RAMSEY COUNTY

Compensation Manual

January 6, 2024

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General Information and Instructions

This manual contains a job code index and established salary plans for job codes in the Ramsey County salary system effective as of **January 6, 2024**.

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) ***non-bargaining unit***
02A Professional – Technical - Administrative (Unrepresented) ***non-bargaining unit***
02P Professional – Technical - Administrative (Performance Based) (Unrepresented) ***non-bargaining unit***
03 Hospital-Institutional Services (Unrepresented) ***non-bargaining unit***
08A Building Trades (Full-time) (Unrepresented) ***non-bargaining unit***
09 Seasonal Employees (Unrepresented) ***non-bargaining unit***
10A Community Corrections Administration ***non-bargaining unit***
20A American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Public Defenders (Annual)
20C Public Defenders (Unrepresented) ***non-bargaining unit***
21A American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorneys
21C American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorneys (Confidential Positions)
22E American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Maintenance-Mechanical (Pre-2002)
22J American Federation of State, County & Municipal Employees (AFSCME) Local 8 – 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
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
27E American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
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 – Behavior Analysts
35 Teamsters 320 - Deputy Sheriff Sergeants
36 Teamsters 320 - Correctional Officer 3's (Sheriff's Department)
37 American Federation of State, County & Municipal Employees (AFSCME) Local 151 - Licensed Practical Nurses
38 Law Enforcement Labor Services (LELS) 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/Registered Nurses)
41 Law Enforcement Labor Services (LELS) Local 353 – Radio Dispatcher 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 (Unrepresented) ***non-bargaining unit***
98B Department Head / Division Directors (Unrepresented) ***non-bargaining unit***
98D Principal Assistants (Unrepresented) ****non-bargaining unit***

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0786	9-1-1 Dispatch Ser Mgr*	98B	33	$ 6,688 - $ 9,944
0785	9-1-1 Telecommunicator	28B	18	$ 4,375 - $ 6,328
0499	Account Specialist 1	01A	16	$ 3,466 - $ 5,033
		22M	16	$ 3,466 - $ 5,033
		27M	16	$ 3,466 - $ 5,033
0661	Account Specialist 1-Uncl	99	99	No Salary Minimum or Maximum
0380	Account Specialist 2	01A	18G	$ 3,703 - $ 5,526
		22M	18G	$ 3,703 - $ 5,526
		27M	18G	$ 3,703 - $ 5,526
0662	Account Specialist 2-Uncl	99	99	No Salary Minimum or Maximum
0043	Accountant 1	02A	23C	$ 4,610 - $ 6,836
		27N	23C	$ 4,610 - $ 6,836
0663	Accountant 1-Uncl	99	99	No Salary Minimum or Maximum
0427	Accountant 2	02A	27	$ 5,304 - $ 7,856
		27N	27	$ 5,304 - $ 7,856
0664	Accountant 2-Uncl	99	99	No Salary Minimum or Maximum
0054	Accountant 3	02A	30	$ 5,965 - $ 8,843
0117	Accountant 4	02A	32	$ 6,443 - $ 9,567
		98B	32	$ 6,443 - $ 9,567

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0175	Accounting Manager	98B	36	$ 7,521 - $ 11,178
0322	Accounting Support Supervisor	02A	27	$ 5,304 - $ 7,856
0202	Admin Assistant 1	02A	18M	$ 3,828 - $ 5,654
		22N	18M	$ 3,828 - $ 5,654
		27N	18M	$ 3,828 - $ 5,654
0860	Admin Assistant 1 - Uncl	99	99	No Salary Minimum or Maximum
0410	Admin Assistant 2	02A	20S	$ 4,182 - $ 6,211
		22N	20S	$ 4,182 - $ 6,211
		27N	20S	$ 4,182 - $ 6,211
0358	Admin Assistant 3	02A	24P	$ 4,821 - $ 7,142
		22N	24P	$ 4,821 - $ 7,142
		27N	24P	$ 4,821 - $ 7,142
0039	Admin Assistant 4	02A	26A	$ 5,112 - $ 7,581
		22N	26A	$ 5,112 - $ 7,581
		27N	26A	$ 5,112 - $ 7,581
		98B	26A	$ 5,112 - $ 7,581
0766	Admin Assistant 4 - Uncl	02A	26A	$ 5,112 - $ 7,581
		22N	26A	$ 5,112 - $ 7,581
0139	Admin Secretary 1	01A	19I	$ 3,828 - $ 5,852
		22M	19I	$ 3,828 - $ 5,852
		27M	19I	$ 3,828 - $ 5,852
0192	Admin Secretary 2	01A	21Z	$ 4,119 - $ 6,476
		22M	21Z	$ 4,119 - $ 6,476
		27M	21Z	$ 4,119 - $ 6,476

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	$ 8,130 - $ 12,091
0538	Administr-RmsyCntyCareCtr-Uncl	98B	38	$ 8,130 - $ 12,091
0880	Administrative Investigator	02A	28	$ 5,514 - $ 8,186
0118	Administrative Planning Asst	02A	20G	$ 4,078 - $ 5,982
		22M	20P	$ 4,078 - $ 5,982
		27M	20P	$ 4,078 - $ 5,982
0224	Antiviolence Advocate	22N	24M	$ 4,815 - $ 7,135
0206	Arena Mtnce & Operations Supv	02A	29	$ 5,726 - $ 8,505
0268	Arena Superintendent	02A	28	$ 5,514 - $ 8,186
0905	Assessment Appeals Specialist	22N	33	$ 6,688 - $ 9,944
0459	Assistant County Surveyor	02A	31M	$ 6,322 - $ 9,383
0289	Assistant Probation Officer	22M	19F	$ 3,981 - $ 5,837
0482	Asst County Attorney 1	21A	30	$ 5,966 - $ 8,875

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	$ 7,150 - $ 10,644
0236	Asst County Attorney 3	21A	41	$ 8,799 - $ 13,100
		21C	41	$ 8,799 - $ 13,100
0875	Asst County Attorney 3 - Uncl	99	99	No Salary Minimum or Maximum
0702	Asst County Attorney 4	21A	41X	$ 9,239 - $ 13,755
		21C	41X	$ 9,700 - $ 14,441
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	$ 7,521 - $ 11,178
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	$ 9,467 - $ 14,074
0456	Asst General Supervisor	02A	28	$ 5,514 - $ 8,186
0826	Asst Manager-Prop Rec & Rev	02A	33	$ 6,688 - $ 9,944
0003	Asst Mgr - Cnty Assessing Divn	02A	35	$ 7,230 - $ 10,740
0126	Asst Program Evaluator	02A	25M	$ 5,009 - $ 7,421
		27N	25M	$ 5,009 - $ 7,421
0561	Asst Public Defender 3 - Uncl	20A	03	$ 8,071 - $ 11,785
0575	Asst Public Defender 4 - Uncl	20A	04	$ 8,737 - $ 12,758
		20C	04	$ 8,925 - $ 13,028

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	26M	$ 5,214 - $ 7,704
		27N	26M	$ 5,214 - $ 7,704
0346	Automated Info Sys Spc-WkfceDv	22M	20	$ 3,962 - $ 5,846
0477	Behavior Analyst	34C	20R	$ 4,296 - $ 6,249
0404	Bldg Services Manager	98B	29	$ 5,726 - $ 8,505
0411	Budget & Accntg Analyst 1	02A	23C	$ 4,610 - $ 6,836
0468	Budget & Accntg Analyst 2	02A	27	$ 5,304 - $ 7,856
0367	Building Info Officer	22M	16	$ 3,466 - $ 5,033
0132	Building Maint Mechanic 1	22E	04	$ 4,360 - $ 5,229
0625	Building Maint Mechanic 2	22E	06	$ 4,829 - $ 5,784
0033	Building Operations Supervisor	02A	28	$ 5,514 - $ 8,186
0248	Bus & Functional Sys Suppt Mgr	02A	35	$ 7,230 - $ 10,740
0865	CCS Capability Manager	98B	34	$ 6,958 - $ 10,330
0319	Carpenter	08B	32	$10,530 - $ 10,530

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0333	Case Aide 1	01A	16D	$ 3,583 - $ 5,130
		22M	16D	$ 3,583 - $ 5,130
		27M	16D	$ 3,583 - $ 5,130
0759	Case Aide 1 - Uncl	99	99	No Salary Minimum or Maximum
0266	Case Aide 2	01A	18F	$ 3,774 - $ 5,614
		22M	18F	$ 3,774 - $ 5,614
		27M	18F	$ 3,774 - $ 5,614
0121	Case Aide 3	27M	21E	$ 4,224 - $ 6,354
0402	Cashier - Prop Rec Rev	22M	18E	$ 3,762 - $ 5,852
0881	Central Fleet Manager	98B	35	$ 7,230 - $ 10,740
0833	Certified Peer Recovery Spec	27N	19	$ 3,894 - $ 5,745
0282	Chemical Dependency Couns Supv	02A	28M	$ 5,628 - $ 8,337
0310	Chemical Dependency Counselor	02A	19	$ 3,894 - $ 5,745
		27N	19	$ 3,894 - $ 5,745
0239	Chemical Dependency Prgm Supv	02A	31M	$ 6,322 - $ 9,383
0124	Chief Clerk to the Board-Unc*	98B	27M	$ 5,421 - $ 8,021
0522	Chief Correctional Officer	02A	31G	$ 6,200 - $ 9,471
		02A	31	$ 6,200 - $ 9,196
		42	01	$ 6,200 - $ 9,471

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0225	Chief Deputy Sheriff - Uncl	98B	42B	$ 9,814 - $ 14,595
0918	Chief Ethics Compliance Officr	98B	44	$10,282 - $ 15,276
0245	Chief Financial Officer	98B	44	$10,282 - $ 15,276
0502	Chief Human Resources Officer	98B	44	$10,282 - $ 15,276
0241	Chief Investigator - Med Exmnr	02A	33	$ 6,688 - $ 9,944
		98B	33	$ 6,688 - $ 9,944
0405	Chief Stationary Engineer	02A	31	$ 6,200 - $ 9,196
0930	Chief of Staff - Uncl	98B	46	$11,121 - $ 16,512
0323	Child Protection Worker	27N	27M	$ 5,421 - $ 8,021
0768	Child Support Assistant	22M	17	$ 3,582 - $ 5,218
0706	Claims Administrator	43	27	$ 5,304 - $ 7,856
0257	Clerical Speclst-Prop Rec Rev	22M	21	$ 4,119 - $ 6,079
0221	Clerk 1	01A	07	$ 2,634 - $ 3,642
		22M	07	$ 2,634 - $ 3,642
		27M	07	$ 2,634 - $ 3,642
0339	Clerk 2	01A	11F	$ 3,040 - $ 4,242
		22M	11F	$ 3,040 - $ 4,242
		27M	11F	$ 3,040 - $ 4,242

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0008	Clerk 3	01A	14F	$ 3,309 - $ 4,813
		22M	14F	$ 3,309 - $ 4,813
		27M	14F	$ 3,309 - $ 4,813
0110	Clerk 4	01A	20B	$ 4,047 - $ 6,610
		22M	20B	$ 4,047 - $ 6,610
		27M	20B	$ 4,047 - $ 6,610
0143	Clerk Typist 1	01A	08F	$ 2,808 - $ 3,882
		22M	08F	$ 2,808 - $ 3,882
		27M	08F	$ 2,808 - $ 3,882
0093	Clerk Typist 2	01A	11F	$ 3,040 - $ 4,242
		22M	11F	$ 3,040 - $ 4,242
		27M	11F	$ 3,040 - $ 4,242
0666	Clerk Typist 2-Uncl	99	99	No Salary Minimum or Maximum
0496	Clerk Typist 3	01A	15F	$ 3,428 - $ 5,006
		22M	15F	$ 3,428 - $ 5,006
		27M	15F	$ 3,428 - $ 5,006
0667	Clerk Typist 3-Uncl	99	99	No Salary Minimum or Maximum
0655	Clinical Psychologist	02A	30M	$ 6,065 - $ 9,029
		27N	30M	$ 6,065 - $ 9,029
0715	Collections Enforcement Agent	22N	25	$ 4,904 - $ 7,281
		27N	25	$ 4,904 - $ 7,281
0399	Comm Corr Accntg and Admin Mgr	98B	33	$ 6,688 - $ 9,944
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	$ 7,230 - $ 10,740

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0275	Comm Corr Superint -- Uncl	98B	36	$ 7,521 - $ 11,178
0335	Comm Corr Supv	10A	02	$ 6,479 - $ 9,624
0523	Commnty Svc Ofcr	22N	17M	$ 3,693 - $ 5,446
0700	Communications Associate	02A	21M	$ 4,285 - $ 6,356
		27N	19M	$ 3,964 - $ 5,880
0699	Communicatn/Progrmng Spec-Lib	02A	28M	$ 5,628 - $ 8,337
0858	Community Youth Worker	22M	12	$ 3,048 - $ 4,305
0787	Compliance and Records Manager	98B	33	$ 6,688 - $ 9,944
0692	Computer Project Analyst	02A	33M	$ 6,825 - $ 10,138
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	$ 6,688 - $ 9,944
0351	Contract Manager	02A	30	$ 5,965 - $ 8,843
		27N	30	$ 5,965 - $ 8,843
0159	Controller	98B	35	$ 7,230 - $ 10,740
0135	Cook - Juvenile Institutions	22M	18S	$ 3,890 - $ 5,606

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0481	Cook Supv - Juvenile Inst	02A	21M	$ 4,285 - $ 6,356
0376	Corr Officer (Laundry Supv)	28	04	$ 5,218 - $ 7,476
0138	Corr Officer 1(Auto Mechanic)	28	02	$ 4,519 - $ 6,625
0283	Corr Officer 1(Cook)	28	02	$ 4,519 - $ 6,625
0397	Corr Officer 1(Gen'l Duty)	28	02S	$ 4,519 - $ 6,625
		28	02	$ 4,519 - $ 6,625
0585	Corr Officer 1(Nursery Farm)	28	02	$ 4,519 - $ 6,625
0015	Corr Officer 1(Shop Supv)	28	02	$ 4,519 - $ 6,625
0510	Corr Officer 1(Sta Engnr)	28	02	$ 4,519 - $ 6,625
0217	Corr Officer 2(Auto Mechanic)	28	03	$ 4,912 - $ 7,195
0083	Corr Officer 2(Cook)	28	03	$ 4,912 - $ 7,195
0423	Corr Officer 2(Gen'l Duty)	28	03S	$ 4,912 - $ 7,195
		28	03	$ 4,912 - $ 7,195
0439	Corr Officer 2(Nursery Farm)	28	03	$ 4,912 - $ 7,195
0277	Corr Officer 2(Shop Supv)	28	03	$ 4,912 - $ 7,195
0215	Corr Officer 2(Sta Engnr)	28	03	$ 4,912 - $ 7,195

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0122	Corr Officer 3(Cook)	36	28M	$ 5,631 - $ 8,340
0548	Corr Officer 3(Gen'l Duty)	36	28M	$ 5,631 - $ 8,340
0026	Corr Officer 3(NurseryCoord)	36	28M	$ 5,631 - $ 8,340
0530	Corr/Det Fac Superint- Uncl	98B	38	$ 8,130 - $ 12,091
0910	Correctional Health Nurse Mana	02A	35	$ 7,230 - $ 10,740
0586	County Attorney - Uncl	99	99	No Salary Minimum or Maximum
0450	County Attorney's Office Super	02A	31M	$ 6,322 - $ 9,383
0546	County Commissioner - Uncl	99	99	No Salary Minimum or Maximum
0228	County Eng/DirPubWks - Uncl	98B	44	$10,282 - $ 15,276
0932	County Engineer PubWrks-Uncl	98B	40	$ 8,797 - $ 13,073
0244	County Manager - Uncl	98B	52	$13,641 - $ 20,280
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0370	County Surveyor/Pub Wks - Uncl	98B	36	$ 7,521 - $ 11,178
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	03	18	$ 3,788 - $ 5,147

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0494	Custodial Worker 1	34A	10M	$ 3,146 - $ 4,088
0018	Custodial/Laundry/Shelter Wkr	03	14	$ 3,252 - $ 4,193
0760	Customer Service Specialist	27M	16	$ 3,466 - $ 5,033
0920	Data Compliance Manager	98B	33	$ 6,688 - $ 9,944
0761	Data Quality Clerk	27M	16D	$ 3,583 - $ 5,130
0762	Data Quality Specialist	27M	21E	$ 4,224 - $ 6,354
0921	Dep Dir Com & Econ Dvlmt Uncl	98B	36	$ 7,521 - $ 11,178
0914	Dep Dir Dept of Cty Assessor	98B	38	$ 8,130 - $ 12,091
0414	Dep Dir of Health & Well-Uncl	98B	38	$ 8,130 - $ 12,091
0301	Dep Dir of Adt Probation(Uncl)	98B	38	$ 8,130 - $ 12,091
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	$ 8,130 - $ 12,091
0879	Dep Dir of ECC (Uncl)	98B	36	$ 7,521 - $ 11,178
0837	Dep Dir of Finance	98B	39	$ 8,468 - $ 12,573
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	$ 8,130 - $ 12,091
0923	Dep Dir of PropTax Rec Ele U	98B	38	$ 8,130 - $ 12,091

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0679	Dep Dir of Ram Co Library	98B	36	$ 7,521 - $ 11,178
0931	Deputy Chief of Staff - Uncl	98B	39	$ 8,468 - $ 12,573
0565	Deputy County Manager - Uncl	98B	48M	$12,257 - $ 18,216
0900	Deputy Director Pub Works-Unc	98B	40	$ 8,797 - $ 13,073
0915	Deputy Director of Comm (Uncl)	98B	36	$ 7,521 - $ 11,178
0922	Deputy Director of HR	98B	39	$ 8,468 - $ 12,573
0712	Deputy Director-Soc Svcs Unc	98B	40	$ 8,797 - $ 13,073
0130	Deputy Sheriff	30	02	$ 5,509 - $ 8,388
0270	Deputy Sheriff Commander	38	31	$10,325 - $ 12,390
0416	Deputy Sheriff Inspector-Uncl	98B	32	$ 6,443 - $ 9,567
0042	Deputy Sheriff-Sergeant	35	01	$ 8,309 - $ 9,970
0479	Detoxification Aide	27E	02A	$ 3,594 - $ 4,746
0182	Dietary Coordinator - LOR	03	25	$ 4,536 - $ 6,196
0532	Dir Comm & PR/Ent &Admi - Uncl	98B	42	$ 9,510 - $ 14,143
0890	Dir County Assessor Dept Uncl	98B	43	$ 9,901 - $ 14,692

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0842	Dir Plng&Prj - Prop Mgt (Uncl)	98B	34M	$ 7,094 - $ 10,535
0891	Dir PropTx Rec &ElecSvc Uncl	98B	43	$ 9,901 - $ 14,692
0916	Dir of Adm (Unclassified)	98B	39	$ 8,468 - $ 12,573
0813	Dir of Admin - Info Serv	98B	36M	$ 7,669 - $ 11,398
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	$ 7,375 - $ 10,959
0519	Dir of Admin-CHSD - Uncl	98B	40	$ 8,797 - $ 13,073
0082	Dir of Admin-Cty Atty Uncl	98B	36M	$ 7,669 - $ 11,398
0383	Dir of Admin-Sheriff - Uncl	98B	31	$ 6,200 - $ 9,196
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	$ 6,958 - $ 10,330
0258	Dir of Comnty & Econ Dev- Uncl	98B	42	$ 9,510 - $ 14,143
0163	Dir of Comnty Corrctns - Uncl	98B	46	$11,121 - $ 16,512
0395	Dir of Comnty Humn Svcs - Uncl	98B	48	$12,017 - $ 17,859
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	$ 7,230 - $ 10,740
0763	Dir of Emg Comm-Emg Mgt	98B	41	$ 9,143 - $ 13,596
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	$ 9,901 - $ 14,692

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0925	Dir of Housing Stability (Uncl	98B	41M	$ 9,326 - $ 13,870
0628	Dir of IS/Chief Info Officer	98B	44	$10,282 - $ 15,276
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	$ 6,262 - $ 10,073
0513	Dir of Operations - Pks & Rec	98B	35	$ 7,230 - $ 10,740
0465	Dir of Parks & Recreatn - Uncl	98B	43	$ 9,901 - $ 14,692
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	$ 6,688 - $ 9,944
0016	Dir of Pol Analysis&Plng-Uncl	98B	44	$10,282 - $ 15,276
0629	Dir of Property Mgmt - Uncl	98B	41	$ 9,143 - $ 13,596
0253	Dir of Public Health - Uncl	98B	43	$ 9,901 - $ 14,692
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	$ 9,901 - $ 14,692
0569	Dir of Regnl Rail Auth - Uncl	98B	41	$ 9,143 - $ 13,596
0877	Dir of Social Services - Uncl	98B	44	$10,282 - $ 15,276
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	$ 5,851 - $ 8,674

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0933	Director - TST (Unclassified)	98B	40	$ 8,797 - $ 13,073
0804	Dispatcher - Fire	28B	21	$ 4,295 - $ 6,213
0805	Dispatcher - Law Enforcement	28B	21	$ 4,295 - $ 6,213
0205	Div Inc and OD Dev Specialist	02A	28M	$ 5,628 - $ 8,337
0227	Diversity Prgrms Specialist 1	02A	24	$ 4,726 - $ 7,001
0334	Diversity Prgrms Specialist 2	02A	26	$ 5,103 - $ 7,564
0431	Diversity Program Manager	98B	34	$ 6,958 - $ 10,330
0525	Division Dirctr-Co Atty - Uncl	98B	42W	$ 9,854 - $ 14,623
0934	Division Director Finance	98B	37	$ 7,820 - $ 11,618
0591	Duplic Equpmt Op-Layout&Design	22N	18C	$ 3,833 - $ 5,626
		27N	18C	$ 3,833 - $ 5,626
0887	EAM Systems Manager	02A	32	$ 6,443 - $ 9,567
0784	ECC Support Technician	22N	23	$ 4,538 - $ 6,727
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	$ 7,669 - $ 11,398
0050	Economic Development Spec	02A	31	$ 6,200 - $ 9,196

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0885	Election Clerk - Uncl	99	885	$ 3,033 - $ 3,033
0928	Election Judge-Program Access	99	864	$ 3,813 - $ 3,813
0350	Elections Administrator 1	22M	18	$ 3,703 - $ 5,420
0588	Elections Administrator 2	22N	24M	$ 4,815 - $ 7,135
0315	Elections Supervisor Admint 3	02A	29M	$ 5,851 - $ 8,674
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	520	$ 2,773 - $ 2,773
0864	Electns Votng Sys Judge - Uncl	99	864	$ 3,813 - $ 3,813
0764	Emerg Comm Tech Mgr	98B	34	$ 6,958 - $ 10,330
0894	Emerg Comm Tech Support Superv	02A	31	$ 6,200 - $ 9,196

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0893	Emergency Comm GIS Specialist	02A	27	$ 5,304 - $ 7,856
0801	Emergency Comm Shift Supv	41	01	$ 5,385 - $ 8,117
0290	Emergency Management/Comm Mgr	98B	31M	$ 6,322 - $ 9,383
0594	Emergency Mgmt Coordinator	02A	25	$ 5,100 - $ 7,572
0387	Employmnt Gdnce Counslr 1	02A	23M	$ 4,635 - $ 6,862
		27N	23M	$ 4,635 - $ 6,862
		39	23M	$ 4,635 - $ 6,862
0123	Employmnt Gdnce Counslr 2	02A	25M	$ 5,009 - $ 7,421
		27N	25M	$ 5,009 - $ 7,421
		39	25M	$ 5,009 - $ 7,421
0363	Employmnt Gdnce Counslr 3	02A	28M	$ 5,628 - $ 8,337
		27N	28M	$ 5,628 - $ 8,337
		39	28M	$ 5,628 - $ 8,337
0306	Employmnt Gdnce Counslr Aide 1	22M	18	$ 3,703 - $ 5,420
0637	Employmnt Gdnce Counslr Aide 2	22M	21	$ 4,119 - $ 6,079
0025	Employmnt Gdnce Counslr Supv	02A	31M	$ 6,322 - $ 9,383
0145	Engineer 1	02A	28D	$ 5,538 - $ 8,223
0095	Engineer 2	02A	30B	$ 5,989 - $ 8,888
0559	Engineer 3	02A	34B	$ 6,993 - $ 10,390

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0392	Engineer 4	98B	37	$ 7,820 - $ 11,618
0476	Engineer/Const/Survey Tech 2	25A	02	$ 4,276 - $ 6,579
0314	Engineer/Const/Survey Tech 3	25A	03	$ 4,809 - $ 7,522
0615	Engineer/Const/Survey Tech 4	25A	04	$ 5,398 - $ 8,262
0086	Engineer/Const/SurveyTech 1	25A	01	$ 3,694 - $ 5,708
0379	Engineering Aide	02A	13	$ 3,174 - $ 4,561
0872	Enterprise Project Mgt Supr	02P	35	$ 7,230 - $ 10,740
0889	Enterprise Risk Manager-Uncl	98B	35M	$ 7,375 - $ 10,959
0835	Entprse Prjc Mgmt Ofc Mgr-Uncl	98B	37	$ 7,820 - $ 11,618
0791	Environmental Health Supervisr	02A	31M	$ 6,322 - $ 9,383
0789	Environmental Hlth DivDir-Uncl	98B	38	$ 8,130 - $ 12,091
0777	Environmental Hlth Tec-Spanish	01A	18	$ 3,703 - $ 5,420
0774	Environmental Hlth Tech	01A	18	$ 3,703 - $ 5,420
0775	Environmental Hlth Tech-Hmong	01A	18	$ 3,703 - $ 5,420
0776	Environmental Hlth Tech-Somali	01A	18	$ 3,703 - $ 5,420

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0540	Environmtal Health Speclst 1	02A	24	$ 4,726 - $ 7,001
0155	Environmtal Health Speclst 2	02A	28M	$ 5,628 - $ 8,337
0403	Environmtal Resrces Spclst 1	02A	23	$ 4,538 - $ 6,727
0490	Environmtal Resrces Spclst 2	02A	27	$ 5,304 - $ 7,856
		98A	07R	$ 5,304 - $ 7,856
0035	Environmtal Svcs Supv - PubWks	98B	34	$ 6,958 - $ 10,330
0560	Epidemiologist	43	28M	$ 5,628 - $ 8,337
0160	Equipment Service Worker	26A	03	$ 4,364 - $ 5,549
0210	Executive Assistant	98B	32M	$ 6,573 - $ 9,742
0765	Executive Assistant - Uncl	98B	32M	$ 6,573 - $ 9,742
0393	Facility Improvements Coord	02A	22M	$ 4,459 - $ 6,610
0917	Fellowship - Unclassified	99	99	No Salary Minimum or Maximum
0263	Finance Manager	02A	32	$ 6,443 - $ 9,567
0203	Financial Assistance Supv	02A	27	$ 5,304 - $ 7,856
0242	Financial Systems Mgr - CHSD	02A	33	$ 6,688 - $ 9,944

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0556	Financial Worker 1	27M	17I	$ 3,736 - $ 5,351
0170	Financial Worker 2	27M	19F	$ 3,942 - $ 5,868
0574	Financial Worker Specialist	27M	23P	$ 4,564 - $ 6,870
0222	First Asst County Atty - Uncl	98B	44	$10,282 - $ 15,276
0684	First Asst Publc Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	$ 5,726 - $ 8,505
0388	Fleet Mechanic	26	12	$ 5,455 - $ 6,529
0798	Forensic Clinical Psychologist	27N	34	$ 6,958 - $ 10,330
0053	Forensic Technician	22N	17	$ 3,633 - $ 5,332
0385	General Repair Worker	22J	05	$ 4,392 - $ 5,261
		23H	05	$ 4,392 - $ 5,261
0028	General Supv-Maint & Constrctn	02A	30	$ 5,965 - $ 8,843
0234	General Supv-Maint Equipment	02A	25M	$ 5,009 - $ 7,421
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum
0251	Geog Info Sys Supervisor	02A	29	$ 5,726 - $ 8,505

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0462	Geog Info Sys Technician	02A	21	$ 4,193 - $ 6,236
0161	Golf Course Superintendent	02A	28	$ 5,514 - $ 8,186
0806	Government Rel Director - Uncl	98B	39	$ 8,468 - $ 12,573
0503	Governmt Relations Spec - Uncl	98B	35	$ 7,230 - $ 10,740
0888	Graphic and Digital Specialist	02A	24	$ 4,726 - $ 7,001
0720	HR Bnfts/Claims/Trans Spclst 1	02A	20	$ 4,039 - $ 5,983
		22N	20	$ 4,039 - $ 5,983
0549	HR Bnfts/Claims/Trans Spclst 2	02A	22	$ 4,365 - $ 6,465
		22N	22	$ 4,365 - $ 6,465
0445	HR Program Administrator	02A	30	$ 5,965 - $ 8,843
0420	Head Nurse	02A	29A	$ 5,783 - $ 8,761
0831	Health Ed Prgm Asst-ASL	22N	17M	$ 3,693 - $ 5,446
0770	Health Ed Prgm Asst-Hmong Spkg	22N	17M	$ 3,693 - $ 5,446
0810	Health Ed Prgm Asst-KaRen Spk	22N	17M	$ 3,693 - $ 5,446
0771	Health Ed Prgm Asst-Somali Spk	22N	17M	$ 3,693 - $ 5,446
0772	Health Ed Prgm Asst-Spanish	22N	17M	$ 3,693 - $ 5,446

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0091	Health Education Prgrm Asst	22N	17M	$ 3,693 - $ 5,446
0398	Health Educator 1	02A	26	$ 5,103 - $ 7,564
0276	Health Educator 2	02A	28M	$ 5,628 - $ 8,337
0919	Healthcare Compliance Manager	98B	34	$ 6,958 - $ 10,330
0274	Heavy Equipment Operator 1	26	09	$ 4,802 - $ 5,746
0592	Heavy Equipment Operator 2	26	11M	$ 5,125 - $ 6,133
0361	Highway Maintenance Laborer	26	02	$ 4,491 - $ 5,374
0649	Highway Maintenance LbrCrewLdr	26	11M	$ 5,125 - $ 6,133
0284	Highway Maintenance Supervisor	02A	24B	$ 4,743 - $ 7,034
0340	Highway Sign Worker 1	26	05	$ 4,699 - $ 5,624
0653	Highway Sign Worker 2	26	08	$ 4,951 - $ 5,925
0104	Highwy MTCE Summer Laborer	09	08	$ 3,276 - $ 3,901
0040	Housekeeper - Juvnle Inst	22M	14	$ 3,248 - $ 4,649
0478	Human Resources Exams Spclst	22N	20P	$ 4,119 - $ 6,152
0260	Human Resources Generalist 2	02A	28	$ 5,514 - $ 8,186

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0019	Human Resources Manager	98B	36	$ 7,521 - $ 11,178
0654	Human Resources Supervisor	02A	33M	$ 6,825 - $ 10,138
0107	Human Services Manager	02A	34C	$ 6,990 - $ 10,393
0183	IS Actng&Adm Mgr - Uncl	98B	32M	$ 6,573 - $ 9,742
0745	IS App Developer 1	02A	23	$ 4,538 - $ 6,727
		02P	23	$ 4,538 - $ 6,727
0747	IS App Developer 2	02P	27M	$ 5,421 - $ 8,021
0749	IS App Developer 3	02A	30	$ 5,965 - $ 8,843
		02P	30	$ 5,965 - $ 8,843
0757	IS App Svcs Mgr-Uncl	98B	39	$ 8,468 - $ 12,573
0755	IS App Svcs Supervisor	02A	37	$ 7,820 - $ 11,618
		02P	37	$ 7,820 - $ 11,618
0825	IS ArcSDE/ArcServer Administr	02P	32	$ 6,443 - $ 9,567
0782	IS Business Analyst	02P	27M	$ 5,421 - $ 8,021
		27N	27M	$ 5,421 - $ 8,021
0824	IS Chief Info Sec Off -Uncl	98B	42	$ 9,510 - $ 14,143
0856	IS Customer Support Mgr-Uncl	98B	35	$ 7,230 - $ 10,740

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0235	IS Database Admin	02P	34M	$ 7,094 - $ 10,535
0862	IS GIS Specialist	02P	26M	$ 5,214 - $ 7,704
0017	IS LAN Support Spec 1	02A	25	$ 5,100 - $ 7,572
		02P	25	$ 4,904 - $ 7,281
		27N	25	$ 4,904 - $ 7,281
0272	IS LAN Support Spec 2	02A	28	$ 5,514 - $ 8,186
		02P	28	$ 5,514 - $ 8,186
		27N	28	$ 5,514 - $ 8,186
0312	IS Lead Database Admin	02A	37	$ 7,820 - $ 11,618
		02P	37	$ 7,820 - $ 11,618
0753	IS Principal App Developer	02A	35	$ 7,230 - $ 10,740
		02P	35	$ 7,230 - $ 10,740
0869	IS Principal Business Analyst	02P	35	$ 7,230 - $ 10,740
0751	IS Sr App Developer	02A	33	$ 6,688 - $ 9,944
		02P	33	$ 6,688 - $ 9,944
0828	IS Sr Business Analyst	02P	30M	$ 6,065 - $ 9,029
		27N	30M	$ 6,065 - $ 9,029
0695	IS Sr LAN Support Spec	02P	29M	$ 5,851 - $ 8,674
		27N	29M	$ 5,851 - $ 8,674
0756	IS Tech & Oper Mgr-Uncl	98B	39	$ 8,468 - $ 12,573
0752	IS Tech Svcs Lead Specialist	02A	35	$ 7,230 - $ 10,740

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		02P	35	$ 7,230 - $ 10,740
0744	IS Tech Svcs Specialist 1	02A	23	$ 4,538 - $ 6,727
		02P	23	$ 4,538 - $ 6,727
0746	IS Tech Svcs Specialist 2	02A	28	$ 5,514 - $ 8,186
		02P	28	$ 5,514 - $ 8,186
0748	IS Tech Svcs Specialist 3	02A	30	$ 5,965 - $ 8,843
		02P	30	$ 5,965 - $ 8,843
0750	IS Tech Svcs Sr Specialist	02A	33	$ 6,688 - $ 9,944
		02P	33	$ 6,688 - $ 9,944
0754	IS Tech Svcs Supervisor	02A	37	$ 7,820 - $ 11,618
		02P	37	$ 7,820 - $ 11,618
0769	IS Technical Architect	02P	36	$ 7,521 - $ 11,178
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	$ 5,628 - $ 8,337
0857	IT Service Center Technician	02P	22	$ 4,365 - $ 6,465
0876	Info Security Specialist	02P	31M	$ 6,322 - $ 9,383
0696	Info Svcs LAN Support Supv	02A	33	$ 6,688 - $ 9,944
		02P	33	$ 6,688 - $ 9,944
0902	Information & Operations Mgr	02A	32	$ 6,443 - $ 9,567
0897	Int Health & Justice Prgm Admi	98B	35	$ 7,230 - $ 10,740

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0297	Intern - Cnty Mgr Office-Uncl	99	99	No Salary Minimum or Maximum
0254	Intern - Public Works-Uncl	99	99	No Salary Minimum or Maximum
0840	Investigative Assistant	22M	24	$ 4,615 - $ 6,811
0638	Investigator - County Attorney	22N	25P	$ 5,060 - $ 7,507
0544	Investigator - Public Defender	43	25M	$ 5,009 - $ 7,421
0220	Investigator 1 - Med Exam Ofc	22N	22M	$ 4,459 - $ 6,610
0609	Investigator 2 - Med Exam Ofc	22N	24	$ 4,726 - $ 7,001
0381	Investigator Supv - Co Atty	02A	30	$ 5,965 - $ 8,843
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum
0141	Janitor Supervisor	22M	18P	$ 3,867 - $ 5,569
0413	Janitor/Building Guard	22M	13	$ 3,140 - $ 4,470
0317	Labor Relations Mgr - Uncl	98B	37	$ 7,820 - $ 11,618
0898	Labor Relations Specialist	02A	33M	$ 6,825 - $ 10,138
0345	Landscape Architect	02A	31M	$ 6,322 - $ 9,383
0882	Landscape Designer	02A	21M	$ 4,285 - $ 6,356

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0023	Law Clerk - Uncl	98A	03	$ 3,693 - $ 5,572
0604	Law Clerk-Investigator - Uncl	98A	04S	$ 3,934 - $ 5,974
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	$ 5,103 - $ 7,564
0460	Legal Secretary	22M	17F	$ 3,648 - $ 5,317
0428	Librarian 1	43	23K	$ 4,635 - $ 6,614
0207	Librarian 2	43	25M	$ 5,009 - $ 7,421
0474	Librarian 3	02A	28C	$ 5,601 - $ 8,312
0149	Librarian 4	02A	33	$ 6,688 - $ 9,944
0338	Library Associate 1	22M	18	$ 3,703 - $ 5,420
0250	Library Associate 2	22M	21	$ 4,119 - $ 6,079
0044	Library Circulation Supv	01A	21	$ 4,119 - $ 6,079
0327	Library Page	22M	08C	$ 2,794 - $ 3,834

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0521	Library Property Manager	02A	31	$ 6,200 - $ 9,196
0237	Library Technical Svcs Supv	01A	24A	$ 4,615 - $ 6,904
0180	Licensed Practical Nurse	37	23	$ 4,048 - $ 5,822
0906	Licensed Practical Nurse - CH	37	26	$ 4,684 - $ 6,297
0621	Life Guard	09	07	$ 2,924 - $ 3,487
0004	Maintenance & Oper Wkr 1	23Z	02	$ 4,253 - $ 5,104
0463	Maintenance & Oper Wkr 2	23Z	04	$ 4,779 - $ 5,728
0580	Maintenance & Service Wkr	23Z	03	$ 4,744 - $ 5,683
0483	Maintenance Worker	22J	03	$ 3,903 - $ 4,688
0598	Management & Analysis Supv	02A	32	$ 6,443 - $ 9,567
0048	Management Analyst 1	02A	23	$ 4,538 - $ 6,727
		27N	23	$ 4,538 - $ 6,727
0097	Management Analyst 2	02A	26	$ 5,103 - $ 7,564
		27N	26	$ 5,103 - $ 7,564
0298	Management Analyst 3	02A	28	$ 5,514 - $ 8,186
		27N	28	$ 5,514 - $ 8,186
0703	Management Analyst 3 - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0181	Management Analyst 4	02A	30	$ 5,965 - $ 8,843
		27N	30	$ 5,965 - $ 8,843
0408	Manager - Inform & Pub Rec	98B	36	$ 7,521 - $ 11,178
0714	Manager-Workforce Solutions	98B	34	$ 6,958 - $ 10,330
0196	Materials Prchsng Spclst-PubWk	02A	21M	$ 4,285 - $ 6,356
0639	Mechanical Mtce Manager ETT	02A	27	$ 5,304 - $ 7,856
0325	Mechanical Stock Clerk 1	26	01	$ 4,388 - $ 5,252
0076	Mechanical Stock Clerk 2	26	06	$ 4,794 - $ 5,738
0741	Medical Assistant	22N	15	$ 3,385 - $ 4,926
		27N	15	$ 3,385 - $ 4,926
0892	Medical Director (Uncl)	98B	52	$13,641 - $ 20,280
0491	Medical Laboratory Scientist	02A	26M	$ 5,214 - $ 7,704
0240	Medical Laboratory Technician	22N	19M	$ 3,964 - $ 5,880
0506	Medical Records Technician	02A	15D	$ 3,470 - $ 5,452
		27N	15D	$ 3,470 - $ 5,452
0353	Medical Technologist Supv	02A	30M	$ 6,065 - $ 9,029
0232	Mental Health Practitioner	02A	25M	$ 5,009 - $ 7,421

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		27N	25M	$ 5,009 - $ 7,421
0337	Mental Health Professional	02A	28M	$ 5,628 - $ 8,337
		27N	28M	$ 5,628 - $ 8,337
0148	Mental Health Supervisor	02A	32S	$ 6,659 - $ 9,891
0036	Mental Health Worker	01A	16C	$ 3,533 - $ 5,132
		27M	16C	$ 3,533 - $ 5,132
0267	Mgmt Analysis Supv	02A	36	$ 7,521 - $ 11,178
0697	Mower Operator	01A	11	$ 2,966 - $ 4,164
0779	Naturalist	02A	17M	$ 3,693 - $ 5,446
0781	Naturalist Aide	09	05	$ 2,433 - $ 2,890
		23S	05	$ 2,433 - $ 2,890
0778	Naturalist Coordinator	02A	19M	$ 3,964 - $ 5,880
0780	Naturalist-Early Childhd Spec	02A	17M	$ 3,693 - $ 5,446
0328	Nurse	40	28	$ 5,737 - $ 8,688
0371	Nurse Clinician	02A	31P	$ 6,578 - $ 9,959
		40	31M	$ 6,578 - $ 9,959
0809	Nurse Clinician Supervisor	02A	35	$ 7,230 - $ 10,740
0742	Nurse Practitioner	40	31	$ 6,451 - $ 9,759

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0511	Nurse Supervisor	02A	30A	$ 6,024 - $ 9,110
0909	Nurse Supervisor - CH	02A	34C	$ 6,990 - $ 10,393
0486	Nutrition Program Manager	02A	31D	$ 6,200 - $ 9,233
0568	Nutrition Program Supervisor	02A	27F	$ 5,358 - $ 8,783
0352	Nutrition Spclst (Commty Nutr)	02A	22M	$ 4,459 - $ 6,610
0343	Nutrition Spclst (WIC)	02A	31	$ 6,200 - $ 9,196
0514	Occupational Therapist	02A	23N	$ 4,661 - $ 7,402
		27N	23N	$ 4,661 - $ 7,402
0271	Office Manager 1	01A	21	$ 4,119 - $ 6,079
0005	Office Manager 2	01A	23B	$ 4,444 - $ 7,142
0336	Office Supervisor 1	01A	18C	$ 3,717 - $ 5,427
0092	Office Supervisor 2	01A	20C	$ 4,039 - $ 5,925
0356	Outdoor Education Manager	02A	27	$ 5,304 - $ 7,856
0867	Paralegal 1	22N	17M	$ 3,693 - $ 5,446
0129	Paralegal 2	22N	22	$ 4,365 - $ 6,465

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0868	Paralegal 3	22N	24	$ 4,726 - $ 7,001
0642	Park Mtnce & Operations Supv	02A	29	$ 5,726 - $ 8,505
0373	Park Operations Assistant Supr	02A	28	$ 5,514 - $ 8,186
0533	Park Services Coordinator	09	07	$ 2,924 - $ 3,487
0024	Parks & Recreation Aide 1	09	03F	$ 2,698 - $ 2,698
		09	03	$ 1,977 - $ 2,319
		23S	03	$ 1,977 - $ 2,319
		23S	03F	$ 2,759 - $ 2,759
0013	Parks & Recreation Aide 2	09	05	$ 2,433 - $ 2,890
		23S	05	$ 2,433 - $ 2,890
0049	Payroll Clerk 1	01A	15S	$ 3,460 - $ 4,961
0572	Payroll Clerk 2	01A	18P	$ 3,814 - $ 6,197
0721	Personnel Ben & Transctns Asst	01A	21	$ 4,119 - $ 6,079
		22M	21	$ 4,119 - $ 6,079
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0722	Personnel Transactns Asst	01A	19	$ 3,828 - $ 5,617
		22M	19	$ 3,828 - $ 5,617
0911	Physician (Unclassified)	98B	48	$12,017 - $ 17,859
0464	Physician Assistant	27N	30	$ 5,965 - $ 8,843

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0437	Planning & Evaluation Analyst	02A	30M	$ 6,065 - $ 9,029
0090	Planning Manager	02A	33K	$ 6,688 - $ 10,135
0492	Planning Specialist 1	02A	28	$ 5,514 - $ 8,186
		27N	28	$ 5,514 - $ 8,186
		39	28	$ 5,514 - $ 8,186
0656	Planning Specialist 2	02A	30	$ 5,965 - $ 8,843
		27N	30	$ 5,965 - $ 8,843
		39	30	$ 5,965 - $ 8,843
0767	Policy Analyst	98B	25	$ 4,904 - $ 7,281
0480	Policy Analyst - Uncl	98B	25	$ 4,904 - $ 7,281
0555	Principal Assistant - Uncl	98D	25A	$ 5,372 - $ 7,281
0698	Principal Lib Circ Supv	01A	25	$ 4,796 - $ 7,073
0238	Principal Payroll Clerk	02A	22	$ 4,365 - $ 6,465
0848	Principal Procurement Special	02A	29M	$ 5,851 - $ 8,674
0913	Principal Rea Commercial	02A	32	$ 6,443 - $ 9,567
0529	Principal Real Estate Appr	02A	30	$ 5,965 - $ 8,843
0543	Prinicpal Fin Mgmt Analyst	02A	29P	$ 5,940 - $ 8,806

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0434	Probation Officer 1	29A	01	$ 4,664 - $ 6,914
0614	Probation Officer 2	29A	02	$ 5,046 - $ 7,473
0508	Probation Officer 3	29A	03	$ 5,772 - $ 8,561
0818	Procurement Manager	98B	34	$ 6,958 - $ 10,330
0883	Procurement Specialist	02A	20M	$ 4,119 - $ 6,116
0467	Program Analyst - Public Hlth	02A	28	$ 5,514 - $ 8,186
0929	Program Assistant - HR	02A	25M	$ 5,009 - $ 7,421
0074	Program Asst Homeless Serv/HR	02A	25M	$ 5,009 - $ 7,421
		27N	25M	$ 5,009 - $ 7,421
0359	Program Dir - Lake Owasso Res	02A	29N	$ 5,882 - $ 9,647
0832	Program Dir - RC Detox	02A	32	$ 6,443 - $ 9,567
0485	Program Specialist	02A	28M	$ 5,628 - $ 8,337
		27N	28M	$ 5,628 - $ 8,337
0106	Program Supervisor - LOR	02A	25M	$ 5,009 - $ 7,421
0014	Program Supv - Extnd Day Tx	02A	28P	$ 5,714 - $ 8,471
0716	Project Manager	98B	32M	$ 6,573 - $ 9,742

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0096	Prop Descr & GIS Tech 1	22N	18B	$ 3,777 - $ 5,583
0113	Prop Descr & GIS Tech 2	22N	21B	$ 4,241 - $ 6,277
0567	Psychiatrist - Uncl	98B	54P	$14,635 - $ 22,027
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	$ 7,521 - $ 11,178
0131	Pub Hlth Licensed Prac Nurse 1	37	24	$ 4,210 - $ 6,225
0006	Pub Hlth Licensed Prac Nurse 2	37	26	$ 4,684 - $ 6,297
0821	Pub Safety Comp Aided Disp An	02A	23	$ 4,538 - $ 6,727
0640	Public Health Division Manager	98B	36	$ 7,521 - $ 11,178
0570	Public Health Nurse	40	28M	$ 5,856 - $ 8,848
0293	Public Health Nurse Clinician	02A	31P	$ 6,578 - $ 9,959
0790	Public Health Prog Supervisor	02A	31	$ 6,200 - $ 9,196
0231	Public Info Associate	98B	26B	$ 5,103 - $ 7,663
0859	Public Information Ofcr-Uncl	98B	31	$ 6,200 - $ 9,196
0797	Public Information Officer	02A	31	$ 6,200 - $ 9,196
0803	Public Safety Dispatcher	28B	22	$ 4,690 - $ 6,785

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0537	Purchasng & Equp Spclst - Pks	23Z	04	$ 4,779 - $ 5,728
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	$ 6,825 - $ 10,138
0895	Racial and Hlth Eq Admin -Uncl	98B	35M	$ 7,375 - $ 10,959
0581	Radiologic Technician	22N	20M	$ 4,119 - $ 6,116
0578	Real Estate Appr 1	22N	20A	$ 4,039 - $ 6,011
0512	Real Estate Appr 2	22N	23C	$ 4,576 - $ 6,771
0903	Real Estate Appraiser Comm	22N	26	$ 5,103 - $ 7,564
0817	Real Estate Legal Specialist	22N	26M	$ 5,214 - $ 7,704
0470	Recreation Services Supervisor	02A	28	$ 5,514 - $ 8,186
0899	Redevelopment Progam Manager	98B	33	$ 6,688 - $ 9,944
0208	Refrigeration Engineer	24	04	$ 5,016 - $ 5,919
0377	Registered Dietitian	02A	23B	$ 4,576 - $ 7,290
0907	Registered Nurse - Cor. Health	40	31	$ 6,451 - $ 9,759

