



# RAMSEY COUNTY

## Compensation Manual

January 12, 2019

*with revisions as of July 23, 2019*

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# General Information and Instructions

This manual contains a Job Code Index and established Salary Plans for Job Codes in the Ramsey County Personnel System effective as of January 12, 2019.

## Job Code Index

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

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

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

## Salary Plans

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

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

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

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

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

## How To Use This Manual:

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

## INDEX OF RAMSEY COUNTY SALARY PLANS

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

### **SALARY PLANS**

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

## INDEX OF RAMSEY COUNTY SALARY PLANS (cont.)

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

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

## INDEX OF RAMSEY COUNTY SALARY PLANS (cont.)

27A	AFSCME Local 151 – Community Human Services (Semi-Annual) <i>not printed in this edition</i>
27M	AFSCME Local 151 – Community Human Services
27B	AFSCME Local 151 – Community Human Services (Semi-Annual) <i>not printed in this edition</i>
27N	AFSCME Local 151 – Community Human Services
27E	AFSCME Local 151 – Community Human Services
27H	AFSCME Local 151 – Community Human Services Maint-Mechanical
28	IBT Local 320 – Correctional Officers 1 and 2
28A	LELS Local 349 – Emergency Communications Center (Semi-Annual) <i>not printed in this edition</i>
28B	LELS Local 349 – Emergency Communications Center
29A	IBT Local 320 – Probation Officers
30	LELS Local 322 – Deputy Sheriffs
33A	AFSCME Local 1076 – Ramsey County Care Center
33I	AFSCME Local 1076 – Ramsey County Care Center (Internal Pool)
34A	AFSCME Local 707 – Lake Owasso Residence
34C	AFSCME Local 707 – Behavior Analysts
35	LELS Local 423 Deputy Sheriff Sergeants
36	IBT Local 320 Correctional Officer 3's (Sheriff Department)
37	AFSCME Local 151 Licensed Practical Nurses
37I	AFSCME Local 151 Licensed Practical Nurses (Internal Pool)
38	LELS Deputy Sheriff Commander
39	AFSCME Local 151 Workforce Solutions
40	AFSCME Local 8 PHN/RN (Public Health/Registered Nurses)
41	LELS Local 353 – Emergency Communications Shift Supervisors
42	IBT Local 320 Chief Correctional Officers (Sheriff Department)
43	AFSCME Local 8 – Professional Employees

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0786	9-1-1 Dispatch Ser Mgr*	98B	33	\$ 6,118 - \$ 9,096
0785	9-1-1 Telecommunicator	28B	18	\$ 3,629 - \$ 5,250
0499	Account Clerk 1	01A 22M 27M	16 16 16	\$ 3,171 - \$ 4,604 \$ 3,171 - \$ 4,604 \$ 3,171 - \$ 4,604
0661	Account Clerk 1-Uncl	99	99	No Salary Minimum or Maximum
0380	Account Clerk 2	01A 22M 27M	18G 18G 18G	\$ 3,388 - \$ 5,055 \$ 3,388 - \$ 5,055 \$ 3,388 - \$ 5,055
0662	Account Clerk 2-Uncl	99	99	No Salary Minimum or Maximum
0043	Accountant 1	02A 27N	23C 23C	\$ 4,217 - \$ 6,253 \$ 4,217 - \$ 6,253
0663	Accountant 1-Uncl	99	99	No Salary Minimum or Maximum
0427	Accountant 2	02A 27N	27 27	\$ 4,852 - \$ 7,187 \$ 4,852 - \$ 7,187
0664	Accountant 2-Uncl	99	99	No Salary Minimum or Maximum
0054	Accountant 3	02A	30	\$ 5,456 - \$ 8,090
0117	Accountant 4	02A 98B	32 32	\$ 5,894 - \$ 8,751 \$ 5,894 - \$ 8,751

*\*Abolished except for current incumbent*

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0175	Accounting Manager	98B	36	\$ 6,880 - \$ 10,226
0322	Accounting Support Supervisor	02A	27	\$ 4,852 - \$ 7,187
0105	Activity Technician	33A	17C	\$ 3,709 - \$ 4,789
0202	Admin Assistant 1	02A 22N 27N	18M 18M 18M	\$ 3,502 - \$ 5,172 \$ 3,502 - \$ 5,172 \$ 3,502 - \$ 5,172
0860	Admin Assistant 1 - Uncl	99	99	No Salary Minimum or Maximum
0410	Admin Assistant 2	02A 22N 27N	20S 20S 20S	\$ 3,826 - \$ 5,682 \$ 3,826 - \$ 5,682 \$ 3,826 - \$ 5,682
0358	Admin Assistant 3	02A 22N 27N	24P 24P 24P	\$ 4,410 - \$ 6,534 \$ 4,410 - \$ 6,534 \$ 4,410 - \$ 6,534
0039	Admin Assistant 4	02A 22N 27N 98B	26A 26A 26A 26A	\$ 4,676 - \$ 6,935 \$ 4,676 - \$ 6,935 \$ 4,676 - \$ 6,935 \$ 4,676 - \$ 6,935
0766	Admin Assistant 4 - Uncl	02A 22N	26A 26A	\$ 4,676 - \$ 6,935 \$ 4,676 - \$ 6,935
0139	Admin Secretary 1	01A 22M 27M	19I 19I 19I	\$ 3,502 - \$ 5,354 \$ 3,502 - \$ 5,354 \$ 3,502 - \$ 5,354
0192	Admin Secretary 2	01A	21Z	\$ 3,768 - \$ 5,924

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		22M	21Z	\$ 3,768 - \$ 5,924
		27M	21Z	\$ 3,768 - \$ 5,924
0665	Admin Secretary 2-Uncl	99	99	No Salary Minimum or Maximum
0366	Admin Secretary-Co Atty - Uncl	99P	99	\$ 0 - \$ 0
0378	Admin Secretary-Sheriff - Uncl	99P	99	\$ 0 - \$ 0
0623	Administr-Lk Owasso Res - Uncl	98B	38	\$ 7,438 - \$ 11,061
0538	Administr-RmsyCntyCareCtr-Uncl	98B	38	\$ 7,438 - \$ 11,061
0880	Administrative Investigator CC	02A	28	\$ 5,044 - \$ 7,488
0118	Administrative Planning Asst	22M	20P	\$ 3,639 - \$ 5,338
0206	Arena Mtncce & Operations Supv	02A	29	\$ 5,238 - \$ 7,780
0007	Arena Operations Asst Supv	02A	25	\$ 4,486 - \$ 6,660
0268	Arena Superintendent	02A	25	\$ 4,486 - \$ 6,660
0905	Assessment Appeals Specialist	22N	33	\$ 6,118 - \$ 9,096
0020	Assistant Probation Officer 1	22M	17B	\$ 3,294 - \$ 4,783
0289	Assistant Probation Officer 2	22M	19F	\$ 3,641 - \$ 5,340
0482	Asst County Attorney 1	21A	30	\$ 5,458 - \$ 8,119



