



RAMSEY COUNTY

Compensation Manual

January 7, 2023

Human Resources Department
Class and Compensation
HRCompensation@CO.RAMSEY.MN.US

General Information and Instructions

This manual contains a job code index and established salary plans for job codes in the Ramsey County salary system effective as of **January 7, 2023**.

Job Code Index

This index lists all job codes in the Ramsey County salary 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, biweekly, 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, biweekly, and hourly salary rates for all steps in the salary range are shown.

INDEX OF ACTIVE SALARY PLANS

- 01A Clerical and Building Service (Unrepresented)
- 02A Professional – Technical - Administrative (Unrepresented)
- 02P Professional – Technical - Administrative - Performance Based (Unrepresented)
- 03 Hospital-Institutional Services (Unrepresented)
- 08A/B Building Trades (Full-time) (Part-time) (Unrepresented)
- 09 Seasonal Employees (Unrepresented)
- 10A Community Corrections Administration
- 20A American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Public Defenders (Annual)
- 20C Public Defenders (Unrepresented)
- 21A American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorneys
- 21C Assistant County Attorneys (Unrepresented/Confidential Positions)
- 22E American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit Maintenance-Mechanical (Pre-2002)
- 22J American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit Maintenance-Mechanical (2002)
- 22M American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit
- 22N American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit
- 23H American Federation of State, County & Municipal Employees (AFSCME) Local 1935 –Parks and Recreation/Maintenance-Mechanical
- 23S American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation (Seasonal)
- 23Z American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation
- 24 International Union of Operating Engineers (IUOE) Local 70 – Operating Engineers
- 25A Technical Employees Association (TEA)
- 26 International Union of Operating Engineers (IUOE) Local 49 – Maintenance-Mechanical
- 26A International Union of Operating Engineers (IUOE) Local 49 – Maintenance-Mechanical/Equipment Service Worker
- 27E American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
- 27H American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services/Maintenance-Mechanical
- 27M American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
- 27N American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
- 28 Teamsters 320 - Correctional Officers 1 and 2
- 28B Law Enforcement Labor Services (LELS) Local 349 – Emergency Communications Center
- 29A Teamsters 320 – Probation Officers
- 30 Ramsey County Deputy Sheriff Federation – Deputy Sheriffs
- 34A American Federation of State, County & Municipal Employees (AFSCME) Local 707 – Lake Owasso Residence
- 34C American Federation of State, County & Municipal Employees (AFSCME) Local 707 – Lake Owasso Residence- Behavior Analysts
- 35 Law Enforcement Labor Services (LELS) Local 423 - Deputy Sheriff Sergeants
- 36 Teamsters 320 - Correctional Officer 3's
- 37 American Federation of State, County & Municipal Employees (AFSCME) Local 151 - Licensed Practical Nurses
- 38 Law Enforcement Labor Services (LELS) Local 184 - Deputy Sheriff Commander
- 39 American Federation of State, County & Municipal Employees (AFSCME) Local 151 - Workforce Solutions
- 40 American Federation of State, County & Municipal Employees (AFSCME) Local 8 - PHN/RN (Public Health Nurse/Registered Nurses/Nurse Practitioner)
- 41 Law Enforcement Labor Services (LELS) Local 353 – Emergency Communications Shift Supervisors
- 42 Teamsters 320 – Chief Correctional Officers (Sheriff Department)
- 43 American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Professional Employees
- 98A Administrative and Technical Unclassified (Unrepresented)
- 98B Department Head / Division Directors – Performance Based (Unrepresented)
- 98D Principal Assistants (Unrepresented)

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0786	9-1-1 Dispatch Ser Mgr*	98B	33	\$ 6,541 - \$ 9,725
0785	9-1-1 Telecommunicator	28B	18	\$ 4,278 - \$ 6,189
0499	Account Specialist 1	01A 22M 27M	16 16 16	\$ 3,390 - \$ 4,923 \$ 3,390 - \$ 4,923 \$ 3,390 - \$ 4,923
0661	Account Specialist 1-Uncl	99	99	No Salary Minimum or Maximum
0380	Account Specialist 2	01A 22M 27M	18G 18G 18G	\$ 3,622 - \$ 5,404 \$ 3,622 - \$ 5,404 \$ 3,622 - \$ 5,404
0662	Account Specialist 2-Uncl	99	99	No Salary Minimum or Maximum
0043	Accountant 1	02A 27N	23C 23C	\$ 4,509 - \$ 6,686 \$ 4,509 - \$ 6,686
0663	Accountant 1-Uncl	99	99	No Salary Minimum or Maximum
0427	Accountant 2	02A 27N	27 27	\$ 5,188 - \$ 7,684 \$ 5,188 - \$ 7,684
0664	Accountant 2-Uncl	99	99	No Salary Minimum or Maximum
0054	Accountant 3	02A	30	\$ 5,833 - \$ 8,649
0117	Accountant 4	02A 98B	32 32	\$ 6,302 - \$ 9,356 \$ 6,302 - \$ 9,356

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0175	Accounting Manager	98B	36	\$ 7,355 - \$ 10,932
0322	Accounting Support Supervisor	02A	27	\$ 5,188 - \$ 7,684
0202	Admin Assistant 1	02A	18M	\$ 3,744 - \$ 5,529
		22N	18M	\$ 3,744 - \$ 5,529
		27N	18M	\$ 3,744 - \$ 5,529
0860	Admin Assistant 1 - Uncl	99	99	No Salary Minimum or Maximum
0410	Admin Assistant 2	02A	20S	\$ 4,090 - \$ 6,074
		22N	20S	\$ 4,090 - \$ 6,074
		27N	20S	\$ 4,090 - \$ 6,074
0358	Admin Assistant 3	02A	24P	\$ 4,715 - \$ 6,985
		22N	24P	\$ 4,715 - \$ 6,985
		27N	24P	\$ 4,715 - \$ 6,985
0039	Admin Assistant 4	02A	26A	\$ 4,999 - \$ 7,414
		22N	26A	\$ 4,999 - \$ 7,414
		27N	26A	\$ 4,999 - \$ 7,414
		98B	26A	\$ 4,999 - \$ 7,414
0766	Admin Assistant 4 - Uncl	02A	26A	\$ 4,999 - \$ 7,414
		22N	26A	\$ 4,999 - \$ 7,414
0139	Admin Secretary 1	01A	19I	\$ 3,744 - \$ 5,724
		22M	19I	\$ 3,744 - \$ 5,724
		27M	19I	\$ 3,744 - \$ 5,724
0192	Admin Secretary 2	01A	21Z	\$ 4,028 - \$ 6,333
		22M	21Z	\$ 4,028 - \$ 6,333
		27M	21Z	\$ 4,028 - \$ 6,333

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
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-LOR or Detox - Uncl	98B	38	\$ 7,952 - \$ 11,825
0538	Administr-RmsyCntyCareCtr-Uncl	98B	38	\$ 7,952 - \$ 11,825
0880	Administrative Investigator CC	02A	28	\$ 5,392 - \$ 8,006
0118	Administrative Planning Asst	22M 27M	20P 20P	\$ 3,988 - \$ 5,850 \$ 3,988 - \$ 5,850
0224	Antiviolence Advocate	22N	24M	\$ 4,709 - \$ 6,978
0206	Arena Mtnce & Operations Supv	02A	29	\$ 5,600 - \$ 8,317
0268	Arena Superintendent	02A	28	\$ 5,392 - \$ 8,006
0905	Assessment Appeals Specialist	22N	33	\$ 6,541 - \$ 9,725
0020	Assistant Probation Officer 1	22M	17B	\$ 3,521 - \$ 5,114
0289	Assistant Probation Officer 2	22M	19F	\$ 3,893 - \$ 5,708
0482	Asst County Attorney 1	21A	30	\$ 5,835 - \$ 8,680

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	\$ 6,993 - \$ 10,410
0236	Asst County Attorney 3	21A 21C	41 41	\$ 8,563 - \$ 12,748 \$ 8,563 - \$ 12,748
0875	Asst County Attorney 3 - Uncl	99	99	No Salary Minimum or Maximum
0702	Asst County Attorney 4	21A 21C	41X 41X	\$ 9,035 - \$ 13,451 \$ 9,035 - \$ 13,451
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	\$ 7,355 - \$ 10,932
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	\$ 9,258 - \$ 13,764
0456	Asst General Supervisor	02A	28	\$ 5,392 - \$ 8,006
0826	Asst Manager-Prop Rec & Rev	02A	33	\$ 6,541 - \$ 9,725
0003	Asst Mgr - Cnty Assessing Divn	02A	35	\$ 7,071 - \$ 10,503
0126	Asst Program Evaluator	02A 27N	25M 25M	\$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258
0561	Asst Public Defender 3 - Uncl	20A	03	\$ 8,071 - \$ 11,785
0575	Asst Public Defender 4 - Uncl	20A 20C	04 04	\$ 8,737 - \$ 12,758 \$ 8,729 - \$ 12,741

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	\$ 5,099 - \$ 7,535 \$ 5,099 - \$ 7,535
0346	Automated Info Sys Spc-WkfceDv	22M	20	\$ 3,875 - \$ 5,718
0477	Behavior Analyst	34C	20R	\$ 4,202 - \$ 6,112
0404	Bldg Services Manager	98B	29	\$ 5,600 - \$ 8,317
0411	Budget & Acctg Analyst 1	02A	23C	\$ 4,509 - \$ 6,686
0468	Budget & Acctg Analyst 2	02A	27	\$ 5,188 - \$ 7,684
0367	Building Info Officer	22M	16	\$ 3,390 - \$ 4,923
0132	Building Maint Mechanic 1	22E	04	\$ 4,264 - \$ 5,114
0625	Building Maint Mechanic 2	22E	06	\$ 4,723 - \$ 5,657
0033	Building Operations Supervisor	02A 02A	22 28	\$ 4,269 - \$ 6,323 \$ 5,392 - \$ 8,006
0248	Bus & Functional Sys Suppt Mgr	02A	35	\$ 7,071 - \$ 10,503
0865	CCS Capability Manager	98B	34	\$ 6,804 - \$ 10,103
0319	Carpenter	08B	32	\$10,530 - \$ 10,530

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0333	Case Aide 1	01A	16D	\$ 3,505 - \$ 5,018
		22M	16D	\$ 3,505 - \$ 5,018
		27M	16D	\$ 3,505 - \$ 5,018
0759	Case Aide 1 - Uncl	99	99	No Salary Minimum or Maximum
0266	Case Aide 2	01A	18F	\$ 3,691 - \$ 5,490
		22M	18F	\$ 3,691 - \$ 5,490
		27M	18F	\$ 3,691 - \$ 5,490
0121	Case Aide 3	27M	21E	\$ 4,131 - \$ 6,214
0402	Cashier - Prop Rec Rev	22M	18E	\$ 3,679 - \$ 5,724
0881	Central Fleet Manager	98B	32	\$ 6,302 - \$ 9,356
0833	Certified Peer Recovery Spec	27N	19	\$ 3,809 - \$ 5,618
0282	Chemical Dependency Couns Supv	02A	28M	\$ 5,504 - \$ 8,153
0310	Chemical Dependency Counselor	02A	19	\$ 3,809 - \$ 5,618
		27N	19	\$ 3,809 - \$ 5,618
0239	Chemical Dependency Prgm Supv	02A	31M	\$ 6,183 - \$ 9,177
0124	Chief Clerk to the Board-Unc*	98B	27M	\$ 5,302 - \$ 7,845
0522	Chief Correctional Officer	02A	31G	\$ 6,064 - \$ 9,263
		42	01	\$ 6,064 - \$ 9,263

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0225	Chief Deputy Sheriff - Uncl	98B	42B	\$ 9,598 - \$ 14,274
0918	Chief Ethics Compliance Officr	98B	38M	\$ 8,116 - \$ 12,061
0245	Chief Financial Officer	98B	44	\$10,056 - \$ 14,940
0502	Chief Human Resources Officer	98B	43	\$ 9,683 - \$ 14,369
0241	Chief Investigator - Med Exmnr	02A 98B	33 33	\$ 6,541 - \$ 9,725 \$ 6,541 - \$ 9,725
0405	Chief Stationary Engineer	02A	31	\$ 6,064 - \$ 8,993
0323	Child Protection Worker	27N	27M	\$ 5,302 - \$ 7,845
0768	Child Support Assistant	22M	17	\$ 3,503 - \$ 5,103
0706	Claims Administrator	43	27	\$ 5,188 - \$ 7,684
0257	Clerical Speclst-Prop Rec Rev	22M	21	\$ 4,028 - \$ 5,945
0221	Clerk 1	01A 22M 27M	07 07 07	\$ 2,576 - \$ 3,562 \$ 2,576 - \$ 3,562 \$ 2,576 - \$ 3,562
0339	Clerk 2	01A 22M 27M	11F 11F 11F	\$ 2,973 - \$ 4,149 \$ 2,973 - \$ 4,149 \$ 2,973 - \$ 4,149
0008	Clerk 3	01A 22M	14F 14F	\$ 3,237 - \$ 4,707 \$ 3,237 - \$ 4,707

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		27M	14F	\$ 3,237 - \$ 4,707
0110	Clerk 4	01A	20B	\$ 3,958 - \$ 6,464
		22M	20B	\$ 3,958 - \$ 6,464
		27M	20B	\$ 3,958 - \$ 6,464
0143	Clerk Typist 1	01A	08F	\$ 2,746 - \$ 3,797
		22M	08F	\$ 2,746 - \$ 3,797
		27M	08F	\$ 2,746 - \$ 3,797
0093	Clerk Typist 2	01A	11F	\$ 2,973 - \$ 4,149
		22M	11F	\$ 2,973 - \$ 4,149
		27M	11F	\$ 2,973 - \$ 4,149
0666	Clerk Typist 2-Uncl	99	99	No Salary Minimum or Maximum
0496	Clerk Typist 3	01A	15F	\$ 3,353 - \$ 4,896
		22M	15F	\$ 3,353 - \$ 4,896
		27M	15F	\$ 3,353 - \$ 4,896
0667	Clerk Typist 3-Uncl	99	99	No Salary Minimum or Maximum
0655	Clinical Psychologist	02A	30M	\$ 5,931 - \$ 8,831
		27N	30M	\$ 5,931 - \$ 8,831
0715	Collections Enforcement Agent	22N	25	\$ 4,796 - \$ 7,121
		27N	25	\$ 4,796 - \$ 7,121
0399	Comm Corr Acctg and Admin Mgr	98B	33	\$ 6,541 - \$ 9,725
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	\$ 7,071 - \$ 10,503
0275	Comm Corr Superint-JDC - Uncl	98B	36	\$ 7,355 - \$ 10,932

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0335	Comm Corr Supv	10A	02	\$ 6,336 - \$ 9,412
0523	Commnty Svc Ofcr	22N	17M	\$ 3,611 - \$ 5,326
0700	Communications Associate	02A 27N	21M 19M	\$ 4,191 - \$ 6,216 \$ 3,876 - \$ 5,751
0699	Communicatn/Progrmng Spec-Lib	02A	28M	\$ 5,504 - \$ 8,153
0858	Community Youth Worker	22M	12	\$ 2,981 - \$ 4,211
0787	Compliance and Records Manager	98B	33	\$ 6,541 - \$ 9,725
0692	Computer Project Analyst	02A	33M	\$ 6,675 - \$ 9,915
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	\$ 6,541 - \$ 9,725
0351	Contract Manager	02A 27N	30 30	\$ 5,833 - \$ 8,649 \$ 5,833 - \$ 8,649
0159	Controller	98B	35	\$ 7,071 - \$ 10,503
0135	Cook - Juvenile Institutions	22M	18S	\$ 3,804 - \$ 5,483
0481	Cook Supv - Juvenile Inst	02A	21M	\$ 4,191 - \$ 6,216

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0376	Corr Officer (Laundry Supv)	28	04	\$ 5,103 - \$ 7,312
0138	Corr Officer 1(Auto Mechanic)	28	02	\$ 4,420 - \$ 6,479
0283	Corr Officer 1(Cook)	28	02	\$ 4,420 - \$ 6,479
0397	Corr Officer 1(Gen'l Duty)	28 28	02 02S	\$ 4,420 - \$ 6,479 \$ 4,420 - \$ 6,479
0585	Corr Officer 1(Nursery Farm)	28	02	\$ 4,420 - \$ 6,479
0015	Corr Officer 1(Shop Supv)	28	02	\$ 4,420 - \$ 6,479
0510	Corr Officer 1(Sta Engr)	28	02	\$ 4,420 - \$ 6,479
0217	Corr Officer 2(Auto Mechanic)	28	03	\$ 4,804 - \$ 7,036
0083	Corr Officer 2(Cook)	28	03	\$ 4,804 - \$ 7,036
0423	Corr Officer 2(Gen'l Duty)	28 28	03 03S	\$ 4,804 - \$ 7,036 \$ 4,804 - \$ 7,036
0439	Corr Officer 2(Nursery Farm)	28	03	\$ 4,804 - \$ 7,036
0277	Corr Officer 2(Shop Supv)	28	03	\$ 4,804 - \$ 7,036
0215	Corr Officer 2(Sta Engr)	28	03	\$ 4,804 - \$ 7,036
0122	Corr Officer 3(Cook)	36	28M	\$ 5,507 - \$ 8,156

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0548	Corr Officer 3(Gen'l Duty)	36	28M	\$ 5,507 - \$ 8,156
0026	Corr Officer 3(NurseryCoord)	36	28M	\$ 5,507 - \$ 8,156
0530	Corr/Det Fac Superint- Uncl	98B	38	\$ 7,952 - \$ 11,825
0910	Correctional Health Nurse Mana	02A	35	\$ 7,071 - \$ 10,503
0586	County Attorney - Uncl	99	99	No Salary Minimum or Maximum
0450	County Attorney's Office Super	02A	31M	\$ 6,183 - \$ 9,177
0546	County Commissioner - Uncl	99	99	No Salary Minimum or Maximum
0228	County Eng/DirPubWks - Uncl	98B	44	\$10,056 - \$ 14,940
0244	County Manager - Uncl	98B 98E	52 52	\$13,341 - \$ 19,834 \$15,077 - \$ 15,077
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0370	County Surveyor/Pub Wks - Uncl	98B	34	\$ 6,804 - \$ 10,103
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	03	18	\$ 3,705 - \$ 5,034
0494	Custodial Worker 1	34A	10M	\$ 3,077 - \$ 3,998

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0018	Custodial/Laundry/Shelter Wkr	01A	14L	\$ 3,181 - \$ 4,100
0760	Customer Service Specialist	27M	16	\$ 3,390 - \$ 4,923
0920	Data Compliance Manager	98B	33	\$ 6,541 - \$ 9,725
0761	Data Quality Clerk	27M	16D	\$ 3,505 - \$ 5,018
0762	Data Quality Specialist	27M	21E	\$ 4,131 - \$ 6,214
0921	Dep Dir Com & Econ Dvlmt Uncl	98B	36	\$ 7,355 - \$ 10,932
0914	Dep Dir Dept of Cty Assessor	98B	38	\$ 7,952 - \$ 11,825
0414	Dep Dir of Admin-Com Cor-Uncl	98B	38	\$ 7,952 - \$ 11,825
0301	Dep Dir of Adt Probation(Uncl)	98B	38	\$ 7,952 - \$ 11,825
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	\$ 7,952 - \$ 11,825
0879	Dep Dir of ECC - Uncl.	98B	36	\$ 7,355 - \$ 10,932
0837	Dep Dir of Finance	98B	37M	\$ 7,800 - \$ 11,590
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	\$ 7,952 - \$ 11,825
0923	Dep Dir of PropTax,Rec,Ele, U	98B	38	\$ 7,952 - \$ 11,825
0679	Dep Dir of Ram Co Library	98B	36	\$ 7,355 - \$ 10,932

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0565	Deputy County Manager - Uncl	98B 98E	48M 48M	\$11,988 - \$ 17,815 \$15,077 - \$ 15,077
0900	Deputy Director Pub Works-Unc	98B	40	\$ 8,603 - \$ 12,785
0915	Deputy Director of Comm (Uncl)	98B	36	\$ 7,355 - \$ 10,932
0922	Deputy Director of HR	98B	39	\$ 8,281 - \$ 12,296
0130	Deputy Sheriff	30	02	\$ 5,388 - \$ 8,203
0270	Deputy Sheriff Commander	38	31	\$10,097 - \$ 12,118
0416	Deputy Sheriff Inspector-Uncl	98B	32	\$ 6,302 - \$ 9,356
0042	Deputy Sheriff-Sergeant	35	01	\$ 8,126 - \$ 9,750
0479	Detoxification Aide	27E	02A	\$ 3,515 - \$ 4,641
0182	Dietary Coordinator - LOR	03	25	\$ 4,436 - \$ 6,059
0532	Dir Comm & PR/Ent &Admi - Uncl	98B	42	\$ 9,300 - \$ 13,832
0890	Dir County Assessor Dept Uncl	98B	43	\$ 9,683 - \$ 14,369
0842	Dir Plng&Prj - Prop Mgt (uncl)	98B	34M	\$ 6,938 - \$ 10,303
0891	Dir PropTx, Rec, &ElecSvc Uncl	98B	43	\$ 9,683 - \$ 14,369

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0916	Dir of Adm (Unclassified)	98B	39	\$ 8,281 - \$ 12,296
0813	Dir of Admin - Info Serv	98B	36M	\$ 7,500 - \$ 11,147
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	\$ 7,213 - \$ 10,718
0519	Dir of Admin-CHSD - Uncl	98B	40	\$ 8,603 - \$ 12,785
0082	Dir of Admin-Cty Atty Uncl	98B	36M	\$ 7,500 - \$ 11,147
0383	Dir of Admin-Sheriff - Uncl	98B	31	\$ 6,064 - \$ 8,993
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	\$ 6,804 - \$ 10,103
0258	Dir of Comnty & Econ Dev- Uncl	98B	42	\$ 9,300 - \$ 13,832
0163	Dir of Comnty Corrcrtns - Uncl	98B	46	\$10,877 - \$ 16,148
0395	Dir of Comnty Humn Svcs - Uncl	98B 98E	48 48	\$11,753 - \$ 17,466 \$15,077 - \$ 15,077
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	\$ 7,071 - \$ 10,503
0763	Dir of Emgcy Comm - Uncl	98B	41	\$ 8,942 - \$ 13,297
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	\$ 9,683 - \$ 14,369
0925	Dir of Housing Stability (Uncl	98B	41M	\$ 9,121 - \$ 13,564

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0628	Dir of IS/Chief Info Officer	98B	44	\$10,056 - \$ 14,940
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	02A	31Q	\$ 6,124 - \$ 9,851
0513	Dir of Operations - Pks & Rec	98B	35	\$ 7,071 - \$ 10,503
0465	Dir of Parks & Recreatn - Uncl	98B	43	\$ 9,683 - \$ 14,369
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	\$ 6,541 - \$ 9,725
0016	Dir of Pol Analysis&Plng-Uncl	98B	40	\$ 8,603 - \$ 12,785
0629	Dir of Property Mgmt - Uncl	98B	41	\$ 8,942 - \$ 13,297
0253	Dir of Public Health - Uncl	98B	43	\$ 9,683 - \$ 14,369
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	\$ 9,683 - \$ 14,369
0569	Dir of Regnl Rail Auth - Uncl	98B	41	\$ 8,942 - \$ 13,297
0877	Dir of Social Services - Uncl	98B	44	\$10,056 - \$ 14,940
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	\$ 5,722 - \$ 8,483
0804	Dispatcher - Fire	28B	21	\$ 4,201 - \$ 6,076

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0805	Dispatcher - Law Enforcement	28B	21	\$ 4,201 - \$ 6,076
0205	Div Inc and OD Dev Specialist	02A	28M	\$ 5,504 - \$ 8,153
0227	Diversity Prgrms Specialist 1	02A	24	\$ 4,622 - \$ 6,847
0334	Diversity Prgrms Specialist 2	02A	26	\$ 4,990 - \$ 7,398
0431	Diversity Program Manager	98B	34	\$ 6,804 - \$ 10,103
0525	Division Dirctr-Co Atty - Uncl	98B	42W	\$ 9,638 - \$ 14,301
0712	Division Director-Soc Svcs Unc	98B	40	\$ 8,603 - \$ 12,785
0591	Duplic Equipmt Op-Layout&Design	22N 27N	18C 18C	\$ 3,748 - \$ 5,502 \$ 3,748 - \$ 5,502
0887	EAM Systems Manager	02A	32	\$ 6,302 - \$ 9,356
0784	ECC Support Technician	22N	23	\$ 4,438 - \$ 6,579
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	\$ 7,500 - \$ 11,147
0050	Economic Development Spec	02A	31	\$ 6,064 - \$ 8,993
0885	Election Clerk - Uncl	99	885	\$ 3,033 - \$ 3,033
0928	Election Judge-Program Access	99	864	\$ 3,813 - \$ 3,813

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0350	Elections Administrator 1	22M	18	\$ 3,622 - \$ 5,301
0588	Elections Administrator 2	22N	24M	\$ 4,709 - \$ 6,978
0315	Elections Supervisor Admint 3	02A	29M	\$ 5,722 - \$ 8,483
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
0764	Emerg Comm Tech Mgr	98B	34	\$ 6,804 - \$ 10,103
0894	Emerg Comm Tech Support Superv	02A	31	\$ 6,064 - \$ 8,993
0893	Emergency Comm GIS Specialist	02A	27	\$ 5,188 - \$ 7,684
0801	Emergency Comm Shift Supv	41	01	\$ 5,267 - \$ 7,840

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0290	Emergency Communcations Mgr	98B	31M	\$ 6,183 - \$ 9,177
0594	Emergency Mgmt Coordinator	02A	25	\$ 4,988 - \$ 7,405
0387	Employmnt Gdnce Counslr 1	02A 27N 39	23M 23M 23M	\$ 4,533 - \$ 6,711 \$ 4,533 - \$ 6,711 \$ 4,533 - \$ 6,711
0123	Employmnt Gdnce Counslr 2	02A 27N 39	25M 25M 25M	\$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258
0363	Employmnt Gdnce Counslr 3	02A 27N 39	28M 28M 28M	\$ 5,504 - \$ 8,153 \$ 5,504 - \$ 8,153 \$ 5,504 - \$ 8,153
0306	Employmnt Gdnce Counslr Aide 1	22M	18	\$ 3,622 - \$ 5,301
0637	Employmnt Gdnce Counslr Aide 2	22M	21	\$ 4,028 - \$ 5,945
0025	Employmnt Gdnce Counslr Supv	02A	31M	\$ 6,183 - \$ 9,177
0145	Engineer 1	02A	28D	\$ 5,416 - \$ 8,042
0095	Engineer 2	02A	30B	\$ 5,858 - \$ 8,692
0559	Engineer 3	02A	34B	\$ 6,839 - \$ 10,161
0392	Engineer 4	98B	37	\$ 7,647 - \$ 11,363
0476	Engineer/Const/Survey Tech 2	25A	02	\$ 4,182 - \$ 6,435

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0314	Engineer/Const/Survey Tech 3	25A	03	\$ 4,703 - \$ 7,357
0615	Engineer/Const/Survey Tech 4	25A	04	\$ 5,279 - \$ 8,080
0086	Engineer/Const/SurveyTech 1	25A	01	\$ 3,613 - \$ 5,582
0379	Engineering Aide	02A	13	\$ 3,104 - \$ 4,461
0872	Enterprise Project Mgt Supr	02P	35	\$ 7,071 - \$ 10,503
0889	Enterprise Risk Manager-Uncl	98B	35M	\$ 7,213 - \$ 10,718
0835	Entprse Prjc Mgmt Ofc Mgr-Uncl	98B	37	\$ 7,647 - \$ 11,363
0791	Environmental Health Supervisr	02A	31M	\$ 6,183 - \$ 9,177
0789	Environmental Hlth DivDir-Uncl	98B	38	\$ 7,952 - \$ 11,825
0777	Environmental Hlth Tec-Spanish	01A	18	\$ 3,622 - \$ 5,301
0774	Environmental Hlth Tech	01A	18	\$ 3,622 - \$ 5,301
0775	Environmental Hlth Tech-Hmong	01A	18	\$ 3,622 - \$ 5,301
0776	Environmental Hlth Tech-Somali	01A	18	\$ 3,622 - \$ 5,301
0540	Environmtal Health Speclst 1	02A	24	\$ 4,622 - \$ 6,847
0155	Environmtal Health Speclst 2	02A	28M	\$ 5,504 - \$ 8,153

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0403	Environmtal Resrces Spclst 1	02A	23	\$ 4,438 - \$ 6,579
0490	Environmtal Resrces Spclst 2	02A 98A	27 07R	\$ 5,188 - \$ 7,684 \$ 5,188 - \$ 7,684
0035	Environmtal Svcs Supv - PubWks	98B	34	\$ 6,804 - \$ 10,103
0560	Epidemiologist	43	28M	\$ 5,504 - \$ 8,153
0160	Equipment Service Worker	26A	03	\$ 4,257 - \$ 5,413
0210	Executive Assistant	98B	32M	\$ 6,428 - \$ 9,528
0765	Executive Assistant - Uncl	98B	32M	\$ 6,428 - \$ 9,528
0393	Facility Improvements Coord	02A	22M	\$ 4,361 - \$ 6,464
0917	Fellowship - Unclassified	99	99	No Salary Minimum or Maximum
0263	Finance Manager	02A	32	\$ 6,302 - \$ 9,356
0203	Financial Assistance Supv	02A	27	\$ 5,188 - \$ 7,684
0242	Financial Systems Mgr - CHSD	02A	33	\$ 6,541 - \$ 9,725
0556	Financial Worker 1	27M	17I	\$ 3,654 - \$ 5,233
0170	Financial Worker 2	27M	19F	\$ 3,855 - \$ 5,739

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0574	Financial Worker Specialist	27M	23P	\$ 4,464 - \$ 6,719
0222	First Asst County Atty - Uncl	98B	44	\$10,056 - \$ 14,940
0684	First Asst Public Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	\$ 5,600 - \$ 8,317
0388	Fleet Mechanic	26	12	\$ 5,322 - \$ 6,369
0798	Forensic Clinical Psychologist	27N	34	\$ 6,804 - \$ 10,103
0053	Forensic Technician	22N	17	\$ 3,553 - \$ 5,215
0385	General Repair Worker	22J 23H	05 05	\$ 4,295 - \$ 5,146 \$ 4,295 - \$ 5,146
0028	General Supv-Maint & Constrctn	02A	30	\$ 5,833 - \$ 8,649
0234	General Supv-Maint Equipment	02A	25M	\$ 4,899 - \$ 7,258
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum
0251	Geog Info Sys Supervisor	02A	29	\$ 5,600 - \$ 8,317
0462	Geog Info Sys Technician	02A	21	\$ 4,101 - \$ 6,098
0161	Golf Course Superintendent	02A	28	\$ 5,392 - \$ 8,006

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0806	Government Rel Director - Uncl	98B	39	\$ 8,281 - \$ 12,296
0503	Governmt Relations Spec - Uncl	98B	35	\$ 7,071 - \$ 10,503
0888	Graphic and Digital Specialist	02A	24	\$ 4,622 - \$ 6,847
0720	HR Bnfts/Claims/Trans Spclst 1	02A 22N	20 20	\$ 3,950 - \$ 5,852 \$ 3,950 - \$ 5,852
0549	HR Bnfts/Claims/Trans Spclst 2	02A 22N	22 22	\$ 4,269 - \$ 6,323 \$ 4,269 - \$ 6,323
0445	HR Program Administrator	02A	30	\$ 5,833 - \$ 8,649
0420	Head Nurse	02A	29A	\$ 5,656 - \$ 8,569
0831	Health Ed Prgm Asst-ASL	22N	17M	\$ 3,611 - \$ 5,326
0770	Health Ed Prgm Asst-Hmong Spkg	22N	17M	\$ 3,611 - \$ 5,326
0810	Health Ed Prgm Asst-KaRen Spk	22N	17M	\$ 3,611 - \$ 5,326
0771	Health Ed Prgm Asst-Somali Spk	22N	17M	\$ 3,611 - \$ 5,326
0772	Health Ed Prgm Asst-Spanish	22N	17M	\$ 3,611 - \$ 5,326
0091	Health Education Prgrm Asst	22N	17M	\$ 3,611 - \$ 5,326
0398	Health Educator 1	02A	26	\$ 4,990 - \$ 7,398

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0276	Health Educator 2	02A	28M	\$ 5,504 - \$ 8,153
0919	Healthcare Compliance Manager	98B	34	\$ 6,804 - \$ 10,103
0274	Heavy Equipment Operator 1	26	09	\$ 4,684 - \$ 5,605
0592	Heavy Equipment Operator 2	26	11M	\$ 4,999 - \$ 5,983
0361	Highway Maintenance Laborer	26	02	\$ 4,381 - \$ 5,242
0649	Highway Maintenance LbrCrewLdr	26	11M	\$ 4,999 - \$ 5,983
0284	Highway Maintenance Supervisor	02A	24B	\$ 4,638 - \$ 6,880
0340	Highway Sign Worker 1	26	05	\$ 4,584 - \$ 5,486
0653	Highway Sign Worker 2	26	08	\$ 4,829 - \$ 5,779
0104	Highwy MTCE Summer Laborer	09	05	\$ 2,380 - \$ 2,826
0040	Housekeeper - Juvnle Inst	22M	14	\$ 3,176 - \$ 4,546
0478	Human Resources Exams Spclst	22N	20P	\$ 4,028 - \$ 6,017
0260	Human Resources Generalist 2	02A	28	\$ 5,392 - \$ 8,006
0019	Human Resources Manager	98B	36	\$ 7,355 - \$ 10,932
0654	Human Resources Supervisor	02A	33M	\$ 6,675 - \$ 9,915

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0107	Human Services Manager	02A	34C	\$ 6,836 - \$ 10,164
0183	IS Actng&Adm Mgr - Uncl	98B	32M	\$ 6,428 - \$ 9,528
0745	IS App Developer 1	02A 02P	23 23	\$ 4,438 - \$ 6,579 \$ 4,438 - \$ 6,579
0747	IS App Developer 2	02P	27M	\$ 5,302 - \$ 7,845
0749	IS App Developer 3	02A 02P	30 30	\$ 5,833 - \$ 8,649 \$ 5,833 - \$ 8,649
0757	IS App Svcs Mgr-Uncl	98B	39	\$ 8,281 - \$ 12,296
0755	IS App Svcs Supervisor	02A 02P	37 37	\$ 7,647 - \$ 11,363 \$ 7,647 - \$ 11,363
0825	IS ArcSDE/ArcServer Administr	02P	32	\$ 6,302 - \$ 9,356
0782	IS Business Analyst	02P 27N	27M 27M	\$ 5,302 - \$ 7,845 \$ 5,302 - \$ 7,845
0824	IS Chief Info Sec Off -Uncl	98B	42	\$ 9,300 - \$ 13,832
0856	IS Customer Support Mgr-Uncl	98B	35	\$ 7,071 - \$ 10,503
0235	IS Database Admin	02P	34M	\$ 6,938 - \$ 10,303
0862	IS GIS Specialist	02P	26M	\$ 5,099 - \$ 7,535

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0017	IS LAN Support Spec 1	02A	25	\$ 4,988 - \$ 7,405
		02P	25	\$ 4,796 - \$ 7,121
		27N	25	\$ 4,796 - \$ 7,121
0272	IS LAN Support Spec 2	02A	28	\$ 5,392 - \$ 8,006
		02P	28	\$ 5,392 - \$ 8,006
		27N	28	\$ 5,392 - \$ 8,006
0312	IS Lead Database Admin	02A	37	\$ 7,647 - \$ 11,363
		02P	37	\$ 7,647 - \$ 11,363
0753	IS Principal App Developer	02A	35	\$ 7,071 - \$ 10,503
		02P	35	\$ 7,071 - \$ 10,503
0869	IS Principal Business Analyst	02P	35	\$ 7,071 - \$ 10,503
0751	IS Sr App Developer	02A	33	\$ 6,541 - \$ 9,725
		02P	33	\$ 6,541 - \$ 9,725
0828	IS Sr Business Analyst	02P	30M	\$ 5,931 - \$ 8,831
		27N	30M	\$ 5,931 - \$ 8,831
0695	IS Sr LAN Support Spec	02P	29M	\$ 5,722 - \$ 8,483
		27N	29M	\$ 5,722 - \$ 8,483
0756	IS Tech & Oper Mgr-Uncl	98B	39	\$ 8,281 - \$ 12,296
0752	IS Tech Svcs Lead Specialist	02A	35	\$ 7,071 - \$ 10,503
		02P	35	\$ 7,071 - \$ 10,503
0744	IS Tech Svcs Specialist 1	02A	23	\$ 4,438 - \$ 6,579
		02P	23	\$ 4,438 - \$ 6,579

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0746	IS Tech Svcs Specialist 2	02A 02P	28 28	\$ 5,392 - \$ 8,006 \$ 5,392 - \$ 8,006
0748	IS Tech Svcs Specialist 3	02A 02P	30 30	\$ 5,833 - \$ 8,649 \$ 5,833 - \$ 8,649
0750	IS Tech Svcs Sr Specialist	02A 02P	33 33	\$ 6,541 - \$ 9,725 \$ 6,541 - \$ 9,725
0754	IS Tech Svcs Supervisor	02A 02P	37 37	\$ 7,647 - \$ 11,363 \$ 7,647 - \$ 11,363
0769	IS Technical Architect	02P	36	\$ 7,355 - \$ 10,932
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	\$ 5,504 - \$ 8,153
0857	IT Service Center Technician	02P	22	\$ 4,269 - \$ 6,323
0876	Info Security Specialist	02P	31M	\$ 6,183 - \$ 9,177
0696	Info Svcs LAN Support Supv	02A 02P	33 33	\$ 6,541 - \$ 9,725 \$ 6,541 - \$ 9,725
0902	Information & Operations Mgr	02A	32	\$ 6,302 - \$ 9,356
0897	Int Health & Justice Prgm Admi	98B	35	\$ 7,071 - \$ 10,503
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

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0840	Investigative Assistant	22M	24	\$ 4,513 - \$ 6,661
0638	Investigator - County Attorney	22N	25P	\$ 4,948 - \$ 7,342
0544	Investigator - Public Defender	43	25M	\$ 4,899 - \$ 7,258
0220	Investigator 1 - Med Exam Ofc	22N	22M	\$ 4,361 - \$ 6,464
0609	Investigator 2 - Med Exam Ofc	22N	24	\$ 4,622 - \$ 6,847
0381	Investigator Supv - Co Atty	02A	30	\$ 5,833 - \$ 8,649
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum
0141	Janitor Supervisor	22M	18P	\$ 3,782 - \$ 5,447
0413	Janitor/Building Guard	22M	13	\$ 3,071 - \$ 4,372
0317	Labor Relations Mgr - Uncl	98B	37	\$ 7,647 - \$ 11,363
0898	Labor Relations Specialist	02A	33M	\$ 6,675 - \$ 9,915
0240	Laboratory Technician	22N	19M	\$ 3,876 - \$ 5,751
0345	Landscape Architect	02A	31M	\$ 6,183 - \$ 9,177
0882	Landscape Designer	02A	21M	\$ 4,191 - \$ 6,216
0023	Law Clerk - Uncl	98A	03	\$ 3,611 - \$ 5,450

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0604	Law Clerk-Investigator - Uncl	98A	04S	\$ 3,848 - \$ 5,842
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	\$ 4,990 - \$ 7,398
0460	Legal Secretary	22M	17F	\$ 3,568 - \$ 5,200
0428	Librarian 1	43	23K	\$ 4,533 - \$ 6,469
0207	Librarian 2	43	25M	\$ 4,899 - \$ 7,258
0474	Librarian 3	02A	28C	\$ 5,478 - \$ 8,129
0149	Librarian 4	02A	33	\$ 6,541 - \$ 9,725
0338	Library Associate 1	22M	18	\$ 3,622 - \$ 5,301
0250	Library Associate 2	22M	21	\$ 4,028 - \$ 5,945
0044	Library Circulation Supv	01A	21	\$ 4,028 - \$ 5,945
0327	Library Page	22M	08C	\$ 2,732 - \$ 3,750
0521	Library Property Manager	02A	31	\$ 6,064 - \$ 8,993

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0237	Library Technical Svcs Supv	01A	24A	\$ 4,513 - \$ 6,752
0180	Licensed Practical Nurse	37	23	\$ 3,959 - \$ 5,693
0906	Licensed Practical Nurse - CH	37	26	\$ 4,581 - \$ 6,159
0621	Life Guard	09	05	\$ 2,380 - \$ 2,826
0004	Maintenance & Oper Wkr 1	23Z	02	\$ 4,159 - \$ 4,992
0463	Maintenance & Oper Wkr 2	23Z	04	\$ 4,673 - \$ 5,602
0580	Maintenance & Service Wkr	23Z	03	\$ 4,639 - \$ 5,558
0483	Maintenance Worker	22J	03	\$ 3,818 - \$ 4,585
0598	Management & Analysis Supv	02A	32	\$ 6,302 - \$ 9,356
0048	Management Analyst 1	02A 27N	23 23	\$ 4,438 - \$ 6,579 \$ 4,438 - \$ 6,579
0097	Management Analyst 2	02A 27N	26 26	\$ 4,990 - \$ 7,398 \$ 4,990 - \$ 7,398
0298	Management Analyst 3	02A 27N	28 28	\$ 5,392 - \$ 8,006 \$ 5,392 - \$ 8,006
0703	Management Analyst 3 - Uncl	99	99	No Salary Minimum or Maximum
0181	Management Analyst 4	02A	30	\$ 5,833 - \$ 8,649

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		27N	30	\$ 5,833 - \$ 8,649
0408	Manager - Inform & Pub Rec	98B	36	\$ 7,355 - \$ 10,932
0714	Manager-Workforce Solutions	98B	34	\$ 6,804 - \$ 10,103
0196	Materials Prchsng Spclst-PubWk	02A	21M	\$ 4,191 - \$ 6,216
0639	Mechanical Maintenance Manager	02A	27	\$ 5,188 - \$ 7,684
0325	Mechanical Stock Clerk 1	26	01	\$ 4,281 - \$ 5,123
0076	Mechanical Stock Clerk 2	26	06	\$ 4,677 - \$ 5,597
0741	Medical Assistant	22N 27N	15 15	\$ 3,310 - \$ 4,817 \$ 3,310 - \$ 4,817
0892	Medical Director (Uncl)	98B	52	\$13,341 - \$ 19,834
0491	Medical Laboratory Scientist	02A	26M	\$ 5,099 - \$ 7,535
0506	Medical Records Technician	02A 27N	15D 15D	\$ 3,393 - \$ 5,332 \$ 3,393 - \$ 5,332
0353	Medical Technologist Supv	02A	30M	\$ 5,931 - \$ 8,831
0232	Mental Health Practitioner	02A 27N	25M 25M	\$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258
0337	Mental Health Professional	02A 27N	28M 28M	\$ 5,504 - \$ 8,153 \$ 5,504 - \$ 8,153