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0441	Research & Evaluation Supv	02A	33	$ 6,688 - $ 9,944
0059	Research & Stat Analyst-CAMA	02A	30M	$ 6,065 - $ 9,029
0602	Residential Counselor 1	34A	15V	$ 3,745 - $ 4,903
0605	Residential Counselor 2	34A	17C	$ 3,947 - $ 5,167
0079	Right-of-Way Specialist	43	25	$ 4,904 - $ 7,281
0288	Safety Coordinator	02A	27N	$ 5,304 - $ 8,037
0109	School Instructor 1	02A	25M	$ 5,009 - $ 7,421
0269	School Instructor 2	02A	28B	$ 5,592 - $ 8,281
0515	Second Asst Vet Services Ofcr	22N	22C	$ 4,435 - $ 6,562
0354	Secretary 1	01A	15C	$ 3,406 - $ 5,084
		22M	15C	$ 3,406 - $ 5,084
		27M	15C	$ 3,406 - $ 5,084
0613	Secretary 2	01A	17G	$ 3,648 - $ 5,851
		22M	17G	$ 3,648 - $ 5,851
		27M	17G	$ 3,648 - $ 5,851
0608	Secrtary 1-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0173	Secrtary 2-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0390	Senior Building Services Mgr	98B	31M	$ 6,322 - $ 9,383
0299	Senior Child Protection Worker	27N	30M	$ 6,065 - $ 9,029
0309	Senior Clinical Psychologist	02A	38D	$ 8,183 - $ 12,153
0326	Senior Legal Secretary	22M	21	$ 4,119 - $ 6,079
0838	Senior Librarian	02A	27M	$ 5,421 - $ 8,021
0453	Senior Life Guard	09	08	$ 3,276 - $ 3,901
0052	Senior Policy Analyst	98B	29P	$ 5,726 - $ 9,176
0847	Senior Procurement Specialist	02A	26	$ 5,103 - $ 7,564
0498	Senior Program Evaluator	02A	30	$ 5,965 - $ 8,843
		27N	30	$ 5,965 - $ 8,843
0904	Senior Real Est Appraiser Comm	22N	29M	$ 5,851 - $ 8,674
0815	Senior Real Estate Appraiser	22N	27M	$ 5,421 - $ 8,021
0924	Senior Right of Way Specalist	02A	29M	$ 5,851 - $ 8,674
0454	Senior Shop Mechanic - Recrtn	23Z	05	$ 5,243 - $ 6,278
0444	Senior Torrens Examiner	02A	27M	$ 5,421 - $ 8,021

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0088	Senior Transportation Planner	02A	34	$ 6,958 - $ 10,330
0062	Service Worker	01A	01	$ 2,244 - $ 3,026
		22M	01	$ 2,244 - $ 3,026
0295	Sexual Offense Svcs Prgm Supv	02A	31	$ 6,200 - $ 9,196
0626	Shop Mechanic	23Z	03	$ 4,744 - $ 5,683
0261	Social Services Appeals Spclst	27N	29P	$ 5,851 - $ 8,997
0360	Social Worker 1	02A	23M	$ 4,635 - $ 6,862
		27N	23M	$ 4,635 - $ 6,862
		43	23M	$ 4,635 - $ 6,862
0783	Social Worker 1 - Unclassified	02A	23M	$ 4,635 - $ 6,862
		99	99	$ 0 - $ 0
0418	Social Worker 2	02A	25M	$ 5,009 - $ 7,421
		27N	25M	$ 5,009 - $ 7,421
		43	25M	$ 5,009 - $ 7,421
0517	Social Worker 3	02A	28M	$ 5,628 - $ 8,337
		27N	28M	$ 5,628 - $ 8,337
		43	28M	$ 5,628 - $ 8,337
0046	Social Worker 4	02A	32B	$ 6,473 - $ 9,622
0010	Soil & Water Clerk - Uncl	99	99	No Salary Minimum or Maximum
0814	Sr Collections Enf Agent	22N	26M	$ 5,214 - $ 7,704
		27N	26M	$ 5,214 - $ 7,704

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0100	Storekeeper - Records Center	22M	17	$ 3,582 - $ 5,218
0577	Student Intern - Uncl	09	08	$ 3,276 - $ 3,901
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09	03	$ 1,977 - $ 2,319
		09	03F	$ 2,698 - $ 2,698
0596	Supervisor - Apprsl Svc Sectn	02A	27	$ 5,304 - $ 7,856
		22N	27	$ 5,304 - $ 7,856
0262	Supervisor - Co Assessors Div	02A	33	$ 6,688 - $ 9,944
0316	Supervisor - Inform & Pub Rec	02A	31	$ 6,200 - $ 9,196
0901	Supervisor of Inv - ME Office	02A	27M	$ 5,421 - $ 8,021
0185	Support Services Coordinator	02A	27C	$ 5,391 - $ 7,983
0896	Supported Employment Worker	27N	01F	$ 2,698 - $ 2,698
		27N	01	$ 1,891 - $ 2,400
0541	Suppt Enforcement Agent 1	22M	19	$ 3,828 - $ 5,617
0115	Suppt Enforcement Agent 2	22M	22	$ 4,278 - $ 6,302
0364	Suppt Enforcement Agent 3	22N	25	$ 4,904 - $ 7,281
0713	Suppt Enforcement Agt 1-Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0446	Suppt Enforcement Worker 3*	02A	28M	$ 5,628 - $ 8,337
0732	Suppt Enforcemnt Agt 1-Hmong	22M	19	$ 3,828 - $ 5,617
0884	Suppt Enforcemnt Agt 1-Karen	22M	19	$ 3,828 - $ 5,617
0735	Suppt Enforcemnt Agt 1-Somali	22M	19	$ 3,828 - $ 5,617
0738	Suppt Enforcemnt Agt 1-Spanish	22M	19	$ 3,828 - $ 5,617
0733	Suppt Enforcemnt Agt 2-Hmong	22M	22	$ 4,278 - $ 6,302
0886	Suppt Enforcemnt Agt 2-Karen	22M	22	$ 4,278 - $ 6,302
0736	Suppt Enforcemnt Agt 2-Somali	22M	22	$ 4,278 - $ 6,302
0739	Suppt Enforcemnt Agt 2-Spanish	22M	22	$ 4,278 - $ 6,302
0912	Supv Dept of County Assessor	02A	35	$ 7,230 - $ 10,740
0926	Svc Cntr Customer Suppt Asst	22M	20	$ 3,962 - $ 5,846
0927	Svc Cntr Navigator	22N	25M	$ 5,009 - $ 7,421
0136	Talent Acquisition Specialist	02A	24	$ 4,726 - $ 7,001
0526	Tax Clerk 1	22M	16B	$ 3,466 - $ 5,340
0419	Tax Clerk 2	22M	18I	$ 3,703 - $ 5,939

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0296	Tax Forfeited Land Clerk	22M	21	$ 4,119 - $ 6,079
0812	Tax Settlement Clerk	22M	22	$ 4,278 - $ 6,302
0542	Torrens Examiner	22N	20	$ 4,039 - $ 5,983
0186	Traffc Signal Tech 1	02A	19	$ 3,894 - $ 5,745
0068	Traffc Signal Tech 2	02A	24B	$ 4,743 - $ 7,034
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	$ 8,130 - $ 12,091
0501	Undersheriff - Uncl	98B	38D	$ 8,391 - $ 12,478
0717	Utility RightofWayCoordinator	02A	20	$ 4,039 - $ 5,983
0243	Veterans Service Ofcr - Uncl	98B	34	$ 6,958 - $ 10,330
0844	Veterans Services Assistant	22M	22	$ 4,278 - $ 6,302
0589	Victim/Witness Advocate	22N	24	$ 4,726 - $ 7,001
0041	Victm/Witn Svcs Prg Mgr	98B	30M	$ 6,065 - $ 9,029
0854	WIC Lactation Specialist	02A	23	$ 4,538 - $ 6,727
0808	WIC Nutrit Ed Trainee-KaRen	22N	15M	$ 3,445 - $ 5,038
0711	WIC Nutrit Ed Trainee-Spanish	22N	15M	$ 3,445 - $ 5,038

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0829	WIC Nutrition Ed Trainee- ASL	22N	15M	$ 3,445 - $ 5,038
0709	WIC Nutrition Ed Trainee-Hmong	22N	15M	$ 3,445 - $ 5,038
0710	WIC Nutrition EdTrainee-Somali	22N	15M	$ 3,445 - $ 5,038
0507	WIC Nutrition Educator	22N	20M	$ 4,119 - $ 6,116
0830	WIC Nutrition Educator -ASL	22N	20M	$ 4,119 - $ 6,116
0807	WIC Nutritn Educator - KaRenSp	22N	20M	$ 4,119 - $ 6,116
0657	WIC Nutritn Educator-HmongSpkg	22N	20M	$ 4,119 - $ 6,116
0708	WIC Nutritn Educator-SomaliSpk	22N	20M	$ 4,119 - $ 6,116
0246	WIC Nutritn Educator-Span Spkg	22N	20M	$ 4,119 - $ 6,116
0849	WIC Peer Breastfeeding Counslr	22M	10	$ 2,878 - $ 4,017
0850	WIC Pr Brstfdg Cnslr Hmong Spk	22M	10	$ 2,878 - $ 4,017
0852	WIC Pr Brstfdg Cnslr KaRn Spkg	22M	10	$ 2,878 - $ 4,017
0853	WIC Pr Brstfdg Cnslr Smli Spkg	22M	10	$ 2,878 - $ 4,017
0851	WIC Pr Brstfdg Cnslr Span Spkg	22M	10	$ 2,878 - $ 4,017
0518	Welfare Fraud Investigator 1	22N	23	$ 4,538 - $ 6,727

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0009	Welfare Fraud Investigator 2	22N	25P	$ 5,060 - $ 7,507
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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
01A	1	2	6	1,040
01A	2	3	6	1,040
01A	3	4	12	2,080
01A	4	5	12	2,080
01A	5	6	12	2,080
01A	6	7	12	2,080
01A	7	8	48	8,320
01A	8	9	48	8,320
01A	9	10	48	8,320
01A	10	11	48	8,320
01A	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	26,931.08	27,651.46	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,730.96	34,042.37	35,594.24	36,314.62	0.8415
	Monthly	2,244.26	2,304.29	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,727.58	2,836.87	2,966.19	3,026.22	
	Bi-weekly	1,035.81	1,063.52	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,258.88	1,309.32	1,369.01	1,396.72	
	Hourly	12.947635	13.293973	13.693572	14.022206	14.430728	14.883586	15.194366	15.736038	16.366526	17.112613	17.458950	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	27,651.46	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,820.82	35,206.19	36,776.30	37,533.51	0.8641
	Monthly	2,304.29	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,818.40	2,933.85	3,064.69	3,127.79	
	Bi-weekly	1,063.52	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,300.80	1,354.08	1,414.47	1,443.60	
	Hourly	13.293973	13.693572	14.022206	14.430728	14.883586	15.194366	15.647219	16.260008	16.926052	17.680915	18.044955	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,762.76	36,240.66	37,884.41	38,641.94	0.8900
	Monthly	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,896.90	3,020.06	3,157.03	3,220.16	
	Bi-weekly	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,337.03	1,393.87	1,457.09	1,486.23	
	Hourly	13.693572	14.022206	14.430728	14.883586	15.194366	15.647219	16.073601	16.712865	17.423393	18.213659	18.577854	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,908.01	37,385.91	39,066.80	39,842.57	0.9114
	Monthly	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,992.33	3,115.49	3,255.57	3,320.21	
	Bi-weekly	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,381.08	1,437.92	1,502.57	1,532.41	
	Hourly	14.022206	14.430728	14.883586	15.194366	15.647219	16.073601	16.606345	17.263464	17.973994	18.782114	19.155082	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	37,016.43	38,567.97	40,359.64	41,153.99	0.9379
	Monthly	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,084.70	3,214.00	3,363.30	3,429.50	
	Bi-weekly	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,423.71	1,483.38	1,552.29	1,582.85	
	Hourly	14.430728	14.883586	15.194366	15.647219	16.073601	16.606345	17.112613	17.796361	18.542295	19.403675	19.785571	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	38,161.68	39,676.40	41,449.50	42,299.23	0.9674
	Monthly	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,180.14	3,306.37	3,454.13	3,524.94	
	Bi-weekly	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,467.76	1,526.02	1,594.21	1,626.89	
	Hourly	14.883586	15.194366	15.647219	16.073601	16.606345	17.112613	17.583170	18.346962	19.075194	19.927646	20.336168	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	39,306.92	41,024.64	42,853.44	43,703.18	0.9876
	Monthly	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,275.58	3,418.72	3,571.12	3,641.93	
	Bi-weekly	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,511.80	1,577.87	1,648.21	1,680.89	
	Hourly	15.194366	15.647219	16.073601	16.606345	17.112613	17.583170	18.116070	18.897558	19.723385	20.602617	21.011143	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08	Annual	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,618.33	42,410.01	44,331.03	45,236.15	1.0170
	Monthly	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,384.86	3,534.17	3,694.25	3,769.68	
	Bi-weekly	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,562.24	1,631.15	1,705.04	1,739.85	
	Hourly	15.647219	16.073601	16.606345	17.112613	17.583170	18.116070	18.737630	19.528045	20.389429	21.312995	21.748151	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08C	Annual	33,525.30	34,578.34	35,464.89	36,591.57	37,792.20	38,715.89	39,861.14	41,412.68	43,111.83	45,088.23	46,011.92	1.0476
	Monthly	2,793.78	2,881.53	2,955.41	3,049.30	3,149.35	3,226.32	3,321.76	3,451.06	3,592.65	3,757.35	3,834.33	
	Bi-weekly	1,289.43	1,329.94	1,364.03	1,407.37	1,453.55	1,489.07	1,533.12	1,592.80	1,658.15	1,734.16	1,769.69	
	Hourly	16.117932	16.624202	17.050426	17.592099	18.169328	18.613410	19.164009	19.909942	20.726840	21.677035	22.121115	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08F	Annual	33,691.47	34,633.73	35,594.24	36,813.12	37,847.59	38,956.02	40,119.52	41,892.94	43,703.18	45,679.58	46,584.70	1.0528
	Monthly	2,807.62	2,886.14	2,966.19	3,067.76	3,153.97	3,246.34	3,343.29	3,491.08	3,641.93	3,806.63	3,882.06	
	Bi-weekly	1,295.83	1,332.07	1,369.01	1,415.89	1,455.68	1,498.31	1,543.06	1,611.27	1,680.89	1,756.91	1,791.72	
	Hourly	16.197823	16.650830	17.112613	17.698617	18.195956	18.728855	19.288230	20.140835	21.011143	21.961338	22.396491	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,948.33	43,740.00	45,716.41	46,640.09	1.0447
	Monthly	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,495.69	3,645.00	3,809.70	3,886.68	
	Bi-weekly	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,613.40	1,682.31	1,758.32	1,793.85	
	Hourly	16.073601	16.606345	17.112613	17.583170	18.116070	18.737630	19.341489	20.167464	21.028847	21.979042	22.423122	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	43,425.91	45,217.58	47,267.96	48,209.89	1.0794
	Monthly	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,618.83	3,768.13	3,939.00	4,017.49	
	Bi-weekly	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,670.23	1,739.14	1,818.00	1,854.23	
	Hourly	16.606345	17.112613	17.583170	18.116070	18.737630	19.341489	19.998760	20.877842	21.739221	22.724979	23.177831	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10C	Annual	34,984.64	35,981.96	36,887.08	38,272.46	39,362.32	40,489.00	41,689.63	43,536.69	45,310.11	47,415.87	48,339.24	1.0932
	Monthly	2,915.39	2,998.50	3,073.92	3,189.37	3,280.19	3,374.08	3,474.14	3,628.06	3,775.84	3,951.32	4,028.27	
	Bi-weekly	1,345.56	1,383.92	1,418.73	1,472.02	1,513.94	1,557.27	1,603.45	1,674.49	1,742.70	1,823.69	1,859.20	
	Hourly	16.819537	17.299021	17.734174	18.400220	18.924191	19.465863	20.043093	20.931101	21.783708	22.796091	23.240020	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,885.24	46,824.83	48,967.41	49,964.74	1.1123
	Monthly	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,740.44	3,902.07	4,080.62	4,163.73	
	Bi-weekly	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,726.36	1,800.96	1,883.36	1,921.72	
	Hourly	17.112613	17.583170	18.116070	18.737630	19.341489	19.998760	20.664808	21.579443	22.511939	23.542025	24.021508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	36,277.48	37,275.13	38,420.38	39,713.22	41,080.03	42,391.44	43,776.82	45,734.98	47,748.20	49,909.35	50,888.44	1.1336
	Monthly	3,023.12	3,106.26	3,201.70	3,309.44	3,423.34	3,532.62	3,648.07	3,811.25	3,979.02	4,159.11	4,240.70	
	Bi-weekly	1,395.29	1,433.66	1,477.71	1,527.43	1,580.00	1,630.44	1,683.72	1,759.04	1,836.47	1,919.59	1,957.25	
	Hourly	17.441095	17.920735	18.471336	19.092895	19.750014	20.380501	21.046548	21.987971	22.955866	23.994879	24.465594	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	36,480.79	37,515.25	38,586.54	39,787.18	41,135.42	42,483.97	43,869.34	45,827.19	47,766.77	49,927.92	50,907.00	1.1400
	Monthly	3,040.07	3,126.27	3,215.55	3,315.60	3,427.95	3,540.33	3,655.78	3,818.93	3,980.56	4,160.66	4,242.25	
	Bi-weekly	1,403.11	1,442.89	1,484.10	1,530.28	1,582.13	1,634.00	1,687.28	1,762.58	1,837.18	1,920.30	1,957.96	
	Hourly	17.538841	18.036180	18.551223	19.128451	19.776645	20.424986	21.091031	22.032302	22.964794	24.003806	24.474520	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	46,399.97	48,468.59	50,666.88	51,664.20	1.1429
	Monthly	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,866.66	4,039.05	4,222.24	4,305.35	
	Bi-weekly	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,784.61	1,864.18	1,948.73	1,987.08	
	Hourly	17.583170	18.116070	18.737630	19.341489	19.998760	20.664808	21.366255	22.307676	23.302205	24.359075	24.838558	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	48,006.90	50,315.64	52,569.32	53,640.61	1.1775
	Monthly	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	4,000.58	4,192.97	4,380.78	4,470.05	
	Bi-weekly	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,846.42	1,935.22	2,021.90	2,063.10	
	Hourly	18.116070	18.737630	19.341489	19.998760	20.664808	21.366255	22.085559	23.080238	24.190213	25.273710	25.788755	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	50,001.89	52,347.76	54,675.08	55,783.19	1.2179
	Monthly	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,166.82	4,362.31	4,556.26	4,648.60	
	Bi-weekly	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,923.15	2,013.38	2,102.89	2,145.51	
	Hourly	18.737630	19.341489	19.998760	20.664808	21.366255	22.085559	22.858278	24.039368	25.167194	26.286094	26.818842	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	39,713.22	41,080.03	42,391.44	43,776.82	45,291.54	46,824.83	48,450.02	50,925.25	54,120.86	56,614.35	57,759.59	1.2410
	Monthly	3,309.44	3,423.34	3,532.62	3,648.07	3,774.30	3,902.07	4,037.50	4,243.77	4,510.07	4,717.86	4,813.30	
	Bi-weekly	1,527.43	1,580.00	1,630.44	1,683.72	1,741.98	1,800.96	1,863.46	1,958.66	2,081.57	2,177.47	2,221.52	
	Hourly	19.092895	19.750014	20.380501	21.046548	21.774778	22.511939	23.293278	24.483295	26.019645	27.218435	27.769035	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,830.37	54,379.56	56,799.09	57,926.08	1.2571
	Monthly	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,319.20	4,531.63	4,733.26	4,827.17	
	Bi-weekly	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,993.48	2,091.52	2,184.58	2,227.93	
	Hourly	19.341489	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.918449	26.144020	27.307253	27.849079	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	40,877.04	42,243.84	43,629.22	45,143.94	46,621.53	48,265.60	50,186.62	52,661.53	57,279.34	59,809.96	61,010.60	1.2774
	Monthly	3,406.42	3,520.32	3,635.77	3,762.00	3,885.13	4,022.13	4,182.22	4,388.46	4,773.28	4,984.16	5,084.22	
	Bi-weekly	1,572.19	1,624.76	1,678.05	1,736.31	1,793.14	1,856.37	1,930.25	2,025.44	2,203.05	2,300.38	2,346.56	
	Hourly	19.652421	20.309540	20.975586	21.703818	22.414195	23.204615	24.128181	25.318043	27.538146	28.754790	29.332019	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15F	Annual	41,135.42	42,483.97	43,832.20	45,291.54	46,953.86	48,468.59	50,186.62	52,754.06	55,266.11	58,886.59	60,068.66	1.2854
	Monthly	3,427.95	3,540.33	3,652.68	3,774.30	3,912.82	4,039.05	4,182.22	4,396.17	4,605.51	4,907.22	5,005.72	
	Bi-weekly	1,582.13	1,634.00	1,685.85	1,741.98	1,805.92	1,864.18	1,930.25	2,029.00	2,125.62	2,264.87	2,310.33	
	Hourly	19.776645	20.424986	21.073175	21.774778	22.573972	23.302205	24.128181	25.362529	26.570246	28.310862	28.879162	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15S	Annual	41,523.46	42,927.08	44,294.22	45,771.79	47,415.87	48,930.27	50,685.13	53,271.14	55,746.37	58,350.95	59,533.02	1.2976
	Monthly	3,460.29	3,577.26	3,691.19	3,814.32	3,951.32	4,077.52	4,223.76	4,439.26	4,645.53	4,862.58	4,961.09	
	Bi-weekly	1,597.06	1,651.04	1,703.62	1,760.45	1,823.69	1,881.93	1,949.43	2,048.89	2,144.09	2,244.27	2,289.73	
	Hourly	19.963204	20.638021	21.295297	22.005667	22.796091	23.524169	24.367849	25.611123	26.801137	28.053342	28.621643	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,825.35	56,632.92	59,218.93	60,401.00	1.2999
	Monthly	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,485.45	4,719.41	4,934.91	5,033.42	
	Bi-weekly	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,070.21	2,178.19	2,277.65	2,323.12	
	Hourly	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.877570	27.227365	28.470637	29.038941	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	42,391.44	43,776.82	45,291.54	46,824.83	48,450.02	50,371.04	52,292.06	54,933.46	57,759.59	60,364.18	61,583.39	1.3247
	Monthly	3,532.62	3,648.07	3,774.30	3,902.07	4,037.50	4,197.59	4,357.67	4,577.79	4,813.30	5,030.35	5,131.95	
	Bi-weekly	1,630.44	1,683.72	1,741.98	1,800.96	1,863.46	1,937.35	2,011.23	2,112.83	2,221.52	2,321.70	2,368.59	
	Hourly	20.380501	21.046548	21.774778	22.511939	23.293278	24.216844	25.140412	26.410316	27.769035	29.021239	29.607397	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	43,001.05	44,386.42	45,827.19	47,305.09	49,041.37	50,703.69	52,439.97	55,155.33	57,722.77	60,345.61	61,564.81	1.3437
	Monthly	3,583.42	3,698.87	3,818.93	3,942.09	4,086.78	4,225.31	4,370.00	4,596.28	4,810.23	5,028.80	5,130.40	
	Bi-weekly	1,653.89	1,707.17	1,762.58	1,819.43	1,886.21	1,950.14	2,016.92	2,121.36	2,220.11	2,320.98	2,367.88	
	Hourly	20.673580	21.339624	22.032302	22.742830	23.577581	24.376776	25.211526	26.516987	27.751333	29.012312	29.598468	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,949.68	58,646.46	61,380.08	62,617.54	1.3432
	Monthly	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,662.47	4,887.21	5,115.01	5,218.13	
	Bi-weekly	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,151.91	2,255.63	2,360.77	2,408.37	
	Hourly	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.898883	28.195415	29.509653	30.104584	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17G	Annual	43,776.82	45,291.54	46,824.83	48,450.02	50,371.04	52,292.06	54,360.99	56,983.82	65,831.72	68,824.02	70,209.40	1.3680
	Monthly	3,648.07	3,774.30	3,902.07	4,037.50	4,197.59	4,357.67	4,530.08	4,748.65	5,485.98	5,735.34	5,850.78	
	Bi-weekly	1,683.72	1,741.98	1,800.96	1,863.46	1,937.35	2,011.23	2,090.81	2,191.69	2,531.99	2,647.08	2,700.36	
	Hourly	21.046548	21.774778	22.511939	23.293278	24.216844	25.140412	26.135093	27.396069	31.649863	33.088473	33.754519	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	60,955.21	63,744.53	65,037.37	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,079.60	5,312.04	5,419.78	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,344.43	2,451.71	2,501.44	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	29.305390	30.646408	31.267968	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	44,607.98	46,288.87	47,766.77	49,429.09	51,405.51	53,345.09	55,432.29	58,129.07	61,010.60	63,836.74	65,129.90	1.3939
	Monthly	3,717.33	3,857.41	3,980.56	4,119.09	4,283.79	4,445.43	4,619.36	4,844.09	5,084.22	5,319.73	5,427.49	
	Bi-weekly	1,715.69	1,780.34	1,837.18	1,901.12	1,977.13	2,051.73	2,132.01	2,235.73	2,346.56	2,455.26	2,505.00	
	Hourly	21.446143	22.254265	22.964794	23.763987	24.714185	25.646680	26.650137	27.946666	29.332019	30.690740	31.312454	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18D	Annual	44,607.98	46,288.87	47,766.77	49,429.09	51,405.51	53,345.09	55,432.29	58,129.07	66,238.01	69,267.46	70,652.83	1.3939
	Monthly	3,717.33	3,857.41	3,980.56	4,119.09	4,283.79	4,445.43	4,619.36	4,844.09	5,519.83	5,772.29	5,887.74	
	Bi-weekly	1,715.69	1,780.34	1,837.18	1,901.12	1,977.13	2,051.73	2,132.01	2,235.73	2,547.62	2,664.13	2,717.42	
	Hourly	21.446143	22.254265	22.964794	23.763987	24.714185	25.646680	26.650137	27.946666	31.845198	33.301662	33.967708	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18F	Annual	45,291.54	46,953.86	48,468.59	50,186.62	52,181.28	54,102.30	56,245.19	59,015.62	61,971.11	66,035.03	67,364.69	1.4153
	Monthly	3,774.30	3,912.82	4,039.05	4,182.22	4,348.44	4,508.53	4,687.10	4,917.97	5,164.26	5,502.92	5,613.73	
	Bi-weekly	1,741.98	1,805.92	1,864.18	1,930.25	2,006.97	2,080.86	2,163.28	2,269.83	2,383.50	2,539.81	2,590.95	
	Hourly	21.774778	22.573972	23.302205	24.128181	25.087153	26.010719	27.040957	28.372894	29.793803	31.747608	32.386872	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	60,955.21	65,018.80	66,311.97	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,079.60	5,418.23	5,526.00	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,344.43	2,500.72	2,550.46	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	29.305390	31.259039	31.880756	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	45,771.79	47,415.87	48,930.27	50,685.13	52,680.10	54,656.51	56,799.09	59,606.98	69,710.57	72,906.19	74,365.52	1.4303
	Monthly	3,814.32	3,951.32	4,077.52	4,223.76	4,390.01	4,554.71	4,733.26	4,967.25	5,809.22	6,075.52	6,197.13	
	Bi-weekly	1,760.45	1,823.69	1,881.93	1,949.43	2,026.16	2,102.17	2,184.58	2,292.58	2,681.18	2,804.08	2,860.21	
	Hourly	22.005667	22.796091	23.524169	24.367849	25.326969	26.277168	27.307253	28.657200	33.514699	35.051051	35.752655	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	60,345.61	63,190.31	66,071.85	67,401.83	1.4355
	Monthly	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	5,028.80	5,265.86	5,505.99	5,616.82	
	Bi-weekly	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,320.98	2,430.40	2,541.22	2,592.38	
	Hourly	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	29.012312	30.379957	31.765310	32.404728	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19I	Annual	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	60,345.61	65,868.54	68,842.59	70,227.97	1.4355
	Monthly	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	5,028.80	5,489.05	5,736.88	5,852.33	
	Bi-weekly	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,320.98	2,533.41	2,647.79	2,701.08	
	Hourly	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	29.012312	31.667566	33.097401	33.763446	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,857.66	65,794.89	68,750.07	70,154.01	1.4857
	Monthly	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,238.14	5,482.91	5,729.17	5,846.17	
	Bi-weekly	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,417.60	2,530.57	2,644.23	2,698.23	
	Hourly	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	30.220028	31.632160	33.052917	33.727889	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20B	Annual	48,561.12	50,297.40	51,885.76	53,751.39	55,875.72	58,055.11	60,290.22	63,227.13	74,402.35	77,764.13	79,315.67	1.5175
	Monthly	4,046.76	4,191.45	4,323.81	4,479.28	4,656.31	4,837.93	5,024.19	5,268.93	6,200.20	6,480.34	6,609.64	
	Bi-weekly	1,867.74	1,934.52	1,995.61	2,067.36	2,149.07	2,232.89	2,318.85	2,431.81	2,861.63	2,990.93	3,050.60	
	Hourly	23.346691	24.181441	24.945077	25.842015	26.863326	27.911111	28.985681	30.397659	35.770359	37.386599	38.132534	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20C	Annual	48,468.59	50,186.62	52,181.28	54,102.30	56,245.19	58,406.34	60,733.65	63,670.57	66,662.88	69,692.32	71,095.95	1.5146
	Monthly	4,039.05	4,182.22	4,348.44	4,508.53	4,687.10	4,867.20	5,061.14	5,305.88	5,555.24	5,807.69	5,924.66	
	Bi-weekly	1,864.18	1,930.25	2,006.97	2,080.86	2,163.28	2,246.40	2,335.91	2,448.87	2,563.96	2,680.47	2,734.46	
	Hourly	23.302205	24.128181	25.087153	26.010719	27.040957	28.079970	29.198871	30.610851	32.049460	33.505925	34.180746	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	65,185.29	68,417.73	71,502.24	72,943.01	1.5446
	Monthly	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,432.11	5,701.48	5,958.52	6,078.58	
	Bi-weekly	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,507.13	2,631.45	2,750.09	2,805.50	
	Hourly	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.339083	32.893141	34.376079	35.068754	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21E	Annual	50,685.13	52,680.10	54,656.51	56,799.09	58,978.80	61,287.87	63,744.53	67,013.79	70,098.62	74,735.00	76,249.41	1.5839
	Monthly	4,223.76	4,390.01	4,554.71	4,733.26	4,914.90	5,107.32	5,312.04	5,584.48	5,841.55	6,227.92	6,354.12	
	Bi-weekly	1,949.43	2,026.16	2,102.17	2,184.58	2,268.42	2,357.23	2,451.71	2,577.45	2,696.10	2,874.42	2,932.67	
	Hourly	24.367849	25.326969	26.277168	27.307253	28.355192	29.465320	30.646408	32.218167	33.701260	35.930288	36.658368	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	65,185.29	72,906.19	76,175.77	77,708.74	1.5446
	Monthly	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,432.11	6,075.52	6,347.98	6,475.73	
	Bi-weekly	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,507.13	2,804.08	2,929.84	2,988.80	
	Hourly	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.339083	35.051051	36.622964	37.359971	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,660.21	70,948.35	74,125.40	75,621.55	1.6041
	Monthly	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,638.35	5,912.36	6,177.12	6,301.80	
	Bi-weekly	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,602.32	2,728.78	2,850.98	2,908.52	
	Hourly	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.528946	34.109783	35.637211	36.356516	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	70,283.36	73,848.13	77,191.67	78,724.64	1.6664
	Monthly	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,856.95	6,154.01	6,432.64	6,560.39	
	Bi-weekly	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,703.21	2,840.31	2,968.91	3,027.87	
	Hourly	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.790077	35.503907	37.111378	37.848382	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23B	Annual	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	70,283.36	80,350.13	84,007.44	85,706.90	1.6664
	Monthly	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,856.95	6,695.84	7,000.62	7,142.24	
	Bi-weekly	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,703.21	3,090.39	3,231.06	3,296.42	
	Hourly	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.790077	38.629871	40.388191	41.205242	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	53,622.04	55,709.55	57,888.95	60,124.05	62,488.50	64,926.60	67,457.22	70,837.57	74,162.21	77,561.14	79,130.93	1.6756
	Monthly	4,468.50	4,642.46	4,824.08	5,010.34	5,207.38	5,410.55	5,621.44	5,903.13	6,180.18	6,463.43	6,594.24	
	Bi-weekly	2,062.39	2,142.68	2,226.50	2,312.46	2,403.40	2,497.18	2,594.51	2,724.52	2,852.39	2,983.12	3,043.50	
	Hourly	25.779826	26.783439	27.831224	28.905795	30.042550	31.214712	32.431355	34.056526	35.654909	37.289008	38.043718	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23F	Annual	54,194.83	56,318.83	58,498.55	60,770.47	63,134.92	65,591.59	68,196.17	71,668.73	75,067.34	78,429.12	79,999.23	1.6935
	Monthly	4,516.24	4,693.24	4,874.88	5,064.21	5,261.24	5,465.97	5,683.01	5,972.39	6,255.61	6,535.76	6,666.60	
	Bi-weekly	2,084.42	2,166.11	2,249.94	2,337.33	2,428.27	2,522.75	2,622.93	2,756.49	2,887.21	3,016.50	3,076.89	
	Hourly	26.055206	27.076359	28.124302	29.216572	30.353329	31.534418	32.786621	34.456121	36.090065	37.706306	38.461168	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	73,090.93	76,618.87	80,110.01	81,735.51	1.7305
	Monthly	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,090.91	6,384.91	6,675.83	6,811.29	
	Bi-weekly	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,811.19	2,946.88	3,081.15	3,143.67	
	Hourly	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	35.139869	36.835997	38.514428	39.295919	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24A	Annual	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	73,090.93	77,634.78	81,199.87	82,843.94	1.7305
	Monthly	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,090.91	6,469.57	6,766.66	6,903.66	
	Bi-weekly	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,811.19	2,985.95	3,123.07	3,186.31	
	Hourly	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	35.139869	37.324412	39.038398	39.828819	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	72,259.77	75,806.28	79,611.19	83,194.85	84,875.74	1.7986
	Monthly	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,021.65	6,317.19	6,634.27	6,932.90	7,072.98	
	Bi-weekly	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,779.22	2,915.63	3,061.97	3,199.80	3,264.45	
	Hourly	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	34.740272	36.445328	38.274609	39.997523	40.805644	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
02A	1	2	6	1,040
02A	2	3	6	1,040
02A	3	4	12	2,080
02A	4	5	12	2,080
02A	5	6	12	2,080
02A	6	7	12	2,080
02A	7	8	48	8,320
02A	8	9	48	8,320
02A	9	10	48	8,320
02A	10	11	48	8,320
02A	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	38,087.72	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,893.45	51,331.54	53,677.43	54,730.47	1.1902
	Monthly	3,173.98	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,074.45	4,277.63	4,473.12	4,560.87	
	Bi-weekly	1,464.91	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,880.52	1,974.29	2,064.52	2,105.02	
	Hourly	18.311404	18.897558	19.528045	20.203024	20.957729	21.641629	22.467457	23.506466	24.678627	25.806456	26.312727	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13M	Annual	38,715.89	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	50,001.89	52,347.76	54,675.08	55,783.19	1.2098
	Monthly	3,226.32	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,166.82	4,362.31	4,556.26	4,648.60	
	Bi-weekly	1,489.07	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,923.15	2,013.38	2,102.89	2,145.51	
	Hourly	18.613410	19.234970	19.874387	20.602617	21.304067	22.085559	22.867049	24.039368	25.167194	26.286094	26.818842	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,925.25	53,455.87	55,857.15	56,983.82	1.2283
	Monthly	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,243.77	4,454.66	4,654.76	4,748.65	
	Bi-weekly	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,958.66	2,055.99	2,148.35	2,191.69	
	Hourly	18.897558	19.528045	20.203024	20.957729	21.641629	22.467457	23.302205	24.483295	25.699937	26.854397	27.396069	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14M	Annual	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,959.72	54,453.20	56,910.18	58,055.11	1.2502
	Monthly	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,329.98	4,537.77	4,742.52	4,837.93	
	Bi-weekly	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,998.45	2,094.35	2,188.85	2,232.89	
	Hourly	19.234970	19.874387	20.602617	21.304067	22.085559	22.867049	23.763987	24.980635	26.179425	27.360665	27.911111	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,864.84	55,432.29	57,926.08	59,108.15	1.2693
	Monthly	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,405.40	4,619.36	4,827.17	4,925.68	
	Bi-weekly	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,033.26	2,132.01	2,227.93	2,273.39	
	Hourly	19.528045	20.203024	20.957729	21.641629	22.467457	23.302205	24.190213	25.415788	26.650137	27.849079	28.417379	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	41,634.24	43,056.44	44,441.81	46,011.92	47,674.25	49,410.52	51,183.95	53,769.96	61,361.50	64,132.26	65,425.42	1.3010
	Monthly	3,469.52	3,588.04	3,703.48	3,834.33	3,972.85	4,117.54	4,265.33	4,480.83	5,113.46	5,344.36	5,452.12	
	Bi-weekly	1,601.32	1,656.02	1,709.30	1,769.69	1,833.62	1,900.40	1,968.61	2,068.08	2,360.06	2,466.63	2,516.36	
	Hourly	20.016463	20.700209	21.366255	22.121115	22.920312	23.755059	24.607666	25.850942	29.500723	30.832816	31.454528	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	54,046.91	56,706.88	59,274.31	60,456.38	1.2918
	Monthly	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,503.91	4,725.57	4,939.53	5,038.03	
	Bi-weekly	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,078.73	2,181.03	2,279.78	2,325.25	
	Hourly	19.874387	20.602617	21.304067	22.085559	22.867049	23.763987	24.723112	25.984089	27.262922	28.497266	29.065569	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	55,136.77	57,833.55	60,401.00	61,620.20	1.3131
	Monthly	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,594.73	4,819.46	5,033.42	5,135.02	
	Bi-weekly	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,120.64	2,224.37	2,323.12	2,370.01	
	Hourly	20.203024	20.957729	21.641629	22.467457	23.302205	24.190213	25.184897	26.508061	27.804593	29.038941	29.625095	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16M	Annual	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	56,152.66	58,978.80	61,638.77	62,876.23	1.3391
	Monthly	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,679.39	4,914.90	5,136.56	5,239.69	
	Bi-weekly	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,159.72	2,268.42	2,370.72	2,418.32	
	Hourly	20.602617	21.304067	22.085559	22.867049	23.763987	24.723112	25.726567	26.996471	28.355192	29.634024	30.228956	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	57,168.56	60,050.09	62,728.63	63,984.65	1.3622
	Monthly	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,764.05	5,004.17	5,227.39	5,332.05	
	Bi-weekly	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,198.79	2,309.62	2,412.64	2,460.95	
	Hourly	20.957729	21.641629	22.467457	23.302205	24.190213	25.184897	26.179425	27.484884	28.870234	30.157993	30.761852	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	58,406.34	61,287.87	64,058.30	65,351.46	1.3847
	Monthly	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,867.20	5,107.32	5,338.19	5,445.96	
	Bi-weekly	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,246.40	2,357.23	2,463.78	2,513.52	
	Hourly	21.304067	22.085559	22.867049	23.763987	24.723112	25.726567	26.738950	28.079970	29.465320	30.797257	31.418972	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	59,459.06	62,562.14	65,388.28	66,699.69	1.4067
	Monthly	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,954.92	5,213.51	5,449.02	5,558.31	
	Bi-weekly	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,286.89	2,406.24	2,514.93	2,565.37	
	Hourly	21.641629	22.467457	23.302205	24.190213	25.184897	26.179425	27.262922	28.586085	30.077953	31.436674	32.067160	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,752.22	63,633.75	66,515.28	67,844.95	1.4355
	Monthly	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,062.69	5,302.81	5,542.94	5,653.75	
	Bi-weekly	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,336.62	2,447.45	2,558.28	2,609.42	
	Hourly	22.085559	22.867049	23.763987	24.723112	25.726567	26.738950	27.777964	29.207799	30.593147	31.978501	32.617763	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,804.94	64,686.47	67,586.57	68,934.80	1.4603
	Monthly	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,150.41	5,390.54	5,632.21	5,744.57	
	Bi-weekly	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,377.11	2,487.94	2,599.48	2,651.34	
	Hourly	22.467457	23.302205	24.190213	25.184897	26.179425	27.262922	28.293008	29.713913	31.099264	32.493542	33.141730	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	63,005.58	66,145.81	69,174.93	70,560.30	1.4863
	Monthly	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,250.47	5,512.15	5,764.58	5,880.03	
	Bi-weekly	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,423.29	2,544.07	2,660.57	2,713.86	
	Hourly	22.867049	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.291143	31.800868	33.257177	33.923223	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	64,261.60	67,346.44	70,394.14	71,798.08	1.5146
	Monthly	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,355.13	5,612.20	5,866.18	5,983.17	
	Bi-weekly	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,471.60	2,590.25	2,707.47	2,761.46	
	Hourly	23.302205	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.895001	32.378094	33.843335	34.518308	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20G	Annual	48,930.28	50,685.13	52,680.10	54,656.51	56,799.09	58,978.80	61,287.87	64,298.43	67,327.87	70,375.56	71,779.52	1.5290
	Monthly	4,077.52	4,223.76	4,390.01	4,554.71	4,733.26	4,914.90	5,107.32	5,358.20	5,610.66	5,864.63	5,981.63	
	Bi-weekly	1,881.93	1,949.43	2,026.16	2,102.17	2,184.58	2,268.42	2,357.23	2,473.02	2,589.53	2,706.75	2,760.75	
	Hourly	23.524171	24.367852	25.326973	26.277170	27.307256	28.355194	29.465322	30.912707	32.369169	33.834406	34.509383	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20M	Annual	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,536.20	68,824.02	71,927.11	73,386.44	1.5446
	Monthly	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,461.35	5,735.34	5,993.93	6,115.54	
	Bi-weekly	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,520.62	2,647.08	2,766.43	2,822.56	
	Hourly	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.507789	33.088473	34.580339	35.281943	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	50,186.62	52,236.67	54,360.99	56,411.36	58,609.33	60,973.78	63,411.87	66,588.92	69,839.92	73,054.11	74,531.69	1.5683
	Monthly	4,182.22	4,353.06	4,530.08	4,700.95	4,884.11	5,081.15	5,284.32	5,549.08	5,819.99	6,087.84	6,210.97	
	Bi-weekly	1,930.25	2,009.10	2,090.81	2,169.67	2,254.20	2,345.15	2,438.92	2,561.11	2,686.15	2,809.77	2,866.60	
	Hourly	24.128181	25.113784	26.135093	27.120847	28.177560	29.314318	30.486478	32.013902	33.576885	35.122166	35.832542	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,866.19	70,209.40	73,367.87	74,827.21	1.5723
	Monthly	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,572.18	5,850.78	6,113.99	6,235.60	
	Bi-weekly	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,571.78	2,700.36	2,821.84	2,877.97	
	Hourly	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	32.147207	33.754519	35.273016	35.974621	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	68,066.83	71,576.21	74,753.25	76,267.98	1.6070
	Monthly	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,672.24	5,964.68	6,229.44	6,355.67	
	Bi-weekly	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,617.95	2,752.93	2,875.12	2,933.38	
	Hourly	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.276895	32.724435	34.411638	35.939062	36.667296	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	69,415.06	72,740.02	76,046.41	77,579.39	1.6370
	Monthly	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,784.59	6,061.67	6,337.20	6,464.95	
	Bi-weekly	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,669.81	2,797.69	2,924.86	2,983.82	
	Hourly	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.372623	34.971164	36.560776	37.297784	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22M	Annual	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,781.86	74,402.35	77,764.13	79,315.67	1.6722
	Monthly	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,898.49	6,200.20	6,480.34	6,609.64	
	Bi-weekly	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,722.38	2,861.63	2,990.93	3,050.60	
	Hourly	25.726567	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	34.029740	35.770359	37.386599	38.132534	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	72,167.24	75,695.51	79,149.50	80,719.62	1.7016
	Monthly	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	6,013.94	6,307.96	6,595.79	6,726.64	
	Bi-weekly	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,775.66	2,911.37	3,044.21	3,104.60	
	Hourly	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.695787	36.392071	38.052646	38.807508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23B	Annual	54,915.20	56,947.01	59,182.11	61,583.39	64,076.87	66,626.06	69,248.89	72,573.85	81,994.21	85,725.47	87,480.00	1.7161
	Monthly	4,576.27	4,745.58	4,931.84	5,131.95	5,339.74	5,552.17	5,770.74	6,047.82	6,832.85	7,143.79	7,290.00	
	Bi-weekly	2,112.12	2,190.27	2,276.23	2,368.59	2,464.49	2,562.54	2,663.42	2,791.30	3,153.62	3,297.13	3,364.62	
	Hourly	26.401540	27.378369	28.452937	29.607397	30.806185	32.031759	33.292737	34.891276	39.420292	41.214168	42.057692	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	55,321.50	57,574.86	59,791.71	62,155.85	64,686.47	67,217.09	69,747.71	73,238.85	76,877.58	80,424.10	82,031.03	1.7287
	Monthly	4,610.13	4,797.91	4,982.64	5,179.65	5,390.54	5,601.42	5,812.31	6,103.24	6,406.47	6,702.01	6,835.92	
	Bi-weekly	2,127.75	2,214.42	2,299.68	2,390.61	2,487.94	2,585.27	2,682.60	2,816.88	2,956.83	3,093.23	3,155.04	
	Hourly	26.596873	27.680220	28.746015	29.882619	31.099264	32.315910	33.532554	35.210983	36.960375	38.665431	39.437994	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	55,617.02	57,778.17	60,105.48	62,063.64	65,055.94	67,531.17	70,209.40	73,700.53	74,457.73	77,819.52	79,371.06	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,171.97	5,421.33	5,627.60	5,850.78	6,141.71	6,204.81	6,484.96	6,614.26	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,387.06	2,502.15	2,597.35	2,700.36	2,834.64	2,863.76	2,993.06	3,052.73	
	Hourly	26.738950	27.777964	28.896866	29.838287	31.276895	32.466910	33.754519	35.432947	35.796987	37.413229	38.159162	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	73,700.53	77,265.30	80,719.62	82,345.11	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,141.71	6,438.78	6,726.64	6,862.09	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,834.64	2,971.74	3,104.60	3,167.12	
	Hourly	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	35.432947	37.146781	38.807508	39.588997	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23N	Annual	55,931.10	58,092.25	60,327.36	62,765.45	65,277.50	67,900.33	70,578.88	73,977.47	83,305.62	87,073.71	88,828.56	1.7478
	Monthly	4,660.93	4,841.02	5,027.28	5,230.45	5,439.79	5,658.36	5,881.57	6,164.79	6,942.14	7,256.14	7,402.38	
	Bi-weekly	2,151.20	2,234.32	2,320.28	2,414.06	2,510.67	2,611.55	2,714.57	2,845.29	3,204.06	3,348.99	3,416.48	
	Hourly	26.889953	27.928968	29.003538	30.175698	31.383414	32.644390	33.932153	35.566092	40.050781	41.862359	42.706038	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	75,085.91	78,798.60	82,363.68	84,007.44	1.7720
	Monthly	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,257.16	6,566.55	6,863.64	7,000.62	
	Bi-weekly	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,887.92	3,030.72	3,167.83	3,231.06	
	Hourly	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	36.098993	37.883940	39.597925	40.388191	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24B	Annual	56,910.18	59,182.11	61,583.39	64,021.48	66,459.57	69,230.32	71,871.72	75,381.42	79,149.50	82,769.99	84,413.74	1.7784
	Monthly	4,742.52	4,931.84	5,131.95	5,335.12	5,538.30	5,769.19	5,989.31	6,281.79	6,595.79	6,897.50	7,034.48	
	Bi-weekly	2,188.85	2,276.23	2,368.59	2,462.36	2,556.14	2,662.70	2,764.30	2,899.29	3,044.21	3,183.46	3,246.68	
	Hourly	27.360665	28.452937	29.607397	30.779558	31.951714	33.283809	34.553712	36.241069	38.052646	39.793263	40.583528	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	76,526.67	80,294.75	83,896.65	85,614.37	1.8055
	Monthly	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,377.22	6,691.23	6,991.39	7,134.53	
	Bi-weekly	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,943.33	3,088.26	3,226.79	3,292.86	
	Hourly	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.791668	38.603244	40.334930	41.160754	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	57,852.12	60,087.23	62,414.54	64,926.60	67,494.04	70,209.40	72,961.58	76,508.10	80,350.13	84,007.44	85,706.90	1.8078
	Monthly	4,821.01	5,007.27	5,201.21	5,410.55	5,624.50	5,850.78	6,080.13	6,375.68	6,695.84	7,000.62	7,142.24	
	Bi-weekly	2,225.08	2,311.05	2,400.56	2,497.18	2,595.92	2,700.36	2,806.21	2,942.62	3,090.39	3,231.06	3,296.42	
	Hourly	27.813521	28.888089	30.006992	31.214712	32.449056	33.754519	35.077681	36.782740	38.629871	40.388191	41.205242	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24S	Annual	57,944.33	60,308.79	62,654.67	65,166.72	67,734.17	70,412.71	73,146.32	76,748.22	85,466.77	89,345.63	91,137.30	1.8107
	Monthly	4,828.69	5,025.73	5,221.22	5,430.56	5,644.51	5,867.73	6,095.53	6,395.69	7,122.23	7,445.47	7,594.78	
	Bi-weekly	2,228.63	2,319.57	2,409.80	2,506.41	2,605.16	2,708.18	2,813.32	2,951.85	3,287.18	3,436.37	3,505.28	
	Hourly	27.857852	28.994608	30.122438	31.330155	32.564503	33.852264	35.166500	36.898184	41.089795	42.954630	43.816008	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	61,203.43	63,681.78	66,198.08	68,810.61	71,461.78	74,439.25	77,378.44	81,124.42	85,177.75	89,077.57	90,863.99	1.9126
	Monthly	5,100.29	5,306.82	5,516.51	5,734.22	5,955.15	6,203.27	6,448.20	6,760.37	7,098.15	7,423.13	7,572.00	
	Bi-weekly	2,353.98	2,449.30	2,546.08	2,646.56	2,748.53	2,863.05	2,976.09	3,120.17	3,276.07	3,426.06	3,494.77	
	Hourly	29.424728	30.616240	31.826002	33.082026	34.356624	35.788103	37.201173	39.002125	40.950840	42.825755	43.684609	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	79,611.19	83,490.36	87,313.84	89,050.11	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,634.27	6,957.53	7,276.15	7,420.84	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,061.97	3,211.17	3,358.22	3,425.00	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	38.274609	40.139596	41.977806	42.812553	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25N	Annual	60,474.95	62,876.23	65,332.89	67,937.47	70,412.71	73,349.62	76,304.79	79,999.23	83,915.23	87,701.88	89,493.55	1.8898
	Monthly	5,039.58	5,239.69	5,444.41	5,661.46	5,867.73	6,112.47	6,358.73	6,666.60	6,992.94	7,308.49	7,457.80	
	Bi-weekly	2,325.96	2,418.32	2,512.80	2,612.98	2,708.18	2,821.14	2,934.80	3,076.89	3,227.51	3,373.15	3,442.06	
	Hourly	29.074496	30.228956	31.410043	32.662247	33.852264	35.264241	36.684997	38.461168	40.343859	42.164367	43.025744	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	85,134.11	88,976.15	90,768.14	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,094.51	7,414.68	7,564.01	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,274.39	3,422.16	3,491.08	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	40.929862	42.776997	43.638531	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	61,343.25	63,818.17	66,422.75	69,027.33	71,742.37	74,587.08	77,321.01	81,236.69	85,318.85	89,198.03	90,971.14	1.9169
	Monthly	5,111.94	5,318.18	5,535.23	5,752.28	5,978.53	6,215.59	6,443.42	6,769.72	7,109.90	7,433.17	7,580.93	
	Bi-weekly	2,359.36	2,454.54	2,554.72	2,654.90	2,759.32	2,868.73	2,973.89	3,124.49	3,281.49	3,430.69	3,498.89	
	Hourly	29.491949	30.681812	31.934014	33.186215	34.491526	35.859175	37.173563	39.056101	41.018677	42.883668	43.736124	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26B	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	85,134.11	90,139.97	91,950.21	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,094.51	7,511.66	7,662.52	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,274.39	3,466.92	3,536.55	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	40.929862	43.336525	44.206832	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	82,714.59	86,704.23	90,638.80	92,449.04	1.9550
	Monthly	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,892.88	7,225.35	7,553.23	7,704.09	
	Bi-weekly	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,181.33	3,334.78	3,486.11	3,555.73	
	Hourly	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.766631	41.684724	43.576345	44.446652	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26S	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	91,654.70	95,773.68	97,694.70	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,637.89	7,981.14	8,141.23	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,525.18	3,683.60	3,757.49	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	44.064757	46.045040	46.968604	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	88,366.87	92,411.90	94,277.53	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,363.91	7,700.99	7,856.46	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,398.73	3,554.30	3,626.06	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27C	Annual	64,686.47	67,217.09	69,747.71	72,647.50	75,547.59	78,465.94	81,513.95	85,522.16	89,770.50	93,908.05	95,792.25	2.0214
	Monthly	5,390.54	5,601.42	5,812.31	6,053.96	6,295.63	6,538.83	6,792.83	7,126.85	7,480.88	7,825.67	7,982.69	
	Bi-weekly	2,487.94	2,585.27	2,682.60	2,794.13	2,905.68	3,017.92	3,135.15	3,289.31	3,452.71	3,611.85	3,684.32	
	Hourly	31.099264	32.315910	33.532554	34.926681	36.320956	37.724009	39.189401	41.116423	43.158892	45.148100	46.053966	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27F	Annual	64,298.43	66,866.19	69,544.41	72,241.19	75,178.11	78,133.60	81,163.05	85,226.64	98,839.94	103,310.16	105,397.34	2.0093
	Monthly	5,358.20	5,572.18	5,795.37	6,020.10	6,264.84	6,511.13	6,763.59	7,102.22	8,236.66	8,609.18	8,783.11	
	Bi-weekly	2,473.02	2,571.78	2,674.78	2,778.51	2,891.47	3,005.14	3,121.66	3,277.95	3,801.54	3,973.47	4,053.74	
	Hourly	30.912705	32.147207	33.434812	34.731343	36.143323	37.564232	39.020697	40.974348	47.519202	49.668345	50.671798	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,983.85	90,250.74	94,351.49	96,253.93	2.0329
	Monthly	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,165.32	7,520.90	7,862.62	8,021.16	
	Bi-weekly	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,307.07	3,471.18	3,628.90	3,702.07	
	Hourly	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.338389	43.389781	45.361291	46.275930	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27N	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	90,398.67	94,554.47	96,438.67	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,533.22	7,879.54	8,036.56	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,476.87	3,636.71	3,709.18	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	43.460899	45.458880	46.364747	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27S	Annual	65,868.54	68,417.73	71,225.30	74,032.87	76,914.39	79,906.71	83,139.46	87,258.45	91,691.51	95,810.82	97,731.84	2.0583
	Monthly	5,489.05	5,701.48	5,935.44	6,169.41	6,409.53	6,658.89	6,928.29	7,271.54	7,640.96	7,984.24	8,144.32	
	Bi-weekly	2,533.41	2,631.45	2,739.43	2,847.42	2,958.25	3,073.33	3,197.67	3,356.09	3,526.60	3,685.03	3,758.92	
	Hourly	31.667566	32.893141	34.242931	35.592724	36.978074	38.416685	39.970893	41.951176	44.082456	46.062893	46.986461	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	87,609.35	92,097.81	96,291.08	98,230.34	2.0676
	Monthly	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,300.78	7,674.82	8,024.26	8,185.86	
	Bi-weekly	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,369.59	3,542.22	3,703.50	3,778.09	
	Hourly	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	42.119878	44.277794	46.293787	47.226127	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28B	Annual	67,106.31	70,172.58	72,740.02	75,270.65	78,336.91	81,347.47	84,653.86	88,773.17	93,169.42	97,399.18	99,375.59	2.0970
	Monthly	5,592.19	5,847.72	6,061.67	6,272.55	6,528.08	6,778.96	7,054.49	7,397.76	7,764.12	8,116.60	8,281.30	
	Bi-weekly	2,581.01	2,698.95	2,797.69	2,895.02	3,012.96	3,128.75	3,255.92	3,414.35	3,583.44	3,746.12	3,822.14	
	Hourly	32.262651	33.736816	34.971164	36.187810	37.661976	39.109359	40.698971	42.679407	44.792988	46.826531	47.776725	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28C	Annual	67,217.09	69,747.71	72,647.50	75,547.59	78,465.94	81,513.95	84,783.21	89,013.29	93,557.14	97,787.23	99,745.06	2.1005
	Monthly	5,601.42	5,812.31	6,053.96	6,295.63	6,538.83	6,792.83	7,065.27	7,417.78	7,796.43	8,148.94	8,312.09	
	Bi-weekly	2,585.27	2,682.60	2,794.13	2,905.68	3,017.92	3,135.15	3,260.89	3,423.59	3,598.35	3,761.05	3,836.35	
	Hourly	32.315910	33.532554	34.926681	36.320956	37.724009	39.189401	40.761159	42.794853	44.979396	47.013090	47.954357	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28D	Annual	66,459.57	69,230.32	71,871.72	74,679.61	77,579.39	80,738.18	83,915.23	88,108.17	92,467.28	96,734.19	98,673.78	2.0768
	Monthly	5,538.30	5,769.19	5,989.31	6,223.30	6,464.95	6,728.18	6,992.94	7,342.35	7,705.61	8,061.18	8,222.82	
	Bi-weekly	2,556.14	2,662.70	2,764.30	2,872.29	2,983.82	3,105.31	3,227.51	3,388.78	3,556.43	3,720.55	3,795.15	
	Hourly	31.951714	33.283809	34.553712	35.903659	37.297784	38.816433	40.343859	42.359699	44.455424	46.506821	47.439317	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	89,419.59	93,834.09	98,064.17	100,040.58	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,451.63	7,819.51	8,172.01	8,336.72	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,439.22	3,609.00	3,771.70	3,847.71	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.990189	45.112543	47.146237	48.096434	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28P	Annual	68,565.33	71,280.69	73,922.09	76,951.53	80,091.44	83,213.10	86,612.02	90,804.97	95,293.42	99,652.86	101,647.51	2.1426
	Monthly	5,713.78	5,940.06	6,160.17	6,412.63	6,674.29	6,934.43	7,217.67	7,567.08	7,941.12	8,304.41	8,470.63	
	Bi-weekly	2,637.13	2,741.56	2,843.16	2,959.67	3,080.44	3,200.50	3,331.23	3,492.50	3,665.13	3,832.80	3,909.52	
	Hourly	32.964100	34.269560	35.539466	36.995930	38.505499	40.006298	41.640392	43.656234	45.814145	47.910027	48.868997	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	91,119.05	95,681.47	100,040.58	102,054.13	2.1472
	Monthly	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,593.25	7,973.46	8,336.72	8,504.51	
	Bi-weekly	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,504.58	3,680.06	3,847.71	3,925.16	
	Hourly	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.807235	46.000708	48.096434	49.064486	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29A	Annual	69,400.38	72,291.97	75,146.37	78,094.22	81,060.51	84,325.27	87,627.21	92,030.24	98,571.05	103,061.81	105,136.17	2.1687
	Monthly	5,783.37	6,024.33	6,262.20	6,507.85	6,755.04	7,027.11	7,302.27	7,669.19	8,214.25	8,588.48	8,761.35	
	Bi-weekly	2,669.25	2,780.46	2,890.24	3,003.62	3,117.71	3,243.28	3,370.28	3,539.62	3,791.19	3,963.92	4,043.70	
	Hourly	33.365566	34.755753	36.128060	37.545300	38.971397	40.540994	42.128468	44.245309	47.389928	49.548946	50.546236	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,984.68	97,565.35	102,035.56	104,085.93	2.1940
	Monthly	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,748.72	8,130.45	8,502.96	8,673.83	
	Bi-weekly	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,576.33	3,752.51	3,924.44	4,003.31	
	Hourly	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.704173	46.906419	49.055559	50.041314	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29N	Annual	70,578.88	73,349.62	76,027.84	79,186.32	82,437.32	85,651.51	89,068.69	93,427.80	108,519.00	113,487.72	115,759.64	2.2055
	Monthly	5,881.57	6,112.47	6,335.65	6,598.86	6,869.78	7,137.63	7,422.39	7,785.65	9,043.25	9,457.31	9,646.64	
	Bi-weekly	2,714.57	2,821.14	2,924.15	3,045.63	3,170.67	3,294.29	3,425.72	3,593.38	4,173.81	4,364.91	4,452.29	
	Hourly	33.932153	35.264241	36.551847	38.070348	39.633328	41.178610	42.821484	44.917211	52.172594	54.561403	55.653673	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29P	Annual	71,280.69	73,922.09	76,951.53	80,091.44	83,213.10	86,612.02	89,863.02	94,443.70	99,061.51	103,587.11	105,674.29	2.2275
	Monthly	5,940.06	6,160.17	6,412.63	6,674.29	6,934.43	7,217.67	7,488.59	7,870.31	8,255.13	8,632.26	8,806.19	
	Bi-weekly	2,741.56	2,843.16	2,959.67	3,080.44	3,200.50	3,331.23	3,456.27	3,632.45	3,810.06	3,984.12	4,064.40	
	Hourly	34.269560	35.539466	36.995930	38.505499	40.006298	41.640392	43.203377	45.405625	47.625724	49.801493	50.804949	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	94,831.74	99,523.51	104,030.54	106,117.72	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,902.65	8,293.63	8,669.21	8,843.14	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,647.37	3,827.83	4,001.17	4,081.45	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.592183	47.847840	50.014681	51.018136	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30A	Annual	72,291.97	75,146.37	78,094.22	81,060.51	84,325.27	87,627.21	91,153.25	95,780.06	102,529.12	107,172.26	109,322.48	2.2591
	Monthly	6,024.33	6,262.20	6,507.85	6,755.04	7,027.11	7,302.27	7,596.11	7,981.67	8,544.09	8,931.02	9,110.21	
	Bi-weekly	2,780.46	2,890.24	3,003.62	3,117.71	3,243.28	3,370.28	3,505.89	3,683.85	3,943.43	4,122.01	4,204.71	
	Hourly	34.755753	36.128060	37.545300	38.971397	40.540994	42.128468	43.823680	46.048104	49.292846	51.525126	52.558885	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30B	Annual	71,871.72	74,679.61	77,579.39	80,738.18	83,915.23	87,277.01	90,694.19	95,238.04	100,022.02	104,547.62	106,653.37	2.2459
	Monthly	5,989.31	6,223.30	6,464.95	6,728.18	6,992.94	7,273.09	7,557.85	7,936.50	8,335.17	8,712.30	8,887.78	
	Bi-weekly	2,764.30	2,872.29	2,983.82	3,105.31	3,227.51	3,356.81	3,488.24	3,663.00	3,847.00	4,021.06	4,102.05	
	Hourly	34.553712	35.903659	37.297784	38.816433	40.343859	41.960103	43.602975	45.787518	48.087508	50.263277	51.275658	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30C	Annual	72,647.50	75,547.59	78,465.94	81,513.95	84,783.21	88,144.99	91,654.70	96,309.32	111,419.10	116,461.78	118,789.09	2.2702
	Monthly	6,053.96	6,295.63	6,538.83	6,792.83	7,065.27	7,345.42	7,637.89	8,025.78	9,284.93	9,705.15	9,899.09	
	Bi-weekly	2,794.13	2,905.68	3,017.92	3,135.15	3,260.89	3,390.19	3,525.18	3,704.20	4,285.35	4,479.30	4,568.81	
	Hourly	34.926681	36.320956	37.724009	39.189401	40.761159	42.377399	44.064757	46.302559	53.566873	55.991239	57.110140	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30D	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	94,831.74	101,536.74	106,154.55	108,278.87	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,902.65	8,461.40	8,846.21	9,023.24	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,647.37	3,905.26	4,082.87	4,164.57	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.592183	48.815740	51.035840	52.057150	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	96,734.19	101,610.69	106,247.07	108,352.83	2.2742
	Monthly	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	8,061.18	8,467.56	8,853.92	9,029.40	
	Bi-weekly	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,720.55	3,908.10	4,086.43	4,167.42	
	Hourly	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.506821	48.851295	51.080324	52.092705	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	98,452.22	103,476.32	108,204.91	110,347.49	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,017.08	9,195.62	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,161.73	4,244.13	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	47.332796	49.748230	52.021593	53.051678	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31D	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	98,452.22	103,882.62	108,592.96	110,790.92	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,656.89	9,049.41	9,232.58	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,995.49	4,176.65	4,261.19	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	47.332796	49.943567	52.208155	53.264866	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31G	Annual	74,402.35	77,321.02	80,257.93	83,490.36	86,759.63	90,250.75	93,834.09	98,452.22	103,476.32	109,286.97	113,657.91	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,107.25	9,471.49	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,203.34	4,371.46	
	Hourly	35.770359	37.173565	38.585544	40.139598	41.711359	43.389784	45.112544	47.332797	49.748232	52.541811	54.643228	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	100,502.26	105,563.51	110,366.06	112,601.16	2.3706
	Monthly	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,375.19	8,796.96	9,197.17	9,383.43	
	Bi-weekly	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,865.47	4,060.14	4,244.85	4,330.81	
	Hourly	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	48.318396	50.751689	53.060604	54.135175	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31P	Annual	78,934.22	82,067.05	85,276.50	88,736.13	92,003.53	95,827.96	99,691.35	104,572.98	112,035.83	117,132.83	119,504.97	2.4666
	Monthly	6,577.85	6,838.92	7,106.38	7,394.68	7,666.96	7,985.66	8,307.61	8,714.42	9,336.32	9,761.07	9,958.75	
	Bi-weekly	3,035.93	3,156.43	3,279.87	3,412.93	3,538.60	3,685.69	3,834.28	4,022.04	4,309.07	4,505.11	4,596.34	
	Hourly	37.949144	39.455314	40.998315	42.661600	44.232468	46.071132	47.928532	50.275471	53.863381	56.313859	57.454311	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31Q	Annual	75,146.37	78,094.22	81,060.51	84,325.27	87,627.21	91,153.25	94,772.43	99,436.74	113,242.29	118,475.51	120,873.11	2.3483
	Monthly	6,262.20	6,507.85	6,755.04	7,027.11	7,302.27	7,596.11	7,897.70	8,286.40	9,436.86	9,872.96	10,072.76	
	Bi-weekly	2,890.24	3,003.62	3,117.71	3,243.28	3,370.28	3,505.89	3,645.09	3,824.49	4,355.47	4,556.75	4,648.97	
	Hourly	36.128060	37.545300	38.971397	40.540994	42.128468	43.823680	45.563667	47.806127	54.443407	56.959380	58.112071	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	102,515.81	107,632.45	112,527.21	114,799.13	2.4162
	Monthly	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,542.99	8,969.37	9,377.27	9,566.59	
	Bi-weekly	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,942.92	4,139.71	4,327.97	4,415.35	
	Hourly	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	49.286449	51.746371	54.099618	55.191890	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32B	Annual	77,671.92	80,867.22	84,044.58	87,406.36	90,694.19	94,443.70	98,193.52	103,088.28	108,260.30	113,173.63	115,464.12	2.4272
	Monthly	6,472.66	6,738.94	7,003.72	7,283.86	7,557.85	7,870.31	8,182.79	8,590.69	9,021.69	9,431.14	9,622.01	
	Bi-weekly	2,987.38	3,110.28	3,232.48	3,361.78	3,488.24	3,632.45	3,776.67	3,964.93	4,163.86	4,352.83	4,440.93	
	Hourly	37.342269	38.878469	40.406048	42.022288	43.602975	45.405625	47.208423	49.561674	52.048221	54.410400	55.511598	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32M	Annual	78,798.60	81,901.68	85,152.69	88,551.28	92,060.99	95,718.29	99,578.90	104,510.80	109,756.46	114,614.39	116,904.89	2.4624
	Monthly	6,566.55	6,825.14	7,096.06	7,379.27	7,671.75	7,976.52	8,298.24	8,709.23	9,146.37	9,551.20	9,742.07	
	Bi-weekly	3,030.72	3,150.06	3,275.10	3,405.82	3,540.81	3,681.47	3,829.96	4,019.65	4,221.40	4,408.25	4,496.34	
	Hourly	37.883940	39.375807	40.938792	42.572732	44.260092	46.018409	47.874469	50.245575	52.767528	55.103073	56.204274	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32S	Annual	79,906.71	83,157.71	86,464.10	89,899.84	93,261.62	97,085.09	101,001.09	105,988.38	111,252.61	116,350.67	118,696.55	2.4970
	Monthly	6,658.89	6,929.81	7,205.34	7,491.65	7,771.80	8,090.43	8,416.76	8,832.37	9,271.05	9,695.89	9,891.38	
	Bi-weekly	3,073.33	3,198.37	3,325.54	3,457.69	3,586.99	3,734.04	3,884.66	4,076.48	4,278.95	4,475.03	4,565.25	
	Hourly	38.416685	39.979667	41.569277	43.221078	44.837319	46.675526	48.558217	50.955950	53.486832	55.937823	57.065651	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	106,450.06	111,862.22	116,960.28	119,324.73	2.5080
	Monthly	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,870.84	9,321.85	9,746.69	9,943.73	
	Bi-weekly	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,094.23	4,302.39	4,498.47	4,589.41	
	Hourly	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	51.177915	53.779912	56.230904	57.367658	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33K	Annual	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	106,450.06	114,023.36	119,232.20	121,615.23	2.5080
	Monthly	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,870.84	9,501.95	9,936.02	10,134.60	
	Bi-weekly	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,094.23	4,385.51	4,585.85	4,677.51	
	Hourly	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	51.177915	54.818923	57.323174	58.468859	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	81,901.68	85,152.69	88,551.28	92,060.99	95,718.29	99,578.90	103,587.11	108,592.96	114,078.75	119,269.34	121,652.05	2.5594
	Monthly	6,825.14	7,096.06	7,379.27	7,671.75	7,976.52	8,298.24	8,632.26	9,049.41	9,506.56	9,939.11	10,137.67	
	Bi-weekly	3,150.06	3,275.10	3,405.82	3,540.81	3,681.47	3,829.96	3,984.12	4,176.65	4,387.64	4,587.28	4,678.92	
	Hourly	39.375807	40.938792	42.572732	44.260092	46.018409	47.874469	49.801493	52.208155	54.845553	57.341030	58.486561	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	110,846.32	116,203.08	121,522.69	123,961.12	2.6090
	Monthly	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,237.19	9,683.59	10,126.89	10,330.09	
	Bi-weekly	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,263.32	4,469.35	4,673.95	4,767.74	
	Hourly	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	53.291499	55.866864	58.424372	59.596692	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34B	Annual	83,915.23	87,277.01	90,694.19	94,332.92	98,193.52	102,016.99	106,080.59	111,419.10	116,849.50	122,224.83	124,681.49	2.6223
	Monthly	6,992.94	7,273.09	7,557.85	7,861.08	8,182.79	8,501.42	8,840.05	9,284.93	9,737.46	10,185.40	10,390.12	
	Bi-weekly	3,227.51	3,356.81	3,488.24	3,628.19	3,776.67	3,923.73	4,080.02	4,285.35	4,494.21	4,700.96	4,795.44	
	Hourly	40.343859	41.960103	43.602975	45.352364	47.208423	49.046631	51.000282	53.566873	56.177645	58.761938	59.943025	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34C	Annual	83,878.09	87,277.01	90,694.19	94,351.49	98,045.60	101,943.03	106,154.55	111,234.36	116,886.32	122,261.66	124,718.31	2.6211
	Monthly	6,989.84	7,273.09	7,557.85	7,862.62	8,170.47	8,495.25	8,846.21	9,269.53	9,740.53	10,188.47	10,393.19	
	Bi-weekly	3,226.08	3,356.81	3,488.24	3,628.90	3,770.98	3,920.89	4,082.87	4,278.24	4,495.63	4,702.37	4,796.86	
	Hourly	40.326006	41.960103	43.602975	45.361291	47.137309	49.011073	51.035840	53.478058	56.195346	58.779642	59.960726	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34G	Annual	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	110,846.32	129,151.39	135,006.98	137,722.02	2.6090
	Monthly	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,237.19	10,762.62	11,250.58	11,476.84	
	Bi-weekly	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,263.32	4,967.36	5,192.58	5,297.00	
	Hourly	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	53.291499	62.092012	64.907200	66.212508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	115,242.57	120,894.84	126,343.81	128,874.44	2.7112
	Monthly	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,603.55	10,074.57	10,528.65	10,739.54	
	Bi-weekly	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,432.41	4,649.80	4,859.38	4,956.71	
	Hourly	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	55.405083	58.122521	60.742216	61.958867	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	119,731.03	125,715.64	131,478.70	134,138.67	2.8203
	Monthly	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,977.59	10,476.30	10,956.56	11,178.22	
	Bi-weekly	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,605.04	4,835.22	5,056.87	5,159.18	
	Hourly	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	57.562993	60.440212	63.210914	64.489746	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	124,681.49	130,721.50	136,650.72	139,421.47	2.9323
	Monthly	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,390.12	10,893.46	11,387.56	11,618.46	
	Bi-weekly	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,795.44	5,027.75	5,255.80	5,362.36	
	Hourly	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	59.943025	62.846874	65.697462	67.029554	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37M	Annual	95,710.77	99,516.66	103,642.91	107,674.78	111,914.03	116,398.21	121,183.49	127,178.33	133,335.93	139,383.74	142,209.91	2.9909
	Monthly	7,975.90	8,293.06	8,636.91	8,972.90	9,326.17	9,699.85	10,098.62	10,598.20	11,111.33	11,615.31	11,850.83	
	Bi-weekly	3,681.18	3,827.56	3,986.27	4,141.34	4,304.39	4,476.85	4,660.90	4,891.47	5,128.30	5,360.91	5,469.61	
	Hourly	46.014794	47.844546	49.828321	51.766722	53.804824	55.960677	58.261292	61.143430	64.103811	67.011412	68.370147	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	129,539.43	136,059.69	142,210.79	145,092.32	3.0489
	Monthly	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,794.95	11,338.31	11,850.90	12,091.03	
	Bi-weekly	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,982.29	5,233.07	5,469.65	5,580.47	
	Hourly	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	62.278571	65.413314	68.370572	69.755924	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38D	Annual	98,193.52	102,016.99	106,080.59	110,310.67	114,836.27	119,287.60	123,942.54	130,241.24	136,724.68	142,949.43	145,830.95	3.0685
	Monthly	8,182.79	8,501.42	8,840.05	9,192.56	9,569.69	9,940.63	10,328.55	10,853.44	11,393.72	11,912.45	12,152.58	
	Bi-weekly	3,776.67	3,923.73	4,080.02	4,242.72	4,416.78	4,587.98	4,767.02	5,009.28	5,258.64	5,498.05	5,608.88	
	Hourly	47.208423	49.046631	51.000282	53.033978	55.209744	57.349807	59.587760	62.615982	65.733021	68.725687	70.111034	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	134,785.09	141,435.02	147,881.32	150,873.63	3.1753
	Monthly	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,232.09	11,786.25	12,323.44	12,572.80	
	Bi-weekly	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,184.04	5,439.81	5,687.74	5,802.83	
	Hourly	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	64.800523	67.997605	71.096790	72.535398	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	140,141.85	147,105.55	153,773.73	156,876.81	3.2988
	Monthly	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,678.49	12,258.80	12,814.48	13,073.07	
	Bi-weekly	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,390.07	5,657.91	5,914.37	6,033.72	
	Hourly	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	67.375891	70.723820	73.929677	75.421544	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	145,701.61	152,942.57	159,943.08	163,157.26	3.4287
	Monthly	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,141.80	12,745.21	13,328.59	13,596.44	
	Bi-weekly	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,603.91	5,882.41	6,151.66	6,275.28	
	Hourly	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	70.048851	73.530080	76.895711	78.440990	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	151,464.66	159,111.92	166,371.13	169,714.34	3.5661
	Monthly	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,622.06	13,259.33	13,864.26	14,142.86	
	Bi-weekly	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,825.56	6,119.69	6,398.89	6,527.47	
	Hourly	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	72.819547	76.496114	79.986121	81.593434	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	157,412.46	165,299.84	172,854.57	176,308.88	3.7127
	Monthly	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,117.71	13,774.99	14,404.55	14,692.41	
	Bi-weekly	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,054.33	6,357.69	6,648.25	6,781.11	
	Hourly	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	75.679066	79.471078	83.103158	84.763885	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	163,748.30	171,912.63	179,688.91	183,309.40	3.8558
	Monthly	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,645.69	14,326.05	14,974.08	15,275.78	
	Bi-weekly	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,298.01	6,612.02	6,911.11	7,050.36	
	Hourly	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	78.725144	82.650301	86.388898	88.129518	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	170,213.16	178,691.59	186,800.52	190,531.78	4.0071
	Monthly	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,184.43	14,890.97	15,566.71	15,877.65	
	Bi-weekly	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,546.66	6,872.75	7,184.64	7,328.15	
	Hourly	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	81.833251	85.909416	89.807943	91.601818	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	177,029.27	185,802.87	194,244.47	198,141.90	4.1704
	Monthly	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,752.44	15,483.57	16,187.04	16,511.83	
	Bi-weekly	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,808.82	7,146.26	7,470.94	7,620.84	
	Hourly	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	85.110224	89.328305	93.386764	95.260528	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	184,066.59	193,228.57	202,002.51	206,047.54	4.3349
	Monthly	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,338.88	16,102.38	16,833.54	17,170.63	
	Bi-weekly	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,079.48	7,431.87	7,769.33	7,924.91	
	Hourly	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	88.493554	92.898352	97.116590	99.061315	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	191,436.91	200,949.47	210,074.31	214,304.39	4.5064
	Monthly	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,953.08	16,745.79	17,506.19	17,858.70	
	Bi-weekly	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,362.96	7,728.83	8,079.78	8,242.48	
	Hourly	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	92.036977	96.610323	100.997265	103.030957	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	199,047.03	209,021.59	218,626.69	223,022.62	4.6847
	Monthly	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,587.25	17,418.47	18,218.89	18,585.22	
	Bi-weekly	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,655.65	8,039.29	8,408.72	8,577.79	
	Hourly	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	95.695685	100.491149	105.108985	107.222415	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	197,162.83	207,026.62	217,241.31	227,086.54	231,648.96	4.8752
	Monthly	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,430.24	17,252.22	18,103.44	18,923.88	19,304.08	
	Bi-weekly	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,583.19	7,962.56	8,355.44	8,734.10	8,909.58	
	Hourly	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	94.789820	99.532027	104.442938	109.176221	111.369694	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	157,375.64	163,692.91	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	208,947.63	219,420.71	229,377.01	233,994.83	4.9179
	Monthly	13,114.64	13,641.08	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,412.30	18,285.06	19,114.75	19,499.57	
	Bi-weekly	6,052.91	6,295.88	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	8,036.45	8,439.26	8,822.19	8,999.80	
	Hourly	75.661365	78.698514	81.904367	85.127921	88.493554	92.045747	95.695685	100.455592	105.490727	110.277410	112.497512	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
52	Annual	163,692.91	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	206,952.66	217,315.27	228,139.24	238,538.66	243,359.79	5.1154
	Monthly	13,641.08	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,246.06	18,109.61	19,011.60	19,878.22	20,279.98	
	Bi-weekly	6,295.88	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,959.72	8,358.28	8,774.59	9,174.56	9,359.99	
	Hourly	78.698514	81.904367	85.127921	88.493554	92.045747	95.695685	99.496469	104.478497	109.682329	114.682047	116.999900	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	206,952.66	215,246.33	225,996.68	237,282.65	248,143.73	253,149.61	5.3237
	Monthly	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,246.06	17,937.19	18,833.06	19,773.55	20,678.64	21,095.80	
	Bi-weekly	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,959.72	8,278.71	8,692.18	9,126.26	9,543.99	9,736.52	
	Hourly	81.904367	85.127921	88.493554	92.045747	95.695685	99.496469	103.483813	108.652250	114.078198	119.299870	121.706543	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	177,066.08	184,085.16	191,455.15	199,047.03	206,952.66	215,246.33	223,854.10	235,028.96	246,739.82	257,988.96	263,179.58	5.5333
	Monthly	14,755.51	15,340.43	15,954.60	16,587.25	17,246.06	17,937.19	18,654.51	19,585.75	20,561.65	21,499.08	21,931.63	
	Bi-weekly	6,810.23	7,080.20	7,363.66	7,655.65	7,959.72	8,278.71	8,609.77	9,039.58	9,489.99	9,922.65	10,122.29	
	Hourly	85.127921	88.502482	92.045747	95.695685	99.496469	103.483813	107.622163	112.994693	118.624911	124.033153	126.528646	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	184,066.59	191,455.15	199,047.03	206,952.66	215,246.33	223,854.10	232,757.06	244,357.14	256,585.04	268,259.09	273,634.07	5.7520
	Monthly	15,338.88	15,954.60	16,587.25	17,246.06	17,937.19	18,654.51	19,396.42	20,363.10	21,382.09	22,354.92	22,802.84	
	Bi-weekly	7,079.48	7,363.66	7,655.65	7,959.72	8,278.71	8,609.77	8,952.19	9,398.35	9,868.66	10,317.66	10,524.39	
	Hourly	88.493554	92.045747	95.695685	99.496469	103.483813	107.622163	111.902432	117.479392	123.358194	128.970715	131.554841	