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0758	Asst County Attorney 1 - Uncl	99	99	No Salary Minimum or Maximum
0249	Asst County Attorney 2	21A	35	\$ 6,541 - \$ 9,737
0236	Asst County Attorney 3	21A 21C	41 41	\$ 8,009 - \$ 11,924 \$ 8,009 - \$ 11,924
0875	Asst County Attorney 3 - Uncl	99	99	No Salary Minimum or Maximum
0702	Asst County Attorney 4	21A 21C	41X 41X	\$ 8,409 - \$ 12,519 \$ 8,409 - \$ 12,519
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	\$ 6,880 - \$ 10,226
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	\$ 8,660 - \$ 12,874
0456	Asst General Supervisor	02A	28	\$ 5,044 - \$ 7,488
0826	Asst Manager-Prop Rec & Rev	02A	33	\$ 6,118 - \$ 9,096
0003	Asst Mgr - Cnty Assessing Divn	02A	35	\$ 6,614 - \$ 9,824
0126	Asst Program Evaluator	02A 27N	25M 25M	\$ 4,582 - \$ 6,788 \$ 4,582 - \$ 6,788
0561	Asst Public Defender 3 - Uncl	20A	03	\$ 7,347 - \$ 10,728
0575	Asst Public Defender 4 - Uncl	20A 20C	04 04	\$ 7,954 - \$ 11,613 \$ 8,164 - \$ 11,918

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0582	Attorney-Uncl	99	99	No Salary Minimum or Maximum
0384	Automated Info Sys Coordinator	02A 27N	26M 26M	\$ 4,769 - \$ 7,048 \$ 4,769 - \$ 7,048
0346	Automated Info Sys Spc-WkfceDv	22M	20	\$ 3,624 - \$ 5,348
0477	Behavior Analyst	34C	20R	\$ 3,930 - \$ 5,717
0404	Bldg Services Manager	98B	29	\$ 5,238 - \$ 7,780
0411	Budget & Acctg Analyst 1	02A	23C	\$ 4,217 - \$ 6,253
0468	Budget & Acctg Analyst 2	02A	27	\$ 4,852 - \$ 7,187
0367	Building Info Officer	22M	16	\$ 3,171 - \$ 4,604
0132	Building Maint Mechanic 1	22E	04	\$ 3,988 - \$ 4,784
0625	Building Maint Mechanic 2	22E	06	\$ 4,418 - \$ 5,291
0033	Building Operations Supv	02A	22	\$ 3,993 - \$ 5,914
0248	Bus & Functional Sys Suppt Mgr	02A	35	\$ 6,614 - \$ 9,824
0865	CCS Capability Manager	98B	34	\$ 6,365 - \$ 9,450
0319	Carpenter	08A 08B	32 32	\$ 7,641 - \$ 7,641 \$10,166 - \$ 10,166

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0333	Case Aide 1	01A	16D	\$ 3,278 - \$ 4,693
		22M	16D	\$ 3,278 - \$ 4,693
		27M	16D	\$ 3,278 - \$ 4,693
0759	Case Aide 1 - Uncl	99	99	No Salary Minimum or Maximum
0266	Case Aide 2	01A	18F	\$ 3,453 - \$ 5,135
		22M	18F	\$ 3,453 - \$ 5,135
		27M	18F	\$ 3,453 - \$ 5,135
0121	Case Aide 3	27M	21E	\$ 3,864 - \$ 5,813
0402	Cashier - Prop Rec Rev	22M	18E	\$ 3,441 - \$ 5,354
0881	Central Fleet Manager	98B	32	\$ 5,894 - \$ 8,751
0833	Certified Peer Recovery Spec	27N	19	\$ 3,562 - \$ 5,255
0282	Chemical Dependency Couns Supv	02A	28M	\$ 5,148 - \$ 7,626
0310	Chemical Dependency Counselor	02A	19	\$ 3,562 - \$ 5,255
		27N	19	\$ 3,562 - \$ 5,255
0239	Chemical Dependency Prgm Supv	02A	31M	\$ 5,783 - \$ 8,584
0124	Chief Clerk to the Board-Unc*	98B	27M	\$ 4,959 - \$ 7,338
0918	Chief Compliance & Ethics Offr	98B	38M	\$ 7,592 - \$ 11,281
0522	Chief Correctional Officer	02A	31	\$ 5,672 - \$ 8,412
		42	01	\$ 5,672 - \$ 8,412

\*Abolished except for current incumbent

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0225	Chief Deputy Sheriff - Uncl	98B	42B	\$ 8,978 - \$ 13,352
0241	Chief Investigator - Med Exmnr	02A 98B	33 33	\$ 6,118 - \$ 9,096 \$ 6,118 - \$ 9,096
0405	Chief Stationary Engineer	02A	31	\$ 5,672 - \$ 8,412
0323	Child Protection Worker	27N	27M	\$ 4,959 - \$ 7,338
0768	Child Support Assistant	22M	17	\$ 3,277 - \$ 4,773
0450	Child Support Supervisor	02A	31M	\$ 5,783 - \$ 8,584
0706	Claims Administrator	02A	27	\$ 4,852 - \$ 7,187
0257	Clerical Speclst-Prop Rec Rev	22M	21	\$ 3,768 - \$ 5,561
0221	Clerk 1	01A 22M 27M	07 07 07	\$ 2,409 - \$ 3,332 \$ 2,409 - \$ 3,332 \$ 2,409 - \$ 3,332
0339	Clerk 2	01A 22M 27M	11F 11F 11F	\$ 2,781 - \$ 3,881 \$ 2,781 - \$ 3,881 \$ 2,781 - \$ 3,881
0008	Clerk 3	01A 22M 27M	14F 14F 14F	\$ 3,027 - \$ 4,403 \$ 3,027 - \$ 4,403 \$ 3,027 - \$ 4,403
0110	Clerk 4	01A 22M 27M	20B 20B 20B	\$ 3,702 - \$ 6,046 \$ 3,702 - \$ 6,046 \$ 3,702 - \$ 6,046

