633.88	2,737.88	2,845.28	2,953.35	3,168.09	3,251.75	3,400.59	3,469.25	
	Hourly	29.278518	30.434005	31.606580	32.923477	34.223438	35.565962	36.916880	39.601110	40.646815	42.507436	43.365583	

## Teamsters Local 320 – Chief Correctional Officers (Sheriffs Department) 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	69,763.44	72,500.14	75,253.94	78,284.83	81,350.26	84,623.72	87,983.64	92,313.83	97,024.69	101,458.46	103,467.45	2.1801
	Monthly	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,692.82	8,085.39	8,454.87	8,622.29	
	Bi-weekly	2,683.21	2,788.47	2,894.38	3,010.96	3,128.86	3,254.76	3,383.99	3,550.53	3,731.72	3,902.25	3,979.52	
	Hourly	33.540116	34.855834	36.179777	37.636938	39.110700	40.684479	42.299826	44.381649	46.646484	48.778105	49.743964	

**American Federation of State, County and Municipal Employees (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	53,196.25	55,263.34	57,489.36	59,362.28	62,224.34	64,591.84	67,153.50	70,492.67	71,216.92	74,432.38	75,916.39	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,946.86	5,185.36	5,382.65	5,596.13	5,874.39	5,934.74	6,202.70	6,326.37	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,283.16	2,393.24	2,484.30	2,582.83	2,711.26	2,739.11	2,862.78	2,919.86	
	Hourly	25.575122	26.568912	27.639114	28.539559	29.915550	31.053769	32.285335	33.890708	34.238903	35.784797	36.498263	
23M	Annual	53,196.25	55,263.34	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	70,492.67	73,902.29	77,206.25	78,761.00	1.6623
	Monthly	4,433.02	4,605.28	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,874.39	6,158.52	6,433.85	6,563.42	
	Bi-weekly	2,046.01	2,125.51	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,711.26	2,842.40	2,969.47	3,029.27	
	Hourly	25.575122	26.568912	27.639114	28.768793	29.915550	31.053769	32.285335	33.890708	35.529946	37.118389	37.865863	
25	Annual	56,288.00	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	74,609.07	78,336.86	81,923.48	83,566.42	1.7589
	Monthly	4,690.67	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,217.42	6,528.07	6,826.96	6,963.87	
	Bi-weekly	2,164.92	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,869.58	3,012.96	3,150.90	3,214.09	
	Hourly	27.061538	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.869746	37.661953	39.386288	40.176165	
25M	Annual	57,489.36	59,839.09	62,224.34	64,591.84	67,153.50	69,609.19	72,559.76	76,146.07	79,856.40	83,513.45	85,174.15	1.7965
	Monthly	4,790.78	4,986.59	5,185.36	5,382.65	5,596.13	5,800.77	6,046.65	6,345.51	6,654.70	6,959.45	7,097.85	
	Bi-weekly	2,211.13	2,301.50	2,393.24	2,484.30	2,582.83	2,677.28	2,790.76	2,928.69	3,071.40	3,212.06	3,275.93	
	Hourly	27.639114	28.768793	29.915550	31.053769	32.285335	33.465955	34.884499	36.608685	38.392498	40.150698	40.949112	
27	Annual	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	80,545.42	84,520.65	88,389.62	90,174.04	1.9025
	Monthly	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,712.12	7,043.39	7,365.80	7,514.50	
	Bi-weekly	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,097.90	3,250.79	3,399.60	3,468.23	
	Hourly	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.723761	40.634928	42.495009	43.352905	



PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	64,591.84	67,153.50	69,609.19	72,559.76	75,439.58	78,389.85	81,570.09	85,527.56	89,749.91	93,795.87	95,686.26	2.0184
	Monthly	5,382.65	5,596.13	5,800.77	6,046.65	6,286.63	6,532.49	6,797.51	7,127.30	7,479.16	7,816.32	7,973.86	
	Bi-weekly	2,484.30	2,582.83	2,677.28	2,790.76	2,901.52	3,014.99	3,137.31	3,289.52	3,451.92	3,607.53	3,680.24	
	Hourly	31.053769	32.285335	33.465955	34.884499	36.269027	37.687426	39.216387	41.119017	43.148994	45.094170	46.003009	