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 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	64,926.60	66,201.19	67,512.60	68,879.41	1.5723
	Monthly	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,410.55	5,516.77	5,626.05	5,739.95	
	Bi-weekly	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,497.18	2,546.20	2,596.64	2,649.21	
	Hourly	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	31.214712	31.827495	32.457981	33.115101	

	12	13	14	15
Annual	70,283.36	71,686.99	73,367.87	74,827.21
Monthly	5,856.95	5,973.92	6,113.99	6,235.60
Bi-weekly	2,703.21	2,757.19	2,821.84	2,877.97
Hourly	33.790077	34.464897	35.273016	35.974621

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	67,475.79	68,842.59	70,246.22	71,631.59	1.6370
	Monthly	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,622.98	5,736.88	5,853.85	5,969.30	
	Bi-weekly	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,595.22	2,647.79	2,701.78	2,755.06	
	Hourly	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	32.440282	33.097401	33.772219	34.438263	

	12	13	14	15
Annual	73,072.36	74,550.26	76,046.41	77,579.39
Monthly	6,089.36	6,212.52	6,337.20	6,464.95
Bi-weekly	2,810.48	2,867.32	2,924.86	2,983.82
Hourly	35.130940	35.841473	36.560776	37.297784

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	70,043.23	71,446.86	72,850.80	74,254.75	1.7016
	Monthly	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,836.94	5,953.91	6,070.90	6,187.90	
	Bi-weekly	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,693.97	2,747.96	2,801.95	2,855.95	
	Hourly	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	33.674630	34.349451	35.024422	35.699397	

	12	13	14	15
Annual	75,713.76	77,191.67	79,149.50	80,719.62
Monthly	6,309.48	6,432.64	6,595.79	6,726.64
Bi-weekly	2,912.07	2,968.91	3,044.21	3,104.60
Hourly	36.400847	37.111378	38.052646	38.807508

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	72,980.15	74,420.91	75,953.89	77,450.04	1.7720
	Monthly	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,081.68	6,201.74	6,329.49	6,454.17	
	Bi-weekly	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,806.93	2,862.34	2,921.30	2,978.85	
	Hourly	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.086608	35.779285	36.516291	37.235597	

	12	13	14	15
Annual	78,798.60	80,350.13	82,363.68	84,007.44
Monthly	6,566.55	6,695.84	6,863.64	7,000.62
Bi-weekly	3,030.72	3,090.39	3,167.83	3,231.06
Hourly	37.883940	38.629871	39.597925	40.388191

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	75,880.25	77,376.40	78,872.55	80,424.10	1.8390
	Monthly	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,323.35	6,448.03	6,572.71	6,702.01	
	Bi-weekly	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,918.47	2,976.02	3,033.56	3,093.23	
	Hourly	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	36.480890	37.200192	37.919494	38.665431	

	12	13	14	15
Annual	81,901.68	83,527.19	85,651.51	87,369.22
Monthly	6,825.14	6,960.60	7,137.63	7,280.77
Bi-weekly	3,150.06	3,212.58	3,294.29	3,360.35
Hourly	39.375807	40.157302	41.178610	42.004432

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	77,357.83	78,853.98	80,386.96	82,031.03	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,446.49	6,571.17	6,698.91	6,835.92	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	2,975.30	3,032.85	3,091.81	3,155.04	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.191264	37.910568	38.647576	39.437994	

	12	13	14	15
Annual	83,490.36	85,134.11	87,313.84	89,050.11
Monthly	6,957.53	7,094.51	7,276.15	7,420.84
Bi-weekly	3,211.17	3,274.39	3,358.22	3,425.00
Hourly	40.139596	40.929862	41.977806	42.812553

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	78,817.16	80,350.13	81,994.21	83,582.57	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,568.10	6,695.84	6,832.85	6,965.21	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,031.43	3,090.39	3,153.62	3,214.71	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	37.892867	38.629871	39.420292	40.183928	

		12	13	14	15
	Annual	85,134.11	86,815.01	88,976.15	90,768.14
	Monthly	7,094.51	7,234.58	7,414.68	7,564.01
	Bi-weekly	3,274.39	3,339.04	3,422.16	3,491.08
	Hourly	40.929862	41.737984	42.776997	43.638531

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	80,424.10	82,049.60	83,656.53	85,392.82	1.9550
	Monthly	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,702.01	6,837.47	6,971.38	7,116.07	
	Bi-weekly	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,093.23	3,155.75	3,217.56	3,284.34	
	Hourly	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	38.665431	39.446922	40.219485	41.054239	

		12	13	14	15
	Annual	86,704.23	88,403.69	90,638.80	92,449.04
	Monthly	7,225.35	7,366.97	7,553.23	7,704.09
	Bi-weekly	3,334.78	3,400.14	3,486.11	3,555.73
	Hourly	41.684724	42.501772	43.576345	44.446652

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	81,883.44	83,490.36	85,152.69	86,815.01	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,823.62	6,957.53	7,096.06	7,234.58	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,149.36	3,211.17	3,275.10	3,339.04	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	39.367037	40.139596	40.938792	41.737984	

		12	13	14	15
	Annual	88,366.87	90,176.79	92,411.90	94,277.53
	Monthly	7,363.91	7,514.73	7,700.99	7,856.46
	Bi-weekly	3,398.73	3,468.34	3,554.30	3,626.06
	Hourly	42.484071	43.354226	44.428798	45.325733

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	83,582.57	85,263.47	86,907.54	88,699.20	2.0329
	Monthly	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	6,965.21	7,105.29	7,242.30	7,391.60	
	Bi-weekly	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,214.71	3,279.36	3,342.60	3,411.51	
	Hourly	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	40.183928	40.992051	41.782469	42.643848	

		12	13	14	15
	Annual	90,250.74	92,060.99	94,351.49	96,253.93
	Monthly	7,520.90	7,671.75	7,862.62	8,021.16
	Bi-weekly	3,471.18	3,540.81	3,628.90	3,702.07
	Hourly	43.389781	44.260092	45.361291	46.275930

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	85,152.69	86,833.58	88,569.86	90,287.89	2.0676
	Monthly	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,096.06	7,236.13	7,380.82	7,523.99	
	Bi-weekly	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,275.10	3,339.75	3,406.53	3,472.61	
	Hourly	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	40.938792	41.746913	42.581662	43.407640	

		12	13	14	15
	Annual	92,097.81	93,926.62	96,291.08	98,230.34
	Monthly	7,674.82	7,827.22	8,024.26	8,185.86
	Bi-weekly	3,542.22	3,612.56	3,703.50	3,778.09
	Hourly	44.277794	45.157030	46.293787	47.226127

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	86,926.11	88,699.20	90,398.67	92,245.73	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,243.84	7,391.60	7,533.22	7,687.14	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,343.31	3,411.51	3,476.87	3,547.91	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	41.791397	42.643848	43.460899	44.348910	

		12	13	14	15
	Annual	93,834.09	95,718.29	98,064.17	100,040.58
	Monthly	7,819.51	7,976.52	8,172.01	8,336.72
	Bi-weekly	3,609.00	3,681.47	3,771.70	3,847.71
	Hourly	45.112543	46.018409	47.146237	48.096434

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	88,533.04	90,269.32	92,060.99	93,908.05	2.1472
	Monthly	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,377.75	7,522.44	7,671.75	7,825.67	
	Bi-weekly	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,405.12	3,471.90	3,540.81	3,611.85	
	Hourly	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	42.563961	43.398710	44.260092	45.148100	

	12	13	14	15
Annual	95,681.47	97,620.74	100,040.58	102,054.13
Monthly	7,973.46	8,135.06	8,336.72	8,504.51
Bi-weekly	3,680.06	3,754.64	3,847.71	3,925.16
Hourly	46.000708	46.933049	48.096434	49.064486

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	90,195.36	92,024.17	93,834.09	95,718.29	2.1940
	Monthly	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,516.28	7,668.68	7,819.51	7,976.52	
	Bi-weekly	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,469.05	3,539.39	3,609.00	3,681.47	
	Hourly	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	43.363153	44.242388	45.112543	46.018409	

	12	13	14	15
Annual	97,565.35	99,504.94	102,035.56	104,085.93
Monthly	8,130.45	8,292.08	8,502.96	8,673.83
Bi-weekly	3,752.51	3,827.11	3,924.44	4,003.31
Hourly	46.906419	47.838912	49.055559	50.041314

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	92,060.99	93,889.80	95,755.11	97,676.13	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,671.75	7,824.15	7,979.59	8,139.68	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,540.81	3,611.15	3,682.89	3,756.77	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	44.260092	45.139327	46.036111	46.959679	

	12	13	14	15
Annual	99,523.51	101,499.92	104,030.54	106,117.72
Monthly	8,293.63	8,458.33	8,669.21	8,843.14
Bi-weekly	3,827.83	3,903.84	4,001.17	4,081.45
Hourly	47.847840	48.798038	50.014681	51.018136

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	93,926.62	95,829.07	97,731.84	99,689.68	2.2742
	Monthly	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,827.22	7,985.76	8,144.32	8,307.47	
	Bi-weekly	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,612.56	3,685.73	3,758.92	3,834.22	
	Hourly	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	45.157030	46.071668	46.986461	47.927730	

	12	13	14	15
Annual	101,610.69	103,623.93	106,247.07	108,352.83
Monthly	8,467.56	8,635.33	8,853.92	9,029.40
Bi-weekly	3,908.10	3,985.54	4,086.43	4,167.42
Hourly	48.851295	49.819195	51.080324	52.092705

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	95,681.47	97,620.74	99,523.51	101,518.17	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	7,973.46	8,135.06	8,293.63	8,459.85	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,680.06	3,754.64	3,827.83	3,904.55	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.000708	46.933049	47.847840	48.806813	

	12	13	14	15
Annual	103,476.32	105,544.95	108,204.91	110,347.49
Monthly	8,623.03	8,795.41	9,017.08	9,195.62
Bi-weekly	3,979.86	4,059.42	4,161.73	4,244.13
Hourly	49.748230	50.742762	52.021593	53.051678

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	97,713.27	99,652.86	101,629.27	103,623.93	2.3706
	Monthly	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,142.77	8,304.41	8,469.11	8,635.33	
	Bi-weekly	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,758.20	3,832.80	3,908.82	3,985.54	
	Hourly	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	46.977533	47.910027	48.860224	49.819195	

	12	13	14	15
Annual	105,563.51	107,650.70	110,366.06	112,601.16
Monthly	8,796.96	8,970.89	9,197.17	9,383.43
Bi-weekly	4,060.14	4,140.41	4,244.85	4,330.81
Hourly	50.751689	51.755143	53.060604	54.135175

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	99,504.94	101,499.92	103,494.89	105,563.51	2.4162
	Monthly	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,292.08	8,458.33	8,624.57	8,796.96	
	Bi-weekly	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,827.11	3,903.84	3,980.57	4,060.14	
	Hourly	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	47.838912	48.798038	49.757160	50.751689	

		12	13	14	15
	Annual	107,632.45	109,793.60	112,527.21	114,799.13
	Monthly	8,969.37	9,149.47	9,377.27	9,566.59
	Bi-weekly	4,139.71	4,222.83	4,327.97	4,415.35
	Hourly	51.746371	52.785383	54.099618	55.191890

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32M	Annual	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	99,560.33	101,536.74	103,550.28	105,618.90	107,687.84	2.4647
	Monthly	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,296.69	8,461.40	8,629.19	8,801.58	8,973.99	
	Bi-weekly	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,829.24	3,905.26	3,982.70	4,062.27	4,141.84	
	Hourly	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	47.865541	48.815740	49.783790	50.778318	51.772998	

		12	13	14	15
	Annual	109,664.25	111,825.40	114,614.39	116,904.89
	Monthly	9,138.69	9,318.78	9,551.20	9,742.07
	Bi-weekly	4,217.86	4,300.98	4,408.25	4,496.34
	Hourly	52.723198	53.762210	55.103073	56.204274

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	103,605.68	105,692.86	107,724.66	109,885.81	2.5080
	Monthly	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,633.81	8,807.74	8,977.06	9,157.15	
	Bi-weekly	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	3,984.83	4,065.11	4,143.26	4,226.38	
	Hourly	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	49.810421	50.813876	51.790702	52.829714	

		12	13	14	15
	Annual	111,862.22	114,115.89	116,960.28	119,324.73
	Monthly	9,321.85	9,509.66	9,746.69	9,943.73
	Bi-weekly	4,302.39	4,389.07	4,498.47	4,589.41
	Hourly	53.779912	54.863410	56.230904	57.367658

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	107,650.70	109,811.85	111,991.56	114,208.10	2.6090
	Monthly	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	8,970.89	9,150.99	9,332.63	9,517.34	
	Bi-weekly	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,140.41	4,223.53	4,307.37	4,392.62	
	Hourly	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	51.755143	52.794157	53.842098	54.907742	

	12	13	14	15
Annual	116,203.08	118,511.82	121,522.69	123,961.12
Monthly	9,683.59	9,875.99	10,126.89	10,330.09
Bi-weekly	4,469.35	4,558.15	4,673.95	4,767.74
Hourly	55.866864	56.976836	58.424372	59.596692

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34M	Annual	85,124.99	88,505.18	92,042.42	95,699.72	99,588.02	103,587.11	107,641.58	109,784.15	111,982.28	114,217.38	116,461.61	2.6601
	Monthly	7,093.75	7,375.43	7,670.20	7,974.98	8,299.00	8,632.26	8,970.13	9,148.68	9,331.86	9,518.12	9,705.13	
	Bi-weekly	3,274.04	3,404.05	3,540.09	3,680.76	3,830.31	3,984.12	4,140.06	4,222.47	4,307.01	4,392.98	4,479.29	
	Hourly	40.925475	42.550569	44.251164	46.009480	47.878855	49.801493	51.750758	52.780842	53.837634	54.912203	55.991159	