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0143	Clerk Typist 1	01A	08F	\$ 2,568 - \$ 3,551
		22M	08F	\$ 2,568 - \$ 3,551
		27M	08F	\$ 2,568 - \$ 3,551
0093	Clerk Typist 2	01A	11F	\$ 2,781 - \$ 3,881
		22M	11F	\$ 2,781 - \$ 3,881
		27M	11F	\$ 2,781 - \$ 3,881
0666	Clerk Typist 2-Uncl	99	99	No Salary Minimum or Maximum
0496	Clerk Typist 3	01A	15F	\$ 3,136 - \$ 4,579
		22M	15F	\$ 3,136 - \$ 4,579
		27M	15F	\$ 3,136 - \$ 4,579
0667	Clerk Typist 3-Uncl	99	99	No Salary Minimum or Maximum
0655	Clinical Psychologist	02A	30M	\$ 5,548 - \$ 8,260
		27N	30M	\$ 5,548 - \$ 8,260
0715	Collections Enforcement Agent	22N	25	\$ 4,486 - \$ 6,660
		27N	25	\$ 4,486 - \$ 6,660
0399	Comm Corr Acctg and Admin Mgr	98B	33	\$ 6,118 - \$ 9,096
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	\$ 6,614 - \$ 9,824
0442	Comm Corr Superint-BTT - Uncl	98B	36	\$ 6,880 - \$ 10,226
0275	Comm Corr Superint-JDC - Uncl	98B	36	\$ 6,880 - \$ 10,226
0335	Comm Corr Supv	10A	02	\$ 5,927 - \$ 8,803

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0523	Commnty Svc Ofcr	22N	17M	\$ 3,378 - \$ 4,982
0700	Communications Associate	02A 27N	19M 19M	\$ 3,626 - \$ 5,379 \$ 3,626 - \$ 5,379
0699	Communicatn/Progrmng Spec-Lib	02A	28M	\$ 5,148 - \$ 7,626
0858	Community Youth Worker	22M	12	\$ 2,788 - \$ 3,938
0787	Compliance and Records Manager	98B	33	\$ 6,118 - \$ 9,096
0692	Computer Project Analyst	02A	33M	\$ 6,244 - \$ 9,274
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	\$ 6,118 - \$ 9,096
0351	Contract Manager	02A 27N	30 30	\$ 5,456 - \$ 8,090 \$ 5,456 - \$ 8,090
0159	Controller	98B	35	\$ 6,614 - \$ 9,824
0152	Cook	33A	15V	\$ 3,533 - \$ 4,591
0135	Cook - Juvenile Institutions	22M	18S	\$ 3,558 - \$ 5,128
0127	Cook - Trainee	33A	10P	\$ 3,022 - \$ 3,867

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0481	Cook Supv - Juvenile Inst	02A	21M	\$ 3,920 - \$ 5,814
0376	Corr Officer (Laundry Supv)	28	04	\$ 4,773 - \$ 6,839
0138	Corr Officer 1(Auto Mechanic)	28	02	\$ 4,134 - \$ 6,060
0283	Corr Officer 1(Cook)	28	02	\$ 4,134 - \$ 6,060
0397	Corr Officer 1(Gen'l Duty)	28 28	02S 02	\$ 4,134 - \$ 6,060 \$ 4,134 - \$ 6,060
0585	Corr Officer 1(Nursery Farm)	28	02	\$ 4,134 - \$ 6,060
0015	Corr Officer 1(Shop Supv)	28	02	\$ 4,134 - \$ 6,060
0510	Corr Officer 1(Sta Engr)	28	02	\$ 4,134 - \$ 6,060
0217	Corr Officer 2(Auto Mechanic)	28	03	\$ 4,493 - \$ 6,581
0083	Corr Officer 2(Cook)	28	03	\$ 4,493 - \$ 6,581
0423	Corr Officer 2(Gen'l Duty)	28 28	03S 03	\$ 4,493 - \$ 6,581 \$ 4,493 - \$ 6,581
0439	Corr Officer 2(Nursery Farm)	28	03	\$ 4,493 - \$ 6,581
0277	Corr Officer 2(Shop Supv)	28	03	\$ 4,493 - \$ 6,581
0215	Corr Officer 2(Sta Engr)	28	03	\$ 4,493 - \$ 6,581

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0122	Corr Officer 3(Cook)	31	28M	\$ 5,151 - \$ 7,629
0548	Corr Officer 3(Gen'l Duty)	31 36	28M 28M	\$ 5,151 - \$ 7,629 \$ 5,151 - \$ 7,629
0026	Corr Officer 3(NurseryCoord)	31	28M	\$ 5,151 - \$ 7,629
0530	Corr/Det Fac Superint- Uncl	98B	38	\$ 7,438 - \$ 11,061
0586	County Attorney - Uncl	99	99	No Salary Minimum or Maximum
0546	County Commissioner - Uncl	99	99	No Salary Minimum or Maximum
0228	County Eng/DirPubWks - Uncl	98B	44	\$ 9,406 - \$ 13,974
0244	County Manager - Uncl	98B 98E	52 52	\$12,479 - \$ 18,552 \$14,635 - \$ 14,635
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0370	County Surveyor/Pub Wks - Uncl	98B	34	\$ 6,365 - \$ 9,450
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	03	18	\$ 3,465 - \$ 4,709
0494	Custodial Worker 1	33A 34A	10M 10M	\$ 2,984 - \$ 3,845 \$ 2,878 - \$ 3,740
0018	Custodial/Laundry Worker	33A	10M	\$ 2,984 - \$ 3,845



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0760	Customer Service Specialist	27M	16	\$ 3,171 - \$ 4,604
0920	Data Compliance Manager	98B	33	\$ 6,118 - \$ 9,096
0761	Data Quality Clerk	27M	16D	\$ 3,278 - \$ 4,693
0762	Data Quality Specialist	27M	21E	\$ 3,864 - \$ 5,813
0921	Dep Dir Com & Econ Dvlmt Uncl	98B	36	\$ 6,880 - \$ 10,226
0914	Dep Dir Dept of Cty Assessor	98B	38	\$ 7,438 - \$ 11,061
0414	Dep Dir of Admin-Com Cor-Uncl	98B	38	\$ 7,438 - \$ 11,061
0301	Dep Dir of Adt Probation(Uncl)	98B	38	\$ 7,438 - \$ 11,061
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	\$ 7,438 - \$ 11,061
0879	Dep Dir of ECC - Uncl.	98B	36	\$ 6,880 - \$ 10,226
0837	Dep Dir of Finance	98B	37M	\$ 7,296 - \$ 10,841
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	\$ 7,438 - \$ 11,061
0679	Dep Dir of Ram Co Library	98B	36	\$ 6,880 - \$ 10,226
0565	Deputy County Manager - Uncl	98B	48M	\$11,213 - \$ 16,664
0900	Deputy Director Public Works	98B	40	\$ 8,047 - \$ 11,959