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0148	Mental Health Supervisor	02A	32S	\$ 6,512 - \$ 9,674
0036	Mental Health Worker	01A 27M	16C 16C	\$ 3,455 - \$ 5,019 \$ 3,455 - \$ 5,019
0267	Mgmt Analysis Supv	02A	36	\$ 7,355 - \$ 10,932
0697	Mower Operator	01A	11	\$ 2,901 - \$ 4,072
0779	Naturalist	02A	17M	\$ 3,611 - \$ 5,326
0781	Naturalist Aide	09 23S	05 05	\$ 2,380 - \$ 2,826 \$ 2,380 - \$ 2,826
0778	Naturalist Coordinator	02A	19M	\$ 3,876 - \$ 5,751
0780	Naturalist-Early Childhd Spec	02A	17M	\$ 3,611 - \$ 5,326
0328	Nurse	40	28	\$ 5,611 - \$ 8,497
0371	Nurse Clinician	02A 40	31P 31M	\$ 6,433 - \$ 9,740 \$ 6,433 - \$ 9,740
0809	Nurse Clinician Supervisor	02A	35	\$ 7,071 - \$ 10,503
0742	Nurse Practitioner	40	31	\$ 6,309 - \$ 9,545
0511	Nurse Supervisor	02A	30A	\$ 5,892 - \$ 8,910
0909	Nurse Supervisor - CH	02A	34C	\$ 6,836 - \$ 10,164

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0486	Nutrition Program Manager	02A	31D	\$ 6,064 - \$ 9,029
0568	Nutrition Program Supervisor	02A	27F	\$ 5,240 - \$ 8,590
0352	Nutrition Spclst (Commtty Nutr)	02A	22M	\$ 4,361 - \$ 6,464
0343	Nutrition Spclst (WIC)	02A	31	\$ 6,064 - \$ 8,993
0514	Occupational Therapist	02A 27N	23N 23N	\$ 4,558 - \$ 7,239 \$ 4,558 - \$ 7,239
0271	Office Manager 1	01A	21	\$ 4,028 - \$ 5,945
0005	Office Manager 2	01A	23B	\$ 4,346 - \$ 6,985
0336	Office Supervisor 1	01A	18C	\$ 3,636 - \$ 5,308
0092	Office Supervisor 2	01A	20C	\$ 3,950 - \$ 5,794
0356	Outdoor Education Manager	02A	27	\$ 5,188 - \$ 7,684
0873	PREA Compliance Manager - CC	02A	32	\$ 6,302 - \$ 9,356
0867	Paralegal 1	22N	17M	\$ 3,611 - \$ 5,326
0129	Paralegal 2	22N	22	\$ 4,269 - \$ 6,323
0868	Paralegal 3	22N	24	\$ 4,622 - \$ 6,847

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0642	Park Mtncce & Operations Supv	02A	29	\$ 5,600 - \$ 8,317
0373	Park Operations Assistant Supr	02A	28	\$ 5,392 - \$ 8,006
0533	Park Services Coordinator	09	07	\$ 2,860 - \$ 3,410
0024	Parks & Recreation Aide 1	09	03	\$ 1,891 - \$ 2,218
		09	03F	\$ 2,698 - \$ 2,698
		23S	03F	\$ 2,698 - \$ 2,698
		23S	03	\$ 1,934 - \$ 2,268
0013	Parks & Recreation Aide 2	09	05	\$ 2,380 - \$ 2,826
		23S	05	\$ 2,380 - \$ 2,826
0049	Payroll Clerk 1	01A	15S	\$ 3,384 - \$ 4,852
0572	Payroll Clerk 2	01A	18P	\$ 3,730 - \$ 6,061
0721	Personnel Ben & Transctns Asst	01A	21	\$ 4,028 - \$ 5,945
		22M	21	\$ 4,028 - \$ 5,945
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0722	Personnel Transactns Asst	01A	19	\$ 3,744 - \$ 5,493
		22M	19	\$ 3,744 - \$ 5,493
0911	Physician (Unclassified)	98B	48	\$11,753 - \$ 17,466
0464	Physician Assistant	27N	30	\$ 5,833 - \$ 8,649
0437	Planning & Evaluation Analyst	02A	30M	\$ 5,931 - \$ 8,831

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0090	Planning Manager	02A	33K	\$ 6,541 - \$ 9,912
0492	Planning Specialist 1	02A	28	\$ 5,392 - \$ 8,006
		27N	28	\$ 5,392 - \$ 8,006
		39	28	\$ 5,392 - \$ 8,006
0656	Planning Specialist 2	02A	30	\$ 5,833 - \$ 8,649
		27N	30	\$ 5,833 - \$ 8,649
		39	30	\$ 5,833 - \$ 8,649
0767	Policy Analyst	98B	25	\$ 4,796 - \$ 7,121
0480	Policy Analyst - Uncl	98B	25	\$ 4,796 - \$ 7,121
0555	Principal Assistant - Uncl	98D	25A	\$ 5,254 - \$ 7,121
0698	Principal Lib Circ Supv	01A	25	\$ 4,691 - \$ 6,917
0238	Principal Payroll Clerk	02A	22	\$ 4,269 - \$ 6,323
0848	Principal Procurement Special	02A	29M	\$ 5,722 - \$ 8,483
0913	Principal Rea Commercial	02A	32	\$ 6,302 - \$ 9,356
0529	Principal Real Estate Appr	02A	30	\$ 5,833 - \$ 8,649
0543	Prinicpal Fin Mgmt Analyst	02A	29P	\$ 5,809 - \$ 8,612
0434	Probation Officer 1	29A	01	\$ 4,561 - \$ 6,762

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0614	Probation Officer 2	29A	02	\$ 4,935 - \$ 7,309
0508	Probation Officer 3	29A	03	\$ 5,645 - \$ 8,373
0818	Procurement Manager	98B	34	\$ 6,804 - \$ 10,103
0883	Procurement Specialist	02A	20M	\$ 4,028 - \$ 5,981
0467	Program Analyst - Public Hlth	02A	28	\$ 5,392 - \$ 8,006
0929	Program Assistant - HR	02A	25M	\$ 4,899 - \$ 7,258
0074	Program Asst Homeless Serv/HR	02A 27N	25M 25M	\$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258
0359	Program Dir - Lake Owasso Res	02A	29N	\$ 5,752 - \$ 9,434
0832	Program Dir - RC Detox	02A	32	\$ 6,302 - \$ 9,356
0485	Program Specialist	02A 27N	28M 28M	\$ 5,504 - \$ 8,153 \$ 5,504 - \$ 8,153
0106	Program Supervisor - LOR	02A	25M	\$ 4,899 - \$ 7,258
0014	Program Supv - Extnd Day Tx	02A	28P	\$ 5,588 - \$ 8,284
0716	Project Manager	98B	32M	\$ 6,428 - \$ 9,528
0096	Prop Descr & GIS Tech 1	22N	18B	\$ 3,694 - \$ 5,460

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0113	Prop Descr & GIS Tech 2	22N	21B	\$ 4,147 - \$ 6,139
0567	Psychiatrist - Uncl	98B	54P	\$14,313 - \$ 21,542
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	\$ 7,355 - \$ 10,932
0131	Pub Hlth Licensed Prac Nurse 1	37	24	\$ 4,117 - \$ 6,088
0006	Pub Hlth Licensed Prac Nurse 2	37	26	\$ 4,581 - \$ 6,159
0821	Pub Safety Comp Aided Disp An	02A	23	\$ 4,438 - \$ 6,579
0640	Public Health Division Manager	98B	36	\$ 7,355 - \$ 10,932
0570	Public Health Nurse	40	28M	\$ 5,727 - \$ 8,653
0293	Public Health Nurse Clinician	02A	31P	\$ 6,433 - \$ 9,740
0790	Public Health Prog Supervisor	02A	31	\$ 6,064 - \$ 8,993
0231	Public Info Associate	98B	26B	\$ 4,990 - \$ 7,494
0859	Public Information Ofcr-Uncl	98B	31	\$ 6,064 - \$ 8,993
0797	Public Information Officer	02A	31	\$ 6,064 - \$ 8,993
0803	Public Safety Dispatcher	28B	22	\$ 4,587 - \$ 6,635
0537	Purchasng & Equip Spclst - Pks	23Z	04	\$ 4,673 - \$ 5,602

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	\$ 6,675 - \$ 9,915
0895	Racial and Hlth Eq Admin -Uncl	98B	35M	\$ 7,213 - \$ 10,718
0581	Radiologic Technician	22N	20M	\$ 4,028 - \$ 5,981
0578	Real Estate Appr 1	22N	20A	\$ 3,950 - \$ 5,879
0512	Real Estate Appr 2	22N	23C	\$ 4,476 - \$ 6,622
0903	Real Estate Appraiser Comm	22N	26	\$ 4,990 - \$ 7,398
0817	Real Estate Legal Specialist	22N	26M	\$ 5,099 - \$ 7,535
0470	Recreation Services Supervisor	02A	28	\$ 5,392 - \$ 8,006
0899	Redevelopment Progam Manager	98B	33	\$ 6,541 - \$ 9,725
0208	Refrigeration Engineer	01A	04U	\$ 4,798 - \$ 5,662
0377	Registered Dietitian	02A	23B	\$ 4,476 - \$ 7,130
0907	Registered Nurse - Cor. Health	40	31	\$ 6,309 - \$ 9,545
0441	Research & Evaluation Supv	02A	33	\$ 6,541 - \$ 9,725

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0059	Research & Stat Analyst-CAMA	02A	30M	\$ 5,931 - \$ 8,831
0602	Residential Counselor 1	34A	15V	\$ 3,663 - \$ 4,795
0605	Residential Counselor 2	34A	17C	\$ 3,860 - \$ 5,054
0079	Right-of-Way Specialist	43	25	\$ 4,796 - \$ 7,121
0288	Safety Coordinator	02A	27N	\$ 5,188 - \$ 7,860
0109	School Instructor 1	02A	25M	\$ 4,899 - \$ 7,258
0269	School Instructor 2	02A	28B	\$ 5,469 - \$ 8,099
0515	Second Asst Vet Services Ofcr	22N	22C	\$ 4,337 - \$ 6,418
0354	Secretary 1	01A	15C	\$ 3,331 - \$ 4,972
		22M	15C	\$ 3,331 - \$ 4,972
		27M	15C	\$ 3,331 - \$ 4,972
0613	Secretary 2	01A	17G	\$ 3,568 - \$ 5,722
		22M	17G	\$ 3,568 - \$ 5,722
		27M	17G	\$ 3,568 - \$ 5,722
0608	Secrtary 1-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0173	Secrtary 2-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0390	Senior Building Services Mgr	98B	31M	\$ 6,183 - \$ 9,177

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0299	Senior Child Protection Worker	27N	30M	\$ 5,931 - \$ 8,831
0309	Senior Clinical Psychologist	02A	38D	\$ 8,003 - \$ 11,885
0326	Senior Legal Secretary	22M	21	\$ 4,028 - \$ 5,945
0838	Senior Librarian	02A	27M	\$ 5,302 - \$ 7,845
0453	Senior Life Guard	09	06	\$ 2,560 - \$ 3,048
0052	Senior Policy Analyst	98B	29P	\$ 5,600 - \$ 8,974
0847	Senior Procurement Specialist	02A	26	\$ 4,990 - \$ 7,398
0498	Senior Program Evaluator	02A 27N	30 30	\$ 5,833 - \$ 8,649 \$ 5,833 - \$ 8,649
0904	Senior Real Est Appraiser Comm	22N	29M	\$ 5,722 - \$ 8,483
0815	Senior Real Estate Appraiser	22N	27M	\$ 5,302 - \$ 7,845
0924	Senior Right of Way Specalist	02A	29M	\$ 5,722 - \$ 8,483
0454	Senior Shop Mechanic - Recrtn	23Z	05	\$ 5,127 - \$ 6,140
0444	Senior Torrens Examiner	02A	27M	\$ 5,302 - \$ 7,845
0088	Senior Transportation Planner	02A	34	\$ 6,804 - \$ 10,103

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0062	Service Worker	01A 22M	01 01	\$ 2,195 - \$ 2,960 \$ 2,195 - \$ 2,960
0295	Sexual Offense Svcs Prgm Supv	02A	31	\$ 6,064 - \$ 8,993
0626	Shop Mechanic	23Z	03	\$ 4,639 - \$ 5,558
0261	Social Services Appeals Spclst	27N	29P	\$ 5,722 - \$ 8,799
0360	Social Worker 1	02A 27N 43	23M 23M 23M	\$ 4,533 - \$ 6,711 \$ 4,533 - \$ 6,711 \$ 4,533 - \$ 6,711
0783	Social Worker 1 - Unclassified	99	99	No Salary Minimum or Maximum
0418	Social Worker 2	02A 27N 43	25M 25M 25M	\$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258 \$ 4,899 - \$ 7,258
0517	Social Worker 3	02A 27N 43	28M 28M 28M	\$ 5,504 - \$ 8,153 \$ 5,504 - \$ 8,153 \$ 5,504 - \$ 8,153
0046	Social Worker 4	02A	32B	\$ 6,330 - \$ 9,410
0010	Soil & Water Clerk - Uncl	99	99	No Salary Minimum or Maximum
0814	Sr Collections Enf Agent	22N 27N	26M 26M	\$ 5,099 - \$ 7,535 \$ 5,099 - \$ 7,535
0100	Storekeeper - Records Center	22M	17	\$ 3,503 - \$ 5,103

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0577	Student Intern - Uncl	09	08	\$ 3,204 - \$ 3,815
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09 09	03F 03	\$ 2,698 - \$ 2,698 \$ 1,891 - \$ 2,218
0596	Supervisor - Apprsl Svc Sectn	02A 22N	27 27	\$ 5,188 - \$ 7,684 \$ 5,188 - \$ 7,684
0262	Supervisor - Co Assessors Div	02A	33	\$ 6,541 - \$ 9,725
0316	Supervisor - Inform & Pub Rec	02A	29	\$ 5,600 - \$ 8,317
0901	Supervisor of Inv - ME Office	02A	27M	\$ 5,302 - \$ 7,845
0185	Support Services Coordinator	02A	27C	\$ 5,272 - \$ 7,807
0896	Supported Employment Worker	27N 27N	01 01F	\$ 1,850 - \$ 2,347 \$ 2,698 - \$ 2,698
0541	Suppt Enforcement Agent 1	22M	19	\$ 3,744 - \$ 5,493
0115	Suppt Enforcement Agent 2	22M	22	\$ 4,184 - \$ 6,163
0364	Suppt Enforcement Agent 3	22N	25	\$ 4,796 - \$ 7,121
0713	Suppt Enforcement Agt 1-Uncl	99	99	No Salary Minimum or Maximum
0446	Suppt Enforcement Worker 3*	02A	28M	\$ 5,504 - \$ 8,153

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0732	Suppt Enforcemnt Agt 1-Hmong	22M	19	\$ 3,744 - \$ 5,493
0884	Suppt Enforcemnt Agt 1-Karen	22M	19	\$ 3,744 - \$ 5,493
0735	Suppt Enforcemnt Agt 1-Somali	22M	19	\$ 3,744 - \$ 5,493
0738	Suppt Enforcemnt Agt 1-Spanish	22M	19	\$ 3,744 - \$ 5,493
0733	Suppt Enforcemnt Agt 2-Hmong	22M	22	\$ 4,184 - \$ 6,163
0886	Suppt Enforcemnt Agt 2-Karen	22M	22	\$ 4,184 - \$ 6,163
0736	Suppt Enforcemnt Agt 2-Somali	22M	22	\$ 4,184 - \$ 6,163
0739	Suppt Enforcemnt Agt 2-Spanish	22M	22	\$ 4,184 - \$ 6,163
0912	Supv Dept of County Assessor	02A	35	\$ 7,071 - \$ 10,503
0459	Surveyor	02A	31M	\$ 6,183 - \$ 9,177
0926	Svc Cntr Customer Suppt Asst	22M	20	\$ 3,875 - \$ 5,718
0927	Svc Cntr Navigator	22N	25M	\$ 4,899 - \$ 7,258
0136	Talent Acquisition Specialist	02A	24	\$ 4,622 - \$ 6,847
0526	Tax Clerk 1	22M	16B	\$ 3,390 - \$ 5,222
0419	Tax Clerk 2	22M	18I	\$ 3,622 - \$ 5,808

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0296	Tax Forfeited Land Clerk	22M	21	\$ 4,028 - \$ 5,945
0812	Tax Settlement Clerk	22M	22	\$ 4,184 - \$ 6,163
0542	Torrens Examiner	22N	20	\$ 3,950 - \$ 5,852
0186	Traffc Signal Tech 1	02A	19	\$ 3,809 - \$ 5,618
0068	Traffc Signal Tech 2	02A	24B	\$ 4,638 - \$ 6,880
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	\$ 7,952 - \$ 11,825
0501	Undersheriff - Uncl	98B	38D	\$ 8,206 - \$ 12,203
0717	Utility RightofWayCoordinator	02A	20	\$ 3,950 - \$ 5,852
0243	Veterans Service Ofcr - Uncl	98B	34	\$ 6,804 - \$ 10,103
0844	Veterans Services Assistant	22M	22	\$ 4,184 - \$ 6,163
0589	Victim/Witness Advocate	22N	24	\$ 4,622 - \$ 6,847
0041	Victm/Witn Svcs Prg Mgr	98B	30M	\$ 5,931 - \$ 8,831
0854	WIC Lactation Specialist	02A	23	\$ 4,438 - \$ 6,579
0808	WIC Nutrit Ed Trainee-KaRen	22N	15M	\$ 3,369 - \$ 4,927
0711	WIC Nutrit Ed Trainee-Spanish	22N	15M	\$ 3,369 - \$ 4,927

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0829	WIC Nutrition Ed Trainee- ASL	22N	15M	\$ 3,369 - \$ 4,927
0709	WIC Nutrition Ed Trainee-Hmong	22N	15M	\$ 3,369 - \$ 4,927
0710	WIC Nutrition EdTrainee-Somali	22N	15M	\$ 3,369 - \$ 4,927
0507	WIC Nutrition Educator	22N	20M	\$ 4,028 - \$ 5,981
0830	WIC Nutrition Educator -ASL	22N	20M	\$ 4,028 - \$ 5,981
0807	WIC Nutritn Educator - KarenSp	22N	20M	\$ 4,028 - \$ 5,981
0657	WIC Nutritn Educator-HmongSpkg	22N	20M	\$ 4,028 - \$ 5,981
0708	WIC Nutritn Educator-SomaliSpk	22N	20M	\$ 4,028 - \$ 5,981
0246	WIC Nutritn Educator-Span Spkg	22N	20M	\$ 4,028 - \$ 5,981
0849	WIC Peer Breastfeeding Counslr	22M	10	\$ 2,815 - \$ 3,929
0850	WIC Pr Brstfdg Cnslr Hmong Spk	22M	10	\$ 2,815 - \$ 3,929
0852	WIC Pr Brstfdg Cnslr Karn Spkg	22M	10	\$ 2,815 - \$ 3,929
0853	WIC Pr Brstfdg Cnslr SmlI Spkg	22M	10	\$ 2,815 - \$ 3,929
0851	WIC Pr Brstfdg Cnslr Span Spkg	22M	10	\$ 2,815 - \$ 3,929
0518	Welfare Fraud Investigator 1	22N	23	\$ 4,438 - \$ 6,579

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Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0009	Welfare Fraud Investigator 2	22N	25P	\$ 4,948 - \$ 7,342
0551	Wkfce Solutions Trainee-Uncl	99	99	No Salary Minimum or Maximum

End of Report

Clerical and Building Service (Unrepresented)

Service Requirements for Salary Step Advancement for Salary Plan 01A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours- Part-Time	Increment Months	Increment Years- Full-Time
01A	1	1040	6	0.5
01A	2	1040	6	0.5
01A	3	2080	12	1.0
01A	4	2080	12	1.0
01A	5	2080	12	1.0
01A	6	2080	12	1.0
01A	7	10400	60	5.0
01A	8	10400	60	5.0
01A	9	10400	60	5.0
01A	10	10400	60	5.0
01A	11	Max Step		

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	26,338.47	27,043.00	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	32,010.72	33,293.28	34,810.99	35,515.52	0.8230
	Monthly	2,194.87	2,253.58	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,667.56	2,774.44	2,900.92	2,959.63	
	Bi-weekly	1,013.02	1,040.12	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,231.18	1,280.51	1,338.88	1,365.98	
	Hourly	12.662724	13.001441	13.392246	13.713649	14.113181	14.556074	14.860016	15.389768	16.006382	16.736052	17.074768	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	27,043.00	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	33,076.59	34,431.48	35,967.04	36,707.59	0.8450
	Monthly	2,253.58	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,756.38	2,869.29	2,997.25	3,058.97	
	Bi-weekly	1,040.12	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,272.18	1,324.29	1,383.35	1,411.83	
	Hourly	13.001441	13.392246	13.713649	14.113181	14.556074	14.860016	15.302904	15.902208	16.553596	17.291848	17.647878	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,997.81	35,443.19	37,050.77	37,791.62	0.8704
	Monthly	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,833.15	2,953.60	3,087.56	3,149.30	
	Bi-weekly	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,307.61	1,363.20	1,425.03	1,453.52	
	Hourly	13.392246	13.713649	14.113181	14.556074	14.860016	15.302904	15.719903	16.345100	17.039993	17.812869	18.169050	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	35,117.85	36,563.23	38,207.14	38,965.84	0.8913
	Monthly	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,926.49	3,046.94	3,183.93	3,247.15	
	Bi-weekly	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,350.69	1,406.28	1,469.51	1,498.69	
	Hourly	13.713649	14.113181	14.556074	14.860016	15.302904	15.719903	16.240924	16.883583	17.578478	18.368816	18.733577	
Grade		1	2	3	4	5							Night Diff
04U	Annual	57,573.85	63,970.94	64,354.77	66,607.19	67,939.33							1.8453
	Monthly	4,797.82	5,330.91	5,362.90	5,550.60	5,661.61							
	Bi-weekly	2,214.38	2,460.42	2,475.18	2,561.81	2,613.05							
	Hourly	27.679735	30.755261	30.939793	32.022685	32.663139							

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	36,201.89	37,719.29	39,471.53	40,248.40	0.9173
	Monthly	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	3,016.82	3,143.27	3,289.30	3,354.03	
	Bi-weekly	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,392.38	1,450.74	1,518.14	1,548.02	
	Hourly	14.113181	14.556074	14.860016	15.302904	15.719903	16.240924	16.736052	17.404754	18.134274	18.976699	19.350192	
06	Annual	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	37,321.94	38,803.33	40,537.41	41,368.44	0.9461
	Monthly	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,110.16	3,233.61	3,378.12	3,447.37	
	Bi-weekly	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,435.46	1,492.44	1,559.13	1,591.09	
	Hourly	14.556074	14.860016	15.302904	15.719903	16.240924	16.736052	17.196254	17.943239	18.655446	19.489140	19.888673	
07	Annual	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,441.98	40,121.90	41,910.46	42,741.49	0.9659
	Monthly	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,203.50	3,343.49	3,492.54	3,561.79	
	Bi-weekly	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,478.54	1,543.15	1,611.94	1,643.90	
	Hourly	14.860016	15.302904	15.719903	16.240924	16.736052	17.196254	17.717428	18.481719	19.289374	20.149259	20.548795	
08	Annual	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,724.53	41,476.79	43,355.53	44,240.74	0.9946
	Monthly	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,310.38	3,456.40	3,612.96	3,686.73	
	Bi-weekly	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,527.87	1,595.26	1,667.52	1,701.57	
	Hourly	15.302904	15.719903	16.240924	16.736052	17.196254	17.717428	18.325311	19.098333	19.940762	20.844005	21.269585	
08C	Annual	32,787.58	33,817.45	34,684.49	35,786.37	36,960.59	37,863.95	38,984.00	40,501.40	42,163.16	44,096.07	44,999.43	1.0246
	Monthly	2,732.30	2,818.12	2,890.37	2,982.20	3,080.05	3,155.33	3,248.67	3,375.12	3,513.60	3,674.67	3,749.95	
	Bi-weekly	1,261.06	1,300.67	1,334.02	1,376.40	1,421.56	1,456.31	1,499.38	1,557.75	1,621.66	1,696.00	1,730.75	
	Hourly	15.763259	16.258388	16.675233	17.204987	17.769514	18.203824	18.742307	19.471826	20.270748	21.200034	21.634342	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08F	Annual	32,950.10	33,871.61	34,810.99	36,003.06	37,014.76	38,098.80	39,236.69	40,971.09	42,741.49	44,674.41	45,559.61	1.0296
	Monthly	2,745.84	2,822.64	2,900.92	3,000.26	3,084.56	3,174.90	3,269.73	3,414.26	3,561.79	3,722.87	3,796.63	
	Bi-weekly	1,267.31	1,302.75	1,338.88	1,384.73	1,423.64	1,465.34	1,509.10	1,575.81	1,643.90	1,718.25	1,752.29	
	Hourly	15.841392	16.284430	16.736052	17.309161	17.795556	18.316729	18.863795	19.697638	20.548795	21.478081	21.903659	
09	Annual	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	41,025.26	42,777.51	44,710.42	45,613.78	1.0217
	Monthly	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,418.77	3,564.79	3,725.87	3,801.15	
	Bi-weekly	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,577.89	1,645.29	1,719.63	1,754.38	
	Hourly	15.719903	16.240924	16.736052	17.196254	17.717428	18.325311	18.915882	19.723681	20.566110	21.495396	21.929704	
10	Annual	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,470.33	44,222.57	46,227.83	47,149.03	1.0556
	Monthly	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,539.19	3,685.21	3,852.32	3,929.09	
	Bi-weekly	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,633.47	1,700.87	1,777.99	1,813.42	
	Hourly	16.240924	16.736052	17.196254	17.717428	18.325311	18.915882	19.558689	20.418427	21.260852	22.224918	22.667805	
10C	Annual	34,214.80	35,190.19	36,075.39	37,430.28	38,496.15	39,598.04	40,772.26	42,578.67	44,313.07	46,372.49	47,275.54	1.0692
	Monthly	2,851.23	2,932.52	3,006.28	3,119.19	3,208.01	3,299.84	3,397.69	3,548.22	3,692.76	3,864.37	3,939.63	
	Bi-weekly	1,315.95	1,353.47	1,387.51	1,439.63	1,480.62	1,523.00	1,568.16	1,637.64	1,704.35	1,783.56	1,818.29	
	Hourly	16.449425	16.918358	17.343935	17.995325	18.507766	19.037519	19.602047	20.470514	21.304360	22.294466	22.728626	
11	Annual	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,897.55	45,794.46	47,889.89	48,865.27	1.0878
	Monthly	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,658.13	3,816.21	3,990.82	4,072.11	
	Bi-weekly	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,688.37	1,761.33	1,841.92	1,879.43	
	Hourly	16.736052	17.196254	17.717428	18.325311	18.915882	19.558689	20.210081	21.104590	22.016566	23.023985	23.492917	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	35,479.20	36,454.89	37,574.94	38,839.34	40,176.07	41,458.62	42,813.52	44,728.59	46,697.51	48,811.10	49,768.64	1.1087
	Monthly	2,956.60	3,037.91	3,131.25	3,236.61	3,348.01	3,454.89	3,567.79	3,727.38	3,891.46	4,067.59	4,147.39	
	Bi-weekly	1,364.58	1,402.11	1,445.19	1,493.82	1,545.23	1,594.56	1,646.67	1,720.33	1,796.06	1,877.35	1,914.18	
	Hourly	17.057306	17.526391	18.064876	18.672758	19.315417	19.932030	20.583421	21.504128	22.450725	23.466874	23.927231	
11F	Annual	35,678.03	36,689.74	37,737.45	38,911.67	40,230.24	41,549.12	42,904.00	44,818.77	46,715.67	48,829.26	49,786.80	1.1149
	Monthly	2,973.17	3,057.48	3,144.79	3,242.64	3,352.52	3,462.43	3,575.33	3,734.90	3,892.97	4,069.11	4,148.90	
	Bi-weekly	1,372.23	1,411.14	1,451.44	1,496.60	1,547.32	1,598.04	1,650.15	1,723.80	1,796.76	1,878.05	1,914.88	
	Hourly	17.152901	17.639296	18.143005	18.707532	19.341462	19.975536	20.626925	21.547484	22.459456	23.475605	23.935961	
12	Annual	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	45,378.94	47,402.04	49,551.96	50,527.34	1.1177
	Monthly	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,781.58	3,950.17	4,129.33	4,210.61	
	Bi-weekly	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,745.34	1,823.16	1,905.84	1,943.36	
	Hourly	17.196254	17.717428	18.325311	18.915882	19.558689	20.210081	20.896093	21.816798	22.789443	23.823056	24.291988	
13	Annual	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,950.51	49,208.45	51,412.54	52,460.25	1.1516
	Monthly	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,912.54	4,100.70	4,284.38	4,371.69	
	Bi-weekly	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,805.79	1,892.63	1,977.41	2,017.70	
	Hourly	17.717428	18.325311	18.915882	19.558689	20.210081	20.896093	21.599569	22.572360	23.657910	24.717565	25.221276	
14	Annual	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,901.60	51,195.86	53,471.96	54,555.69	1.1911
	Monthly	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,075.13	4,266.32	4,456.00	4,546.31	
	Bi-weekly	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,880.83	1,969.07	2,056.61	2,098.30	
	Hourly	18.325311	18.915882	19.558689	20.210081	20.896093	21.599569	22.355284	23.510384	24.613393	25.707671	26.228696	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	38,839.34	40,176.07	41,458.62	42,813.52	44,294.90	45,794.46	47,383.88	49,804.65	52,929.94	55,368.55	56,488.60	1.2137
	Monthly	3,236.61	3,348.01	3,454.89	3,567.79	3,691.24	3,816.21	3,948.66	4,150.39	4,410.83	4,614.05	4,707.38	
	Bi-weekly	1,493.82	1,545.23	1,594.56	1,646.67	1,703.65	1,761.33	1,822.46	1,915.56	2,035.77	2,129.56	2,172.64	
	Hourly	18.672758	19.315417	19.932030	20.583421	21.295626	22.016566	22.780712	23.944543	25.447086	26.619496	27.157980	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14L	Annual	38,168.05	39,143.76	40,247.91	41,275.20	42,539.91	43,605.78	44,978.52	46,279.24	48,302.65	49,205.70		1.1927
	Monthly	3,180.67	3,261.98	3,353.99	3,439.60	3,544.99	3,633.82	3,748.21	3,856.60	4,025.22	4,100.48		
	Bi-weekly	1,468.00	1,505.53	1,548.00	1,587.51	1,636.15	1,677.15	1,729.94	1,779.97	1,857.79	1,892.53		
	Hourly	18.350025	18.819113	19.349958	19.843844	20.451878	20.964316	21.624287	22.249633	23.222427	23.656586		
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,689.85	53,182.95	55,549.23	56,651.43	1.2295
	Monthly	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,224.15	4,431.91	4,629.10	4,720.95	
	Bi-weekly	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,949.61	2,045.50	2,136.51	2,178.90	
	Hourly	18.915882	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.370121	25.568724	26.706360	27.236263	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	39,977.54	41,314.27	42,669.16	44,150.55	45,595.62	47,203.52	49,082.27	51,502.72	56,018.92	58,493.85	59,668.07	1.2492
	Monthly	3,331.46	3,442.86	3,555.76	3,679.21	3,799.64	3,933.63	4,090.19	4,291.89	4,668.24	4,874.49	4,972.34	
	Bi-weekly	1,537.60	1,589.01	1,641.12	1,698.10	1,753.68	1,815.52	1,887.78	1,980.87	2,154.57	2,249.76	2,294.93	
	Hourly	19.219972	19.862631	20.514021	21.226228	21.920973	22.694000	23.597243	24.760922	26.932172	28.122044	28.686571	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15F	Annual	40,230.24	41,549.12	42,867.68	44,294.90	45,920.65	47,402.04	49,082.27	51,593.21	54,049.99	57,590.80	58,746.85	1.2571
	Monthly	3,352.52	3,462.43	3,572.31	3,691.24	3,826.72	3,950.17	4,090.19	4,299.43	4,504.17	4,799.23	4,895.57	
	Bi-weekly	1,547.32	1,598.04	1,648.76	1,703.65	1,766.18	1,823.16	1,887.78	1,984.35	2,078.85	2,215.03	2,259.49	
	Hourly	19.341462	19.975536	20.609462	21.295626	22.077234	22.789443	23.597243	24.804429	25.985571	27.687885	28.243679	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15S	Annual	40,609.75	41,982.48	43,319.53	44,764.59	46,372.49	47,853.57	49,569.81	52,098.91	54,519.67	57,066.94	58,223.00	1.2690
	Monthly	3,384.15	3,498.54	3,609.96	3,730.38	3,864.37	3,987.80	4,130.82	4,341.58	4,543.31	4,755.58	4,851.92	
	Bi-weekly	1,561.91	1,614.71	1,666.14	1,721.71	1,783.56	1,840.52	1,906.53	2,003.80	2,096.91	2,194.88	2,239.35	
	Hourly	19.523916	20.183884	20.826696	21.521435	22.294466	23.006522	23.831637	25.047553	26.211381	27.436031	27.991827	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,640.93	55,386.72	57,915.82	59,071.88	1.2713
	Monthly	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,386.74	4,615.56	4,826.32	4,922.66	
	Bi-weekly	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,024.65	2,130.26	2,227.53	2,272.00	
	Hourly	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.308137	26.628230	27.844144	28.399942	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	41,458.62	42,813.52	44,294.90	45,794.46	47,383.88	49,262.63	51,141.38	53,724.65	56,488.60	59,035.87	60,228.25	1.2955
	Monthly	3,454.89	3,567.79	3,691.24	3,816.21	3,948.66	4,105.22	4,261.78	4,477.05	4,707.38	4,919.66	5,019.02	
	Bi-weekly	1,594.56	1,646.67	1,703.65	1,761.33	1,822.46	1,894.72	1,966.98	2,066.33	2,172.64	2,270.61	2,316.47	
	Hourly	19.932030	20.583421	21.295626	22.016566	22.780712	23.683955	24.587200	25.829160	27.157980	28.382630	28.955889	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	42,054.81	43,409.70	44,818.77	46,264.14	47,962.22	49,587.97	51,286.04	53,941.65	56,452.59	59,017.71	60,210.09	1.3142
	Monthly	3,504.57	3,617.48	3,734.90	3,855.35	3,996.85	4,132.33	4,273.84	4,495.14	4,704.38	4,918.14	5,017.51	
	Bi-weekly	1,617.49	1,669.60	1,723.80	1,779.39	1,844.70	1,907.23	1,972.54	2,074.68	2,171.25	2,269.91	2,315.77	
	Hourly	20.218660	20.870048	21.547484	22.242377	23.058759	23.840368	24.656749	25.933484	27.140668	28.373899	28.947157	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,718.51	57,355.95	60,029.42	61,239.64	1.3136
	Monthly	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,559.88	4,779.66	5,002.45	5,103.30	
	Bi-weekly	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,104.56	2,206.00	2,308.82	2,355.37	
	Hourly	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.306976	27.574978	28.860296	29.442136	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17G	Annual	42,813.52	44,294.90	45,794.46	47,383.88	49,262.63	51,141.38	53,164.79	55,729.90	64,383.10	67,309.56	68,664.45	1.3379
	Monthly	3,567.79	3,691.24	3,816.21	3,948.66	4,105.22	4,261.78	4,430.40	4,644.16	5,365.26	5,609.13	5,722.04	
	Bi-weekly	1,646.67	1,703.65	1,761.33	1,822.46	1,894.72	1,966.98	2,044.80	2,143.46	2,476.27	2,588.83	2,640.94	
	Hourly	20.583421	21.295626	22.016566	22.780712	23.683955	24.587200	25.559993	26.793222	30.953411	32.360365	33.011755	
18	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	59,613.90	62,341.84	63,606.23	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	4,967.83	5,195.15	5,300.52	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,292.84	2,397.76	2,446.39	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	28.660528	29.972037	30.579920	
18C	Annual	43,626.38	45,270.29	46,715.67	48,341.41	50,274.33	52,171.24	54,212.50	56,849.94	59,668.07	62,432.02	63,696.73	1.3633
	Monthly	3,635.53	3,772.52	3,892.97	4,028.45	4,189.53	4,347.60	4,517.71	4,737.50	4,972.34	5,202.67	5,308.06	
	Bi-weekly	1,677.94	1,741.16	1,796.76	1,859.29	1,933.63	2,006.59	2,085.10	2,186.54	2,294.93	2,401.23	2,449.87	
	Hourly	20.974223	21.764562	22.459456	23.241063	24.170352	25.082328	26.063704	27.331703	28.686571	30.015394	30.623427	
18D	Annual	43,626.38	45,270.29	46,715.67	48,341.41	50,274.33	52,171.24	54,212.50	56,849.94	64,780.45	67,743.24	69,098.12	1.3633
	Monthly	3,635.53	3,772.52	3,892.97	4,028.45	4,189.53	4,347.60	4,517.71	4,737.50	5,398.37	5,645.27	5,758.18	
	Bi-weekly	1,677.94	1,741.16	1,796.76	1,859.29	1,933.63	2,006.59	2,085.10	2,186.54	2,491.56	2,605.51	2,657.62	
	Hourly	20.974223	21.764562	22.459456	23.241063	24.170352	25.082328	26.063704	27.331703	31.144448	32.568863	33.220252	
18F	Annual	44,294.90	45,920.65	47,402.04	49,082.27	51,033.04	52,911.78	55,007.52	57,716.99	60,607.44	64,581.93	65,882.34	1.3842
	Monthly	3,691.24	3,826.72	3,950.17	4,090.19	4,252.75	4,409.32	4,583.96	4,809.75	5,050.62	5,381.83	5,490.20	
	Bi-weekly	1,703.65	1,766.18	1,823.16	1,887.78	1,962.81	2,035.07	2,115.67	2,219.88	2,331.06	2,483.92	2,533.94	
	Hourly	21.295626	22.077234	22.789443	23.597243	24.535113	25.438356	26.445924	27.748552	29.138194	31.049005	31.674202	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	59,613.90	63,588.07	64,852.78	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	4,967.83	5,299.01	5,404.40	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,292.84	2,445.69	2,494.34	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	28.660528	30.571187	31.179223	
18P	Annual	44,764.59	46,372.49	47,853.57	49,569.81	51,520.88	53,453.80	55,549.23	58,295.33	68,176.60	71,301.89	72,729.12	1.3988
	Monthly	3,730.38	3,864.37	3,987.80	4,130.82	4,293.41	4,454.48	4,629.10	4,857.94	5,681.38	5,941.82	6,060.76	
	Bi-weekly	1,721.71	1,783.56	1,840.52	1,906.53	1,981.57	2,055.92	2,136.51	2,242.13	2,622.18	2,742.38	2,797.27	
	Hourly	21.521435	22.294466	23.006522	23.831637	24.769652	25.698942	26.706360	28.026601	32.777212	34.279756	34.965922	
19	Annual	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	59,017.71	61,799.81	64,617.94	65,918.67	1.4039
	Monthly	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,918.14	5,149.99	5,384.83	5,493.22	
	Bi-weekly	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,269.91	2,376.92	2,485.31	2,535.33	
	Hourly	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.373899	29.711449	31.066318	31.691666	
19I	Annual	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	59,017.71	64,419.11	67,327.72	68,682.61	1.4039
	Monthly	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,918.14	5,368.26	5,610.64	5,723.55	
	Bi-weekly	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,269.91	2,477.66	2,589.53	2,641.64	
	Hourly	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.373899	30.970725	32.369096	33.020485	
20	Annual	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	61,474.48	64,347.08	67,237.23	68,610.28	1.4530
	Monthly	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,122.87	5,362.26	5,603.10	5,717.52	
	Bi-weekly	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,364.40	2,474.89	2,586.05	2,638.86	
	Hourly	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.555040	30.936098	32.325591	32.985711	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20B	Annual	47,492.54	49,190.61	50,744.02	52,568.60	54,646.18	56,777.61	58,963.54	61,835.83	72,765.13	76,052.94	77,570.34	1.4841
	Monthly	3,957.71	4,099.22	4,228.67	4,380.72	4,553.85	4,731.47	4,913.63	5,152.99	6,063.76	6,337.75	6,464.20	
	Bi-weekly	1,826.64	1,891.95	1,951.69	2,021.87	2,101.78	2,183.75	2,267.83	2,378.30	2,798.66	2,925.11	2,983.47	
	Hourly	22.832950	23.649331	24.396163	25.273364	26.272201	27.296930	28.347854	29.728762	34.983236	36.563911	37.293432	
20C	Annual	47,402.04	49,082.27	51,033.04	52,911.78	55,007.52	57,121.11	59,397.21	62,269.51	65,195.97	68,158.75	69,531.49	1.4813
	Monthly	3,950.17	4,090.19	4,252.75	4,409.32	4,583.96	4,760.09	4,949.77	5,189.13	5,433.00	5,679.90	5,794.29	
	Bi-weekly	1,823.16	1,887.78	1,962.81	2,035.07	2,115.67	2,196.97	2,284.51	2,394.98	2,507.54	2,621.49	2,674.29	
	Hourly	22.789443	23.597243	24.535113	25.438356	26.445924	27.462073	28.556353	29.937263	31.344215	32.768631	33.428602	
21	Annual	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,750.90	66,912.21	69,928.85	71,337.91	1.5106
	Monthly	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,312.58	5,576.02	5,827.40	5,944.83	
	Bi-weekly	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,451.96	2,573.55	2,689.57	2,743.77	
	Hourly	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.649470	32.169331	33.619637	34.297070	
21E	Annual	49,569.81	51,520.88	53,453.80	55,549.23	57,680.98	59,939.23	62,341.84	65,539.16	68,556.11	73,090.46	74,571.55	1.5490
	Monthly	4,130.82	4,293.41	4,454.48	4,629.10	4,806.75	4,994.94	5,195.15	5,461.60	5,713.01	6,090.87	6,214.30	
	Bi-weekly	1,906.53	1,981.57	2,055.92	2,136.51	2,218.50	2,305.36	2,397.76	2,520.74	2,636.77	2,811.17	2,868.14	
	Hourly	23.831637	24.769652	25.698942	26.706360	27.731239	28.816939	29.972037	31.509210	32.959667	35.139646	35.851705	
21Z	Annual	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,750.90	71,301.89	74,499.53	75,998.77	1.5106
	Monthly	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,312.58	5,941.82	6,208.29	6,333.23	
	Bi-weekly	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,451.96	2,742.38	2,865.37	2,923.03	
	Hourly	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.649470	34.279756	35.817080	36.537869	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	66,171.35	69,387.14	72,494.28	73,957.51	1.5688
	Monthly	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,514.28	5,782.26	6,041.19	6,163.13	
	Bi-weekly	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,545.05	2,668.74	2,788.24	2,844.52	
	Hourly	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.813150	33.359201	34.853018	35.556495	
23	Annual	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	68,736.78	72,223.11	75,493.07	76,992.31	1.6297
	Monthly	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,728.07	6,018.59	6,291.09	6,416.03	
	Bi-weekly	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,643.72	2,777.81	2,903.58	2,961.24	
	Hourly	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	33.046530	34.722647	36.294746	37.015533	
23B	Annual	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	68,736.78	78,582.04	82,158.86	83,820.93	1.6297
	Monthly	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,728.07	6,548.50	6,846.57	6,985.08	
	Bi-weekly	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,643.72	3,022.39	3,159.96	3,223.88	
	Hourly	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	33.046530	37.779825	39.499453	40.298525	
23C	Annual	52,442.09	54,483.67	56,615.11	58,801.03	61,113.45	63,497.90	65,972.83	69,278.80	72,530.28	75,854.41	77,389.67	1.6388
	Monthly	4,370.17	4,540.31	4,717.93	4,900.09	5,092.79	5,291.49	5,497.74	5,773.23	6,044.19	6,321.20	6,449.14	
	Bi-weekly	2,017.00	2,095.53	2,177.50	2,261.58	2,350.52	2,442.23	2,537.42	2,664.57	2,789.63	2,917.48	2,976.53	
	Hourly	25.212544	26.194072	27.218801	28.269726	29.381467	30.527836	31.717707	33.307116	34.870327	36.468467	37.206570	
23F	Annual	53,002.28	55,079.54	57,211.29	59,433.22	61,745.65	64,148.26	66,695.52	70,091.67	73,415.49	76,703.29	78,238.86	1.6563
	Monthly	4,416.86	4,589.96	4,767.61	4,952.77	5,145.47	5,345.69	5,557.96	5,840.97	6,117.96	6,391.94	6,519.91	
	Bi-weekly	2,038.55	2,118.44	2,200.43	2,285.89	2,374.83	2,467.24	2,565.21	2,695.83	2,823.67	2,950.13	3,009.19	
	Hourly	25.481864	26.480547	27.505430	28.573665	29.685407	30.840507	32.065155	33.697918	35.295907	36.876583	37.614834	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	71,482.57	74,932.88	78,347.20	79,936.93	1.6924
	Monthly	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,956.88	6,244.41	6,528.93	6,661.41	
	Bi-weekly	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,749.33	2,882.03	3,013.35	3,074.50	
	Hourly	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	34.366620	36.025425	37.666922	38.431217	
24A	Annual	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	71,482.57	75,926.43	79,413.07	81,020.97	1.6924
	Monthly	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,956.88	6,327.20	6,617.76	6,751.75	
	Bi-weekly	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,749.33	2,920.25	3,054.35	3,116.19	
	Hourly	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	34.366620	36.503092	38.179362	38.952390	
25	Annual	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	70,669.70	74,138.17	77,859.35	81,364.16	83,008.06	1.7590
	Monthly	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,889.14	6,178.18	6,488.28	6,780.35	6,917.34	
	Bi-weekly	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,718.07	2,851.47	2,994.59	3,129.39	3,192.62	
	Hourly	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	33.975816	35.643353	37.432380	39.117382	39.907720	