	12	13	14	15
Annual	118,548.96	120,894.69	123,933.26	126,417.78
Monthly	9,879.08	10,074.56	10,327.77	10,534.82
Bi-weekly	4,559.58	4,649.80	4,766.66	4,862.22
Hourly	56.994692	58.122446	59.583298	60.777777

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	111,917.60	114,152.71	116,443.21	118,715.13	2.7112
	Monthly	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,326.47	9,512.73	9,703.60	9,892.93	
	Bi-weekly	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,304.52	4,390.49	4,478.58	4,565.97	
	Hourly	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	53.806540	54.881110	55.982311	57.074580	

	12	13	14	15
Annual	120,894.84	123,277.55	126,343.81	128,874.44
Monthly	10,074.57	10,273.13	10,528.65	10,739.54
Bi-weekly	4,649.80	4,741.44	4,859.38	4,956.71
Hourly	58.122521	59.268051	60.742216	61.958867

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	116,424.64	118,678.31	121,061.01	123,425.46	2.8203
	Monthly	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,702.05	9,889.86	10,088.42	10,285.46	
	Bi-weekly	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,477.87	4,564.55	4,656.19	4,747.13	
	Hourly	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	55.973382	57.056880	58.202410	59.339165	

	12	13	14	15
Annual	125,715.64	128,246.27	131,478.70	134,138.67
Monthly	10,476.30	10,687.19	10,956.56	11,178.22
Bi-weekly	4,835.22	4,932.55	5,056.87	5,159.18
Hourly	60.440212	61.656859	63.210914	64.489746

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	121,153.22	123,554.50	126,011.16	128,523.53	2.9323
	Monthly	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,096.10	10,296.21	10,500.93	10,710.29	
	Bi-weekly	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,659.74	4,752.10	4,846.58	4,943.21	
	Hourly	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	58.246742	59.401201	60.582288	61.790158	

	12	13	14	15
Annual	130,721.50	133,344.33	136,650.72	139,421.47
Monthly	10,893.46	11,112.03	11,387.56	11,618.46
Bi-weekly	5,027.75	5,128.63	5,255.80	5,362.36
Hourly	62.846874	64.107851	65.697462	67.029554

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	125,808.18	128,375.61	130,998.44	133,566.21	3.0489
	Monthly	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,484.02	10,697.97	10,916.54	11,130.52	
	Bi-weekly	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,838.78	4,937.52	5,038.40	5,137.16	
	Hourly	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	60.484700	61.719044	62.980020	64.214524	

	12	13	14	15
Annual	136,059.69	138,737.91	142,210.79	145,092.32
Monthly	11,338.31	11,561.49	11,850.90	12,091.03
Bi-weekly	5,233.07	5,336.07	5,469.65	5,580.47
Hourly	65.413314	66.700917	68.370572	69.755924

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	130,758.32	133,399.72	136,022.87	138,719.67	3.1753
	Monthly	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	10,896.53	11,116.64	11,335.24	11,559.97	
	Bi-weekly	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,029.17	5,130.76	5,231.65	5,335.37	
	Hourly	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	62.864575	64.134480	65.395609	66.692147	

	12	13	14	15
Annual	141,435.02	144,224.02	147,881.32	150,873.63
Monthly	11,786.25	12,018.67	12,323.44	12,572.80
Bi-weekly	5,439.81	5,547.08	5,687.74	5,802.83
Hourly	67.997605	69.338473	71.096790	72.535398

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	136,078.26	138,904.40	141,675.14	144,538.11	3.2988
	Monthly	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,339.86	11,575.37	11,806.26	12,044.84	
	Bi-weekly	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,233.78	5,342.48	5,449.04	5,559.16	
	Hourly	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	65.422239	66.780961	68.113050	69.489475	

	12	13	14	15
Annual	147,105.55	150,042.47	153,773.73	156,876.81
Monthly	12,258.80	12,503.54	12,814.48	13,073.07
Bi-weekly	5,657.91	5,770.86	5,914.37	6,033.72
Hourly	70.723820	72.135801	73.929677	75.421544

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	141,490.41	144,297.98	147,216.33	150,153.25	3.4287
	Monthly	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	11,790.87	12,024.83	12,268.03	12,512.77	
	Bi-weekly	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,441.94	5,549.92	5,662.17	5,775.12	
	Hourly	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	68.024235	69.374028	70.777082	72.189060	

	12	13	14	15
Annual	152,942.57	156,027.08	159,943.08	163,157.26
Monthly	12,745.21	13,002.26	13,328.59	13,596.44
Bi-weekly	5,882.41	6,001.04	6,151.66	6,275.28
Hourly	73.530080	75.013019	76.895711	78.440990

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	146,939.38	150,430.52	152,868.61	155,898.06	3.5661
	Monthly	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,244.95	12,535.88	12,739.05	12,991.51	
	Bi-weekly	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,651.51	5,785.79	5,879.56	5,996.08	
	Hourly	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	70.643932	72.322364	73.494522	74.950988	

		12	13	14	15
	Annual	159,111.92	162,288.96	166,371.13	169,714.34
	Monthly	13,259.33	13,524.08	13,864.26	14,142.86
	Bi-weekly	6,119.69	6,241.88	6,398.89	6,527.47
	Hourly	76.496114	78.023537	79.986121	81.593434

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	152,868.61	155,916.30	159,019.71	162,196.75	3.7127
	Monthly	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	12,739.05	12,993.03	13,251.64	13,516.40	
	Bi-weekly	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	5,879.56	5,996.78	6,116.14	6,238.34	
	Hourly	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	73.494522	74.959760	76.451783	77.979208	

		12	13	14	15
	Annual	165,299.84	168,587.67	172,854.57	176,308.88
	Monthly	13,774.99	14,048.97	14,404.55	14,692.41
	Bi-weekly	6,357.69	6,484.14	6,648.25	6,781.11
	Hourly	79.471078	81.051762	83.103158	84.763885

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	159,148.74	162,307.53	165,503.15	168,809.54	3.8558
	Monthly	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,262.40	13,525.63	13,791.93	14,067.46	
	Bi-weekly	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,121.11	6,242.60	6,365.51	6,492.67	
	Hourly	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	76.513815	78.032467	79.568820	81.158433	

		12	13	14	15
	Annual	171,912.63	175,311.23	179,688.91	183,309.40
	Monthly	14,326.05	14,609.27	14,974.08	15,275.78
	Bi-weekly	6,612.02	6,742.74	6,911.11	7,050.36
	Hourly	82.650301	84.284246	86.388898	88.129518

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	165,318.41	168,643.05	171,968.01	175,440.58	4.0071
	Monthly	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	13,776.53	14,053.59	14,330.67	14,620.05	
	Bi-weekly	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,358.40	6,486.27	6,614.15	6,747.71	
	Hourly	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	79.480005	81.078391	82.676930	84.346432	

		12	13	14	15
	Annual	178,691.59	182,219.53	186,800.52	190,531.78
	Monthly	14,890.97	15,184.96	15,566.71	15,877.65
	Bi-weekly	6,872.75	7,008.44	7,184.64	7,328.15
	Hourly	85.909416	87.605543	89.807943	91.601818

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	171,949.45	175,385.19	178,876.32	182,441.10	4.1704
	Monthly	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,329.12	14,615.43	14,906.36	15,203.43	
	Bi-weekly	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,613.44	6,745.58	6,879.86	7,016.97	
	Hourly	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	82.668004	84.319803	85.998231	87.712065	

		12	13	14	15
	Annual	185,802.87	189,534.14	194,244.47	198,141.90
	Monthly	15,483.57	15,794.51	16,187.04	16,511.83
	Bi-weekly	7,146.26	7,289.77	7,470.94	7,620.84
	Hourly	89.328305	91.122181	93.386764	95.260528

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	178,931.71	182,478.23	186,154.11	189,829.65	4.3349
	Monthly	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	14,910.98	15,206.52	15,512.84	15,819.14	
	Bi-weekly	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	6,881.99	7,018.39	7,159.77	7,301.14	
	Hourly	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	86.024861	87.729918	89.497166	91.264253	

		12	13	14	15
	Annual	193,228.57	197,070.62	202,002.51	206,047.54
	Monthly	16,102.38	16,422.55	16,833.54	17,170.63
	Bi-weekly	7,431.87	7,579.64	7,769.33	7,924.91
	Hourly	92.898352	94.745488	97.116590	99.061315

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	185,969.37	189,663.48	193,468.70	197,328.99	4.5064
	Monthly	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,497.45	15,805.29	16,122.39	16,444.08	
	Bi-weekly	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,152.67	7,294.75	7,441.10	7,589.58	
	Hourly	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	89.408350	91.184366	93.013799	94.869705	

		12	13	14	15
	Annual	200,949.47	204,957.68	210,074.31	214,304.39
	Monthly	16,745.79	17,079.81	17,506.19	17,858.70
	Bi-weekly	7,728.83	7,882.99	8,079.78	8,242.48
	Hourly	96.610323	98.537344	100.997265	103.030957

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	193,357.92	197,218.21	201,134.21	205,179.56	4.6847
	Monthly	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,113.16	16,434.85	16,761.18	17,098.30	
	Bi-weekly	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,436.84	7,585.32	7,735.93	7,891.52	
	Hourly	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	92.960540	94.816447	96.699141	98.644017	

		12	13	14	15
	Annual	209,021.59	213,214.54	218,626.69	223,022.62
	Monthly	17,418.47	17,767.88	18,218.89	18,585.22
	Bi-weekly	8,039.29	8,200.56	8,408.72	8,577.79
	Hourly	100.491149	102.506988	105.108985	107.222415

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	197,162.83	201,060.25	205,124.17	209,169.19	213,306.75	4.8752
	Monthly	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,430.24	16,755.02	17,093.68	17,430.77	17,775.56	
	Bi-weekly	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,583.19	7,733.09	7,889.39	8,044.97	8,204.11	
	Hourly	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	94.789820	96.663582	98.617390	100.562109	102.551320	

		12	13	14	15
	Annual	217,241.31	221,545.04	227,086.54	231,648.96
	Monthly	18,103.44	18,462.09	18,923.88	19,304.08
	Bi-weekly	8,355.44	8,520.96	8,734.10	8,909.58
	Hourly	104.442938	106.512037	109.176221	111.369694

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	157,375.64	163,692.91	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	203,036.65	207,082.00	211,164.17	215,449.64	4.9179
	Monthly	13,114.64	13,641.08	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	16,919.72	17,256.83	17,597.01	17,954.14	
	Bi-weekly	6,052.91	6,295.88	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,809.10	7,964.69	8,121.70	8,286.52	
	Hourly	75.661365	78.698514	81.904367	85.127921	88.493554	92.045747	95.695685	97.613776	99.558654	101.521235	103.581559	

		12	13	14	15
	Annual	219,420.71	223,798.71	229,377.01	233,994.83
	Monthly	18,285.06	18,649.89	19,114.75	19,499.57
	Bi-weekly	8,439.26	8,607.64	8,822.19	8,999.80
	Hourly	105.490727	107.595533	110.277410	112.497512

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
52	Annual	163,692.91	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	206,952.66	211,108.78	215,283.15	219,587.20	223,964.88	5.1154
	Monthly	13,641.08	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,246.06	17,592.40	17,940.26	18,298.93	18,663.74	
	Bi-weekly	6,295.88	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,959.72	8,119.57	8,280.12	8,445.66	8,614.03	
	Hourly	78.698514	81.904367	85.127921	88.493554	92.045747	95.695685	99.496469	101.494605	103.501516	105.570767	107.675422	

		12	13	14	15
	Annual	228,139.24	232,683.41	238,538.66	243,359.79
	Monthly	19,011.60	19,390.28	19,878.22	20,279.98
	Bi-weekly	8,774.59	8,949.36	9,174.56	9,359.99
	Hourly	109.682329	111.867024	114.682047	116.999900

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	206,952.66	215,246.33	219,550.06	223,927.74	228,342.54	232,941.78	5.3237
	Monthly	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,246.06	17,937.19	18,295.84	18,660.65	19,028.55	19,411.82	
	Bi-weekly	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,959.72	8,278.71	8,444.23	8,612.61	8,782.41	8,959.30	
	Hourly	81.904367	85.127921	88.493554	92.045747	95.695685	99.496469	103.483813	105.552911	107.657567	109.780067	111.991240	

		12	13	14	15
	Annual	237,282.65	241,992.67	248,143.73	253,149.61
	Monthly	19,773.55	20,166.06	20,678.64	21,095.80
	Bi-weekly	9,126.26	9,307.41	9,543.99	9,736.52
	Hourly	114.078198	116.342629	119.299870	121.706543

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	177,066.08	184,085.16	191,455.15	199,047.03	206,952.66	215,246.33	223,854.10	228,250.02	232,831.02	237,541.34	242,251.38	5.5333
	Monthly	14,755.51	15,340.43	15,954.60	16,587.25	17,246.06	17,937.19	18,654.51	19,020.84	19,402.59	19,795.11	20,187.62	
	Bi-weekly	6,810.23	7,080.20	7,363.66	7,655.65	7,959.72	8,278.71	8,609.77	8,778.85	8,955.04	9,136.21	9,317.36	
	Hourly	85.127921	88.502482	92.045747	95.695685	99.496469	103.483813	107.622163	109.735585	111.937992	114.202566	116.467009	

	12	13	14	15
Annual	246,739.82	251,671.71	257,988.96	263,179.58
Monthly	20,561.65	20,972.64	21,499.08	21,931.63
Bi-weekly	9,489.99	9,679.68	9,922.65	10,122.29
Hourly	118.624911	120.996013	124.033153	126.528646

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	184,066.59	191,455.15	199,047.03	206,952.66	215,246.33	223,854.10	232,757.07	237,374.86	242,140.58	246,943.11	251,893.58	5.7520
	Monthly	15,338.88	15,954.60	16,587.25	17,246.06	17,937.19	18,654.51	19,396.42	19,781.24	20,178.38	20,578.59	20,991.13	
	Bi-weekly	7,079.48	7,363.66	7,655.65	7,959.72	8,278.71	8,609.77	8,952.19	9,129.80	9,313.10	9,497.81	9,688.21	
	Hourly	88.493554	92.045747	95.695685	99.496469	103.483813	107.622163	111.902435	114.122528	116.413742	118.722649	121.102684	

	12	13	14	15
Annual	256,585.06	261,664.86	268,259.09	273,634.09
Monthly	21,382.09	21,805.41	22,354.92	22,802.84
Bi-weekly	9,868.66	10,064.03	10,317.66	10,524.39
Hourly	123.358201	125.800411	128.970716	131.554849

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
03	1	2	6	1,040
03	2	3	6	1,040
03	3	4	12	2,080
03	4	5	12	2,080
03	5	6	24	4,160
03	6	7	48	8,320
03	7	8	48	8,320
03	8	9	48	8,320
03	9	10	48	8,320
03	10	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	37,016.43	38,032.33	39,122.18	40,101.27	41,338.73	42,539.36	43,795.39	45,143.94	47,175.74	48,136.25	1.1567
	Monthly	3,084.70	3,169.36	3,260.18	3,341.77	3,444.89	3,544.95	3,649.62	3,762.00	3,931.31	4,011.35	
	Bi-weekly	1,423.71	1,462.78	1,504.70	1,542.36	1,589.95	1,636.13	1,684.44	1,736.31	1,814.45	1,851.39	
	Hourly	17.796361	18.284774	18.808742	19.279455	19.874387	20.451616	21.055475	21.703818	22.680644	23.142429	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
14	Annual	39,026.83	40,024.49	41,153.49	42,203.89	43,497.05	44,586.91	45,990.53	47,320.52	49,389.46	50,312.83	1.2195
	Monthly	3,252.24	3,335.37	3,429.46	3,516.99	3,624.76	3,715.58	3,832.54	3,943.38	4,115.79	4,192.74	
	Bi-weekly	1,501.03	1,539.40	1,582.83	1,623.23	1,672.96	1,714.88	1,768.87	1,820.02	1,899.59	1,935.11	
	Hourly	18.762901	19.242543	19.785332	20.290330	20.912045	21.436013	22.110833	22.750250	23.744932	24.188859	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	45,457.71	46,843.08	48,561.12	50,260.26	52,089.07	54,028.66	55,875.72	57,926.08	60,548.92	61,768.12	1.4205
	Monthly	3,788.14	3,903.59	4,046.76	4,188.36	4,340.76	4,502.39	4,656.31	4,827.17	5,045.74	5,147.34	
	Bi-weekly	1,748.37	1,801.66	1,867.74	1,933.09	2,003.43	2,078.03	2,149.07	2,227.93	2,328.80	2,375.70	
	Hourly	21.854666	22.520712	23.346691	24.163584	25.042823	25.975316	26.863326	27.849079	29.110056	29.696212	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
25	Annual	54,434.95	56,115.84	58,239.85	60,345.61	62,525.32	64,871.21	67,124.56	69,692.32	72,887.62	74,346.95	1.7010
	Monthly	4,536.25	4,676.32	4,853.32	5,028.80	5,210.44	5,405.93	5,593.71	5,807.69	6,073.97	6,195.58	
	Bi-weekly	2,093.65	2,158.30	2,239.99	2,320.98	2,404.82	2,495.05	2,581.71	2,680.47	2,803.37	2,859.50	
	Hourly	26.170649	26.978770	27.999929	29.012312	30.060251	31.188080	32.271424	33.505925	35.042123	35.743726	

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.

Grade		1	Night Diff
30	Annual	95,430.40	0.0000
	Monthly	7,952.53	
	Bi-weekly	3,670.40	
	Hourly	45.880000	

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

Grade		1	Night Diff
44	Annual	102,377.60	0.0000
	Monthly	8,531.47	
	Bi-weekly	3,937.60	
	Hourly	49.220000	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
09	1	2	6	1,040
09	2	3	6	1,040
09	3	4	6	1,040
09	4	5	210	36,400
09	5	6	48	8,320
09	6	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	Night Diff
03	Annual	23,724.58	24,268.86	25,165.35	26,125.86	27,310.48	27,822.76	0.7413
	Monthly	1,977.05	2,022.41	2,097.11	2,177.16	2,275.87	2,318.56	
	Bi-weekly	912.48	933.42	967.90	1,004.84	1,050.40	1,070.11	
	Hourly	11.406049	11.667723	12.098725	12.560507	13.130039	13.376328	

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	29,199.48	30,256.04	31,408.66	32,529.25	34,002.03	34,674.39	0.9124
	Monthly	2,433.29	2,521.34	2,617.39	2,710.77	2,833.50	2,889.53	
	Bi-weekly	1,123.06	1,163.69	1,208.03	1,251.13	1,307.77	1,333.63	
	Hourly	14.038212	14.546174	15.100316	15.639063	16.347130	16.670379	

Grade		1	2	3	4	5	6	Night Diff
06	Annual	31,408.66	32,529.25	33,809.93	35,090.61	36,627.42	37,395.83	0.9815
	Monthly	2,617.39	2,710.77	2,817.49	2,924.22	3,052.29	3,116.32	
	Bi-weekly	1,208.03	1,251.13	1,300.38	1,349.64	1,408.75	1,438.30	
	Hourly	15.100316	15.639063	16.254775	16.870484	17.609338	17.978764	

Grade		1	2	3	4	5	6	Night Diff
07	Annual	35,090.61	36,307.25	37,780.03	39,316.85	40,981.74	41,846.20	1.0965
	Monthly	2,924.22	3,025.60	3,148.34	3,276.40	3,415.15	3,487.18	
	Bi-weekly	1,349.64	1,396.43	1,453.08	1,512.19	1,576.22	1,609.47	
	Hourly	16.870484	17.455409	18.163477	18.902333	19.702757	20.118364	

Grade		1	2	3	4	5	6	Night Diff
08	Annual	39,316.85	40,629.55	42,134.35	43,799.23	45,880.33	46,808.83	1.2286
	Monthly	3,276.40	3,385.80	3,511.20	3,649.94	3,823.36	3,900.74	
	Bi-weekly	1,512.19	1,562.68	1,620.55	1,684.59	1,764.63	1,800.34	
	Hourly	18.902333	19.533438	20.256899	21.057321	22.057852	22.504244	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
10A	1	2	6	1,040
10A	2	3	6	1,040
10A	3	4	12	2,080
10A	4	5	12	2,080
10A	5	6	12	2,080
10A	6	7	12	2,080
10A	7	8	48	8,320
10A	8	9	48	8,320
10A	9	10	48	8,320
10A	10	11	48	8,320
10A	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	77,745.56	80,959.74	84,044.58	87,406.36	90,749.57	94,462.26	98,212.09	103,088.28	108,278.87	113,192.20	115,482.69	2.4295
	Monthly	6,478.80	6,746.65	7,003.72	7,283.86	7,562.46	7,871.86	8,184.34	8,590.69	9,023.24	9,432.68	9,623.56	
	Bi-weekly	2,990.21	3,113.84	3,232.48	3,361.78	3,490.37	3,633.16	3,777.39	3,964.93	4,164.57	4,353.55	4,441.64	
	Hourly	37.377672	38.922953	40.406048	42.022288	43.629602	45.414549	47.217352	49.561674	52.057150	54.419328	55.520526	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
20A	1	2	6	1,040
20A	2	3	6	1,040
20A	3	4	12	2,080
20A	4	5	12	2,080
20A	5	6	12	2,080
20A	6	7	12	2,080
20A	7	8	60	10,400
20A	8	9	60	10,400
20A	9	10	60	10,400
20A	10	MAX		

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

Effective January 6, 2024

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	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
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	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
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	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
20C	1	2	6	1,040
20C	2	3	6	1,040
20C	3	4	12	2,080
20C	4	5	12	2,080
20C	5	6	12	2,080
20C	6	7	12	2,080
20C	7	8	48	8,320
20C	8	9	48	8,320
20C	9	10	48	8,320
20C	10	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
04	Annual	107,099.08	111,454.30	115,949.57	120,462.14	125,342.46	130,362.24	135,557.27	142,344.00	149,550.34	156,336.77	3.3468
	Monthly	8,924.92	9,287.86	9,662.46	10,038.51	10,445.21	10,863.52	11,296.44	11,862.00	12,462.53	13,028.06	
	Bi-weekly	4,119.20	4,286.70	4,459.60	4,633.16	4,820.86	5,013.93	5,213.74	5,474.77	5,751.94	6,012.95	
	Hourly	51.489941	53.583797	55.744986	57.914488	60.260799	62.674156	65.171766	68.434617	71.899201	75.161908	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
21A	1	2	6	1,040
21A	2	3	6	1,040
21A	3	4	12	2,080
21A	4	5	12	2,080
21A	5	6	12	2,080
21A	6	7	12	2,080
21A	7	8	48	8,320
21A	8	9	48	8,320
21A	9	10	48	8,320
21A	10	11	48	8,320
21A	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,594.78	74,550.27	77,468.61	80,516.30	83,841.27	87,073.71	90,509.44	95,201.22	99,911.23	104,436.84	106,505.45	2.2373
	Monthly	5,966.23	6,212.52	6,455.72	6,709.69	6,986.77	7,256.14	7,542.45	7,933.44	8,325.94	8,703.07	8,875.45	
	Bi-weekly	2,753.65	2,867.32	2,979.56	3,096.78	3,224.66	3,348.99	3,481.13	3,661.59	3,842.74	4,016.80	4,096.36	
	Hourly	34.420566	35.841474	37.244525	38.709760	40.308304	41.862359	43.514155	45.769816	48.034246	50.210017	51.204543	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	85,799.11	89,198.03	92,836.76	96,604.84	100,410.06	104,362.88	108,611.21	114,078.75	119,767.84	125,217.14	127,729.19	2.6812
	Monthly	7,149.93	7,433.17	7,736.40	8,050.40	8,367.51	8,696.91	9,050.93	9,506.56	9,980.65	10,434.76	10,644.10	
	Bi-weekly	3,299.97	3,430.69	3,570.64	3,715.57	3,861.93	4,013.96	4,177.35	4,387.64	4,606.46	4,816.04	4,912.66	
	Hourly	41.249572	42.883668	44.633059	46.444635	48.274066	50.174463	52.216928	54.845553	57.580694	60.200546	61.408264	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	105,590.02	109,841.25	114,259.49	118,733.39	123,541.28	128,497.83	133,584.06	140,304.24	147,321.42	154,115.61	157,197.21	3.2996
	Monthly	8,799.17	9,153.44	9,521.62	9,894.45	10,295.11	10,708.15	11,132.01	11,692.02	12,276.79	12,842.97	13,099.77	
	Bi-weekly	4,061.15	4,224.66	4,394.60	4,566.67	4,751.59	4,942.22	5,137.85	5,396.32	5,666.21	5,927.52	6,046.05	
	Hourly	50.764432	52.808293	54.932445	57.083358	59.394846	61.777804	64.223105	67.453963	70.827607	74.094044	75.575580	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41X	Annual	110,869.52	115,333.31	119,972.46	124,670.05	129,718.34	134,922.72	140,263.26	147,319.46	154,687.49	161,821.39	165,057.07	3.4647
	Monthly	9,239.13	9,611.11	9,997.71	10,389.17	10,809.86	11,243.56	11,688.61	12,276.62	12,890.62	13,485.12	13,754.76	
	Bi-weekly	4,264.21	4,435.90	4,614.33	4,795.00	4,989.17	5,189.34	5,394.74	5,666.13	5,949.52	6,223.90	6,348.35	
	Hourly	53.302654	55.448708	57.679067	59.937526	62.364588	64.866694	67.434260	70.826661	74.368987	77.798746	79.354359	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
21C	1	2	6	1,040
21C	2	3	6	1,040
21C	3	4	6	1,040
21C	4	5	6	1,040
21C	5	6	6	1,040
21C	6	7	30	5,200
21C	7	8	48	8,320
21C	8	9	48	8,320
21C	9	10	48	8,320
21C	10	11	48	8,320
21C	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,594.78	74,550.27	77,468.61	80,516.30	83,841.27	87,073.71	90,509.44	95,201.22	99,911.23	104,436.84	106,505.45	2.2373
	Monthly	5,966.23	6,212.52	6,455.72	6,709.69	6,986.77	7,256.14	7,542.45	7,933.44	8,325.94	8,703.07	8,875.45	
	Bi-weekly	2,753.65	2,867.32	2,979.56	3,096.78	3,224.66	3,348.99	3,481.13	3,661.59	3,842.74	4,016.80	4,096.36	
	Hourly	34.420566	35.841474	37.244525	38.709760	40.308305	41.862359	43.514155	45.769816	48.034246	50.210017	51.204543	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	85,799.11	89,198.03	92,836.76	96,604.84	100,410.06	104,362.88	108,611.21	114,078.75	119,767.84	125,217.14	127,729.19	2.6812
	Monthly	7,149.93	7,433.17	7,736.40	8,050.40	8,367.51	8,696.91	9,050.93	9,506.56	9,980.65	10,434.76	10,644.10	
	Bi-weekly	3,299.97	3,430.69	3,570.64	3,715.57	3,861.93	4,013.96	4,177.35	4,387.64	4,606.46	4,816.04	4,912.66	
	Hourly	41.249572	42.883668	44.633059	46.444635	48.274066	50.174463	52.216928	54.845553	57.580694	60.200546	61.408264	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	105,590.02	109,841.25	114,259.49	118,733.39	123,541.28	128,497.83	133,584.06	140,304.24	147,321.42	154,115.61	157,197.21	3.2996
	Monthly	8,799.17	9,153.44	9,521.62	9,894.45	10,295.11	10,708.15	11,132.01	11,692.02	12,276.79	12,842.97	13,099.77	
	Bi-weekly	4,061.15	4,224.66	4,394.60	4,566.67	4,751.59	4,942.22	5,137.85	5,396.32	5,666.21	5,927.52	6,046.05	
	Hourly	50.764432	52.808293	54.932445	57.083358	59.394846	61.777804	64.223105	67.453963	70.827607	74.094044	75.575580	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41X	Annual	116,400.25	121,086.72	125,957.29	130,889.23	136,189.35	141,653.35	147,260.30	154,668.49	162,404.08	169,893.86	173,290.95	3.4642
	Monthly	9,700.02	10,090.56	10,496.44	10,907.44	11,349.11	11,804.45	12,271.69	12,889.04	13,533.67	14,157.82	14,440.91	
	Bi-weekly	4,476.93	4,657.18	4,844.51	5,034.20	5,238.05	5,448.21	5,663.86	5,948.79	6,246.31	6,534.38	6,665.04	
	Hourly	55.961658	58.214769	60.556391	62.927512	65.475649	68.102572	70.798222	74.359852	78.078886	81.679740	83.312956	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
22E	1	2	6	1,040
22E	2	3	30	5,200
22E	3	4	48	8,320
22E	4	5	36	6,240
22E	5	6	108	18,720
22E	6	7	48	8,320
22E	7	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	45,784.28	47,417.15	49,018.00	50,618.85	52,251.71	53,916.60	55,005.18	1.4307
	Monthly	3,815.36	3,951.43	4,084.83	4,218.24	4,354.31	4,493.05	4,583.77	
	Bi-weekly	1,760.93	1,823.74	1,885.31	1,946.88	2,009.68	2,073.72	2,115.58	
	Hourly	22.011675	22.796705	23.566344	24.335984	25.121015	25.921440	26.444796	

Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	46,840.85	48,537.74	50,202.62	51,867.51	53,564.41	55,165.26	56,253.84	1.4637
	Monthly	3,903.40	4,044.81	4,183.55	4,322.29	4,463.70	4,597.11	4,687.82	
	Bi-weekly	1,801.57	1,866.84	1,930.87	1,994.90	2,060.17	2,121.74	2,163.61	
	Hourly	22.519639	23.335453	24.135877	24.936305	25.752120	26.521758	27.045114	

Grade		1	2	3	4	5	6	7	Night Diff
04	Annual	52,315.75	54,140.72	55,997.70	57,886.71	59,711.67	61,504.62	62,753.28	1.6348
	Monthly	4,359.65	4,511.73	4,666.48	4,823.89	4,975.97	5,125.39	5,229.44	
	Bi-weekly	2,012.14	2,082.34	2,153.76	2,226.41	2,296.60	2,365.56	2,413.59	
	Hourly	25.151803	26.029190	26.921969	27.830147	28.707533	29.569528	30.169845	

Grade		1	2	3	4	5	6	7	Night Diff
05	Annual	52,699.95	54,556.93	56,381.90	58,238.89	60,127.89	61,920.84	63,137.49	1.6468
	Monthly	4,391.66	4,546.41	4,698.49	4,853.24	5,010.66	5,160.07	5,261.46	
	Bi-weekly	2,026.92	2,098.34	2,168.53	2,239.96	2,312.61	2,381.57	2,428.36	
	Hourly	25.336515	26.229295	27.106684	27.999464	28.907638	29.769635	30.354560	

Grade		1	2	3	4	5	6	7	Night Diff
06	Annual	57,950.73	59,967.80	61,984.88	64,033.97	66,051.03	68,036.08	69,412.82	1.8109
	Monthly	4,829.23	4,997.32	5,165.41	5,336.16	5,504.25	5,669.67	5,784.40	
	Bi-weekly	2,228.87	2,306.45	2,384.03	2,462.84	2,540.42	2,616.77	2,669.72	
	Hourly	27.860930	28.830675	29.800421	30.785561	31.755304	32.709654	33.371547	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
22J	1	2	6	1,040
22J	2	3	30	5,200
22J	3	4	48	8,320
22J	4	5	36	6,240
22J	5	6	48	8,320
22J	6	7	48	8,320
22J	7	8	48	8,320
22J	8	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	Night Diff
03	Annual	46,840.85	48,537.74	50,202.62	51,867.51	53,564.41	54,367.88	55,165.26	56,253.84	1.4637
	Monthly	3,903.40	4,044.81	4,183.55	4,322.29	4,463.70	4,530.66	4,597.11	4,687.82	
	Bi-weekly	1,801.57	1,866.84	1,930.87	1,994.90	2,060.17	2,091.07	2,121.74	2,163.61	
	Hourly	22.519639	23.335453	24.135877	24.936305	25.752120	26.138404	26.521758	27.045114	