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0915	Deputy Director of Comm (Uncl)	98B	34	\$ 6,365 - \$ 9,450
0130	Deputy Sheriff	30	02	\$ 4,704 - \$ 6,882
0270	Deputy Sheriff Commander	38	31	\$ 7,742 - \$ 9,014
0416	Deputy Sheriff Inspector-Uncl	98B	32	\$ 5,894 - \$ 8,751
0042	Deputy Sheriff-Sergeant	35	01	\$ 6,935 - \$ 7,913
0479	Detoxification Aide	27E	02A	\$ 3,288 - \$ 4,341
0182	Dietary Coordinator - LOR	03	25	\$ 4,150 - \$ 5,668
0382	Dietetic Technician	02A	16	\$ 3,203 - \$ 4,697
0819	Dir - Health Care Systems-Uncl	98B	40	\$ 8,047 - \$ 11,959
0890	Dir County Assessor Dept Uncl	98B	43	\$ 9,057 - \$ 13,440
0891	Dir PropTx, Rec, &ElecSvc Uncl	98B	43	\$ 9,057 - \$ 13,440
0916	Dir of Adm IPR (Unclassified)	98B	39	\$ 7,746 - \$ 11,501
0813	Dir of Admin - Info Serv	98B	36M	\$ 7,015 - \$ 10,427
0842	Dir of Admin - Prop Mgt (uncl)	98B	34M	\$ 6,489 - \$ 9,637
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	\$ 6,747 - \$ 10,025

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0519	Dir of Admin-CHSD - Uncl	98B	40	\$ 8,047 - \$ 11,959
0082	Dir of Admin-Cty Atty (Uncl)	98B	36M	\$ 7,015 - \$ 10,427
0383	Dir of Admin-Sheriff - Uncl	98B	31	\$ 5,672 - \$ 8,412
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	\$ 6,365 - \$ 9,450
0532	Dir of Comm and Pub Rel - Uncl	98B	41	\$ 8,364 - \$ 12,438
0258	Dir of Comnty & Econ Dev- Uncl	98B	42	\$ 8,699 - \$ 12,938
0163	Dir of Comnty Corrcetns - Uncl	98B	46	\$10,174 - \$ 15,105
0395	Dir of Comnty Humn Svcs - Uncl	98B 98E	48 48	\$10,993 - \$ 16,337 \$14,635 - \$ 14,635
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	\$ 6,614 - \$ 9,824
0763	Dir of Emgcy Comm - Uncl	98B	41	\$ 8,364 - \$ 12,438
0611	Dir of Emrgcy Svcs - Uncl	98B	33M	\$ 6,244 - \$ 9,274
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	\$ 9,057 - \$ 13,440
0245	Dir of Finance	98B	44	\$ 9,406 - \$ 13,974
0502	Dir of Human Resources	98B	43	\$ 9,057 - \$ 13,440

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0628	Dir of Information Svcs - Uncl	98B	44	\$ 9,406 - \$ 13,974
0212	Dir of Law Library-Uncl	99	99	No Salary Minimum or Maximum
0179	Dir of Library Service-Uncl	99	99	No Salary Minimum or Maximum
0630	Dir of Nursing Svc - RCCC	02A	31Q	\$ 5,729 - \$ 9,214
0168	Dir of Nutritional Svcs - RCCC	02A	26M	\$ 4,769 - \$ 7,048
0513	Dir of Operations - Pks & Rec	98B	35	\$ 6,614 - \$ 9,824
0465	Dir of Parks & Recreatn - Uncl	98B	43	\$ 9,057 - \$ 13,440
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	\$ 6,118 - \$ 9,096
0016	Dir of Pol Analysis&Plng-Uncl	98B	40	\$ 8,047 - \$ 11,959
0629	Dir of Property Mgmt - Uncl	98B	41	\$ 8,364 - \$ 12,438
0253	Dir of Public Health - Uncl	98B	43	\$ 9,057 - \$ 13,440
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	\$ 9,057 - \$ 13,440
0569	Dir of Regnl Rail Auth - Uncl	98B	41	\$ 8,364 - \$ 12,438
0877	Dir of Social Services - Uncl	98B	44	\$ 9,406 - \$ 13,974
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	\$ 5,352 - \$ 7,935

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0804	Dispatcher - Fire	28B	21	\$ 3,919 - \$ 5,670
0805	Dispatcher - Law Enforcement	28B	21	\$ 3,919 - \$ 5,670
0205	Div and OD Dev Specialist	02A	28M	\$ 5,148 - \$ 7,626
0227	Diversity Prgrms Specialist 1	02A	24	\$ 4,323 - \$ 6,404
0334	Diversity Prgrms Specialist 2	02A	26	\$ 4,668 - \$ 6,919
0431	Diversity Program Manager	98B	34	\$ 6,365 - \$ 9,450
0525	Division Dirctr-Co Atty - Uncl	98B	42W	\$ 9,015 - \$ 13,377
0712	Division Director-Soc Svcs Unc	98B	40	\$ 8,047 - \$ 11,959
0591	Duplic Equipmt Op-Layout&Design	22N 27N	18C 18C	\$ 3,506 - \$ 5,147 \$ 3,506 - \$ 5,147
0887	EAM Systems Manager	02A	32	\$ 5,894 - \$ 8,751
0784	ECC Support Technician	22N	23	\$ 4,151 - \$ 6,153
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	\$ 7,015 - \$ 10,427
0050	Economic Development Specialis	02A	31	\$ 5,672 - \$ 8,412
0885	Election Clerk - Uncl	99	885	\$ 3,033 - \$ 3,033