Professional – Administrative (Unrepresented)

Service Requirements for Salary Step Advancement for Salary Plan 02A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
02A	1	1040	6	0.5
02A	2	1040	6	0.5
02A	3	2080	12	1.0
02A	4	2080	12	1.0
02A	5	2080	12	1.0
02A	6	2080	12	1.0
02A	7	10400	60	5.0
02A	8	10400	60	5.0
02A	9	10400	60	5.0
02A	10	10400	60	5.0
02A	11	Max Step		

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	37,249.61	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,817.56	50,202.00	52,496.26	53,526.13	1.1641
	Monthly	3,104.13	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,984.80	4,183.50	4,374.69	4,460.51	
	Bi-weekly	1,432.68	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,839.14	1,930.85	2,019.09	2,058.70	
	Hourly	17.908464	18.481719	19.098333	19.758459	20.496556	21.165407	21.973063	22.989209	24.135577	25.238588	25.733718	
13M	Annual	37,863.95	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,901.60	51,195.86	53,471.96	54,555.69	1.1832
	Monthly	3,155.33	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,075.13	4,266.32	4,456.00	4,546.31	
	Bi-weekly	1,456.31	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,880.83	1,969.07	2,056.61	2,098.30	
	Hourly	18.203824	18.811707	19.437053	20.149259	20.835273	21.599569	22.363862	23.510384	24.613393	25.707671	26.228696	
14	Annual	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,804.65	52,279.58	54,628.02	55,729.90	1.2013
	Monthly	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,150.39	4,356.63	4,552.34	4,644.16	
	Bi-weekly	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,915.56	2,010.75	2,101.08	2,143.46	
	Hourly	18.481719	19.098333	19.758459	20.496556	21.165407	21.973063	22.789443	23.944543	25.134413	26.263469	26.793222	
14M	Annual	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,816.35	53,254.97	55,657.88	56,777.61	1.2228
	Monthly	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,234.70	4,437.91	4,638.16	4,731.47	
	Bi-weekly	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,954.48	2,048.27	2,140.69	2,183.75	
	Hourly	18.811707	19.437053	20.149259	20.835273	21.599569	22.363862	23.241063	24.430939	25.603350	26.758597	27.296930	
15	Annual	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,701.55	54,212.50	56,651.43	57,807.48	1.2414
	Monthly	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,308.46	4,517.71	4,720.95	4,817.29	
	Bi-weekly	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,988.52	2,085.10	2,178.90	2,223.36	
	Hourly	19.098333	19.758459	20.496556	21.165407	21.973063	22.789443	23.657910	24.856516	26.063704	27.236263	27.792058	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	40,718.09	42,108.98	43,463.87	44,999.43	46,625.18	48,323.25	50,057.65	52,586.76	60,011.25	62,721.03	63,985.74	1.2724
	Monthly	3,393.17	3,509.08	3,621.99	3,749.95	3,885.43	4,026.94	4,171.47	4,382.23	5,000.94	5,226.75	5,332.15	
	Bi-weekly	1,566.08	1,619.58	1,671.69	1,730.75	1,793.28	1,858.59	1,925.29	2,022.57	2,308.13	2,412.35	2,460.99	
	Hourly	19.576003	20.244703	20.896093	21.634342	22.415953	23.232332	24.066177	25.282095	28.851563	30.154343	30.762375	
15M	Annual	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,857.61	55,459.05	57,969.99	59,126.05	1.2634
	Monthly	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,404.80	4,621.59	4,830.83	4,927.17	
	Bi-weekly	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,032.98	2,133.04	2,229.61	2,274.08	
	Hourly	19.437053	20.149259	20.835273	21.599569	22.363862	23.241063	24.179083	25.412312	26.663004	27.870187	28.425984	
16	Annual	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,923.49	56,560.93	59,071.88	60,264.25	1.2843
	Monthly	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,493.62	4,713.41	4,922.66	5,022.02	
	Bi-weekly	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,073.98	2,175.42	2,272.00	2,317.86	
	Hourly	19.758459	20.496556	21.165407	21.973063	22.789443	23.657910	24.630706	25.924754	27.192756	28.399942	28.973198	
16M	Annual	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,917.03	57,680.98	60,282.42	61,492.64	1.3097
	Monthly	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,576.42	4,806.75	5,023.54	5,124.39	
	Bi-weekly	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,112.19	2,218.50	2,318.55	2,365.10	
	Hourly	20.149259	20.835273	21.599569	22.363862	23.241063	24.179083	25.160457	26.402417	27.731239	28.981931	29.563771	
17	Annual	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,910.57	58,728.69	61,348.29	62,576.68	1.3323
	Monthly	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,659.21	4,894.06	5,112.36	5,214.72	
	Bi-weekly	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,150.41	2,258.80	2,359.55	2,406.80	
	Hourly	20.496556	21.165407	21.973063	22.789443	23.657910	24.630706	25.603350	26.880082	28.234948	29.494370	30.084941	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	57,121.11	59,939.23	62,648.70	63,913.41	1.3543
	Monthly	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,760.09	4,994.94	5,220.73	5,326.12	
	Bi-weekly	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,196.97	2,305.36	2,409.57	2,458.21	
	Hourly	20.835273	21.599569	22.363862	23.241063	24.179083	25.160457	26.150562	27.462073	28.816939	30.119567	30.727601	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	58,150.67	61,185.47	63,949.42	65,231.97	1.3758
	Monthly	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,845.89	5,098.79	5,329.12	5,436.00	
	Bi-weekly	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,236.56	2,353.29	2,459.59	2,508.92	
	Hourly	21.165407	21.973063	22.789443	23.657910	24.630706	25.603350	26.663004	27.957051	29.416091	30.744913	31.361526	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	59,415.38	62,233.49	65,051.62	66,352.03	1.4040
	Monthly	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,951.28	5,186.12	5,420.97	5,529.34	
	Bi-weekly	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,285.21	2,393.60	2,501.99	2,552.00	
	Hourly	21.599569	22.363862	23.241063	24.179083	25.160457	26.150562	27.166713	28.565085	29.919948	31.274818	31.900013	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	60,444.93	63,263.05	66,099.33	67,417.90	1.4282
	Monthly	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	5,037.08	5,271.92	5,508.28	5,618.16	
	Bi-weekly	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,324.80	2,433.19	2,542.28	2,593.00	
	Hourly	21.973063	22.789443	23.657910	24.630706	25.603350	26.663004	27.670423	29.060062	30.414928	31.778525	32.412450	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,619.15	64,690.27	67,652.74	69,007.63	1.4537
	Monthly	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,134.93	5,390.86	5,637.73	5,750.64	
	Bi-weekly	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,369.97	2,488.09	2,602.03	2,654.14	
	Hourly	22.363862	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.624590	31.101093	32.525356	33.176746	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,847.53	65,864.49	68,845.12	70,218.17	1.4813
	Monthly	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,237.29	5,488.71	5,737.09	5,851.51	
	Bi-weekly	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,417.21	2,533.25	2,647.89	2,700.70	
	Hourly	22.789443	23.657910	24.630706	25.603350	26.663004	27.670423	28.790898	30.215160	31.665618	33.098616	33.758736	
20M	Annual	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	64,094.09	67,309.56	70,344.36	71,771.58	1.5107
	Monthly	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,341.17	5,609.13	5,862.03	5,980.97	
	Bi-weekly	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,465.16	2,588.83	2,705.55	2,760.45	
	Hourly	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.814464	32.360365	33.819402	34.505568	
20S	Annual	49,082.27	51,087.21	53,164.79	55,170.04	57,319.63	59,632.06	62,016.50	65,123.64	68,303.10	71,446.56	72,891.63	1.5338
	Monthly	4,090.19	4,257.27	4,430.40	4,597.50	4,776.64	4,969.34	5,168.04	5,426.97	5,691.93	5,953.88	6,074.30	
	Bi-weekly	1,887.78	1,964.89	2,044.80	2,121.92	2,204.60	2,293.54	2,385.25	2,504.76	2,627.04	2,747.94	2,803.52	
	Hourly	23.597243	24.561158	25.559993	26.524056	27.557516	28.669260	29.815626	31.309440	32.838029	34.349307	35.044051	
21	Annual	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	65,394.81	68,664.45	71,753.42	73,180.65	1.5378
	Monthly	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,449.57	5,722.04	5,979.45	6,098.39	
	Bi-weekly	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,515.18	2,640.94	2,759.75	2,814.64	
	Hourly	23.657910	24.630706	25.603350	26.663004	27.670423	28.790898	29.928533	31.439811	33.011755	34.496837	35.183003	
21M	Annual	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,569.02	70,001.18	73,108.31	74,589.71	1.5716
	Monthly	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,547.42	5,833.43	6,092.36	6,215.81	
	Bi-weekly	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,560.35	2,692.35	2,811.86	2,868.83	
	Hourly	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.588650	32.004337	33.654414	35.148227	35.860436	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,887.59	71,139.38	74,373.02	75,872.26	1.6010
	Monthly	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,657.30	5,928.28	6,197.75	6,322.69	
	Bi-weekly	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,611.06	2,736.13	2,860.50	2,918.16	
	Hourly	24.630706	25.603350	26.663004	27.670423	28.790898	29.928533	31.109673	32.638262	34.201627	35.756260	36.477050	
22M	Annual	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	69,224.31	72,765.13	76,052.94	77,570.34	1.6354
	Monthly	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,768.69	6,063.76	6,337.75	6,464.20	
	Bi-weekly	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,662.47	2,798.66	2,925.11	2,983.47	
	Hourly	25.160457	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.280919	34.983236	36.563911	37.293432	
23	Annual	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,579.21	74,029.84	77,407.83	78,943.39	1.6642
	Monthly	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,881.60	6,169.15	6,450.65	6,578.62	
	Bi-weekly	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,714.58	2,847.30	2,977.22	3,036.28	
	Hourly	25.603350	26.663004	27.670423	28.790898	29.928533	31.109673	32.308278	33.932310	35.591267	37.215302	37.953553	
23B	Annual	53,706.80	55,693.90	57,879.81	60,228.25	62,666.86	65,159.96	67,725.08	70,976.87	80,189.93	83,839.09	85,555.01	1.6783
	Monthly	4,475.57	4,641.16	4,823.32	5,019.02	5,222.24	5,430.00	5,643.76	5,914.74	6,682.50	6,986.59	7,129.58	
	Bi-weekly	2,065.65	2,142.07	2,226.15	2,316.47	2,410.26	2,506.15	2,604.81	2,729.88	3,084.23	3,224.58	3,290.58	
	Hourly	25.820577	26.775911	27.826833	28.955889	30.128298	31.326904	32.560134	34.123497	38.552853	40.307255	41.132217	
23C	Annual	54,104.15	56,307.93	58,476.00	60,788.11	63,263.05	65,737.99	68,212.92	71,627.23	75,185.90	78,654.37	80,225.94	1.6908
	Monthly	4,508.68	4,692.33	4,873.00	5,065.68	5,271.92	5,478.17	5,684.41	5,968.94	6,265.49	6,554.53	6,685.50	
	Bi-weekly	2,080.93	2,165.69	2,249.08	2,338.00	2,433.19	2,528.38	2,623.57	2,754.89	2,891.77	3,025.17	3,085.61	
	Hourly	26.011612	27.071120	28.113462	29.225055	30.414928	31.604802	32.794674	34.436169	36.147066	37.814602	38.570165	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	54,393.17	56,506.76	58,782.87	60,697.93	63,624.39	66,045.16	68,664.45	72,078.76	72,819.30	76,107.11	77,624.51	1.6998
	Monthly	4,532.76	4,708.90	4,898.57	5,058.16	5,302.03	5,503.76	5,722.04	6,006.56	6,068.28	6,342.26	6,468.71	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,334.54	2,447.09	2,540.20	2,640.94	2,772.26	2,800.74	2,927.20	2,985.56	
	Hourly	26.150562	27.166713	28.260994	29.181699	30.588650	31.752479	33.011755	34.653249	35.009278	36.589955	37.319474	
23M	Annual	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	72,078.76	75,565.09	78,943.39	80,533.12	1.6998
	Monthly	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	6,006.56	6,297.09	6,578.62	6,711.09	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,772.26	2,906.35	3,036.28	3,097.43	
	Hourly	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.653249	36.329370	37.953553	38.717845	
23N	Annual	54,700.35	56,813.94	58,999.86	61,384.31	63,841.08	66,406.19	69,025.80	72,349.61	81,472.49	85,157.66	86,873.90	1.7094
	Monthly	4,558.36	4,734.50	4,916.66	5,115.36	5,320.09	5,533.85	5,752.15	6,029.13	6,789.37	7,096.47	7,239.49	
	Bi-weekly	2,103.86	2,185.15	2,269.23	2,360.93	2,455.43	2,554.08	2,654.84	2,782.68	3,133.56	3,275.29	3,341.30	
	Hourly	26.298243	27.314394	28.365318	29.511685	30.692825	31.926054	33.185480	34.783464	39.169468	40.941182	41.766296	
24	Annual	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	73,433.65	77,064.64	80,551.28	82,158.86	1.7331
	Monthly	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,119.47	6,422.05	6,712.61	6,846.57	
	Bi-weekly	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,824.37	2,964.02	3,098.13	3,159.96	
	Hourly	26.663004	27.670423	28.790898	29.928533	31.109673	32.308278	33.654414	35.304639	37.050308	38.726577	39.499453	
24B	Annual	55,657.88	57,879.81	60,228.25	62,612.70	64,997.13	67,706.92	70,290.19	73,722.66	77,407.83	80,948.64	82,556.22	1.7393
	Monthly	4,638.16	4,823.32	5,019.02	5,217.73	5,416.43	5,642.24	5,857.52	6,143.56	6,450.65	6,745.72	6,879.69	
	Bi-weekly	2,140.69	2,226.15	2,316.47	2,408.18	2,499.89	2,604.11	2,703.47	2,835.49	2,977.22	3,113.41	3,175.24	
	Hourly	26.758597	27.826833	28.955889	30.102257	31.248620	32.551402	33.793361	35.443588	37.215302	38.917617	39.690492	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,842.71	78,527.87	82,050.52	83,730.43	1.7658
	Monthly	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,236.89	6,543.99	6,837.54	6,977.54	
	Bi-weekly	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,878.57	3,020.30	3,155.79	3,220.40	
	Hourly	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.982071	37.753784	39.447364	40.255016	
24P	Annual	56,579.10	58,765.01	61,041.12	63,497.90	66,008.84	68,664.45	71,356.06	74,824.55	78,582.04	82,158.86	83,820.93	1.7681
	Monthly	4,714.93	4,897.08	5,086.76	5,291.49	5,500.74	5,722.04	5,946.34	6,235.38	6,548.50	6,846.57	6,985.08	
	Bi-weekly	2,176.12	2,260.19	2,347.74	2,442.23	2,538.80	2,640.94	2,744.46	2,877.87	3,022.39	3,159.96	3,223.88	
	Hourly	27.201488	28.252410	29.346691	30.527836	31.735018	33.011755	34.305800	35.973340	37.779825	39.499453	40.298525	
24S	Annual	56,669.27	58,981.70	61,275.96	63,732.74	66,243.68	68,863.29	71,536.74	75,059.39	83,586.09	87,379.59	89,131.83	1.7709
	Monthly	4,722.44	4,915.14	5,106.33	5,311.06	5,520.31	5,738.61	5,961.40	6,254.95	6,965.51	7,281.63	7,427.65	
	Bi-weekly	2,179.59	2,268.53	2,356.77	2,451.26	2,547.83	2,648.59	2,751.41	2,886.90	3,214.85	3,360.75	3,428.15	
	Hourly	27.244843	28.356585	29.459597	30.640738	31.847925	33.107349	34.392665	36.086244	40.185619	42.009418	42.851842	
25	Annual	59,856.66	62,280.47	64,741.40	67,296.45	69,889.27	72,801.23	75,675.74	79,339.29	83,303.42	87,117.43	88,864.54	1.8705
	Monthly	4,988.06	5,190.04	5,395.12	5,608.04	5,824.11	6,066.77	6,306.31	6,611.61	6,941.95	7,259.79	7,405.38	
	Bi-weekly	2,302.18	2,395.40	2,490.05	2,588.32	2,688.05	2,800.05	2,910.61	3,051.51	3,203.98	3,350.67	3,417.87	
	Hourly	28.777240	29.942533	31.125674	32.354060	33.600610	35.000590	36.382565	38.143888	40.049721	41.883379	42.723334	
25M	Annual	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,859.35	81,653.16	85,392.51	87,090.57	1.8370
	Monthly	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,488.28	6,804.43	7,116.04	7,257.55	
	Bi-weekly	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,994.59	3,140.51	3,284.33	3,349.64	
	Hourly	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.432380	39.256329	41.054089	41.870467	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25N	Annual	59,144.21	61,492.64	63,895.25	66,442.52	68,863.29	71,735.57	74,625.72	78,238.86	82,068.68	85,772.01	87,524.25	1.8483
	Monthly	4,928.68	5,124.39	5,324.60	5,536.88	5,738.61	5,977.96	6,218.81	6,519.91	6,839.06	7,147.67	7,293.69	
	Bi-weekly	2,274.78	2,365.10	2,457.51	2,555.48	2,648.59	2,759.06	2,870.22	3,009.19	3,156.49	3,298.92	3,366.32	
	Hourly	28.434715	29.563771	30.718868	31.943518	33.107349	34.488255	35.877748	37.614834	39.456097	41.236545	42.078967	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	83,260.75	87,018.24	88,770.80	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	6,938.40	7,251.52	7,397.57	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,202.34	3,346.86	3,414.26	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	40.029205	41.835694	42.678270	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	59,993.40	62,413.86	64,961.13	67,508.39	70,163.69	72,945.80	75,619.57	79,449.09	83,441.42	87,235.24	88,969.33	1.8748
	Monthly	4,999.45	5,201.16	5,413.43	5,625.70	5,846.97	6,078.82	6,301.63	6,620.76	6,953.45	7,269.60	7,414.11	
	Bi-weekly	2,307.44	2,400.53	2,498.50	2,596.48	2,698.60	2,805.61	2,908.45	3,055.73	3,209.29	3,355.20	3,421.90	
	Hourly	28.842982	30.006662	31.231310	32.455956	33.732544	35.070098	36.355563	38.196676	40.116066	41.940018	42.773715	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26B	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	83,260.75	88,156.45	89,926.86	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	6,938.40	7,346.37	7,493.91	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,202.34	3,390.63	3,458.73	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	40.029205	42.382910	43.234066	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,894.47	84,796.31	88,644.30	90,414.71	1.9120
	Monthly	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,741.21	7,066.36	7,387.03	7,534.56	
	Bi-weekly	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,111.33	3,261.40	3,409.40	3,477.49	
	Hourly	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.085080	38.891571	40.767456	42.617452	43.468608	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26S	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	89,637.84	93,666.19	95,544.94	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	7,469.82	7,805.52	7,962.08	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,447.61	3,602.55	3,674.81	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	43.095117	45.031824	45.935065	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	82,357.70	86,422.37	90,378.39	92,202.96	1.9454
	Monthly	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,863.14	7,201.86	7,531.53	7,683.58	
	Bi-weekly	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,167.60	3,323.94	3,476.09	3,546.27	
	Hourly	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.595046	41.549214	43.451147	44.328345	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27C	Annual	63,263.05	65,737.99	68,212.92	71,048.90	73,885.17	76,739.30	79,720.25	83,640.26	87,795.11	91,841.61	93,684.35	1.9770
	Monthly	5,271.92	5,478.17	5,684.41	5,920.74	6,157.10	6,394.94	6,643.35	6,970.02	7,316.26	7,653.47	7,807.03	
	Bi-weekly	2,433.19	2,528.38	2,623.57	2,732.65	2,841.74	2,951.51	3,066.16	3,216.93	3,376.73	3,532.37	3,603.24	
	Hourly	30.414928	31.604802	32.794674	34.158123	35.521717	36.893896	38.327043	40.211661	42.209185	44.154621	45.040554	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27F	Annual	62,883.55	65,394.81	68,014.09	70,651.54	73,523.83	76,414.28	79,377.07	83,351.24	96,664.98	101,036.83	103,078.08	1.9651
	Monthly	5,240.30	5,449.57	5,667.84	5,887.63	6,126.99	6,367.86	6,614.76	6,945.94	8,055.42	8,419.74	8,589.84	
	Bi-weekly	2,418.60	2,515.18	2,615.93	2,717.37	2,827.84	2,939.01	3,052.96	3,205.82	3,717.88	3,886.03	3,964.54	
	Hourly	30.232474	31.439811	32.699083	33.967084	35.347993	36.737635	38.162051	40.072712	46.473547	48.575399	49.556771	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	84,091.78	88,264.79	92,275.29	94,135.88	1.9883
	Monthly	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	7,007.65	7,355.40	7,689.61	7,844.66	
	Bi-weekly	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,234.30	3,394.80	3,549.05	3,620.61	
	Hourly	30.588650	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.428742	42.434994	44.363121	45.257633	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27N	Annual	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	82,357.70	88,409.46	92,473.81	94,316.55	1.9454
	Monthly	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,863.14	7,367.46	7,706.15	7,859.71	
	Bi-weekly	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,167.60	3,400.36	3,556.68	3,627.56	
	Hourly	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.595046	42.504547	44.458562	45.344496	
27S	Annual	64,419.11	66,912.21	69,657.99	72,403.78	75,221.90	78,148.37	81,309.98	85,338.33	89,673.85	93,702.51	95,581.26	2.0131
	Monthly	5,368.26	5,576.02	5,804.83	6,033.65	6,268.49	6,512.36	6,775.83	7,111.53	7,472.82	7,808.54	7,965.11	
	Bi-weekly	2,477.66	2,573.55	2,679.15	2,784.76	2,893.15	3,005.71	3,127.31	3,282.24	3,448.99	3,603.94	3,676.20	
	Hourly	30.970725	32.169331	33.489419	34.809510	36.164376	37.571330	39.091338	41.028045	43.112426	45.049284	45.952529	
28	Annual	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	85,681.51	90,071.21	94,172.20	96,068.80	2.0221
	Monthly	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,140.13	7,505.93	7,847.68	8,005.73	
	Bi-weekly	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,295.44	3,464.28	3,622.01	3,694.95	
	Hourly	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	41.193035	43.303466	45.275097	46.186921	
28B	Annual	65,629.65	68,628.44	71,139.38	73,614.32	76,613.11	79,557.43	82,791.06	86,819.72	91,119.23	95,255.93	97,188.84	2.0509
	Monthly	5,469.14	5,719.04	5,928.28	6,134.53	6,384.43	6,629.79	6,899.26	7,234.98	7,593.27	7,937.99	8,099.07	
	Bi-weekly	2,524.22	2,639.56	2,736.13	2,831.32	2,946.66	3,059.90	3,184.27	3,339.22	3,504.59	3,663.69	3,738.03	
	Hourly	31.552715	32.994441	34.201627	35.391501	36.833228	38.248762	39.803395	41.740251	43.807323	45.796118	46.725403	
28C	Annual	65,737.99	68,212.92	71,048.90	73,885.17	76,739.30	79,720.25	82,917.57	87,054.57	91,498.43	95,635.43	97,550.18	2.0543
	Monthly	5,478.17	5,684.41	5,920.74	6,157.10	6,394.94	6,643.35	6,909.80	7,254.55	7,624.87	7,969.62	8,129.18	
	Bi-weekly	2,528.38	2,623.57	2,732.65	2,841.74	2,951.51	3,066.16	3,189.14	3,348.25	3,519.17	3,678.29	3,751.93	
	Hourly	31.604802	32.794674	34.158123	35.521717	36.893896	38.327043	39.864214	41.853157	43.989629	45.978572	46.899127	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28D	Annual	64,997.13	67,706.92	70,290.19	73,036.29	75,872.26	78,961.55	82,068.68	86,169.36	90,432.55	94,605.56	96,502.47	2.0312
	Monthly	5,416.43	5,642.24	5,857.52	6,086.36	6,322.69	6,580.13	6,839.06	7,180.78	7,536.05	7,883.80	8,041.87	
	Bi-weekly	2,499.89	2,604.11	2,703.47	2,809.09	2,918.16	3,036.98	3,156.49	3,314.21	3,478.17	3,638.68	3,711.63	
	Hourly	31.248620	32.551402	33.793361	35.113603	36.477050	37.962282	39.456097	41.427578	43.477187	45.483444	46.395420	
28M	Annual	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	87,451.93	91,769.28	95,906.28	97,839.20	2.0639
	Monthly	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,287.66	7,647.44	7,992.19	8,153.27	
	Bi-weekly	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,363.54	3,529.59	3,688.70	3,763.05	
	Hourly	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	42.044195	44.119846	46.108789	47.038077	
28P	Annual	67,056.56	69,712.16	72,295.44	75,258.23	78,329.04	81,382.01	84,706.13	88,806.81	93,196.50	97,460.01	99,410.77	2.0955
	Monthly	5,588.05	5,809.35	6,024.62	6,271.52	6,527.42	6,781.83	7,058.84	7,400.57	7,766.38	8,121.67	8,284.23	
	Bi-weekly	2,579.10	2,681.24	2,780.59	2,894.55	3,012.66	3,130.08	3,257.93	3,415.65	3,584.48	3,748.46	3,823.49	
	Hourly	32.238729	33.515462	34.757424	36.181839	37.658190	39.125964	40.724100	42.695583	44.806010	46.855772	47.793640	
29	Annual	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	89,113.99	93,576.01	97,839.20	99,808.44	2.1000
	Monthly	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,426.17	7,798.00	8,153.27	8,317.37	
	Bi-weekly	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,427.46	3,599.08	3,763.05	3,838.79	
	Hourly	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.843262	44.988467	47.038077	47.984827	
29A	Annual	67,873.23	70,701.19	73,492.78	76,375.77	79,276.78	82,469.70	85,698.99	90,005.13	96,402.01	100,793.94	102,822.66	2.1210
	Monthly	5,656.10	5,891.77	6,124.40	6,364.65	6,606.40	6,872.48	7,141.58	7,500.43	8,033.50	8,399.50	8,568.56	
	Bi-weekly	2,610.51	2,719.28	2,826.65	2,937.53	3,049.11	3,171.91	3,296.11	3,461.74	3,707.77	3,876.69	3,954.72	
	Hourly	32.631360	33.990956	35.333066	36.719120	38.113836	39.648894	41.201436	43.271696	46.347118	48.458627	49.433972	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,938.56	95,418.44	99,790.28	101,795.53	2.1458
	Monthly	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,578.21	7,951.54	8,315.86	8,482.96	
	Bi-weekly	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,497.64	3,669.94	3,838.09	3,915.21	
	Hourly	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.720463	45.874248	47.976097	48.940160	
29N	Annual	69,025.80	71,735.57	74,354.86	77,443.84	80,623.30	83,766.76	87,108.74	91,371.93	106,131.05	110,990.43	113,212.36	2.1571
	Monthly	5,752.15	5,977.96	6,196.24	6,453.65	6,718.61	6,980.56	7,259.06	7,614.33	8,844.25	9,249.20	9,434.36	
	Bi-weekly	2,654.84	2,759.06	2,859.80	2,978.61	3,100.90	3,221.80	3,350.34	3,514.31	4,081.96	4,268.86	4,354.32	
	Hourly	33.185480	34.488255	35.747528	37.232614	38.761201	40.272479	41.879202	43.928813	51.024542	53.360785	54.429020	
29P	Annual	69,712.16	72,295.44	75,258.23	78,329.04	81,382.01	84,706.13	87,885.60	92,365.48	96,881.67	101,307.68	103,348.94	2.1785
	Monthly	5,809.35	6,024.62	6,271.52	6,527.42	6,781.83	7,058.84	7,323.80	7,697.12	8,073.47	8,442.31	8,612.41	
	Bi-weekly	2,681.24	2,780.59	2,894.55	3,012.66	3,130.08	3,257.93	3,380.22	3,552.52	3,726.22	3,896.45	3,974.96	
	Hourly	33.515462	34.757424	36.181839	37.658190	39.125964	40.724100	42.252691	44.406479	46.577725	48.705617	49.686992	
30	Annual	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	92,744.98	97,333.50	101,741.36	103,782.62	2.1875
	Monthly	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,728.75	8,111.13	8,478.45	8,648.55	
	Bi-weekly	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,567.11	3,743.60	3,913.13	3,991.64	
	Hourly	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.588932	46.794954	48.914113	49.895488	
30A	Annual	70,701.19	73,492.78	76,375.77	79,276.78	82,469.70	85,698.99	89,147.44	93,672.43	100,272.98	104,813.95	106,916.85	2.2094
	Monthly	5,891.77	6,124.40	6,364.65	6,606.40	6,872.48	7,141.58	7,428.95	7,806.04	8,356.08	8,734.50	8,909.74	
	Bi-weekly	2,719.28	2,826.65	2,937.53	3,049.11	3,171.91	3,296.11	3,428.75	3,602.79	3,856.65	4,031.31	4,112.19	
	Hourly	33.990956	35.333066	36.719120	38.113836	39.648894	41.201436	42.859345	45.034821	48.208162	50.391321	51.402333	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30B	Annual	70,290.19	73,036.29	75,872.26	78,961.55	82,068.68	85,356.49	88,698.47	93,142.34	97,821.04	102,247.06	104,306.47	2.1966
	Monthly	5,857.52	6,086.36	6,322.69	6,580.13	6,839.06	7,113.04	7,391.54	7,761.86	8,151.75	8,520.59	8,692.21	
	Bi-weekly	2,703.47	2,809.09	2,918.16	3,036.98	3,156.49	3,282.94	3,411.48	3,582.40	3,762.35	3,932.58	4,011.79	
	Hourly	33.793361	35.113603	36.477050	37.962282	39.456097	41.036776	42.643496	44.779969	47.029348	49.157239	50.147343	
30C	Annual	71,048.90	73,885.17	76,739.30	79,720.25	82,917.57	86,205.37	89,637.84	94,190.05	108,967.33	113,899.05	116,175.15	2.2203
	Monthly	5,920.74	6,157.10	6,394.94	6,643.35	6,909.80	7,183.78	7,469.82	7,849.17	9,080.61	9,491.59	9,681.26	
	Bi-weekly	2,732.65	2,841.74	2,951.51	3,066.16	3,189.14	3,315.59	3,447.61	3,622.69	4,191.05	4,380.73	4,468.28	
	Hourly	34.158123	35.521717	36.893896	38.327043	39.864214	41.444889	43.095117	45.283676	52.388140	54.759158	55.853438	
30D	Annual	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	92,744.98	99,302.43	103,818.63	105,896.21	2.1875
	Monthly	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,728.75	8,275.20	8,651.55	8,824.68	
	Bi-weekly	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,567.11	3,819.32	3,993.02	4,072.93	
	Hourly	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.588932	47.741555	49.912802	50.911638	
30M	Annual	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,071.21	94,605.56	99,374.76	103,909.12	105,968.54	2.2242
	Monthly	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,505.93	7,883.80	8,281.23	8,659.09	8,830.71	
	Bi-weekly	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,464.28	3,638.68	3,822.11	3,996.50	4,075.71	
	Hourly	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.303466	45.483444	47.776328	49.956307	50.946411	
31	Annual	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	96,285.79	101,199.33	105,823.88	107,919.31	2.2739
	Monthly	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	8,023.82	8,433.28	8,818.66	8,993.28	
	Bi-weekly	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,703.30	3,892.28	4,070.15	4,150.74	
	Hourly	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	46.291243	48.653526	50.876864	51.884282	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31D	Annual	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	96,285.79	101,596.69	106,203.39	108,352.98	2.2739
	Monthly	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	8,023.82	8,466.39	8,850.28	9,029.42	
	Bi-weekly	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,703.30	3,907.57	4,084.75	4,167.42	
	Hourly	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	46.291243	48.844564	51.059320	52.092778	
31G	Annual	72,765.13	75,619.58	78,491.86	81,653.17	84,850.49	88,264.79	91,769.28	96,285.79	101,199.34	106,882.12	111,156.89	2.2739
	Monthly	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	8,023.82	8,433.28	8,906.84	9,263.07	
	Bi-weekly	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,703.30	3,892.28	4,110.85	4,275.26	
	Hourly	34.983236	36.355565	37.736473	39.256331	40.793505	42.434997	44.119847	46.291244	48.653528	51.385634	53.440810	
31M	Annual	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,071.21	93,702.51	98,290.72	103,240.60	107,937.46	110,123.39	2.3185
	Monthly	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,505.93	7,808.54	8,190.89	8,603.38	8,994.79	9,176.95	
	Bi-weekly	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,464.28	3,603.94	3,780.41	3,970.79	4,151.44	4,235.51	
	Hourly	35.669400	37.085080	38.535393	40.098756	41.575257	43.303466	45.049284	47.255155	49.634904	51.893011	52.943936	
31P	Annual	77,197.28	80,261.18	83,400.00	86,783.50	89,979.01	93,719.27	97,497.65	102,271.86	109,570.50	114,555.33	116,875.27	2.4124
	Monthly	6,433.11	6,688.43	6,950.00	7,231.96	7,498.25	7,809.94	8,124.80	8,522.66	9,130.88	9,546.28	9,739.61	
	Bi-weekly	2,969.13	3,086.97	3,207.69	3,337.83	3,460.73	3,604.59	3,749.91	3,933.53	4,214.25	4,405.97	4,495.20	
	Hourly	37.114077	38.587104	40.096152	41.722836	43.259137	45.057342	46.873870	49.169165	52.678123	55.074679	56.190035	
31Q	Annual	73,492.78	76,375.77	79,276.78	82,469.70	85,698.99	89,147.44	92,686.97	97,248.65	110,750.40	115,868.47	118,213.31	2.2966
	Monthly	6,124.40	6,364.65	6,606.40	6,872.48	7,141.58	7,428.95	7,723.91	8,104.05	9,229.20	9,655.71	9,851.11	
	Bi-weekly	2,826.65	2,937.53	3,049.11	3,171.91	3,296.11	3,428.75	3,564.88	3,740.33	4,259.63	4,456.48	4,546.67	
	Hourly	35.333066	36.719120	38.113836	39.648894	41.201436	42.859345	44.561044	46.754158	53.245386	55.705995	56.833321	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	100,259.96	105,264.01	110,051.06	112,272.99	2.3631
	Monthly	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,355.00	8,772.00	9,170.92	9,356.08	
	Bi-weekly	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,856.15	4,048.62	4,232.73	4,318.19	
	Hourly	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	45.874248	48.201906	50.607698	52.909162	53.977399	
32B	Annual	75,962.76	79,087.74	82,195.19	85,482.99	88,698.47	92,365.48	96,032.78	100,819.84	105,878.04	110,683.26	112,923.35	2.3738
	Monthly	6,330.23	6,590.65	6,849.60	7,123.58	7,391.54	7,697.12	8,002.73	8,401.65	8,823.17	9,223.61	9,410.28	
	Bi-weekly	2,921.64	3,041.84	3,161.35	3,287.81	3,411.48	3,552.52	3,693.57	3,877.69	4,072.23	4,257.05	4,343.21	
	Hourly	36.520556	38.022953	39.516917	41.097592	42.643496	44.406479	46.169607	48.471075	50.902906	53.213105	54.290071	
32M	Annual	77,064.64	80,099.44	83,278.91	86,602.72	90,035.20	93,612.02	97,387.67	102,211.05	107,341.28	112,092.32	114,332.41	2.4083
	Monthly	6,422.05	6,674.95	6,939.91	7,216.89	7,502.93	7,801.00	8,115.64	8,517.59	8,945.11	9,341.03	9,527.70	
	Bi-weekly	2,964.02	3,080.75	3,203.04	3,330.87	3,462.89	3,600.46	3,745.68	3,931.19	4,128.51	4,311.24	4,397.40	
	Hourly	37.050308	38.509347	40.037938	41.635924	43.286154	45.005779	46.820997	49.139927	51.606384	53.890536	54.967505	
32S	Annual	78,148.37	81,327.83	84,561.46	87,921.61	91,209.41	94,948.75	98,778.57	103,656.11	108,804.51	113,790.39	116,084.65	2.4421
	Monthly	6,512.36	6,777.32	7,046.79	7,326.80	7,600.78	7,912.40	8,231.55	8,638.01	9,067.04	9,482.53	9,673.72	
	Bi-weekly	3,005.71	3,127.99	3,252.36	3,381.60	3,508.05	3,651.87	3,799.18	3,986.77	4,184.79	4,376.55	4,464.79	
	Hourly	37.571330	39.099919	40.654550	42.270003	43.850679	45.648436	47.489699	49.834670	52.309860	54.706917	55.809928	
33	Annual	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	104,107.64	109,400.70	114,386.58	116,699.00	2.4529
	Monthly	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,675.64	9,116.73	9,532.22	9,724.92	
	Bi-weekly	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	4,004.14	4,207.72	4,399.48	4,488.42	
	Hourly	37.736473	39.256329	40.793502	42.434994	44.119846	45.874248	47.776328	50.051751	52.596491	54.993549	56.105289	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33K	Annual	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	104,107.64	111,514.29	116,608.51	118,939.10	2.4529
	Monthly	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,675.64	9,292.86	9,717.38	9,911.59	
	Bi-weekly	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	4,004.14	4,289.01	4,484.94	4,574.58	
	Hourly	37.736473	39.256329	40.793502	42.434994	44.119846	45.874248	47.776328	50.051751	53.612639	56.061784	57.182258	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	80,099.44	83,278.91	86,602.72	90,035.20	93,612.02	97,387.67	101,307.68	106,203.39	111,568.46	116,644.83	118,975.11	2.5031
	Monthly	6,674.95	6,939.91	7,216.89	7,502.93	7,801.00	8,115.64	8,442.31	8,850.28	9,297.37	9,720.40	9,914.59	
	Bi-weekly	3,080.75	3,203.04	3,330.87	3,462.89	3,600.46	3,745.68	3,896.45	4,084.75	4,291.09	4,486.34	4,575.97	
	Hourly	38.509347	40.037938	41.635924	43.286154	45.005779	46.820997	48.705617	51.059320	53.638683	56.079247	57.199571	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	108,407.16	113,646.04	118,848.60	121,233.37	2.5517
	Monthly	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	9,033.93	9,470.50	9,904.05	10,102.78	
	Bi-weekly	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,169.51	4,371.00	4,571.10	4,662.82	
	Hourly	39.256329	40.793502	42.434994	44.119846	45.874248	47.776328	49.634904	52.118825	54.637520	57.138750	58.285273	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34B	Annual	82,068.68	85,356.49	88,698.47	92,257.13	96,032.78	99,772.12	103,746.29	108,967.33	114,278.24	119,535.29	121,937.89	2.5646
	Monthly	6,839.06	7,113.04	7,391.54	7,688.09	8,002.73	8,314.34	8,645.53	9,080.61	9,523.19	9,961.27	10,161.49	
	Bi-weekly	3,156.49	3,282.94	3,411.48	3,548.35	3,693.57	3,837.39	3,990.24	4,191.05	4,395.32	4,597.51	4,689.92	
	Hourly	39.456097	41.036776	42.643496	44.354390	46.169607	47.967365	49.878026	52.388140	54.941462	57.468888	58.623985	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34C	Annual	82,032.37	85,356.49	88,698.47	92,275.29	95,888.12	99,699.79	103,818.63	108,786.66	114,314.25	119,571.30	121,973.90	2.5635
	Monthly	6,836.03	7,113.04	7,391.54	7,689.61	7,990.68	8,308.32	8,651.55	9,065.56	9,526.19	9,964.28	10,164.49	
	Bi-weekly	3,155.09	3,282.94	3,411.48	3,549.05	3,688.00	3,834.61	3,993.02	4,184.10	4,396.70	4,598.90	4,691.30	
	Hourly	39.438637	41.036776	42.643496	44.363121	46.100058	47.932590	49.912802	52.301279	54.958774	57.486202	58.641297	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34G	Annual	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	108,407.16	126,309.42	132,036.16	134,691.46	2.5517
	Monthly	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	9,033.93	10,525.79	11,003.01	11,224.29	
	Bi-weekly	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,169.51	4,858.05	5,078.31	5,180.44	
	Hourly	39.256329	40.793502	42.434994	44.119846	45.874248	47.776328	49.634904	52.118825	60.725684	63.478924	64.755509	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	107,305.27	112,706.67	118,234.57	123,563.63	126,038.58	2.6516
	Monthly	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	8,942.11	9,392.22	9,852.88	10,296.97	10,503.22	
	Bi-weekly	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,127.13	4,334.87	4,547.48	4,752.45	4,847.64	
	Hourly	40.793502	42.434994	44.119846	45.874248	47.776328	49.634904	51.589072	54.185900	56.843541	59.405590	60.595469	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	107,305.27	111,604.79	117,096.36	122,949.28	128,585.53	131,186.96	2.7583
	Monthly	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	8,942.11	9,300.40	9,758.03	10,245.77	10,715.46	10,932.25	
	Bi-weekly	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,127.13	4,292.49	4,503.71	4,728.82	4,945.60	5,045.65	
	Hourly	42.434994	44.119846	45.874248	47.776328	49.634904	51.589072	53.656147	56.296326	59.110232	61.819965	63.070656	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	91,769.28	95,418.44	99,374.76	103,240.60	107,305.27	111,604.79	116,193.00	121,937.89	127,844.99	133,643.74	136,353.52	2.8678
	Monthly	7,647.44	7,951.54	8,281.23	8,603.38	8,942.11	9,300.40	9,682.75	10,161.49	10,653.75	11,136.98	11,362.79	
	Bi-weekly	3,529.59	3,669.94	3,822.11	3,970.79	4,127.13	4,292.49	4,468.96	4,689.92	4,917.11	5,140.14	5,244.37	
	Hourly	44.119846	45.874248	47.776328	49.634904	51.589072	53.656147	55.862017	58.623985	61.463935	64.251797	65.554576	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37M	Annual	93,604.67	97,326.80	101,362.26	105,305.41	109,451.38	113,836.88	118,516.86	124,379.79	130,401.89	136,316.61	139,080.59	2.9251
	Monthly	7,800.39	8,110.57	8,446.86	8,775.45	9,120.95	9,486.41	9,876.41	10,364.98	10,866.82	11,359.72	11,590.05	
	Bi-weekly	3,600.18	3,743.34	3,898.55	4,050.21	4,209.67	4,378.34	4,558.34	4,783.84	5,015.46	5,242.95	5,349.25	
	Hourly	45.002244	46.791732	48.731854	50.627601	52.620855	54.729268	56.979259	59.797976	62.693214	65.536833	66.865669	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	95,418.44	99,374.76	103,240.60	107,305.27	111,604.79	116,193.00	120,673.18	126,688.93	133,065.71	139,081.46	141,899.58	2.9818
	Monthly	7,951.54	8,281.23	8,603.38	8,942.11	9,300.40	9,682.75	10,056.10	10,557.41	11,088.81	11,590.12	11,824.97	
	Bi-weekly	3,669.94	3,822.11	3,970.79	4,127.13	4,292.49	4,468.96	4,641.28	4,872.65	5,117.91	5,349.29	5,457.68	
	Hourly	45.874248	47.776328	49.634904	51.589072	53.656147	55.862017	58.015953	60.908138	63.973901	66.866085	68.220953	
38D	Annual	96,032.78	99,772.12	103,746.29	107,883.30	112,309.31	116,662.69	121,215.20	127,375.30	133,716.07	139,803.84	142,621.96	3.0010
	Monthly	8,002.73	8,314.34	8,645.53	8,990.28	9,359.11	9,721.89	10,101.27	10,614.61	11,143.01	11,650.32	11,885.16	
	Bi-weekly	3,693.57	3,837.39	3,990.24	4,149.36	4,319.59	4,487.03	4,662.12	4,899.05	5,142.93	5,377.07	5,485.46	
	Hourly	46.169607	47.967365	49.878026	51.866971	53.994860	56.087831	58.276538	61.238124	64.286573	67.213386	68.568248	
39	Annual	99,374.76	103,240.60	107,305.27	111,604.79	116,193.00	120,673.18	125,406.37	131,819.16	138,322.76	144,627.21	147,553.67	3.1055
	Monthly	8,281.23	8,603.38	8,942.11	9,300.40	9,682.75	10,056.10	10,450.53	10,984.93	11,526.90	12,052.27	12,296.14	
	Bi-weekly	3,822.11	3,970.79	4,127.13	4,292.49	4,468.96	4,641.28	4,823.32	5,069.97	5,320.11	5,562.59	5,675.14	
	Hourly	47.776328	49.634904	51.589072	53.656147	55.862017	58.015953	60.291523	63.374595	66.501325	69.532313	70.939265	
40	Annual	103,240.60	107,305.27	111,604.79	116,193.00	120,673.18	125,406.37	130,518.44	137,058.05	143,868.50	150,389.96	153,424.75	3.2263
	Monthly	8,603.38	8,942.11	9,300.40	9,682.75	10,056.10	10,450.53	10,876.54	11,421.50	11,989.04	12,532.50	12,785.40	
	Bi-weekly	3,970.79	4,127.13	4,292.49	4,468.96	4,641.28	4,823.32	5,019.94	5,271.46	5,533.40	5,784.23	5,900.95	
	Hourly	49.634904	51.589072	53.656147	55.862017	58.015953	60.291523	62.749251	65.893292	69.167550	72.302863	73.761901	
41	Annual	107,305.27	111,604.79	116,193.00	120,673.18	125,406.37	130,518.44	135,667.16	142,495.46	149,577.08	156,423.55	159,567.00	3.3533
	Monthly	8,942.11	9,300.40	9,682.75	10,056.10	10,450.53	10,876.54	11,305.60	11,874.62	12,464.76	13,035.30	13,297.25	
	Bi-weekly	4,127.13	4,292.49	4,468.96	4,641.28	4,823.32	5,019.94	5,217.97	5,480.59	5,752.96	6,016.29	6,137.19	
	Hourly	51.589072	53.656147	55.862017	58.015953	60.291523	62.749251	65.224594	68.507434	71.912059	75.203629	76.714905	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	111,604.79	116,193.00	120,673.18	125,406.37	130,518.44	135,667.16	141,032.23	148,131.70	155,610.68	162,710.15	165,979.80	3.4876
	Monthly	9,300.40	9,682.75	10,056.10	10,450.53	10,876.54	11,305.60	11,752.69	12,344.31	12,967.56	13,559.18	13,831.65	
	Bi-weekly	4,292.49	4,468.96	4,641.28	4,823.32	5,019.94	5,217.97	5,424.32	5,697.37	5,985.03	6,258.08	6,383.84	
	Hourly	53.656147	55.862017	58.015953	60.291523	62.749251	65.224594	67.803955	71.217161	74.812825	78.226035	79.797979	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	116,193.00	120,673.18	125,406.37	130,518.44	135,667.16	141,032.23	146,614.30	153,948.61	161,662.44	169,050.92	172,429.22	3.6310
	Monthly	9,682.75	10,056.10	10,450.53	10,876.54	11,305.60	11,752.69	12,217.86	12,829.05	13,471.87	14,087.58	14,369.10	
	Bi-weekly	4,468.96	4,641.28	4,823.32	5,019.94	5,217.97	5,424.32	5,639.01	5,921.10	6,217.79	6,501.96	6,631.89	
	Hourly	55.862017	58.015953	60.291523	62.749251	65.224594	67.803955	70.487643	74.013756	77.722326	81.274482	82.898665	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	120,673.18	125,406.37	130,518.44	135,667.16	141,032.23	146,614.30	152,575.88	160,145.04	168,129.71	175,734.87	179,275.70	3.7710
	Monthly	10,056.10	10,450.53	10,876.54	11,305.60	11,752.69	12,217.86	12,714.66	13,345.42	14,010.81	14,644.57	14,939.64	
	Bi-weekly	4,641.28	4,823.32	5,019.94	5,217.97	5,424.32	5,639.01	5,868.30	6,159.42	6,466.53	6,759.03	6,895.22	
	Hourly	58.015953	60.291523	62.749251	65.224594	67.803955	70.487643	73.353788	76.992806	80.831590	84.487920	86.190238	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	125,406.37	130,518.44	135,667.16	141,032.23	146,614.30	152,575.88	158,537.14	166,467.64	174,759.50	182,690.00	186,339.15	3.9189
	Monthly	10,450.53	10,876.54	11,305.60	11,752.69	12,217.86	12,714.66	13,211.43	13,872.30	14,563.29	15,224.17	15,528.26	
	Bi-weekly	4,823.32	5,019.94	5,217.97	5,424.32	5,639.01	5,868.30	6,097.58	6,402.60	6,721.52	7,026.54	7,166.89	
	Hourly	60.291523	62.749251	65.224594	67.803955	70.487643	73.353788	76.219777	80.032519	84.018989	87.831729	89.586130	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	130,518.44	135,667.16	141,032.23	146,614.30	152,575.88	158,537.14	164,896.08	173,133.76	181,714.30	189,970.14	193,781.81	4.0787
	Monthly	10,876.54	11,305.60	11,752.69	12,217.86	12,714.66	13,211.43	13,741.34	14,427.81	15,142.86	15,830.85	16,148.48	
	Bi-weekly	5,019.94	5,217.97	5,424.32	5,639.01	5,868.30	6,097.58	6,342.16	6,658.99	6,989.01	7,306.54	7,453.15	
	Hourly	62.749251	65.224594	67.803955	70.487643	73.353788	76.219777	79.276960	83.237383	87.362645	91.331799	93.164331	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	135,667.16	141,032.23	146,614.30	152,575.88	158,537.14	164,896.08	171,598.19	180,016.23	188,976.60	197,557.46	201,513.48	4.2396
	Monthly	11,305.60	11,752.69	12,217.86	12,714.66	13,211.43	13,741.34	14,299.85	15,001.35	15,748.05	16,463.12	16,792.79	
	Bi-weekly	5,217.97	5,424.32	5,639.01	5,868.30	6,097.58	6,342.16	6,599.93	6,923.70	7,268.33	7,598.36	7,750.52	
	Hourly	65.224594	67.803955	70.487643	73.353788	76.219777	79.276960	82.499130	86.546263	90.854134	94.979550	96.881482	
48	Annual	141,032.23	146,614.30	152,575.88	158,537.14	164,896.08	171,598.19	178,300.31	187,224.36	196,527.60	205,451.65	209,588.65	4.4073
	Monthly	11,752.69	12,217.86	12,714.66	13,211.43	13,741.34	14,299.85	14,858.36	15,602.03	16,377.30	17,120.97	17,465.72	
	Bi-weekly	5,424.32	5,639.01	5,868.30	6,097.58	6,342.16	6,599.93	6,857.70	7,200.94	7,558.75	7,901.99	8,061.10	
	Hourly	67.803955	70.487643	73.353788	76.219777	79.276960	82.499130	85.721304	90.011713	94.484423	98.774831	100.763772	
49	Annual	146,614.30	152,575.88	158,537.14	164,896.08	171,598.19	178,300.31	185,399.78	194,667.02	204,422.09	213,815.83	218,115.04	4.5817
	Monthly	12,217.86	12,714.66	13,211.43	13,741.34	14,299.85	14,858.36	15,449.98	16,222.25	17,035.17	17,817.99	18,176.25	
	Bi-weekly	5,639.01	5,868.30	6,097.58	6,342.16	6,599.93	6,857.70	7,130.76	7,487.19	7,862.39	8,223.69	8,389.04	
	Hourly	70.487643	73.353788	76.219777	79.276960	82.499130	85.721304	89.134511	93.589912	98.279852	102.796073	104.862998	
50	Annual	152,575.88	158,537.14	164,896.08	171,598.19	178,300.31	185,399.78	192,824.28	202,471.02	212,460.94	222,089.53	226,551.55	4.7680
	Monthly	12,714.66	13,211.43	13,741.34	14,299.85	14,858.36	15,449.98	16,068.69	16,872.59	17,705.08	18,507.46	18,879.30	
	Bi-weekly	5,868.30	6,097.58	6,342.16	6,599.93	6,857.70	7,130.76	7,416.32	7,787.35	8,171.57	8,541.90	8,713.52	
	Hourly	73.353788	76.219777	79.276960	82.499130	85.721304	89.134511	92.703980	97.341836	102.144683	106.773810	108.919016	
51	Annual	153,912.61	160,090.87	166,612.31	173,169.76	180,016.23	187,242.20	194,667.02	204,349.76	214,592.38	224,329.60	228,845.80	4.8098
	Monthly	12,826.05	13,340.91	13,884.36	14,430.81	15,001.35	15,603.52	16,222.25	17,029.15	17,882.70	18,694.13	19,070.48	
	Bi-weekly	5,919.72	6,157.34	6,408.17	6,660.38	6,923.70	7,201.62	7,487.19	7,859.61	8,253.55	8,628.06	8,801.76	
	Hourly	73.996445	76.966762	80.102070	83.254690	86.546263	90.020290	93.589912	98.245078	103.169415	107.850768	110.022017	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
52	Annual	160,090.87	166,612.31	173,169.76	180,016.23	187,242.20	194,667.02	202,398.69	212,533.28	223,119.06	233,289.64	238,004.69	5.0028
	Monthly	13,340.91	13,884.36	14,430.81	15,001.35	15,603.52	16,222.25	16,866.56	17,711.11	18,593.26	19,440.80	19,833.72	
	Bi-weekly	6,157.34	6,408.17	6,660.38	6,923.70	7,201.62	7,487.19	7,784.56	8,174.36	8,581.50	8,972.68	9,154.03	
	Hourly	76.966762	80.102070	83.254690	86.546263	90.020290	93.589912	97.307060	102.179459	107.268781	112.158481	114.425330	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	166,612.31	173,169.76	180,016.23	187,242.20	194,667.02	202,398.69	210,509.86	221,023.65	232,061.27	242,683.35	247,579.08	5.2066
	Monthly	13,884.36	14,430.81	15,001.35	15,603.52	16,222.25	16,866.56	17,542.49	18,418.64	19,338.44	20,223.61	20,631.59	
	Bi-weekly	6,408.17	6,660.38	6,923.70	7,201.62	7,487.19	7,784.56	8,096.53	8,500.91	8,925.43	9,333.98	9,522.27	
	Hourly	80.102070	83.254690	86.546263	90.020290	93.589912	97.307060	101.206663	106.261369	111.567920	116.674689	119.028404	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	173,169.76	180,034.39	187,242.20	194,667.02	202,398.69	210,509.86	218,928.21	229,857.18	241,310.33	252,311.94	257,388.35	5.4116
	Monthly	14,430.81	15,002.87	15,603.52	16,222.25	16,866.56	17,542.49	18,244.02	19,154.77	20,109.19	21,026.00	21,449.03	
	Bi-weekly	6,660.38	6,924.40	7,201.62	7,487.19	7,784.56	8,096.53	8,420.32	8,840.66	9,281.17	9,704.31	9,899.55	
	Hourly	83.254690	86.554995	90.020290	93.589912	97.307060	101.206663	105.253949	110.508257	116.014583	121.303817	123.744397	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	180,016.23	187,242.20	194,667.02	202,398.69	210,509.86	218,928.21	227,635.26	238,980.08	250,938.92	262,356.08	267,612.78	5.6255
	Monthly	15,001.35	15,603.52	16,222.25	16,866.56	17,542.49	18,244.02	18,969.61	19,915.01	20,911.58	21,863.01	22,301.07	
	Bi-weekly	6,923.70	7,201.62	7,487.19	7,784.56	8,096.53	8,420.32	8,755.20	9,191.54	9,651.50	10,090.62	10,292.80	
	Hourly	86.546263	90.020290	93.589912	97.307060	101.206663	105.253949	109.440031	114.894271	120.643711	126.132729	128.659991	