Grade		1	2	3	4	5	6	7	8	Night Diff
05	Annual	52,699.95	54,556.93	56,381.90	58,238.89	60,127.89	61,029.81	61,920.84	63,137.49	1.6468
	Monthly	4,391.66	4,546.41	4,698.49	4,853.24	5,010.66	5,085.82	5,160.07	5,261.46	
	Bi-weekly	2,026.92	2,098.34	2,168.53	2,239.96	2,312.61	2,347.30	2,381.57	2,428.36	
	Hourly	25.336515	26.229295	27.106684	27.999464	28.907638	29.341254	29.769635	30.354560	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
22M	1	2	6	1,040
22M	2	3	6	1,040
22M	3	4	12	2,080
22M	4	5	12	2,080
22M	5	6	12	2,080
22M	6	7	12	2,080
22M	7	8	48	8,320
22M	8	9	48	8,320
22M	9	10	48	8,320
22M	10	11	48	8,320
22M	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	26,931.08	27,651.46	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,730.96	34,042.37	35,594.24	36,314.62	0.8415
	Monthly	2,244.26	2,304.29	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,727.58	2,836.87	2,966.19	3,026.22	
	Bi-weekly	1,035.81	1,063.52	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,258.88	1,309.32	1,369.01	1,396.72	
	Hourly	12.947635	13.293973	13.693572	14.022206	14.430728	14.883586	15.194366	15.736038	16.366526	17.112613	17.458950	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	27,651.46	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,820.82	35,206.19	36,776.30	37,533.51	0.8641
	Monthly	2,304.29	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,818.40	2,933.85	3,064.69	3,127.79	
	Bi-weekly	1,063.52	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,300.80	1,354.08	1,414.47	1,443.60	
	Hourly	13.293973	13.693572	14.022206	14.430728	14.883586	15.194366	15.647219	16.260008	16.926052	17.680915	18.044955	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,762.76	36,240.66	37,884.41	38,641.94	0.8900
	Monthly	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,896.90	3,020.06	3,157.03	3,220.16	
	Bi-weekly	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,337.03	1,393.87	1,457.09	1,486.23	
	Hourly	13.693572	14.022206	14.430728	14.883586	15.194366	15.647219	16.073601	16.712865	17.423393	18.213659	18.577854	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,908.01	37,385.91	39,066.80	39,842.57	0.9114
	Monthly	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,992.33	3,115.49	3,255.57	3,320.21	
	Bi-weekly	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,381.08	1,437.92	1,502.57	1,532.41	
	Hourly	14.022206	14.430728	14.883586	15.194366	15.647219	16.073601	16.606345	17.263464	17.973994	18.782114	19.155082	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	37,016.43	38,567.97	40,359.64	41,153.99	0.9379
	Monthly	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,084.70	3,214.00	3,363.30	3,429.50	
	Bi-weekly	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,423.71	1,483.38	1,552.29	1,582.85	
	Hourly	14.430728	14.883586	15.194366	15.647219	16.073601	16.606345	17.112613	17.796361	18.542295	19.403675	19.785571	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	38,161.68	39,676.40	41,449.50	42,299.23	0.9674
	Monthly	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,180.14	3,306.37	3,454.13	3,524.94	
	Bi-weekly	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,467.76	1,526.02	1,594.21	1,626.89	
	Hourly	14.883586	15.194366	15.647219	16.073601	16.606345	17.112613	17.583170	18.346962	19.075194	19.927646	20.336168	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	39,306.92	41,024.64	42,853.44	43,703.18	0.9876
	Monthly	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,275.58	3,418.72	3,571.12	3,641.93	
	Bi-weekly	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,511.80	1,577.87	1,648.21	1,680.89	
	Hourly	15.194366	15.647219	16.073601	16.606345	17.112613	17.583170	18.116070	18.897558	19.723385	20.602617	21.011143	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08	Annual	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,618.33	42,410.01	44,331.03	45,236.15	1.0170
	Monthly	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,384.86	3,534.17	3,694.25	3,769.68	
	Bi-weekly	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,562.24	1,631.15	1,705.04	1,739.85	
	Hourly	15.647219	16.073601	16.606345	17.112613	17.583170	18.116070	18.737630	19.528045	20.389429	21.312995	21.748151	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08C	Annual	33,525.30	34,578.34	35,464.89	36,591.57	37,792.20	38,715.89	39,861.14	41,412.68	43,111.83	45,088.23	46,011.92	1.0476
	Monthly	2,793.78	2,881.53	2,955.41	3,049.30	3,149.35	3,226.32	3,321.76	3,451.06	3,592.65	3,757.35	3,834.33	
	Bi-weekly	1,289.43	1,329.94	1,364.03	1,407.37	1,453.55	1,489.07	1,533.12	1,592.80	1,658.15	1,734.16	1,769.69	
	Hourly	16.117932	16.624202	17.050426	17.592099	18.169328	18.613410	19.164009	19.909942	20.726840	21.677035	22.121115	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08F	Annual	33,691.47	34,633.73	35,594.24	36,813.12	37,847.59	38,956.02	40,119.52	41,892.94	43,703.18	45,679.58	46,584.70	1.0528
	Monthly	2,807.62	2,886.14	2,966.19	3,067.76	3,153.97	3,246.34	3,343.29	3,491.08	3,641.93	3,806.63	3,882.06	
	Bi-weekly	1,295.83	1,332.07	1,369.01	1,415.89	1,455.68	1,498.31	1,543.06	1,611.27	1,680.89	1,756.91	1,791.72	
	Hourly	16.197823	16.650830	17.112613	17.698617	18.195956	18.728855	19.288230	20.140835	21.011143	21.961338	22.396491	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,948.33	43,740.00	45,716.41	46,640.09	1.0447
	Monthly	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,495.69	3,645.00	3,809.70	3,886.68	
	Bi-weekly	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,613.40	1,682.31	1,758.32	1,793.85	
	Hourly	16.073601	16.606345	17.112613	17.583170	18.116070	18.737630	19.341489	20.167464	21.028847	21.979042	22.423122	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	43,425.91	45,217.58	47,267.96	48,209.89	1.0794
	Monthly	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,618.83	3,768.13	3,939.00	4,017.49	
	Bi-weekly	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,670.23	1,739.14	1,818.00	1,854.23	
	Hourly	16.606345	17.112613	17.583170	18.116070	18.737630	19.341489	19.998760	20.877842	21.739221	22.724979	23.177831	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10C	Annual	34,984.64	35,981.96	36,887.08	38,272.46	39,362.32	40,489.00	41,689.63	43,536.69	45,310.11	47,415.87	48,339.24	1.0932
	Monthly	2,915.39	2,998.50	3,073.92	3,189.37	3,280.19	3,374.08	3,474.14	3,628.06	3,775.84	3,951.32	4,028.27	
	Bi-weekly	1,345.56	1,383.92	1,418.73	1,472.02	1,513.94	1,557.27	1,603.45	1,674.49	1,742.70	1,823.69	1,859.20	
	Hourly	16.819537	17.299021	17.734174	18.400220	18.924191	19.465863	20.043093	20.931101	21.783708	22.796091	23.240020	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,885.24	46,824.83	48,967.41	49,964.74	1.1123
	Monthly	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,740.44	3,902.07	4,080.62	4,163.73	
	Bi-weekly	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,726.36	1,800.96	1,883.36	1,921.72	
	Hourly	17.112613	17.583170	18.116070	18.737630	19.341489	19.998760	20.664808	21.579443	22.511939	23.542025	24.021508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	36,277.48	37,275.13	38,420.38	39,713.22	41,080.03	42,391.44	43,776.82	45,734.98	47,748.20	49,909.35	50,888.44	1.1336
	Monthly	3,023.12	3,106.26	3,201.70	3,309.44	3,423.34	3,532.62	3,648.07	3,811.25	3,979.02	4,159.11	4,240.70	
	Bi-weekly	1,395.29	1,433.66	1,477.71	1,527.43	1,580.00	1,630.44	1,683.72	1,759.04	1,836.47	1,919.59	1,957.25	
	Hourly	17.441095	17.920735	18.471336	19.092895	19.750014	20.380501	21.046548	21.987971	22.955866	23.994879	24.465594	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	36,480.79	37,515.25	38,586.54	39,787.18	41,135.42	42,483.97	43,869.34	45,827.19	47,766.77	49,927.92	50,907.00	1.1400
	Monthly	3,040.07	3,126.27	3,215.55	3,315.60	3,427.95	3,540.33	3,655.78	3,818.93	3,980.56	4,160.66	4,242.25	
	Bi-weekly	1,403.11	1,442.89	1,484.10	1,530.28	1,582.13	1,634.00	1,687.28	1,762.58	1,837.18	1,920.30	1,957.96	
	Hourly	17.538841	18.036180	18.551223	19.128451	19.776645	20.424986	21.091031	22.032302	22.964794	24.003806	24.474520	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	46,399.97	48,468.59	50,666.88	51,664.20	1.1429
	Monthly	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,866.66	4,039.05	4,222.24	4,305.35	
	Bi-weekly	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,784.61	1,864.18	1,948.73	1,987.08	
	Hourly	17.583170	18.116070	18.737630	19.341489	19.998760	20.664808	21.366255	22.307676	23.302205	24.359075	24.838558	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	48,006.90	50,315.64	52,569.32	53,640.61	1.1775
	Monthly	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	4,000.58	4,192.97	4,380.78	4,470.05	
	Bi-weekly	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,846.42	1,935.22	2,021.90	2,063.10	
	Hourly	18.116070	18.737630	19.341489	19.998760	20.664808	21.366255	22.085559	23.080238	24.190213	25.273710	25.788755	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	50,001.89	52,347.76	54,675.08	55,783.19	1.2179
	Monthly	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,166.82	4,362.31	4,556.26	4,648.60	
	Bi-weekly	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,923.15	2,013.38	2,102.89	2,145.51	
	Hourly	18.737630	19.341489	19.998760	20.664808	21.366255	22.085559	22.858278	24.039368	25.167194	26.286094	26.818842	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	39,713.22	41,080.03	42,391.44	43,776.82	45,291.54	46,824.83	48,450.02	50,925.25	54,120.86	56,614.35	57,759.59	1.2410
	Monthly	3,309.44	3,423.34	3,532.62	3,648.07	3,774.30	3,902.07	4,037.50	4,243.77	4,510.07	4,717.86	4,813.30	
	Bi-weekly	1,527.43	1,580.00	1,630.44	1,683.72	1,741.98	1,800.96	1,863.46	1,958.66	2,081.57	2,177.47	2,221.52	
	Hourly	19.092895	19.750014	20.380501	21.046548	21.774778	22.511939	23.293278	24.483295	26.019645	27.218435	27.769035	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,830.37	54,379.56	56,799.09	57,926.08	1.2571
	Monthly	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,319.20	4,531.63	4,733.26	4,827.17	
	Bi-weekly	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,993.48	2,091.52	2,184.58	2,227.93	
	Hourly	19.341489	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.918449	26.144020	27.307253	27.849079	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	40,877.04	42,243.84	43,629.22	45,143.94	46,621.53	48,265.60	50,186.62	52,661.53	57,279.34	59,809.96	61,010.60	1.2774
	Monthly	3,406.42	3,520.32	3,635.77	3,762.00	3,885.13	4,022.13	4,182.22	4,388.46	4,773.28	4,984.16	5,084.22	
	Bi-weekly	1,572.19	1,624.76	1,678.05	1,736.31	1,793.14	1,856.37	1,930.25	2,025.44	2,203.05	2,300.38	2,346.56	
	Hourly	19.652421	20.309540	20.975586	21.703818	22.414195	23.204615	24.128181	25.318043	27.538146	28.754790	29.332019	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15F	Annual	41,135.42	42,483.97	43,832.20	45,291.54	46,953.86	48,468.59	50,186.62	52,754.06	55,266.11	58,886.59	60,068.66	1.2854
	Monthly	3,427.95	3,540.33	3,652.68	3,774.30	3,912.82	4,039.05	4,182.22	4,396.17	4,605.51	4,907.22	5,005.72	
	Bi-weekly	1,582.13	1,634.00	1,685.85	1,741.98	1,805.92	1,864.18	1,930.25	2,029.00	2,125.62	2,264.87	2,310.33	
	Hourly	19.776645	20.424986	21.073175	21.774778	22.573972	23.302205	24.128181	25.362529	26.570246	28.310862	28.879162	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,825.35	56,632.92	59,218.93	60,401.00	1.2999
	Monthly	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,485.45	4,719.41	4,934.91	5,033.42	
	Bi-weekly	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,070.21	2,178.19	2,277.65	2,323.12	
	Hourly	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.877570	27.227365	28.470637	29.038941	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16B	Annual	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,825.35	60,124.05	62,820.84	64,076.87	1.2999
	Monthly	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,485.45	5,010.34	5,235.07	5,339.74	
	Bi-weekly	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,070.21	2,312.46	2,416.19	2,464.49	
	Hourly	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.877570	28.905795	30.202325	30.806185	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	43,001.05	44,386.42	45,827.19	47,305.09	49,041.37	50,703.69	52,439.97	55,155.33	57,722.77	60,345.61	61,564.81	1.3437
	Monthly	3,583.42	3,698.87	3,818.93	3,942.09	4,086.78	4,225.31	4,370.00	4,596.28	4,810.23	5,028.80	5,130.40	
	Bi-weekly	1,653.89	1,707.17	1,762.58	1,819.43	1,886.21	1,950.14	2,016.92	2,121.36	2,220.11	2,320.98	2,367.88	
	Hourly	20.673580	21.339624	22.032302	22.742830	23.577581	24.376776	25.211526	26.516987	27.751333	29.012312	29.598468	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,949.68	58,646.46	61,380.08	62,617.54	1.3432
	Monthly	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,662.47	4,887.21	5,115.01	5,218.13	
	Bi-weekly	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,151.91	2,255.63	2,360.77	2,408.37	
	Hourly	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.898883	28.195415	29.509653	30.104584	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17B	Annual	43,204.35	44,607.98	46,288.87	47,766.77	49,429.09	51,405.51	53,345.09	55,986.49	58,886.59	61,509.42	62,746.88	1.3501
	Monthly	3,600.36	3,717.33	3,857.41	3,980.56	4,119.09	4,283.79	4,445.43	4,665.54	4,907.22	5,125.79	5,228.91	
	Bi-weekly	1,661.71	1,715.69	1,780.34	1,837.18	1,901.12	1,977.13	2,051.73	2,153.33	2,264.87	2,365.75	2,413.34	
	Hourly	20.771324	21.446143	22.254265	22.964794	23.763987	24.714185	25.646680	26.916583	28.310862	29.571838	30.166769	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17F	Annual	43,776.82	45,291.54	46,824.83	48,450.02	50,371.04	52,292.06	54,360.99	56,983.82	59,828.53	62,543.89	63,799.92	1.3680
	Monthly	3,648.07	3,774.30	3,902.07	4,037.50	4,197.59	4,357.67	4,530.08	4,748.65	4,985.71	5,211.99	5,316.66	
	Bi-weekly	1,683.72	1,741.98	1,800.96	1,863.46	1,937.35	2,011.23	2,090.81	2,191.69	2,301.10	2,405.53	2,453.84	
	Hourly	21.046548	21.774778	22.511939	23.293278	24.216844	25.140412	26.135093	27.396069	28.763718	30.069178	30.673038	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17G	Annual	43,776.82	45,291.54	46,824.83	48,450.02	50,371.04	52,292.06	54,360.99	56,983.82	65,831.72	68,824.02	70,209.40	1.3680
	Monthly	3,648.07	3,774.30	3,902.07	4,037.50	4,197.59	4,357.67	4,530.08	4,748.65	5,485.98	5,735.34	5,850.78	
	Bi-weekly	1,683.72	1,741.98	1,800.96	1,863.46	1,937.35	2,011.23	2,090.81	2,191.69	2,531.99	2,647.08	2,700.36	
	Hourly	21.046548	21.774778	22.511939	23.293278	24.216844	25.140412	26.135093	27.396069	31.649863	33.088473	33.754519	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	60,955.21	63,744.53	65,037.37	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,079.60	5,312.04	5,419.78	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,344.43	2,451.71	2,501.44	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	29.305390	30.646408	31.267968	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18E	Annual	45,143.94	46,621.53	48,265.60	50,186.62	52,089.07	54,102.30	56,208.05	59,071.33	65,850.28	68,842.59	70,227.97	1.4107
	Monthly	3,762.00	3,885.13	4,022.13	4,182.22	4,340.76	4,508.53	4,684.00	4,922.61	5,487.52	5,736.88	5,852.33	
	Bi-weekly	1,736.31	1,793.14	1,856.37	1,930.25	2,003.43	2,080.86	2,161.85	2,271.97	2,532.70	2,647.79	2,701.08	
	Hourly	21.703818	22.414195	23.204615	24.128181	25.042823	26.010719	27.023101	28.399677	31.658790	33.097401	33.763446	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18F	Annual	45,291.54	46,953.86	48,468.59	50,186.62	52,181.28	54,102.30	56,245.19	59,015.62	61,971.11	66,035.03	67,364.69	1.4153
	Monthly	3,774.30	3,912.82	4,039.05	4,182.22	4,348.44	4,508.53	4,687.10	4,917.97	5,164.26	5,502.92	5,613.73	
	Bi-weekly	1,741.98	1,805.92	1,864.18	1,930.25	2,006.97	2,080.86	2,163.28	2,269.83	2,383.50	2,539.81	2,590.95	
	Hourly	21.774778	22.573972	23.302205	24.128181	25.087153	26.010719	27.040957	28.372894	29.793803	31.747608	32.386872	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	60,955.21	65,018.80	66,311.97	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,079.60	5,418.23	5,526.00	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,344.43	2,500.72	2,550.46	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	29.305390	31.259039	31.880756	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18I	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	66,810.80	69,858.50	71,262.12	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,567.57	5,821.54	5,938.51	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,569.65	2,686.87	2,740.85	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	32.120576	33.585815	34.260634	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	46,399.97	47,914.37	49,484.48	51,239.34	52,938.80	54,767.29	56,965.57	59,791.71	62,691.49	65,517.63	66,829.04	1.4499
	Monthly	3,866.66	3,992.86	4,123.71	4,269.95	4,411.57	4,563.94	4,747.13	4,982.64	5,224.29	5,459.80	5,569.09	
	Bi-weekly	1,784.61	1,842.86	1,903.25	1,970.74	2,036.11	2,106.43	2,190.98	2,299.68	2,411.21	2,519.91	2,570.35	
	Hourly	22.307676	23.035755	23.790614	24.634296	25.451345	26.330426	27.387294	28.746015	30.140139	31.498861	32.129347	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18S	Annual	46,676.91	48,228.46	49,743.19	51,571.67	53,289.71	55,173.58	57,371.87	60,179.44	63,079.54	65,942.50	67,272.48	1.4586
	Monthly	3,889.74	4,019.04	4,145.27	4,297.64	4,440.81	4,597.80	4,780.99	5,014.95	5,256.63	5,495.21	5,606.04	
	Bi-weekly	1,795.27	1,854.94	1,913.20	1,983.53	2,049.60	2,122.06	2,206.61	2,314.59	2,426.14	2,536.25	2,587.40	
	Hourly	22.440824	23.186760	23.914994	24.794072	25.620051	26.525761	27.582630	28.932422	30.326701	31.703125	32.342540	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	60,345.61	63,190.31	66,071.85	67,401.83	1.4355
	Monthly	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	5,028.80	5,265.86	5,505.99	5,616.82	
	Bi-weekly	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,320.98	2,430.40	2,541.22	2,592.38	
	Hourly	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	29.012312	30.379957	31.765310	32.404728	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19F	Annual	47,766.77	49,429.09	51,405.51	53,345.09	55,432.29	57,574.86	59,828.53	62,710.06	65,720.94	68,676.43	70,043.23	1.4927
	Monthly	3,980.56	4,119.09	4,283.79	4,445.43	4,619.36	4,797.91	4,985.71	5,225.84	5,476.75	5,723.04	5,836.94	
	Bi-weekly	1,837.18	1,901.12	1,977.13	2,051.73	2,132.01	2,214.42	2,301.10	2,411.93	2,527.73	2,641.40	2,693.97	
	Hourly	22.964794	23.763987	24.714185	25.646680	26.650137	27.680220	28.763718	30.149067	31.596605	33.017514	33.674630	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19I	Annual	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	60,345.61	65,868.54	68,842.59	70,227.97	1.4355
	Monthly	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	5,028.80	5,489.05	5,736.88	5,852.33	
	Bi-weekly	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,320.98	2,533.41	2,647.79	2,701.08	
	Hourly	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	29.012312	31.667566	33.097401	33.763446	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19Z	Annual	47,766.77	49,429.09	51,405.51	53,345.09	55,432.29	57,574.86	59,828.53	62,710.06	72,887.62	76,157.20	77,671.92	1.4927
	Monthly	3,980.56	4,119.09	4,283.79	4,445.43	4,619.36	4,797.91	4,985.71	5,225.84	6,073.97	6,346.43	6,472.66	
	Bi-weekly	1,837.18	1,901.12	1,977.13	2,051.73	2,132.01	2,214.42	2,301.10	2,411.93	2,803.37	2,929.12	2,987.38	
	Hourly	22.964794	23.763987	24.714185	25.646680	26.650137	27.680220	28.763718	30.149067	35.042123	36.614037	37.342269	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,857.66	65,794.89	68,750.07	70,154.01	1.4857
	Monthly	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,238.14	5,482.91	5,729.17	5,846.17	
	Bi-weekly	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,417.60	2,530.57	2,644.23	2,698.23	
	Hourly	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	30.220028	31.632160	33.052917	33.727889	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20B	Annual	48,561.12	50,297.40	51,885.76	53,751.39	55,875.72	58,055.11	60,290.22	63,227.13	74,402.35	77,764.13	79,315.67	1.5175
	Monthly	4,046.76	4,191.45	4,323.81	4,479.28	4,656.31	4,837.93	5,024.19	5,268.93	6,200.20	6,480.34	6,609.64	
	Bi-weekly	1,867.74	1,934.52	1,995.61	2,067.36	2,149.07	2,232.89	2,318.85	2,431.81	2,861.63	2,990.93	3,050.60	
	Hourly	23.346691	24.181441	24.945077	25.842015	26.863326	27.911111	28.985681	30.397659	35.770359	37.386599	38.132534	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20P	Annual	48,930.28	50,685.13	52,680.10	54,656.51	56,799.09	58,978.80	61,287.87	64,298.43	67,327.87	70,375.56	71,779.52	1.5290
	Monthly	4,077.52	4,223.76	4,390.01	4,554.71	4,733.26	4,914.90	5,107.32	5,358.20	5,610.66	5,864.63	5,981.63	
	Bi-weekly	1,881.93	1,949.43	2,026.16	2,102.17	2,184.58	2,268.42	2,357.23	2,473.02	2,589.53	2,706.75	2,760.75	
	Hourly	23.524171	24.367852	25.326973	26.277170	27.307256	28.355194	29.465322	30.912707	32.369169	33.834406	34.509383	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	65,185.29	68,417.73	71,502.24	72,943.01	1.5446
	Monthly	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,432.11	5,701.48	5,958.52	6,078.58	
	Bi-weekly	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,507.13	2,631.45	2,750.09	2,805.50	
	Hourly	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.339083	32.893141	34.376079	35.068754	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	50,685.13	52,495.37	54,120.86	56,078.71	58,313.81	60,512.09	62,876.23	65,979.31	69,285.71	72,389.12	73,829.88	1.5839
	Monthly	4,223.76	4,374.61	4,510.07	4,673.23	4,859.48	5,042.67	5,239.69	5,498.28	5,773.81	6,032.43	6,152.49	
	Bi-weekly	1,949.43	2,019.05	2,081.57	2,156.87	2,242.84	2,327.39	2,418.32	2,537.67	2,664.83	2,784.20	2,839.61	
	Hourly	24.367849	25.238157	26.019645	26.960917	28.035487	29.092352	30.228956	31.720824	33.310435	34.802460	35.495134	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	50,380.32	52,329.03	54,351.71	56,466.75	58,692.57	60,946.08	63,273.40	66,422.75	69,683.04	72,813.82	74,282.28	1.5743
	Monthly	4,198.36	4,360.75	4,529.31	4,705.56	4,891.05	5,078.84	5,272.78	5,535.23	5,806.92	6,067.82	6,190.19	
	Bi-weekly	1,937.70	2,012.66	2,090.45	2,171.80	2,257.41	2,344.08	2,433.59	2,554.72	2,680.12	2,800.53	2,857.01	
	Hourly	24.221307	25.158189	26.130630	27.147475	28.217581	29.301002	30.419904	31.934014	33.501461	35.006645	35.712635	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	65,185.29	72,906.19	76,175.77	77,708.74	1.5446
	Monthly	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,432.11	6,075.52	6,347.98	6,475.73	
	Bi-weekly	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,507.13	2,804.08	2,929.84	2,988.80	
	Hourly	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.339083	35.051051	36.622964	37.359971	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,660.21	70,948.35	74,125.40	75,621.55	1.6041
	Monthly	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,638.35	5,912.36	6,177.12	6,301.80	
	Bi-weekly	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,602.32	2,728.78	2,850.98	2,908.52	
	Hourly	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.528946	34.109783	35.637211	36.356516	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	70,283.36	73,848.13	77,191.67	78,724.64	1.6664
	Monthly	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,856.95	6,154.01	6,432.64	6,560.39	
	Bi-weekly	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,703.21	2,840.31	2,968.91	3,027.87	
	Hourly	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.790077	35.503907	37.111378	37.848382	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	73,090.93	76,618.87	80,110.01	81,735.51	1.7305
	Monthly	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,090.91	6,384.91	6,675.83	6,811.29	
	Bi-weekly	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,811.19	2,946.88	3,081.15	3,143.67	
	Hourly	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	35.139869	36.835997	38.514428	39.295919	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	72,259.77	75,806.28	79,611.19	83,194.85	84,875.74	1.7986
	Monthly	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,021.65	6,317.19	6,634.27	6,932.90	7,072.98	
	Bi-weekly	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,779.22	2,915.63	3,061.97	3,199.80	3,264.45	
	Hourly	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	34.740272	36.445328	38.274609	39.997523	40.805644	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
22N	1	2	6	1,040
22N	2	3	6	1,040
22N	3	4	12	2,080
22N	4	5	12	2,080
22N	5	6	12	2,080
22N	6	7	12	2,080
22N	7	8	48	8,320
22N	8	9	48	8,320
22N	9	10	48	8,320
22N	10	11	48	8,320
22N	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	38,087.72	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,893.45	51,331.54	53,677.43	54,730.47	1.1902
	Monthly	3,173.98	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,074.45	4,277.63	4,473.12	4,560.87	
	Bi-weekly	1,464.91	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,880.52	1,974.29	2,064.52	2,105.02	
	Hourly	18.311404	18.897558	19.528045	20.203024	20.957729	21.641629	22.467457	23.506466	24.678627	25.806456	26.312727	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13M	Annual	38,715.89	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	50,001.89	52,347.76	54,675.08	55,783.19	1.2098
	Monthly	3,226.32	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,166.82	4,362.31	4,556.26	4,648.60	
	Bi-weekly	1,489.07	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,923.15	2,013.38	2,102.89	2,145.51	
	Hourly	18.613410	19.234970	19.874387	20.602617	21.304067	22.085559	22.867049	24.039368	25.167194	26.286094	26.818842	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,925.25	53,455.87	55,857.15	56,983.82	1.2283
	Monthly	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,243.77	4,454.66	4,654.76	4,748.65	
	Bi-weekly	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,958.66	2,055.99	2,148.35	2,191.69	
	Hourly	18.897558	19.528045	20.203024	20.957729	21.641629	22.467457	23.302205	24.483295	25.699937	26.854397	27.396069	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14M	Annual	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,959.72	54,453.20	56,910.18	58,055.11	1.2502
	Monthly	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,329.98	4,537.77	4,742.52	4,837.93	
	Bi-weekly	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,998.45	2,094.35	2,188.85	2,232.89	
	Hourly	19.234970	19.874387	20.602617	21.304067	22.085559	22.867049	23.763987	24.980635	26.179425	27.360665	27.911111	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,864.84	55,432.29	57,926.08	59,108.15	1.2693
	Monthly	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,405.40	4,619.36	4,827.17	4,925.68	
	Bi-weekly	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,033.26	2,132.01	2,227.93	2,273.39	
	Hourly	19.528045	20.203024	20.957729	21.641629	22.467457	23.302205	24.190213	25.415788	26.650137	27.849079	28.417379	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	54,046.91	56,706.88	59,274.31	60,456.38	1.2918
	Monthly	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,503.91	4,725.57	4,939.53	5,038.03	
	Bi-weekly	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,078.73	2,181.03	2,279.78	2,325.25	
	Hourly	19.874387	20.602617	21.304067	22.085559	22.867049	23.763987	24.723112	25.984089	27.262922	28.497266	29.065569	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	55,136.77	57,833.55	60,401.00	61,620.20	1.3131
	Monthly	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,594.73	4,819.46	5,033.42	5,135.02	
	Bi-weekly	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,120.64	2,224.37	2,323.12	2,370.01	
	Hourly	20.203024	20.957729	21.641629	22.467457	23.302205	24.190213	25.184897	26.508061	27.804593	29.038941	29.625095	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16M	Annual	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	56,152.66	58,978.80	61,638.77	62,876.23	1.3391
	Monthly	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,679.39	4,914.90	5,136.56	5,239.69	
	Bi-weekly	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,159.72	2,268.42	2,370.72	2,418.32	
	Hourly	20.602617	21.304067	22.085559	22.867049	23.763987	24.723112	25.726567	26.996471	28.355192	29.634024	30.228956	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	57,168.56	60,050.09	62,728.63	63,984.65	1.3622
	Monthly	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,764.05	5,004.17	5,227.39	5,332.05	
	Bi-weekly	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,198.79	2,309.62	2,412.64	2,460.95	
	Hourly	20.957729	21.641629	22.467457	23.302205	24.190213	25.184897	26.179425	27.484884	28.870234	30.157993	30.761852	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	58,406.34	61,287.87	64,058.30	65,351.46	1.3847
	Monthly	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,867.20	5,107.32	5,338.19	5,445.96	
	Bi-weekly	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,246.40	2,357.23	2,463.78	2,513.52	
	Hourly	21.304067	22.085559	22.867049	23.763987	24.723112	25.726567	26.738950	28.079970	29.465320	30.797257	31.418972	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	59,459.06	62,562.14	65,388.28	66,699.69	1.4067
	Monthly	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,954.92	5,213.51	5,449.02	5,558.31	
	Bi-weekly	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,286.89	2,406.24	2,514.93	2,565.37	
	Hourly	21.641629	22.467457	23.302205	24.190213	25.184897	26.179425	27.262922	28.586085	30.077953	31.436674	32.067160	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18B	Annual	45,328.36	47,064.96	48,874.89	50,888.44	52,901.66	55,118.19	57,187.14	60,031.84	62,784.01	65,646.98	66,995.53	1.4165
	Monthly	3,777.36	3,922.08	4,072.91	4,240.70	4,408.47	4,593.18	4,765.60	5,002.65	5,232.00	5,470.58	5,582.96	
	Bi-weekly	1,743.40	1,810.19	1,879.80	1,957.25	2,034.68	2,119.93	2,199.51	2,308.92	2,414.77	2,524.88	2,576.75	
	Hourly	21.792482	22.627384	23.497542	24.465594	25.433489	26.499131	27.493815	28.861462	30.184622	31.561046	32.209391	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	45,993.36	47,526.65	49,299.74	51,183.95	53,160.36	55,302.93	57,482.65	60,327.36	63,301.10	66,182.62	67,512.60	1.4372
	Monthly	3,832.78	3,960.55	4,108.31	4,265.33	4,430.03	4,608.58	4,790.22	5,027.28	5,275.09	5,515.22	5,626.05	
	Bi-weekly	1,768.98	1,827.95	1,896.14	1,968.61	2,044.63	2,127.04	2,210.87	2,320.28	2,434.66	2,545.49	2,596.64	
	Hourly	22.112190	22.849349	23.701799	24.607666	25.557864	26.587947	27.635888	29.003538	30.433219	31.818569	32.457981	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,752.22	63,633.75	66,515.28	67,844.95	1.4355
	Monthly	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,062.69	5,302.81	5,542.94	5,653.75	
	Bi-weekly	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,336.62	2,447.45	2,558.28	2,609.42	
	Hourly	22.085559	22.867049	23.763987	24.723112	25.726567	26.738950	27.777964	29.207799	30.593147	31.978501	32.617763	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,804.94	64,686.47	67,586.57	68,934.80	1.4603
	Monthly	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,150.41	5,390.54	5,632.21	5,744.57	
	Bi-weekly	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,377.11	2,487.94	2,599.48	2,651.34	
	Hourly	22.467457	23.302205	24.190213	25.184897	26.179425	27.262922	28.293008	29.713913	31.099264	32.493542	33.141730	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	63,005.58	66,145.81	69,174.93	70,560.30	1.4863
	Monthly	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,250.47	5,512.15	5,764.58	5,880.03	
	Bi-weekly	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,423.29	2,544.07	2,660.57	2,713.86	
	Hourly	22.867049	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.291143	31.800868	33.257177	33.923223	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	64,261.60	67,346.44	70,394.14	71,798.08	1.5146
	Monthly	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,355.13	5,612.20	5,866.18	5,983.17	
	Bi-weekly	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,471.60	2,590.25	2,707.47	2,761.46	
	Hourly	23.302205	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.895001	32.378094	33.843335	34.518308	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20A	Annual	48,468.59	50,463.56	52,439.97	54,582.55	56,670.06	58,960.23	61,306.11	64,409.52	67,586.57	70,689.65	72,130.42	1.5146
	Monthly	4,039.05	4,205.30	4,370.00	4,548.55	4,722.51	4,913.35	5,108.84	5,367.46	5,632.21	5,890.80	6,010.87	
	Bi-weekly	1,864.18	1,940.91	2,016.92	2,099.33	2,179.62	2,267.70	2,357.93	2,477.29	2,599.48	2,718.83	2,774.25	
	Hourly	23.302205	24.261327	25.211526	26.241611	27.245221	28.346263	29.474093	30.966117	32.493542	33.985410	34.678088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20M	Annual	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,536.20	68,824.02	71,927.11	73,386.44	1.5446
	Monthly	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,461.35	5,735.34	5,993.93	6,115.54	
	Bi-weekly	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,520.62	2,647.08	2,766.43	2,822.56	
	Hourly	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.507789	33.088473	34.580339	35.281943	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20P	Annual	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,536.20	69,285.71	72,389.12	73,829.88	1.5446
	Monthly	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,461.35	5,773.81	6,032.43	6,152.49	
	Bi-weekly	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,520.62	2,664.83	2,784.20	2,839.61	
	Hourly	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.507789	33.310435	34.802460	35.495134	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	50,186.62	52,236.67	54,360.99	56,411.36	58,609.33	60,973.78	63,411.87	66,588.92	69,839.92	73,054.11	74,531.69	1.5683
	Monthly	4,182.22	4,353.06	4,530.08	4,700.95	4,884.11	5,081.15	5,284.32	5,549.08	5,819.99	6,087.84	6,210.97	
	Bi-weekly	1,930.25	2,009.10	2,090.81	2,169.67	2,254.20	2,345.15	2,438.92	2,561.11	2,686.15	2,809.77	2,866.60	
	Hourly	24.128181	25.113784	26.135093	27.120847	28.177560	29.314318	30.486478	32.013902	33.576885	35.122166	35.832542	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,866.19	70,209.40	73,367.87	74,827.21	1.5723
	Monthly	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,572.18	5,850.78	6,113.99	6,235.60	
	Bi-weekly	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,571.78	2,700.36	2,821.84	2,877.97	
	Hourly	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	32.147207	33.754519	35.273016	35.974621	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	50,888.44	52,901.66	55,118.19	57,187.14	59,459.06	61,878.90	64,298.43	67,383.26	70,615.69	73,829.88	75,326.03	1.5902
	Monthly	4,240.70	4,408.47	4,593.18	4,765.60	4,954.92	5,156.58	5,358.20	5,615.27	5,884.64	6,152.49	6,277.17	
	Bi-weekly	1,957.25	2,034.68	2,119.93	2,199.51	2,286.89	2,379.96	2,473.02	2,591.66	2,715.99	2,839.61	2,897.16	
	Hourly	24.465594	25.433489	26.499131	27.493815	28.586085	29.749470	30.912705	32.395798	33.949853	35.495134	36.214439	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	68,066.83	71,576.21	74,753.25	76,267.98	1.6070
	Monthly	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,672.24	5,964.68	6,229.44	6,355.67	
	Bi-weekly	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,617.95	2,752.93	2,875.12	2,933.38	
	Hourly	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.276895	32.724435	34.411638	35.939062	36.667296	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	69,415.06	72,740.02	76,046.41	77,579.39	1.6370
	Monthly	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,784.59	6,061.67	6,337.20	6,464.95	
	Bi-weekly	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,669.81	2,797.69	2,924.86	2,983.82	
	Hourly	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.372623	34.971164	36.560776	37.297784	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22C	Annual	53,215.75	55,321.50	57,574.86	59,791.71	62,155.85	64,686.47	67,217.09	70,412.71	73,903.52	77,209.91	78,743.20	1.6629
	Monthly	4,434.65	4,610.13	4,797.91	4,982.64	5,179.65	5,390.54	5,601.42	5,867.73	6,158.63	6,434.16	6,561.93	
	Bi-weekly	2,046.76	2,127.75	2,214.42	2,299.68	2,390.61	2,487.94	2,585.27	2,708.18	2,842.44	2,969.61	3,028.58	
	Hourly	25.584493	26.596873	27.680220	28.746015	29.882619	31.099264	32.315910	33.852264	35.530538	37.120151	37.857309	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22M	Annual	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,781.86	74,402.35	77,764.13	79,315.67	1.6722
	Monthly	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,898.49	6,200.20	6,480.34	6,609.64	
	Bi-weekly	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,722.38	2,861.63	2,990.93	3,050.60	
	Hourly	25.726567	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	34.029740	35.770359	37.386599	38.132534	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22P	Annual	53,880.74	56,023.31	58,295.24	60,678.26	63,060.96	65,443.68	68,103.64	71,465.42	75,067.34	78,429.12	79,999.23	1.6837
	Monthly	4,490.06	4,668.61	4,857.94	5,056.52	5,255.08	5,453.64	5,675.30	5,955.45	6,255.61	6,535.76	6,666.60	
	Bi-weekly	2,072.34	2,154.74	2,242.12	2,333.78	2,425.42	2,517.06	2,619.37	2,748.67	2,887.21	3,016.50	3,076.89	
	Hourly	25.904200	26.934285	28.026557	29.172242	30.317770	31.463306	32.742135	34.358377	36.090065	37.706306	38.461168	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	72,167.24	75,695.51	79,149.50	80,719.62	1.7016
	Monthly	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	6,013.94	6,307.96	6,595.79	6,726.64	
	Bi-weekly	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,775.66	2,911.37	3,044.21	3,104.60	
	Hourly	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.695787	36.392071	38.052646	38.807508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	54,915.20	56,947.01	59,218.93	61,620.20	64,058.30	66,515.28	69,267.46	72,592.10	76,231.15	79,666.58	81,255.26	1.7161
	Monthly	4,576.27	4,745.58	4,934.91	5,135.02	5,338.19	5,542.94	5,772.29	6,049.34	6,352.60	6,638.88	6,771.27	
	Bi-weekly	2,112.12	2,190.27	2,277.65	2,370.01	2,463.78	2,558.28	2,664.13	2,792.00	2,931.97	3,064.10	3,125.20	
	Hourly	26.401540	27.378369	28.470637	29.625095	30.797257	31.978501	33.301662	34.900049	36.649591	38.301238	39.065029	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	73,700.53	77,265.30	80,719.62	82,345.11	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,141.71	6,438.78	6,726.64	6,862.09	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,834.64	2,971.74	3,104.60	3,167.12	
	Hourly	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	35.432947	37.146781	38.807508	39.588997	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	75,085.91	78,798.60	82,363.68	84,007.44	1.7720
	Monthly	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,257.16	6,566.55	6,863.64	7,000.62	
	Bi-weekly	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,887.92	3,030.72	3,167.83	3,231.06	
	Hourly	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	36.098993	37.883940	39.597925	40.388191	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	76,526.67	80,294.75	83,896.65	85,614.37	1.8055
	Monthly	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,377.22	6,691.23	6,991.39	7,134.53	
	Bi-weekly	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,943.33	3,088.26	3,226.79	3,292.86	
	Hourly	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.791668	38.603244	40.334930	41.160754	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	57,852.12	60,087.23	62,414.54	64,926.60	67,494.04	70,209.40	72,961.58	76,508.10	80,350.13	84,007.44	85,706.90	1.8078
	Monthly	4,821.01	5,007.27	5,201.21	5,410.55	5,624.50	5,850.78	6,080.13	6,375.68	6,695.84	7,000.62	7,142.24	
	Bi-weekly	2,225.08	2,311.05	2,400.56	2,497.18	2,595.92	2,700.36	2,806.21	2,942.62	3,090.39	3,231.06	3,296.42	
	Hourly	27.813521	28.888089	30.006992	31.214712	32.449056	33.754519	35.077681	36.782740	38.629871	40.388191	41.205242	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	78,004.25	81,901.68	85,651.51	87,369.22	1.8390
	Monthly	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,500.35	6,825.14	7,137.63	7,280.77	
	Bi-weekly	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	3,000.16	3,150.06	3,294.29	3,360.35	
	Hourly	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.502043	39.375807	41.178610	42.004432	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	79,611.19	83,490.36	87,313.84	89,050.11	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,634.27	6,957.53	7,276.15	7,420.84	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,061.97	3,211.17	3,358.22	3,425.00	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	38.274609	40.139596	41.977806	42.812553	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25P	Annual	60,715.09	63,153.50	65,739.19	68,325.20	71,003.74	73,811.31	76,508.10	80,424.10	84,469.12	88,292.91	90,084.58	1.8973
	Monthly	5,059.59	5,262.79	5,478.27	5,693.77	5,916.98	6,150.94	6,375.68	6,702.01	7,039.09	7,357.74	7,507.05	
	Bi-weekly	2,335.20	2,428.98	2,528.43	2,627.89	2,730.91	2,838.90	2,942.62	3,093.23	3,248.81	3,395.88	3,464.79	
	Hourly	29.189946	30.362257	31.605379	32.848653	34.136412	35.486207	36.782740	38.665431	40.610156	42.448515	43.309894	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	85,134.11	88,976.15	90,768.14	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,094.51	7,414.68	7,564.01	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,274.39	3,422.16	3,491.08	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	40.929862	42.776997	43.638531	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	61,343.25	63,818.17	66,422.75	69,027.33	71,742.37	74,587.08	77,321.01	81,236.69	85,318.85	89,198.03	90,971.14	1.9169
	Monthly	5,111.94	5,318.18	5,535.23	5,752.28	5,978.53	6,215.59	6,443.42	6,769.72	7,109.90	7,433.17	7,580.93	
	Bi-weekly	2,359.36	2,454.54	2,554.72	2,654.90	2,759.32	2,868.73	2,973.89	3,124.49	3,281.49	3,430.69	3,498.89	
	Hourly	29.491949	30.681812	31.934014	33.186215	34.491526	35.859175	37.173563	39.056101	41.018677	42.883668	43.736124	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	82,714.59	86,704.23	90,638.80	92,449.04	1.9550
	Monthly	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,892.88	7,225.35	7,553.23	7,704.09	
	Bi-weekly	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,181.33	3,334.78	3,486.11	3,555.73	
	Hourly	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.766631	41.684724	43.576345	44.446652	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	88,366.87	92,411.90	94,277.53	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,363.91	7,700.99	7,856.46	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,398.73	3,554.30	3,626.06	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,983.85	90,250.74	94,351.49	96,253.93	2.0329
	Monthly	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,165.32	7,520.90	7,862.62	8,021.16	
	Bi-weekly	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,307.07	3,471.18	3,628.90	3,702.07	
	Hourly	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.338389	43.389781	45.361291	46.275930	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	87,609.35	92,097.81	96,291.08	98,230.34	2.0676
	Monthly	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,300.78	7,674.82	8,024.26	8,185.86	
	Bi-weekly	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,369.59	3,542.22	3,703.50	3,778.09	
	Hourly	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	42.119878	44.277794	46.293787	47.226127	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	89,419.59	93,834.09	98,064.17	100,040.58	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,451.63	7,819.51	8,172.01	8,336.72	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,439.22	3,609.00	3,771.70	3,847.71	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.990189	45.112543	47.146237	48.096434	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	91,119.05	95,681.47	100,040.58	102,054.13	2.1472
	Monthly	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,593.25	7,973.46	8,336.72	8,504.51	
	Bi-weekly	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,504.58	3,680.06	3,847.71	3,925.16	
	Hourly	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.807235	46.000708	48.096434	49.064486	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,984.68	97,565.35	102,035.56	104,085.93	2.1940
	Monthly	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,748.72	8,130.45	8,502.96	8,673.83	
	Bi-weekly	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,576.33	3,752.51	3,924.44	4,003.31	
	Hourly	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.704173	46.906419	49.055559	50.041314	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	94,831.74	99,523.51	104,030.54	106,117.72	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,902.65	8,293.63	8,669.21	8,843.14	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,647.37	3,827.83	4,001.17	4,081.45	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.592183	47.847840	50.014681	51.018136	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	96,734.19	101,610.69	106,247.07	108,352.83	2.2742
	Monthly	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	8,061.18	8,467.56	8,853.92	9,029.40	
	Bi-weekly	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,720.55	3,908.10	4,086.43	4,167.42	
	Hourly	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.506821	48.851295	51.080324	52.092705	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	98,452.22	103,476.32	108,204.91	110,347.49	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,017.08	9,195.62	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,161.73	4,244.13	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	47.332796	49.748230	52.021593	53.051678	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	100,502.26	105,563.51	110,366.06	112,601.16	2.3706
	Monthly	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,375.19	8,796.96	9,197.17	9,383.43	
	Bi-weekly	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,865.47	4,060.14	4,244.85	4,330.81	
	Hourly	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	48.318396	50.751689	53.060604	54.135175	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	102,515.81	107,632.45	112,527.21	114,799.13	2.4162
	Monthly	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,542.99	8,969.37	9,377.27	9,566.59	
	Bi-weekly	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,942.92	4,139.71	4,327.97	4,415.35	
	Hourly	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	49.286449	51.746371	54.099618	55.191890	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	80,258.17	83,490.36	86,759.62	90,250.75	93,834.09	97,565.35	101,610.70	106,450.07	111,862.22	116,960.28	119,324.73	2.5080
	Monthly	6,688.18	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,870.84	9,321.85	9,746.69	9,943.73	
	Bi-weekly	3,086.85	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,094.23	4,302.39	4,498.47	4,589.41	
	Hourly	38.585660	40.139596	41.711356	43.389783	45.112544	46.906419	48.851296	51.177916	53.779913	56.230905	57.367659	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
23H	1	2	6 Months	1,040
23H	2	3	9 Years of Continuous Full-Time Service	17,680
23H	3	4	18 Years of Continuous Full-Time Service	18,720
23H	4	5	22 Years of Continuous Full-Time Service	8,320
23H	5	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	Night Diff
05	Annual	52,699.95	58,527.04	60,127.89	61,920.84	63,137.49	1.6468
	Monthly	4,391.66	4,877.25	5,010.66	5,160.07	5,261.46	
	Bi-weekly	2,026.92	2,251.04	2,312.61	2,381.57	2,428.36	
	Hourly	25.336515	28.137999	28.907638	29.769635	30.354560	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
23S	1	2	6 Months	1,040
23S	2	3	6 Months	1,040
23S	3	4	6 Months	1,040
23S	4	5	19 Years of Continuous Full-Time Service	36,400
23S	5	6	23 Years of Continuous Full-Time Service	8,320
23S	6	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	Night Diff
02	Annual	20,618.93	21,355.32	21,931.63	22,860.13	23,852.65	24,300.89	0.6443
	Monthly	1,718.25	1,779.61	1,827.64	1,905.01	1,987.72	2,025.07	
	Bi-weekly	793.04	821.36	843.52	879.24	917.41	934.65	
	Hourly	9.912949	10.266982	10.544054	10.990445	11.467621	11.683121	

Grade		1	2	3	4	5	6	Night Diff
03	Annual	23,724.58	24,268.86	25,165.35	26,125.86	27,310.48	27,822.76	0.7413
	Monthly	1,977.05	2,022.41	2,097.11	2,177.16	2,275.87	2,318.56	
	Bi-weekly	912.48	933.42	967.90	1,004.84	1,050.40	1,070.11	
	Hourly	11.406049	11.667723	12.098725	12.560507	13.130039	13.376328	

Grade		1	2	3	4	5	6	Night Diff
03F	Annual	33,109.09	33,109.09	33,109.09	33,109.09	33,109.09	33,109.09	1.0346
	Monthly	2,759.09	2,759.09	2,759.09	2,759.09	2,759.09	2,759.09	
	Bi-weekly	1,273.43	1,273.43	1,273.43	1,273.43	1,273.43	1,273.43	
	Hourly	15.917833	15.917833	15.917833	15.917833	15.917833	15.917833	

Grade		1	2	3	4	5	6	Night Diff
04	Annual	25,165.35	26,125.86	26,990.32	28,046.87	29,263.52	29,839.82	0.7864
	Monthly	2,097.11	2,177.16	2,249.19	2,337.24	2,438.63	2,486.65	
	Bi-weekly	967.90	1,004.84	1,038.09	1,078.73	1,125.52	1,147.69	
	Hourly	12.098725	12.560507	12.976114	13.484074	14.068999	14.346067	

Grade		1	2	3	4	5	6	Night Diff
05	Annual	29,199.48	30,256.04	31,408.66	32,529.25	34,002.03	34,674.39	0.9124
	Monthly	2,433.29	2,521.34	2,617.39	2,710.77	2,833.50	2,889.53	
	Bi-weekly	1,123.06	1,163.69	1,208.03	1,251.13	1,307.77	1,333.63	
	Hourly	14.038212	14.546174	15.100316	15.639063	16.347130	16.670379	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
23Z	1	2	6 Months	1,040
23Z	2	3	30 Months	5,200
23Z	3	4	7 Years of Continuous Full-Time Service	8,320
23Z	4	5	10 Years of Continuous Full-Time Service	6,240
23Z	5	6	19 Years of Continuous Full-Time Service	18,720
23Z	6	7	23 Years of Continuous Full-Time Service	8,320
23Z	7	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	51,035.06	52,828.02	54,652.99	56,413.92	58,238.89	60,031.84	61,248.49	1.5948
	Monthly	4,252.92	4,402.34	4,554.42	4,701.16	4,853.24	5,002.65	5,104.04	
	Bi-weekly	1,962.89	2,031.85	2,102.04	2,169.77	2,239.96	2,308.92	2,355.71	
	Hourly	24.536087	25.398086	26.275474	27.122076	27.999464	28.861462	29.446388	

Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	56,926.19	58,943.26	60,896.30	62,913.37	64,898.42	66,851.46	68,196.17	1.7789
	Monthly	4,743.85	4,911.94	5,074.69	5,242.78	5,408.20	5,570.96	5,683.01	
	Bi-weekly	2,189.47	2,267.05	2,342.17	2,419.75	2,496.09	2,571.21	2,622.93	
	Hourly	27.368362	28.338107	29.277066	30.246814	31.201163	32.140124	32.786621	

Grade		1	2	3	4	5	6	7	Night Diff
04	Annual	57,342.41	59,327.47	61,344.54	63,329.59	65,314.64	67,331.71	68,740.46	1.7919
	Monthly	4,778.53	4,943.96	5,112.05	5,277.47	5,442.89	5,610.98	5,728.37	
	Bi-weekly	2,205.48	2,281.83	2,359.41	2,435.75	2,512.10	2,589.68	2,643.86	
	Hourly	27.568467	28.522821	29.492567	30.446917	31.401271	32.371014	33.048298	

Grade		1	2	3	4	5	6	7	Night Diff
05	Annual	62,913.37	65,058.50	67,267.68	69,444.83	71,621.99	73,799.14	75,335.96	1.9660
	Monthly	5,242.78	5,421.54	5,605.64	5,787.07	5,968.50	6,149.93	6,278.00	
	Bi-weekly	2,419.75	2,502.25	2,587.22	2,670.95	2,754.69	2,838.43	2,897.54	
	Hourly	30.246814	31.278126	32.340229	33.386937	34.433650	35.480356	36.219210	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
24	1	2	6 Months	1,040
24	2	3	9 Years of Continuous Full-Time Service	17,680
24	3	4	18 Years of Continuous Full-Time Service	18,720
24	4	5	22 Years of Continuous Full-Time Service	8,320
24	5	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	Night Diff
02	Annual	53,206.88	59,118.75	59,473.47	61,555.04	62,786.14	1.7053
	Monthly	4,433.91	4,926.56	4,956.12	5,129.59	5,232.18	
	Bi-weekly	2,046.42	2,273.80	2,287.44	2,367.50	2,414.85	
	Hourly	25.580230	28.422477	28.593012	29.593768	30.185643	

Grade		1	2	3	4	5	Night Diff
04	Annual	60,193.82	66,882.02	67,283.31	69,638.23	71,030.99	1.9293
	Monthly	5,016.15	5,573.50	5,606.94	5,803.19	5,919.25	
	Bi-weekly	2,315.15	2,572.39	2,587.82	2,678.39	2,731.96	
	Hourly	28.939336	32.154817	32.347747	33.479917	34.149516	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
25A	1	2	6	1,040
25A	2	3	6	1,040
25A	3	4	12	2,080
25A	4	5	12	2,080
25A	5	6	12	2,080
25A	6	7	12	2,080
25A	7	8	48	8,320
25A	8	9	48	8,320
25A	9	10	48	8,320
25A	10	11	48	8,320
25A	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	44,331.03	46,048.74	47,951.51	49,743.19	51,774.98	53,862.17	58,984.34	61,717.95	64,433.30	67,204.06	68,496.91	1.4390
	Monthly	3,694.25	3,837.40	3,995.96	4,145.27	4,314.58	4,488.51	4,915.36	5,143.16	5,369.44	5,600.34	5,708.08	
	Bi-weekly	1,705.04	1,771.11	1,844.29	1,913.20	1,991.35	2,071.62	2,268.63	2,373.77	2,478.20	2,584.77	2,634.50	
	Hourly	21.312995	22.138815	23.053611	23.914994	24.891815	25.895273	28.357857	29.672091	30.977550	32.309644	32.931205	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	51,313.30	53,326.53	55,524.81	57,704.20	59,957.88	62,322.02	67,757.95	70,861.36	74,186.00	77,437.01	78,951.73	1.6665
	Monthly	4,276.11	4,443.88	4,627.07	4,808.68	4,996.49	5,193.50	5,646.50	5,905.11	6,182.17	6,453.08	6,579.31	
	Bi-weekly	1,973.59	2,051.02	2,135.57	2,219.39	2,306.07	2,397.00	2,606.07	2,725.44	2,853.31	2,978.35	3,036.60	
	Hourly	24.669854	25.637753	26.694620	27.742405	28.825904	29.962508	32.575936	34.067960	35.666347	37.229330	37.957562	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	57,704.20	59,957.88	62,322.02	64,778.67	67,291.05	69,895.32	77,487.12	81,107.60	84,949.63	88,570.12	90,269.58	1.8737
	Monthly	4,808.68	4,996.49	5,193.50	5,398.22	5,607.59	5,824.61	6,457.26	6,758.97	7,079.14	7,380.84	7,522.47	
	Bi-weekly	2,219.39	2,306.07	2,397.00	2,491.49	2,588.12	2,688.28	2,980.27	3,119.52	3,267.29	3,406.54	3,471.91	
	Hourly	27.742405	28.825904	29.962508	31.143592	32.351466	33.603517	37.253422	38.994038	40.841170	42.581789	43.398837	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	64,778.67	67,291.05	69,895.32	72,702.88	75,640.12	78,558.46	84,825.57	88,796.95	93,156.07	97,238.24	99,141.00	2.1028
	Monthly	5,398.22	5,607.59	5,824.61	6,058.57	6,303.34	6,546.54	7,068.80	7,399.75	7,763.01	8,103.19	8,261.75	
	Bi-weekly	2,491.49	2,588.12	2,688.28	2,796.26	2,909.24	3,021.48	3,262.52	3,415.27	3,582.93	3,739.93	3,813.12	
	Hourly	31.143592	32.351466	33.603517	34.953309	36.365442	37.768490	40.781523	42.690842	44.786570	46.749153	47.663942	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
26	1	2	6 Months	1,040
26	2	3	9 Years of Continuous Full-Time Service	17,680
26	3	4	13 Years of Continuous Full-Time Service	8,320
26	4	5	17 Years of Continuous Full-Time Service	8,320
26	5	6	21 Years of Continuous Full-Time Service	8,320
26	6	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	Night Diff
01	Annual	52,660.35	58,511.50	59,096.61	60,278.55	61,785.51	63,021.22	1.8285
	Monthly	4,388.36	4,875.96	4,924.72	5,023.21	5,148.79	5,251.77	
	Bi-weekly	2,025.40	2,250.44	2,272.95	2,318.41	2,376.37	2,423.89	
	Hourly	25.317477	28.130529	28.411833	28.980070	29.704573	30.298664	

Grade		1	2	3	4	5	6	Night Diff
02	Annual	53,889.02	59,876.69	60,475.46	61,684.97	63,227.09	64,491.63	1.8711
	Monthly	4,490.75	4,989.72	5,039.62	5,140.41	5,268.92	5,374.30	
	Bi-weekly	2,072.65	2,302.95	2,325.98	2,372.50	2,431.81	2,480.45	
	Hourly	25.908183	28.786869	29.074738	29.656233	30.397639	31.005591	

Grade		1	2	3	4	5	6	Night Diff
05	Annual	56,389.47	62,654.97	63,281.52	64,547.15	66,160.83	67,484.04	1.9580
	Monthly	4,699.12	5,221.25	5,273.46	5,378.93	5,513.40	5,623.67	
	Bi-weekly	2,168.83	2,409.81	2,433.90	2,482.58	2,544.65	2,595.54	
	Hourly	27.110322	30.122581	30.423806	31.032282	31.808089	32.444251	

Grade		1	2	3	4	5	6	Night Diff
06	Annual	57,531.92	63,924.35	64,563.60	65,854.87	67,501.24	68,851.27	1.9976
	Monthly	4,794.33	5,327.03	5,380.30	5,487.91	5,625.10	5,737.61	
	Bi-weekly	2,212.77	2,458.63	2,483.22	2,532.88	2,596.20	2,648.13	
	Hourly	27.659576	30.732862	31.040191	31.660995	32.452520	33.101571	

Grade		1	2	3	4	5	6	Night Diff
08	Annual	59,407.26	66,008.07	66,668.15	68,001.51	69,701.54	71,095.57	2.0628
	Monthly	4,950.61	5,500.67	5,555.68	5,666.79	5,808.46	5,924.63	
	Bi-weekly	2,284.89	2,538.77	2,564.16	2,615.44	2,680.83	2,734.45	
	Hourly	28.561181	31.734647	32.051993	32.693032	33.510357	34.180564	

Grade		1	2	3	4	5	6	Night Diff
09	Annual	57,618.14	64,020.15	64,660.36	65,953.56	67,602.40	68,954.45	2.0006
	Monthly	4,801.51	5,335.01	5,388.36	5,496.13	5,633.53	5,746.20	
	Bi-weekly	2,216.08	2,462.31	2,486.94	2,536.68	2,600.09	2,652.09	
	Hourly	27.701028	30.778920	31.086711	31.708443	32.501155	33.151179	

Grade		1	2	3	4	5	6	Night Diff
11M	Annual	61,498.15	68,331.28	69,014.59	70,394.88	72,154.75	73,597.85	2.1354
	Monthly	5,124.85	5,694.27	5,751.22	5,866.24	6,012.90	6,133.15	
	Bi-weekly	2,365.31	2,628.13	2,654.41	2,707.50	2,775.18	2,830.69	
	Hourly	29.566418	32.851576	33.180091	33.843693	34.689785	35.383581	

Grade		1	2	3	4	5	6	Night Diff
12	Annual	65,464.38	72,738.20	73,465.58	74,934.90	76,808.27	78,344.43	2.2731
	Monthly	5,455.37	6,061.52	6,122.13	6,244.58	6,400.69	6,528.70	
	Bi-weekly	2,517.86	2,797.62	2,825.60	2,882.11	2,954.16	3,013.25	
	Hourly	31.473260	34.970289	35.319992	36.026392	36.927052	37.665592	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
26A	1	2	6 months	1,040
26A	2	3	18 Months	3,120
26A	3	4	9 Years of Continuous Full-Time Service	14,560
26A	4	5	13 Years of Continuous Full-Time Service	8,320
26A	5	6	17 Years of Continuous Full-Time Service	8,320
26A	6	7	21 Years of Continuous Full-Time Service	8,320
26A	7	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	52,371.51	58,190.56	61,827.47	62,445.75	63,694.66	65,287.03	66,592.77	1.8185
	Monthly	4,364.29	4,849.21	5,152.29	5,203.81	5,307.89	5,440.59	5,549.40	
	Bi-weekly	2,014.29	2,238.10	2,377.98	2,401.76	2,449.79	2,511.04	2,561.26	
	Hourly	25.178609	27.976232	29.724746	30.021993	30.622433	31.387995	32.015754	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
27E	1	2	6	1,040
27E	2	3	6	1,040
27E	3	4	12	2,080
27E	4	5	12	2,080
27E	5	6	24	4,160
27E	6	7	48	8,320
27E	7	8	48	8,320
27E	8	9	48	8,320
27E	9	10	48	8,320
27E	10	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
01A	Annual	42,964.23	44,146.29	45,291.54	46,547.57	47,969.76	49,392.28	50,851.29	52,366.02	54,711.90	55,820.33	1.3426
	Monthly	3,580.35	3,678.86	3,774.30	3,878.96	3,997.48	4,116.02	4,237.61	4,363.84	4,559.33	4,651.69	
	Bi-weekly	1,652.47	1,697.93	1,741.98	1,790.29	1,844.99	1,899.70	1,955.82	2,014.08	2,104.30	2,146.94	
	Hourly	20.655879	21.224180	21.774778	22.378637	23.062384	23.746287	24.447736	25.175969	26.303798	26.836695	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
02A	Annual	43,130.40	44,478.95	45,734.98	47,157.17	48,542.54	50,186.62	51,738.16	53,400.48	55,820.33	56,947.01	1.3478
	Monthly	3,594.20	3,706.58	3,811.25	3,929.76	4,045.21	4,182.22	4,311.51	4,450.04	4,651.69	4,745.58	
	Bi-weekly	1,658.86	1,710.73	1,759.04	1,813.74	1,867.02	1,930.25	1,989.93	2,053.86	2,146.94	2,190.27	
	Hourly	20.735768	21.384109	21.987971	22.671718	23.337761	24.128181	24.874116	25.673309	26.836695	27.378369	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
27H	1	2	6	1,040
27H	2	3	30	5,200
27H	3	4	48	8,320
27H	4	5	36	6,240
27H	5	6	108	18,720
27H	6	7	48	8,320
27H	7	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	Night Diff
01	Annual	45,784.28	47,417.15	49,018.00	50,618.85	52,251.71	53,916.60	55,005.18	1.4307
	Monthly	3,815.36	3,951.43	4,084.83	4,218.24	4,354.31	4,493.05	4,583.77	
	Bi-weekly	1,760.93	1,823.74	1,885.31	1,946.88	2,009.68	2,073.72	2,115.58	
	Hourly	22.011675	22.796705	23.566344	24.335984	25.121015	25.921440	26.444796	