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0350	Elections Administrator 1	22M	18	\$ 3,388 - \$ 4,958
0588	Elections Administrator 2	22N	24M	\$ 4,405 - \$ 6,527
0315	Elections Supervisor Admint 3	02A	29M	\$ 5,352 - \$ 7,935
0863	Electns Absnt Bal Bd Judge-Unc	99	863	\$ 2,773 - \$ 2,773
0729	Electns Ar Logis Judge - Uncl	99	729	\$ 2,600 - \$ 2,600
0874	Electns Asst Head Judge - Uncl	99	874	\$ 2,253 - \$ 2,253
0620	Electns Head Judge - Uncl	99	620	\$ 2,427 - \$ 2,427
0520	Electns Precinct Judge - Uncl	99	520	\$ 1,733 - \$ 1,733
0730	Electns Registrtn Judge - Uncl	99	730	\$ 2,253 - \$ 2,253
0731	Electns Student Judge - Uncl	99	99	No Salary Minimum or Maximum
0864	Electns Votng Sys Judge - Uncl	99	864	\$ 2,773 - \$ 2,773
0764	Emerg Comm Tech Mgr	98B	34	\$ 6,365 - \$ 9,450
0894	Emerg Comm Tech Support Superv	02A	31	\$ 5,672 - \$ 8,412
0893	Emergency Comm GIS Specialist	02A	27	\$ 4,852 - \$ 7,187
0801	Emergency Comm Shift Supv	41	01	\$ 4,902 - \$ 7,260

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0290	Emergency Communcations Mgr	98B	31M	\$ 5,783 - \$ 8,584
0594	Emergency Mgmt Coordinator	02A	25	\$ 4,486 - \$ 6,660
0387	Employmnt Gdnce Counslr 1	02A	23M	\$ 4,240 - \$ 6,277
		27N	23M	\$ 4,240 - \$ 6,277
		39	23M	\$ 4,240 - \$ 6,277
0123	Employmnt Gdnce Counslr 2	02A	25M	\$ 4,582 - \$ 6,788
		27N	25M	\$ 4,582 - \$ 6,788
		39	25M	\$ 4,582 - \$ 6,788
0363	Employmnt Gdnce Counslr 3	02A	28M	\$ 5,148 - \$ 7,626
		27N	28M	\$ 5,148 - \$ 7,626
		39	28M	\$ 5,148 - \$ 7,626
0306	Employmnt Gdnce Counslr Aide 1	22M	18	\$ 3,388 - \$ 4,958
0637	Employmnt Gdnce Counslr Aide 2	22M	21	\$ 3,768 - \$ 5,561
0025	Employmnt Gdnce Counslr Supv	02A	31M	\$ 5,783 - \$ 8,584
0145	Engineer 1	02A	28D	\$ 5,066 - \$ 7,522
0095	Engineer 2	02A	30B	\$ 5,479 - \$ 8,130
0559	Engineer 3	02A	34B	\$ 6,397 - \$ 9,505
0392	Engineer 4	98B	37	\$ 7,153 - \$ 10,628
0476	Engineer/Const/Survey Tech 2	25A	02	\$ 3,912 - \$ 5,792

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0314	Engineer/Const/Survey Tech 3	25A	03	\$ 4,399 - \$ 6,517
0615	Engineer/Const/Survey Tech 4	25A	04	\$ 4,938 - \$ 7,331
0086	Engineer/Const/SurveyTech 1	25A	01	\$ 3,379 - \$ 4,995
0379	Engineering Aide	02A	13	\$ 2,904 - \$ 4,172
0889	Enterprise Risk Manager-Uncl	98B	35M	\$ 6,747 - \$ 10,025
0791	Environmental Health Supervisr	02A	31M	\$ 5,783 - \$ 8,584
0789	Environmental Hlth DivDir-Uncl	98B	38	\$ 7,438 - \$ 11,061
0777	Environmental Hlth Tec-Spanish	01A	18	\$ 3,388 - \$ 4,958
0774	Environmental Hlth Tech	01A	18	\$ 3,388 - \$ 4,958
0775	Environmental Hlth Tech-Hmong	01A	18	\$ 3,388 - \$ 4,958
0776	Environmental Hlth Tech-Somali	01A	18	\$ 3,388 - \$ 4,958
0540	Environmtal Health Speclst 1	02A	24	\$ 4,323 - \$ 6,404
0155	Environmtal Health Speclst 2	02A	28M	\$ 5,148 - \$ 7,626
0403	Environmtal Resrces Spclst 1	02A	23	\$ 4,151 - \$ 6,153
0490	Environmtal Resrces Spclst 2	02A	27	\$ 4,852 - \$ 7,187



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		98A	07R	\$ 4,852 - \$ 7,187
0035	Environmtal Svcs Supv - PubWks	98B	34	\$ 6,365 - \$ 9,450
0560	Epidemiologist	43	28M	\$ 5,148 - \$ 7,626
0160	Equipment Service Worker	26A	03	\$ 3,983 - \$ 5,064
0210	Executive Assistant	98B	32M	\$ 6,013 - \$ 8,912
0765	Executive Assistant - Uncl	98B	32M	\$ 6,013 - \$ 8,912
0562	Executive Housekeeper - RCCC	02A	24	\$ 4,323 - \$ 6,404
0917	Fellowship - Unclassified	99	99	No Salary Minimum or Maximum
0263	Finance Manager	02A	32	\$ 5,894 - \$ 8,751
0203	Financial Assistance Supv	02A	27	\$ 4,852 - \$ 7,187
0242	Financial Systems Mgr - CHSD	02A	33	\$ 6,118 - \$ 9,096
0556	Financial Worker 1	27M	17I	\$ 3,417 - \$ 4,895
0170	Financial Worker 2	27M	19F	\$ 3,606 - \$ 5,368
0574	Financial Worker 3	27M	23P	\$ 4,175 - \$ 6,284
0222	First Asst County Atty - Uncl	98B	44	\$ 9,406 - \$ 13,974

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0684	First Asst Publc Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	\$ 5,238 - \$ 7,780
0388	Fleet Mechanic	26	12	\$ 4,978 - \$ 5,957
0505	Food Service Worker	33A	09P	\$ 2,933 - \$ 3,746
0798	Forensic Clinical Psychologist	27N	34	\$ 6,365 - \$ 9,450
0053	Forensic Technician	22N	17	\$ 3,323 - \$ 4,878
0811	GIS Manager - Uncl	98B	36	\$ 6,880 - \$ 10,226
0385	General Repair Worker	22J 23H	05 05	\$ 4,017 - \$ 4,813 \$ 4,017 - \$ 4,813
0466	General Repair Worker - RCCC	24	02	\$ 4,146 - \$ 4,891
0028	General Supv-Maint & Constrctn	02A	30	\$ 5,456 - \$ 8,090
0234	General Supv-Maint Equipment	02A	25M	\$ 4,582 - \$ 6,788
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum
0251	Geog Info Sys Supervisor	02A	29	\$ 5,238 - \$ 7,780
0462	Geog Info Sys Technician	02A	21	\$ 3,836 - \$ 5,704