Professional – Technical - Administrative Performance Based (Unrepresented)

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).

Effective January 7, 2023

Hospital-Institutional Services (Unrepresented)

Service Requirements for Salary Step Advancement for Salary Plan 03

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
03	1	1040	6	0.5
03	2	1040	6	0.5
03	3	2080	12	1.0
03	4	2080	12	1.0
03	5	4160	24	2.0
03	6	10400	60	5.0
03	7	10400	60	5.0
03	8	10400	60	5.0
03	9	10400	60	5.0
03	10	Max Step		

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	36,201.89	37,195.43	38,261.31	39,218.84	40,429.07	41,603.29	42,831.68	44,150.55	46,137.64	47,077.02	1.1313
	Monthly	3,016.82	3,099.62	3,188.44	3,268.24	3,369.09	3,466.94	3,569.31	3,679.21	3,844.80	3,923.09	
	Bi-weekly	1,392.38	1,430.59	1,471.59	1,508.42	1,554.96	1,600.13	1,647.37	1,698.10	1,774.52	1,810.65	
	Hourly	17.404754	17.882420	18.394858	18.855213	19.437053	20.001580	20.592152	21.226228	22.181559	22.633182	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	44,457.41	45,812.30	47,492.54	49,154.28	50,942.86	52,839.76	54,646.18	56,651.43	59,216.54	60,408.92	1.3893
	Monthly	3,704.78	3,817.69	3,957.71	4,096.19	4,245.24	4,403.31	4,553.85	4,720.95	4,934.71	5,034.08	
	Bi-weekly	1,709.90	1,762.01	1,826.64	1,890.55	1,959.34	2,032.30	2,101.78	2,178.90	2,277.56	2,323.42	
	Hourly	21.373756	22.025146	22.832950	23.631867	24.491758	25.403732	26.272201	27.236263	28.469492	29.042750	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
25	Annual	53,237.12	54,881.02	56,958.29	59,017.71	61,149.46	63,443.72	65,647.49	68,158.75	71,283.73	72,710.95	1.6637
	Monthly	4,436.43	4,573.42	4,746.52	4,918.14	5,095.79	5,286.98	5,470.63	5,679.90	5,940.31	6,059.25	
	Bi-weekly	2,047.58	2,110.81	2,190.70	2,269.91	2,351.90	2,440.14	2,524.90	2,621.49	2,741.68	2,796.58	
	Hourly	25.594767	26.385105	27.383794	28.373899	29.398778	30.501790	31.561295	32.768631	34.271025	34.957189	

Building Trades
Unrepresented – (Full-Time) 08A
Unrepresented – (Part-Time) 08B

Service Requirements for Salary Step Advancement for

Salary Plans 08A/ 08B

The service requirements for salary step advancement for employees on this salary plan are:

N/A

Rates for salary plan 08A is established by Ramsey County Board of Commissioner's resolution.

Report ID: RCHR093A
As Of Date: 01/30/2023
Salary Plan: 08A Non-rep/Bldg Trades(Full-Time)

PeopleSoft
COMPENSATION MANUAL

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Run Date 01/30/2023
Run Time 08:23:45

Grade		1	Night Diff
32	Annual	95,950.40	
	Monthly	7,995.87	0.0000
	Bi-weekly	3,690.40	
	Hourly	46.130000	

Report ID: RCHR093A
As Of Date: 01/30/2023
Salary Plan: 08B Non-rep/Bldg Trades(Part-Time)

PeopleSoft
COMPENSATION MANUAL

Page No. 51
Run Date 01/30/2023
Run Time 08:23:45

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		

Seasonal Employees (Unrepresented)

Service Requirements for Salary Step Advancement for Salary Plan 09

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
09	1	1040	6	0.5
09	2	1040	6	0.5
09	3	1040	6	0.5
09	4	38480	222	18.5
09	5	10400	60	5.0
09	6	Max Step		

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

Grade		1	2	3	4	5	6	Night Diff
03F	Annual	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	1.0119
	Monthly	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	
	Bi-weekly	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	
	Hourly	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	
Grade		1	2	3	4	5	6	Night Diff
05	Annual	28,556.95	29,590.26	30,717.51	31,813.45	33,253.82	33,911.38	0.8924
	Monthly	2,379.75	2,465.86	2,559.79	2,651.12	2,771.15	2,825.95	
	Bi-weekly	1,098.34	1,138.09	1,181.44	1,223.59	1,278.99	1,304.28	
	Hourly	13.729303	14.226087	14.768035	15.294927	15.987413	16.303549	
Grade		1	2	3	4	5	6	Night Diff
06	Annual	30,717.51	31,813.45	33,065.95	34,318.44	35,821.44	36,572.94	0.9599
	Monthly	2,559.79	2,651.12	2,755.50	2,859.87	2,985.12	3,047.75	
	Bi-weekly	1,181.44	1,223.59	1,271.77	1,319.94	1,377.75	1,406.65	
	Hourly	14.768035	15.294927	15.897090	16.499251	17.221846	17.583143	
Grade		1	2	3	4	5	6	Night Diff
07	Annual	34,318.44	35,508.31	36,948.69	38,451.69	40,079.94	40,925.38	1.0725
	Monthly	2,859.87	2,959.03	3,079.06	3,204.31	3,340.00	3,410.45	
	Bi-weekly	1,319.94	1,365.70	1,421.10	1,478.91	1,541.54	1,574.05	
	Hourly	16.499251	17.071305	17.763792	18.486389	19.269200	19.675662	
Grade		1	2	3	4	5	6	Night Diff
08	Annual	38,451.69	39,735.50	41,207.19	42,835.43	44,870.74	45,778.81	1.2016
	Monthly	3,204.31	3,311.29	3,433.93	3,569.62	3,739.23	3,814.90	
	Bi-weekly	1,478.91	1,528.29	1,584.89	1,647.52	1,725.80	1,760.72	
	Hourly	18.486389	19.103607	19.811148	20.593957	21.572471	22.009041	

Community Corrections Administration (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 10A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
10A	1	1040	6	0.5
10A	2	1040	6	0.5
10A	3	2080	12	1.0
10A	4	2080	12	1.0
10A	5	2080	12	1.0
10A	6	2080	12	1.0
10A	7	10400	60	5.0
10A	8	10400	60	5.0
10A	9	10400	60	5.0
10A	10	10400	60	5.0
10A	11	Max Step		

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	76,034.77	79,178.23	82,195.19	85,482.99	88,752.64	92,383.63	96,050.95	100,819.84	105,896.21	110,701.42	112,941.51	2.3760
	Monthly	6,336.23	6,598.19	6,849.60	7,123.58	7,396.05	7,698.64	8,004.25	8,401.65	8,824.68	9,225.12	9,411.79	
	Bi-weekly	2,924.41	3,045.32	3,161.35	3,287.81	3,413.56	3,553.22	3,694.27	3,877.69	4,072.93	4,257.75	4,343.90	
	Hourly	36.555180	38.066458	39.516917	41.097592	42.669537	44.415207	46.178339	48.471075	50.911638	53.221837	54.298803	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Public Defenders (Annual)

Service Requirements for Salary Step Advancement for Salary Plan 20A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
20A	1	1040	6	0.5
20A	2	1040	6	0.5
20A	3	2080	12	1.0
20A	4	2080	12	1.0
20A	5	2080	12	1.0
20A	6	2080	12	1.0
20A	7	10400	60	5.0
20A	8	10400	60	5.0
20A	9	10400	60	5.0
20A	10	Max Step		

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	66,003.73	68,709.14	71,431.45	74,256.46	77,321.26	80,317.50	83,450.86	87,782.59	92,114.32	96,292.03	1.9727
	Monthly	5,500.31	5,725.76	5,952.62	6,188.04	6,443.44	6,693.13	6,954.24	7,315.22	7,676.19	8,024.34	
	Bi-weekly	2,538.61	2,642.66	2,747.36	2,856.02	2,973.89	3,089.13	3,209.65	3,376.25	3,542.86	3,703.54	
	Hourly	31.732563	33.033238	34.342043	35.700221	37.173681	38.614183	40.120604	42.203168	44.285732	46.294246	
02	Annual	79,119.12	82,235.27	85,590.91	89,083.95	92,593.91	96,223.48	100,144.48	105,195.29	110,417.35	115,468.17	2.3646
	Monthly	6,593.26	6,852.94	7,132.58	7,423.66	7,716.16	8,018.62	8,345.37	8,766.27	9,201.45	9,622.35	
	Bi-weekly	3,043.04	3,162.89	3,291.96	3,426.31	3,561.30	3,700.90	3,851.71	4,045.97	4,246.82	4,441.08	
	Hourly	38.038040	39.536186	41.149474	42.828822	44.516304	46.261286	48.146382	50.574658	53.085263	55.513543	
03	Annual	96,857.09	100,777.79	104,818.68	108,945.05	113,345.33	117,848.31	122,573.87	128,720.38	135,175.24	141,424.74	2.8948
	Monthly	8,071.42	8,398.15	8,734.89	9,078.75	9,445.45	9,820.69	10,214.49	10,726.70	11,264.60	11,785.40	
	Bi-weekly	3,725.27	3,876.07	4,031.49	4,190.19	4,359.44	4,532.63	4,714.38	4,950.78	5,199.05	5,439.41	
	Hourly	46.565909	48.450860	50.393598	52.377426	54.492949	56.657841	58.929743	61.884797	64.988098	67.992662	
04	Annual	104,847.80	109,099.07	113,499.36	117,933.02	122,696.33	127,607.47	132,692.71	139,339.81	146,390.08	153,092.28	3.1336
	Monthly	8,737.32	9,091.59	9,458.28	9,827.75	10,224.69	10,633.96	11,057.73	11,611.65	12,199.17	12,757.69	
	Bi-weekly	4,032.61	4,196.12	4,365.36	4,535.89	4,719.09	4,907.98	5,103.57	5,359.22	5,630.39	5,888.16	
	Hourly	50.407598	52.451478	54.567001	56.698565	58.988619	61.349744	63.794574	66.990292	70.379847	73.602058	

Public Defenders (Unrepresented)

Service Requirements for Salary Step Advancement for Salary Plan 20C

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
20C	1	1040	6	0.5
20C	2	1040	6	0.5
20C	3	2080	12	1.0
20C	4	2080	12	1.0
20C	5	2080	12	1.0
20C	6	2080	12	1.0
20C	7	10400	60	5.0
20C	8	10400	60	5.0
20C	9	10400	60	5.0
20C	10	Max Step		

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	104,742.38	109,001.76	113,398.11	117,811.38	122,584.32	127,493.64	132,574.35	139,211.74	146,259.50	152,896.59	3.2732
	Monthly	8,728.53	9,083.48	9,449.84	9,817.62	10,215.36	10,624.47	11,047.86	11,600.98	12,188.29	12,741.38	
	Bi-weekly	4,028.55	4,192.38	4,361.47	4,531.21	4,714.78	4,903.60	5,099.01	5,354.30	5,625.37	5,880.64	
	Hourly	50.356911	52.404691	54.518324	56.640086	58.934767	61.295018	63.737668	66.928721	70.317067	73.507978	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorneys

Service Requirements for Salary Step Advancement for

Salary Plan 21A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
21A	1	1040	6	0.5
21A	2	1040	6	0.5
21A	3	2080	12	1.0
21A	4	2080	12	1.0
21A	5	2080	12	1.0
21A	6	2080	12	1.0
21A	7	10400	60	5.0
21A	8	10400	60	5.0
21A	9	10400	60	5.0
21A	10	10400	60	5.0
21A	11	Max Step		

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	70,019.34	72,909.80	75,763.92	78,744.55	81,996.35	85,157.66	88,517.79	93,106.32	97,712.70	102,138.71	104,161.81	2.1881
	Monthly	5,834.95	6,075.82	6,313.66	6,562.05	6,833.03	7,096.47	7,376.48	7,758.86	8,142.73	8,511.56	8,680.15	
	Bi-weekly	2,693.05	2,804.22	2,914.00	3,028.64	3,153.71	3,275.29	3,404.53	3,581.01	3,758.18	3,928.41	4,006.22	
	Hourly	33.663145	35.052786	36.424963	37.857956	39.421324	40.941182	42.556631	44.762656	46.977258	49.105151	50.077793	
35	Annual	83,911.11	87,235.24	90,793.90	94,479.06	98,200.54	102,066.39	106,221.23	111,568.46	117,132.37	122,461.75	124,918.52	2.6222
	Monthly	6,992.59	7,269.60	7,566.16	7,873.26	8,183.38	8,505.53	8,851.77	9,297.37	9,761.03	10,205.15	10,409.88	
	Bi-weekly	3,227.35	3,355.20	3,492.07	3,633.81	3,776.94	3,925.63	4,085.43	4,291.09	4,505.09	4,710.07	4,804.56	
	Hourly	40.341880	41.940018	43.650913	45.422626	47.211800	49.070379	51.067900	53.638683	56.313637	58.875840	60.056982	
41	Annual	102,752.76	106,889.75	111,189.27	115,542.96	120,221.66	125,045.03	129,994.58	136,534.19	143,362.82	149,974.44	152,973.23	3.2110
	Monthly	8,562.73	8,907.48	9,265.77	9,628.58	10,018.47	10,420.42	10,832.88	11,377.85	11,946.90	12,497.87	12,747.77	
	Bi-weekly	3,952.03	4,111.14	4,276.51	4,443.96	4,623.91	4,809.42	4,999.79	5,251.32	5,513.95	5,768.25	5,883.59	
	Hourly	49.400364	51.389305	53.456381	55.549498	57.798875	60.117801	62.497396	65.641439	68.924431	72.103098	73.544824	
41X	Annual	108,417.97	112,783.07	117,319.63	121,913.36	126,850.02	131,939.32	137,161.77	144,061.93	151,267.05	158,243.21	161,407.33	3.3881
	Monthly	9,034.83	9,398.59	9,776.64	10,159.45	10,570.84	10,994.94	11,430.15	12,005.16	12,605.59	13,186.93	13,450.61	
	Bi-weekly	4,169.92	4,337.81	4,512.29	4,688.98	4,878.85	5,074.59	5,275.45	5,540.84	5,817.96	6,086.28	6,207.97	
	Hourly	52.124026	54.222628	56.403670	58.612190	60.985585	63.432364	65.943157	69.260545	72.724542	76.078464	77.599679	

Assistant County Attorneys – (Unrepresented / Confidential Positions)

Service Requirements for Salary Step Advancement for

Salary Plan 21C

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
21C	1	1040	6	0.5
21C	2	1040	6	0.5
21C	3	1040	6	0.5
21C	4	1040	6	0.5
21C	5	1040	6	0.5
21C	6	5200	30	2.5
21C	7	10400	60	5.0
21C	8	10400	60	5.0
21C	9	10400	60	5.0
21C	10	10400	60	5.0
21C	11	Max Step		

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	70,019.34	72,909.80	75,763.92	78,744.55	81,996.36	85,157.66	88,517.79	93,106.32	97,712.70	102,138.71	104,161.81	2.1881
	Monthly	5,834.95	6,075.82	6,313.66	6,562.05	6,833.03	7,096.47	7,376.48	7,758.86	8,142.73	8,511.56	8,680.15	
	Bi-weekly	2,693.05	2,804.22	2,914.00	3,028.64	3,153.71	3,275.29	3,404.53	3,581.01	3,758.18	3,928.41	4,006.22	
	Hourly	33.663145	35.052786	36.424963	37.857956	39.421325	40.941182	42.556631	44.762656	46.977258	49.105151	50.077793	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	83,911.11	87,235.24	90,793.90	94,479.06	98,200.54	102,066.39	106,221.23	111,568.46	117,132.37	122,461.75	124,918.52	2.6222
	Monthly	6,992.59	7,269.60	7,566.16	7,873.26	8,183.38	8,505.53	8,851.77	9,297.37	9,761.03	10,205.15	10,409.88	
	Bi-weekly	3,227.35	3,355.20	3,492.07	3,633.81	3,776.94	3,925.63	4,085.43	4,291.09	4,505.09	4,710.07	4,804.56	
	Hourly	40.341880	41.940018	43.650913	45.422626	47.211800	49.070379	51.067900	53.638683	56.313637	58.875840	60.056982	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	102,752.76	106,889.75	111,189.27	115,542.96	120,221.66	125,045.03	129,994.58	136,534.19	143,362.82	149,974.44	152,973.23	3.2110
	Monthly	8,562.73	8,907.48	9,265.77	9,628.58	10,018.47	10,420.42	10,832.88	11,377.85	11,946.90	12,497.87	12,747.77	
	Bi-weekly	3,952.03	4,111.14	4,276.51	4,443.96	4,623.91	4,809.42	4,999.79	5,251.32	5,513.95	5,768.25	5,883.59	
	Hourly	49.400364	51.389305	53.456381	55.549498	57.798875	60.117801	62.497396	65.641439	68.924431	72.103098	73.544824	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41X	Annual	108,417.97	112,783.07	117,319.63	121,913.36	126,850.02	131,939.32	137,161.77	144,061.93	151,267.05	158,243.21	161,407.33	3.3881
	Monthly	9,034.83	9,398.59	9,776.64	10,159.45	10,570.84	10,994.94	11,430.15	12,005.16	12,605.59	13,186.93	13,450.61	
	Bi-weekly	4,169.92	4,337.81	4,512.29	4,688.98	4,878.85	5,074.59	5,275.45	5,540.84	5,817.96	6,086.28	6,207.97	
	Hourly	52.124026	54.222628	56.403670	58.612190	60.985585	63.432364	65.943157	69.260545	72.724542	76.078464	77.599679	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 General County – Maintenance-Mechanical (Pre-2002)

Service Requirements for Salary Step Advancement for

Salary Plan 22E

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
22E	1	1040	6	0.5
22E	2	5200	30	2.5
22E	3	8320	48	4.0
22E	4	6240	36	3.0
22E	5	20800	120	10.0
22E	6	10400	60	5.0
22E	7	Max Step		

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	44,776.81	46,373.74	47,939.36	49,504.98	51,101.92	52,730.17	53,794.79	1.3992
	Monthly	3,731.40	3,864.48	3,994.95	4,125.42	4,258.49	4,394.18	4,482.90	
	Bi-weekly	1,722.18	1,783.61	1,843.82	1,904.04	1,965.46	2,028.08	2,069.03	
	Hourly	21.527311	22.295066	23.047769	23.800473	24.568230	25.351042	25.862881	
03	Annual	45,810.12	47,469.68	49,097.92	50,726.18	52,385.73	53,951.35	55,015.98	1.4315
	Monthly	3,817.51	3,955.81	4,091.49	4,227.18	4,365.48	4,495.95	4,584.67	
	Bi-weekly	1,761.93	1,825.76	1,888.38	1,951.01	2,014.84	2,075.05	2,116.00	
	Hourly	22.024097	22.821959	23.604770	24.387584	25.185447	25.938150	26.449989	
04	Annual	51,164.55	52,949.36	54,765.47	56,612.92	58,397.72	60,151.22	61,372.40	1.5988
	Monthly	4,263.71	4,412.45	4,563.79	4,717.74	4,866.48	5,012.60	5,114.37	
	Bi-weekly	1,967.87	2,036.51	2,106.36	2,177.42	2,246.07	2,313.51	2,360.48	
	Hourly	24.598340	25.456421	26.329554	27.217748	28.075827	28.918854	29.505961	
05	Annual	51,540.30	53,356.41	55,141.22	56,957.35	58,804.78	60,558.28	61,748.15	1.6106
	Monthly	4,295.03	4,446.37	4,595.10	4,746.45	4,900.40	5,046.52	5,145.68	
	Bi-weekly	1,982.32	2,052.17	2,120.82	2,190.67	2,261.72	2,329.16	2,374.93	
	Hourly	24.778988	25.652122	26.510204	27.383339	28.271529	29.114557	29.686611	
06	Annual	56,675.53	58,648.22	60,620.91	62,624.91	64,597.59	66,538.96	67,885.40	1.7711
	Monthly	4,722.96	4,887.35	5,051.74	5,218.74	5,383.13	5,544.91	5,657.12	
	Bi-weekly	2,179.83	2,255.70	2,331.57	2,408.65	2,484.52	2,559.19	2,610.98	
	Hourly	27.247853	28.196259	29.144666	30.108128	31.056532	31.989882	32.637210	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Maintenance-Mechanical (2002)

Service Requirements for Salary Step Advancement for Salary Plan 22J

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
22J	1	1040	6	0.5
22J	2	5200	30	2.5
22J	3	8320	48	4.0
22J	4	6240	36	3.0
22J	5	10400	60	5.0
22J	6	10400	60	5.0
22J	7	10400	60	5.0
22J	8	Max Step		

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	Night Diff
03	Annual	45,810.12	47,469.68	49,097.92	50,726.18	52,385.73	53,171.52	53,951.35	55,015.98	1.4315
	Monthly	3,817.51	3,955.81	4,091.49	4,227.18	4,365.48	4,430.96	4,495.95	4,584.67	
	Bi-weekly	1,761.93	1,825.76	1,888.38	1,951.01	2,014.84	2,045.06	2,075.05	2,116.00	
	Hourly	22.024097	22.821959	23.604770	24.387584	25.185447	25.563231	25.938150	26.449989	
Grade		1	2	3	4	5	6	7	8	Night Diff
05	Annual	51,540.30	53,356.41	55,141.22	56,957.35	58,804.78	59,686.85	60,558.28	61,748.15	1.6106
	Monthly	4,295.03	4,446.37	4,595.10	4,746.45	4,900.40	4,973.91	5,046.52	5,145.68	
	Bi-weekly	1,982.32	2,052.17	2,120.82	2,190.67	2,261.72	2,295.65	2,329.16	2,374.93	
	Hourly	24.778988	25.652122	26.510204	27.383339	28.271529	28.695603	29.114557	29.686611	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit

Service Requirements for Salary Step Advancement for Salary Plan 22M

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
22M	1	1040	6	0.5
22M	2	1040	6	0.5
22M	3	2080	12	1.0
22M	4	2080	12	1.0
22M	5	2080	12	1.0
22M	6	2080	12	1.0
22M	7	10400	60	5.0
22M	8	10400	60	5.0
22M	9	10400	60	5.0
22M	10	10400	60	5.0
22M	11	Max Step		