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	52,699.95	53,356.41	56,381.90	58,238.89	60,127.89	61,920.84	63,137.49	1.6468
	Monthly	4,391.66	4,446.37	4,698.49	4,853.24	5,010.66	5,160.07	5,261.46	
	Bi-weekly	2,026.92	2,052.17	2,168.53	2,239.96	2,312.61	2,381.57	2,428.36	
	Hourly	25.336515	25.652122	27.106684	27.999464	28.907638	29.769635	30.354560	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
27M	1	2	6	1,040
27M	2	3	6	1,040
27M	3	4	12	2,080
27M	4	5	12	2,080
27M	5	6	12	2,080
27M	6	7	12	2,080
27M	7	8	48	8,320
27M	8	9	48	8,320
27M	9	10	48	8,320
27M	10	11	48	8,320
27M	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	26,931.08	27,651.46	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,730.96	34,042.37	35,594.24	36,314.62	0.8415
	Monthly	2,244.26	2,304.29	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,727.58	2,836.87	2,966.19	3,026.22	
	Bi-weekly	1,035.81	1,063.52	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,258.88	1,309.32	1,369.01	1,396.72	
	Hourly	12.947635	13.293973	13.693572	14.022206	14.430728	14.883586	15.194366	15.736038	16.366526	17.112613	17.458950	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	27,651.46	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,820.82	35,206.19	36,776.30	37,533.51	0.8641
	Monthly	2,304.29	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,818.40	2,933.85	3,064.69	3,127.79	
	Bi-weekly	1,063.52	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,300.80	1,354.08	1,414.47	1,443.60	
	Hourly	13.293973	13.693572	14.022206	14.430728	14.883586	15.194366	15.647219	16.260008	16.926052	17.680915	18.044955	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	28,482.63	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,762.76	36,240.66	37,884.41	38,641.94	0.8900
	Monthly	2,373.55	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,896.90	3,020.06	3,157.03	3,220.16	
	Bi-weekly	1,095.49	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,337.03	1,393.87	1,457.09	1,486.23	
	Hourly	13.693572	14.022206	14.430728	14.883586	15.194366	15.647219	16.073601	16.712865	17.423393	18.213659	18.577854	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	29,166.19	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,908.01	37,385.91	39,066.80	39,842.57	0.9114
	Monthly	2,430.52	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,992.33	3,115.49	3,255.57	3,320.21	
	Bi-weekly	1,121.78	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,381.08	1,437.92	1,502.57	1,532.41	
	Hourly	14.022206	14.430728	14.883586	15.194366	15.647219	16.073601	16.606345	17.263464	17.973994	18.782114	19.155082	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	30,015.91	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	37,016.43	38,567.97	40,359.64	41,153.99	0.9379
	Monthly	2,501.33	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,084.70	3,214.00	3,363.30	3,429.50	
	Bi-weekly	1,154.46	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,423.71	1,483.38	1,552.29	1,582.85	
	Hourly	14.430728	14.883586	15.194366	15.647219	16.073601	16.606345	17.112613	17.796361	18.542295	19.403675	19.785571	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	30,957.86	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	38,161.68	39,676.40	41,449.50	42,299.23	0.9674
	Monthly	2,579.82	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,180.14	3,306.37	3,454.13	3,524.94	
	Bi-weekly	1,190.69	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,467.76	1,526.02	1,594.21	1,626.89	
	Hourly	14.883586	15.194366	15.647219	16.073601	16.606345	17.112613	17.583170	18.346962	19.075194	19.927646	20.336168	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	31,604.28	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	39,306.92	41,024.64	42,853.44	43,703.18	0.9876
	Monthly	2,633.69	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,275.58	3,418.72	3,571.12	3,641.93	
	Bi-weekly	1,215.55	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,511.80	1,577.87	1,648.21	1,680.89	
	Hourly	15.194366	15.647219	16.073601	16.606345	17.112613	17.583170	18.116070	18.897558	19.723385	20.602617	21.011143	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08	Annual	32,546.22	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,618.33	42,410.01	44,331.03	45,236.15	1.0170
	Monthly	2,712.19	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,384.86	3,534.17	3,694.25	3,769.68	
	Bi-weekly	1,251.78	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,562.24	1,631.15	1,705.04	1,739.85	
	Hourly	15.647219	16.073601	16.606345	17.112613	17.583170	18.116070	18.737630	19.528045	20.389429	21.312995	21.748151	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08F	Annual	33,691.47	34,633.73	35,594.24	36,813.12	37,847.59	38,956.02	40,119.52	41,892.94	43,703.18	45,679.58	46,584.70	1.0528
	Monthly	2,807.62	2,886.14	2,966.19	3,067.76	3,153.97	3,246.34	3,343.29	3,491.08	3,641.93	3,806.63	3,882.06	
	Bi-weekly	1,295.83	1,332.07	1,369.01	1,415.89	1,455.68	1,498.31	1,543.06	1,611.27	1,680.89	1,756.91	1,791.72	
	Hourly	16.197823	16.650830	17.112613	17.698617	18.195956	18.728855	19.288230	20.140835	21.011143	21.961338	22.396491	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	33,433.09	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,948.33	43,740.00	45,716.41	46,640.09	1.0447
	Monthly	2,786.09	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,495.69	3,645.00	3,809.70	3,886.68	
	Bi-weekly	1,285.89	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,613.40	1,682.31	1,758.32	1,793.85	
	Hourly	16.073601	16.606345	17.112613	17.583170	18.116070	18.737630	19.341489	20.167464	21.028847	21.979042	22.423122	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	34,541.20	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	43,425.91	45,217.58	47,267.96	48,209.89	1.0794
	Monthly	2,878.43	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,618.83	3,768.13	3,939.00	4,017.49	
	Bi-weekly	1,328.51	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,670.23	1,739.14	1,818.00	1,854.23	
	Hourly	16.606345	17.112613	17.583170	18.116070	18.737630	19.341489	19.998760	20.877842	21.739221	22.724979	23.177831	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10C	Annual	34,984.64	35,981.96	36,887.08	38,272.46	39,362.32	40,489.00	41,689.63	43,536.69	45,310.11	47,415.87	48,339.24	1.0932
	Monthly	2,915.39	2,998.50	3,073.92	3,189.37	3,280.19	3,374.08	3,474.14	3,628.06	3,775.84	3,951.32	4,028.27	
	Bi-weekly	1,345.56	1,383.92	1,418.73	1,472.02	1,513.94	1,557.27	1,603.45	1,674.49	1,742.70	1,823.69	1,859.20	
	Hourly	16.819537	17.299021	17.734174	18.400220	18.924191	19.465863	20.043093	20.931101	21.783708	22.796091	23.240020	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	35,594.24	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,885.24	46,824.83	48,967.41	49,964.74	1.1123
	Monthly	2,966.19	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,740.44	3,902.07	4,080.62	4,163.73	
	Bi-weekly	1,369.01	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,726.36	1,800.96	1,883.36	1,921.72	
	Hourly	17.112613	17.583170	18.116070	18.737630	19.341489	19.998760	20.664808	21.579443	22.511939	23.542025	24.021508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	36,277.48	37,275.13	38,420.38	39,713.22	41,080.03	42,391.44	43,776.82	45,734.98	47,748.20	49,909.35	50,888.44	1.1336
	Monthly	3,023.12	3,106.26	3,201.70	3,309.44	3,423.34	3,532.62	3,648.07	3,811.25	3,979.02	4,159.11	4,240.70	
	Bi-weekly	1,395.29	1,433.66	1,477.71	1,527.43	1,580.00	1,630.44	1,683.72	1,759.04	1,836.47	1,919.59	1,957.25	
	Hourly	17.441095	17.920735	18.471336	19.092895	19.750014	20.380501	21.046548	21.987971	22.955866	23.994879	24.465594	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	36,480.79	37,515.25	38,586.54	39,787.18	41,135.42	42,483.97	43,869.34	45,827.19	47,766.77	49,927.92	50,907.00	1.1400
	Monthly	3,040.07	3,126.27	3,215.55	3,315.60	3,427.95	3,540.33	3,655.78	3,818.93	3,980.56	4,160.66	4,242.25	
	Bi-weekly	1,403.11	1,442.89	1,484.10	1,530.28	1,582.13	1,634.00	1,687.28	1,762.58	1,837.18	1,920.30	1,957.96	
	Hourly	17.538841	18.036180	18.551223	19.128451	19.776645	20.424986	21.091031	22.032302	22.964794	24.003806	24.474520	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	36,572.99	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	46,399.97	48,468.59	50,666.88	51,664.20	1.1429
	Monthly	3,047.75	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,866.66	4,039.05	4,222.24	4,305.35	
	Bi-weekly	1,406.65	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,784.61	1,864.18	1,948.73	1,987.08	
	Hourly	17.583170	18.116070	18.737630	19.341489	19.998760	20.664808	21.366255	22.307676	23.302205	24.359075	24.838558	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	37,681.43	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	48,006.90	50,315.64	52,569.32	53,640.61	1.1775
	Monthly	3,140.12	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	4,000.58	4,192.97	4,380.78	4,470.05	
	Bi-weekly	1,449.29	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,846.42	1,935.22	2,021.90	2,063.10	
	Hourly	18.116070	18.737630	19.341489	19.998760	20.664808	21.366255	22.085559	23.080238	24.190213	25.273710	25.788755	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	38,974.27	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	50,001.89	52,347.76	54,675.08	55,783.19	1.2179
	Monthly	3,247.86	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,166.82	4,362.31	4,556.26	4,648.60	
	Bi-weekly	1,499.01	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,923.15	2,013.38	2,102.89	2,145.51	
	Hourly	18.737630	19.341489	19.998760	20.664808	21.366255	22.085559	22.858278	24.039368	25.167194	26.286094	26.818842	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	39,713.22	41,080.03	42,391.44	43,776.82	45,291.54	46,824.83	48,450.02	50,925.25	54,120.86	56,614.35	57,759.59	1.2410
	Monthly	3,309.44	3,423.34	3,532.62	3,648.07	3,774.30	3,902.07	4,037.50	4,243.77	4,510.07	4,717.86	4,813.30	
	Bi-weekly	1,527.43	1,580.00	1,630.44	1,683.72	1,741.98	1,800.96	1,863.46	1,958.66	2,081.57	2,177.47	2,221.52	
	Hourly	19.092895	19.750014	20.380501	21.046548	21.774778	22.511939	23.293278	24.483295	26.019645	27.218435	27.769035	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	40,230.30	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,830.37	54,379.56	56,799.09	57,926.08	1.2571
	Monthly	3,352.53	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,319.20	4,531.63	4,733.26	4,827.17	
	Bi-weekly	1,547.32	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,993.48	2,091.52	2,184.58	2,227.93	
	Hourly	19.341489	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.918449	26.144020	27.307253	27.849079	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	40,877.04	42,243.84	43,629.22	45,143.94	46,621.53	48,265.60	50,186.62	52,661.53	57,279.34	59,809.96	61,010.60	1.2774
	Monthly	3,406.42	3,520.32	3,635.77	3,762.00	3,885.13	4,022.13	4,182.22	4,388.46	4,773.28	4,984.16	5,084.22	
	Bi-weekly	1,572.19	1,624.76	1,678.05	1,736.31	1,793.14	1,856.37	1,930.25	2,025.44	2,203.05	2,300.38	2,346.56	
	Hourly	19.652421	20.309540	20.975586	21.703818	22.414195	23.204615	24.128181	25.318043	27.538146	28.754790	29.332019	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15F	Annual	41,135.42	42,483.97	43,832.20	45,291.54	46,953.86	48,468.59	50,186.62	52,754.06	55,266.11	58,886.59	60,068.66	1.2854
	Monthly	3,427.95	3,540.33	3,652.68	3,774.30	3,912.82	4,039.05	4,182.22	4,396.17	4,605.51	4,907.22	5,005.72	
	Bi-weekly	1,582.13	1,634.00	1,685.85	1,741.98	1,805.92	1,864.18	1,930.25	2,029.00	2,125.62	2,264.87	2,310.33	
	Hourly	19.776645	20.424986	21.073175	21.774778	22.573972	23.302205	24.128181	25.362529	26.570246	28.310862	28.879162	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	41,597.42	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,825.35	56,632.92	59,218.93	60,401.00	1.2999
	Monthly	3,466.45	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,485.45	4,719.41	4,934.91	5,033.42	
	Bi-weekly	1,599.90	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,070.21	2,178.19	2,277.65	2,323.12	
	Hourly	19.998760	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.877570	27.227365	28.470637	29.038941	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	42,391.44	43,776.82	45,291.54	46,824.83	48,450.02	50,371.04	52,292.06	54,933.46	57,759.59	60,364.18	61,583.39	1.3247
	Monthly	3,532.62	3,648.07	3,774.30	3,902.07	4,037.50	4,197.59	4,357.67	4,577.79	4,813.30	5,030.35	5,131.95	
	Bi-weekly	1,630.44	1,683.72	1,741.98	1,800.96	1,863.46	1,937.35	2,011.23	2,112.83	2,221.52	2,321.70	2,368.59	
	Hourly	20.380501	21.046548	21.774778	22.511939	23.293278	24.216844	25.140412	26.410316	27.769035	29.021239	29.607397	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	43,001.05	44,386.42	45,827.19	47,305.09	49,041.37	50,703.69	52,439.97	55,155.33	57,722.77	60,345.61	61,564.81	1.3437
	Monthly	3,583.42	3,698.87	3,818.93	3,942.09	4,086.78	4,225.31	4,370.00	4,596.28	4,810.23	5,028.80	5,130.40	
	Bi-weekly	1,653.89	1,707.17	1,762.58	1,819.43	1,886.21	1,950.14	2,016.92	2,121.36	2,220.11	2,320.98	2,367.88	
	Hourly	20.673580	21.339624	22.032302	22.742830	23.577581	24.376776	25.211526	26.516987	27.751333	29.012312	29.598468	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	42,982.80	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,949.68	58,646.46	61,380.08	62,617.54	1.3432
	Monthly	3,581.90	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,662.47	4,887.21	5,115.01	5,218.13	
	Bi-weekly	1,653.18	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,151.91	2,255.63	2,360.77	2,408.37	
	Hourly	20.664808	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.898883	28.195415	29.509653	30.104584	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17G	Annual	43,776.82	45,291.54	46,824.83	48,450.02	50,371.04	52,292.06	54,360.99	56,983.82	65,831.72	68,824.02	70,209.40	1.3680
	Monthly	3,648.07	3,774.30	3,902.07	4,037.50	4,197.59	4,357.67	4,530.08	4,748.65	5,485.98	5,735.34	5,850.78	
	Bi-weekly	1,683.72	1,741.98	1,800.96	1,863.46	1,937.35	2,011.23	2,090.81	2,191.69	2,531.99	2,647.08	2,700.36	
	Hourly	21.046548	21.774778	22.511939	23.293278	24.216844	25.140412	26.135093	27.396069	31.649863	33.088473	33.754519	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17I	Annual	44,829.86	46,326.00	47,803.59	49,392.28	51,147.13	52,864.84	54,656.51	57,538.04	60,234.82	62,950.19	64,206.21	1.4009
	Monthly	3,735.82	3,860.50	3,983.63	4,116.02	4,262.26	4,405.40	4,554.71	4,794.84	5,019.57	5,245.85	5,350.52	
	Bi-weekly	1,724.23	1,781.77	1,838.60	1,899.70	1,967.20	2,033.26	2,102.17	2,213.00	2,316.72	2,421.16	2,469.47	
	Hourly	21.552815	22.272117	22.982495	23.746287	24.589964	25.415788	26.277168	27.662518	28.959050	30.264514	30.868372	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	60,955.21	63,744.53	65,037.37	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,079.60	5,312.04	5,419.78	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,344.43	2,451.71	2,501.44	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	29.305390	30.646408	31.267968	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18F	Annual	45,291.54	46,953.86	48,468.59	50,186.62	52,181.28	54,102.30	56,245.19	59,015.62	61,971.11	66,035.03	67,364.69	1.4153
	Monthly	3,774.30	3,912.82	4,039.05	4,182.22	4,348.44	4,508.53	4,687.10	4,917.97	5,164.26	5,502.92	5,613.73	
	Bi-weekly	1,741.98	1,805.92	1,864.18	1,930.25	2,006.97	2,080.86	2,163.28	2,269.83	2,383.50	2,539.81	2,590.95	
	Hourly	21.774778	22.573972	23.302205	24.128181	25.087153	26.010719	27.040957	28.372894	29.793803	31.747608	32.386872	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	44,441.81	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	58,166.21	60,955.21	65,018.80	66,311.97	1.3888
	Monthly	3,703.48	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,847.18	5,079.60	5,418.23	5,526.00	
	Bi-weekly	1,709.30	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,237.16	2,344.43	2,500.72	2,550.46	
	Hourly	21.366255	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.964524	29.305390	31.259039	31.880756	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	46,399.97	47,914.37	49,484.48	51,239.34	52,938.80	54,767.29	56,965.57	59,791.71	62,691.49	65,517.63	66,829.04	1.4499
	Monthly	3,866.66	3,992.86	4,123.71	4,269.95	4,411.57	4,563.94	4,747.13	4,982.64	5,224.29	5,459.80	5,569.09	
	Bi-weekly	1,784.61	1,842.86	1,903.25	1,970.74	2,036.11	2,106.43	2,190.98	2,299.68	2,411.21	2,519.91	2,570.35	
	Hourly	22.307676	23.035755	23.790614	24.634296	25.451345	26.330426	27.387294	28.746015	30.140139	31.498861	32.129347	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	60,345.61	63,190.31	66,071.85	67,401.83	1.4355
	Monthly	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	5,028.80	5,265.86	5,505.99	5,616.82	
	Bi-weekly	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,320.98	2,430.40	2,541.22	2,592.38	
	Hourly	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	29.012312	30.379957	31.765310	32.404728	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19F	Annual	47,305.09	49,041.37	50,703.69	52,439.97	54,490.34	56,577.53	58,812.63	61,712.73	64,723.29	69,027.33	70,412.71	1.4782
	Monthly	3,942.09	4,086.78	4,225.31	4,370.00	4,540.86	4,714.79	4,901.05	5,142.73	5,393.61	5,752.28	5,867.73	
	Bi-weekly	1,819.43	1,886.21	1,950.14	2,016.92	2,095.78	2,176.06	2,262.02	2,373.57	2,489.36	2,654.90	2,708.18	
	Hourly	22.742830	23.577581	24.376776	25.211526	26.197277	27.200733	28.275303	29.669582	31.116965	33.186215	33.852264	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19I	Annual	45,937.96	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	60,345.61	65,868.54	68,842.59	70,227.97	1.4355
	Monthly	3,828.16	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	5,028.80	5,489.05	5,736.88	5,852.33	
	Bi-weekly	1,766.84	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,320.98	2,533.41	2,647.79	2,701.08	
	Hourly	22.085559	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	29.012312	31.667566	33.097401	33.763446	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	47,545.22	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,857.66	65,794.89	68,750.07	70,154.01	1.4857
	Monthly	3,962.10	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,238.14	5,482.91	5,729.17	5,846.17	
	Bi-weekly	1,828.66	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,417.60	2,530.57	2,644.23	2,698.23	
	Hourly	22.858278	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	30.220028	31.632160	33.052917	33.727889	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20B	Annual	48,561.12	50,297.40	51,885.76	53,751.39	55,875.72	58,055.11	60,290.22	63,227.13	74,402.35	77,764.13	79,315.67	1.5175
	Monthly	4,046.76	4,191.45	4,323.81	4,479.28	4,656.31	4,837.93	5,024.19	5,268.93	6,200.20	6,480.34	6,609.64	
	Bi-weekly	1,867.74	1,934.52	1,995.61	2,067.36	2,149.07	2,232.89	2,318.85	2,431.81	2,861.63	2,990.93	3,050.60	
	Hourly	23.346691	24.181441	24.945077	25.842015	26.863326	27.911111	28.985681	30.397659	35.770359	37.386599	38.132534	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20P	Annual	48,930.28	50,685.13	52,680.10	54,656.51	56,799.09	58,978.80	61,287.87	64,298.43	67,327.87	70,375.56	71,779.52	1.5290
	Monthly	4,077.52	4,223.76	4,390.01	4,554.71	4,733.26	4,914.90	5,107.32	5,358.20	5,610.66	5,864.63	5,981.63	
	Bi-weekly	1,881.93	1,949.43	2,026.16	2,102.17	2,184.58	2,268.42	2,357.23	2,473.02	2,589.53	2,706.75	2,760.75	
	Hourly	23.524171	24.367852	25.326973	26.277170	27.307256	28.355194	29.465322	30.912707	32.369169	33.834406	34.509383	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	65,185.29	68,417.73	71,502.24	72,943.01	1.5446
	Monthly	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,432.11	5,701.48	5,958.52	6,078.58	
	Bi-weekly	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,507.13	2,631.45	2,750.09	2,805.50	
	Hourly	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.339083	32.893141	34.376079	35.068754	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21E	Annual	50,685.13	52,680.10	54,656.51	56,799.09	58,978.80	61,287.87	63,744.53	67,013.79	70,098.62	74,735.00	76,249.41	1.5839
	Monthly	4,223.76	4,390.01	4,554.71	4,733.26	4,914.90	5,107.32	5,312.04	5,584.48	5,841.55	6,227.92	6,354.12	
	Bi-weekly	1,949.43	2,026.16	2,102.17	2,184.58	2,268.42	2,357.23	2,451.71	2,577.45	2,696.10	2,874.42	2,932.67	
	Hourly	24.367849	25.326969	26.277168	27.307253	28.355192	29.465320	30.646408	32.218167	33.701260	35.930288	36.658368	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21Z	Annual	49,429.09	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	65,185.29	72,906.19	76,175.77	77,708.74	1.5446
	Monthly	4,119.09	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,432.11	6,075.52	6,347.98	6,475.73	
	Bi-weekly	1,901.12	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,507.13	2,804.08	2,929.84	2,988.80	
	Hourly	23.763987	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.339083	35.051051	36.622964	37.359971	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	51,331.54	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,660.21	70,948.35	74,125.40	75,621.55	1.6041
	Monthly	4,277.63	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,638.35	5,912.36	6,177.12	6,301.80	
	Bi-weekly	1,974.29	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,602.32	2,728.78	2,850.98	2,908.52	
	Hourly	24.678627	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.528946	34.109783	35.637211	36.356516	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	70,283.36	73,848.13	77,191.67	78,724.64	1.6664
	Monthly	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,856.95	6,154.01	6,432.64	6,560.39	
	Bi-weekly	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,703.21	2,840.31	2,968.91	3,027.87	
	Hourly	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.790077	35.503907	37.111378	37.848382	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23P	Annual	54,767.29	56,965.57	59,089.58	61,454.03	63,818.17	66,404.18	68,953.38	72,425.93	75,880.25	80,811.83	82,437.32	1.7114
	Monthly	4,563.94	4,747.13	4,924.13	5,121.17	5,318.18	5,533.68	5,746.12	6,035.49	6,323.35	6,734.32	6,869.78	
	Bi-weekly	2,106.43	2,190.98	2,272.68	2,363.62	2,454.54	2,554.01	2,652.05	2,785.61	2,918.47	3,108.15	3,170.67	
	Hourly	26.330426	27.387294	28.408452	29.545206	30.681812	31.925085	33.150661	34.820159	36.480890	38.851839	39.633328	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23S	Annual	55,099.95	57,297.91	59,440.49	61,804.94	64,095.43	66,662.88	69,341.10	72,776.84	82,972.96	86,722.80	88,440.51	1.7218
	Monthly	4,591.66	4,774.83	4,953.37	5,150.41	5,341.29	5,555.24	5,778.43	6,064.74	6,914.41	7,226.90	7,370.04	
	Bi-weekly	2,119.23	2,203.77	2,286.17	2,377.11	2,465.21	2,563.96	2,666.97	2,799.11	3,191.27	3,335.49	3,401.56	
	Hourly	26.490358	27.547072	28.577158	29.713913	30.815111	32.049460	33.337065	34.988865	39.890848	41.693653	42.519476	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	73,090.93	76,618.87	80,110.01	81,735.51	1.7305
	Monthly	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,090.91	6,384.91	6,675.83	6,811.29	
	Bi-weekly	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,811.19	2,946.88	3,081.15	3,143.67	
	Hourly	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	35.139869	36.835997	38.514428	39.295919	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	69,489.02	72,259.77	75,806.28	79,611.19	83,194.85	84,875.74	1.7986
	Monthly	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,790.75	6,021.65	6,317.19	6,634.27	6,932.90	7,072.98	
	Bi-weekly	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,672.65	2,779.22	2,915.63	3,061.97	3,199.80	3,264.45	
	Hourly	27.671444	28.763718	29.838287	31.001520	32.227094	33.408182	34.740272	36.445328	38.274609	39.997523	40.805644	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
27N	1	2	6	1,040
27N	2	3	6	1,040
27N	3	4	12	2,080
27N	4	5	12	2,080
27N	5	6	12	2,080
27N	6	7	12	2,080
27N	7	8	48	8,320
27N	8	9	48	8,320
27N	9	10	48	8,320
27N	10	11	48	8,320
27N	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	22,694.32	23,602.10	24,143.57	25,035.43	25,990.97	27,169.48	27,679.11	27,955.91	28,235.47	28,517.82	28,803.00	0.7091
	Monthly	1,891.19	1,966.84	2,011.96	2,086.29	2,165.91	2,264.12	2,306.59	2,329.66	2,352.96	2,376.49	2,400.25	
	Bi-weekly	872.86	907.77	928.60	962.90	999.65	1,044.98	1,064.58	1,075.23	1,085.98	1,096.84	1,107.81	
	Hourly	10.910731	11.347162	11.607486	12.036262	12.495657	13.062250	13.307266	13.440339	13.574744	13.710490	13.847596	

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	35,723.26	36,887.08	38,087.72	39,306.92	40,618.33	42,022.29	43,592.08	45,365.50	47,397.30	49,539.87	50,537.52	1.1163
	Monthly	2,976.94	3,073.92	3,173.98	3,275.58	3,384.86	3,501.86	3,632.67	3,780.46	3,949.78	4,128.32	4,211.46	
	Bi-weekly	1,373.97	1,418.73	1,464.91	1,511.80	1,562.24	1,616.24	1,676.62	1,744.83	1,822.97	1,905.38	1,943.75	
	Hourly	17.174646	17.734174	18.311404	18.897558	19.528045	20.203024	20.957729	21.810334	22.787163	23.817247	24.296886	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11M	Annual	36,388.25	37,478.12	38,715.89	40,008.74	41,338.73	42,853.44	44,312.46	46,159.84	48,450.02	50,611.16	51,627.38	1.1371
	Monthly	3,032.36	3,123.18	3,226.32	3,334.06	3,444.89	3,571.12	3,692.71	3,846.65	4,037.50	4,217.60	4,302.28	
	Bi-weekly	1,399.55	1,441.47	1,489.07	1,538.80	1,589.95	1,648.21	1,704.33	1,775.38	1,863.46	1,946.58	1,985.67	
	Hourly	17.494353	18.018325	18.613410	19.234970	19.874387	20.602617	21.304067	22.192232	23.293278	24.332288	24.820857	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	36,887.08	38,087.72	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,972.43	49,410.52	51,645.63	52,680.10	1.1527
	Monthly	3,073.92	3,173.98	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,914.37	4,117.54	4,303.80	4,390.01	
	Bi-weekly	1,418.73	1,464.91	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,806.63	1,900.40	1,986.37	2,026.16	
	Hourly	17.734174	18.311404	18.897558	19.528045	20.203024	20.957729	21.641629	22.582899	23.755059	24.829630	25.326969	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12M	Annual	37,478.12	38,715.89	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,951.51	50,260.26	52,495.37	53,548.40	1.1711
	Monthly	3,123.18	3,226.32	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,995.96	4,188.36	4,374.61	4,462.37	
	Bi-weekly	1,441.47	1,489.07	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,844.29	1,933.09	2,019.05	2,059.55	
	Hourly	18.018325	18.613410	19.234970	19.874387	20.602617	21.304067	22.085559	23.053611	24.163584	25.238157	25.744423	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	38,087.72	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,893.45	51,331.54	53,677.43	54,730.47	1.1902
	Monthly	3,173.98	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,074.45	4,277.63	4,473.12	4,560.87	
	Bi-weekly	1,464.91	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,880.52	1,974.29	2,064.52	2,105.02	
	Hourly	18.311404	18.897558	19.528045	20.203024	20.957729	21.641629	22.467457	23.506466	24.678627	25.806456	26.312727	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13M	Annual	38,715.89	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	50,001.89	52,347.76	54,675.08	55,783.19	1.2098
	Monthly	3,226.32	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,166.82	4,362.31	4,556.26	4,648.60	
	Bi-weekly	1,489.07	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,923.15	2,013.38	2,102.89	2,145.51	
	Hourly	18.613410	19.234970	19.874387	20.602617	21.304067	22.085559	22.867049	24.039368	25.167194	26.286094	26.818842	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	39,306.92	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,925.25	53,455.87	55,857.15	56,983.82	1.2283
	Monthly	3,275.58	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,243.77	4,454.66	4,654.76	4,748.65	
	Bi-weekly	1,511.80	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,958.66	2,055.99	2,148.35	2,191.69	
	Hourly	18.897558	19.528045	20.203024	20.957729	21.641629	22.467457	23.302205	24.483295	25.699937	26.854397	27.396069	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14M	Annual	40,008.74	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,959.72	54,453.20	56,910.18	58,055.11	1.2502
	Monthly	3,334.06	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,329.98	4,537.77	4,742.52	4,837.93	
	Bi-weekly	1,538.80	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,998.45	2,094.35	2,188.85	2,232.89	
	Hourly	19.234970	19.874387	20.602617	21.304067	22.085559	22.867049	23.763987	24.980635	26.179425	27.360665	27.911111	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	40,618.33	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,864.84	55,432.29	57,926.08	59,108.15	1.2693
	Monthly	3,384.86	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,405.40	4,619.36	4,827.17	4,925.68	
	Bi-weekly	1,562.24	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,033.26	2,132.01	2,227.93	2,273.39	
	Hourly	19.528045	20.203024	20.957729	21.641629	22.467457	23.302205	24.190213	25.415788	26.650137	27.849079	28.417379	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	41,634.24	43,056.44	44,441.81	46,011.92	47,674.25	49,410.52	51,183.95	53,769.96	61,361.50	64,132.26	65,425.42	1.3010
	Monthly	3,469.52	3,588.04	3,703.48	3,834.33	3,972.85	4,117.54	4,265.33	4,480.83	5,113.46	5,344.36	5,452.12	
	Bi-weekly	1,601.32	1,656.02	1,709.30	1,769.69	1,833.62	1,900.40	1,968.61	2,068.08	2,360.06	2,466.63	2,516.36	
	Hourly	20.016463	20.700209	21.366255	22.121115	22.920312	23.755059	24.607666	25.850942	29.500723	30.832816	31.454528	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	41,338.73	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	54,046.91	56,706.88	59,274.31	60,456.38	1.2918
	Monthly	3,444.89	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,503.91	4,725.57	4,939.53	5,038.03	
	Bi-weekly	1,589.95	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,078.73	2,181.03	2,279.78	2,325.25	
	Hourly	19.874387	20.602617	21.304067	22.085559	22.867049	23.763987	24.723112	25.984089	27.262922	28.497266	29.065569	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	42,022.29	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	55,136.77	57,833.55	60,401.00	61,620.20	1.3131
	Monthly	3,501.86	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,594.73	4,819.46	5,033.42	5,135.02	
	Bi-weekly	1,616.24	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,120.64	2,224.37	2,323.12	2,370.01	
	Hourly	20.203024	20.957729	21.641629	22.467457	23.302205	24.190213	25.184897	26.508061	27.804593	29.038941	29.625095	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16M	Annual	42,853.44	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	56,152.66	58,978.80	61,638.77	62,876.23	1.3391
	Monthly	3,571.12	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,679.39	4,914.90	5,136.56	5,239.69	
	Bi-weekly	1,648.21	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,159.72	2,268.42	2,370.72	2,418.32	
	Hourly	20.602617	21.304067	22.085559	22.867049	23.763987	24.723112	25.726567	26.996471	28.355192	29.634024	30.228956	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16V	Annual	43,518.44	45,032.85	46,584.70	48,339.24	50,204.86	52,051.93	54,194.83	57,039.21	59,809.96	62,525.32	63,781.35	1.3599
	Monthly	3,626.54	3,752.74	3,882.06	4,028.27	4,183.74	4,337.66	4,516.24	4,753.27	4,984.16	5,210.44	5,315.11	
	Bi-weekly	1,673.79	1,732.03	1,791.72	1,859.20	1,930.96	2,002.00	2,084.42	2,193.82	2,300.38	2,404.82	2,453.13	
	Hourly	20.922328	21.650407	22.396491	23.240020	24.136954	25.024965	26.055206	27.422698	28.754790	30.060251	30.664108	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	43,592.08	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	57,168.56	60,050.09	62,728.63	63,984.65	1.3622
	Monthly	3,632.67	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,764.05	5,004.17	5,227.39	5,332.05	
	Bi-weekly	1,676.62	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,198.79	2,309.62	2,412.64	2,460.95	
	Hourly	20.957729	21.641629	22.467457	23.302205	24.190213	25.184897	26.179425	27.484884	28.870234	30.157993	30.761852	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	44,312.46	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	58,406.34	61,287.87	64,058.30	65,351.46	1.3847
	Monthly	3,692.71	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,867.20	5,107.32	5,338.19	5,445.96	
	Bi-weekly	1,704.33	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,246.40	2,357.23	2,463.78	2,513.52	
	Hourly	21.304067	22.085559	22.867049	23.763987	24.723112	25.726567	26.738950	28.079970	29.465320	30.797257	31.418972	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	45,014.59	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	59,459.06	62,562.14	65,388.28	66,699.69	1.4067
	Monthly	3,751.22	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,954.92	5,213.51	5,449.02	5,558.31	
	Bi-weekly	1,731.33	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,286.89	2,406.24	2,514.93	2,565.37	
	Hourly	21.641629	22.467457	23.302205	24.190213	25.184897	26.179425	27.262922	28.586085	30.077953	31.436674	32.067160	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	45,993.36	47,526.65	49,299.74	51,183.95	53,160.36	55,302.93	57,482.65	60,327.36	63,301.10	66,182.62	67,512.60	1.4372
	Monthly	3,832.78	3,960.55	4,108.31	4,265.33	4,430.03	4,608.58	4,790.22	5,027.28	5,275.09	5,515.22	5,626.05	
	Bi-weekly	1,768.98	1,827.95	1,896.14	1,968.61	2,044.63	2,127.04	2,210.87	2,320.28	2,434.66	2,545.49	2,596.64	
	Hourly	22.112190	22.849349	23.701799	24.607666	25.557864	26.587947	27.635888	29.003538	30.433219	31.818569	32.457981	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	45,937.96	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,752.22	63,633.75	66,515.28	67,844.95	1.4355
	Monthly	3,828.16	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,062.69	5,302.81	5,542.94	5,653.75	
	Bi-weekly	1,766.84	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,336.62	2,447.45	2,558.28	2,609.42	
	Hourly	22.085559	22.867049	23.763987	24.723112	25.726567	26.738950	27.777964	29.207799	30.593147	31.978501	32.617763	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	46,732.31	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,804.94	64,686.47	67,586.57	68,934.80	1.4603
	Monthly	3,894.36	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,150.41	5,390.54	5,632.21	5,744.57	
	Bi-weekly	1,797.40	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,377.11	2,487.94	2,599.48	2,651.34	
	Hourly	22.467457	23.302205	24.190213	25.184897	26.179425	27.262922	28.293008	29.713913	31.099264	32.493542	33.141730	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	47,563.46	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	63,005.58	66,145.81	69,174.93	70,560.30	1.4863
	Monthly	3,963.62	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,250.47	5,512.15	5,764.58	5,880.03	
	Bi-weekly	1,829.36	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,423.29	2,544.07	2,660.57	2,713.86	
	Hourly	22.867049	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.291143	31.800868	33.257177	33.923223	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	48,468.59	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	64,261.60	67,346.44	70,394.14	71,798.08	1.5146
	Monthly	4,039.05	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,355.13	5,612.20	5,866.18	5,983.17	
	Bi-weekly	1,864.18	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,471.60	2,590.25	2,707.47	2,761.46	
	Hourly	23.302205	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.895001	32.378094	33.843335	34.518308	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20M	Annual	49,429.09	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,536.20	68,824.02	71,927.11	73,386.44	1.5446
	Monthly	4,119.09	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,461.35	5,735.34	5,993.93	6,115.54	
	Bi-weekly	1,901.12	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,520.62	2,647.08	2,766.43	2,822.56	
	Hourly	23.763987	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.507789	33.088473	34.580339	35.281943	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	50,186.62	52,236.67	54,360.99	56,411.36	58,609.33	60,973.78	63,411.87	66,588.92	69,839.92	73,054.11	74,531.69	1.5683
	Monthly	4,182.22	4,353.06	4,530.08	4,700.95	4,884.11	5,081.15	5,284.32	5,549.08	5,819.99	6,087.84	6,210.97	
	Bi-weekly	1,930.25	2,009.10	2,090.81	2,169.67	2,254.20	2,345.15	2,438.92	2,561.11	2,686.15	2,809.77	2,866.60	
	Hourly	24.128181	25.113784	26.135093	27.120847	28.177560	29.314318	30.486478	32.013902	33.576885	35.122166	35.832542	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	50,315.64	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,866.19	70,209.40	73,367.87	74,827.21	1.5723
	Monthly	4,192.97	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,572.18	5,850.78	6,113.99	6,235.60	
	Bi-weekly	1,935.22	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,571.78	2,700.36	2,821.84	2,877.97	
	Hourly	24.190213	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	32.147207	33.754519	35.273016	35.974621	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	51,424.07	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	68,066.83	71,576.21	74,753.25	76,267.98	1.6070
	Monthly	4,285.34	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,672.24	5,964.68	6,229.44	6,355.67	
	Bi-weekly	1,977.85	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,617.95	2,752.93	2,875.12	2,933.38	
	Hourly	24.723112	25.726567	26.738950	27.777964	28.896866	30.077953	31.276895	32.724435	34.411638	35.939062	36.667296	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	52,384.59	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	69,415.06	72,740.02	76,046.41	77,579.39	1.6370
	Monthly	4,365.38	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,784.59	6,061.67	6,337.20	6,464.95	
	Bi-weekly	2,014.79	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,669.81	2,797.69	2,924.86	2,983.82	
	Hourly	25.184897	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.372623	34.971164	36.560776	37.297784	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22M	Annual	53,511.26	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,781.86	74,402.35	77,764.13	79,315.67	1.6722
	Monthly	4,459.27	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,898.49	6,200.20	6,480.34	6,609.64	
	Bi-weekly	2,058.13	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,722.38	2,861.63	2,990.93	3,050.60	
	Hourly	25.726567	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	34.029740	35.770359	37.386599	38.132534	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23	Annual	54,453.20	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	72,167.24	75,695.51	79,149.50	80,719.62	1.7016
	Monthly	4,537.77	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	6,013.94	6,307.96	6,595.79	6,726.64	
	Bi-weekly	2,094.35	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,775.66	2,911.37	3,044.21	3,104.60	
	Hourly	26.179425	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.695787	36.392071	38.052646	38.807508	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	55,321.50	57,574.86	59,791.71	62,155.85	64,686.47	67,217.09	69,747.71	73,238.85	76,877.58	80,424.10	82,031.03	1.7287
	Monthly	4,610.13	4,797.91	4,982.64	5,179.65	5,390.54	5,601.42	5,812.31	6,103.24	6,406.47	6,702.01	6,835.92	
	Bi-weekly	2,127.75	2,214.42	2,299.68	2,390.61	2,487.94	2,585.27	2,682.60	2,816.88	2,956.83	3,093.23	3,155.04	
	Hourly	26.596873	27.680220	28.746015	29.882619	31.099264	32.315910	33.532554	35.210983	36.960375	38.665431	39.437994	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	73,700.53	77,265.30	80,719.62	82,345.11	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,141.71	6,438.78	6,726.64	6,862.09	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,834.64	2,971.74	3,104.60	3,167.12	
	Hourly	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	35.432947	37.146781	38.807508	39.588997	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23N	Annual	55,931.10	58,092.25	60,327.36	62,765.45	65,277.50	67,900.33	70,578.88	73,977.47	83,305.62	87,073.71	88,828.56	1.7478
	Monthly	4,660.93	4,841.02	5,027.28	5,230.45	5,439.79	5,658.36	5,881.57	6,164.79	6,942.14	7,256.14	7,402.38	
	Bi-weekly	2,151.20	2,234.32	2,320.28	2,414.06	2,510.67	2,611.55	2,714.57	2,845.29	3,204.06	3,348.99	3,416.48	
	Hourly	26.889953	27.928968	29.003538	30.175698	31.383414	32.644390	33.932153	35.566092	40.050781	41.862359	42.706038	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	75,085.91	78,798.60	82,363.68	84,007.44	1.7720
	Monthly	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,257.16	6,566.55	6,863.64	7,000.62	
	Bi-weekly	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,887.92	3,030.72	3,167.83	3,231.06	
	Hourly	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	36.098993	37.883940	39.597925	40.388191	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	76,526.67	80,294.75	83,896.65	85,614.37	1.8055
	Monthly	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,377.22	6,691.23	6,991.39	7,134.53	
	Bi-weekly	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,943.33	3,088.26	3,226.79	3,292.86	
	Hourly	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.791668	38.603244	40.334930	41.160754	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	57,852.12	60,087.23	62,414.54	64,926.60	67,494.04	70,209.40	72,961.58	76,508.10	80,350.13	84,007.44	85,706.90	1.8078
	Monthly	4,821.01	5,007.27	5,201.21	5,410.55	5,624.50	5,850.78	6,080.13	6,375.68	6,695.84	7,000.62	7,142.24	
	Bi-weekly	2,225.08	2,311.05	2,400.56	2,497.18	2,595.92	2,700.36	2,806.21	2,942.62	3,090.39	3,231.06	3,296.42	
	Hourly	27.813521	28.888089	30.006992	31.214712	32.449056	33.754519	35.077681	36.782740	38.629871	40.388191	41.205242	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	78,004.25	81,901.68	85,651.51	87,369.22	1.8390
	Monthly	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,500.35	6,825.14	7,137.63	7,280.77	
	Bi-weekly	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	3,000.16	3,150.06	3,294.29	3,360.35	
	Hourly	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.502043	39.375807	41.178610	42.004432	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	79,611.19	83,490.36	87,313.84	89,050.11	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,634.27	6,957.53	7,276.15	7,420.84	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,061.97	3,211.17	3,358.22	3,425.00	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	38.274609	40.139596	41.977806	42.812553	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	85,134.11	88,976.15	90,768.14	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,094.51	7,414.68	7,564.01	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,274.39	3,422.16	3,491.08	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	40.929862	42.776997	43.638531	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	61,343.25	63,818.17	66,422.75	69,027.33	71,742.37	74,587.08	77,321.01	81,236.69	85,318.85	89,198.03	90,971.14	1.9169
	Monthly	5,111.94	5,318.18	5,535.23	5,752.28	5,978.53	6,215.59	6,443.42	6,769.72	7,109.90	7,433.17	7,580.93	
	Bi-weekly	2,359.36	2,454.54	2,554.72	2,654.90	2,759.32	2,868.73	2,973.89	3,124.49	3,281.49	3,430.69	3,498.89	
	Hourly	29.491949	30.681812	31.934014	33.186215	34.491526	35.859175	37.173563	39.056101	41.018677	42.883668	43.736124	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	82,714.59	86,704.23	90,638.80	92,449.04	1.9550
	Monthly	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,892.88	7,225.35	7,553.23	7,704.09	
	Bi-weekly	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,181.33	3,334.78	3,486.11	3,555.73	
	Hourly	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.766631	41.684724	43.576345	44.446652	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	88,366.87	92,411.90	94,277.53	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,363.91	7,700.99	7,856.46	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,398.73	3,554.30	3,626.06	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,983.85	90,250.74	94,351.49	96,253.93	2.0329
	Monthly	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,165.32	7,520.90	7,862.62	8,021.16	
	Bi-weekly	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,307.07	3,471.18	3,628.90	3,702.07	
	Hourly	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.338389	43.389781	45.361291	46.275930	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	87,609.35	92,097.81	96,291.08	98,230.34	2.0676
	Monthly	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,300.78	7,674.82	8,024.26	8,185.86	
	Bi-weekly	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,369.59	3,542.22	3,703.50	3,778.09	
	Hourly	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	42.119878	44.277794	46.293787	47.226127	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	89,419.59	93,834.09	98,064.17	100,040.58	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,451.63	7,819.51	8,172.01	8,336.72	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,439.22	3,609.00	3,771.70	3,847.71	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.990189	45.112543	47.146237	48.096434	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	91,119.05	95,681.47	100,040.58	102,054.13	2.1472
	Monthly	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,593.25	7,973.46	8,336.72	8,504.51	
	Bi-weekly	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,504.58	3,680.06	3,847.71	3,925.16	
	Hourly	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.807235	46.000708	48.096434	49.064486	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,984.68	97,565.35	102,035.56	104,085.93	2.1940
	Monthly	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,748.72	8,130.45	8,502.96	8,673.83	
	Bi-weekly	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,576.33	3,752.51	3,924.44	4,003.31	
	Hourly	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.704173	46.906419	49.055559	50.041314	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29P	Annual	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,984.68	101,278.04	105,840.46	107,964.79	2.1940
	Monthly	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,748.72	8,439.84	8,820.04	8,997.07	
	Bi-weekly	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,576.33	3,895.31	4,070.79	4,152.49	
	Hourly	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.704173	48.691366	50.884837	51.906149	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	94,831.74	99,523.51	104,030.54	106,117.72	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,902.65	8,293.63	8,669.21	8,843.14	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,647.37	3,827.83	4,001.17	4,081.45	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.592183	47.847840	50.014681	51.018136	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30C	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	94,831.74	102,903.54	107,650.70	109,793.60	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,902.65	8,575.30	8,970.89	9,149.47	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,647.37	3,957.83	4,140.41	4,222.83	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.592183	49.472855	51.755143	52.785383	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	96,734.19	101,610.69	106,247.07	108,352.83	2.2742
	Monthly	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	8,061.18	8,467.56	8,853.92	9,029.40	
	Bi-weekly	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,720.55	3,908.10	4,086.43	4,167.42	
	Hourly	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.506821	48.851295	51.080324	52.092705	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	98,452.22	103,476.32	108,204.91	110,347.49	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,017.08	9,195.62	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,161.73	4,244.13	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	47.332796	49.748230	52.021593	53.051678	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	100,502.26	105,563.51	110,366.06	112,601.16	2.3706
	Monthly	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,375.19	8,796.96	9,197.17	9,383.43	
	Bi-weekly	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,865.47	4,060.14	4,244.85	4,330.81	
	Hourly	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	48.318396	50.751689	53.060604	54.135175	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	102,515.81	107,632.45	112,527.21	114,799.13	2.4162
	Monthly	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,542.99	8,969.37	9,377.27	9,566.59	
	Bi-weekly	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,942.92	4,139.71	4,327.97	4,415.35	
	Hourly	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	49.286449	51.746371	54.099618	55.191890	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	106,450.06	111,862.22	116,960.28	119,324.73	2.5080
	Monthly	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,870.84	9,321.85	9,746.69	9,943.73	
	Bi-weekly	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,094.23	4,302.39	4,498.47	4,589.41	
	Hourly	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	51.177915	53.779912	56.230904	57.367658	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	110,846.32	116,203.08	121,522.69	123,961.12	2.6090
	Monthly	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,237.19	9,683.59	10,126.89	10,330.09	
	Bi-weekly	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,263.32	4,469.35	4,673.95	4,767.74	
	Hourly	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	53.291499	55.866864	58.424372	59.596692	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	115,242.57	120,894.84	126,343.81	128,874.44	2.7112
	Monthly	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,603.55	10,074.57	10,528.65	10,739.54	
	Bi-weekly	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,432.41	4,649.80	4,859.38	4,956.71	
	Hourly	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	55.405083	58.122521	60.742216	61.958867	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	119,731.03	125,715.64	131,478.70	134,138.67	2.8203
	Monthly	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,977.59	10,476.30	10,956.56	11,178.22	
	Bi-weekly	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,605.04	4,835.22	5,056.87	5,159.18	
	Hourly	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	57.562993	60.440212	63.210914	64.489746	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	124,681.49	130,721.50	136,650.72	139,421.47	2.9323
	Monthly	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,390.12	10,893.46	11,387.56	11,618.46	
	Bi-weekly	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,795.44	5,027.75	5,255.80	5,362.36	
	Hourly	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	59.943025	62.846874	65.697462	67.029554	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	129,539.43	136,059.69	142,210.79	145,092.32	3.0489
	Monthly	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,794.95	11,338.31	11,850.90	12,091.03	
	Bi-weekly	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,982.29	5,233.07	5,469.65	5,580.47	
	Hourly	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	62.278571	65.413314	68.370572	69.755924	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	134,785.09	141,435.02	147,881.32	150,873.63	3.1753
	Monthly	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,232.09	11,786.25	12,323.44	12,572.80	
	Bi-weekly	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,184.04	5,439.81	5,687.74	5,802.83	
	Hourly	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	64.800523	67.997605	71.096790	72.535398	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	140,141.85	147,105.55	153,773.73	156,876.81	3.2988
	Monthly	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,678.49	12,258.80	12,814.48	13,073.07	
	Bi-weekly	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,390.07	5,657.91	5,914.37	6,033.72	
	Hourly	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	67.375891	70.723820	73.929677	75.421544	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	145,701.61	152,942.57	159,943.08	163,157.26	3.4287
	Monthly	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,141.80	12,745.21	13,328.59	13,596.44	
	Bi-weekly	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,603.91	5,882.41	6,151.66	6,275.28	
	Hourly	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	70.048851	73.530080	76.895711	78.440990	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	151,464.66	159,111.92	166,371.13	169,714.34	3.5661
	Monthly	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,622.06	13,259.33	13,864.26	14,142.86	
	Bi-weekly	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,825.56	6,119.69	6,398.89	6,527.47	
	Hourly	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	72.819547	76.496114	79.986121	81.593434	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	157,412.46	165,299.84	172,854.57	176,308.88	3.7127
	Monthly	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,117.71	13,774.99	14,404.55	14,692.41	
	Bi-weekly	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,054.33	6,357.69	6,648.25	6,781.11	
	Hourly	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	75.679066	79.471078	83.103158	84.763885	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	163,748.30	171,912.63	179,688.91	183,309.40	3.8558
	Monthly	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,645.69	14,326.05	14,974.08	15,275.78	
	Bi-weekly	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,298.01	6,612.02	6,911.11	7,050.36	
	Hourly	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	78.725144	82.650301	86.388898	88.129518	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	170,213.16	178,691.59	186,800.52	190,531.78	4.0071
	Monthly	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,184.43	14,890.97	15,566.71	15,877.65	
	Bi-weekly	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,546.66	6,872.75	7,184.64	7,328.15	
	Hourly	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	81.833251	85.909416	89.807943	91.601818	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	177,029.27	185,802.87	194,244.47	198,141.90	4.1704
	Monthly	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,752.44	15,483.57	16,187.04	16,511.83	
	Bi-weekly	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,808.82	7,146.26	7,470.94	7,620.84	
	Hourly	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	85.110224	89.328305	93.386764	95.260528	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	184,066.59	193,228.57	202,002.51	206,047.54	4.3349
	Monthly	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,338.88	16,102.38	16,833.54	17,170.63	
	Bi-weekly	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,079.48	7,431.87	7,769.33	7,924.91	
	Hourly	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	88.493554	92.898352	97.116590	99.061315	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	191,436.91	200,949.47	210,074.31	214,304.39	4.5064
	Monthly	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,953.08	16,745.79	17,506.19	17,858.70	
	Bi-weekly	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,362.96	7,728.83	8,079.78	8,242.48	
	Hourly	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	92.036977	96.610323	100.997265	103.030957	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	199,047.03	209,021.59	218,626.69	223,022.62	4.6847
	Monthly	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,587.25	17,418.47	18,218.89	18,585.22	
	Bi-weekly	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,655.65	8,039.29	8,408.72	8,577.79	
	Hourly	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	95.695685	100.491149	105.108985	107.222415	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	197,162.83	207,026.62	217,241.31	227,086.54	231,648.96	4.8752
	Monthly	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,430.24	17,252.22	18,103.44	18,923.88	19,304.08	
	Bi-weekly	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,583.19	7,962.56	8,355.44	8,734.10	8,909.58	
	Hourly	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	94.789820	99.532027	104.442938	109.176221	111.369694	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
28	1	2	12 Months	2,080
28	2	3	12 Months	2,080
28	3	4	12 Months	2,080
28	4	5	12 Months	2,080
28	5	6	5 Years of Continuous Full-Time Service	2,080
28	6	7	9 Years of Continuous Full-Time Service	8,320
28	7	8	13 Years of Continuous Full-Time Service	8,320
28	8	9	17 Years of Continuous Full-Time Service	8,320
28	9	MAX		