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0161	Golf Course Superintendent	02A	25	\$ 4,486 - \$ 6,660
0806	Government Rel Director - Uncl	98B	39	\$ 7,746 - \$ 11,501
0503	Governmt Relations Spec - Uncl	98B	35	\$ 6,614 - \$ 9,824
0888	Graphic and Digital Specialist	02A	24	\$ 4,323 - \$ 6,404
0720	HR Bnfts/Claims/Trans Spclst 1	02A 22N	20 20	\$ 3,695 - \$ 5,473 \$ 3,695 - \$ 5,473
0549	HR Bnfts/Claims/Trans Spclst 2	02A 22N	22 22	\$ 3,993 - \$ 5,914 \$ 3,993 - \$ 5,914
0445	HR Program Administrator	02A	30	\$ 5,456 - \$ 8,090
0420	Head Nurse	02A	29A	\$ 5,291 - \$ 8,015
0831	Health Ed Prgm Asst-ASL	22N	17M	\$ 3,378 - \$ 4,982
0770	Health Ed Prgm Asst-Hmong Spkg	22N	17M	\$ 3,378 - \$ 4,982
0810	Health Ed Prgm Asst-KaRen Spk	22N	17M	\$ 3,378 - \$ 4,982
0771	Health Ed Prgm Asst-Somali Spk	22N	17M	\$ 3,378 - \$ 4,982
0772	Health Ed Prgm Asst-Spanish	22N	17M	\$ 3,378 - \$ 4,982
0091	Health Education Prgrm Asst	22N	17M	\$ 3,378 - \$ 4,982

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0398	Health Educator 1	02A	26	\$ 4,668 - \$ 6,919
0276	Health Educator 2	02A	28M	\$ 5,148 - \$ 7,626
0919	Healthcare Compliance Manager	98B	34	\$ 6,365 - \$ 9,450
0274	Heavy Equipment Operator 1	26	09	\$ 4,381 - \$ 5,243
0592	Heavy Equipment Operator 2	26	11M	\$ 4,676 - \$ 5,596
0361	Highway Maintenance Laborer	26	02	\$ 4,097 - \$ 4,904
0649	Highway Maintenance LbrCrewLdr	26	11M	\$ 4,676 - \$ 5,596
0659	Highway Maintenance Operator	26	05	\$ 4,288 - \$ 5,131
0284	Highway Maintenance Supervisor	02A	24B	\$ 4,338 - \$ 6,435
0340	Highway Sign Worker 1	26	05	\$ 4,288 - \$ 5,131
0653	Highway Sign Worker 2	26	08	\$ 4,517 - \$ 5,406
0104	Highway MTCE Summer Laborer	09	05	\$ 2,226 - \$ 2,643
0040	Housekeeper - Juvnle Inst	22M	14	\$ 2,971 - \$ 4,252
0478	Human Resources Exams Spclst	22N	20P	\$ 3,768 - \$ 5,628
0136	Human Resources Generalist 1	02A	24	\$ 4,323 - \$ 6,404

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0260	Human Resources Generalist 2	02A	28	\$ 5,044 - \$ 7,488
0019	Human Resources Manager	98B	36	\$ 6,880 - \$ 10,226
0654	Human Resources Supervisor	02A	33M	\$ 6,244 - \$ 9,274
0107	Human Services Manager	02A	34C	\$ 6,394 - \$ 9,508
0183	IS Actng&Adm Mgr - Uncl	98B	32M	\$ 6,013 - \$ 8,912
0745	IS App Developer 1	02A 02P	23 23	\$ 4,151 - \$ 6,153 \$ 4,151 - \$ 6,153
0747	IS App Developer 2	02P	27M	\$ 4,959 - \$ 7,338
0749	IS App Developer 3	02A 02P	30 30	\$ 5,456 - \$ 8,090 \$ 5,456 - \$ 8,090
0757	IS App Svcs Mgr-Uncl	98B	39	\$ 7,746 - \$ 11,501
0755	IS App Svcs Supervisor	02A 02P	37 37	\$ 7,153 - \$ 10,628 \$ 7,153 - \$ 10,628
0825	IS ArcSDE/ArcServer Administr	02P	32	\$ 5,894 - \$ 8,751
0782	IS Business Analyst	02P 27N	27M 27M	\$ 4,959 - \$ 7,338 \$ 4,959 - \$ 7,338
0824	IS Chief Info Sec Off -Uncl	98B	34M	\$ 6,489 - \$ 9,637

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0836	IS Chief Tech Officer - Uncl	98B	39	\$ 7,746 - \$ 11,501
0856	IS Customer Support Mgr-Uncl	98B	35	\$ 6,614 - \$ 9,824
0235	IS Database Admin	02P	34M	\$ 6,489 - \$ 9,637
0862	IS GIS Specialist	02P	26M	\$ 4,769 - \$ 7,048
0756	IS Infrast & Oper Mgr-Uncl	98B	39	\$ 7,746 - \$ 11,501
0017	IS LAN Support Spec 1	02A 02P 27N	25 25 25	\$ 4,486 - \$ 6,660 \$ 4,486 - \$ 6,660 \$ 4,486 - \$ 6,660
0272	IS LAN Support Spec 2	02A 02P 27N	28 28 28	\$ 5,044 - \$ 7,488 \$ 5,044 - \$ 7,488 \$ 5,044 - \$ 7,488
0312	IS Lead Database Admin	02A 02P	37 37	\$ 7,153 - \$ 10,628 \$ 7,153 - \$ 10,628
0753	IS Principal App Developer	02A 02P	35 35	\$ 6,614 - \$ 9,824 \$ 6,614 - \$ 9,824
0869	IS Principal Business Analyst	02P	35	\$ 6,614 - \$ 9,824
0751	IS Sr App Developer	02A 02P	33 33	\$ 6,118 - \$ 9,096 \$ 6,118 - \$ 9,096
0828	IS Sr Business Analyst	02P 27N	30M 30M	\$ 5,548 - \$ 8,260 \$ 5,548 - \$ 8,260