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	26,338.47	27,043.00	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	32,010.72	33,293.28	34,810.99	35,515.52	0.8230
	Monthly	2,194.87	2,253.58	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,667.56	2,774.44	2,900.92	2,959.63	
	Bi-weekly	1,013.02	1,040.12	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,231.18	1,280.51	1,338.88	1,365.98	
	Hourly	12.662724	13.001441	13.392246	13.713649	14.113181	14.556074	14.860016	15.389768	16.006382	16.736052	17.074768	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	27,043.00	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	33,076.59	34,431.48	35,967.04	36,707.59	0.8450
	Monthly	2,253.58	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,756.38	2,869.29	2,997.25	3,058.97	
	Bi-weekly	1,040.12	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,272.18	1,324.29	1,383.35	1,411.83	
	Hourly	13.001441	13.392246	13.713649	14.113181	14.556074	14.860016	15.302904	15.902208	16.553596	17.291848	17.647878	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,997.81	35,443.19	37,050.77	37,791.62	0.8704
	Monthly	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,833.15	2,953.60	3,087.56	3,149.30	
	Bi-weekly	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,307.61	1,363.20	1,425.03	1,453.52	
	Hourly	13.392246	13.713649	14.113181	14.556074	14.860016	15.302904	15.719903	16.345100	17.039993	17.812869	18.169050	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	35,117.85	36,563.23	38,207.14	38,965.84	0.8913
	Monthly	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,926.49	3,046.94	3,183.93	3,247.15	
	Bi-weekly	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,350.69	1,406.28	1,469.51	1,498.69	
	Hourly	13.713649	14.113181	14.556074	14.860016	15.302904	15.719903	16.240924	16.883583	17.578478	18.368816	18.733577	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	36,201.89	37,719.29	39,471.53	40,248.40	0.9173
	Monthly	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	3,016.82	3,143.27	3,289.30	3,354.03	
	Bi-weekly	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,392.38	1,450.74	1,518.14	1,548.02	
	Hourly	14.113181	14.556074	14.860016	15.302904	15.719903	16.240924	16.736052	17.404754	18.134274	18.976699	19.350192	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	37,321.94	38,803.33	40,537.41	41,368.44	0.9461
	Monthly	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,110.16	3,233.61	3,378.12	3,447.37	
	Bi-weekly	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,435.46	1,492.44	1,559.13	1,591.09	
	Hourly	14.556074	14.860016	15.302904	15.719903	16.240924	16.736052	17.196254	17.943239	18.655446	19.489140	19.888673	
07	Annual	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,441.98	40,121.90	41,910.46	42,741.49	0.9659
	Monthly	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,203.50	3,343.49	3,492.54	3,561.79	
	Bi-weekly	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,478.54	1,543.15	1,611.94	1,643.90	
	Hourly	14.860016	15.302904	15.719903	16.240924	16.736052	17.196254	17.717428	18.481719	19.289374	20.149259	20.548795	
08	Annual	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,724.53	41,476.79	43,355.53	44,240.74	0.9946
	Monthly	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,310.38	3,456.40	3,612.96	3,686.73	
	Bi-weekly	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,527.87	1,595.26	1,667.52	1,701.57	
	Hourly	15.302904	15.719903	16.240924	16.736052	17.196254	17.717428	18.325311	19.098333	19.940762	20.844005	21.269585	
08C	Annual	32,787.58	33,817.45	34,684.49	35,786.37	36,960.59	37,863.95	38,984.00	40,501.40	42,163.16	44,096.07	44,999.43	1.0246
	Monthly	2,732.30	2,818.12	2,890.37	2,982.20	3,080.05	3,155.33	3,248.67	3,375.12	3,513.60	3,674.67	3,749.95	
	Bi-weekly	1,261.06	1,300.67	1,334.02	1,376.40	1,421.56	1,456.31	1,499.38	1,557.75	1,621.66	1,696.00	1,730.75	
	Hourly	15.763259	16.258388	16.675233	17.204987	17.769514	18.203824	18.742307	19.471826	20.270748	21.200034	21.634342	
08F	Annual	32,950.10	33,871.61	34,810.99	36,003.06	37,014.76	38,098.80	39,236.69	40,971.09	42,741.49	44,674.41	45,559.61	1.0296
	Monthly	2,745.84	2,822.64	2,900.92	3,000.26	3,084.56	3,174.90	3,269.73	3,414.26	3,561.79	3,722.87	3,796.63	
	Bi-weekly	1,267.31	1,302.75	1,338.88	1,384.73	1,423.64	1,465.34	1,509.10	1,575.81	1,643.90	1,718.25	1,752.29	
	Hourly	15.841392	16.284430	16.736052	17.309161	17.795556	18.316729	18.863795	19.697638	20.548795	21.478081	21.903659	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	41,025.26	42,777.51	44,710.42	45,613.78	1.0217
	Monthly	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,418.77	3,564.79	3,725.87	3,801.15	
	Bi-weekly	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,577.89	1,645.29	1,719.63	1,754.38	
	Hourly	15.719903	16.240924	16.736052	17.196254	17.717428	18.325311	18.915882	19.723681	20.566110	21.495396	21.929704	
10	Annual	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,470.33	44,222.57	46,227.83	47,149.03	1.0556
	Monthly	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,539.19	3,685.21	3,852.32	3,929.09	
	Bi-weekly	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,633.47	1,700.87	1,777.99	1,813.42	
	Hourly	16.240924	16.736052	17.196254	17.717428	18.325311	18.915882	19.558689	20.418427	21.260852	22.224918	22.667805	
10C	Annual	34,214.80	35,190.19	36,075.39	37,430.28	38,496.15	39,598.04	40,772.26	42,578.67	44,313.07	46,372.49	47,275.54	1.0692
	Monthly	2,851.23	2,932.52	3,006.28	3,119.19	3,208.01	3,299.84	3,397.69	3,548.22	3,692.76	3,864.37	3,939.63	
	Bi-weekly	1,315.95	1,353.47	1,387.51	1,439.63	1,480.62	1,523.00	1,568.16	1,637.64	1,704.35	1,783.56	1,818.29	
	Hourly	16.449425	16.918358	17.343935	17.995325	18.507766	19.037519	19.602047	20.470514	21.304360	22.294466	22.728626	
11	Annual	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,897.55	45,794.46	47,889.89	48,865.27	1.0878
	Monthly	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,658.13	3,816.21	3,990.82	4,072.11	
	Bi-weekly	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,688.37	1,761.33	1,841.92	1,879.43	
	Hourly	16.736052	17.196254	17.717428	18.325311	18.915882	19.558689	20.210081	21.104590	22.016566	23.023985	23.492917	
11C	Annual	35,479.20	36,454.89	37,574.94	38,839.34	40,176.07	41,458.62	42,813.52	44,728.59	46,697.51	48,811.10	49,768.64	1.1087
	Monthly	2,956.60	3,037.91	3,131.25	3,236.61	3,348.01	3,454.89	3,567.79	3,727.38	3,891.46	4,067.59	4,147.39	
	Bi-weekly	1,364.58	1,402.11	1,445.19	1,493.82	1,545.23	1,594.56	1,646.67	1,720.33	1,796.06	1,877.35	1,914.18	
	Hourly	17.057306	17.526391	18.064876	18.672758	19.315417	19.932030	20.583421	21.504128	22.450725	23.466874	23.927231	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	35,678.03	36,689.74	37,737.45	38,911.67	40,230.24	41,549.12	42,904.00	44,818.77	46,715.67	48,829.26	49,786.80	1.1149
	Monthly	2,973.17	3,057.48	3,144.79	3,242.64	3,352.52	3,462.43	3,575.33	3,734.90	3,892.97	4,069.11	4,148.90	
	Bi-weekly	1,372.23	1,411.14	1,451.44	1,496.60	1,547.32	1,598.04	1,650.15	1,723.80	1,796.76	1,878.05	1,914.88	
	Hourly	17.152901	17.639296	18.143005	18.707532	19.341462	19.975536	20.626925	21.547484	22.459456	23.475605	23.935961	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	45,378.94	47,402.04	49,551.96	50,527.34	1.1177
	Monthly	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,781.58	3,950.17	4,129.33	4,210.61	
	Bi-weekly	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,745.34	1,823.16	1,905.84	1,943.36	
	Hourly	17.196254	17.717428	18.325311	18.915882	19.558689	20.210081	20.896093	21.816798	22.789443	23.823056	24.291988	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,950.51	49,208.45	51,412.54	52,460.25	1.1516
	Monthly	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,912.54	4,100.70	4,284.38	4,371.69	
	Bi-weekly	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,805.79	1,892.63	1,977.41	2,017.70	
	Hourly	17.717428	18.325311	18.915882	19.558689	20.210081	20.896093	21.599569	22.572360	23.657910	24.717565	25.221276	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,901.60	51,195.86	53,471.96	54,555.69	1.1911
	Monthly	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,075.13	4,266.32	4,456.00	4,546.31	
	Bi-weekly	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,880.83	1,969.07	2,056.61	2,098.30	
	Hourly	18.325311	18.915882	19.558689	20.210081	20.896093	21.599569	22.355284	23.510384	24.613393	25.707671	26.228696	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	38,839.34	40,176.07	41,458.62	42,813.52	44,294.90	45,794.46	47,383.88	49,804.65	52,929.94	55,368.55	56,488.60	1.2137
	Monthly	3,236.61	3,348.01	3,454.89	3,567.79	3,691.24	3,816.21	3,948.66	4,150.39	4,410.83	4,614.05	4,707.38	
	Bi-weekly	1,493.82	1,545.23	1,594.56	1,646.67	1,703.65	1,761.33	1,822.46	1,915.56	2,035.77	2,129.56	2,172.64	
	Hourly	18.672758	19.315417	19.932030	20.583421	21.295626	22.016566	22.780712	23.944543	25.447086	26.619496	27.157980	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,689.85	53,182.95	55,549.23	56,651.43	1.2295
	Monthly	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,224.15	4,431.91	4,629.10	4,720.95	
	Bi-weekly	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,949.61	2,045.50	2,136.51	2,178.90	
	Hourly	18.915882	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.370121	25.568724	26.706360	27.236263	
15C	Annual	39,977.54	41,314.27	42,669.16	44,150.55	45,595.62	47,203.52	49,082.27	51,502.72	56,018.92	58,493.85	59,668.07	1.2492
	Monthly	3,331.46	3,442.86	3,555.76	3,679.21	3,799.64	3,933.63	4,090.19	4,291.89	4,668.24	4,874.49	4,972.34	
	Bi-weekly	1,537.60	1,589.01	1,641.12	1,698.10	1,753.68	1,815.52	1,887.78	1,980.87	2,154.57	2,249.76	2,294.93	
	Hourly	19.219972	19.862631	20.514021	21.226228	21.920973	22.694000	23.597243	24.760922	26.932172	28.122044	28.686571	
15F	Annual	40,230.24	41,549.12	42,867.68	44,294.90	45,920.65	47,402.04	49,082.27	51,593.21	54,049.99	57,590.80	58,746.85	1.2571
	Monthly	3,352.52	3,462.43	3,572.31	3,691.24	3,826.72	3,950.17	4,090.19	4,299.43	4,504.17	4,799.23	4,895.57	
	Bi-weekly	1,547.32	1,598.04	1,648.76	1,703.65	1,766.18	1,823.16	1,887.78	1,984.35	2,078.85	2,215.03	2,259.49	
	Hourly	19.341462	19.975536	20.609462	21.295626	22.077234	22.789443	23.597243	24.804429	25.985571	27.687885	28.243679	
16	Annual	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,640.93	55,386.72	57,915.82	59,071.88	1.2713
	Monthly	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,386.74	4,615.56	4,826.32	4,922.66	
	Bi-weekly	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,024.65	2,130.26	2,227.53	2,272.00	
	Hourly	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.308137	26.628230	27.844144	28.399942	
16B	Annual	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,640.93	58,801.03	61,438.47	62,666.86	1.2713
	Monthly	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,386.74	4,900.09	5,119.87	5,222.24	
	Bi-weekly	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,024.65	2,261.58	2,363.02	2,410.26	
	Hourly	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.308137	28.269726	29.537726	30.128298	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	42,054.81	43,409.70	44,818.77	46,264.14	47,962.22	49,587.97	51,286.04	53,941.65	56,452.59	59,017.71	60,210.09	1.3142
	Monthly	3,504.57	3,617.48	3,734.90	3,855.35	3,996.85	4,132.33	4,273.84	4,495.14	4,704.38	4,918.14	5,017.51	
	Bi-weekly	1,617.49	1,669.60	1,723.80	1,779.39	1,844.70	1,907.23	1,972.54	2,074.68	2,171.25	2,269.91	2,315.77	
	Hourly	20.218660	20.870048	21.547484	22.242377	23.058759	23.840368	24.656749	25.933484	27.140668	28.373899	28.947157	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,718.51	57,355.95	60,029.42	61,239.64	1.3136
	Monthly	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,559.88	4,779.66	5,002.45	5,103.30	
	Bi-weekly	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,104.56	2,206.00	2,308.82	2,355.37	
	Hourly	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.306976	27.574978	28.860296	29.442136	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17B	Annual	42,253.65	43,626.38	45,270.29	46,715.67	48,341.41	50,274.33	52,171.24	54,754.52	57,590.80	60,155.92	61,366.14	1.3204
	Monthly	3,521.14	3,635.53	3,772.52	3,892.97	4,028.45	4,189.53	4,347.60	4,562.88	4,799.23	5,012.99	5,113.85	
	Bi-weekly	1,625.14	1,677.94	1,741.16	1,796.76	1,859.29	1,933.63	2,006.59	2,105.94	2,215.03	2,313.69	2,360.24	
	Hourly	20.314253	20.974223	21.764562	22.459456	23.241063	24.170352	25.082328	26.324287	27.687885	28.921113	29.502953	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17F	Annual	42,813.52	44,294.90	45,794.46	47,383.88	49,262.63	51,141.38	53,164.79	55,729.90	58,512.01	61,167.62	62,396.01	1.3379
	Monthly	3,567.79	3,691.24	3,816.21	3,948.66	4,105.22	4,261.78	4,430.40	4,644.16	4,876.00	5,097.30	5,199.67	
	Bi-weekly	1,646.67	1,703.65	1,761.33	1,822.46	1,894.72	1,966.98	2,044.80	2,143.46	2,250.46	2,352.60	2,399.85	
	Hourly	20.583421	21.295626	22.016566	22.780712	23.683955	24.587200	25.559993	26.793222	28.130776	29.407509	29.998081	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17G	Annual	42,813.52	44,294.90	45,794.46	47,383.88	49,262.63	51,141.38	53,164.79	55,729.90	64,383.10	67,309.56	68,664.45	1.3379
	Monthly	3,567.79	3,691.24	3,816.21	3,948.66	4,105.22	4,261.78	4,430.40	4,644.16	5,365.26	5,609.13	5,722.04	
	Bi-weekly	1,646.67	1,703.65	1,761.33	1,822.46	1,894.72	1,966.98	2,044.80	2,143.46	2,476.27	2,588.83	2,640.94	
	Hourly	20.583421	21.295626	22.016566	22.780712	23.683955	24.587200	25.559993	26.793222	30.953411	32.360365	33.011755	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	59,613.90	62,341.84	63,606.23	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	4,967.83	5,195.15	5,300.52	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,292.84	2,397.76	2,446.39	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	28.660528	29.972037	30.579920	
18E	Annual	44,150.55	45,595.62	47,203.52	49,082.27	50,942.86	52,911.78	54,971.20	57,771.47	64,401.26	67,327.72	68,682.61	1.3797
	Monthly	3,679.21	3,799.64	3,933.63	4,090.19	4,245.24	4,409.32	4,580.93	4,814.29	5,366.77	5,610.64	5,723.55	
	Bi-weekly	1,698.10	1,753.68	1,815.52	1,887.78	1,959.34	2,035.07	2,114.28	2,221.98	2,476.97	2,589.53	2,641.64	
	Hourly	21.226228	21.920973	22.694000	23.597243	24.491758	25.438356	26.428461	27.774745	30.962142	32.369096	33.020485	
18F	Annual	44,294.90	45,920.65	47,402.04	49,082.27	51,033.04	52,911.78	55,007.52	57,716.99	60,607.44	64,581.93	65,882.34	1.3842
	Monthly	3,691.24	3,826.72	3,950.17	4,090.19	4,252.75	4,409.32	4,583.96	4,809.75	5,050.62	5,381.83	5,490.20	
	Bi-weekly	1,703.65	1,766.18	1,823.16	1,887.78	1,962.81	2,035.07	2,115.67	2,219.88	2,331.06	2,483.92	2,533.94	
	Hourly	21.295626	22.077234	22.789443	23.597243	24.535113	25.438356	26.445924	27.748552	29.138194	31.049005	31.674202	
18G	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	59,613.90	63,588.07	64,852.78	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	4,967.83	5,299.01	5,404.40	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,292.84	2,445.69	2,494.34	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	28.660528	30.571187	31.179223	
18I	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	65,340.63	68,321.27	69,694.01	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	5,445.05	5,693.44	5,807.83	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,513.10	2,627.74	2,680.54	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	31.413766	32.846763	33.506733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	45,378.94	46,860.02	48,395.58	50,111.82	51,773.89	53,562.14	55,712.05	58,476.00	61,311.97	64,075.92	65,358.48	1.4180
	Monthly	3,781.58	3,905.00	4,032.97	4,175.99	4,314.49	4,463.51	4,642.67	4,873.00	5,109.33	5,339.66	5,446.54	
	Bi-weekly	1,745.34	1,802.31	1,861.37	1,927.38	1,991.30	2,060.08	2,142.77	2,249.08	2,358.15	2,464.46	2,513.79	
	Hourly	21.816798	22.528856	23.267104	24.092221	24.891291	25.751028	26.784640	28.113462	29.476909	30.805732	31.422344	
18S	Annual	45,649.79	47,167.20	48,648.59	50,436.84	52,117.07	53,959.50	56,109.41	58,855.20	61,691.48	64,491.44	65,792.16	1.4265
	Monthly	3,804.15	3,930.60	4,054.05	4,203.07	4,343.09	4,496.63	4,675.78	4,904.60	5,140.96	5,374.29	5,482.68	
	Bi-weekly	1,755.76	1,814.12	1,871.10	1,939.88	2,004.50	2,075.37	2,158.05	2,263.66	2,372.75	2,480.44	2,530.47	
	Hourly	21.947016	22.676538	23.388747	24.248481	25.056285	25.942065	26.975677	28.295767	29.659365	31.005501	31.630846	
19	Annual	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	59,017.71	61,799.81	64,617.94	65,918.67	1.4039
	Monthly	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,918.14	5,149.99	5,384.83	5,493.22	
	Bi-weekly	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,269.91	2,376.92	2,485.31	2,535.33	
	Hourly	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.373899	29.711449	31.066318	31.691666	
19F	Annual	46,715.67	48,341.41	50,274.33	52,171.24	54,212.50	56,307.93	58,512.01	61,330.13	64,274.76	67,165.21	68,501.94	1.4598
	Monthly	3,892.97	4,028.45	4,189.53	4,347.60	4,517.71	4,692.33	4,876.00	5,110.84	5,356.23	5,597.10	5,708.50	
	Bi-weekly	1,796.76	1,859.29	1,933.63	2,006.59	2,085.10	2,165.69	2,250.46	2,358.85	2,472.11	2,583.28	2,634.69	
	Hourly	22.459456	23.241063	24.170352	25.082328	26.063704	27.071120	28.130776	29.485640	30.901325	32.290967	32.933623	
19I	Annual	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	59,017.71	64,419.11	67,327.72	68,682.61	1.4039
	Monthly	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,918.14	5,368.26	5,610.64	5,723.55	
	Bi-weekly	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,269.91	2,477.66	2,589.53	2,641.64	
	Hourly	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.373899	30.970725	32.369096	33.020485	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19Z	Annual	46,715.67	48,341.41	50,274.33	52,171.24	54,212.50	56,307.93	58,512.01	61,330.13	71,283.73	74,481.37	75,962.76	1.4598
	Monthly	3,892.97	4,028.45	4,189.53	4,347.60	4,517.71	4,692.33	4,876.00	5,110.84	5,940.31	6,206.78	6,330.23	
	Bi-weekly	1,796.76	1,859.29	1,933.63	2,006.59	2,085.10	2,165.69	2,250.46	2,358.85	2,741.68	2,864.67	2,921.64	
	Hourly	22.459456	23.241063	24.170352	25.082328	26.063704	27.071120	28.130776	29.485640	34.271025	35.808349	36.520556	
20	Annual	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	61,474.48	64,347.08	67,237.23	68,610.28	1.4530
	Monthly	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,122.87	5,362.26	5,603.10	5,717.52	
	Bi-weekly	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,364.40	2,474.89	2,586.05	2,638.86	
	Hourly	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.555040	30.936098	32.325591	32.985711	
20B	Annual	47,492.54	49,190.61	50,744.02	52,568.60	54,646.18	56,777.61	58,963.54	61,835.83	72,765.13	76,052.94	77,570.34	1.4841
	Monthly	3,957.71	4,099.22	4,228.67	4,380.72	4,553.85	4,731.47	4,913.63	5,152.99	6,063.76	6,337.75	6,464.20	
	Bi-weekly	1,826.64	1,891.95	1,951.69	2,021.87	2,101.78	2,183.75	2,267.83	2,378.30	2,798.66	2,925.11	2,983.47	
	Hourly	22.832950	23.649331	24.396163	25.273364	26.272201	27.296930	28.347854	29.728762	34.983236	36.563911	37.293432	
20P	Annual	47,853.57	49,569.81	51,520.88	53,453.80	55,549.24	57,680.98	59,939.24	62,883.55	65,846.33	68,826.96	70,200.02	1.4954
	Monthly	3,987.80	4,130.82	4,293.41	4,454.48	4,629.10	4,806.75	4,994.94	5,240.30	5,487.19	5,735.58	5,850.00	
	Bi-weekly	1,840.52	1,906.53	1,981.57	2,055.92	2,136.51	2,218.50	2,305.36	2,418.60	2,532.55	2,647.19	2,700.00	
	Hourly	23.006524	23.831640	24.769656	25.698944	26.706363	27.731241	28.816941	30.232476	31.656889	33.089884	33.750008	
21	Annual	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,750.90	66,912.21	69,928.85	71,337.91	1.5106
	Monthly	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,312.58	5,576.02	5,827.40	5,944.83	
	Bi-weekly	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,451.96	2,573.55	2,689.57	2,743.77	
	Hourly	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.649470	32.169331	33.619637	34.297070	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	49,569.81	51,340.21	52,929.94	54,844.70	57,030.62	59,180.53	61,492.64	64,527.45	67,761.08	70,796.20	72,205.26	1.5490
	Monthly	4,130.82	4,278.35	4,410.83	4,570.39	4,752.55	4,931.71	5,124.39	5,377.29	5,646.76	5,899.68	6,017.11	
	Bi-weekly	1,906.53	1,974.62	2,035.77	2,109.41	2,193.49	2,276.17	2,365.10	2,481.82	2,606.20	2,722.93	2,777.13	
	Hourly	23.831637	24.682794	25.447086	26.367645	27.418569	28.452178	29.563771	31.022811	32.577443	34.036636	34.714067	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	49,271.71	51,177.54	53,155.71	55,224.20	57,401.04	59,604.97	61,881.08	64,961.13	68,149.67	71,211.56	72,647.71	1.5397
	Monthly	4,105.98	4,264.80	4,429.64	4,602.02	4,783.42	4,967.08	5,156.76	5,413.43	5,679.14	5,934.30	6,053.98	
	Bi-weekly	1,895.07	1,968.37	2,044.45	2,124.01	2,207.73	2,292.50	2,380.04	2,498.50	2,621.14	2,738.91	2,794.14	
	Hourly	23.688320	24.604586	25.555628	26.550098	27.596656	28.656237	29.750517	31.231310	32.764265	34.236328	34.926782	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,750.90	71,301.89	74,499.53	75,998.77	1.5106
	Monthly	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,312.58	5,941.82	6,208.29	6,333.23	
	Bi-weekly	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,451.96	2,742.38	2,865.37	2,923.03	
	Hourly	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.649470	34.279756	35.817080	36.537869	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	66,171.35	69,387.14	72,494.28	73,957.51	1.5688
	Monthly	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,514.28	5,782.26	6,041.19	6,163.13	
	Bi-weekly	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,545.05	2,668.74	2,788.24	2,844.52	
	Hourly	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.813150	33.359201	34.853018	35.556495	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	68,736.78	72,223.11	75,493.07	76,992.31	1.6297
	Monthly	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,728.07	6,018.59	6,291.09	6,416.03	
	Bi-weekly	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,643.72	2,777.81	2,903.58	2,961.24	
	Hourly	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	33.046530	34.722647	36.294746	37.015533	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	71,482.57	74,932.88	78,347.20	79,936.93	1.6924
	Monthly	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,956.88	6,244.41	6,528.93	6,661.41	
	Bi-weekly	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,749.33	2,882.03	3,013.35	3,074.50	
	Hourly	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	34.366620	36.025425	37.666922	38.431217	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	70,669.70	74,138.17	77,859.35	81,364.16	83,008.06	1.7590
	Monthly	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,889.14	6,178.18	6,488.28	6,780.35	6,917.34	
	Bi-weekly	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,718.07	2,851.47	2,994.59	3,129.39	3,192.62	
	Hourly	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	33.975816	35.643353	37.432380	39.117382	39.907720	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit

Service Requirements for Salary Step Advancement for Salary Plan 22N

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
22N	1	1040	6	0.5
22N	2	1040	6	0.5
22N	3	2080	12	1.0
22N	4	2080	12	1.0
22N	5	2080	12	1.0
22N	6	2080	12	1.0
22N	7	10400	60	5.0
22N	8	10400	60	5.0
22N	9	10400	60	5.0
22N	10	10400	60	5.0
22N	11	Max Step		

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	37,249.61	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,817.56	50,202.00	52,496.26	53,526.13	1.1640
	Monthly	3,104.13	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,984.80	4,183.50	4,374.69	4,460.51	
	Bi-weekly	1,432.68	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,839.14	1,930.85	2,019.09	2,058.70	
	Hourly	17.908464	18.481719	19.098333	19.758459	20.496556	21.165407	21.973063	22.989209	24.135577	25.238588	25.733718	
13M	Annual	37,863.95	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,901.60	51,195.86	53,471.96	54,555.69	1.1832
	Monthly	3,155.33	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,075.13	4,266.32	4,456.00	4,546.31	
	Bi-weekly	1,456.31	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,880.83	1,969.07	2,056.61	2,098.30	
	Hourly	18.203824	18.811707	19.437053	20.149259	20.835273	21.599569	22.363862	23.510384	24.613393	25.707671	26.228696	
14	Annual	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,804.65	52,279.58	54,628.02	55,729.90	1.2013
	Monthly	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,150.39	4,356.63	4,552.34	4,644.16	
	Bi-weekly	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,915.56	2,010.75	2,101.08	2,143.46	
	Hourly	18.481719	19.098333	19.758459	20.496556	21.165407	21.973063	22.789443	23.944543	25.134413	26.263469	26.793222	
14M	Annual	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,816.35	53,254.97	55,657.88	56,777.61	1.2227
	Monthly	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,234.70	4,437.91	4,638.16	4,731.47	
	Bi-weekly	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,954.48	2,048.27	2,140.69	2,183.75	
	Hourly	18.811707	19.437053	20.149259	20.835273	21.599569	22.363862	23.241063	24.430939	25.603350	26.758597	27.296930	
15	Annual	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,701.55	54,212.50	56,651.43	57,807.48	1.2413
	Monthly	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,308.46	4,517.71	4,720.95	4,817.29	
	Bi-weekly	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,988.52	2,085.10	2,178.90	2,223.36	
	Hourly	19.098333	19.758459	20.496556	21.165407	21.973063	22.789443	23.657910	24.856516	26.063704	27.236263	27.792058	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,857.61	55,459.05	57,969.99	59,126.05	1.2634
	Monthly	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,404.80	4,621.59	4,830.83	4,927.17	
	Bi-weekly	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,032.98	2,133.04	2,229.61	2,274.08	
	Hourly	19.437053	20.149259	20.835273	21.599569	22.363862	23.241063	24.179083	25.412312	26.663004	27.870187	28.425984	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,923.49	56,560.93	59,071.88	60,264.25	1.2842
	Monthly	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,493.62	4,713.41	4,922.66	5,022.02	
	Bi-weekly	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,073.98	2,175.42	2,272.00	2,317.86	
	Hourly	19.758459	20.496556	21.165407	21.973063	22.789443	23.657910	24.630706	25.924754	27.192756	28.399942	28.973198	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16M	Annual	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,917.03	57,680.98	60,282.42	61,492.64	1.3097
	Monthly	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,576.42	4,806.75	5,023.54	5,124.39	
	Bi-weekly	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,112.19	2,218.50	2,318.55	2,365.10	
	Hourly	20.149259	20.835273	21.599569	22.363862	23.241063	24.179083	25.160457	26.402417	27.731239	28.981931	29.563771	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,910.57	58,728.69	61,348.29	62,576.68	1.3322
	Monthly	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,659.21	4,894.06	5,112.36	5,214.72	
	Bi-weekly	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,150.41	2,258.80	2,359.55	2,406.80	
	Hourly	20.496556	21.165407	21.973063	22.789443	23.657910	24.630706	25.603350	26.880082	28.234948	29.494370	30.084941	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	57,121.11	59,939.23	62,648.70	63,913.41	1.3542
	Monthly	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,760.09	4,994.94	5,220.73	5,326.12	
	Bi-weekly	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,196.97	2,305.36	2,409.57	2,458.21	
	Hourly	20.835273	21.599569	22.363862	23.241063	24.179083	25.160457	26.150562	27.462073	28.816939	30.119567	30.727601	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	58,150.67	61,185.47	63,949.42	65,231.97	1.3757
	Monthly	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,845.89	5,098.79	5,329.12	5,436.00	
	Bi-weekly	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,236.56	2,353.29	2,459.59	2,508.92	
	Hourly	21.165407	21.973063	22.789443	23.657910	24.630706	25.603350	26.663004	27.957051	29.416091	30.744913	31.361526	
18B	Annual	44,330.92	46,029.30	47,799.40	49,768.64	51,737.56	53,905.32	55,928.74	58,710.85	61,402.46	64,202.42	65,521.30	1.3853
	Monthly	3,694.24	3,835.78	3,983.28	4,147.39	4,311.46	4,492.11	4,660.73	4,892.57	5,116.87	5,350.20	5,460.11	
	Bi-weekly	1,705.04	1,770.36	1,838.44	1,914.18	1,989.91	2,073.28	2,151.11	2,258.11	2,361.63	2,469.32	2,520.05	
	Hourly	21.312941	22.129471	22.980481	23.927231	24.873828	25.916021	26.888817	28.226369	29.520413	30.866549	31.500627	
18C	Annual	44,981.28	46,480.83	48,214.91	50,057.65	51,990.57	54,086.00	56,217.75	58,999.86	61,908.16	64,726.28	66,026.99	1.4056
	Monthly	3,748.44	3,873.40	4,017.91	4,171.47	4,332.55	4,507.17	4,684.81	4,916.66	5,159.01	5,393.86	5,502.25	
	Bi-weekly	1,730.05	1,787.72	1,854.42	1,925.29	1,999.64	2,080.23	2,162.22	2,269.23	2,381.08	2,489.47	2,539.50	
	Hourly	21.625614	22.346552	23.180244	24.066177	24.995466	26.002882	27.027763	28.365318	29.763539	31.118405	31.743747	
18M	Annual	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	59,415.38	62,233.49	65,051.62	66,352.03	1.4039
	Monthly	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,951.28	5,186.12	5,420.97	5,529.34	
	Bi-weekly	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,285.21	2,393.60	2,501.99	2,552.00	
	Hourly	21.599569	22.363862	23.241063	24.179083	25.160457	26.150562	27.166713	28.565085	29.919948	31.274818	31.900013	
19	Annual	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	60,444.93	63,263.05	66,099.33	67,417.90	1.4282
	Monthly	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	5,037.08	5,271.92	5,508.28	5,618.16	
	Bi-weekly	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,324.80	2,433.19	2,542.28	2,593.00	
	Hourly	21.973063	22.789443	23.657910	24.630706	25.603350	26.663004	27.670423	29.060062	30.414928	31.778525	32.412450	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,619.15	64,690.27	67,652.74	69,007.63	1.4536
	Monthly	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,134.93	5,390.86	5,637.73	5,750.64	
	Bi-weekly	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,369.97	2,488.09	2,602.03	2,654.14	
	Hourly	22.363862	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.624590	31.101093	32.525356	33.176746	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,847.53	65,864.49	68,845.12	70,218.17	1.4813
	Monthly	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,237.29	5,488.71	5,737.09	5,851.51	
	Bi-weekly	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,417.21	2,533.25	2,647.89	2,700.70	
	Hourly	22.789443	23.657910	24.630706	25.603350	26.663004	27.670423	28.790898	30.215160	31.665618	33.098616	33.758736	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20A	Annual	47,402.04	49,353.12	51,286.04	53,381.47	55,423.04	57,662.82	59,957.08	62,992.20	66,099.33	69,134.14	70,543.20	1.4813
	Monthly	3,950.17	4,112.76	4,273.84	4,448.46	4,618.59	4,805.24	4,996.42	5,249.35	5,508.28	5,761.18	5,878.60	
	Bi-weekly	1,823.16	1,898.20	1,972.54	2,053.13	2,131.66	2,217.80	2,306.04	2,422.78	2,542.28	2,659.01	2,713.20	
	Hourly	22.789443	23.727459	24.656749	25.664167	26.645693	27.722507	28.825519	30.284711	31.778525	33.237565	33.915000	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20M	Annual	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	64,094.09	67,309.56	70,344.36	71,771.58	1.5106
	Monthly	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,341.17	5,609.13	5,862.03	5,980.97	
	Bi-weekly	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,465.16	2,588.83	2,705.55	2,760.45	
	Hourly	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.814464	32.360365	33.819402	34.505568	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20P	Annual	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	64,094.09	67,761.08	70,796.20	72,205.26	1.5106
	Monthly	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,341.17	5,646.76	5,899.68	6,017.11	
	Bi-weekly	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,465.16	2,606.20	2,722.93	2,777.13	
	Hourly	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.814464	32.577443	34.036636	34.714067	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	49,082.27	51,087.21	53,164.79	55,170.04	57,319.63	59,632.06	62,016.50	65,123.64	68,303.10	71,446.56	72,891.63	1.5338
	Monthly	4,090.19	4,257.27	4,430.40	4,597.50	4,776.64	4,969.34	5,168.04	5,426.97	5,691.93	5,953.88	6,074.30	
	Bi-weekly	1,887.78	1,964.89	2,044.80	2,121.92	2,204.60	2,293.54	2,385.25	2,504.76	2,627.04	2,747.94	2,803.52	
	Hourly	23.597243	24.561158	25.559993	26.524056	27.557516	28.669260	29.815626	31.309440	32.838029	34.349307	35.044051	
21	Annual	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	65,394.81	68,664.45	71,753.42	73,180.65	1.5377
	Monthly	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,449.57	5,722.04	5,979.45	6,098.39	
	Bi-weekly	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,515.18	2,640.94	2,759.75	2,814.64	
	Hourly	23.657910	24.630706	25.603350	26.663004	27.670423	28.790898	29.928533	31.439811	33.011755	34.496837	35.183003	
21B	Annual	49,768.64	51,737.56	53,905.32	55,928.74	58,150.67	60,517.26	62,883.55	65,900.50	69,061.80	72,205.26	73,668.49	1.5552
	Monthly	4,147.39	4,311.46	4,492.11	4,660.73	4,845.89	5,043.11	5,240.30	5,491.71	5,755.15	6,017.11	6,139.04	
	Bi-weekly	1,914.18	1,989.91	2,073.28	2,151.11	2,236.56	2,327.59	2,418.60	2,534.63	2,656.22	2,777.13	2,833.40	
	Hourly	23.927231	24.873828	25.916021	26.888817	27.957051	29.094836	30.232474	31.682932	33.202790	34.714067	35.417544	
21M	Annual	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,569.02	70,001.18	73,108.31	74,589.71	1.5716
	Monthly	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,547.42	5,833.43	6,092.36	6,215.81	
	Bi-weekly	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,560.35	2,692.35	2,811.86	2,868.83	
	Hourly	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.588650	32.004337	33.654414	35.148227	35.860436	
22	Annual	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,887.59	71,139.38	74,373.02	75,872.26	1.6009
	Monthly	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,657.30	5,928.28	6,197.75	6,322.69	
	Bi-weekly	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,611.06	2,736.13	2,860.50	2,918.16	
	Hourly	24.630706	25.603350	26.663004	27.670423	28.790898	29.928533	31.109673	32.638262	34.201627	35.756260	36.477050	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22C	Annual	52,044.74	54,104.15	56,307.93	58,476.00	60,788.11	63,263.05	65,737.99	68,863.29	72,277.28	75,510.92	77,010.47	1.6263
	Monthly	4,337.06	4,508.68	4,692.33	4,873.00	5,065.68	5,271.92	5,478.17	5,738.61	6,023.11	6,292.58	6,417.54	
	Bi-weekly	2,001.72	2,080.93	2,165.69	2,249.08	2,338.00	2,433.19	2,528.38	2,648.59	2,779.90	2,904.27	2,961.94	
	Hourly	25.021509	26.011612	27.071120	28.113462	29.225055	30.414928	31.604802	33.107349	34.748692	36.303326	37.024263	
22M	Annual	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	69,224.31	72,765.13	76,052.94	77,570.34	1.6354
	Monthly	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,768.69	6,063.76	6,337.75	6,464.20	
	Bi-weekly	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,662.47	2,798.66	2,925.11	2,983.47	
	Hourly	25.160457	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.280919	34.983236	36.563911	37.293432	
22P	Annual	52,695.10	54,790.53	57,012.46	59,343.05	61,673.31	64,003.60	66,605.03	69,892.84	73,415.49	76,703.29	78,238.86	1.6467
	Monthly	4,391.26	4,565.88	4,751.04	4,945.25	5,139.44	5,333.63	5,550.42	5,824.40	6,117.96	6,391.94	6,519.91	
	Bi-weekly	2,026.73	2,107.33	2,192.79	2,282.42	2,372.05	2,461.68	2,561.73	2,688.19	2,823.67	2,950.13	3,009.19	
	Hourly	25.334181	26.341599	27.409836	28.530310	29.650631	30.770959	32.021648	33.602325	35.295907	36.876583	37.614834	
23	Annual	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,579.21	74,029.84	77,407.83	78,943.39	1.6642
	Monthly	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,881.60	6,169.15	6,450.65	6,578.62	
	Bi-weekly	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,714.58	2,847.30	2,977.22	3,036.28	
	Hourly	25.603350	26.663004	27.670423	28.790898	29.928533	31.109673	32.308278	33.932310	35.591267	37.215302	37.953553	
23C	Annual	53,706.80	55,693.90	57,915.82	60,264.25	62,648.70	65,051.62	67,743.24	70,994.72	74,553.69	77,913.52	79,467.25	1.6783
	Monthly	4,475.57	4,641.16	4,826.32	5,022.02	5,220.73	5,420.97	5,645.27	5,916.23	6,212.81	6,492.79	6,622.27	
	Bi-weekly	2,065.65	2,142.07	2,227.53	2,317.86	2,409.57	2,501.99	2,605.51	2,730.57	2,867.45	2,996.67	3,056.43	
	Hourly	25.820577	26.775911	27.844144	28.973198	30.119567	31.274818	32.568863	34.132077	35.843121	37.458423	38.205407	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	72,078.76	75,565.09	78,943.39	80,533.12	1.6997
	Monthly	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	6,006.56	6,297.09	6,578.62	6,711.09	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,772.26	2,906.35	3,036.28	3,097.43	
	Hourly	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.653249	36.329370	37.953553	38.717845	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	73,433.65	77,064.64	80,551.28	82,158.86	1.7330
	Monthly	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,119.47	6,422.05	6,712.61	6,846.57	
	Bi-weekly	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,824.37	2,964.02	3,098.13	3,159.96	
	Hourly	26.663004	27.670423	28.790898	29.928533	31.109673	32.308278	33.654414	35.304639	37.050308	38.726577	39.499453	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,842.71	78,527.87	82,050.52	83,730.43	1.7658
	Monthly	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,236.89	6,543.99	6,837.54	6,977.54	
	Bi-weekly	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,878.57	3,020.30	3,155.79	3,220.40	
	Hourly	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.982071	37.753784	39.447364	40.255016	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	56,579.10	58,765.01	61,041.12	63,497.90	66,008.84	68,664.45	71,356.06	74,824.55	78,582.04	82,158.86	83,820.93	1.7680
	Monthly	4,714.93	4,897.08	5,086.76	5,291.49	5,500.74	5,722.04	5,946.34	6,235.38	6,548.50	6,846.57	6,985.08	
	Bi-weekly	2,176.12	2,260.19	2,347.74	2,442.23	2,538.80	2,640.94	2,744.46	2,877.87	3,022.39	3,159.96	3,223.88	
	Hourly	27.201488	28.252410	29.346691	30.527836	31.735018	33.011755	34.305800	35.973340	37.779825	39.499453	40.298525	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	76,287.78	80,099.44	83,766.76	85,446.67	1.7985
	Monthly	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,357.32	6,674.95	6,980.56	7,120.56	
	Bi-weekly	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,934.15	3,080.75	3,221.80	3,286.41	
	Hourly	27.670423	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.676815	38.509347	40.272479	41.080129	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,859.35	81,653.16	85,392.51	87,090.57	1.8369
	Monthly	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,488.28	6,804.43	7,116.04	7,257.55	
	Bi-weekly	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,994.59	3,140.51	3,284.33	3,349.64	
	Hourly	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.432380	39.256329	41.054089	41.870467	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25P	Annual	59,379.06	61,763.81	64,292.60	66,821.71	69,441.31	72,187.10	74,824.55	78,654.37	82,610.39	86,350.04	88,102.28	1.8555
	Monthly	4,948.26	5,146.98	5,357.72	5,568.48	5,786.78	6,015.59	6,235.38	6,554.53	6,884.20	7,195.84	7,341.86	
	Bi-weekly	2,283.81	2,375.53	2,472.79	2,570.07	2,670.82	2,776.43	2,877.87	3,025.17	3,177.32	3,321.16	3,388.55	
	Hourly	28.547624	29.694139	30.909906	32.125822	33.385244	34.705337	35.973340	37.814602	39.716534	41.514440	42.356865	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	83,260.75	87,018.24	88,770.80	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	6,938.40	7,251.52	7,397.57	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,202.34	3,346.86	3,414.26	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	40.029205	41.835694	42.678270	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	59,993.40	62,413.86	64,961.13	67,508.39	70,163.69	72,945.80	75,619.57	79,449.09	83,441.42	87,235.24	88,969.33	1.8747
	Monthly	4,999.45	5,201.16	5,413.43	5,625.70	5,846.97	6,078.82	6,301.63	6,620.76	6,953.45	7,269.60	7,414.11	
	Bi-weekly	2,307.44	2,400.53	2,498.50	2,596.48	2,698.60	2,805.61	2,908.45	3,055.73	3,209.29	3,355.20	3,421.90	
	Hourly	28.842982	30.006662	31.231310	32.455956	33.732544	35.070098	36.355563	38.196676	40.116066	41.940018	42.773715	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,894.47	84,796.31	88,644.30	90,414.71	1.9120
	Monthly	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,741.21	7,066.36	7,387.03	7,534.56	
	Bi-weekly	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,111.33	3,261.40	3,409.40	3,477.49	
	Hourly	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.085080	38.891571	40.767456	42.617452	43.468608	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	82,357.70	86,422.37	90,378.39	92,202.96	1.9453
	Monthly	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,863.14	7,201.86	7,531.53	7,683.58	
	Bi-weekly	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,167.60	3,323.94	3,476.09	3,546.27	
	Hourly	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.595046	41.549214	43.451147	44.328345	
27M	Annual	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	84,091.78	88,264.79	92,275.29	94,135.88	1.9882
	Monthly	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	7,007.65	7,355.40	7,689.61	7,844.66	
	Bi-weekly	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,234.30	3,394.80	3,549.05	3,620.61	
	Hourly	30.588650	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.428742	42.434994	44.363121	45.257633	
28	Annual	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	85,681.51	90,071.21	94,172.20	96,068.80	2.0221
	Monthly	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,140.13	7,505.93	7,847.68	8,005.73	
	Bi-weekly	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,295.44	3,464.28	3,622.01	3,694.95	
	Hourly	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	41.193035	43.303466	45.275097	46.186921	
28M	Annual	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	87,451.93	91,769.28	95,906.28	97,839.20	2.0639
	Monthly	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,287.66	7,647.44	7,992.19	8,153.27	
	Bi-weekly	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,363.54	3,529.59	3,688.70	3,763.05	
	Hourly	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	42.044195	44.119846	46.108789	47.038077	
29	Annual	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	89,113.99	93,576.01	97,839.20	99,808.44	2.1000
	Monthly	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,426.17	7,798.00	8,153.27	8,317.37	
	Bi-weekly	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,427.46	3,599.08	3,763.05	3,838.79	
	Hourly	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.843262	44.988467	47.038077	47.984827	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,938.56	95,418.44	99,790.28	101,795.53	2.1457
	Monthly	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,578.21	7,951.54	8,315.86	8,482.96	
	Bi-weekly	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,497.64	3,669.94	3,838.09	3,915.21	
	Hourly	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.720463	45.874248	47.976097	48.940160	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	92,744.98	97,333.50	101,741.36	103,782.62	2.1875
	Monthly	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,728.75	8,111.13	8,478.45	8,648.55	
	Bi-weekly	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,567.11	3,743.60	3,913.13	3,991.64	
	Hourly	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.588932	46.794954	48.914113	49.895488	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,071.21	94,605.56	99,374.76	103,909.12	105,968.54	2.2242
	Monthly	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,505.93	7,883.80	8,281.23	8,659.09	8,830.71	
	Bi-weekly	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,464.28	3,638.68	3,822.11	3,996.50	4,075.71	
	Hourly	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.303466	45.483444	47.776328	49.956307	50.946411	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	96,285.79	101,199.33	105,823.88	107,919.31	2.2739
	Monthly	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	8,023.82	8,433.28	8,818.66	8,993.28	
	Bi-weekly	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,703.30	3,892.28	4,070.15	4,150.74	
	Hourly	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	46.291243	48.653526	50.876864	51.884282	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,071.21	93,702.51	98,290.72	103,240.60	107,937.46	110,123.39	2.3185
	Monthly	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,505.93	7,808.54	8,190.89	8,603.38	8,994.79	9,176.95	
	Bi-weekly	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,464.28	3,603.94	3,780.41	3,970.79	4,151.44	4,235.51	
	Hourly	35.669400	37.085080	38.535393	40.098756	41.575257	43.303466	45.049284	47.255155	49.634904	51.893011	52.943936	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	100,259.96	105,264.01	110,051.06	112,272.99	2.3631
	Monthly	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,355.00	8,772.00	9,170.92	9,356.08	
	Bi-weekly	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,856.15	4,048.62	4,232.73	4,318.19	
	Hourly	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	45.874248	48.201906	50.607698	52.909162	53.977399	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	78,492.10	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	104,107.64	109,400.70	114,386.58	116,699.00	2.4528
	Monthly	6,541.01	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,675.64	9,116.73	9,532.22	9,724.92	
	Bi-weekly	3,018.93	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	4,004.14	4,207.72	4,399.48	4,488.42	
	Hourly	37.736587	39.256329	40.793502	42.434996	44.119847	45.874248	47.776329	50.051752	52.596492	54.993550	56.105290	

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:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full- Time
23H	1	1040	6	0.5
23H	2	10 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23H	3	20 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23H	4	25 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23H	5	Max Step		

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	51,540.30	57,239.16	58,804.78	60,558.28	61,748.15	
	Monthly	4,295.03	4,769.93	4,900.40	5,046.52	5,145.68	1.6106
	Bi-weekly	1,982.32	2,201.51	2,261.72	2,329.16	2,374.93	
	Hourly	24.778988	27.518825	28.271529	29.114557	29.686611	

American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation (Seasonal)

Service Requirements for Salary Step Advancement for Salary Plan 23S

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
23S	1	1040	6	0.5
23S	2	1040	6	0.5
23S	3	1040	6	0.5
23S	4	20 Years of continuous full-time or part-time equivalent service		
23S	5	25 Years of continuous full-time or part-time equivalent service		
23S	6	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 5 - 6.