## 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	34,892.94	35,882.38	36,907.04	38,055.42	39,344.98	40,634.83	41,959.91	43,832.54	45,687.70	47,754.78	48,691.25	1.0904
	Monthly	2,907.75	2,990.20	3,075.59	3,171.29	3,278.75	3,386.24	3,496.66	3,652.71	3,807.31	3,979.57	4,057.60	
	Bi-weekly	1,342.04	1,380.09	1,419.50	1,463.67	1,513.27	1,562.88	1,613.84	1,685.87	1,757.22	1,836.72	1,872.74	
	Hourly	16.775453	17.251145	17.743770	18.295875	18.915855	19.535977	20.173032	21.073334	21.965238	22.959027	23.409253	
01	Annual	38,408.82	40,051.76	41,783.22	43,549.88	45,387.28	47,313.19	49,291.77	51,376.61	53,567.42	56,005.35	57,135.96	1.2002
	Monthly	3,200.74	3,337.65	3,481.94	3,629.16	3,782.27	3,942.77	4,107.65	4,281.39	4,463.95	4,667.11	4,761.33	
	Bi-weekly	1,477.26	1,540.45	1,607.05	1,675.00	1,745.66	1,819.74	1,895.84	1,976.02	2,060.29	2,154.05	2,197.54	
	Hourly	18.465777	19.255655	20.088084	20.937440	21.820809	22.746728	23.697965	24.700295	25.753565	26.925648	27.469213	
02	Annual	40,316.65	42,083.63	43,921.03	45,864.40	47,860.74	49,963.04	52,118.61	54,415.38	56,835.85	59,362.28	60,563.64	1.2598
	Monthly	3,359.72	3,506.97	3,660.09	3,822.03	3,988.40	4,163.59	4,343.22	4,534.62	4,736.32	4,946.86	5,046.97	
	Bi-weekly	1,550.64	1,618.60	1,689.27	1,764.02	1,840.80	1,921.66	2,004.56	2,092.90	2,185.99	2,283.16	2,329.37	
	Hourly	19.383005	20.232513	21.115881	22.050190	23.009970	24.020692	25.057026	26.161239	27.324928	28.539559	29.117135	
03	Annual	42,383.73	44,291.88	46,200.03	48,284.87	50,422.38	52,701.69	54,998.45	57,454.13	59,980.57	62,701.46	63,955.80	1.3244
	Monthly	3,531.98	3,690.99	3,850.00	4,023.74	4,201.87	4,391.81	4,583.20	4,787.85	4,998.38	5,225.12	5,329.65	
	Bi-weekly	1,630.14	1,703.53	1,776.92	1,857.11	1,939.32	2,026.99	2,115.32	2,209.77	2,306.94	2,411.59	2,459.84	
	Hourly	20.376795	21.294175	22.211552	23.213880	24.241531	25.337351	26.441560	27.622180	28.836812	30.144933	30.747981	
04	Annual	44,769.00	46,765.34	48,867.63	51,058.43	53,390.71	55,775.67	58,266.88	60,899.27	63,690.60	66,535.21	67,895.50	1.3990
	Monthly	3,730.75	3,897.11	4,072.30	4,254.87	4,449.23	4,647.97	4,855.57	5,074.94	5,307.55	5,544.60	5,657.96	
	Bi-weekly	1,721.88	1,798.67	1,879.52	1,963.79	2,053.49	2,145.22	2,241.03	2,342.28	2,449.64	2,559.05	2,611.37	
	Hourly	21.523556	22.483334	23.494055	24.547322	25.668612	26.815226	28.012924	29.278497	30.620479	31.988081	32.642068	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	45,157.61	47,224.69	49,309.53	51,517.79	53,867.52	56,323.52	58,814.43	61,499.80	64,309.20	67,224.24	68,566.77	1.4111
	Monthly	3,763.13	3,935.39	4,109.13	4,293.15	4,488.96	4,693.63	4,901.20	5,124.98	5,359.10	5,602.02	5,713.90	
	Bi-weekly	1,736.83	1,816.33	1,896.52	1,981.45	2,071.83	2,166.29	2,262.09	2,365.38	2,473.43	2,585.55	2,637.18	
	Hourly	21.710388	22.704178	23.706506	24.768166	25.897845	27.078616	28.276168	29.567212	30.917882	32.319345	32.964793	
05	Annual	47,401.39	49,539.21	51,835.97	54,185.70	56,694.37	59,309.31	62,047.65	64,856.74	67,824.77	70,881.29	72,312.32	1.4812
	Monthly	3,950.12	4,128.27	4,319.66	4,515.48	4,724.53	4,942.44	5,170.64	5,404.73	5,652.06	5,906.77	6,026.03	
	Bi-weekly	1,823.13	1,905.35	1,993.69	2,084.07	2,180.55	2,281.13	2,386.45	2,494.49	2,608.64	2,726.20	2,781.24	
	Hourly	22.789129	23.816926	24.921138	26.050817	27.256907	28.514089	29.830601	31.181124	32.608060	34.077541	34.765538	
06	Annual	50,387.17	52,825.41	55,316.32	57,878.27	60,598.86	63,566.88	66,570.42	69,715.14	73,001.34	76,358.29	77,877.52	1.5745
	Monthly	4,198.93	4,402.12	4,609.69	4,823.19	5,049.91	5,297.24	5,547.54	5,809.60	6,083.45	6,363.19	6,489.79	
	Bi-weekly	1,937.97	2,031.75	2,127.55	2,226.09	2,330.73	2,444.88	2,560.40	2,681.35	2,807.74	2,936.86	2,995.29	