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	54,231.64	56,817.66	59,274.31	61,823.51	65,037.38	69,544.41	73,294.24	76,083.23	79,500.63	1.6947
	Monthly	4,519.30	4,734.81	4,939.53	5,151.96	5,419.78	5,795.37	6,107.85	6,340.27	6,625.05	
	Bi-weekly	2,085.83	2,185.29	2,279.78	2,377.83	2,501.44	2,674.79	2,819.01	2,926.28	3,057.72	
	Hourly	26.072905	27.316182	28.497266	29.722843	31.267969	33.434813	35.237613	36.578478	38.221456	

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02S	Annual	54,231.64	56,817.66	59,274.31	61,823.51	65,037.38	69,544.41	73,294.24	76,083.23	79,500.63	1.6947
	Monthly	4,519.30	4,734.81	4,939.53	5,151.96	5,419.78	5,795.37	6,107.85	6,340.27	6,625.05	
	Bi-weekly	2,085.83	2,185.29	2,279.78	2,377.83	2,501.44	2,674.79	2,819.01	2,926.28	3,057.72	
	Hourly	26.072905	27.316182	28.497266	29.722843	31.267969	33.434813	35.237613	36.578478	38.221456	

Grade		1	2	3	4	5	6	7	8	9	Night Diff
03	Annual	58,941.98	61,786.38	64,464.91	67,124.56	70,541.74	75,547.59	79,518.98	82,677.45	86,335.03	1.8419
	Monthly	4,911.83	5,148.87	5,372.08	5,593.71	5,878.48	6,295.63	6,626.58	6,889.79	7,194.59	
	Bi-weekly	2,267.00	2,376.40	2,479.42	2,581.71	2,713.14	2,905.68	3,058.42	3,179.90	3,320.58	
	Hourly	28.337490	29.704988	30.992747	32.271424	33.914298	36.320958	38.230279	39.748774	41.507224	

Grade		1	2	3	4	5	6	7	8	9	Night Diff
03S	Annual	58,941.98	61,786.38	64,464.91	67,124.56	70,541.74	75,547.59	79,518.98	82,677.45	86,335.03	1.8419
	Monthly	4,911.83	5,148.87	5,372.08	5,593.71	5,878.48	6,295.63	6,626.58	6,889.79	7,194.59	
	Bi-weekly	2,267.00	2,376.40	2,479.42	2,581.71	2,713.14	2,905.68	3,058.42	3,179.90	3,320.58	
	Hourly	28.337490	29.704988	30.992747	32.271424	33.914298	36.320958	38.230279	39.748774	41.507224	

Grade		1	2	3	4	5	6	7	8	9	Night Diff
04	Annual	62,617.54	65,425.42	68,454.55	71,243.86	74,919.74	80,202.54	84,413.74	85,909.89	89,715.11	1.9567
	Monthly	5,218.13	5,452.12	5,704.55	5,936.99	6,243.31	6,683.55	7,034.48	7,159.16	7,476.26	
	Bi-weekly	2,408.37	2,516.36	2,632.87	2,740.15	2,881.53	3,084.71	3,246.68	3,304.23	3,450.58	
	Hourly	30.104584	31.454529	32.910839	34.251857	36.019104	38.558915	40.583528	41.302830	43.132262	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
28B	1	2	6	1,040
28B	2	3	6	1,040
28B	3	4	12	2,080
28B	4	5	12	2,080
28B	5	6	12	2,080
28B	6	7	12	2,080
28B	7	8	48	8,320
28B	8	9	48	8,320
28B	9	10	48	8,320
28B	10	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	52,494.96	54,515.42	56,634.13	58,811.67	61,126.59	63,539.43	65,913.18	69,228.44	72,661.37	75,937.21	1.6404
	Monthly	4,374.58	4,542.95	4,719.51	4,900.97	5,093.88	5,294.95	5,492.77	5,769.04	6,055.12	6,328.10	
	Bi-weekly	2,019.04	2,096.75	2,178.24	2,261.99	2,351.02	2,443.82	2,535.12	2,662.63	2,794.67	2,920.66	
	Hourly	25.237963	26.209335	27.227946	28.274842	29.387783	30.547804	31.689028	33.282905	34.933353	36.508275	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
21	Annual	51,540.51	53,524.22	55,604.42	57,742.37	60,015.20	62,384.17	64,714.75	67,969.75	71,340.26	74,556.53	1.6106
	Monthly	4,295.04	4,460.35	4,633.70	4,811.86	5,001.27	5,198.68	5,392.90	5,664.15	5,945.02	6,213.04	
	Bi-weekly	1,982.33	2,058.62	2,138.63	2,220.86	2,308.28	2,399.39	2,489.03	2,614.22	2,743.86	2,867.56	
	Hourly	24.779092	25.732800	26.732894	27.760755	28.853459	29.992389	31.112861	32.677766	34.298202	35.844487	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
22	Annual	56,282.24	58,448.46	60,720.03	63,054.67	65,536.59	68,123.52	70,668.51	74,222.97	77,903.56	81,415.74	1.7588
	Monthly	4,690.19	4,870.71	5,060.00	5,254.56	5,461.38	5,676.96	5,889.04	6,185.25	6,491.96	6,784.65	
	Bi-weekly	2,164.70	2,248.02	2,335.39	2,425.18	2,520.64	2,620.14	2,718.02	2,854.73	2,996.29	3,131.37	
	Hourly	27.058768	28.100219	29.192323	30.314743	31.507975	32.751690	33.975246	35.684118	37.453636	39.142181	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
24	Annual	57,742.37	60,015.20	62,384.17	64,714.75	67,237.63	69,895.71	72,457.31	76,213.08	79,891.74	83,531.99	1.8044
	Monthly	4,811.86	5,001.27	5,198.68	5,392.90	5,603.14	5,824.64	6,038.11	6,351.09	6,657.65	6,961.00	
	Bi-weekly	2,220.86	2,308.28	2,399.39	2,489.03	2,586.06	2,688.30	2,786.82	2,931.27	3,072.76	3,212.77	
	Hourly	27.760755	28.853459	29.992389	31.112861	32.325782	33.603705	34.835245	36.640903	38.409488	40.159612	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
29A	1	2	6 Months	1,040
29A	2	3	6 Months	1,040
29A	3	4	12 Months	2,080
29A	4	5	12 Months	2,080
29A	5	6	12 Months	2,080
29A	6	7	5 Years of Continuous Full-Time Service	2,080
29A	7	8	9 Years of Continuous Full-Time Service	8,320
29A	8	9	13 Years of Continuous Full-Time Service	8,320
29A	9	10	17 Years of Continuous Full-Time Service	8,320
29A	10	11	21 Years of Continuous Full-Time Service	8,320
29A	11	MAX		

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.

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	55,967.93	58,184.46	60,548.92	62,987.01	65,351.46	67,937.48	70,597.45	74,162.21	77,764.13	81,310.65	82,972.97	1.7489
	Monthly	4,663.99	4,848.71	5,045.74	5,248.92	5,445.96	5,661.46	5,883.12	6,180.18	6,480.34	6,775.89	6,914.41	
	Bi-weekly	2,152.61	2,237.86	2,328.80	2,422.58	2,513.52	2,612.98	2,715.29	2,852.39	2,990.93	3,127.33	3,191.27	
	Hourly	26.907657	27.973298	29.110057	30.282216	31.418972	32.662248	33.941080	35.654910	37.386600	39.091659	39.890849	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	60,548.92	62,987.01	65,351.46	67,937.48	70,597.45	73,349.62	76,304.80	80,091.44	84,118.22	87,923.44	89,678.29	1.8921
	Monthly	5,045.74	5,248.92	5,445.96	5,661.46	5,883.12	6,112.47	6,358.73	6,674.29	7,009.85	7,326.95	7,473.19	
	Bi-weekly	2,328.80	2,422.58	2,513.52	2,612.98	2,715.29	2,821.14	2,934.80	3,080.44	3,235.32	3,381.67	3,449.16	
	Hourly	29.110057	30.282216	31.418972	32.662248	33.941080	35.264242	36.684998	38.505500	40.441451	42.270883	43.114560	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	69,267.46	71,871.72	74,679.61	77,764.13	80,978.31	84,062.83	87,443.18	91,654.70	96,291.08	100,724.15	102,737.37	2.1646
	Monthly	5,772.29	5,989.31	6,223.30	6,480.34	6,748.19	7,005.24	7,286.93	7,637.89	8,024.26	8,393.68	8,561.45	
	Bi-weekly	2,664.13	2,764.30	2,872.29	2,990.93	3,114.55	3,233.19	3,363.20	3,525.18	3,703.50	3,874.01	3,951.44	
	Hourly	33.301662	34.553712	35.903659	37.386600	38.931881	40.414822	42.039991	44.064757	46.293787	48.425070	49.392967	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
30	1	2	12	2,080
30	2	3	12	2,080
30	3	4	12	2,080
30	4	5	24	4,160
30	5	6	24	4,160
30	6	7	24	4,160
30	7	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	66,107.82	71,868.80	77,629.79	83,390.77	89,151.75	94,912.73	100,651.64	2.0658
	Monthly	5,508.99	5,989.07	6,469.15	6,949.23	7,429.31	7,909.39	8,387.64	
	Bi-weekly	2,542.61	2,764.18	2,985.76	3,207.34	3,428.91	3,650.49	3,871.22	
	Hourly	31.782606	34.552309	37.322012	40.091715	42.861418	45.631121	48.390211	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
34A	1	2	6	1,040
34A	2	3	6	1,040
34A	3	4	12	2,080
34A	4	5	12	2,080
34A	5	6	24	4,160
34A	6	7	48	8,320
34A	7	8	48	8,320
34A	8	9	48	8,320
34A	9	10	48	8,320
34A	10	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
08	Annual	35,409.50	36,332.87	37,311.95	38,217.07	39,436.28	40,470.42	41,560.28	42,834.88	44,700.51	45,605.63	1.1065
	Monthly	2,950.79	3,027.74	3,109.33	3,184.76	3,286.36	3,372.54	3,463.36	3,569.57	3,725.04	3,800.47	
	Bi-weekly	1,361.90	1,397.42	1,435.07	1,469.89	1,516.78	1,556.55	1,598.47	1,647.50	1,719.25	1,754.06	
	Hourly	17.023796	17.467726	17.938435	18.373592	18.959749	19.456932	19.980906	20.593691	21.490629	21.925784	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
09	Annual	36,332.87	37,311.95	38,217.07	39,436.28	40,470.42	41,560.28	42,834.88	43,924.74	45,919.71	46,824.83	1.1354
	Monthly	3,027.74	3,109.33	3,184.76	3,286.36	3,372.54	3,463.36	3,569.57	3,660.40	3,826.64	3,902.07	
	Bi-weekly	1,397.42	1,435.07	1,469.89	1,516.78	1,556.55	1,598.47	1,647.50	1,689.41	1,766.14	1,800.96	
	Hourly	17.467726	17.938435	18.373592	18.959749	19.456932	19.980906	20.593691	21.117661	22.076785	22.511939	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10	Annual	37,311.95	38,217.07	39,436.28	40,470.42	41,560.28	42,834.88	43,924.74	45,420.89	47,415.87	48,339.24	1.1659
	Monthly	3,109.33	3,184.76	3,286.36	3,372.54	3,463.36	3,569.57	3,660.40	3,785.07	3,951.32	4,028.27	
	Bi-weekly	1,435.07	1,469.89	1,516.78	1,556.55	1,598.47	1,647.50	1,689.41	1,746.96	1,823.69	1,859.20	
	Hourly	17.938435	18.373592	18.959749	19.456932	19.980906	20.593691	21.117661	21.836965	22.796091	23.240020	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10M	Annual	37,755.38	38,752.71	39,824.00	40,932.43	42,225.27	43,315.13	44,737.32	46,067.31	48,099.11	49,059.62	1.1798
	Monthly	3,146.28	3,229.39	3,318.67	3,411.04	3,518.77	3,609.59	3,728.11	3,838.94	4,008.26	4,088.30	
	Bi-weekly	1,452.13	1,490.49	1,531.69	1,574.32	1,624.05	1,665.97	1,720.67	1,771.82	1,849.97	1,886.91	
	Hourly	18.151625	18.631110	19.146155	19.679051	20.300612	20.824582	21.508329	22.147744	23.124570	23.586356	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
11	Annual	38,217.07	39,436.28	40,470.42	41,560.28	42,834.88	43,924.74	45,420.89	46,806.27	48,912.02	49,890.78	1.1942
	Monthly	3,184.76	3,286.36	3,372.54	3,463.36	3,569.57	3,660.40	3,785.07	3,900.52	4,076.00	4,157.57	
	Bi-weekly	1,469.89	1,516.78	1,556.55	1,598.47	1,647.50	1,689.41	1,746.96	1,800.24	1,881.23	1,918.88	
	Hourly	18.373592	18.959749	19.456932	19.980906	20.593691	21.117661	21.836965	22.503012	23.515393	23.985952	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
12	Annual	39,436.28	40,470.42	41,560.28	42,834.88	43,924.74	45,420.89	46,806.27	48,191.64	50,334.22	51,350.11	1.2323
	Monthly	3,286.36	3,372.54	3,463.36	3,569.57	3,660.40	3,785.07	3,900.52	4,015.97	4,194.52	4,279.18	
	Bi-weekly	1,516.78	1,556.55	1,598.47	1,647.50	1,689.41	1,746.96	1,800.24	1,853.52	1,935.93	1,975.00	
	Hourly	18.959749	19.456932	19.980906	20.593691	21.117661	21.836965	22.503012	23.169059	24.199142	24.687554	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	40,470.42	41,560.28	42,834.88	43,924.74	45,420.89	46,806.27	48,191.64	49,927.92	52,070.50	53,123.53	1.2647
	Monthly	3,372.54	3,463.36	3,569.57	3,660.40	3,785.07	3,900.52	4,015.97	4,160.66	4,339.21	4,426.96	
	Bi-weekly	1,556.55	1,598.47	1,647.50	1,689.41	1,746.96	1,800.24	1,853.52	1,920.30	2,002.71	2,043.21	
	Hourly	19.456932	19.980906	20.593691	21.117661	21.836965	22.503012	23.169059	24.003806	25.033892	25.540160	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
14	Annual	41,560.28	42,834.88	43,924.74	45,420.89	46,806.27	48,191.64	49,927.92	51,608.81	53,862.17	54,933.46	1.2987
	Monthly	3,463.36	3,569.57	3,660.40	3,785.07	3,900.52	4,015.97	4,160.66	4,300.73	4,488.51	4,577.79	
	Bi-weekly	1,598.47	1,647.50	1,689.41	1,746.96	1,800.24	1,853.52	1,920.30	1,984.95	2,071.62	2,112.83	
	Hourly	19.980906	20.593691	21.117661	21.836965	22.503012	23.169059	24.003806	24.811929	25.895273	26.410316	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
14M	Annual	42,225.27	43,315.13	44,737.32	46,067.31	47,508.08	49,022.80	50,703.69	52,661.53	55,007.42	56,078.71	1.3195
	Monthly	3,518.77	3,609.59	3,728.11	3,838.94	3,959.01	4,085.23	4,225.31	4,388.46	4,583.95	4,673.23	
	Bi-weekly	1,624.05	1,665.97	1,720.67	1,771.82	1,827.23	1,885.49	1,950.14	2,025.44	2,115.67	2,156.87	
	Hourly	20.300612	20.824582	21.508329	22.147744	22.840423	23.568654	24.376776	25.318043	26.445873	26.960917	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
15	Annual	42,834.88	43,924.74	45,420.89	46,806.27	48,191.64	49,927.92	51,608.81	53,437.30	55,820.33	56,928.43	1.3385
	Monthly	3,569.57	3,660.40	3,785.07	3,900.52	4,015.97	4,160.66	4,300.73	4,453.11	4,651.69	4,744.04	
	Bi-weekly	1,647.50	1,689.41	1,746.96	1,800.24	1,853.52	1,920.30	1,984.95	2,055.28	2,146.94	2,189.55	
	Hourly	20.593691	21.117661	21.836965	22.503012	23.169059	24.003806	24.811929	25.691011	26.836695	27.369437	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
15V	Annual	44,940.63	46,270.62	47,434.12	49,004.23	50,297.40	51,996.54	53,511.26	55,192.15	57,685.96	58,831.20	1.4043
	Monthly	3,745.05	3,855.89	3,952.84	4,083.69	4,191.45	4,333.05	4,459.27	4,599.35	4,807.16	4,902.60	
	Bi-weekly	1,728.49	1,779.64	1,824.39	1,884.78	1,934.52	1,999.87	2,058.13	2,122.77	2,218.69	2,262.74	
	Hourly	21.606073	22.245490	22.804866	23.559726	24.181441	24.998337	25.726567	26.534687	27.733633	28.284231	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
16	Annual	43,924.74	45,420.89	46,806.27	48,191.64	49,927.92	51,608.81	53,437.30	55,376.89	57,888.95	59,052.76	1.3726
	Monthly	3,660.40	3,785.07	3,900.52	4,015.97	4,160.66	4,300.73	4,453.11	4,614.74	4,824.08	4,921.06	
	Bi-weekly	1,689.41	1,746.96	1,800.24	1,853.52	1,920.30	1,984.95	2,055.28	2,129.88	2,226.50	2,271.26	
	Hourly	21.117661	21.836965	22.503012	23.169059	24.003806	24.811929	25.691011	26.623505	27.831224	28.390751	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17	Annual	45,420.89	46,806.27	48,191.64	49,927.92	51,608.81	53,437.30	55,376.89	57,223.95	59,791.71	60,992.35	1.4194
	Monthly	3,785.07	3,900.52	4,015.97	4,160.66	4,300.73	4,453.11	4,614.74	4,768.66	4,982.64	5,082.70	
	Bi-weekly	1,746.96	1,800.24	1,853.52	1,920.30	1,984.95	2,055.28	2,129.88	2,200.92	2,299.68	2,345.86	
	Hourly	21.836965	22.503012	23.169059	24.003806	24.811929	25.691011	26.623505	27.511514	28.746015	29.323246	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17C	Annual	47,360.48	48,764.11	50,057.27	51,645.63	53,068.14	54,730.47	56,503.57	58,221.60	60,789.04	62,008.25	1.4800
	Monthly	3,946.71	4,063.68	4,171.44	4,303.80	4,422.35	4,560.87	4,708.63	4,851.80	5,065.75	5,167.35	
	Bi-weekly	1,821.56	1,875.54	1,925.28	1,986.37	2,041.08	2,105.02	2,173.21	2,239.29	2,338.04	2,384.93	
	Hourly	22.769460	23.444282	24.065995	24.829630	25.513531	26.312727	27.165177	27.991156	29.225502	29.811658	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	46,806.27	48,191.64	49,927.92	51,608.81	53,437.30	55,376.89	57,223.95	59,274.31	61,915.72	63,153.50	1.4626
	Monthly	3,900.52	4,015.97	4,160.66	4,300.73	4,453.11	4,614.74	4,768.66	4,939.53	5,159.64	5,262.79	
	Bi-weekly	1,800.24	1,853.52	1,920.30	1,984.95	2,055.28	2,129.88	2,200.92	2,279.78	2,381.37	2,428.98	
	Hourly	22.503012	23.169059	24.003806	24.811929	25.691011	26.623505	27.511514	28.497266	29.767173	30.362257	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
19	Annual	48,191.64	49,927.92	51,608.81	53,437.30	55,376.89	57,223.95	59,274.31	61,398.65	64,076.87	65,351.46	1.5059
	Monthly	4,015.97	4,160.66	4,300.73	4,453.11	4,614.74	4,768.66	4,939.53	5,116.55	5,339.74	5,445.96	
	Bi-weekly	1,853.52	1,920.30	1,984.95	2,055.28	2,129.88	2,200.92	2,279.78	2,361.49	2,464.49	2,513.52	
	Hourly	23.169059	24.003806	24.811929	25.691011	26.623505	27.511514	28.497266	29.518581	30.806185	31.418972	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
20	Annual	49,927.92	51,608.81	53,437.30	55,376.89	57,223.95	59,274.31	61,398.65	63,522.65	66,348.79	67,660.21	1.5602
	Monthly	4,160.66	4,300.73	4,453.11	4,614.74	4,768.66	4,939.53	5,116.55	5,293.55	5,529.07	5,638.35	
	Bi-weekly	1,920.30	1,984.95	2,055.28	2,129.88	2,200.92	2,279.78	2,361.49	2,443.18	2,551.88	2,602.32	
	Hourly	24.003806	24.811929	25.691011	26.623505	27.511514	28.497266	29.518581	30.539737	31.898456	32.528946	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
34C	1	2	6	1,040
34C	2	3	6	1,040
34C	3	4	12	2,080
34C	4	5	12	2,080
34C	5	6	12	2,080
34C	6	7	12	2,080
34C	7	8	48	8,320
34C	8	9	48	8,320
34C	9	10	48	8,320
34C	10	11	48	8,320
34C	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20R	Annual	51,553.42	53,400.48	55,561.63	57,722.77	59,994.70	62,266.63	64,667.90	67,844.95	71,742.37	73,534.36	74,993.38	1.6110
	Monthly	4,296.12	4,450.04	4,630.14	4,810.23	4,999.56	5,188.89	5,388.99	5,653.75	5,978.53	6,127.86	6,249.45	
	Bi-weekly	1,982.82	2,053.86	2,136.99	2,220.11	2,307.49	2,394.87	2,487.23	2,609.42	2,759.32	2,828.24	2,884.36	
	Hourly	24.785300	25.673309	26.712320	27.751333	28.843606	29.935878	31.090336	32.617763	34.491526	35.353059	36.054510	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
35	1	2	12	2,080
35	2	3	24	4,160
35	3	4	24	4,160
35	4	5	36	6,240
35	5	MAX		

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

Effective January 6, 2024

Report ID: RCHR093A
As Of Date: 01/06/2024
Salary Plan: 35 LELS 423/Sergeants

Grade		1	2	3	4	5	Night Diff
01	Annual	99,702.51	104,690.95	109,679.38	114,645.75	119,634.19	3.1157
	Monthly	8,308.54	8,724.25	9,139.95	9,553.81	9,969.52	
	Bi-weekly	3,834.71	4,026.57	4,218.44	4,409.45	4,601.31	
	Hourly	47.933900	50.332187	52.730473	55.118149	57.516436	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
36	1	2	6	1,040
36	2	3	6	1,040
36	3	4	12	2,080
36	4	5	12	2,080
36	5	6	12	2,080
36	6	7	12	2,080
36	7	8	5 Years of Continuous Full-Time Service	8,320
36	8	9	9 Years of Continuous Full-Time Service	8,320
36	9	10	13 Years of Continuous Full-Time Service	8,320
36	10	11	19 Years of Continuous Full-Time Service	8,320
36	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,568.00	70,209.40	72,795.41	75,880.25	78,890.80	81,994.21	85,318.85	89,438.16	93,871.23	98,101.00	100,077.41	2.1115
	Monthly	5,630.67	5,850.78	6,066.28	6,323.35	6,574.23	6,832.85	7,109.90	7,453.18	7,822.60	8,175.08	8,339.78	
	Bi-weekly	2,598.77	2,700.36	2,799.82	2,918.47	3,034.26	3,153.62	3,281.49	3,439.93	3,610.43	3,773.12	3,849.13	
	Hourly	32.484615	33.754519	34.997793	36.480890	37.928270	39.420292	41.018677	42.999115	45.130398	47.163940	48.114138	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
37	1	2	6	1,040
37	2	3	6	1,040
37	3	4	12	2,080
37	4	5	12	2,080
37	5	6	24	4,160
37	6	7	48	8,320
37	7	8	48	8,320
37	8	9	48	8,320
37	9	10	48	8,320
37	10	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23	Annual	48,579.37	50,057.27	51,479.46	53,049.57	54,637.94	56,374.22	58,258.43	65,517.63	68,491.69	69,858.50	1.5181
	Monthly	4,048.28	4,171.44	4,289.96	4,420.80	4,553.16	4,697.85	4,854.87	5,459.80	5,707.64	5,821.54	
	Bi-weekly	1,868.44	1,925.28	1,979.98	2,040.37	2,101.46	2,168.24	2,240.71	2,519.91	2,634.30	2,686.87	
	Hourly	23.355465	24.065995	24.749741	25.504603	26.268241	27.102992	28.008858	31.498861	32.928696	33.585815	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
24	Annual	50,518.95	51,922.90	53,548.40	55,155.33	56,910.18	58,831.20	60,678.26	70,006.10	73,220.27	74,697.86	1.5787
	Monthly	4,209.91	4,326.91	4,462.37	4,596.28	4,742.52	4,902.60	5,056.52	5,833.84	6,101.69	6,224.82	
	Bi-weekly	1,943.04	1,997.03	2,059.55	2,121.36	2,188.85	2,262.74	2,333.78	2,692.54	2,816.16	2,872.99	
	Hourly	24.287957	24.962933	25.744423	26.516987	27.360665	28.284231	29.172242	33.656778	35.202055	35.912432	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
26	Annual	56,208.05	57,888.95	59,791.71	61,804.94	63,652.00	65,997.89	68,436.30	70,855.82	74,070.01	75,566.16	1.7565
	Monthly	4,684.00	4,824.08	4,982.64	5,150.41	5,304.33	5,499.82	5,703.03	5,904.65	6,172.50	6,297.18	
	Bi-weekly	2,161.85	2,226.50	2,299.68	2,377.11	2,448.15	2,538.38	2,632.17	2,725.22	2,848.85	2,906.39	
	Hourly	27.023101	27.831224	28.746015	29.713913	30.601925	31.729754	32.902066	34.065299	35.610582	36.329885	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
38	1	2	24	4,160
38	2	3	24	4,160
38	3	4	24	4,160
38	4	5	36	6,240
38	5	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	Night Diff
31	Annual	123,894.22	130,074.59	136,277.02	142,479.46	148,681.90	3.8716
	Monthly	10,324.52	10,839.55	11,356.42	11,873.29	12,390.16	
	Bi-weekly	4,765.16	5,002.87	5,241.42	5,479.98	5,718.53	
	Hourly	59.564530	62.535859	65.517799	68.499740	71.481681	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
39	1	2	6	1,040
39	2	3	6	1,040
39	3	4	12	2,080
39	4	5	12	2,080
39	5	6	12	2,080
39	6	7	12	2,080
39	7	8	48	8,320
39	8	9	48	8,320
39	9	10	48	8,320
39	10	11	48	8,320
39	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	73,700.53	77,265.30	80,719.62	82,345.11	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,141.71	6,438.78	6,726.64	6,862.09	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,834.64	2,971.74	3,104.60	3,167.12	
	Hourly	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	35.432947	37.146781	38.807508	39.588997	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	79,611.19	83,490.36	87,313.84	89,050.11	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,634.27	6,957.53	7,276.15	7,420.84	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,061.97	3,211.17	3,358.22	3,425.00	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	38.274609	40.139596	41.977806	42.812553	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	87,609.35	92,097.81	96,291.08	98,230.34	2.0676
	Monthly	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,300.78	7,674.82	8,024.26	8,185.86	
	Bi-weekly	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,369.59	3,542.22	3,703.50	3,778.09	
	Hourly	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	42.119878	44.277794	46.293787	47.226127	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	89,419.59	93,834.09	98,064.17	100,040.58	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,451.63	7,819.51	8,172.01	8,336.72	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,439.22	3,609.00	3,771.70	3,847.71	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.990189	45.112543	47.146237	48.096434	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	94,831.74	99,523.51	104,030.54	106,117.72	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,902.65	8,293.63	8,669.21	8,843.14	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,647.37	3,827.83	4,001.17	4,081.45	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.592183	47.847840	50.014681	51.018136	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
40	1	2	6	1,040
40	2	3	6	1,040
40	3	4	12	2,080
40	4	5	12	2,080
40	5	6	12	2,080
40	6	7	12	2,080
40	7	8	48	8,320
40	8	9	48	8,320
40	9	10	48	8,320
40	10	11	48	8,320
40	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	63,712.52	66,230.04	68,843.83	71,496.27	74,475.18	77,415.79	80,452.67	84,450.31	90,353.86	94,431.46	96,333.33	1.9910
	Monthly	5,309.38	5,519.17	5,736.99	5,958.02	6,206.27	6,451.32	6,704.39	7,037.53	7,529.49	7,869.29	8,027.78	
	Bi-weekly	2,450.48	2,547.31	2,647.84	2,749.86	2,864.43	2,977.53	3,094.33	3,248.09	3,475.15	3,631.98	3,705.13	
	Hourly	30.631017	31.841363	33.097996	34.373207	35.805376	37.219128	38.679168	40.601112	43.439355	45.399741	46.314099	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	65,096.04	67,690.84	70,266.33	73,053.02	75,724.45	78,934.22	82,067.05	86,070.74	92,020.24	96,196.05	98,117.28	2.0342
	Monthly	5,424.67	5,640.90	5,855.53	6,087.75	6,310.37	6,577.85	6,838.92	7,172.56	7,668.35	8,016.34	8,176.44	
	Bi-weekly	2,503.69	2,603.49	2,702.55	2,809.73	2,912.48	3,035.93	3,156.43	3,310.41	3,539.24	3,699.85	3,773.74	
	Hourly	31.296171	32.543674	33.781887	35.121646	36.405986	37.949144	39.455314	41.380161	44.240501	46.248099	47.171767	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	68,843.83	71,496.27	74,475.18	77,415.79	80,452.67	83,508.54	86,871.90	91,157.70	97,744.51	102,194.87	104,253.05	2.1513
	Monthly	5,736.99	5,958.02	6,206.27	6,451.32	6,704.39	6,959.05	7,239.33	7,596.48	8,145.38	8,516.24	8,687.75	
	Bi-weekly	2,647.84	2,749.86	2,864.43	2,977.53	3,094.33	3,211.87	3,341.23	3,506.07	3,759.40	3,930.57	4,009.73	
	Hourly	33.097996	34.373207	35.805376	37.219128	38.679168	40.148335	41.765334	43.825819	46.992553	49.132151	50.121657	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	70,266.33	73,053.02	75,724.45	78,934.22	81,523.99	85,276.50	88,736.13	93,041.26	99,587.25	104,076.69	106,174.27	2.1958
	Monthly	5,855.53	6,087.75	6,310.37	6,577.85	6,793.67	7,106.38	7,394.68	7,753.44	8,298.94	8,673.06	8,847.86	
	Bi-weekly	2,702.55	2,809.73	2,912.48	3,035.93	3,135.54	3,279.87	3,412.93	3,578.51	3,830.28	4,002.95	4,083.63	
	Hourly	33.781887	35.121646	36.405986	37.949144	39.194225	40.998315	42.661600	44.731376	47.878485	50.036869	51.045323	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	77,415.79	80,452.67	83,508.54	86,871.90	90,273.55	93,906.09	97,634.56	102,439.73	109,820.67	114,839.17	117,113.12	2.4192
	Monthly	6,451.32	6,704.39	6,959.05	7,239.33	7,522.80	7,825.51	8,136.21	8,536.64	9,151.72	9,569.93	9,759.43	
	Bi-weekly	2,977.53	3,094.33	3,211.87	3,341.23	3,472.06	3,611.77	3,755.18	3,939.99	4,223.87	4,416.89	4,504.35	
	Hourly	37.219128	38.679168	40.148335	41.765334	43.400747	45.147157	46.939694	49.249870	52.798400	55.211141	56.304383	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	78,934.22	82,067.05	85,276.50	88,736.13	92,003.53	95,827.96	99,691.35	104,572.81	112,035.83	117,132.83	119,504.97	2.4666
	Monthly	6,577.85	6,838.92	7,106.38	7,394.68	7,666.96	7,985.66	8,307.61	8,714.40	9,336.32	9,761.07	9,958.75	
	Bi-weekly	3,035.93	3,156.43	3,279.87	3,412.93	3,538.60	3,685.69	3,834.28	4,022.03	4,309.07	4,505.11	4,596.34	
	Hourly	37.949144	39.455314	40.998315	42.661600	44.232468	46.071132	47.928532	50.275389	53.863381	56.313859	57.454311	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
41	1	2	6	1,040
41	2	3	6	1,040
41	3	4	12	2,080
41	4	5	12	2,080
41	5	6	12	2,080
41	6	7	12	2,080
41	7	8	48	8,320
41	8	9	48	8,320
41	9	10	48	8,320
41	10	11	48	8,320
41	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	64,625.68	67,176.15	69,764.34	72,671.09	75,540.46	78,503.78	81,485.62	87,410.45	89,718.61	93,825.51	97,400.75	2.0195
	Monthly	5,385.47	5,598.01	5,813.70	6,055.93	6,295.04	6,541.98	6,790.47	7,284.20	7,476.55	7,818.79	8,116.73	
	Bi-weekly	2,485.60	2,583.70	2,683.24	2,795.04	2,905.40	3,019.38	3,134.06	3,361.94	3,450.72	3,608.67	3,746.18	
	Hourly	31.070037	32.296227	33.540550	34.938026	36.317531	37.742202	39.175781	42.024256	43.133947	45.108418	46.827282	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
42	1	2	6	1,040
42	2	3	6	1,040
42	3	4	12	2,080
42	4	5	12	2,080
42	5	6	12	2,080
42	6	7	12	2,080
42	7	8	48	8,320
42	8	9	48	8,320
42	9	10	48	8,320
42	10	11	48	8,320
42	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	74,402.35	77,321.02	80,257.93	83,490.36	86,759.63	90,250.75	93,834.09	98,452.22	103,476.32	109,286.97	113,657.91	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,107.25	9,471.49	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,203.34	4,371.46	
	Hourly	35.770359	37.173565	38.585544	40.139598	41.711359	43.389784	45.112544	47.332797	49.748232	52.541811	54.643228	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
43	1	2	6	1,040
43	2	3	6	1,040
43	3	4	12	2,080
43	4	5	12	2,080
43	5	6	12	2,080
43	6	7	12	2,080
43	7	8	48	8,320
43	8	9	48	8,320
43	9	10	48	8,320
43	10	11	48	8,320
43	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	55,617.02	57,778.17	60,105.48	62,063.64	65,055.94	67,531.17	70,209.40	73,700.53	74,457.73	77,819.52	79,371.06	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,171.97	5,421.33	5,627.60	5,850.78	6,141.71	6,204.81	6,484.96	6,614.26	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,387.06	2,502.15	2,597.35	2,700.36	2,834.64	2,863.76	2,993.06	3,052.73	
	Hourly	26.738950	27.777964	28.896866	29.838287	31.276895	32.466910	33.754519	35.432947	35.796987	37.413229	38.159162	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	55,617.02	57,778.17	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	73,700.53	77,265.30	80,719.62	82,345.11	1.7380
	Monthly	4,634.75	4,814.85	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,141.71	6,438.78	6,726.64	6,862.09	
	Bi-weekly	2,139.12	2,222.24	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,834.64	2,971.74	3,104.60	3,167.12	
	Hourly	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	35.432947	37.146781	38.807508	39.588997	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	78,004.25	81,901.68	85,651.51	87,369.22	1.8390
	Monthly	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,500.35	6,825.14	7,137.63	7,280.77	
	Bi-weekly	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	3,000.16	3,150.06	3,294.29	3,360.35	
	Hourly	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.502043	39.375807	41.178610	42.004432	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	79,611.19	83,490.36	87,313.84	89,050.11	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,634.27	6,957.53	7,276.15	7,420.84	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,061.97	3,211.17	3,358.22	3,425.00	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	38.274609	40.139596	41.977806	42.812553	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	88,366.87	92,411.90	94,277.53	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,363.91	7,700.99	7,856.46	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,398.73	3,554.30	3,626.06	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	89,419.59	93,834.09	98,064.17	97,839.20	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,451.63	7,819.51	8,172.01	8,153.27	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,439.22	3,609.00	3,771.70	3,763.05	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.990189	45.112543	47.146237	47.038077	

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 Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
98A	1	2	6	1,040
98A	2	3	6	1,040
98A	3	4	12	2,080
98A	4	5	12	2,080
98A	5	6	12	2,080
98A	6	7	12	2,080
98A	7	8	48	8,320
98A	8	9	48	8,320
98A	9	10	48	8,320
98A	10	11	48	8,320
98A	11	MAX		

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

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
00	Annual	36,480.79	37,515.25	38,586.54	39,787.18	41,135.42	42,483.97	43,869.34	45,827.19	47,766.77	49,927.92	50,907.00	1.1400
	Monthly	3,040.07	3,126.27	3,215.55	3,315.60	3,427.95	3,540.33	3,655.78	3,818.93	3,980.56	4,160.66	4,242.25	
	Bi-weekly	1,403.11	1,442.89	1,484.10	1,530.28	1,582.13	1,634.00	1,687.28	1,762.58	1,837.18	1,920.30	1,957.96	
	Hourly	17.538841	18.036180	18.551223	19.128451	19.776645	20.424986	21.091031	22.032302	22.964794	24.003806	24.474520	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	40,156.66	41,874.37	43,684.61	45,531.67	47,452.69	49,466.24	51,534.85	53,714.57	56,005.07	58,553.94	59,736.01	1.2548
	Monthly	3,346.39	3,489.53	3,640.38	3,794.31	3,954.39	4,122.19	4,294.57	4,476.21	4,667.09	4,879.50	4,978.00	
	Bi-weekly	1,544.49	1,610.55	1,680.18	1,751.22	1,825.10	1,902.55	1,982.11	2,065.95	2,154.04	2,252.07	2,297.54	
	Hourly	19.306085	20.131907	21.002217	21.890224	22.813792	23.781846	24.776370	25.824313	26.925513	28.150933	28.719234	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	42,151.31	43,998.70	45,919.71	47,951.51	50,038.70	52,236.67	54,490.34	56,891.62	59,422.24	62,063.64	63,319.67	1.3172
	Monthly	3,512.61	3,666.56	3,826.64	3,995.96	4,169.89	4,353.06	4,540.86	4,740.97	4,951.85	5,171.97	5,276.64	
	Bi-weekly	1,621.20	1,692.26	1,766.14	1,844.29	1,924.57	2,009.10	2,095.78	2,188.14	2,285.47	2,387.06	2,435.37	
	Hourly	20.265053	21.153219	22.076785	23.053611	24.057067	25.113784	26.197277	27.351739	28.568383	29.838287	30.442147	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	44,312.46	46,307.44	48,302.42	50,482.13	52,716.92	55,099.95	57,501.22	60,068.66	62,710.06	65,554.77	66,866.19	1.3847
	Monthly	3,692.71	3,858.95	4,025.20	4,206.84	4,393.08	4,591.66	4,791.77	5,005.72	5,225.84	5,462.90	5,572.18	
	Bi-weekly	1,704.33	1,781.06	1,857.79	1,941.62	2,027.57	2,119.23	2,211.59	2,310.33	2,411.93	2,521.34	2,571.78	
	Hourly	21.304067	22.263193	23.222317	24.270256	25.344672	26.490358	27.644816	28.879162	30.149067	31.516716	32.147207	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	46,806.27	48,893.45	51,091.42	53,381.91	55,820.33	58,313.81	60,918.39	63,670.57	66,588.92	69,562.98	70,985.17	1.4626
	Monthly	3,900.52	4,074.45	4,257.62	4,448.49	4,651.69	4,859.48	5,076.53	5,305.88	5,549.08	5,796.92	5,915.43	
	Bi-weekly	1,800.24	1,880.52	1,965.05	2,053.15	2,146.94	2,242.84	2,343.01	2,448.87	2,561.11	2,675.50	2,730.20	
	Hourly	22.503012	23.506466	24.563181	25.664379	26.836695	28.035487	29.287687	30.610851	32.013902	33.443739	34.127487	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	47,212.56	49,373.71	51,553.42	53,862.17	56,318.83	58,886.59	61,490.86	64,298.43	67,235.67	70,283.36	71,686.99	1.4753
	Monthly	3,934.38	4,114.48	4,296.12	4,488.51	4,693.24	4,907.22	5,124.24	5,358.20	5,602.97	5,856.95	5,973.92	
	Bi-weekly	1,815.87	1,898.99	1,982.82	2,071.62	2,166.11	2,264.87	2,365.03	2,473.02	2,585.99	2,703.21	2,757.19	
	Hourly	22.698347	23.737360	24.785300	25.895273	27.076359	28.310862	29.562911	30.912705	32.324839	33.790077	34.464897	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	49,558.45	51,793.55	54,194.83	56,651.49	59,274.31	62,008.25	64,871.21	67,808.13	70,911.21	74,106.83	75,602.98	1.5487
	Monthly	4,129.87	4,316.13	4,516.24	4,720.96	4,939.53	5,167.35	5,405.93	5,650.68	5,909.27	6,175.57	6,300.25	
	Bi-weekly	1,906.09	1,992.06	2,084.42	2,178.90	2,279.78	2,384.93	2,495.05	2,608.00	2,727.35	2,850.26	2,907.81	
	Hourly	23.826176	24.900745	26.055206	27.236292	28.497266	29.811658	31.188080	32.600060	34.091930	35.628282	36.347588	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	52,680.10	55,229.29	57,833.55	60,512.09	63,356.48	66,459.57	69,599.79	72,887.62	76,323.36	79,833.06	81,421.43	1.6462
	Monthly	4,390.01	4,602.44	4,819.46	5,042.67	5,279.71	5,538.30	5,799.98	6,073.97	6,360.28	6,652.76	6,785.12	
	Bi-weekly	2,026.16	2,124.20	2,224.37	2,327.39	2,436.79	2,556.14	2,676.92	2,803.37	2,935.51	3,070.50	3,131.59	
	Hourly	25.326969	26.552545	27.804593	29.092352	30.459848	31.951714	33.461438	35.042123	36.693924	38.381281	39.144918	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	56,725.44	59,440.49	62,266.63	65,185.29	68,288.38	71,557.95	74,919.73	78,465.94	82,215.77	85,965.60	87,683.31	1.7726
	Monthly	4,727.12	4,953.37	5,188.89	5,432.11	5,690.70	5,963.16	6,243.31	6,538.83	6,851.31	7,163.80	7,306.94	
	Bi-weekly	2,181.75	2,286.17	2,394.87	2,507.13	2,626.48	2,752.23	2,881.53	3,017.92	3,162.14	3,306.37	3,372.43	
	Hourly	27.271848	28.577158	29.935878	31.339083	32.830950	34.402861	36.019103	37.724009	39.526811	41.329613	42.155436	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07F	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	85,134.11	88,976.15	90,768.14	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,094.51	7,414.68	7,564.01	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,274.39	3,422.16	3,491.08	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	40.929862	42.776997	43.638531	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	81,163.05	86,279.36	90,139.97	91,950.21	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,763.59	7,189.95	7,511.66	7,662.52	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,121.66	3,318.44	3,466.92	3,536.55	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	39.020697	41.480462	43.336525	44.206832	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07R	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	88,366.87	92,411.90	94,277.53	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,363.91	7,700.99	7,856.46	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,398.73	3,554.30	3,626.06	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
08	Annual	61,232.48	64,095.43	67,179.95	70,357.32	73,737.35	77,247.05	80,922.92	84,727.82	88,773.17	92,781.38	94,628.43	1.9135
	Monthly	5,102.71	5,341.29	5,598.33	5,863.11	6,144.78	6,437.25	6,743.58	7,060.65	7,397.76	7,731.78	7,885.70	
	Bi-weekly	2,355.10	2,465.21	2,583.84	2,706.05	2,836.05	2,971.04	3,112.42	3,258.76	3,414.35	3,568.51	3,639.56	
	Hourly	29.438693	30.815111	32.298055	33.825632	35.450649	37.138005	38.905252	40.734530	42.679407	44.606431	45.494438	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	66,515.28	69,673.75	72,961.58	76,434.14	80,054.62	83,878.09	87,812.66	92,042.42	96,420.11	100,816.35	102,848.15	2.0786
	Monthly	5,542.94	5,806.15	6,080.13	6,369.51	6,671.22	6,989.84	7,317.72	7,670.20	8,035.01	8,401.36	8,570.68	
	Bi-weekly	2,558.28	2,679.76	2,806.21	2,939.77	3,079.02	3,226.08	3,377.41	3,540.09	3,708.47	3,877.55	3,955.70	
	Hourly	31.978501	33.496997	35.077681	36.747182	38.487797	40.326006	42.217625	44.251164	46.355820	48.469400	49.446226	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	72,499.89	75,991.02	79,611.19	83,379.58	87,350.65	91,488.53	95,884.46	100,391.49	105,175.79	109,922.63	112,139.48	2.2656
	Monthly	6,041.66	6,332.59	6,634.27	6,948.30	7,279.22	7,624.04	7,990.37	8,365.96	8,764.65	9,160.22	9,344.96	
	Bi-weekly	2,788.46	2,922.73	3,061.97	3,206.91	3,359.64	3,518.79	3,687.86	3,861.21	4,045.22	4,227.79	4,313.06	
	Hourly	34.855718	36.534146	38.274609	40.086338	41.995505	43.984868	46.098297	48.265138	50.565284	52.847416	53.913211	