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0695	IS Sr LAN Support Spec	02P 27N	29M 29M	\$ 5,352 - \$ 7,935 \$ 5,352 - \$ 7,935
0752	IS Tech Svcs Lead Specialist	02A 02P	35 35	\$ 6,614 - \$ 9,824 \$ 6,614 - \$ 9,824
0744	IS Tech Svcs Specialist 1	02A 02P	23 23	\$ 4,151 - \$ 6,153 \$ 4,151 - \$ 6,153
0746	IS Tech Svcs Specialist 2	02A 02P	28 28	\$ 5,044 - \$ 7,488 \$ 5,044 - \$ 7,488
0748	IS Tech Svcs Specialist 3	02A 02P	30 30	\$ 5,456 - \$ 8,090 \$ 5,456 - \$ 8,090
0750	IS Tech Svcs Sr Specialist	02A 02P	33 33	\$ 6,118 - \$ 9,096 \$ 6,118 - \$ 9,096
0754	IS Tech Svcs Supervisor	02A 02P	37 37	\$ 7,153 - \$ 10,628 \$ 7,153 - \$ 10,628
0769	IS Technical Architect	02P	36	\$ 6,880 - \$ 10,226
0872	IT Principal Projct Mgr-InfoSv	02P	35	\$ 6,614 - \$ 9,824
0835	IT Proj Mgmt Offc Dir - Uncl	98B	37	\$ 7,153 - \$ 10,628
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	\$ 5,148 - \$ 7,626
0857	IT Service Center Technician	02P	22	\$ 3,993 - \$ 5,914

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0876	Info Security Specialist	02P	31M	\$ 5,783 - \$ 8,584
0696	Info Svcs LAN Support Supv	02A 02P	33 33	\$ 6,118 - \$ 9,096 \$ 6,118 - \$ 9,096
0902	Information & Operations Mgr	02A	32	\$ 5,894 - \$ 8,751
0897	Int Health & Justice Prgm Admi	98B	35	\$ 6,614 - \$ 9,824
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	\$ 4,221 - \$ 6,231
0638	Investigator - County Attorney	22N	25P	\$ 4,628 - \$ 6,867
0544	Investigator - Public Defender	43	25M	\$ 4,582 - \$ 6,788
0220	Investigator 1 - Med Exam Ofc	22N	22M	\$ 4,079 - \$ 6,046
0609	Investigator 2 - Med Exam Ofc	22N	24	\$ 4,323 - \$ 6,404
0381	Investigator Supv - Co Atty	02A	30	\$ 5,456 - \$ 8,090
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum
0141	Janitor Supervisor	22M	18P	\$ 3,537 - \$ 5,095



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0413	Janitor/Building Guard	22M	13	\$ 2,873 - \$ 4,089
0162	Kitchen Worker	33A	11I	\$ 3,091 - \$ 3,943
0317	Labor Relations Mgr - Uncl	98B	37	\$ 7,153 - \$ 10,628
0898	Labor Relations Specialist	02A	33M	\$ 6,244 - \$ 9,274
0240	Laboratory Technician	22N	19M	\$ 3,626 - \$ 5,379
0345	Landscape Architect	02A	31M	\$ 5,783 - \$ 8,584
0882	Landscape Designer	02A	21M	\$ 3,920 - \$ 5,814
0023	Law Clerk - Uncl	98A	03	\$ 3,378 - \$ 5,097
0604	Law Clerk-Investigator - Uncl	98A	04S	\$ 3,599 - \$ 5,465
0792	Law Lib Sr Associate-Uncl	99	99	No Salary Minimum or Maximum
0607	Law Library Assistant-Uncl	99	99	No Salary Minimum or Maximum
0820	Law Library Sr Assistant-Uncl	99	99	No Salary Minimum or Maximum
0839	Lead Real Estate Mgmt Spclst	22N	26	\$ 4,668 - \$ 6,919
0460	Legal Secretary	22M	17F	\$ 3,337 - \$ 4,864
0428	Librarian 1	43	23K	\$ 4,240 - \$ 6,051

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0207	Librarian 2	43	25M	\$ 4,582 - \$ 6,788
0474	Librarian 3	02A	28C	\$ 5,124 - \$ 7,604
0149	Librarian 4	02A	33	\$ 6,118 - \$ 9,096
0338	Library Associate 1	22M	18	\$ 3,388 - \$ 4,958
0250	Library Associate 2	22M	21	\$ 3,768 - \$ 5,561
0044	Library Circulation Supv	01A	21	\$ 3,768 - \$ 5,561
0327	Library Page	22M	08C	\$ 2,556 - \$ 3,508
0521	Library Property Manager	02A	31	\$ 5,672 - \$ 8,412
0237	Library Technical Svcs Supv	01A	24A	\$ 4,221 - \$ 6,315
0180	Licensed Practical Nurse	37 37I	23 23I	\$ 3,703 - \$ 5,325 \$ 4,006 - \$ 5,631
0906	Licensed Practical Nurse - CH	37	26	\$ 4,285 - \$ 5,761
0621	Life Guard	09	05	\$ 2,226 - \$ 2,643
0004	Maintenance & Oper Wkr 1	23Z	02	\$ 3,890 - \$ 4,669
0463	Maintenance & Oper Wkr 2	23Z	04	\$ 4,371 - \$ 5,240

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0580	Maintenance & Service Wkr	23Z	03	\$ 4,340 - \$ 5,199
0483	Maintenance Worker	22J	03	\$ 3,571 - \$ 4,288
0598	Management & Analysis Supv	02A	32	\$ 5,894 - \$ 8,751
0048	Management Analyst 1	02A 27N	23 23	\$ 4,151 - \$ 6,153 \$ 4,151 - \$ 6,153
0097	Management Analyst 2	02A 27N	26 26	\$ 4,668 - \$ 6,919 \$ 4,668 - \$ 6,919
0298	Management Analyst 3	02A 27N	28 28	\$ 5,044 - \$ 7,488 \$ 5,044 - \$ 7,488
0703	Management Analyst 3 - Uncl	99	99	No Salary Minimum or Maximum
0181	Management Analyst 4	02A 27N	30 30	\$ 5,456 - \$ 8,090 \$ 5,456 - \$ 8,090
0408	Manager - Inform & Pub Rec	98B	36	\$ 6,880 - \$ 10,226
0714	Manager-Workforce Solutions	98B	34	\$ 6,365 - \$ 9,450
0432	Master Electrician	08A 08B	44 44	\$ 8,531 - \$ 8,531 \$10,858 - \$ 10,858
0196	Materials Prchsng Spclst-PubWk	02A	21M	\$ 3,920 - \$ 5,814
0639	Mechanical Maintenance Manager	02A	27	\$ 4,852 - \$ 7,187