Grade		1	2	3	4	5	6	Night Diff
02	Annual	20,165.22	20,885.40	21,449.03	22,357.09	23,327.78	23,766.15	0.6301
	Monthly	1,680.44	1,740.45	1,787.42	1,863.09	1,943.98	1,980.51	
	Bi-weekly	775.59	803.28	824.96	859.89	897.22	914.08	
	Hourly	9.694816	10.041058	10.312033	10.748601	11.215277	11.426035	
Grade		1	2	3	4	5	6	Night Diff
03	Annual	23,202.53	23,734.83	24,611.59	25,550.96	26,709.52	27,210.53	0.7250
	Monthly	1,933.54	1,977.90	2,050.97	2,129.25	2,225.79	2,267.54	
	Bi-weekly	892.40	912.88	946.60	982.73	1,027.29	1,046.56	
	Hourly	11.155060	11.410976	11.832494	12.284114	12.841114	13.081983	
Grade		1	2	3	4	5	6	Night Diff
03F	Annual	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	1.0118
	Monthly	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	
	Bi-weekly	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	
	Hourly	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	
Grade		1	2	3	4	5	6	Night Diff
04	Annual	24,611.59	25,550.96	26,396.40	27,429.71	28,619.58	29,183.20	0.7691
	Monthly	2,050.97	2,129.25	2,199.70	2,285.81	2,384.97	2,431.93	
	Bi-weekly	946.60	982.73	1,015.25	1,054.99	1,100.75	1,122.43	
	Hourly	11.832494	12.284114	12.690576	13.187358	13.759412	14.030383	
Grade		1	2	3	4	5	6	Night Diff
05	Annual	28,556.95	29,590.26	30,717.51	31,813.45	33,253.82	33,911.38	0.8924
	Monthly	2,379.75	2,465.86	2,559.79	2,651.12	2,771.15	2,825.95	
	Bi-weekly	1,098.34	1,138.09	1,181.44	1,223.59	1,278.99	1,304.28	
	Hourly	13.729303	14.226087	14.768035	15.294927	15.987413	16.303549	

American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation

Service Requirements for Salary Step Advancement for

Salary Plan 23Z

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
23Z	1	1040	6	0.5
23Z	2	5200	30	2.5
23Z	3	7 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23Z	4	10 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23Z	5	20 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23Z	6	25 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
23Z	7	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 3 - 7.

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	49,912.04	51,665.54	53,450.35	55,172.54	56,957.35	58,710.85	59,900.72	1.5597
	Monthly	4,159.34	4,305.46	4,454.20	4,597.71	4,746.45	4,892.57	4,991.73	
	Bi-weekly	1,919.69	1,987.14	2,055.78	2,122.02	2,190.67	2,258.11	2,303.87	
	Hourly	23.996173	24.839204	25.697285	26.525258	27.383339	28.226369	28.798423	
Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	55,673.54	57,646.22	59,556.28	61,528.97	63,470.34	65,380.40	66,695.52	1.7397
	Monthly	4,639.46	4,803.85	4,963.02	5,127.41	5,289.20	5,448.37	5,557.96	
	Bi-weekly	2,141.29	2,217.16	2,290.63	2,366.50	2,441.17	2,514.63	2,565.21	
	Hourly	26.766124	27.714530	28.632827	29.581236	30.514585	31.432884	32.065155	
Grade		1	2	3	4	5	6	7	Night Diff
04	Annual	56,080.60	58,021.97	59,994.66	61,936.03	63,877.40	65,850.08	67,227.83	1.7525
	Monthly	4,673.38	4,835.16	4,999.56	5,161.34	5,323.12	5,487.51	5,602.32	
	Bi-weekly	2,156.95	2,231.61	2,307.49	2,382.15	2,456.82	2,532.70	2,585.69	
	Hourly	26.961826	27.895179	28.843586	29.776936	30.710289	31.658693	32.321074	
Grade		1	2	3	4	5	6	7	Night Diff
05	Annual	61,528.97	63,626.90	65,787.46	67,916.70	70,045.96	72,175.20	73,678.20	1.9227
	Monthly	5,127.41	5,302.24	5,482.29	5,659.73	5,837.16	6,014.60	6,139.85	
	Bi-weekly	2,366.50	2,447.19	2,530.29	2,612.18	2,694.08	2,775.97	2,833.78	
	Hourly	29.581236	30.589854	31.628586	32.652261	33.675941	34.699615	35.422210	

International Union of Operating Engineers (IUOE) Local 70 – Operating Engineers

Service Requirements for Salary Step Advancement for Salary Plan 24

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
24	1	1040	6	0.5
24	2	10 Years of Continuous Full-Time or Part-Time Equivalent Service		
24	3	20 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
24	4	25 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
24	5	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 3 - 5.

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Grade		1	2	3	4	5	Night Diff
02	Annual	52,036.07	57,817.85	58,164.76	60,200.53	61,404.54	
	Monthly	4,336.34	4,818.15	4,847.06	5,016.71	5,117.05	1.6678
	Bi-weekly	2,001.39	2,223.76	2,237.11	2,315.40	2,361.71	
	Hourly	25.017340	27.797044	27.963826	28.942560	29.521411	

Technical Employees Association (TEA) – Public Works

Service Requirements for Salary Step Advancement for

Salary Plan 25A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
25A	1	1040	6	0.5
25A	2	1040	6	0.5
25A	3	2080	12	1.0
25A	4	2080	12	1.0
25A	5	2080	12	1.0
25A	6	2080	12	1.0
25A	7	10400	60	5.0
25A	8	10400	60	5.0
25A	9	10400	60	5.0
25A	10	10400	60	5.0
25A	11	Max Step		

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	43,355.53	45,035.44	46,896.34	48,648.59	50,635.67	52,676.94	57,686.40	60,359.85	63,015.46	65,725.24	66,989.64	1.4074
	Monthly	3,612.96	3,752.95	3,908.03	4,054.05	4,219.64	4,389.75	4,807.20	5,029.99	5,251.29	5,477.10	5,582.47	
	Bi-weekly	1,667.52	1,732.13	1,803.71	1,871.10	1,947.53	2,026.04	2,218.71	2,321.53	2,423.67	2,527.89	2,576.52	
	Hourly	20.844005	21.651653	22.546319	23.388747	24.344073	25.325450	27.733845	29.019160	30.295892	31.598674	32.206557	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	50,184.15	52,153.08	54,302.99	56,434.43	58,638.51	60,950.63	66,266.94	69,302.06	72,553.55	75,733.01	77,214.41	1.6298
	Monthly	4,182.01	4,346.09	4,525.25	4,702.87	4,886.54	5,079.22	5,522.25	5,775.17	6,046.13	6,311.09	6,434.53	
	Bi-weekly	1,930.16	2,005.89	2,088.58	2,170.55	2,255.33	2,344.25	2,548.73	2,665.46	2,790.52	2,912.81	2,969.78	
	Hourly	24.126997	25.073597	26.107208	27.131936	28.191593	29.303186	31.859106	33.318298	34.881513	36.410103	37.122310	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	56,434.43	58,638.51	60,950.63	63,353.22	65,810.32	68,357.28	75,782.02	79,322.83	83,080.33	86,621.14	88,283.21	1.8325
	Monthly	4,702.87	4,886.54	5,079.22	5,279.44	5,484.19	5,696.44	6,315.17	6,610.24	6,923.36	7,218.43	7,356.93	
	Bi-weekly	2,170.55	2,255.33	2,344.25	2,436.66	2,531.17	2,629.13	2,914.69	3,050.88	3,195.40	3,331.58	3,395.51	
	Hourly	27.131936	28.191593	29.303186	30.458281	31.639576	32.864075	36.433665	38.135978	39.942465	41.644781	42.443850	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	63,353.22	65,810.32	68,357.28	71,103.06	73,975.67	76,829.79	82,958.99	86,842.99	91,106.18	95,098.52	96,959.41	2.0566
	Monthly	5,279.44	5,484.19	5,696.44	5,925.26	6,164.64	6,402.48	6,913.25	7,236.92	7,592.18	7,924.88	8,079.95	
	Bi-weekly	2,436.66	2,531.17	2,629.13	2,734.73	2,845.22	2,954.99	3,190.73	3,340.11	3,504.08	3,657.64	3,729.21	
	Hourly	30.458281	31.639576	32.864075	34.184165	35.565224	36.937399	39.884130	41.751435	43.801046	45.720443	46.615102	

International Union of Operating Engineers (IUOE) Local 49 – Maintenance-Mechanical

Service Requirements for Salary Step Advancement for

Salary Plan 26

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
26	1	1040	6	0.5
26	2	9 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26	3	13 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26	4	17 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26	5	21 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26	6	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 3 - 6.

Grade		1	2	3	4	5	6	Night Diff
01	Annual	51,368.44	57,076.04	57,646.80	58,799.73	60,269.73	61,475.12	1.7836
	Monthly	4,280.70	4,756.34	4,803.90	4,899.98	5,022.48	5,122.93	
	Bi-weekly	1,975.71	2,195.23	2,217.18	2,261.53	2,318.07	2,364.43	
	Hourly	24.696363	27.440403	27.714806	28.269102	28.975831	29.555347	
02	Annual	52,566.96	58,407.73	58,991.81	60,171.65	61,675.94	62,909.46	1.8252
	Monthly	4,380.58	4,867.31	4,915.98	5,014.30	5,139.66	5,242.46	
	Bi-weekly	2,021.81	2,246.45	2,268.92	2,314.29	2,372.15	2,419.59	
	Hourly	25.272577	28.080641	28.361448	28.928677	29.651894	30.244931	
05	Annual	55,006.07	61,117.86	61,729.03	62,963.61	64,537.70	65,828.46	1.9099
	Monthly	4,583.84	5,093.16	5,144.09	5,246.97	5,378.14	5,485.71	
	Bi-weekly	2,115.62	2,350.69	2,374.19	2,421.68	2,482.22	2,531.86	
	Hourly	26.445225	29.383584	29.677419	30.270967	31.027742	31.648296	
06	Annual	56,120.49	62,356.10	62,979.66	64,239.25	65,845.23	67,162.14	1.9486
	Monthly	4,676.71	5,196.34	5,248.31	5,353.27	5,487.10	5,596.85	
	Bi-weekly	2,158.48	2,398.31	2,422.29	2,470.74	2,532.51	2,583.16	
	Hourly	26.981004	29.978893	30.278682	30.884256	31.656362	32.289490	
08	Annual	57,949.82	64,388.69	65,032.58	66,333.23	67,991.56	69,351.39	2.0121
	Monthly	4,829.15	5,365.72	5,419.38	5,527.77	5,665.96	5,779.28	
	Bi-weekly	2,228.84	2,476.49	2,501.25	2,551.28	2,615.06	2,667.36	
	Hourly	27.860490	30.956101	31.265661	31.890974	32.688248	33.342013	
09	Annual	56,204.59	62,449.55	63,074.05	64,335.52	65,943.91	67,262.79	1.9515
	Monthly	4,683.72	5,204.13	5,256.17	5,361.29	5,495.33	5,605.23	
	Bi-weekly	2,161.72	2,401.91	2,425.92	2,474.44	2,536.30	2,587.03	
	Hourly	27.021439	30.023821	30.324060	30.930540	31.703804	32.337881	

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Grade		1	2	3	4	5	6	Night Diff
11M	Annual	59,989.42	66,654.91	67,321.46	68,667.88	70,384.58	71,792.27	2.0830
	Monthly	4,999.12	5,554.58	5,610.12	5,722.32	5,865.38	5,982.69	
	Bi-weekly	2,307.29	2,563.65	2,589.29	2,641.07	2,707.10	2,761.24	
	Hourly	28.841065	32.045629	32.366084	33.013406	33.838741	34.515516	
Grade		1	2	3	4	5	6	Night Diff
12	Annual	63,858.34	70,953.72	71,663.25	73,096.52	74,923.93	76,422.41	2.2173
	Monthly	5,321.53	5,912.81	5,971.94	6,091.38	6,243.66	6,368.53	
	Bi-weekly	2,456.09	2,728.99	2,756.28	2,811.40	2,881.69	2,939.32	
	Hourly	30.701127	34.112363	34.453487	35.142556	36.021121	36.741543	

**International Union of Operating Engineers (IUOE)
Local 49 – Maintenance-Mechanical/Equipment Service Worker**

Service Requirements for Salary Step Advancement for

Salary Plan 26A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
26A	1	1040	6	0.5
26A	2	9 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26A	3	13 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26A	4	17 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26A	5	21 Years of Continuous Full-Time Service or Part-Time Equivalent Service		
26A	6	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 3 - 6.

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Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	51,086.68	56,762.97	60,310.66	60,913.76	62,132.04	63,685.34	64,959.05	1.7738
	Monthly	4,257.22	4,730.25	5,025.89	5,076.15	5,177.67	5,307.11	5,413.25	
	Bi-weekly	1,964.87	2,183.19	2,319.64	2,342.84	2,389.69	2,449.44	2,498.42	
	Hourly	24.560902	27.289891	28.995509	29.285463	29.871173	30.617953	31.230312	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services/Maintenance Mechanical

Service Requirements for Salary Step Advancement for Salary Plan 27E

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
27E	1	1040	6	0.5
27E	2	1040	6	0.5
27E	3	2080	12	1.0
27E	4	2080	12	1.0
27E	5	4160	24	2.0
27E	6	10400	60	5.0
27E	7	10400	60	5.0
27E	8	10400	60	5.0
27E	9	10400	60	5.0
27E	10	Max Step		

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	42,018.81	43,174.86	44,294.90	45,523.29	46,914.19	48,305.41	49,732.31	51,213.71	53,507.97	54,592.00	1.3130
	Monthly	3,501.57	3,597.91	3,691.24	3,793.61	3,909.52	4,025.45	4,144.36	4,267.81	4,459.00	4,549.33	
	Bi-weekly	1,616.11	1,660.57	1,703.65	1,750.90	1,804.39	1,857.90	1,912.78	1,969.76	2,058.00	2,099.69	
	Hourly	20.201349	20.757144	21.295626	21.886198	22.554899	23.223753	23.909766	24.621975	25.724986	26.246156	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
02A	Annual	42,181.32	43,500.19	44,728.59	46,119.48	47,474.37	49,082.27	50,599.67	52,225.41	54,592.00	55,693.90	1.3181
	Monthly	3,515.11	3,625.02	3,727.38	3,843.29	3,956.20	4,090.19	4,216.64	4,352.12	4,549.33	4,641.16	
	Bi-weekly	1,622.36	1,673.08	1,720.33	1,773.83	1,825.94	1,887.78	1,946.14	2,008.67	2,099.69	2,142.07	
	Hourly	20.279480	20.913554	21.504128	22.172829	22.824216	23.597243	24.326764	25.108371	26.246156	26.775911	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services/Maintenance Mechanical

Service Requirements for Salary Step Advancement for

Salary Plan 27H

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
27H	1	1040	6	0.5
27H	2	5200	30	2.5
27H	3	8320	48	4
27H	4	6240	36	3
27H	5	20800	120	10
27H	6	10400	60	5
27H	7	Max Step		

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

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 As Of Date: 01/30/2023
 Salary Plan: 27H AFSCME151/CHSD/MaintMech

PeopleSoft
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	Night Diff
01	Annual	44,776.81	46,373.74	47,939.36	49,504.98	51,101.92	52,730.17	53,794.79	1.3993
	Monthly	3,731.40	3,864.48	3,994.95	4,125.42	4,258.49	4,394.18	4,482.90	
	Bi-weekly	1,722.18	1,783.61	1,843.82	1,904.04	1,965.46	2,028.08	2,069.03	
	Hourly	21.527311	22.295066	23.047769	23.800473	24.568230	25.351042	25.862881	
Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	51,540.30	52,182.31	55,141.22	56,957.35	58,804.78	60,558.28	61,748.15	1.6106
	Monthly	4,295.03	4,348.53	4,595.10	4,746.45	4,900.40	5,046.52	5,145.68	
	Bi-weekly	1,982.32	2,007.01	2,120.82	2,190.67	2,261.72	2,329.16	2,374.93	
	Hourly	24.778988	25.087650	26.510204	27.383339	28.271529	29.114557	29.686611	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services

Service Requirements for Salary Step Advancement for

Salary Plan 27M

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
27M	1	1040	6	0.5
27M	2	1040	6	0.5
27M	3	2080	12	1.0
27M	4	2080	12	1.0
27M	5	2080	12	1.0
27M	6	2080	12	1.0
27M	7	10400	60	5.0
27M	8	10400	60	5.0
27M	9	10400	60	5.0
27M	10	10400	60	5.0
27M	11	Max Step		

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	26,338.47	27,043.00	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	32,010.72	33,293.28	34,810.99	35,515.52	0.8230
	Monthly	2,194.87	2,253.58	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,667.56	2,774.44	2,900.92	2,959.63	
	Bi-weekly	1,013.02	1,040.12	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,231.18	1,280.51	1,338.88	1,365.98	
	Hourly	12.662724	13.001441	13.392246	13.713649	14.113181	14.556074	14.860016	15.389768	16.006382	16.736052	17.074768	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	27,043.00	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	33,076.59	34,431.48	35,967.04	36,707.59	0.8450
	Monthly	2,253.58	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,756.38	2,869.29	2,997.25	3,058.97	
	Bi-weekly	1,040.12	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,272.18	1,324.29	1,383.35	1,411.83	
	Hourly	13.001441	13.392246	13.713649	14.113181	14.556074	14.860016	15.302904	15.902208	16.553596	17.291848	17.647878	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	27,855.87	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,997.81	35,443.19	37,050.77	37,791.62	0.8704
	Monthly	2,321.32	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,833.15	2,953.60	3,087.56	3,149.30	
	Bi-weekly	1,071.38	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,307.61	1,363.20	1,425.03	1,453.52	
	Hourly	13.392246	13.713649	14.113181	14.556074	14.860016	15.302904	15.719903	16.345100	17.039993	17.812869	18.169050	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	28,524.39	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	35,117.85	36,563.23	38,207.14	38,965.84	0.8913
	Monthly	2,377.03	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,926.49	3,046.94	3,183.93	3,247.15	
	Bi-weekly	1,097.09	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,350.69	1,406.28	1,469.51	1,498.69	
	Hourly	13.713649	14.113181	14.556074	14.860016	15.302904	15.719903	16.240924	16.883583	17.578478	18.368816	18.733577	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	29,355.42	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	36,201.89	37,719.29	39,471.53	40,248.40	0.9173
	Monthly	2,446.29	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	3,016.82	3,143.27	3,289.30	3,354.03	
	Bi-weekly	1,129.05	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,392.38	1,450.74	1,518.14	1,548.02	
	Hourly	14.113181	14.556074	14.860016	15.302904	15.719903	16.240924	16.736052	17.404754	18.134274	18.976699	19.350192	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	30,276.63	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	37,321.94	38,803.33	40,537.41	41,368.44	0.9461
	Monthly	2,523.05	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,110.16	3,233.61	3,378.12	3,447.37	
	Bi-weekly	1,164.49	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,435.46	1,492.44	1,559.13	1,591.09	
	Hourly	14.556074	14.860016	15.302904	15.719903	16.240924	16.736052	17.196254	17.943239	18.655446	19.489140	19.888673	
07	Annual	30,908.83	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,441.98	40,121.90	41,910.46	42,741.49	0.9659
	Monthly	2,575.74	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,203.50	3,343.49	3,492.54	3,561.79	
	Bi-weekly	1,188.80	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,478.54	1,543.15	1,611.94	1,643.90	
	Hourly	14.860016	15.302904	15.719903	16.240924	16.736052	17.196254	17.717428	18.481719	19.289374	20.149259	20.548795	
08	Annual	31,830.04	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,724.53	41,476.79	43,355.53	44,240.74	0.9946
	Monthly	2,652.50	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,310.38	3,456.40	3,612.96	3,686.73	
	Bi-weekly	1,224.23	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,527.87	1,595.26	1,667.52	1,701.57	
	Hourly	15.302904	15.719903	16.240924	16.736052	17.196254	17.717428	18.325311	19.098333	19.940762	20.844005	21.269585	
08F	Annual	32,950.10	33,871.61	34,810.99	36,003.06	37,014.76	38,098.80	39,236.69	40,971.09	42,741.49	44,674.41	45,559.61	1.0296
	Monthly	2,745.84	2,822.64	2,900.92	3,000.26	3,084.56	3,174.90	3,269.73	3,414.26	3,561.79	3,722.87	3,796.63	
	Bi-weekly	1,267.31	1,302.75	1,338.88	1,384.73	1,423.64	1,465.34	1,509.10	1,575.81	1,643.90	1,718.25	1,752.29	
	Hourly	15.841392	16.284430	16.736052	17.309161	17.795556	18.316729	18.863795	19.697638	20.548795	21.478081	21.903659	
09	Annual	32,697.40	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	41,025.26	42,777.51	44,710.42	45,613.78	1.0217
	Monthly	2,724.78	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,418.77	3,564.79	3,725.87	3,801.15	
	Bi-weekly	1,257.59	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,577.89	1,645.29	1,719.63	1,754.38	
	Hourly	15.719903	16.240924	16.736052	17.196254	17.717428	18.325311	18.915882	19.723681	20.566110	21.495396	21.929704	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	33,781.12	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,470.33	44,222.57	46,227.83	47,149.03	1.0556
	Monthly	2,815.09	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,539.19	3,685.21	3,852.32	3,929.09	
	Bi-weekly	1,299.27	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,633.47	1,700.87	1,777.99	1,813.42	
	Hourly	16.240924	16.736052	17.196254	17.717428	18.325311	18.915882	19.558689	20.418427	21.260852	22.224918	22.667805	
10C	Annual	34,214.80	35,190.19	36,075.39	37,430.28	38,496.15	39,598.04	40,772.26	42,578.67	44,313.07	46,372.49	47,275.54	1.0692
	Monthly	2,851.23	2,932.52	3,006.28	3,119.19	3,208.01	3,299.84	3,397.69	3,548.22	3,692.76	3,864.37	3,939.63	
	Bi-weekly	1,315.95	1,353.47	1,387.51	1,439.63	1,480.62	1,523.00	1,568.16	1,637.64	1,704.35	1,783.56	1,818.29	
	Hourly	16.449425	16.918358	17.343935	17.995325	18.507766	19.037519	19.602047	20.470514	21.304360	22.294466	22.728626	
11	Annual	34,810.99	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,897.55	45,794.46	47,889.89	48,865.27	1.0878
	Monthly	2,900.92	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,658.13	3,816.21	3,990.82	4,072.11	
	Bi-weekly	1,338.88	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,688.37	1,761.33	1,841.92	1,879.43	
	Hourly	16.736052	17.196254	17.717428	18.325311	18.915882	19.558689	20.210081	21.104590	22.016566	23.023985	23.492917	
11C	Annual	35,479.20	36,454.89	37,574.94	38,839.34	40,176.07	41,458.62	42,813.52	44,728.59	46,697.51	48,811.10	49,768.64	1.1087
	Monthly	2,956.60	3,037.91	3,131.25	3,236.61	3,348.01	3,454.89	3,567.79	3,727.38	3,891.46	4,067.59	4,147.39	
	Bi-weekly	1,364.58	1,402.11	1,445.19	1,493.82	1,545.23	1,594.56	1,646.67	1,720.33	1,796.06	1,877.35	1,914.18	
	Hourly	17.057306	17.526391	18.064876	18.672758	19.315417	19.932030	20.583421	21.504128	22.450725	23.466874	23.927231	
11F	Annual	35,678.03	36,689.74	37,737.45	38,911.67	40,230.24	41,549.12	42,904.00	44,818.77	46,715.67	48,829.26	49,786.80	1.1149
	Monthly	2,973.17	3,057.48	3,144.79	3,242.64	3,352.52	3,462.43	3,575.33	3,734.90	3,892.97	4,069.11	4,148.90	
	Bi-weekly	1,372.23	1,411.14	1,451.44	1,496.60	1,547.32	1,598.04	1,650.15	1,723.80	1,796.76	1,878.05	1,914.88	
	Hourly	17.152901	17.639296	18.143005	18.707532	19.341462	19.975536	20.626925	21.547484	22.459456	23.475605	23.935961	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	35,768.21	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	45,378.94	47,402.04	49,551.96	50,527.34	1.1177
	Monthly	2,980.68	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,781.58	3,950.17	4,129.33	4,210.61	
	Bi-weekly	1,375.70	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,745.34	1,823.16	1,905.84	1,943.36	
	Hourly	17.196254	17.717428	18.325311	18.915882	19.558689	20.210081	20.896093	21.816798	22.789443	23.823056	24.291988	
13	Annual	36,852.25	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,950.51	49,208.45	51,412.54	52,460.25	1.1516
	Monthly	3,071.02	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,912.54	4,100.70	4,284.38	4,371.69	
	Bi-weekly	1,417.39	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,805.79	1,892.63	1,977.41	2,017.70	
	Hourly	17.717428	18.325311	18.915882	19.558689	20.210081	20.896093	21.599569	22.572360	23.657910	24.717565	25.221276	
14	Annual	38,116.65	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,901.60	51,195.86	53,471.96	54,555.69	1.1911
	Monthly	3,176.39	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,075.13	4,266.32	4,456.00	4,546.31	
	Bi-weekly	1,466.02	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,880.83	1,969.07	2,056.61	2,098.30	
	Hourly	18.325311	18.915882	19.558689	20.210081	20.896093	21.599569	22.355284	23.510384	24.613393	25.707671	26.228696	
14F	Annual	38,839.34	40,176.07	41,458.62	42,813.52	44,294.90	45,794.46	47,383.88	49,804.65	52,929.94	55,368.55	56,488.60	1.2137
	Monthly	3,236.61	3,348.01	3,454.89	3,567.79	3,691.24	3,816.21	3,948.66	4,150.39	4,410.83	4,614.05	4,707.38	
	Bi-weekly	1,493.82	1,545.23	1,594.56	1,646.67	1,703.65	1,761.33	1,822.46	1,915.56	2,035.77	2,129.56	2,172.64	
	Hourly	18.672758	19.315417	19.932030	20.583421	21.295626	22.016566	22.780712	23.944543	25.447086	26.619496	27.157980	
15	Annual	39,345.04	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,689.85	53,182.95	55,549.23	56,651.43	1.2295
	Monthly	3,278.75	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,224.15	4,431.91	4,629.10	4,720.95	
	Bi-weekly	1,513.27	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,949.61	2,045.50	2,136.51	2,178.90	
	Hourly	18.915882	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.370121	25.568724	26.706360	27.236263	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	39,977.54	41,314.27	42,669.16	44,150.55	45,595.62	47,203.52	49,082.27	51,502.72	56,018.92	58,493.85	59,668.07	1.2492
	Monthly	3,331.46	3,442.86	3,555.76	3,679.21	3,799.64	3,933.63	4,090.19	4,291.89	4,668.24	4,874.49	4,972.34	
	Bi-weekly	1,537.60	1,589.01	1,641.12	1,698.10	1,753.68	1,815.52	1,887.78	1,980.87	2,154.57	2,249.76	2,294.93	
	Hourly	19.219972	19.862631	20.514021	21.226228	21.920973	22.694000	23.597243	24.760922	26.932172	28.122044	28.686571	
15F	Annual	40,230.24	41,549.12	42,867.68	44,294.90	45,920.65	47,402.04	49,082.27	51,593.21	54,049.99	57,590.80	58,746.85	1.2571
	Monthly	3,352.52	3,462.43	3,572.31	3,691.24	3,826.72	3,950.17	4,090.19	4,299.43	4,504.17	4,799.23	4,895.57	
	Bi-weekly	1,547.32	1,598.04	1,648.76	1,703.65	1,766.18	1,823.16	1,887.78	1,984.35	2,078.85	2,215.03	2,259.49	
	Hourly	19.341462	19.975536	20.609462	21.295626	22.077234	22.789443	23.597243	24.804429	25.985571	27.687885	28.243679	
16	Annual	40,682.07	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,640.93	55,386.72	57,915.82	59,071.88	1.2713
	Monthly	3,390.17	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,386.74	4,615.56	4,826.32	4,922.66	
	Bi-weekly	1,564.70	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,024.65	2,130.26	2,227.53	2,272.00	
	Hourly	19.558689	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.308137	26.628230	27.844144	28.399942	
16C	Annual	41,458.62	42,813.52	44,294.90	45,794.46	47,383.88	49,262.63	51,141.38	53,724.65	56,488.60	59,035.87	60,228.25	1.2955
	Monthly	3,454.89	3,567.79	3,691.24	3,816.21	3,948.66	4,105.22	4,261.78	4,477.05	4,707.38	4,919.66	5,019.02	
	Bi-weekly	1,594.56	1,646.67	1,703.65	1,761.33	1,822.46	1,894.72	1,966.98	2,066.33	2,172.64	2,270.61	2,316.47	
	Hourly	19.932030	20.583421	21.295626	22.016566	22.780712	23.683955	24.587200	25.829160	27.157980	28.382630	28.955889	
16D	Annual	42,054.81	43,409.70	44,818.77	46,264.14	47,962.22	49,587.97	51,286.04	53,941.65	56,452.59	59,017.71	60,210.09	1.3142
	Monthly	3,504.57	3,617.48	3,734.90	3,855.35	3,996.85	4,132.33	4,273.84	4,495.14	4,704.38	4,918.14	5,017.51	
	Bi-weekly	1,617.49	1,669.60	1,723.80	1,779.39	1,844.70	1,907.23	1,972.54	2,074.68	2,171.25	2,269.91	2,315.77	
	Hourly	20.218660	20.870048	21.547484	22.242377	23.058759	23.840368	24.656749	25.933484	27.140668	28.373899	28.947157	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,036.97	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,718.51	57,355.95	60,029.42	61,239.64	1.3136
	Monthly	3,503.08	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,559.88	4,779.66	5,002.45	5,103.30	
	Bi-weekly	1,616.81	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,104.56	2,206.00	2,308.82	2,355.37	
	Hourly	20.210081	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.306976	27.574978	28.860296	29.442136	
17G	Annual	42,813.52	44,294.90	45,794.46	47,383.88	49,262.63	51,141.38	53,164.79	55,729.90	64,383.10	67,309.56	68,664.45	1.3379
	Monthly	3,567.79	3,691.24	3,816.21	3,948.66	4,105.22	4,261.78	4,430.40	4,644.16	5,365.26	5,609.13	5,722.04	
	Bi-weekly	1,646.67	1,703.65	1,761.33	1,822.46	1,894.72	1,966.98	2,044.80	2,143.46	2,476.27	2,588.83	2,640.94	
	Hourly	20.583421	21.295626	22.016566	22.780712	23.683955	24.587200	25.559993	26.793222	30.953411	32.360365	33.011755	
17I	Annual	43,843.38	45,306.61	46,751.68	48,305.41	50,021.64	51,701.55	53,453.80	56,271.92	58,909.36	61,564.98	62,793.36	1.3701
	Monthly	3,653.62	3,775.55	3,895.97	4,025.45	4,168.47	4,308.46	4,454.48	4,689.33	4,909.11	5,130.42	5,232.78	
	Bi-weekly	1,686.28	1,742.56	1,798.14	1,857.90	1,923.91	1,988.52	2,055.92	2,164.30	2,265.74	2,367.88	2,415.13	
	Hourly	21.078548	21.782022	22.476768	23.223753	24.048865	24.856516	25.698942	27.053807	28.321809	29.598547	30.189117	
18	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	59,613.90	62,341.84	63,606.23	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	4,967.83	5,195.15	5,300.52	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,292.84	2,397.76	2,446.39	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	28.660528	29.972037	30.579920	
18F	Annual	44,294.90	45,920.65	47,402.04	49,082.27	51,033.04	52,911.78	55,007.52	57,716.99	60,607.44	64,581.93	65,882.34	1.3842
	Monthly	3,691.24	3,826.72	3,950.17	4,090.19	4,252.75	4,409.32	4,583.96	4,809.75	5,050.62	5,381.83	5,490.20	
	Bi-weekly	1,703.65	1,766.18	1,823.16	1,887.78	1,962.81	2,035.07	2,115.67	2,219.88	2,331.06	2,483.92	2,533.94	
	Hourly	21.295626	22.077234	22.789443	23.597243	24.535113	25.438356	26.445924	27.748552	29.138194	31.049005	31.674202	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	43,463.87	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,886.27	59,613.90	63,588.07	64,852.78	1.3582
	Monthly	3,621.99	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,740.52	4,967.83	5,299.01	5,404.40	
	Bi-weekly	1,671.69	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,187.93	2,292.84	2,445.69	2,494.34	
	Hourly	20.896093	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.349168	28.660528	30.571187	31.179223	
18P	Annual	45,378.94	46,860.02	48,395.58	50,111.82	51,773.89	53,562.14	55,712.05	58,476.00	61,311.97	64,075.92	65,358.48	1.4180
	Monthly	3,781.58	3,905.00	4,032.97	4,175.99	4,314.49	4,463.51	4,642.67	4,873.00	5,109.33	5,339.66	5,446.54	
	Bi-weekly	1,745.34	1,802.31	1,861.37	1,927.38	1,991.30	2,060.08	2,142.77	2,249.08	2,358.15	2,464.46	2,513.79	
	Hourly	21.816798	22.528856	23.267104	24.092221	24.891291	25.751028	26.784640	28.113462	29.476909	30.805732	31.422344	
19	Annual	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	59,017.71	61,799.81	64,617.94	65,918.67	1.4039
	Monthly	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,918.14	5,149.99	5,384.83	5,493.22	
	Bi-weekly	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,269.91	2,376.92	2,485.31	2,535.33	
	Hourly	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.373899	29.711449	31.066318	31.691666	
19F	Annual	46,264.14	47,962.22	49,587.97	51,286.04	53,291.28	55,332.54	57,518.47	60,354.75	63,299.06	67,508.39	68,863.29	1.4457
	Monthly	3,855.35	3,996.85	4,132.33	4,273.84	4,440.94	4,611.05	4,793.21	5,029.56	5,274.92	5,625.70	5,738.61	
	Bi-weekly	1,779.39	1,844.70	1,907.23	1,972.54	2,049.66	2,128.17	2,212.25	2,321.34	2,434.58	2,596.48	2,648.59	
	Hourly	22.242377	23.058759	23.840368	24.656749	25.620809	26.602184	27.653108	29.016706	30.432240	32.455956	33.107349	
19I	Annual	44,927.10	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	59,017.71	64,419.11	67,327.72	68,682.61	1.4039
	Monthly	3,743.93	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,918.14	5,368.26	5,610.64	5,723.55	
	Bi-weekly	1,727.97	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,269.91	2,477.66	2,589.53	2,641.64	
	Hourly	21.599569	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.373899	30.970725	32.369096	33.020485	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	46,498.99	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	61,474.48	64,347.08	67,237.23	68,610.28	1.4530
	Monthly	3,874.92	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,122.87	5,362.26	5,603.10	5,717.52	
	Bi-weekly	1,788.42	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,364.40	2,474.89	2,586.05	2,638.86	
	Hourly	22.355284	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.555040	30.936098	32.325591	32.985711	
20B	Annual	47,492.54	49,190.61	50,744.02	52,568.60	54,646.18	56,777.61	58,963.54	61,835.83	72,765.13	76,052.94	77,570.34	1.4841
	Monthly	3,957.71	4,099.22	4,228.67	4,380.72	4,553.85	4,731.47	4,913.63	5,152.99	6,063.76	6,337.75	6,464.20	
	Bi-weekly	1,826.64	1,891.95	1,951.69	2,021.87	2,101.78	2,183.75	2,267.83	2,378.30	2,798.66	2,925.11	2,983.47	
	Hourly	22.832950	23.649331	24.396163	25.273364	26.272201	27.296930	28.347854	29.728762	34.983236	36.563911	37.293432	
20P	Annual	47,853.57	49,569.81	51,520.88	53,453.80	55,549.24	57,680.98	59,939.24	62,883.55	65,846.33	68,826.96	70,200.02	1.4954
	Monthly	3,987.80	4,130.82	4,293.41	4,454.48	4,629.10	4,806.75	4,994.94	5,240.30	5,487.19	5,735.58	5,850.00	
	Bi-weekly	1,840.52	1,906.53	1,981.57	2,055.92	2,136.51	2,218.50	2,305.36	2,418.60	2,532.55	2,647.19	2,700.00	
	Hourly	23.006524	23.831640	24.769656	25.698944	26.706363	27.731241	28.816941	30.232476	31.656889	33.089884	33.750008	
21	Annual	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,750.90	66,912.21	69,928.85	71,337.91	1.5106
	Monthly	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,312.58	5,576.02	5,827.40	5,944.83	
	Bi-weekly	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,451.96	2,573.55	2,689.57	2,743.77	
	Hourly	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.649470	32.169331	33.619637	34.297070	
21E	Annual	49,569.81	51,520.88	53,453.80	55,549.23	57,680.98	59,939.23	62,341.84	65,539.16	68,556.11	73,090.46	74,571.55	1.5490
	Monthly	4,130.82	4,293.41	4,454.48	4,629.10	4,806.75	4,994.94	5,195.15	5,461.60	5,713.01	6,090.87	6,214.30	
	Bi-weekly	1,906.53	1,981.57	2,055.92	2,136.51	2,218.50	2,305.36	2,397.76	2,520.74	2,636.77	2,811.17	2,868.14	
	Hourly	23.831637	24.769652	25.698942	26.706360	27.731239	28.816939	29.972037	31.509210	32.959667	35.139646	35.851705	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	48,341.41	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,750.90	71,301.89	74,499.53	75,998.77	1.5106
	Monthly	4,028.45	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,312.58	5,941.82	6,208.29	6,333.23	
	Bi-weekly	1,859.29	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,451.96	2,742.38	2,865.37	2,923.03	
	Hourly	23.241063	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.649470	34.279756	35.817080	36.537869	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	50,202.00	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	66,171.35	69,387.14	72,494.28	73,957.51	1.5688
	Monthly	4,183.50	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,514.28	5,782.26	6,041.19	6,163.13	
	Bi-weekly	1,930.85	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,545.05	2,668.74	2,788.24	2,844.52	
	Hourly	24.135577	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.813150	33.359201	34.853018	35.556495	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	52,153.08	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	68,736.78	72,223.11	75,493.07	76,992.31	1.6297
	Monthly	4,346.09	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,728.07	6,018.59	6,291.09	6,416.03	
	Bi-weekly	2,005.89	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,643.72	2,777.81	2,903.58	2,961.24	
	Hourly	25.073597	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	33.046530	34.722647	36.294746	37.015533	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23P	Annual	53,562.14	55,712.05	57,789.32	60,101.74	62,413.86	64,942.96	67,436.06	70,832.21	74,210.52	79,033.57	80,623.30	1.6738
	Monthly	4,463.51	4,642.67	4,815.78	5,008.48	5,201.16	5,411.91	5,619.67	5,902.68	6,184.21	6,586.13	6,718.61	
	Bi-weekly	2,060.08	2,142.77	2,222.67	2,311.61	2,400.53	2,497.81	2,593.69	2,724.32	2,854.25	3,039.75	3,100.90	
	Hourly	25.751028	26.784640	27.783327	28.895067	30.006662	31.222577	32.421184	34.053945	35.678132	37.996909	38.761201	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23S	Annual	53,887.48	56,037.08	58,132.51	60,444.93	62,685.02	65,195.97	67,815.25	71,175.39	81,147.15	84,814.47	86,494.39	1.6839
	Monthly	4,490.62	4,669.76	4,844.38	5,037.08	5,223.75	5,433.00	5,651.27	5,931.28	6,762.26	7,067.87	7,207.87	
	Bi-weekly	2,072.60	2,155.27	2,235.87	2,324.80	2,410.96	2,507.54	2,608.28	2,737.52	3,121.04	3,262.10	3,326.71	
	Hourly	25.907441	26.940902	27.948321	29.060062	30.137028	31.344215	32.603487	34.218939	39.013054	40.776189	41.583840	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	54,158.33	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	71,482.57	74,932.88	78,347.20	79,936.93	1.6924
	Monthly	4,513.19	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,956.88	6,244.41	6,528.93	6,661.41	
	Bi-weekly	2,083.01	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,749.33	2,882.03	3,013.35	3,074.50	
	Hourly	26.037658	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	34.366620	36.025425	37.666922	38.431217	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	56,290.08	58,512.01	60,697.93	63,064.22	65,557.32	67,959.92	70,669.70	74,138.17	77,859.35	81,364.16	83,008.06	1.7590
	Monthly	4,690.84	4,876.00	5,058.16	5,255.35	5,463.11	5,663.33	5,889.14	6,178.18	6,488.28	6,780.35	6,917.34	
	Bi-weekly	2,165.00	2,250.46	2,334.54	2,425.55	2,521.44	2,613.84	2,718.07	2,851.47	2,994.59	3,129.39	3,192.62	
	Hourly	27.062537	28.130776	29.181699	30.319335	31.517940	32.673039	33.975816	35.643353	37.432380	39.117382	39.907720	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services

Service Requirements for Salary Step Advancement for

Salary Plan 27N

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
27N	1	1040	6	0.5
27N	2	1040	6	0.5
27N	3	2080	12	1.0
27N	4	2080	12	1.0
27N	5	2080	12	1.0
27N	6	2080	12	1.0
27N	7	10400	60	5.0
27N	8	10400	60	5.0
27N	9	10400	60	5.0
27N	10	10400	60	5.0
27N	11	Max Step		