	Hourly	24.224599	25.396830	26.594382	27.826091	29.134066	30.560998	32.005010	33.516895	35.096800	36.710714	37.441113	
07	Annual	54,256.44	56,853.31	59,556.44	62,348.07	65,316.09	68,443.35	71,658.81	75,050.66	78,637.28	82,223.89	83,866.84	1.6955
	Monthly	4,521.37	4,737.78	4,963.04	5,195.67	5,443.01	5,703.61	5,971.57	6,254.22	6,553.11	6,851.99	6,988.90	
	Bi-weekly	2,086.79	2,186.67	2,290.63	2,398.00	2,512.16	2,632.44	2,756.11	2,886.56	3,024.51	3,162.46	3,225.65	
	Hourly	26.084825	27.333321	28.632902	29.975032	31.401965	32.905457	34.451352	36.082050	37.806384	39.530718	40.320597	
07F	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	81,428.60	85,103.42	86,817.41	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	6,785.72	7,091.95	7,234.78	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,131.87	3,273.21	3,339.13	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	39.148367	40.915104	41.739139	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	58,567.30	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	77,630.38	82,524.00	86,216.58	87,948.03	1.8302
	Monthly	4,880.61	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,469.20	6,877.00	7,184.72	7,329.00	
	Bi-weekly	2,252.59	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,985.78	3,174.00	3,316.02	3,382.62	
	Hourly	28.157357	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	37.322299	39.675001	41.450279	42.282705	
07R	Annual	60,881.52	63,284.23	65,722.46	68,460.81	71,163.94	73,955.57	76,764.66	80,545.42	84,520.65	88,389.62	90,174.04	1.9025
	Monthly	5,073.46	5,273.69	5,476.87	5,705.07	5,930.33	6,162.96	6,397.06	6,712.12	7,043.39	7,365.80	7,514.50	
	Bi-weekly	2,341.60	2,434.01	2,527.79	2,633.11	2,737.07	2,844.45	2,952.49	3,097.90	3,250.79	3,399.60	3,468.23	
	Hourly	29.269959	30.425108	31.597338	32.913852	34.213434	35.555563	36.906086	38.723761	40.634928	42.495009	43.352905	
08	Annual	58,567.30	61,305.64	64,255.91	67,294.97	70,527.89	73,884.83	77,400.71	81,040.00	84,909.26	88,743.02	90,509.68	1.8302
	Monthly	4,880.61	5,108.80	5,354.66	5,607.92	5,877.32	6,157.07	6,450.06	6,753.33	7,075.77	7,395.25	7,542.47	
	Bi-weekly	2,252.59	2,357.91	2,471.38	2,588.27	2,712.61	2,841.72	2,976.95	3,116.92	3,265.74	3,413.19	3,481.14	
	Hourly	28.157357	29.473866	30.892264	32.353353	33.907639	35.521552	37.211879	38.961536	40.821761	42.664911	43.514267	
09	Annual	63,620.17	66,641.16	69,785.88	73,107.30	76,570.20	80,227.25	83,990.56	88,036.22	92,223.36	96,428.26	98,371.63	1.9881
	Monthly	5,301.68	5,553.43	5,815.49	6,092.28	6,380.85	6,685.60	6,999.21	7,336.35	7,685.28	8,035.69	8,197.64	
	Bi-weekly	2,446.93	2,563.12	2,684.07	2,811.82	2,945.01	3,085.66	3,230.41	3,386.01	3,547.05	3,708.78	3,783.52	
	Hourly	30.586619	32.039021	33.550905	35.147740	36.812594	38.570794	40.380079	42.325107	44.338156	46.359742	47.294051	
10	Annual	69,344.29	72,683.47	76,146.07	79,750.44	83,548.66	87,506.44	91,711.03	96,021.89	100,597.95	105,138.18	107,258.55	2.1670
	Monthly	5,778.69	6,056.96	6,345.51	6,645.87	6,962.39	7,292.20	7,642.59	8,001.82	8,383.16	8,761.52	8,938.21	
	Bi-weekly	2,667.09	2,795.52	2,928.69	3,067.32	3,213.41	3,365.63	3,527.35	3,693.15	3,869.15	4,043.78	4,125.33	
	Hourly	33.338603	34.943977	36.608685	38.341558	40.167627	42.070402	44.091843	46.164371	48.364401	50.547202	51.566608	

**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: 01/08/2022  
 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	61,659.04	64,114.73	66,676.38	69,326.53	72,082.64	74,997.69	78,001.23	81,923.48	83,566.42	1.9268
	Monthly	5,138.25	5,342.89	5,556.37	5,777.21	6,006.89	6,249.81	6,500.10	6,826.96	6,963.87	
	Bi-weekly	2,371.50	2,465.95	2,564.48	2,666.41	2,772.41	2,884.53	3,000.05	3,150.90	3,214.09	
	Hourly	29.643769	30.824391	32.055953	33.330064	34.655117	36.056580	37.500591	39.386288	40.176165	