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).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	56,706.88	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	72,980.15	74,420.91	75,953.89	77,450.04	1.7720
	Monthly	4,725.57	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,081.68	6,201.74	6,329.49	6,454.17	
	Bi-weekly	2,181.03	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,806.93	2,862.34	2,921.30	2,978.85	
	Hourly	27.262922	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.086608	35.779285	36.516291	37.235597	

	12	13	14	15
Annual	78,798.60	80,350.13	82,363.68	84,007.44
Monthly	6,566.55	6,695.84	6,863.64	7,000.62
Bi-weekly	3,030.72	3,090.39	3,167.83	3,231.06
Hourly	37.883940	38.629871	39.597925	40.388191

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	58,849.46	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	75,880.25	77,376.40	78,872.55	80,424.10	1.8390
	Monthly	4,904.12	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,323.35	6,448.03	6,572.71	6,702.01	
	Bi-weekly	2,263.44	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,918.47	2,976.02	3,033.56	3,093.23	
	Hourly	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	36.480890	37.200192	37.919494	38.665431	

	12	13	14	15
Annual	81,901.68	83,527.19	85,651.51	87,369.22
Monthly	6,825.14	6,960.60	7,137.63	7,280.77
Bi-weekly	3,150.06	3,212.58	3,294.29	3,360.35
Hourly	39.375807	40.157302	41.178610	42.004432

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	60,105.48	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	77,357.83	78,853.98	80,386.96	82,031.03	1.8782
	Monthly	5,008.79	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,446.49	6,571.17	6,698.91	6,835.92	
	Bi-weekly	2,311.75	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	2,975.30	3,032.85	3,091.81	3,155.04	
	Hourly	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.191264	37.910568	38.647576	39.437994	

	12	13	14	15
Annual	83,490.36	85,134.11	87,313.84	89,050.11
Monthly	6,957.53	7,094.51	7,276.15	7,420.84
Bi-weekly	3,211.17	3,274.39	3,358.22	3,425.00
Hourly	40.139596	40.929862	41.977806	42.812553

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	78,817.16	80,350.13	81,994.21	83,582.57	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,568.10	6,695.84	6,832.85	6,965.21	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,031.43	3,090.39	3,153.62	3,214.71	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	37.892867	38.629871	39.420292	40.183928	

	12	13	14	15
Annual	85,134.11	86,815.01	88,976.15	90,768.14
Monthly	7,094.51	7,234.58	7,414.68	7,564.01
Bi-weekly	3,274.39	3,339.04	3,422.16	3,491.08
Hourly	40.929862	41.737984	42.776997	43.638531

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	61,343.25	63,818.17	66,422.75	69,027.33	71,742.37	74,587.08	77,321.01	78,835.42	80,424.10	82,012.46	83,637.96	1.9169
	Monthly	5,111.94	5,318.18	5,535.23	5,752.28	5,978.53	6,215.59	6,443.42	6,569.62	6,702.01	6,834.37	6,969.83	
	Bi-weekly	2,359.36	2,454.54	2,554.72	2,654.90	2,759.32	2,868.73	2,973.89	3,032.13	3,093.23	3,154.33	3,216.84	
	Hourly	29.491949	30.681812	31.934014	33.186215	34.491526	35.859175	37.173563	37.901642	38.665431	39.429067	40.210556	

	12	13	14	15
Annual	85,355.99	87,018.32	89,198.03	90,971.14
Monthly	7,113.00	7,251.53	7,433.17	7,580.93
Bi-weekly	3,282.92	3,346.86	3,430.69	3,498.89
Hourly	41.036535	41.835730	42.883668	43.736124

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26B	Annual	61,232.48	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	78,817.16	80,350.13	81,994.21	83,582.57	1.9135
	Monthly	5,102.71	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,568.10	6,695.84	6,832.85	6,965.21	
	Bi-weekly	2,355.10	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,031.43	3,090.39	3,153.62	3,214.71	
	Hourly	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	37.892867	38.629871	39.420292	40.183928	

	12	13	14	15
Annual	85,134.11	87,942.01	90,139.97	91,950.21
Monthly	7,094.51	7,328.50	7,511.66	7,662.52
Bi-weekly	3,274.39	3,382.38	3,466.92	3,536.55
Hourly	40.929862	42.279812	43.336525	44.206832

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	62,562.14	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	80,424.10	82,049.60	83,656.53	85,392.82	1.9550
	Monthly	5,213.51	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,702.01	6,837.47	6,971.38	7,116.07	
	Bi-weekly	2,406.24	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,093.23	3,155.75	3,217.56	3,284.34	
	Hourly	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	38.665431	39.446922	40.219485	41.054239	

		12	13	14	15
	Annual	86,704.23	88,403.69	90,638.80	92,449.04
	Monthly	7,225.35	7,366.97	7,553.23	7,704.09
	Bi-weekly	3,334.78	3,400.14	3,486.11	3,555.73
	Hourly	41.684724	42.501772	43.576345	44.446652

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	81,883.44	83,490.36	85,152.69	86,815.01	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,823.62	6,957.53	7,096.06	7,234.58	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,149.36	3,211.17	3,275.10	3,339.04	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	39.367037	40.139596	40.938792	41.737984	

		12	13	14	15
	Annual	88,366.87	90,176.79	92,411.90	94,277.53
	Monthly	7,363.91	7,514.73	7,700.99	7,856.46
	Bi-weekly	3,398.73	3,468.34	3,554.30	3,626.06
	Hourly	42.484071	43.354226	44.428798	45.325733

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	65,055.94	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	83,582.57	85,263.47	86,907.54	88,699.20	2.0329
	Monthly	5,421.33	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	6,965.21	7,105.29	7,242.30	7,391.60	
	Bi-weekly	2,502.15	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,214.71	3,279.36	3,342.60	3,411.51	
	Hourly	31.276895	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	40.183928	40.992051	41.782469	42.643848	

		12	13	14	15
	Annual	90,250.74	92,060.99	94,351.49	96,253.93
	Monthly	7,520.90	7,671.75	7,862.62	8,021.16
	Bi-weekly	3,471.18	3,540.81	3,628.90	3,702.07
	Hourly	43.389781	44.260092	45.361291	46.275930

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	85,152.69	86,833.58	88,569.86	90,287.89	2.0676
	Monthly	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,096.06	7,236.13	7,380.82	7,523.99	
	Bi-weekly	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,275.10	3,339.75	3,406.53	3,472.61	
	Hourly	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	40.938792	41.746913	42.581662	43.407640	

		12	13	14	15
	Annual	92,097.81	93,926.62	96,291.08	98,230.34
	Monthly	7,674.82	7,827.22	8,024.26	8,185.86
	Bi-weekly	3,542.22	3,612.56	3,703.50	3,778.09
	Hourly	44.277794	45.157030	46.293787	47.226127

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	67,531.17	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	86,926.11	88,699.20	90,398.67	92,245.73	2.1103
	Monthly	5,627.60	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,243.84	7,391.60	7,533.22	7,687.14	
	Bi-weekly	2,597.35	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,343.31	3,411.51	3,476.87	3,547.91	
	Hourly	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	41.791397	42.643848	43.460899	44.348910	

		12	13	14	15
	Annual	93,834.09	95,718.29	98,064.17	100,040.58
	Monthly	7,819.51	7,976.52	8,172.01	8,336.72
	Bi-weekly	3,609.00	3,681.47	3,771.70	3,847.71
	Hourly	45.112543	46.018409	47.146237	48.096434

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	88,533.04	90,269.32	92,060.99	93,908.05	2.1472
	Monthly	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,377.75	7,522.44	7,671.75	7,825.67	
	Bi-weekly	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,405.12	3,471.90	3,540.81	3,611.85	
	Hourly	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	42.563961	43.398710	44.260092	45.148100	

		12	13	14	15
	Annual	95,681.47	97,620.74	100,040.58	102,054.13
	Monthly	7,973.46	8,135.06	8,336.72	8,504.51
	Bi-weekly	3,680.06	3,754.64	3,847.71	3,925.16
	Hourly	46.000708	46.933049	48.096434	49.064486

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	70,209.40	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	90,195.36	92,024.17	93,834.09	95,718.29	2.1940
	Monthly	5,850.78	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,516.28	7,668.68	7,819.51	7,976.52	
	Bi-weekly	2,700.36	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,469.05	3,539.39	3,609.00	3,681.47	
	Hourly	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	43.363153	44.242388	45.112543	46.018409	

	12	13	14	15
Annual	97,565.35	99,504.94	102,035.56	104,085.93
Monthly	8,130.45	8,292.08	8,502.96	8,673.83
Bi-weekly	3,752.51	3,827.11	3,924.44	4,003.31
Hourly	46.906419	47.838912	49.055559	50.041314

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29P	Annual	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	88,533.04	90,269.32	92,060.99	93,908.05	2.1472
	Monthly	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,377.75	7,522.44	7,671.75	7,825.67	
	Bi-weekly	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,405.12	3,471.90	3,540.81	3,611.85	
	Hourly	33.035214	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	42.563961	43.398710	44.260092	45.148100	

	12	13	14	15	16	17	18
Annual	95,681.47	97,565.35	99,541.76	101,499.92	103,513.14	105,618.90	110,107.36
Monthly	7,973.46	8,130.45	8,295.15	8,458.33	8,626.10	8,801.58	9,175.61
Bi-weekly	3,680.06	3,752.51	3,828.53	3,903.84	3,981.27	4,062.27	4,234.90
Hourly	46.000708	46.906419	47.856616	48.798038	49.765933	50.778318	52.936230

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	71,576.21	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	92,060.99	93,889.80	95,755.11	97,676.13	2.2367
	Monthly	5,964.68	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,671.75	7,824.15	7,979.59	8,139.68	
	Bi-weekly	2,752.93	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,540.81	3,611.15	3,682.89	3,756.77	
	Hourly	34.411638	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	44.260092	45.139327	46.036111	46.959679	

	12	13	14	15
Annual	99,523.51	101,499.92	104,030.54	106,117.72
Monthly	8,293.63	8,458.33	8,669.21	8,843.14
Bi-weekly	3,827.83	3,903.84	4,001.17	4,081.45
Hourly	47.847840	48.798038	50.014681	51.018136

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	72,776.84	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	93,926.62	95,829.07	97,731.84	99,689.68	2.2742
	Monthly	6,064.74	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,827.22	7,985.76	8,144.32	8,307.47	
	Bi-weekly	2,799.11	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,612.56	3,685.73	3,758.92	3,834.22	
	Hourly	34.988865	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	45.157030	46.071668	46.986461	47.927730	

	12	13	14	15
Annual	101,610.69	103,623.93	106,247.07	108,352.83
Monthly	8,467.56	8,635.33	8,853.92	9,029.40
Bi-weekly	3,908.10	3,985.54	4,086.43	4,167.42
Hourly	48.851295	49.819195	51.080324	52.092705

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	95,681.47	97,620.74	99,523.51	101,518.17	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	7,973.46	8,135.06	8,293.63	8,459.85	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,680.06	3,754.64	3,827.83	3,904.55	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.000708	46.933049	47.847840	48.806813	

	12	13	14	15
Annual	103,476.32	105,544.95	108,204.91	110,347.49
Monthly	8,623.03	8,795.41	9,017.08	9,195.62
Bi-weekly	3,979.86	4,059.42	4,161.73	4,244.13
Hourly	49.748230	50.742762	52.021593	53.051678

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	75,861.68	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	97,713.27	99,652.86	101,629.27	103,623.93	2.3706
	Monthly	6,321.81	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,142.77	8,304.41	8,469.11	8,635.33	
	Bi-weekly	2,917.76	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,758.20	3,832.80	3,908.82	3,985.54	
	Hourly	36.471962	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	46.977533	47.910027	48.860224	49.819195	

	12	13	14	15
Annual	105,563.51	107,650.70	110,366.06	112,601.16
Monthly	8,796.96	8,970.89	9,197.17	9,383.43
Bi-weekly	4,060.14	4,140.41	4,244.85	4,330.81
Hourly	50.751689	51.755143	53.060604	54.135175

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	99,504.94	101,499.92	103,494.89	105,563.51	2.4162
	Monthly	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,292.08	8,458.33	8,624.57	8,796.96	
	Bi-weekly	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,827.11	3,903.84	3,980.57	4,060.14	
	Hourly	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	47.838912	48.798038	49.757160	50.751689	

	12	13	14	15
Annual	107,632.45	109,793.60	112,527.21	114,799.13
Monthly	8,969.37	9,149.47	9,377.27	9,566.59
Bi-weekly	4,139.71	4,222.83	4,327.97	4,415.35
Hourly	51.746371	52.785383	54.099618	55.191890

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32M	Annual	78,872.55	81,957.07	85,282.03	88,422.26	92,097.81	95,810.82	99,560.33	101,536.74	103,550.28	105,618.90	107,687.84	2.4647
	Monthly	6,572.71	6,829.76	7,106.84	7,368.52	7,674.82	7,984.24	8,296.69	8,461.40	8,629.19	8,801.58	8,973.99	
	Bi-weekly	3,033.56	3,152.20	3,280.08	3,400.86	3,542.22	3,685.03	3,829.24	3,905.26	3,982.70	4,062.27	4,141.84	
	Hourly	37.919494	39.402439	41.000978	42.510700	44.277794	46.062893	47.865541	48.815740	49.783790	50.778318	51.772998	

	12	13	14	15
Annual	109,664.25	111,825.40	114,614.39	116,904.89
Monthly	9,138.69	9,318.78	9,551.20	9,742.07
Bi-weekly	4,217.86	4,300.98	4,408.25	4,496.34
Hourly	52.723198	53.762210	55.103073	56.204274

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	103,605.68	105,692.86	107,724.66	109,885.81	2.5080
	Monthly	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,633.81	8,807.74	8,977.06	9,157.15	
	Bi-weekly	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	3,984.83	4,065.11	4,143.26	4,226.38	
	Hourly	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	49.810421	50.813876	51.790702	52.829714	

	12	13	14	15
Annual	111,862.22	114,115.89	116,960.28	119,324.73
Monthly	9,321.85	9,509.66	9,746.69	9,943.73
Bi-weekly	4,302.39	4,389.07	4,498.47	4,589.41
Hourly	53.779912	54.863410	56.230904	57.367658

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	81,901.68	85,152.69	88,551.28	92,060.99	95,718.29	99,578.90	103,587.11	105,658.85	107,772.02	109,927.47	112,126.01	2.5594
	Monthly	6,825.14	7,096.06	7,379.27	7,671.75	7,976.52	8,298.24	8,632.26	8,804.90	8,981.00	9,160.62	9,343.83	
	Bi-weekly	3,150.06	3,275.10	3,405.82	3,540.81	3,681.47	3,829.96	3,984.12	4,063.80	4,145.08	4,227.98	4,312.54	
	Hourly	39.375807	40.938792	42.572732	44.260092	46.018409	47.874469	49.801493	50.797524	51.813471	52.849744	53.906736	

	12	13	14	15
Annual	114,368.54	116,655.90	118,989.02	121,652.05
Monthly	9,530.71	9,721.33	9,915.75	10,137.67
Bi-weekly	4,398.79	4,486.77	4,576.50	4,678.92
Hourly	54.984874	56.084569	57.206261	58.486561

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	107,650.70	109,811.85	111,991.56	114,208.10	2.6090
	Monthly	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	8,970.89	9,150.99	9,332.63	9,517.34	
	Bi-weekly	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,140.41	4,223.53	4,307.37	4,392.62	
	Hourly	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	51.755143	52.794157	53.842098	54.907742	

	12	13	14	15
Annual	116,203.08	118,511.82	121,522.69	123,961.12
Monthly	9,683.59	9,875.99	10,126.89	10,330.09
Bi-weekly	4,469.35	4,558.15	4,673.95	4,767.74
Hourly	55.866864	56.976836	58.424372	59.596692

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34E	Annual	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	107,650.70	109,811.85	111,991.56	114,208.10	2.6090
	Monthly	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	8,970.89	9,150.99	9,332.63	9,517.34	
	Bi-weekly	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,140.41	4,223.53	4,307.37	4,392.62	
	Hourly	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	51.755143	52.794157	53.842098	54.907742	

	12	13	14	15
Annual	116,849.50	119,139.99	122,224.83	124,681.49
Monthly	9,737.46	9,928.33	10,185.40	10,390.12
Bi-weekly	4,494.21	4,582.31	4,700.96	4,795.44
Hourly	56.177645	57.278843	58.761938	59.943025

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34M	Annual	85,124.99	88,505.18	92,042.42	95,699.72	99,588.02	103,587.11	107,641.58	109,784.15	111,982.28	114,217.38	116,461.61	2.6601
	Monthly	7,093.75	7,375.43	7,670.20	7,974.98	8,299.00	8,632.26	8,970.13	9,148.68	9,331.86	9,518.12	9,705.13	
	Bi-weekly	3,274.04	3,404.05	3,540.09	3,680.76	3,830.31	3,984.12	4,140.06	4,222.47	4,307.01	4,392.98	4,479.29	
	Hourly	40.925475	42.550569	44.251164	46.009480	47.878855	49.801493	51.750758	52.780842	53.837634	54.912203	55.991159	

	12	13	14	15
Annual	118,548.96	120,894.69	123,933.26	126,417.78
Monthly	9,879.08	10,074.56	10,327.77	10,534.82
Bi-weekly	4,559.58	4,649.80	4,766.66	4,862.22
Hourly	56.994692	58.122446	59.583298	60.777777

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	111,917.60	114,152.71	116,443.21	118,715.13	2.7112
	Monthly	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,326.47	9,512.73	9,703.60	9,892.93	
	Bi-weekly	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,304.52	4,390.49	4,478.58	4,565.97	
	Hourly	41.711356	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	53.806540	54.881110	55.982311	57.074580	

	12	13	14	15
Annual	120,894.84	123,277.55	126,343.81	128,874.44
Monthly	10,074.57	10,273.13	10,528.65	10,739.54
Bi-weekly	4,649.80	4,741.44	4,859.38	4,956.71
Hourly	58.122521	59.268051	60.742216	61.958867

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35C	Annual	86,759.76	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	111,917.60	114,152.71	116,443.21	118,715.13	2.7112
	Monthly	7,229.98	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,326.47	9,512.73	9,703.60	9,892.93	
	Bi-weekly	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,304.52	4,390.49	4,478.58	4,565.97	
	Hourly	41.711423	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	53.806540	54.881110	55.982311	57.074580	

	12	13	14	15
Annual	120,894.84	123,277.55	127,211.80	129,779.55
Monthly	10,074.57	10,273.13	10,600.98	10,814.96
Bi-weekly	4,649.80	4,741.44	4,892.76	4,991.52
Hourly	58.122521	59.268051	61.159517	62.394016

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35M	Annual	88,505.19	92,042.42	95,699.72	99,588.01	103,587.11	107,641.58	111,917.77	114,171.12	116,415.51	118,752.11	121,070.30	2.7657
	Monthly	7,375.43	7,670.20	7,974.98	8,299.00	8,632.26	8,970.13	9,326.48	9,514.26	9,701.29	9,896.01	10,089.19	
	Bi-weekly	3,404.05	3,540.09	3,680.76	3,830.31	3,984.12	4,140.06	4,304.53	4,391.20	4,477.52	4,567.39	4,656.55	
	Hourly	42.550570	44.251164	46.009480	47.878853	49.801493	51.750758	53.806618	54.889962	55.968996	57.092361	58.206873	

	12	13	14	15
Annual	123,305.24	125,761.90	128,911.26	131,506.56
Monthly	10,275.44	10,480.16	10,742.61	10,958.88
Bi-weekly	4,742.51	4,837.00	4,958.13	5,057.94
Hourly	59.281367	60.462454	61.976566	63.224306

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	90,250.74	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	116,424.64	118,678.31	121,061.01	123,425.46	2.8203
	Monthly	7,520.90	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,702.05	9,889.86	10,088.42	10,285.46	
	Bi-weekly	3,471.18	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,477.87	4,564.55	4,656.19	4,747.13	
	Hourly	43.389781	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	55.973382	57.056880	58.202410	59.339165	

	12	13	14	15
Annual	125,715.64	128,246.27	131,478.70	134,138.67
Monthly	10,476.30	10,687.19	10,956.56	11,178.22
Bi-weekly	4,835.22	4,932.55	5,056.87	5,159.18
Hourly	60.440212	61.656859	63.210914	64.489746

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36M	Annual	92,023.56	95,699.72	99,588.02	103,587.10	107,641.58	111,917.76	116,461.61	118,788.93	121,116.48	123,536.09	125,974.50	2.8757
	Monthly	7,668.63	7,974.98	8,299.00	8,632.26	8,970.13	9,326.48	9,705.13	9,899.08	10,093.04	10,294.67	10,497.88	
	Bi-weekly	3,539.37	3,680.76	3,830.31	3,984.12	4,140.06	4,304.53	4,479.29	4,568.81	4,658.33	4,751.39	4,845.17	
	Hourly	44.242096	46.009480	47.878854	49.801491	51.750757	53.806617	55.991157	57.110063	58.229079	59.392349	60.564662	

	12	13	14	15
Annual	128,218.57	130,795.30	134,064.71	136,774.41
Monthly	10,684.88	10,899.61	11,172.06	11,397.87
Bi-weekly	4,931.48	5,030.59	5,156.34	5,260.55
Hourly	61.643543	62.882354	64.454188	65.756926

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	93,834.09	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	121,153.22	123,554.50	126,011.16	128,523.53	2.9323
	Monthly	7,819.51	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,096.10	10,296.21	10,500.93	10,710.29	
	Bi-weekly	3,609.00	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,659.74	4,752.10	4,846.58	4,943.21	
	Hourly	45.112543	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	58.246742	59.401201	60.582288	61.790158	

	12	13	14	15
Annual	130,721.50	133,344.33	136,650.72	139,421.47
Monthly	10,893.46	11,112.03	11,387.56	11,618.46
Bi-weekly	5,027.75	5,128.63	5,255.80	5,362.36
Hourly	62.846874	64.107851	65.697462	67.029554

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37M	Annual	95,710.77	99,516.66	103,642.91	107,674.78	111,914.03	116,398.21	121,183.49	123,480.70	125,965.06	128,504.81	131,044.87	2.9909
	Monthly	7,975.90	8,293.06	8,636.91	8,972.90	9,326.17	9,699.85	10,098.62	10,290.06	10,497.09	10,708.73	10,920.41	
	Bi-weekly	3,681.18	3,827.56	3,986.27	4,141.34	4,304.39	4,476.85	4,660.90	4,749.26	4,844.81	4,942.49	5,040.19	
	Hourly	46.014794	47.844546	49.828321	51.766722	53.804824	55.960677	58.261292	59.365720	60.560123	61.781157	63.002341	

	12	13	14	15
Annual	133,390.60	136,041.12	139,430.76	142,209.91
Monthly	11,115.88	11,336.76	11,619.23	11,850.83
Bi-weekly	5,130.41	5,232.35	5,362.72	5,469.61
Hourly	64.130096	65.404382	67.034017	68.370147

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	125,808.18	128,375.61	130,998.44	133,566.21	3.0489
	Monthly	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,484.02	10,697.97	10,916.54	11,130.52	
	Bi-weekly	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,838.78	4,937.52	5,038.40	5,137.16	
	Hourly	46.906419	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	60.484700	61.719044	62.980020	64.214524	

	12	13	14	15
Annual	136,059.69	138,737.91	142,210.79	145,092.32
Monthly	11,338.31	11,561.49	11,850.90	12,091.03
Bi-weekly	5,233.07	5,336.07	5,469.65	5,580.47
Hourly	65.413314	66.700917	68.370572	69.755924

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38C	Annual	97,565.35	101,610.69	105,563.51	109,719.64	114,115.89	117,163.58	121,836.78	126,676.15	129,206.78	131,792.79	134,397.37	3.0489
	Monthly	8,130.45	8,467.56	8,796.96	9,143.30	9,509.66	9,763.63	10,153.07	10,556.35	10,767.23	10,982.73	11,199.78	
	Bi-weekly	3,752.51	3,908.10	4,060.14	4,219.99	4,389.07	4,506.29	4,686.03	4,872.16	4,969.49	5,068.95	5,169.13	
	Hourly	46.906419	48.851295	50.751689	52.749826	54.863410	56.328644	58.575377	60.901995	62.118642	63.361916	64.614118	

		12	13	14	15	16	17	18
	Annual	136,059.69	138,793.62	141,527.23	144,334.80	147,216.33	150,153.25	157,800.50
	Monthly	11,338.31	11,566.14	11,793.94	12,027.90	12,268.03	12,512.77	13,150.04
	Bi-weekly	5,233.07	5,338.22	5,443.35	5,551.34	5,662.17	5,775.12	6,069.25
	Hourly	65.413314	66.727703	68.041937	69.391729	70.777082	72.189060	75.865626

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38D	Annual	100,687.44	104,862.24	108,941.54	113,230.67	117,767.60	122,609.17	127,336.75	129,834.04	132,483.63	135,190.39	137,840.33	3.1464
	Monthly	8,390.62	8,738.52	9,078.46	9,435.89	9,813.97	10,217.43	10,611.40	10,819.50	11,040.30	11,265.87	11,486.69	
	Bi-weekly	3,872.59	4,033.16	4,190.06	4,355.03	4,529.52	4,715.74	4,897.57	4,993.62	5,095.52	5,199.63	5,301.55	
	Hourly	48.407423	50.414537	52.375742	54.437821	56.619039	58.946717	61.219592	62.420209	63.694055	64.995381	66.269388	

		12	13	14	15
	Annual	140,413.60	143,177.52	146,761.54	149,735.28
	Monthly	11,701.13	11,931.46	12,230.13	12,477.94
	Bi-weekly	5,400.52	5,506.83	5,644.67	5,759.05
	Hourly	67.506539	68.835348	70.558432	71.988114

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38M	Annual	99,588.02	103,587.10	107,641.58	111,917.77	116,461.62	121,097.84	125,808.17	128,283.25	130,887.66	133,510.66	136,142.94	3.1121
	Monthly	8,299.00	8,632.26	8,970.13	9,326.48	9,705.14	10,091.49	10,484.02	10,690.27	10,907.31	11,125.89	11,345.25	
	Bi-weekly	3,830.31	3,984.12	4,140.06	4,304.53	4,479.29	4,657.61	4,838.78	4,933.97	5,034.14	5,135.03	5,236.27	
	Hourly	47.878857	49.801492	51.750758	53.806618	55.991161	58.220113	60.484699	61.674639	62.926761	64.187816	65.453335	

		12	13	14	15
	Annual	138,747.36	141,480.97	145,046.06	147,982.98
	Monthly	11,562.28	11,790.08	12,087.17	12,331.92
	Bi-weekly	5,336.44	5,441.58	5,578.69	5,691.65
	Hourly	66.705460	68.019697	69.733681	71.145661

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	101,610.69	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	130,758.32	133,399.72	136,022.87	138,719.67	3.1753
	Monthly	8,467.56	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	10,896.53	11,116.64	11,335.24	11,559.97	
	Bi-weekly	3,908.10	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,029.17	5,130.76	5,231.65	5,335.37	
	Hourly	48.851295	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	62.864575	64.134480	65.395609	66.692147	

	12	13	14	15
Annual	141,435.02	144,224.02	147,881.32	150,873.63
Monthly	11,786.25	12,018.67	12,323.44	12,572.80
Bi-weekly	5,439.81	5,547.08	5,687.74	5,802.83
Hourly	67.997605	69.338473	71.096790	72.535398

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	105,563.51	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	136,078.26	138,904.40	141,675.14	144,538.11	3.2988
	Monthly	8,796.96	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,339.86	11,575.37	11,806.26	12,044.84	
	Bi-weekly	4,060.14	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,233.78	5,342.48	5,449.04	5,559.16	
	Hourly	50.751689	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	65.422239	66.780961	68.113050	69.489475	

	12	13	14	15
Annual	147,105.55	150,042.47	153,773.73	156,876.81
Monthly	12,258.80	12,503.54	12,814.48	13,073.07
Bi-weekly	5,657.91	5,770.86	5,914.37	6,033.72
Hourly	70.723820	72.135801	73.929677	75.421544

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	109,719.64	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	141,490.41	144,297.98	147,216.33	150,153.25	3.4287
	Monthly	9,143.30	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	11,790.87	12,024.83	12,268.03	12,512.77	
	Bi-weekly	4,219.99	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,441.94	5,549.92	5,662.17	5,775.12	
	Hourly	52.749826	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	68.024235	69.374028	70.777082	72.189060	

	12	13	14	15
Annual	152,942.57	156,027.08	159,943.08	163,157.26
Monthly	12,745.21	13,002.26	13,328.59	13,596.44
Bi-weekly	5,882.41	6,001.04	6,151.66	6,275.28
Hourly	73.530080	75.013019	76.895711	78.440990

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41M	Annual	111,917.77	116,461.62	121,097.84	125,808.17	130,841.56	136,087.39	141,462.55	144,214.90	147,364.25	150,042.47	153,025.65	3.4974
	Monthly	9,326.48	9,705.14	10,091.49	10,484.02	10,903.46	11,340.62	11,788.55	12,017.91	12,280.35	12,503.54	12,752.14	
	Bi-weekly	4,304.53	4,479.29	4,657.61	4,838.78	5,032.37	5,234.13	5,440.87	5,546.73	5,667.86	5,770.86	5,885.60	
	Hourly	53.806618	55.991161	58.220113	60.484699	62.904596	65.426628	68.010842	69.334084	70.848196	72.135801	73.570025	

	12	13	14	15
Annual	156,027.24	159,158.02	163,157.10	166,435.80
Monthly	13,002.27	13,263.17	13,596.43	13,869.65
Bi-weekly	6,001.05	6,121.46	6,275.27	6,401.38
Hourly	75.013098	76.518278	78.440915	80.017212

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41W	Annual	113,598.49	118,253.45	122,852.69	127,636.66	132,771.87	138,110.06	143,559.03	146,274.39	149,746.95	152,166.80	155,195.92	3.5499
	Monthly	9,466.54	9,854.45	10,237.72	10,636.39	11,064.32	11,509.17	11,963.25	12,189.53	12,478.91	12,680.57	12,932.99	
	Bi-weekly	4,369.17	4,548.21	4,725.10	4,909.10	5,106.61	5,311.93	5,521.50	5,625.94	5,759.50	5,852.57	5,969.07	
	Hourly	54.614660	56.852619	59.063791	61.363781	63.832628	66.399065	69.018763	70.324226	71.993726	73.157113	74.613423	

	12	13	14	15
Annual	158,354.72	161,550.01	165,558.54	168,883.18
Monthly	13,196.23	13,462.50	13,796.55	14,073.60
Bi-weekly	6,090.57	6,213.46	6,367.64	6,495.51
Hourly	76.132076	77.668275	79.595452	81.193836

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	114,115.89	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	146,939.38	150,430.52	152,868.61	155,898.06	3.5661
	Monthly	9,509.66	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,244.95	12,535.88	12,739.05	12,991.51	
	Bi-weekly	4,389.07	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,651.51	5,785.79	5,879.56	5,996.08	
	Hourly	54.863410	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	70.643932	72.322364	73.494522	74.950988	

	12	13	14	15
Annual	159,111.92	162,288.96	166,371.13	169,714.34
Monthly	13,259.33	13,524.08	13,864.26	14,142.86
Bi-weekly	6,119.69	6,241.88	6,398.89	6,527.47
Hourly	76.496114	78.023537	79.986121	81.593434

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42B	Annual	117,767.60	122,609.17	127,336.75	132,331.31	137,725.67	143,158.69	148,820.03	151,641.44	155,244.29	157,760.40	160,886.80	3.6802
	Monthly	9,813.97	10,217.43	10,611.40	11,027.61	11,477.14	11,929.89	12,401.67	12,636.79	12,937.02	13,146.70	13,407.23	
	Bi-weekly	4,529.52	4,715.74	4,897.57	5,089.67	5,297.14	5,506.10	5,723.85	5,832.36	5,970.93	6,067.71	6,187.95	
	Hourly	56.619039	58.946717	61.219592	63.620822	66.214266	68.826294	71.548090	72.904538	74.636679	75.846347	77.349422	

		12	13	14	15
	Annual	164,203.50	167,482.21	171,695.01	175,145.20
	Monthly	13,683.63	13,956.85	14,307.92	14,595.43
	Bi-weekly	6,315.52	6,441.62	6,603.65	6,736.35
	Hourly	78.943992	80.520293	82.545680	84.204423

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42W	Annual	118,253.45	122,852.69	127,636.66	132,771.87	138,110.06	143,559.03	149,211.31	152,166.80	155,214.49	158,299.33	161,439.23	3.6954
	Monthly	9,854.45	10,237.72	10,636.39	11,064.32	11,509.17	11,963.25	12,434.28	12,680.57	12,934.54	13,191.61	13,453.27	
	Bi-weekly	4,548.21	4,725.10	4,909.10	5,106.61	5,311.93	5,521.50	5,738.90	5,852.57	5,969.79	6,088.44	6,209.20	
	Hourly	56.852619	59.063791	61.363781	63.832628	66.399065	69.018763	71.736205	73.157113	74.622352	76.105445	77.615016	

		12	13	14	15
	Annual	164,542.64	167,811.89	172,004.84	175,477.41
	Monthly	13,711.89	13,984.33	14,333.74	14,623.12
	Bi-weekly	6,328.56	6,454.30	6,615.57	6,749.13
	Hourly	79.107038	80.678795	82.694633	84.364137

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	118,807.34	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	152,868.61	155,916.30	159,019.71	162,196.75	3.7127
	Monthly	9,900.61	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	12,739.05	12,993.03	13,251.64	13,516.40	
	Bi-weekly	4,569.51	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	5,879.56	5,996.78	6,116.14	6,238.34	
	Hourly	57.118912	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	73.494522	74.959760	76.451783	77.979208	

		12	13	14	15
	Annual	165,299.84	168,587.67	172,854.57	176,308.88
	Monthly	13,774.99	14,048.97	14,404.55	14,692.41
	Bi-weekly	6,357.69	6,484.14	6,648.25	6,781.11
	Hourly	79.471078	81.051762	83.103158	84.763885

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	123,388.33	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	159,148.74	162,307.53	165,503.15	168,809.54	3.8558
	Monthly	10,282.36	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,262.40	13,525.63	13,791.93	14,067.46	
	Bi-weekly	4,745.70	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,121.11	6,242.60	6,365.51	6,492.67	
	Hourly	59.321312	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	76.513815	78.032467	79.568820	81.158433	

		12	13	14	15
	Annual	171,912.63	175,311.23	179,688.91	183,309.40
	Monthly	14,326.05	14,609.27	14,974.08	15,275.78
	Bi-weekly	6,612.02	6,742.74	6,911.11	7,050.36
	Hourly	82.650301	84.284246	86.388898	88.129518

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	128,228.01	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	165,318.41	168,643.05	171,968.01	175,440.58	4.0071
	Monthly	10,685.67	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	13,776.53	14,053.59	14,330.67	14,620.05	
	Bi-weekly	4,931.85	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,358.40	6,486.27	6,614.15	6,747.71	
	Hourly	61.648082	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	79.480005	81.078391	82.676930	84.346432	

		12	13	14	15
	Annual	178,691.59	182,219.53	186,800.52	190,531.78
	Monthly	14,890.97	15,184.96	15,566.71	15,877.65
	Bi-weekly	6,872.75	7,008.44	7,184.64	7,328.15
	Hourly	85.909416	87.605543	89.807943	91.601818

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	133,455.11	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	171,949.45	175,385.19	178,876.32	182,441.10	4.1704
	Monthly	11,121.26	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,329.12	14,615.43	14,906.36	15,203.43	
	Bi-weekly	5,132.89	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,613.44	6,745.58	6,879.86	7,016.97	
	Hourly	64.161109	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	82.668004	84.319803	85.998231	87.712065	

		12	13	14	15
	Annual	185,802.87	189,534.14	194,244.47	198,141.90
	Monthly	15,483.57	15,794.51	16,187.04	16,511.83
	Bi-weekly	7,146.26	7,289.77	7,470.94	7,620.84
	Hourly	89.328305	91.122181	93.386764	95.260528

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	138,719.67	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	178,931.71	182,478.23	186,154.11	189,829.65	4.3349
	Monthly	11,559.97	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	14,910.98	15,206.52	15,512.84	15,819.14	
	Bi-weekly	5,335.37	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	6,881.99	7,018.39	7,159.77	7,301.14	
	Hourly	66.692147	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	86.024861	87.729918	89.497166	91.264253	

		12	13	14	15
	Annual	193,228.57	197,070.62	202,002.51	206,047.54
	Monthly	16,102.38	16,422.55	16,833.54	17,170.63
	Bi-weekly	7,431.87	7,579.64	7,769.33	7,924.91
	Hourly	92.898352	94.745488	97.116590	99.061315

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	144,205.45	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	185,969.37	189,663.48	193,468.70	197,328.99	4.5064
	Monthly	12,017.12	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,497.45	15,805.29	16,122.39	16,444.08	
	Bi-weekly	5,546.36	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,152.67	7,294.75	7,441.10	7,589.58	
	Hourly	69.329544	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	89.408350	91.184366	93.013799	94.869705	

		12	13	14	15
	Annual	200,949.47	204,957.68	210,074.31	214,304.39
	Monthly	16,745.79	17,079.81	17,506.19	17,858.70
	Bi-weekly	7,728.83	7,882.99	8,079.78	8,242.48
	Hourly	96.610323	98.537344	100.997265	103.030957

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48M	Annual	147,089.56	152,911.37	159,129.01	165,346.31	171,978.36	178,968.33	185,958.30	189,688.76	193,456.75	197,338.08	201,275.57	4.5965
	Monthly	12,257.46	12,742.61	13,260.75	13,778.86	14,331.53	14,914.03	15,496.53	15,807.40	16,121.40	16,444.84	16,772.96	
	Bi-weekly	5,657.29	5,881.21	6,120.35	6,359.47	6,614.55	6,883.40	7,152.24	7,295.72	7,440.64	7,589.93	7,741.37	
	Hourly	70.716132	73.515083	76.504333	79.493416	82.681903	86.042468	89.403031	91.196517	93.008055	94.874075	96.767100	

		12	13	14	15
	Annual	204,968.46	209,056.83	214,275.80	218,590.48
	Monthly	17,080.71	17,421.40	17,856.32	18,215.87
	Bi-weekly	7,883.40	8,040.65	8,241.38	8,407.33
	Hourly	98.542530	100.508089	103.017209	105.091576

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	149,913.12	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	193,357.92	197,218.21	201,134.21	205,179.56	4.6847
	Monthly	12,492.76	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,113.16	16,434.85	16,761.18	17,098.30	
	Bi-weekly	5,765.89	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,436.84	7,585.32	7,735.93	7,891.52	
	Hourly	72.073615	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	92.960540	94.816447	96.699141	98.644017	

	12	13	14	15
Annual	209,021.59	213,214.54	218,626.69	223,022.62
Monthly	17,418.47	17,767.88	18,218.89	18,585.22
Bi-weekly	8,039.29	8,200.56	8,408.72	8,577.79
Hourly	100.491149	102.506988	105.108985	107.222415

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	156,008.84	162,104.22	168,606.24	175,459.15	182,312.07	189,571.28	197,162.83	201,060.25	205,124.17	209,169.19	213,306.75	4.7679
	Monthly	13,000.74	13,508.69	14,050.52	14,621.60	15,192.67	15,797.61	16,430.24	16,755.02	17,093.68	17,430.77	17,775.56	
	Bi-weekly	6,000.34	6,234.78	6,484.86	6,748.43	7,012.00	7,291.20	7,583.19	7,733.09	7,889.39	8,044.97	8,204.11	
	Hourly	75.004248	77.934722	81.060692	84.355360	87.650033	91.140037	94.789820	96.663582	98.617390	100.562109	102.551320	

	12	13	14	15
Annual	217,241.31	221,545.04	227,086.54	231,648.96
Monthly	18,103.44	18,462.09	18,923.88	19,304.08
Bi-weekly	8,355.44	8,520.96	8,734.10	8,909.58
Hourly	104.442938	106.512037	109.176221	111.369694

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	157,375.64	163,692.91	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	203,036.65	207,082.00	211,164.17	215,449.64	4.9179
	Monthly	13,114.64	13,641.08	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	16,919.72	17,256.83	17,597.01	17,954.14	
	Bi-weekly	6,052.91	6,295.88	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,809.10	7,964.69	8,121.70	8,286.52	
	Hourly	75.661365	78.698514	81.904367	85.127921	88.493554	92.045747	95.695685	97.613776	99.558654	101.521235	103.581559	

	12	13	14	15
Annual	219,420.71	223,798.71	229,377.01	233,994.83
Monthly	18,285.06	18,649.89	19,114.75	19,499.57
Bi-weekly	8,439.26	8,607.64	8,822.19	8,999.80
Hourly	105.490727	107.595533	110.277410	112.497512

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
52	Annual	163,692.91	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	206,952.66	211,108.78	215,283.15	219,587.20	223,964.88	5.1154
	Monthly	13,641.08	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,246.06	17,592.40	17,940.26	18,298.93	18,663.74	
	Bi-weekly	6,295.88	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,959.72	8,119.57	8,280.12	8,445.66	8,614.03	
	Hourly	78.698514	81.904367	85.127921	88.493554	92.045747	95.695685	99.496469	101.494605	103.501516	105.570767	107.675422	

		12	13	14	15
	Annual	228,139.25	232,683.43	238,538.67	243,359.80
	Monthly	19,011.60	19,390.29	19,878.22	20,279.98
	Bi-weekly	8,774.59	8,949.36	9,174.56	9,359.99
	Hourly	109.682333	111.867032	114.682053	116.999902

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	170,361.08	177,066.08	184,066.59	191,455.15	199,047.03	206,952.66	215,246.33	219,550.06	223,927.74	228,342.56	232,941.80	5.3237
	Monthly	14,196.76	14,755.51	15,338.88	15,954.60	16,587.25	17,246.06	17,937.19	18,295.84	18,660.65	19,028.55	19,411.82	
	Bi-weekly	6,552.35	6,810.23	7,079.48	7,363.66	7,655.65	7,959.72	8,278.71	8,444.23	8,612.61	8,782.41	8,959.30	
	Hourly	81.904367	85.127921	88.493554	92.045747	95.695685	99.496469	103.483813	105.552911	107.657567	109.780077	111.991249	

		12	13	14	15
	Annual	237,282.66	241,992.68	248,143.75	253,149.62
	Monthly	19,773.56	20,166.06	20,678.65	21,095.80
	Bi-weekly	9,126.26	9,307.41	9,543.99	9,736.52
	Hourly	114.078201	116.342636	119.299879	121.706548

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	177,066.08	184,085.16	191,455.15	199,047.03	206,952.66	215,246.33	223,854.10	228,250.03	232,831.02	237,541.35	242,251.38	5.5333
	Monthly	14,755.51	15,340.43	15,954.60	16,587.25	17,246.06	17,937.19	18,654.51	19,020.84	19,402.59	19,795.11	20,187.62	
	Bi-weekly	6,810.23	7,080.20	7,363.66	7,655.65	7,959.72	8,278.71	8,609.77	8,778.85	8,955.04	9,136.21	9,317.36	
	Hourly	85.127921	88.502482	92.045747	95.695685	99.496469	103.483813	107.622163	109.735590	111.937992	114.202574	116.467011	

		12	13	14	15
	Annual	246,739.83	251,671.71	257,988.97	263,179.59
	Monthly	20,561.65	20,972.64	21,499.08	21,931.63
	Bi-weekly	9,489.99	9,679.68	9,922.65	10,122.29
	Hourly	118.624920	120.996015	124.033159	126.528651

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54P	Annual	175,625.32	182,644.40	189,903.61	197,440.09	205,345.72	213,546.88	222,080.68	226,495.50	231,002.54	235,638.57	240,330.35	5.4882
	Monthly	14,635.44	15,220.37	15,825.30	16,453.34	17,112.14	17,795.57	18,506.72	18,874.63	19,250.21	19,636.55	20,027.53	
	Bi-weekly	6,754.82	7,024.78	7,303.98	7,593.85	7,897.91	8,213.34	8,541.56	8,711.37	8,884.71	9,063.02	9,243.48	
	Hourly	84.435248	87.809807	91.299812	94.923121	98.723906	102.666768	106.769557	108.892068	111.058912	113.287776	115.543438	

	12	13	14	15
Annual	245,151.48	250,027.95	257,527.30	264,324.50
Monthly	20,429.29	20,835.66	21,460.61	22,027.04
Bi-weekly	9,428.90	9,616.46	9,904.90	10,166.33
Hourly	117.861287	120.205747	123.811204	127.079088

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	184,066.59	191,455.15	199,047.03	206,952.66	215,246.33	223,854.10	232,757.07	237,374.86	242,140.58	246,943.11	251,893.58	5.7520
	Monthly	15,338.88	15,954.60	16,587.25	17,246.06	17,937.19	18,654.51	19,396.42	19,781.24	20,178.38	20,578.59	20,991.13	
	Bi-weekly	7,079.48	7,363.66	7,655.65	7,959.72	8,278.71	8,609.77	8,952.19	9,129.80	9,313.10	9,497.81	9,688.21	
	Hourly	88.493554	92.045747	95.695685	99.496469	103.483813	107.622163	111.902435	114.122528	116.413742	118.722649	121.102684	

	12	13	14	15
Annual	256,585.06	261,664.86	268,259.09	273,634.09
Monthly	21,382.09	21,805.41	22,354.92	22,802.84
Bi-weekly	9,868.66	10,064.03	10,317.66	10,524.39
Hourly	123.358201	125.800411	128.970716	131.554849

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).

Effective January 6, 2024

Grade		1	2	3	4	5	6	7	8	9	Night Diff
25A	Annual	64,464.91	67,032.36	69,710.57	72,481.32	75,362.85	78,410.55	81,550.77	85,651.51	87,369.22	2.0145
	Monthly	5,372.08	5,586.03	5,809.22	6,040.11	6,280.24	6,534.21	6,795.90	7,137.63	7,280.77	
	Bi-weekly	2,479.42	2,578.17	2,681.18	2,787.74	2,898.57	3,015.79	3,136.57	3,294.29	3,360.35	
	Hourly	30.992746	32.227094	33.514699	34.846790	36.232141	37.697380	39.207102	41.178610	42.004432	