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	22,194.94	23,082.74	23,612.30	24,484.52	25,419.04	26,571.62	27,070.04	27,340.74	27,614.15	27,890.29	28,169.19	0.6935
	Monthly	1,849.58	1,923.56	1,967.69	2,040.38	2,118.25	2,214.30	2,255.84	2,278.40	2,301.18	2,324.19	2,347.43	
	Bi-weekly	853.65	887.80	908.17	941.71	977.66	1,021.99	1,041.16	1,051.57	1,062.08	1,072.70	1,083.43	
	Hourly	10.670642	11.097469	11.352065	11.771405	12.220691	12.774817	13.014441	13.144586	13.276033	13.408792	13.542881	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01F	Annual	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	32,380.53	1.0118
	Monthly	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	2,698.38	
	Bi-weekly	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	1,245.41	
	Hourly	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	15.567563	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	34,937.18	36,075.39	37,249.61	38,441.98	39,724.53	41,097.60	42,632.84	44,367.23	46,354.33	48,449.75	49,425.45	1.0917
	Monthly	2,911.43	3,006.28	3,104.13	3,203.50	3,310.38	3,424.80	3,552.74	3,697.27	3,862.86	4,037.48	4,118.79	
	Bi-weekly	1,343.74	1,387.51	1,432.68	1,478.54	1,527.87	1,580.68	1,639.72	1,706.43	1,782.86	1,863.45	1,900.98	
	Hourly	16.796720	17.343935	17.908464	18.481719	19.098333	19.758459	20.496556	21.330400	22.285734	23.293151	23.762236	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11M	Annual	35,587.54	36,653.42	37,863.95	39,128.35	40,429.07	41,910.46	43,337.37	45,144.10	47,383.88	49,497.47	50,491.33	1.1121
	Monthly	2,965.63	3,054.45	3,155.33	3,260.70	3,369.09	3,492.54	3,611.45	3,762.01	3,948.66	4,124.79	4,207.61	
	Bi-weekly	1,368.75	1,409.75	1,456.31	1,504.94	1,554.96	1,611.94	1,666.82	1,736.31	1,822.46	1,903.75	1,941.97	
	Hourly	17.109392	17.621834	18.203824	18.811707	19.437053	20.149259	20.835273	21.703894	22.780712	23.796859	24.274677	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	36,075.39	37,249.61	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,938.81	48,323.25	50,509.18	51,520.88	1.1273
	Monthly	3,006.28	3,104.13	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,828.23	4,026.94	4,209.10	4,293.41	
	Bi-weekly	1,387.51	1,432.68	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,766.88	1,858.59	1,942.66	1,981.57	
	Hourly	17.343935	17.908464	18.481719	19.098333	19.758459	20.496556	21.165407	22.085965	23.232332	24.283257	24.769652	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12M	Annual	36,653.42	37,863.95	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,896.34	49,154.28	51,340.21	52,370.07	1.1454
	Monthly	3,054.45	3,155.33	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,908.03	4,096.19	4,278.35	4,364.17	
	Bi-weekly	1,409.75	1,456.31	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,803.71	1,890.55	1,974.62	2,014.23	
	Hourly	17.621834	18.203824	18.811707	19.437053	20.149259	20.835273	21.599569	22.546319	23.631867	24.682794	25.177920	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	37,249.61	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,817.56	50,202.00	52,496.26	53,526.13	1.1640
	Monthly	3,104.13	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,984.80	4,183.50	4,374.69	4,460.51	
	Bi-weekly	1,432.68	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,839.14	1,930.85	2,019.09	2,058.70	
	Hourly	17.908464	18.481719	19.098333	19.758459	20.496556	21.165407	21.973063	22.989209	24.135577	25.238588	25.733718	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13M	Annual	37,863.95	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,901.60	51,195.86	53,471.96	54,555.69	1.1832
	Monthly	3,155.33	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,075.13	4,266.32	4,456.00	4,546.31	
	Bi-weekly	1,456.31	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,880.83	1,969.07	2,056.61	2,098.30	
	Hourly	18.203824	18.811707	19.437053	20.149259	20.835273	21.599569	22.363862	23.510384	24.613393	25.707671	26.228696	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	38,441.98	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,804.65	52,279.58	54,628.02	55,729.90	1.2013
	Monthly	3,203.50	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,150.39	4,356.63	4,552.34	4,644.16	
	Bi-weekly	1,478.54	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,915.56	2,010.75	2,101.08	2,143.46	
	Hourly	18.481719	19.098333	19.758459	20.496556	21.165407	21.973063	22.789443	23.944543	25.134413	26.263469	26.793222	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14M	Annual	39,128.35	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,816.35	53,254.97	55,657.88	56,777.61	1.2227
	Monthly	3,260.70	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,234.70	4,437.91	4,638.16	4,731.47	
	Bi-weekly	1,504.94	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,954.48	2,048.27	2,140.69	2,183.75	
	Hourly	18.811707	19.437053	20.149259	20.835273	21.599569	22.363862	23.241063	24.430939	25.603350	26.758597	27.296930	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	39,724.53	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,701.55	54,212.50	56,651.43	57,807.48	1.2413
	Monthly	3,310.38	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,308.46	4,517.71	4,720.95	4,817.29	
	Bi-weekly	1,527.87	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,988.52	2,085.10	2,178.90	2,223.36	
	Hourly	19.098333	19.758459	20.496556	21.165407	21.973063	22.789443	23.657910	24.856516	26.063704	27.236263	27.792058	
15D	Annual	40,718.09	42,108.98	43,463.87	44,999.43	46,625.18	48,323.25	50,057.65	52,586.76	60,011.25	62,721.03	63,985.74	1.2724
	Monthly	3,393.17	3,509.08	3,621.99	3,749.95	3,885.43	4,026.94	4,171.47	4,382.23	5,000.94	5,226.75	5,332.15	
	Bi-weekly	1,566.08	1,619.58	1,671.69	1,730.75	1,793.28	1,858.59	1,925.29	2,022.57	2,308.13	2,412.35	2,460.99	
	Hourly	19.576003	20.244703	20.896093	21.634342	22.415953	23.232332	24.066177	25.282095	28.851563	30.154343	30.762375	
15M	Annual	40,429.07	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,857.61	55,459.05	57,969.99	59,126.05	1.2634
	Monthly	3,369.09	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,404.80	4,621.59	4,830.83	4,927.17	
	Bi-weekly	1,554.96	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,032.98	2,133.04	2,229.61	2,274.08	
	Hourly	19.437053	20.149259	20.835273	21.599569	22.363862	23.241063	24.179083	25.412312	26.663004	27.870187	28.425984	
16	Annual	41,097.60	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,923.49	56,560.93	59,071.88	60,264.25	1.2842
	Monthly	3,424.80	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,493.62	4,713.41	4,922.66	5,022.02	
	Bi-weekly	1,580.68	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,073.98	2,175.42	2,272.00	2,317.86	
	Hourly	19.758459	20.496556	21.165407	21.973063	22.789443	23.657910	24.630706	25.924754	27.192756	28.399942	28.973198	
16M	Annual	41,910.46	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,917.03	57,680.98	60,282.42	61,492.64	1.3097
	Monthly	3,492.54	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,576.42	4,806.75	5,023.54	5,124.39	
	Bi-weekly	1,611.94	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,112.19	2,218.50	2,318.55	2,365.10	
	Hourly	20.149259	20.835273	21.599569	22.363862	23.241063	24.179083	25.160457	26.402417	27.731239	28.981931	29.563771	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16V	Annual	42,560.82	44,041.90	45,559.61	47,275.54	49,100.11	50,906.53	53,002.28	55,784.07	58,493.85	61,149.46	62,377.84	1.3300
	Monthly	3,546.74	3,670.16	3,796.63	3,939.63	4,091.68	4,242.21	4,416.86	4,648.67	4,874.49	5,095.79	5,198.15	
	Bi-weekly	1,636.95	1,693.92	1,752.29	1,818.29	1,888.47	1,957.94	2,038.55	2,145.54	2,249.76	2,351.90	2,399.15	
	Hourly	20.461934	21.173992	21.903659	22.728626	23.605823	24.474293	25.481864	26.819265	28.122044	29.398778	29.989348	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,632.84	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,910.57	58,728.69	61,348.29	62,576.68	1.3322
	Monthly	3,552.74	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,659.21	4,894.06	5,112.36	5,214.72	
	Bi-weekly	1,639.72	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,150.41	2,258.80	2,359.55	2,406.80	
	Hourly	20.496556	21.165407	21.973063	22.789443	23.657910	24.630706	25.603350	26.880082	28.234948	29.494370	30.084941	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	43,337.37	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	57,121.11	59,939.23	62,648.70	63,913.41	1.3542
	Monthly	3,611.45	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,760.09	4,994.94	5,220.73	5,326.12	
	Bi-weekly	1,666.82	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,196.97	2,305.36	2,409.57	2,458.21	
	Hourly	20.835273	21.599569	22.363862	23.241063	24.179083	25.160457	26.150562	27.462073	28.816939	30.119567	30.727601	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	44,024.05	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	58,150.67	61,185.47	63,949.42	65,231.97	1.3757
	Monthly	3,668.67	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,845.89	5,098.79	5,329.12	5,436.00	
	Bi-weekly	1,693.23	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,236.56	2,353.29	2,459.59	2,508.92	
	Hourly	21.165407	21.973063	22.789443	23.657910	24.630706	25.603350	26.663004	27.957051	29.416091	30.744913	31.361526	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	44,981.28	46,480.83	48,214.91	50,057.65	51,990.57	54,086.00	56,217.75	58,999.86	61,908.16	64,726.28	66,026.99	1.4056
	Monthly	3,748.44	3,873.40	4,017.91	4,171.47	4,332.55	4,507.17	4,684.81	4,916.66	5,159.01	5,393.86	5,502.25	
	Bi-weekly	1,730.05	1,787.72	1,854.42	1,925.29	1,999.64	2,080.23	2,162.22	2,269.23	2,381.08	2,489.47	2,539.50	
	Hourly	21.625614	22.346552	23.180244	24.066177	24.995466	26.002882	27.027763	28.365318	29.763539	31.118405	31.743747	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	44,927.10	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	59,415.38	62,233.49	65,051.62	66,352.03	1.4039
	Monthly	3,743.93	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,951.28	5,186.12	5,420.97	5,529.34	
	Bi-weekly	1,727.97	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,285.21	2,393.60	2,501.99	2,552.00	
	Hourly	21.599569	22.363862	23.241063	24.179083	25.160457	26.150562	27.166713	28.565085	29.919948	31.274818	31.900013	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	45,703.97	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	60,444.93	63,263.05	66,099.33	67,417.90	1.4282
	Monthly	3,808.66	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	5,037.08	5,271.92	5,508.28	5,618.16	
	Bi-weekly	1,757.85	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,324.80	2,433.19	2,542.28	2,593.00	
	Hourly	21.973063	22.789443	23.657910	24.630706	25.603350	26.663004	27.670423	29.060062	30.414928	31.778525	32.412450	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	46,516.83	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,619.15	64,690.27	67,652.74	69,007.63	1.4536
	Monthly	3,876.40	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,134.93	5,390.86	5,637.73	5,750.64	
	Bi-weekly	1,789.11	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,369.97	2,488.09	2,602.03	2,654.14	
	Hourly	22.363862	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.624590	31.101093	32.525356	33.176746	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	47,402.04	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,847.53	65,864.49	68,845.12	70,218.17	1.4813
	Monthly	3,950.17	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,237.29	5,488.71	5,737.09	5,851.51	
	Bi-weekly	1,823.16	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,417.21	2,533.25	2,647.89	2,700.70	
	Hourly	22.789443	23.657910	24.630706	25.603350	26.663004	27.670423	28.790898	30.215160	31.665618	33.098616	33.758736	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20M	Annual	48,341.41	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	64,094.09	67,309.56	70,344.36	71,771.58	1.5106
	Monthly	4,028.45	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,341.17	5,609.13	5,862.03	5,980.97	
	Bi-weekly	1,859.29	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,465.16	2,588.83	2,705.55	2,760.45	
	Hourly	23.241063	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.814464	32.360365	33.819402	34.505568	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	49,082.27	51,087.21	53,164.79	55,170.04	57,319.63	59,632.06	62,016.50	65,123.64	68,303.10	71,446.56	72,891.63	1.5338
	Monthly	4,090.19	4,257.27	4,430.40	4,597.50	4,776.64	4,969.34	5,168.04	5,426.97	5,691.93	5,953.88	6,074.30	
	Bi-weekly	1,887.78	1,964.89	2,044.80	2,121.92	2,204.60	2,293.54	2,385.25	2,504.76	2,627.04	2,747.94	2,803.52	
	Hourly	23.597243	24.561158	25.559993	26.524056	27.557516	28.669260	29.815626	31.309440	32.838029	34.349307	35.044051	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	49,208.45	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	65,394.81	68,664.45	71,753.42	73,180.65	1.5377
	Monthly	4,100.70	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,449.57	5,722.04	5,979.45	6,098.39	
	Bi-weekly	1,892.63	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,515.18	2,640.94	2,759.75	2,814.64	
	Hourly	23.657910	24.630706	25.603350	26.663004	27.670423	28.790898	29.928533	31.439811	33.011755	34.496837	35.183003	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	50,292.49	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,569.02	70,001.18	73,108.31	74,589.71	1.5716
	Monthly	4,191.04	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,547.42	5,833.43	6,092.36	6,215.81	
	Bi-weekly	1,934.33	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,560.35	2,692.35	2,811.86	2,868.83	
	Hourly	24.179083	25.160457	26.150562	27.166713	28.260994	29.416091	30.588650	32.004337	33.654414	35.148227	35.860436	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	51,231.87	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,887.59	71,139.38	74,373.02	75,872.26	1.6009
	Monthly	4,269.32	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,657.30	5,928.28	6,197.75	6,322.69	
	Bi-weekly	1,970.46	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,611.06	2,736.13	2,860.50	2,918.16	
	Hourly	24.630706	25.603350	26.663004	27.670423	28.790898	29.928533	31.109673	32.638262	34.201627	35.756260	36.477050	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22M	Annual	52,333.75	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	69,224.31	72,765.13	76,052.94	77,570.34	1.6354
	Monthly	4,361.15	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,768.69	6,063.76	6,337.75	6,464.20	
	Bi-weekly	2,012.84	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,662.47	2,798.66	2,925.11	2,983.47	
	Hourly	25.160457	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.280919	34.983236	36.563911	37.293432	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	53,254.97	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,579.21	74,029.84	77,407.83	78,943.39	1.6642
	Monthly	4,437.91	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,881.60	6,169.15	6,450.65	6,578.62	
	Bi-weekly	2,048.27	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,714.58	2,847.30	2,977.22	3,036.28	
	Hourly	25.603350	26.663004	27.670423	28.790898	29.928533	31.109673	32.308278	33.932310	35.591267	37.215302	37.953553	
23C	Annual	54,104.15	56,307.93	58,476.00	60,788.11	63,263.05	65,737.99	68,212.92	71,627.23	75,185.90	78,654.37	80,225.94	1.6907
	Monthly	4,508.68	4,692.33	4,873.00	5,065.68	5,271.92	5,478.17	5,684.41	5,968.94	6,265.49	6,554.53	6,685.50	
	Bi-weekly	2,080.93	2,165.69	2,249.08	2,338.00	2,433.19	2,528.38	2,623.57	2,754.89	2,891.77	3,025.17	3,085.61	
	Hourly	26.011612	27.071120	28.113462	29.225055	30.414928	31.604802	32.794674	34.436169	36.147066	37.814602	38.570165	
23M	Annual	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	72,078.76	75,565.09	78,943.39	80,533.12	1.6997
	Monthly	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	6,006.56	6,297.09	6,578.62	6,711.09	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,772.26	2,906.35	3,036.28	3,097.43	
	Hourly	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.653249	36.329370	37.953553	38.717845	
23N	Annual	54,700.35	56,813.94	58,999.86	61,384.31	63,841.08	66,406.19	69,025.80	72,349.61	81,472.49	85,157.66	86,873.90	1.7093
	Monthly	4,558.36	4,734.50	4,916.66	5,115.36	5,320.09	5,533.85	5,752.15	6,029.13	6,789.37	7,096.47	7,239.49	
	Bi-weekly	2,103.86	2,185.15	2,269.23	2,360.93	2,455.43	2,554.08	2,654.84	2,782.68	3,133.56	3,275.29	3,341.30	
	Hourly	26.298243	27.314394	28.365318	29.511685	30.692825	31.926054	33.185480	34.783464	39.169468	40.941182	41.766296	
24	Annual	55,459.05	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	73,433.65	77,064.64	80,551.28	82,158.86	1.7330
	Monthly	4,621.59	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,119.47	6,422.05	6,712.61	6,846.57	
	Bi-weekly	2,133.04	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,824.37	2,964.02	3,098.13	3,159.96	
	Hourly	26.663004	27.670423	28.790898	29.928533	31.109673	32.308278	33.654414	35.304639	37.050308	38.726577	39.499453	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,842.71	78,527.87	82,050.52	83,730.43	1.7658
	Monthly	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,236.89	6,543.99	6,837.54	6,977.54	
	Bi-weekly	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,878.57	3,020.30	3,155.79	3,220.40	
	Hourly	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.982071	37.753784	39.447364	40.255016	
24P	Annual	56,579.10	58,765.01	61,041.12	63,497.90	66,008.84	68,664.45	71,356.06	74,824.55	78,582.04	82,158.86	83,820.93	1.7680
	Monthly	4,714.93	4,897.08	5,086.76	5,291.49	5,500.74	5,722.04	5,946.34	6,235.38	6,548.50	6,846.57	6,985.08	
	Bi-weekly	2,176.12	2,260.19	2,347.74	2,442.23	2,538.80	2,640.94	2,744.46	2,877.87	3,022.39	3,159.96	3,223.88	
	Hourly	27.201488	28.252410	29.346691	30.527836	31.735018	33.011755	34.305800	35.973340	37.779825	39.499453	40.298525	
25	Annual	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	76,287.78	80,099.44	83,766.76	85,446.67	1.7985
	Monthly	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,357.32	6,674.95	6,980.56	7,120.56	
	Bi-weekly	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,934.15	3,080.75	3,221.80	3,286.41	
	Hourly	27.670423	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.676815	38.509347	40.272479	41.080129	
25M	Annual	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,859.35	81,653.16	85,392.51	87,090.57	1.8369
	Monthly	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,488.28	6,804.43	7,116.04	7,257.55	
	Bi-weekly	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,994.59	3,140.51	3,284.33	3,349.64	
	Hourly	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.432380	39.256329	41.054089	41.870467	
26	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	83,260.75	87,018.24	88,770.80	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	6,938.40	7,251.52	7,397.57	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,202.34	3,346.86	3,414.26	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	40.029205	41.835694	42.678270	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	59,993.40	62,413.86	64,961.13	67,508.39	70,163.69	72,945.80	75,619.57	79,449.09	83,441.42	87,235.24	88,969.33	1.8747
	Monthly	4,999.45	5,201.16	5,413.43	5,625.70	5,846.97	6,078.82	6,301.63	6,620.76	6,953.45	7,269.60	7,414.11	
	Bi-weekly	2,307.44	2,400.53	2,498.50	2,596.48	2,698.60	2,805.61	2,908.45	3,055.73	3,209.29	3,355.20	3,421.90	
	Hourly	28.842982	30.006662	31.231310	32.455956	33.732544	35.070098	36.355563	38.196676	40.116066	41.940018	42.773715	
26M	Annual	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,894.47	84,796.31	88,644.30	90,414.71	1.9120
	Monthly	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,741.21	7,066.36	7,387.03	7,534.56	
	Bi-weekly	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,111.33	3,261.40	3,409.40	3,477.49	
	Hourly	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.085080	38.891571	40.767456	42.617452	43.468608	
27	Annual	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	82,357.70	86,422.37	90,378.39	92,202.96	1.9453
	Monthly	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,863.14	7,201.86	7,531.53	7,683.58	
	Bi-weekly	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,167.60	3,323.94	3,476.09	3,546.27	
	Hourly	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.595046	41.549214	43.451147	44.328345	
27M	Annual	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	84,091.78	88,264.79	92,275.29	94,135.88	1.9882
	Monthly	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	7,007.65	7,355.40	7,689.61	7,844.66	
	Bi-weekly	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,234.30	3,394.80	3,549.05	3,620.61	
	Hourly	30.588650	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.428742	42.434994	44.363121	45.257633	
28	Annual	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	85,681.51	90,071.21	94,172.20	96,068.80	2.0221
	Monthly	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,140.13	7,505.93	7,847.68	8,005.73	
	Bi-weekly	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,295.44	3,464.28	3,622.01	3,694.95	
	Hourly	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	41.193035	43.303466	45.275097	46.186921	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	87,451.93	91,769.28	95,906.28	97,839.20	2.0639
	Monthly	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,287.66	7,647.44	7,992.19	8,153.27	
	Bi-weekly	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,363.54	3,529.59	3,688.70	3,763.05	
	Hourly	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	42.044195	44.119846	46.108789	47.038077	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	89,113.99	93,576.01	97,839.20	99,808.44	2.1000
	Monthly	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,426.17	7,798.00	8,153.27	8,317.37	
	Bi-weekly	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,427.46	3,599.08	3,763.05	3,838.79	
	Hourly	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.843262	44.988467	47.038077	47.984827	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,938.56	95,418.44	99,790.28	101,795.53	2.1457
	Monthly	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,578.21	7,951.54	8,315.86	8,482.96	
	Bi-weekly	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,497.64	3,669.94	3,838.09	3,915.21	
	Hourly	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.720463	45.874248	47.976097	48.940160	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29P	Annual	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,938.56	99,049.43	103,511.45	105,589.04	2.1457
	Monthly	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,578.21	8,254.12	8,625.96	8,799.09	
	Bi-weekly	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,497.64	3,809.59	3,981.21	4,061.12	
	Hourly	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.720463	47.619918	49.765122	50.763960	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	92,744.98	97,333.50	101,741.36	103,782.62	2.1875
	Monthly	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,728.75	8,111.13	8,478.45	8,648.55	
	Bi-weekly	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,567.11	3,743.60	3,913.13	3,991.64	
	Hourly	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.588932	46.794954	48.914113	49.895488	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30C	Annual	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	92,744.98	100,639.16	105,281.86	107,377.60	2.1875
	Monthly	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,728.75	8,386.60	8,773.49	8,948.13	
	Bi-weekly	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,567.11	3,870.74	4,049.30	4,129.91	
	Hourly	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.588932	48.384210	50.616277	51.623846	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,071.21	94,605.56	99,374.76	103,909.12	105,968.54	2.2242
	Monthly	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,505.93	7,883.80	8,281.23	8,659.09	8,830.71	
	Bi-weekly	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,464.28	3,638.68	3,822.11	3,996.50	4,075.71	
	Hourly	34.218939	35.669400	37.085080	38.535393	40.098756	41.575257	43.303466	45.483444	47.776328	49.956307	50.946411	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	96,285.79	101,199.33	105,823.88	107,919.31	2.2739
	Monthly	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	8,023.82	8,433.28	8,818.66	8,993.28	
	Bi-weekly	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,703.30	3,892.28	4,070.15	4,150.74	
	Hourly	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	46.291243	48.653526	50.876864	51.884282	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	74,192.35	77,136.97	80,153.62	83,405.41	86,476.54	90,071.21	93,702.51	98,290.72	103,240.60	107,937.46	110,123.39	2.3185
	Monthly	6,182.70	6,428.08	6,679.47	6,950.45	7,206.38	7,505.93	7,808.54	8,190.89	8,603.38	8,994.79	9,176.95	
	Bi-weekly	2,853.55	2,966.81	3,082.83	3,207.90	3,326.02	3,464.28	3,603.94	3,780.41	3,970.79	4,151.44	4,235.51	
	Hourly	35.669400	37.085080	38.535393	40.098756	41.575257	43.303466	45.049284	47.255155	49.634904	51.893011	52.943936	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	100,259.96	105,264.01	110,051.06	112,272.99	2.3631
	Monthly	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,355.00	8,772.00	9,170.92	9,356.08	
	Bi-weekly	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,856.15	4,048.62	4,232.73	4,318.19	
	Hourly	36.355563	37.736473	39.256329	40.793502	42.434994	44.119846	45.874248	48.201906	50.607698	52.909162	53.977399	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	78,491.86	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	104,107.64	109,400.70	114,386.58	116,699.00	2.4528
	Monthly	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,675.64	9,116.73	9,532.22	9,724.92	
	Bi-weekly	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	4,004.14	4,207.72	4,399.48	4,488.42	
	Hourly	37.736473	39.256329	40.793502	42.434994	44.119846	45.874248	47.776328	50.051751	52.596491	54.993549	56.105289	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	81,653.16	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	108,407.16	113,646.04	118,848.60	121,233.37	2.5516
	Monthly	6,804.43	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	9,033.93	9,470.50	9,904.05	10,102.78	
	Bi-weekly	3,140.51	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,169.51	4,371.00	4,571.10	4,662.82	
	Hourly	39.256329	40.793502	42.434994	44.119846	45.874248	47.776328	49.634904	52.118825	54.637520	57.138750	58.285273	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	84,850.48	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	107,305.27	112,706.67	118,234.57	123,563.63	126,038.58	2.6515
	Monthly	7,070.87	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	8,942.11	9,392.22	9,852.88	10,296.97	10,503.22	
	Bi-weekly	3,263.48	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,127.13	4,334.87	4,547.48	4,752.45	4,847.64	
	Hourly	40.793502	42.434994	44.119846	45.874248	47.776328	49.634904	51.589072	54.185900	56.843541	59.405590	60.595469	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	88,264.79	91,769.28	95,418.44	99,374.76	103,240.60	107,305.27	111,604.79	117,096.36	122,949.28	128,585.53	131,186.96	2.7582
	Monthly	7,355.40	7,647.44	7,951.54	8,281.23	8,603.38	8,942.11	9,300.40	9,758.03	10,245.77	10,715.46	10,932.25	
	Bi-weekly	3,394.80	3,529.59	3,669.94	3,822.11	3,970.79	4,127.13	4,292.49	4,503.71	4,728.82	4,945.60	5,045.65	
	Hourly	42.434994	44.119846	45.874248	47.776328	49.634904	51.589072	53.656147	56.296326	59.110232	61.819965	63.070656	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	91,769.28	95,418.44	99,374.76	103,240.60	107,305.27	111,604.79	116,193.00	121,937.89	127,844.99	133,643.74	136,353.52	2.8677
	Monthly	7,647.44	7,951.54	8,281.23	8,603.38	8,942.11	9,300.40	9,682.75	10,161.49	10,653.75	11,136.98	11,362.79	
	Bi-weekly	3,529.59	3,669.94	3,822.11	3,970.79	4,127.13	4,292.49	4,468.96	4,689.92	4,917.11	5,140.14	5,244.37	
	Hourly	44.119846	45.874248	47.776328	49.634904	51.589072	53.656147	55.862017	58.623985	61.463935	64.251797	65.554576	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	95,418.44	99,374.76	103,240.60	107,305.27	111,604.79	116,193.00	120,673.18	126,688.93	133,065.71	139,081.46	141,899.58	2.9818
	Monthly	7,951.54	8,281.23	8,603.38	8,942.11	9,300.40	9,682.75	10,056.10	10,557.41	11,088.81	11,590.12	11,824.97	
	Bi-weekly	3,669.94	3,822.11	3,970.79	4,127.13	4,292.49	4,468.96	4,641.28	4,872.65	5,117.91	5,349.29	5,457.68	
	Hourly	45.874248	47.776328	49.634904	51.589072	53.656147	55.862017	58.015953	60.908138	63.973901	66.866085	68.220953	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	99,374.76	103,240.60	107,305.27	111,604.79	116,193.00	120,673.18	125,406.37	131,819.16	138,322.76	144,627.21	147,553.67	3.1054
	Monthly	8,281.23	8,603.38	8,942.11	9,300.40	9,682.75	10,056.10	10,450.53	10,984.93	11,526.90	12,052.27	12,296.14	
	Bi-weekly	3,822.11	3,970.79	4,127.13	4,292.49	4,468.96	4,641.28	4,823.32	5,069.97	5,320.11	5,562.59	5,675.14	
	Hourly	47.776328	49.634904	51.589072	53.656147	55.862017	58.015953	60.291523	63.374595	66.501325	69.532313	70.939265	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	103,240.60	107,305.27	111,604.79	116,193.00	120,673.18	125,406.37	130,518.44	137,058.05	143,868.50	150,389.96	153,424.75	3.2262
	Monthly	8,603.38	8,942.11	9,300.40	9,682.75	10,056.10	10,450.53	10,876.54	11,421.50	11,989.04	12,532.50	12,785.40	
	Bi-weekly	3,970.79	4,127.13	4,292.49	4,468.96	4,641.28	4,823.32	5,019.94	5,271.46	5,533.40	5,784.23	5,900.95	
	Hourly	49.634904	51.589072	53.656147	55.862017	58.015953	60.291523	62.749251	65.893292	69.167550	72.302863	73.761901	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	107,305.27	111,604.79	116,193.00	120,673.18	125,406.37	130,518.44	135,667.16	142,495.46	149,577.08	156,423.55	159,567.00	3.3532
	Monthly	8,942.11	9,300.40	9,682.75	10,056.10	10,450.53	10,876.54	11,305.60	11,874.62	12,464.76	13,035.30	13,297.25	
	Bi-weekly	4,127.13	4,292.49	4,468.96	4,641.28	4,823.32	5,019.94	5,217.97	5,480.59	5,752.96	6,016.29	6,137.19	
	Hourly	51.589072	53.656147	55.862017	58.015953	60.291523	62.749251	65.224594	68.507434	71.912059	75.203629	76.714905	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	111,604.79	116,193.00	120,673.18	125,406.37	130,518.44	135,667.16	141,032.23	148,131.70	155,610.68	162,710.15	165,979.80	3.4876
	Monthly	9,300.40	9,682.75	10,056.10	10,450.53	10,876.54	11,305.60	11,752.69	12,344.31	12,967.56	13,559.18	13,831.65	
	Bi-weekly	4,292.49	4,468.96	4,641.28	4,823.32	5,019.94	5,217.97	5,424.32	5,697.37	5,985.03	6,258.08	6,383.84	
	Hourly	53.656147	55.862017	58.015953	60.291523	62.749251	65.224594	67.803955	71.217161	74.812825	78.226035	79.797979	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	116,193.00	120,673.18	125,406.37	130,518.44	135,667.16	141,032.23	146,614.30	153,948.61	161,662.44	169,050.92	172,429.22	3.6310
	Monthly	9,682.75	10,056.10	10,450.53	10,876.54	11,305.60	11,752.69	12,217.86	12,829.05	13,471.87	14,087.58	14,369.10	
	Bi-weekly	4,468.96	4,641.28	4,823.32	5,019.94	5,217.97	5,424.32	5,639.01	5,921.10	6,217.79	6,501.96	6,631.89	
	Hourly	55.862017	58.015953	60.291523	62.749251	65.224594	67.803955	70.487643	74.013756	77.722326	81.274482	82.898665	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	120,673.18	125,406.37	130,518.44	135,667.16	141,032.23	146,614.30	152,575.88	160,145.04	168,129.71	175,734.87	179,275.70	3.7710
	Monthly	10,056.10	10,450.53	10,876.54	11,305.60	11,752.69	12,217.86	12,714.66	13,345.42	14,010.81	14,644.57	14,939.64	
	Bi-weekly	4,641.28	4,823.32	5,019.94	5,217.97	5,424.32	5,639.01	5,868.30	6,159.42	6,466.53	6,759.03	6,895.22	
	Hourly	58.015953	60.291523	62.749251	65.224594	67.803955	70.487643	73.353788	76.992806	80.831590	84.487920	86.190238	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	125,406.37	130,518.44	135,667.16	141,032.23	146,614.30	152,575.88	158,537.14	166,467.64	174,759.50	182,690.00	186,339.15	3.9189
	Monthly	10,450.53	10,876.54	11,305.60	11,752.69	12,217.86	12,714.66	13,211.43	13,872.30	14,563.29	15,224.17	15,528.26	
	Bi-weekly	4,823.32	5,019.94	5,217.97	5,424.32	5,639.01	5,868.30	6,097.58	6,402.60	6,721.52	7,026.54	7,166.89	
	Hourly	60.291523	62.749251	65.224594	67.803955	70.487643	73.353788	76.219777	80.032519	84.018989	87.831729	89.586130	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	130,518.44	135,667.16	141,032.23	146,614.30	152,575.88	158,537.14	164,896.08	173,133.76	181,714.30	189,970.14	193,781.81	4.0787
	Monthly	10,876.54	11,305.60	11,752.69	12,217.86	12,714.66	13,211.43	13,741.34	14,427.81	15,142.86	15,830.85	16,148.48	
	Bi-weekly	5,019.94	5,217.97	5,424.32	5,639.01	5,868.30	6,097.58	6,342.16	6,658.99	6,989.01	7,306.54	7,453.15	
	Hourly	62.749251	65.224594	67.803955	70.487643	73.353788	76.219777	79.276960	83.237383	87.362645	91.331799	93.164331	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	135,667.16	141,032.23	146,614.30	152,575.88	158,537.14	164,896.08	171,598.19	180,016.23	188,976.60	197,557.46	201,513.48	4.2395
	Monthly	11,305.60	11,752.69	12,217.86	12,714.66	13,211.43	13,741.34	14,299.85	15,001.35	15,748.05	16,463.12	16,792.79	
	Bi-weekly	5,217.97	5,424.32	5,639.01	5,868.30	6,097.58	6,342.16	6,599.93	6,923.70	7,268.33	7,598.36	7,750.52	
	Hourly	65.224594	67.803955	70.487643	73.353788	76.219777	79.276960	82.499130	86.546263	90.854134	94.979550	96.881482	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	141,032.23	146,614.30	152,575.88	158,537.14	164,896.08	171,598.19	178,300.31	187,224.36	196,527.60	205,451.65	209,588.65	4.4072
	Monthly	11,752.69	12,217.86	12,714.66	13,211.43	13,741.34	14,299.85	14,858.36	15,602.03	16,377.30	17,120.97	17,465.72	
	Bi-weekly	5,424.32	5,639.01	5,868.30	6,097.58	6,342.16	6,599.93	6,857.70	7,200.94	7,558.75	7,901.99	8,061.10	
	Hourly	67.803955	70.487643	73.353788	76.219777	79.276960	82.499130	85.721304	90.011713	94.484423	98.774831	100.763772	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	146,614.30	152,575.88	158,537.14	164,896.08	171,598.19	178,300.31	185,399.78	194,667.02	204,422.09	213,815.83	218,115.04	4.5816
	Monthly	12,217.86	12,714.66	13,211.43	13,741.34	14,299.85	14,858.36	15,449.98	16,222.25	17,035.17	17,817.99	18,176.25	
	Bi-weekly	5,639.01	5,868.30	6,097.58	6,342.16	6,599.93	6,857.70	7,130.76	7,487.19	7,862.39	8,223.69	8,389.04	
	Hourly	70.487643	73.353788	76.219777	79.276960	82.499130	85.721304	89.134511	93.589912	98.279852	102.796073	104.862998	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	152,575.88	158,537.14	164,896.08	171,598.19	178,300.31	185,399.78	192,824.28	202,471.02	212,460.94	222,089.53	226,551.55	4.7679
	Monthly	12,714.66	13,211.43	13,741.34	14,299.85	14,858.36	15,449.98	16,068.69	16,872.59	17,705.08	18,507.46	18,879.30	
	Bi-weekly	5,868.30	6,097.58	6,342.16	6,599.93	6,857.70	7,130.76	7,416.32	7,787.35	8,171.57	8,541.90	8,713.52	
	Hourly	73.353788	76.219777	79.276960	82.499130	85.721304	89.134511	92.703980	97.341836	102.144683	106.773810	108.919016	

Teamsters 320 - Correctional Officers 1 and 2

Service Requirements for Salary Step Advancement for

Salary Plan 28

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
28	1	2080	12	1.0
28	2	2080	12	1.0
28	3	2080	12	1.0
28	4	2080	12	1.0
28	5	5 Years of total continuous County service		
28	6	10 Years of total continuous County service		
28	7	15 Years total continuous County service		
28	8	20 Years of total continuous County service		
28	9	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 6 - 9.

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	53,038.28	55,567.39	57,969.99	60,463.09	63,606.24	68,014.10	71,681.40	74,409.03	77,751.23	1.6574
	Monthly	4,419.86	4,630.62	4,830.83	5,038.59	5,300.52	5,667.84	5,973.45	6,200.75	6,479.27	
	Bi-weekly	2,039.93	2,137.21	2,229.61	2,325.50	2,446.39	2,615.93	2,756.98	2,861.89	2,990.43	
	Hourly	25.499174	26.715092	27.870187	29.068795	30.579921	32.699084	34.462213	35.773573	37.380397	
02S	Annual	53,038.28	55,567.39	57,969.99	60,463.09	63,606.24	68,014.10	71,681.40	74,409.03	77,751.23	1.6574
	Monthly	4,419.86	4,630.62	4,830.83	5,038.59	5,300.52	5,667.84	5,973.45	6,200.75	6,479.27	
	Bi-weekly	2,039.93	2,137.21	2,229.61	2,325.50	2,446.39	2,615.93	2,756.98	2,861.89	2,990.43	
	Hourly	25.499174	26.715092	27.870187	29.068795	30.579921	32.699084	34.462213	35.773573	37.380397	
03	Annual	57,644.97	60,426.77	63,046.37	65,647.49	68,989.48	73,885.18	77,769.17	80,858.14	84,435.23	1.8014
	Monthly	4,803.75	5,035.56	5,253.86	5,470.63	5,749.12	6,157.10	6,480.77	6,738.18	7,036.27	
	Bi-weekly	2,217.11	2,324.11	2,424.86	2,524.90	2,653.44	2,841.74	2,991.12	3,109.93	3,247.51	
	Hourly	27.713927	29.051333	30.310755	31.561295	33.168018	35.521719	37.389026	38.874107	40.593862	
03S	Annual	57,644.97	60,426.77	63,046.37	65,647.49	68,989.48	73,885.18	77,769.17	80,858.14	84,435.23	1.8014
	Monthly	4,803.75	5,035.56	5,253.86	5,470.63	5,749.12	6,157.10	6,480.77	6,738.18	7,036.27	
	Bi-weekly	2,217.11	2,324.11	2,424.86	2,524.90	2,653.44	2,841.74	2,991.12	3,109.93	3,247.51	
	Hourly	27.713927	29.051333	30.310755	31.561295	33.168018	35.521719	37.389026	38.874107	40.593862	
04	Annual	61,239.64	63,985.74	66,948.21	69,676.15	73,271.14	78,437.69	82,556.22	84,019.45	87,740.93	1.9137
	Monthly	5,103.30	5,332.15	5,579.02	5,806.35	6,105.93	6,536.48	6,879.69	7,001.62	7,311.74	
	Bi-weekly	2,355.37	2,460.99	2,574.93	2,679.85	2,818.12	3,016.83	3,175.24	3,231.52	3,374.65	
	Hourly	29.442136	30.762376	32.186640	33.498149	35.226508	37.710430	39.690492	40.393966	42.183141	

Law Enforcement Labor Services (LELS) Local 349 – Emergency Communications Center

Service Requirements for Salary Step Advancement for

Salary Plan 28B

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
28B	1	1040	6	0.5
28B	2	1040	6	0.5
28B	3	2080	12	1.0
28B	4	2080	12	1.0
28B	5	2080	12	1.0
28B	6	2080	12	1.0
28B	7	10400	60	5.0
28B	8	10400	60	5.0
28B	9	10400	60	5.0
28B	10	Max Step		

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	51,339.82	53,315.81	55,387.90	57,517.53	59,781.51	62,141.25	64,462.77	67,705.08	71,062.47	74,266.22	1.6044
	Monthly	4,278.32	4,442.98	4,615.66	4,793.13	4,981.79	5,178.44	5,371.90	5,642.09	5,921.87	6,188.85	
	Bi-weekly	1,974.61	2,050.61	2,130.30	2,212.21	2,299.29	2,390.05	2,479.34	2,604.04	2,733.17	2,856.39	
	Hourly	24.682604	25.632601	26.628798	27.652657	28.741108	29.875603	30.991714	32.550518	34.164648	35.704914	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
21	Annual	50,406.37	52,346.43	54,380.85	56,471.76	58,694.57	61,011.41	63,290.71	66,474.09	69,770.43	72,915.93	1.5752
	Monthly	4,200.53	4,362.20	4,531.74	4,705.98	4,891.21	5,084.28	5,274.23	5,539.51	5,814.20	6,076.33	
	Bi-weekly	1,938.71	2,013.32	2,091.57	2,171.99	2,257.48	2,346.59	2,434.26	2,556.70	2,683.48	2,804.46	
	Hourly	24.233831	25.166553	26.144640	27.149883	28.218542	29.332410	30.428226	31.958695	33.543474	35.055733	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
22	Annual	55,043.75	57,162.30	59,383.89	61,667.15	64,094.46	66,624.47	69,113.46	72,589.70	76,189.30	79,624.19	1.7201
	Monthly	4,586.98	4,763.53	4,948.66	5,138.93	5,341.21	5,552.04	5,759.46	6,049.14	6,349.11	6,635.35	
	Bi-weekly	2,117.07	2,198.55	2,284.00	2,371.81	2,465.17	2,562.48	2,658.21	2,791.91	2,930.36	3,062.47	
	Hourly	26.463343	27.481877	28.549949	29.647670	30.814645	32.030993	33.227624	34.898893	36.629473	38.280862	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
24	Annual	56,471.76	58,694.57	61,011.41	63,290.71	65,758.07	68,357.66	70,862.89	74,536.02	78,133.73	81,693.88	1.7647
	Monthly	4,705.98	4,891.21	5,084.28	5,274.23	5,479.84	5,696.47	5,905.24	6,211.34	6,511.14	6,807.82	
	Bi-weekly	2,171.99	2,257.48	2,346.59	2,434.26	2,529.16	2,629.14	2,725.50	2,866.77	3,005.14	3,142.07	
	Hourly	27.149883	28.218542	29.332410	30.428226	31.614457	32.864259	34.068699	35.834624	37.564291	39.275904	

Teamsters 320 – Probation Officers

Service Requirements for Salary Step Advancement for

Salary Plan 29A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
29A	1	1040	6	0.5
29A	2	1040	6	0.5
29A	3	2080	12	1.0
29A	4	2080	12	1.0
29A	5	2080	12	1.0
29A	6	5 Years of total continuous County service		
29A	7	10 Years of total continuous County service		
29A	8	15 Years of total continuous County service		
29A	9	20 Years of total continuous County service		
29A	10	25 Years of total continuous County service		
29A	11	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 7 - 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	54,736.36	56,904.12	59,216.55	61,600.99	63,913.41	66,442.52	69,043.96	72,530.28	76,052.94	79,521.42	81,147.15	1.7105
	Monthly	4,561.36	4,742.01	4,934.71	5,133.42	5,326.12	5,536.88	5,753.66	6,044.19	6,337.75	6,626.79	6,762.26	
	Bi-weekly	2,105.24	2,188.62	2,277.56	2,369.27	2,458.21	2,555.48	2,655.54	2,789.63	2,925.11	3,058.52	3,121.04	
	Hourly	26.315557	27.357749	28.469493	29.615859	30.727601	31.943519	33.194210	34.870328	36.563912	38.231451	39.013055	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	59,216.55	61,600.99	63,913.41	66,442.52	69,043.96	71,735.57	74,625.72	78,329.04	82,267.21	85,988.69	87,704.92	1.8505
	Monthly	4,934.71	5,133.42	5,326.12	5,536.88	5,753.66	5,977.96	6,218.81	6,527.42	6,855.60	7,165.72	7,308.74	
	Bi-weekly	2,277.56	2,369.27	2,458.21	2,555.48	2,655.54	2,759.06	2,870.22	3,012.66	3,164.12	3,307.26	3,373.27	
	Hourly	28.469493	29.615859	30.727601	31.943519	33.194210	34.488256	35.877749	37.658191	39.551541	41.340717	42.165829	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	67,743.24	70,290.19	73,036.29	76,052.94	79,196.39	82,213.04	85,519.00	89,637.84	94,172.20	98,507.72	100,476.65	2.1170
	Monthly	5,645.27	5,857.52	6,086.36	6,337.75	6,599.70	6,851.09	7,126.58	7,469.82	7,847.68	8,208.98	8,373.05	
	Bi-weekly	2,605.51	2,703.47	2,809.09	2,925.11	3,046.02	3,162.04	3,289.19	3,447.61	3,622.01	3,788.76	3,864.49	
	Hourly	32.568863	33.793361	35.113603	36.563912	38.075189	39.525498	41.114906	43.095117	45.275097	47.359482	48.306080	

Ramsey County Deputy Sheriff's Federation Deputy Sheriffs

Service Requirements for Salary Step Advancement for

Salary Plan 30

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
30	1	2080	12	1.0
30	2	2080	12	1.0
30	3	2080	12	1.0
30	4	4160	24	2.0
30	5	4160	24	2.0
30	6	4160	24	2.0
30	7	4160	24	2.0

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
02	Annual	64,653.13	70,287.34	75,921.55	81,555.76	87,189.98	92,824.19	98,436.81	2.0204
	Monthly	5,387.76	5,857.28	6,326.80	6,796.31	7,265.83	7,735.35	8,203.07	
	Bi-weekly	2,486.66	2,703.36	2,920.06	3,136.76	3,353.46	3,570.16	3,786.03	
	Hourly	31.083233	33.791989	36.500745	39.209501	41.918257	44.627013	47.325390	

American Federation of State, County & Municipal Employees (AFSCME) Local 707 – Lake Owasso Residence

Service Requirements for Salary Step Advancement for

Salary Plan 34A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
34A	1	1040	6	0.5
34A	2	1040	6	0.5
34A	3	2080	12	1.0
34A	4	2080	12	1.0
34A	5	4160	24	2.0
34A	6	10400	60	5.0
34A	7	10400	60	5.0
34A	8	10400	60	5.0
34A	9	10400	60	5.0
34A	10	Max Step		

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	34,630.31	35,533.37	36,490.90	37,376.11	38,568.49	39,579.87	40,645.75	41,892.30	43,716.88	44,602.09	1.0821
	Monthly	2,885.86	2,961.11	3,040.91	3,114.68	3,214.04	3,298.32	3,387.15	3,491.03	3,643.07	3,716.84	
	Bi-weekly	1,331.94	1,366.67	1,403.50	1,437.54	1,483.40	1,522.30	1,563.30	1,611.24	1,681.42	1,715.46	
	Hourly	16.649189	17.083351	17.543702	17.969283	18.542542	19.028784	19.541228	20.140529	21.017730	21.443310	
09	Annual	35,533.37	36,490.90	37,376.11	38,568.49	39,579.87	40,645.75	41,892.30	42,958.18	44,909.26	45,794.46	1.1104
	Monthly	2,961.11	3,040.91	3,114.68	3,214.04	3,298.32	3,387.15	3,491.03	3,579.85	3,742.44	3,816.21	
	Bi-weekly	1,366.67	1,403.50	1,437.54	1,483.40	1,522.30	1,563.30	1,611.24	1,652.24	1,727.28	1,761.33	
	Hourly	17.083351	17.543702	17.969283	18.542542	19.028784	19.541228	20.140529	20.652969	21.590988	22.016566	
10	Annual	36,490.90	37,376.11	38,568.49	39,579.87	40,645.75	41,892.30	42,958.18	44,421.41	46,372.49	47,275.54	1.1403
	Monthly	3,040.91	3,114.68	3,214.04	3,298.32	3,387.15	3,491.03	3,579.85	3,701.78	3,864.37	3,939.63	
	Bi-weekly	1,403.50	1,437.54	1,483.40	1,522.30	1,563.30	1,611.24	1,652.24	1,708.52	1,783.56	1,818.29	
	Hourly	17.543702	17.969283	18.542542	19.028784	19.541228	20.140529	20.652969	21.356445	22.294466	22.728626	
10M	Annual	36,924.58	37,899.96	38,947.68	40,031.71	41,296.11	42,361.99	43,752.89	45,053.60	47,040.69	47,980.07	1.1538
	Monthly	3,077.05	3,158.33	3,245.64	3,335.98	3,441.34	3,530.17	3,646.07	3,754.47	3,920.06	3,998.34	
	Bi-weekly	1,420.18	1,457.69	1,497.99	1,539.68	1,588.31	1,629.31	1,682.80	1,732.83	1,809.26	1,845.39	
	Hourly	17.752200	18.221134	18.724846	19.246016	19.853899	20.366339	21.035041	21.660385	22.615716	23.067341	
11	Annual	37,376.11	38,568.49	39,579.87	40,645.75	41,892.30	42,958.18	44,421.41	45,776.30	47,835.71	48,792.94	1.1680
	Monthly	3,114.68	3,214.04	3,298.32	3,387.15	3,491.03	3,579.85	3,701.78	3,814.69	3,986.31	4,066.08	
	Bi-weekly	1,437.54	1,483.40	1,522.30	1,563.30	1,611.24	1,652.24	1,708.52	1,760.63	1,839.84	1,876.65	
	Hourly	17.969283	18.542542	19.028784	19.541228	20.140529	20.652969	21.356445	22.007836	22.997939	23.458144	
12	Annual	38,568.49	39,579.87	40,645.75	41,892.30	42,958.18	44,421.41	45,776.30	47,131.19	49,226.62	50,220.16	1.2052
	Monthly	3,214.04	3,298.32	3,387.15	3,491.03	3,579.85	3,701.78	3,814.69	3,927.60	4,102.22	4,185.01	
	Bi-weekly	1,483.40	1,522.30	1,563.30	1,611.24	1,652.24	1,708.52	1,760.63	1,812.74	1,893.33	1,931.54	
	Hourly	18.542542	19.028784	19.541228	20.140529	20.652969	21.356445	22.007836	22.659226	23.666643	24.144307	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	39,579.87	40,645.75	41,892.30	42,958.18	44,421.41	45,776.30	47,131.19	48,829.26	50,924.69	51,954.56	1.2368
	Monthly	3,298.32	3,387.15	3,491.03	3,579.85	3,701.78	3,814.69	3,927.60	4,069.11	4,243.72	4,329.55	
	Bi-weekly	1,522.30	1,563.30	1,611.24	1,652.24	1,708.52	1,760.63	1,812.74	1,878.05	1,958.64	1,998.25	
	Hourly	19.028784	19.541228	20.140529	20.652969	21.356445	22.007836	22.659226	23.475605	24.483024	24.978152	
14	Annual	40,645.75	41,892.30	42,958.18	44,421.41	45,776.30	47,131.19	48,829.26	50,473.17	52,676.94	53,724.65	1.2701
	Monthly	3,387.15	3,491.03	3,579.85	3,701.78	3,814.69	3,927.60	4,069.11	4,206.10	4,389.75	4,477.05	
	Bi-weekly	1,563.30	1,611.24	1,652.24	1,708.52	1,760.63	1,812.74	1,878.05	1,941.28	2,026.04	2,066.33	
	Hourly	19.541228	20.140529	20.652969	21.356445	22.007836	22.659226	23.475605	24.265945	25.325450	25.829160	
14M	Annual	41,296.11	42,361.99	43,752.89	45,053.60	46,462.67	47,944.06	49,587.97	51,502.72	53,796.98	54,844.70	1.2905
	Monthly	3,441.34	3,530.17	3,646.07	3,754.47	3,871.89	3,995.34	4,132.33	4,291.89	4,483.08	4,570.39	
	Bi-weekly	1,588.31	1,629.31	1,682.80	1,732.83	1,787.03	1,844.00	1,907.23	1,980.87	2,069.11	2,109.41	
	Hourly	19.853899	20.366339	21.035041	21.660385	22.337822	23.050028	23.840368	24.760922	25.863934	26.367645	
15	Annual	41,892.30	42,958.18	44,421.41	45,776.30	47,131.19	48,829.26	50,473.17	52,261.42	54,592.00	55,675.73	1.3091
	Monthly	3,491.03	3,579.85	3,701.78	3,814.69	3,927.60	4,069.11	4,206.10	4,355.12	4,549.33	4,639.64	
	Bi-weekly	1,611.24	1,652.24	1,708.52	1,760.63	1,812.74	1,878.05	1,941.28	2,010.05	2,099.69	2,141.37	
	Hourly	20.140529	20.652969	21.356445	22.007836	22.659226	23.475605	24.265945	25.125683	26.246156	26.767176	
15V	Annual	43,951.72	45,252.44	46,390.34	47,925.90	49,190.61	50,852.36	52,333.75	53,977.65	56,416.58	57,536.63	1.3734
	Monthly	3,662.64	3,771.04	3,865.86	3,993.83	4,099.22	4,237.70	4,361.15	4,498.14	4,701.38	4,794.72	
	Bi-weekly	1,690.45	1,740.48	1,784.24	1,843.30	1,891.95	1,955.86	2,012.84	2,076.06	2,169.87	2,212.95	
	Hourly	21.130634	21.755980	22.303047	23.041297	23.649331	24.448251	25.160457	25.950794	27.123357	27.661840	
16	Annual	42,958.18	44,421.41	45,776.30	47,131.19	48,829.26	50,473.17	52,261.42	54,158.33	56,615.11	57,753.31	1.3424
	Monthly	3,579.85	3,701.78	3,814.69	3,927.60	4,069.11	4,206.10	4,355.12	4,513.19	4,717.93	4,812.78	
	Bi-weekly	1,652.24	1,708.52	1,760.63	1,812.74	1,878.05	1,941.28	2,010.05	2,083.01	2,177.50	2,221.28	
	Hourly	20.652969	21.356445	22.007836	22.659226	23.475605	24.265945	25.125683	26.037658	27.218801	27.766016	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17	Annual	44,421.41	45,776.30	47,131.19	48,829.26	50,473.17	52,261.42	54,158.33	55,964.74	58,476.00	59,650.22	1.3881
	Monthly	3,701.78	3,814.69	3,927.60	4,069.11	4,206.10	4,355.12	4,513.19	4,663.73	4,873.00	4,970.85	
	Bi-weekly	1,708.52	1,760.63	1,812.74	1,878.05	1,941.28	2,010.05	2,083.01	2,152.49	2,249.08	2,294.24	
	Hourly	21.356445	22.007836	22.659226	23.475605	24.265945	25.125683	26.037658	26.906126	28.113462	28.677991	
17C	Annual	46,318.32	47,691.06	48,955.76	50,509.18	51,900.39	53,526.13	55,260.21	56,940.45	59,451.39	60,643.76	1.4474
	Monthly	3,859.86	3,974.26	4,079.65	4,209.10	4,325.03	4,460.51	4,605.02	4,745.04	4,954.28	5,053.65	
	Bi-weekly	1,781.47	1,834.27	1,882.91	1,942.66	1,996.17	2,058.70	2,125.39	2,190.02	2,286.59	2,332.45	
	Hourly	22.268421	22.928393	23.536425	24.283257	24.952109	25.733718	26.567410	27.375214	28.582398	29.155656	
18	Annual	45,776.30	47,131.19	48,829.26	50,473.17	52,261.42	54,158.33	55,964.74	57,969.99	60,553.27	61,763.81	1.4305
	Monthly	3,814.69	3,927.60	4,069.11	4,206.10	4,355.12	4,513.19	4,663.73	4,830.83	5,046.11	5,146.98	
	Bi-weekly	1,760.63	1,812.74	1,878.05	1,941.28	2,010.05	2,083.01	2,152.49	2,229.61	2,328.97	2,375.53	
	Hourly	22.007836	22.659226	23.475605	24.265945	25.125683	26.037658	26.906126	27.870187	29.112150	29.694139	
19	Annual	47,131.19	48,829.26	50,473.17	52,261.42	54,158.33	55,964.74	57,969.99	60,047.58	62,666.86	63,913.41	1.4728
	Monthly	3,927.60	4,069.11	4,206.10	4,355.12	4,513.19	4,663.73	4,830.83	5,003.97	5,222.24	5,326.12	
	Bi-weekly	1,812.74	1,878.05	1,941.28	2,010.05	2,083.01	2,152.49	2,229.61	2,309.52	2,410.26	2,458.21	
	Hourly	22.659226	23.475605	24.265945	25.125683	26.037658	26.906126	27.870187	28.869028	30.128298	30.727601	
20	Annual	48,829.26	50,473.17	52,261.42	54,158.33	55,964.74	57,969.99	60,047.58	62,124.84	64,888.79	66,171.35	1.5259
	Monthly	4,069.11	4,206.10	4,355.12	4,513.19	4,663.73	4,830.83	5,003.97	5,177.07	5,407.40	5,514.28	
	Bi-weekly	1,878.05	1,941.28	2,010.05	2,083.01	2,152.49	2,229.61	2,309.52	2,389.42	2,495.72	2,545.05	
	Hourly	23.475605	24.265945	25.125683	26.037658	26.906126	27.870187	28.869028	29.867713	31.196534	31.813150	

American Federation of State, County & Municipal Employees (AFSCME) Local 707 – Lake Owasso Residence- Behavior Analysts

Service Requirements for Salary Step Advancement for Salary Plan 34C

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
34C	1	1040	6	0.5
34C	2	1040	6	0.5
34C	3	2080	12	1.0
34C	4	2080	12	1.0
34C	5	2080	12	1.0
34C	6	2080	12	1.0
34C	7	10400	60	5.0
34C	8	10400	60	5.0
34C	9	10400	60	5.0
34C	10	10400	60	5.0
34C	11	Max Step		

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

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 Salary Plan: 34C AFSCME707/LOR BehaviorAnalysts

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20R	Annual	50,419.00	52,225.41	54,339.00	56,452.59	58,674.52	60,896.46	63,244.89	66,352.03	70,163.69	71,916.25	73,343.16	1.5755
	Monthly	4,201.58	4,352.12	4,528.25	4,704.38	4,889.54	5,074.71	5,270.41	5,529.34	5,846.97	5,993.02	6,111.93	
	Bi-weekly	1,939.19	2,008.67	2,089.96	2,171.25	2,256.71	2,342.17	2,432.50	2,552.00	2,698.60	2,766.01	2,820.89	
	Hourly	24.239902	25.108371	26.124518	27.140668	28.208906	29.277142	30.406197	31.900013	33.732544	34.575119	35.261134	

Law Enforcement Labor Services (LELS) 423- Deputy Sheriff Sergeants

Service Requirements for Salary Step Advancement for

Salary Plan 35

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
35	1	2080	12	1.0
35	2	4160	24	2.0
35	3	4160	24	2.0
35	4	6240	36	3.0
35	5	Max Step		

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

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As Of Date: 01/30/2023
Salary Plan: 35 LELS 423/Sergeants

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COMPENSATION MANUAL

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Grade		1	2	3	4	5	Night Diff
01	Annual	97,508.57	102,387.24	107,265.90	112,122.98	117,001.65	
	Monthly	8,125.71	8,532.27	8,938.83	9,343.58	9,750.14	2.9800
	Bi-weekly	3,750.33	3,937.97	4,125.61	4,312.42	4,500.06	
	Hourly	46.879120	49.224633	51.570145	53.905280	56.250793	

Teamsters 320 - Correctional Officer 3

Service Requirements for Salary Step Advancement for

Salary Plan 36

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
36	1	1040	6	0.5
36	2	1040	6	0.5
36	3	2080	12	1.0
36	4	2080	12	1.0
36	5	2080	12	1.0
36	6	2080	12	1.0
36	7	5 Years of total continuous County service		
36	8	10 Years of total continuous County service		
36	9	15 Years of total continuous County service		
36	10	20 Years total continuous County service		
36	11	Max Step		

Salary progression on this plan *is subject* to years of service (longevity increases) 8-11.

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 As Of Date: 01/30/2023
 Salary Plan: 36 Teamsters320/CorrOfcr3

PeopleSoft
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	66,081.17	68,664.45	71,193.55	74,210.52	77,154.82	80,189.93	83,441.42	87,470.08	91,805.60	95,942.29	97,875.22	2.0650
	Monthly	5,506.77	5,722.04	5,932.80	6,184.21	6,429.57	6,682.50	6,953.45	7,289.17	7,650.47	7,995.19	8,156.27	
	Bi-weekly	2,541.58	2,640.94	2,738.21	2,854.25	2,967.49	3,084.23	3,209.29	3,364.23	3,530.98	3,690.09	3,764.43	
	Hourly	31.769795	33.011755	34.227670	35.678132	37.093663	38.552853	40.116066	42.052924	44.137309	46.126103	47.055392	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 Licensed Practical Nurses

Service Requirements for Salary Step Advancement for

Salary Plan 37

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
37	1	1040	6	0.5
37	2	1040	6	0.5
37	3	2080	12	1.0
37	4	2080	12	1.0
37	5	4160	24	2.0
37	6	10400	60	5.0
37	7	10400	60	5.0
37	8	10400	60	5.0
37	9	10400	60	5.0
37	10	0	0	0.0

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	47,510.38	48,955.76	50,346.66	51,882.22	53,435.64	55,133.72	56,976.45	64,075.92	66,984.54	68,321.27	1.4846
	Monthly	3,959.20	4,079.65	4,195.56	4,323.52	4,452.97	4,594.48	4,748.04	5,339.66	5,582.05	5,693.44	
	Bi-weekly	1,827.32	1,882.91	1,936.41	1,995.47	2,055.22	2,120.53	2,191.40	2,464.46	2,576.33	2,627.74	
	Hourly	22.841531	23.536425	24.205126	24.943377	25.690211	26.506594	27.392526	30.805732	32.204104	32.846763	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
24	Annual	49,407.29	50,780.34	52,370.07	53,941.65	55,657.88	57,536.63	59,343.05	68,465.62	71,609.07	73,054.14	1.5439
	Monthly	4,117.27	4,231.70	4,364.17	4,495.14	4,638.16	4,794.72	4,945.25	5,705.47	5,967.42	6,087.85	
	Bi-weekly	1,900.28	1,953.09	2,014.23	2,074.68	2,140.69	2,212.95	2,282.42	2,633.29	2,754.20	2,809.77	
	Hourly	23.753503	24.413626	25.177920	25.933484	26.758597	27.661840	28.530310	32.916164	34.427438	35.122183	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
26	Annual	54,971.20	56,615.11	58,476.00	60,444.93	62,251.35	64,545.61	66,930.37	69,296.65	72,440.11	73,903.34	1.7178
	Monthly	4,580.93	4,717.93	4,873.00	5,037.08	5,187.61	5,378.80	5,577.53	5,774.72	6,036.68	6,158.61	
	Bi-weekly	2,114.28	2,177.50	2,249.08	2,324.80	2,394.28	2,482.52	2,574.24	2,665.26	2,786.16	2,842.44	
	Hourly	26.428461	27.218801	28.113462	29.060062	29.928533	31.031544	32.178060	33.315696	34.826975	35.530450	

Law Enforcement Labor Services (LELS) Local 184 Deputy Sheriff Commander

Service Requirements for Salary Step Advancement for

Salary Plan 38

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
38	1	4160	24	2.0
38	2	4160	24	2.0
38	3	4160	24	2.0
38	4	4160	24	2.0
38	5	6240	36	3.0

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

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Salary Plan: 38 LawEnfLaborServ/Commanders

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Grade		1	2	3	4	5	Night Diff
31	Annual	121,167.94	127,212.31	133,278.26	139,344.22	145,410.17	
	Monthly	10,097.33	10,601.03	11,106.52	11,612.02	12,117.51	3.7864
	Bi-weekly	4,660.31	4,892.78	5,126.09	5,359.39	5,592.70	
	Hourly	58.253819	61.159764	64.076087	66.992411	69.908734	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 Workforce Solutions

Service Requirements for Salary Step Advancement for

Salary Plan 39

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
39	1	1040	6	0.5
39	2	1040	6	0.5
39	3	2080	12	1.0
39	4	2080	12	1.0
39	5	2080	12	1.0
39	6	2080	12	1.0
39	7	10400	60	5.0
39	8	10400	60	5.0
39	9	10400	60	5.0
39	10	10400	60	5.0
39	11	Max Step		

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	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	72,078.76	75,565.09	78,943.39	80,533.12	1.6997
	Monthly	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	6,006.56	6,297.09	6,578.62	6,711.09	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,772.26	2,906.35	3,036.28	3,097.43	
	Hourly	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.653249	36.329370	37.953553	38.717845	
25M	Annual	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,859.35	81,653.16	85,392.51	87,090.57	1.8369
	Monthly	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,488.28	6,804.43	7,116.04	7,257.55	
	Bi-weekly	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,994.59	3,140.51	3,284.33	3,349.64	
	Hourly	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.432380	39.256329	41.054089	41.870467	
28	Annual	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	85,681.51	90,071.21	94,172.20	96,068.80	2.0221
	Monthly	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,140.13	7,505.93	7,847.68	8,005.73	
	Bi-weekly	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,295.44	3,464.28	3,622.01	3,694.95	
	Hourly	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.256329	41.193035	43.303466	45.275097	46.186921	
28M	Annual	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	87,451.93	91,769.28	95,906.28	97,839.20	2.0639
	Monthly	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,287.66	7,647.44	7,992.19	8,153.27	
	Bi-weekly	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,363.54	3,529.59	3,688.70	3,763.05	
	Hourly	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	42.044195	44.119846	46.108789	47.038077	
30	Annual	70,001.18	72,765.13	75,619.57	78,491.86	81,653.16	84,850.48	88,264.79	92,744.98	97,333.50	101,741.36	103,782.62	2.1875
	Monthly	5,833.43	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,728.75	8,111.13	8,478.45	8,648.55	
	Bi-weekly	2,692.35	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,567.11	3,743.60	3,913.13	3,991.64	
	Hourly	33.654414	34.983236	36.355563	37.736473	39.256329	40.793502	42.434994	44.588932	46.794954	48.914113	49.895488	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 PHN/RN (Public Health Nurse/Registered Nurses/Nurse Practitioner)

Service Requirements for Salary Step Advancement for

Salary Plan 40

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
40	1	1040	6	0.5
40	2	1040	6	0.5
40	3	2080	12	1.0
40	4	2080	12	1.0
40	5	2080	12	1.0
40	6	2080	12	1.0
40	7	10400	60	5.0
40	8	10400	60	5.0
40	9	10400	60	5.0
40	10	10400	60	5.0
40	11	Max Step		

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	62,310.53	64,772.65	67,328.93	69,923.00	72,836.37	75,712.26	78,682.32	82,591.99	88,365.63	92,353.51	94,213.52	1.9472
	Monthly	5,192.54	5,397.72	5,610.74	5,826.92	6,069.70	6,309.36	6,556.86	6,882.67	7,363.80	7,696.13	7,851.13	
	Bi-weekly	2,396.56	2,491.26	2,589.57	2,689.35	2,801.40	2,912.01	3,026.24	3,176.62	3,398.68	3,552.06	3,623.60	
	Hourly	29.956985	31.140697	32.369678	33.616828	35.017483	36.400125	37.828037	39.707689	42.483477	44.400725	45.294962	
26M	Annual	63,663.60	66,201.31	68,720.12	71,445.50	74,058.14	77,197.28	80,261.18	84,176.76	89,995.35	94,079.26	95,958.22	1.9894
	Monthly	5,305.30	5,516.78	5,726.68	5,953.79	6,171.51	6,433.11	6,688.43	7,014.73	7,499.61	7,839.94	7,996.52	
	Bi-weekly	2,448.60	2,546.20	2,643.08	2,747.90	2,848.39	2,969.13	3,086.97	3,237.57	3,461.36	3,618.43	3,690.70	
	Hourly	30.607502	31.827554	33.038520	34.348798	35.604876	37.114077	38.587104	40.469595	43.266994	45.230415	46.133757	
28	Annual	67,328.93	69,923.00	72,836.37	75,712.26	78,682.32	81,670.94	84,960.29	89,151.79	95,593.65	99,946.09	101,958.97	2.1040
	Monthly	5,610.74	5,826.92	6,069.70	6,309.36	6,556.86	6,805.91	7,080.02	7,429.32	7,966.14	8,328.84	8,496.58	
	Bi-weekly	2,589.57	2,689.35	2,801.40	2,912.01	3,026.24	3,141.19	3,267.70	3,428.91	3,676.68	3,844.08	3,921.50	
	Hourly	32.369678	33.616828	35.017483	36.400125	37.828037	39.264875	40.846292	42.861437	45.958487	48.051003	49.018735	
28M	Annual	68,720.12	71,445.50	74,058.14	77,197.28	79,730.06	83,400.00	86,783.50	90,993.90	97,395.84	101,786.49	103,837.92	2.1475
	Monthly	5,726.68	5,953.79	6,171.51	6,433.11	6,644.17	6,950.00	7,231.96	7,582.83	8,116.32	8,482.21	8,653.16	
	Bi-weekly	2,643.08	2,747.90	2,848.39	2,969.13	3,066.54	3,207.69	3,337.83	3,499.77	3,745.99	3,914.87	3,993.77	
	Hourly	33.038520	34.348798	35.604876	37.114077	38.331760	40.096152	41.722836	43.747067	46.824924	48.935813	49.922076	
31	Annual	75,712.26	78,682.32	81,670.94	84,960.29	88,287.09	91,839.69	95,486.13	100,185.56	107,404.08	112,312.15	114,536.06	2.3660
	Monthly	6,309.36	6,556.86	6,805.91	7,080.02	7,357.26	7,653.31	7,957.18	8,348.80	8,950.34	9,359.35	9,544.67	
	Bi-weekly	2,912.01	3,026.24	3,141.19	3,267.70	3,395.66	3,532.30	3,672.54	3,853.29	4,130.93	4,319.70	4,405.23	
	Hourly	36.400125	37.828037	39.264875	40.846292	42.445718	44.153699	45.906791	48.166132	51.636577	53.996226	55.065411	

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	77,197.28	80,261.18	83,400.00	86,783.50	89,979.01	93,719.27	97,497.65	102,271.70	109,570.50	114,555.33	116,875.27	2.4124
	Monthly	6,433.11	6,688.43	6,950.00	7,231.96	7,498.25	7,809.94	8,124.80	8,522.64	9,130.88	9,546.28	9,739.61	
	Bi-weekly	2,969.13	3,086.97	3,207.69	3,337.83	3,460.73	3,604.59	3,749.91	3,933.53	4,214.25	4,405.97	4,495.20	
	Hourly	37.114077	38.587104	40.096152	41.722836	43.259137	45.057342	46.873870	49.169085	52.678123	55.074679	56.190035	

Law Enforcement Labor Services (LELS) Local 353 – Emergency Communications Shift Supervisors

Service Requirements for Salary Step Advancement for

Salary Plan 41

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
41	1	1040	6	0.5
41	2	1040	6	0.5
41	3	2080	12	1.0
41	4	2080	12	1.0
41	5	2080	12	1.0
41	6	2080	12	1.0
41	7	10400	60	5.0
41	8	10400	60	5.0
41	9	10400	60	5.0
41	10	10400	60	5.0
41	11	Max Step		

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

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 Salary Plan: 41 LELS Local 353/DispatchSupv

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	63,203.60	65,697.95	68,229.19	71,071.98	73,878.21	76,776.31	79,692.54	85,487.00	87,744.36	91,760.89	94,081.44	1.9751
	Monthly	5,266.97	5,474.83	5,685.77	5,922.67	6,156.52	6,398.03	6,641.05	7,123.92	7,312.03	7,646.74	7,840.12	
	Bi-weekly	2,430.91	2,526.84	2,624.20	2,733.54	2,841.47	2,952.94	3,065.10	3,287.96	3,374.78	3,529.26	3,618.52	
	Hourly	30.386344	31.585552	32.802494	34.169219	35.518368	36.911689	38.313722	41.099517	42.184789	44.115812	45.231460	

Teamsters 320 – Chief Correctional Officers (Sheriff Department)

Service Requirements for Salary Step Advancement for Salary Plan 42

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
42	1	1040	6	0.5
42	2	1040	6	0.5
42	3	2080	12	1.0
42	4	2080	12	1.0
42	5	2080	12	1.0
42	6	2080	12	1.0
42	7	10400	60	5.0
42	8	10400	60	5.0
42	9	10400	60	5.0
42	10	10400	60	5.0
42	11	Max Step		

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	72,765.13	75,619.58	78,491.86	81,653.17	84,850.49	88,264.79	91,769.28	96,285.79	101,199.34	106,882.12	111,156.89	2.2739
	Monthly	6,063.76	6,301.63	6,540.99	6,804.43	7,070.87	7,355.40	7,647.44	8,023.82	8,433.28	8,906.84	9,263.07	
	Bi-weekly	2,798.66	2,908.45	3,018.92	3,140.51	3,263.48	3,394.80	3,529.59	3,703.30	3,892.28	4,110.85	4,275.26	
	Hourly	34.983236	36.355565	37.736473	39.256331	40.793505	42.434997	44.119847	46.291244	48.653528	51.385634	53.440810	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Professional Employees

Service Requirements for Salary Step Advancement for

Salary Plan 43

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
43	1	1040	6	0.5
43	2	1040	6	0.5
43	3	2080	12	1.0
43	4	2080	12	1.0
43	5	2080	12	1.0
43	6	2080	12	1.0
43	7	10400	60	5.0
43	8	10400	60	5.0
43	9	10400	60	5.0
43	10	10400	60	5.0
43	11	Max Step		

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	54,393.17	56,506.76	58,782.87	60,697.93	63,624.39	66,045.16	68,664.45	72,078.76	72,819.30	76,107.11	77,624.51	1.6997
	Monthly	4,532.76	4,708.90	4,898.57	5,058.16	5,302.03	5,503.76	5,722.04	6,006.56	6,068.28	6,342.26	6,468.71	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,334.54	2,447.09	2,540.20	2,640.94	2,772.26	2,800.74	2,927.20	2,985.56	
	Hourly	26.150562	27.166713	28.260994	29.181699	30.588650	31.752479	33.011755	34.653249	35.009278	36.589955	37.319474	
23M	Annual	54,393.17	56,506.76	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	72,078.76	75,565.09	78,943.39	80,533.12	1.6997
	Monthly	4,532.76	4,708.90	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	6,006.56	6,297.09	6,578.62	6,711.09	
	Bi-weekly	2,092.04	2,173.34	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,772.26	2,906.35	3,036.28	3,097.43	
	Hourly	26.150562	27.166713	28.260994	29.416091	30.588650	31.752479	33.011755	34.653249	36.329370	37.953553	38.717845	
25	Annual	57,554.48	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	76,287.78	80,099.44	83,766.76	85,446.67	1.7985
	Monthly	4,796.21	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,357.32	6,674.95	6,980.56	7,120.56	
	Bi-weekly	2,213.63	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,934.15	3,080.75	3,221.80	3,286.41	
	Hourly	27.670423	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.676815	38.509347	40.272479	41.080129	
25M	Annual	58,782.87	61,185.47	63,624.39	66,045.16	68,664.45	71,175.39	74,192.35	77,859.35	81,653.16	85,392.51	87,090.57	1.8369
	Monthly	4,898.57	5,098.79	5,302.03	5,503.76	5,722.04	5,931.28	6,182.70	6,488.28	6,804.43	7,116.04	7,257.55	
	Bi-weekly	2,260.88	2,353.29	2,447.09	2,540.20	2,640.94	2,737.52	2,853.55	2,994.59	3,140.51	3,284.33	3,349.64	
	Hourly	28.260994	29.416091	30.588650	31.752479	33.011755	34.218939	35.669400	37.432380	39.256329	41.054089	41.870467	
27	Annual	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	82,357.70	86,422.37	90,378.39	92,202.96	1.9453
	Monthly	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,863.14	7,201.86	7,531.53	7,683.58	
	Bi-weekly	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,167.60	3,323.94	3,476.09	3,546.27	
	Hourly	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.595046	41.549214	43.451147	44.328345	

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	66,045.16	68,664.45	71,175.39	74,192.35	77,136.97	80,153.62	83,405.41	87,451.93	91,769.28	95,906.28	95,686.26	2.0639
	Monthly	5,503.76	5,722.04	5,931.28	6,182.70	6,428.08	6,679.47	6,950.45	7,287.66	7,647.44	7,992.19	7,973.86	
	Bi-weekly	2,540.20	2,640.94	2,737.52	2,853.55	2,966.81	3,082.83	3,207.90	3,363.54	3,529.59	3,688.70	3,680.24	
	Hourly	31.752479	33.011755	34.218939	35.669400	37.085080	38.535393	40.098756	42.044195	44.119846	46.108789	46.003009	

Administrative and Technical Unclassified (Unrepresented)

Service Requirements for Salary Step Advancement for Salary Plan 98A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step	Increment Hours Part-Time	Increment Months	Increment Years Full-Time
98A	1	1040	6	0.5
98A	2	1040	6	0.5
98A	3	2080	12	1.0
98A	4	2080	12	1.0
98A	5	2080	12	1.0
98A	6	2080	12	1.0
98A	7	10400	60	5.0
98A	8	10400	60	5.0
98A	9	10400	60	5.0
98A	10	10400	60	5.0
98A	11	Max Step		

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	35,678.03	36,689.74	37,737.45	38,911.67	40,230.24	41,549.12	42,904.00	44,818.77	46,715.67	48,829.26	49,786.80	1.1149
	Monthly	2,973.17	3,057.48	3,144.79	3,242.64	3,352.52	3,462.43	3,575.33	3,734.90	3,892.97	4,069.11	4,148.90	
	Bi-weekly	1,372.23	1,411.14	1,451.44	1,496.60	1,547.32	1,598.04	1,650.15	1,723.80	1,796.76	1,878.05	1,914.88	
	Hourly	17.152901	17.639296	18.143005	18.707532	19.341462	19.975536	20.626925	21.547484	22.459456	23.475605	23.935961	
01	Annual	39,273.02	40,952.93	42,723.34	44,529.75	46,408.50	48,377.74	50,400.83	52,532.59	54,772.68	57,265.47	58,421.52	1.2272
	Monthly	3,272.75	3,412.74	3,560.28	3,710.81	3,867.38	4,031.48	4,200.07	4,377.72	4,564.39	4,772.12	4,868.46	
	Bi-weekly	1,510.50	1,575.11	1,643.21	1,712.68	1,784.94	1,860.68	1,938.49	2,020.48	2,106.64	2,202.52	2,246.98	
	Hourly	18.881257	19.688907	20.540066	21.408532	22.311777	23.258529	24.231169	25.256052	26.333020	27.531475	28.087270	
02	Annual	41,223.78	43,030.51	44,909.26	46,896.34	48,937.60	51,087.21	53,291.28	55,639.72	58,114.66	60,697.93	61,926.32	1.2882
	Monthly	3,435.32	3,585.88	3,742.44	3,908.03	4,078.13	4,257.27	4,440.94	4,636.64	4,842.89	5,058.16	5,160.53	
	Bi-weekly	1,585.53	1,655.02	1,727.28	1,803.71	1,882.22	1,964.89	2,049.66	2,139.99	2,235.18	2,334.54	2,381.78	
	Hourly	19.819123	20.687745	21.590988	22.546319	23.527694	24.561158	25.620809	26.749867	27.939739	29.181699	29.772271	
03	Annual	43,337.37	45,288.45	47,239.53	49,371.28	51,556.89	53,887.48	56,235.91	58,746.85	61,330.13	64,112.24	65,394.81	1.3542
	Monthly	3,611.45	3,774.04	3,936.63	4,114.27	4,296.41	4,490.62	4,686.33	4,895.57	5,110.84	5,342.69	5,449.57	
	Bi-weekly	1,666.82	1,741.86	1,816.90	1,898.90	1,982.96	2,072.60	2,162.92	2,259.49	2,358.85	2,465.86	2,515.18	
	Hourly	20.835273	21.773294	22.711312	23.736192	24.786965	25.907441	27.036495	28.243679	29.485640	30.823194	31.439811	
04	Annual	45,776.30	47,817.56	49,967.16	52,207.25	54,592.00	57,030.62	59,577.89	62,269.51	65,123.64	68,032.25	69,423.15	1.4305
	Monthly	3,814.69	3,984.80	4,163.93	4,350.60	4,549.33	4,752.55	4,964.82	5,189.13	5,426.97	5,669.35	5,785.26	
	Bi-weekly	1,760.63	1,839.14	1,921.81	2,007.97	2,099.69	2,193.49	2,291.46	2,394.98	2,504.76	2,616.63	2,670.12	
	Hourly	22.007836	22.989209	24.022671	25.099637	26.246156	27.418569	28.643215	29.937263	31.309440	32.707813	33.376515	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	46,173.65	48,287.25	50,419.00	52,676.94	55,079.54	57,590.80	60,137.76	62,883.55	65,756.15	68,736.78	70,109.52	1.4429
	Monthly	3,847.81	4,023.94	4,201.58	4,389.75	4,589.96	4,799.23	5,011.48	5,240.30	5,479.68	5,728.07	5,842.46	
	Bi-weekly	1,775.91	1,857.20	1,939.19	2,026.04	2,118.44	2,215.03	2,312.99	2,418.60	2,529.08	2,643.72	2,696.52	
	Hourly	22.198872	23.215022	24.239902	25.325450	26.480547	27.687885	28.912382	30.232474	31.613534	33.046530	33.706501	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	48,467.92	50,653.84	53,002.28	55,404.88	57,969.99	60,643.76	63,443.72	66,316.01	69,350.82	72,476.12	73,939.35	1.5146
	Monthly	4,038.99	4,221.15	4,416.86	4,617.07	4,830.83	5,053.65	5,286.98	5,526.34	5,779.24	6,039.68	6,161.61	
	Bi-weekly	1,864.15	1,948.22	2,038.55	2,130.96	2,229.61	2,332.45	2,440.14	2,550.62	2,667.34	2,787.54	2,843.82	
	Hourly	23.301884	24.352807	25.481864	26.636960	27.870187	29.155656	30.501790	31.882699	33.341741	34.844286	35.547763	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	51,520.88	54,013.98	56,560.93	59,180.53	61,962.33	64,997.13	68,068.26	71,283.73	74,643.87	78,076.35	79,629.76	1.6100
	Monthly	4,293.41	4,501.17	4,713.41	4,931.71	5,163.53	5,416.43	5,672.36	5,940.31	6,220.32	6,506.36	6,635.81	
	Bi-weekly	1,981.57	2,077.46	2,175.42	2,276.17	2,383.17	2,499.89	2,618.01	2,741.68	2,870.92	3,002.94	3,062.68	
	Hourly	24.769652	25.968259	27.192756	28.452178	29.789582	31.248620	32.725123	34.271025	35.886478	37.536705	38.283538	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	55,477.21	58,132.51	60,896.46	63,750.90	66,785.70	69,983.33	73,271.14	76,739.30	80,406.62	84,073.93	85,753.85	1.7336
	Monthly	4,623.10	4,844.38	5,074.71	5,312.58	5,565.48	5,831.94	6,105.93	6,394.94	6,700.55	7,006.16	7,146.15	
	Bi-weekly	2,133.74	2,235.87	2,342.17	2,451.96	2,568.68	2,691.67	2,818.12	2,951.51	3,092.56	3,233.61	3,298.22	
	Hourly	26.671734	27.948321	29.277142	30.649470	32.108509	33.645830	35.226507	36.893896	38.657028	40.420159	41.227810	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07F	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	83,260.75	87,018.24	88,770.80	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	6,938.40	7,251.52	7,397.57	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,202.34	3,346.86	3,414.26	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	40.029205	41.835694	42.678270	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	59,885.07	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	79,377.07	84,380.79	88,156.45	89,926.86	1.8714
	Monthly	4,990.42	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,614.76	7,031.73	7,346.37	7,493.91	
	Bi-weekly	2,303.27	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,052.96	3,245.42	3,390.63	3,458.73	
	Hourly	28.790898	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	38.162051	40.567689	42.382910	43.234066	
07R	Annual	62,251.35	64,708.12	67,201.22	70,001.18	72,765.13	75,619.57	78,491.86	82,357.70	86,422.37	90,378.39	92,202.96	1.9453
	Monthly	5,187.61	5,392.34	5,600.10	5,833.43	6,063.76	6,301.63	6,540.99	6,863.14	7,201.86	7,531.53	7,683.58	
	Bi-weekly	2,394.28	2,488.77	2,584.66	2,692.35	2,798.66	2,908.45	3,018.92	3,167.60	3,323.94	3,476.09	3,546.27	
	Hourly	29.928533	31.109673	32.308278	33.654414	34.983236	36.355563	37.736473	39.595046	41.549214	43.451147	44.328345	
08	Annual	59,885.07	62,685.02	65,701.67	68,809.11	72,114.77	75,547.24	79,142.22	82,863.40	86,819.72	90,739.73	92,546.14	1.8714
	Monthly	4,990.42	5,223.75	5,475.14	5,734.09	6,009.56	6,295.60	6,595.19	6,905.28	7,234.98	7,561.64	7,712.18	
	Bi-weekly	2,303.27	2,410.96	2,526.99	2,646.50	2,773.64	2,905.66	3,043.93	3,187.05	3,339.22	3,489.99	3,559.47	
	Hourly	28.790898	30.137028	31.587340	33.081303	34.670561	36.320787	38.049146	39.838171	41.740251	43.624871	44.493338	
09	Annual	65,051.62	68,140.59	71,356.06	74,752.21	78,293.02	82,032.37	85,880.35	90,017.04	94,298.39	98,597.90	100,584.99	2.0328
	Monthly	5,420.97	5,678.38	5,946.34	6,229.35	6,524.42	6,836.03	7,156.70	7,501.42	7,858.20	8,216.49	8,382.08	
	Bi-weekly	2,501.99	2,620.79	2,744.46	2,875.09	3,011.27	3,155.09	3,303.09	3,462.19	3,626.86	3,792.23	3,868.65	
	Hourly	31.274818	32.759899	34.305800	35.938564	37.640877	39.438637	41.288631	43.277422	45.335765	47.402836	48.358167	
10	Annual	70,904.54	74,318.85	77,859.35	81,544.83	85,428.51	89,475.33	93,774.53	98,182.38	102,861.41	107,503.79	109,671.86	2.2157
	Monthly	5,908.71	6,193.24	6,488.28	6,795.40	7,119.04	7,456.28	7,814.54	8,181.87	8,571.78	8,958.65	9,139.32	
	Bi-weekly	2,727.10	2,858.42	2,994.59	3,136.34	3,285.71	3,441.36	3,606.71	3,776.25	3,956.21	4,134.76	4,218.15	
	Hourly	34.088722	35.730216	37.432380	39.204243	41.071399	43.016986	45.083909	47.203069	49.452600	51.684514	52.726857	

Department Head / Division Directors – Performance Based (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 98B

The service requirements for salary step advancement for employees on this salary plan are:

N/A

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).

Principal Assistants (Unrepresented)

Service Requirements for Salary Step Advancement for
Salary Plan 98D

The service requirements for salary step advancement for employees on this salary plan are:

N/A

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

Report ID: RCHR093A
 As Of Date: 01/30/2023
 Salary Plan: 98D Non-rep/Principal Asst

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 Run Time 08:23:45

Grade		1	2	3	4	5	6	7	8	9	Night Diff
25A	Annual	63,046.37	65,557.32	68,176.60	70,886.38	73,704.50	76,685.13	79,756.26	83,766.76	85,446.67	1.9702
	Monthly	5,253.86	5,463.11	5,681.38	5,907.20	6,142.04	6,390.43	6,646.36	6,980.56	7,120.56	
	Bi-weekly	2,424.86	2,521.44	2,622.18	2,726.40	2,834.79	2,949.43	3,067.55	3,221.80	3,286.41	
	Hourly	30.310754	31.517940	32.777212	34.079990	35.434857	36.867853	38.344354	40.272479	41.080129	