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0325	Mechanical Stock Clerk 1	26	01	\$ 4,004 - \$ 4,792
0076	Mechanical Stock Clerk 2	26	06	\$ 4,374 - \$ 5,235
0741	Medical Assistant	22N 27N	15 15	\$ 3,096 - \$ 4,506 \$ 3,096 - \$ 4,506
0892	Medical Director (Uncl)	98B	52	\$12,479 - \$ 18,552
0506	Medical Records Technician	02A 27N	15D 15D	\$ 3,174 - \$ 4,988 \$ 3,174 - \$ 4,988
0491	Medical Technologist	02A	26M	\$ 4,769 - \$ 7,048
0353	Medical Technologist Supv	02A	30M	\$ 5,548 - \$ 8,260
0232	Mental Health Practitioner	02A 27N	25M 25M	\$ 4,582 - \$ 6,788 \$ 4,582 - \$ 6,788
0337	Mental Health Professional	02A 27N	28M 28M	\$ 5,148 - \$ 7,626 \$ 5,148 - \$ 7,626
0148	Mental Health Supervisor	02A	32S	\$ 6,091 - \$ 9,048
0036	Mental Health Worker	01A 27M	16C 16C	\$ 3,232 - \$ 4,695 \$ 3,232 - \$ 4,695
0267	Mgmt Analysis Supv	02A	36	\$ 6,880 - \$ 10,226
0697	Mower Operator	01A	11	\$ 2,713 - \$ 3,809

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0779	Naturalist	02A	17M	\$ 3,378 - \$ 4,982
0781	Naturalist Aide	09 23S	05 05	\$ 2,226 - \$ 2,643 \$ 2,226 - \$ 2,643
0778	Naturalist Coordinator	02A	19M	\$ 3,626 - \$ 5,379
0780	Naturalist-Early Childhd Spec	02A	17M	\$ 3,378 - \$ 4,982
0328	Nurse	02I 02N 40	28P 28 28	\$ 5,960 - \$ 8,733 \$ 5,094 - \$ 7,714 \$ 5,248 - \$ 7,947
0371	Nurse Clinician	02A 40	31P 31M	\$ 6,017 - \$ 9,110 \$ 6,017 - \$ 9,110
0809	Nurse Clinician Supervisor	02A	35	\$ 6,614 - \$ 9,824
0742	Nurse Practitioner	40	31	\$ 5,902 - \$ 8,928
0511	Nurse Supervisor	02A	30A	\$ 5,511 - \$ 8,334
0909	Nurse Supervisor - CH	02A	34C	\$ 6,394 - \$ 9,508
0321	Nursing Assistant 1	03 33A 33I	10Y 10Y 10Y	\$ 2,822 - \$ 3,670 \$ 3,052 - \$ 3,904 \$ 3,268 - \$ 4,122
0171	Nursing Assistant 2	33A 33I	12L 12L	\$ 3,163 - \$ 4,157 \$ 3,380 - \$ 4,374

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0486	Nutrition Program Manager	02A	31D	\$ 5,672 - \$ 8,446
0568	Nutrition Program Supervisor	02A	27F	\$ 4,902 - \$ 8,035
0352	Nutrition Spclst (Comnty Nutr)	02A	22M	\$ 4,079 - \$ 6,046
0343	Nutrition Spclst (WIC)	02A	23M	\$ 4,240 - \$ 6,277
0514	Occupational Therapist	02A 27N	23N 23N	\$ 4,264 - \$ 6,772 \$ 4,264 - \$ 6,772
0271	Office Manager 1	01A	21	\$ 3,768 - \$ 5,561
0005	Office Manager 2	01A	23B	\$ 4,065 - \$ 6,534
0336	Office Supervisor 1	01A	18C	\$ 3,401 - \$ 4,965
0092	Office Supervisor 2	01A	20C	\$ 3,695 - \$ 5,420
0356	Outdoor Education Manager	02A	27	\$ 4,852 - \$ 7,187
0873	PREA Compliance Manager - CC	02A	32	\$ 5,894 - \$ 8,751
0867	Paralegal 1	22N	17M	\$ 3,378 - \$ 4,982
0129	Paralegal 2	22N	22	\$ 3,993 - \$ 5,914
0868	Paralegal 3	22N	24	\$ 4,323 - \$ 6,404

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0642	Park Mtncce & Operations Supv	02A	29	\$ 5,238 - \$ 7,780
0373	Park Operations Assistant Supv	02A	25	\$ 4,486 - \$ 6,660
0533	Park Services Coordinator	09	07	\$ 2,675 - \$ 3,190
0024	Parks & Recreation Aide 1	09 23S	03 03	\$ 1,809 - \$ 2,121 \$ 1,809 - \$ 2,121
0013	Parks & Recreation Aide 2	09 23S	05 05	\$ 2,226 - \$ 2,643 \$ 2,226 - \$ 2,643
0049	Payroll Clerk 1	01A	15S	\$ 3,165 - \$ 4,538
0572	Payroll Clerk 2	01A	18P	\$ 3,489 - \$ 5,669
0229	Personnel Assistant*	02A	19	\$ 3,562 - \$ 5,255
0721	Personnel Ben & Transctns Asst	01A	21	\$ 3,768 - \$ 5,561
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0722	Personnel Transactns Asst	01A 22M	19 19	\$ 3,502 - \$ 5,138 \$ 3,502 - \$ 5,138
0911	Physician (Unclassified)	98B	48	\$10,993 - \$ 16,337
0464	Physician Assistant	27N	30	\$ 5,456 - \$ 8,090
0437	Planning & Evaluation Analyst	02A	30M	\$ 5,548 - \$ 8,260

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0090	Planning Manager	02A	33K	\$ 6,118 - \$ 9,271
0492	Planning Specialist 1	02A	28	\$ 5,044 - \$ 7,488
		27N	28	\$ 5,044 - \$ 7,488
		39	28	\$ 5,044 - \$ 7,488
0656	Planning Specialist 2	02A	30	\$ 5,456 - \$ 8,090
		27N	30	\$ 5,456 - \$ 8,090
		39	30	\$ 5,456 - \$ 8,090
0767	Policy Analyst	98B	25	\$ 4,486 - \$ 6,660
0480	Policy Analyst - Uncl	98B	25	\$ 4,486 - \$ 6,660
0555	Principal Assistant - Uncl	98D	25A	\$ 4,914 - \$ 6,660
0698	Principal Lib Circ Supv	01A	25	\$ 4,388 - \$ 6,470
0238	Principal Payroll Clerk	02A	22	\$ 3,993 - \$ 5,914
0848	Principal Procurement Special	02A	29M	\$ 5,352 - \$ 7,935
0913	Principal Rea Commercial	02A	32	\$ 5,894 - \$ 8,751
0529	Principal Real Estate Appr	02A	30	\$ 5,456 - \$ 8,090
0543	Prinicpal Fin Mgmt Analyst	02A	29P	\$ 5,434 - \$ 8,056
0434	Probation Officer 1	29A	01	\$ 4,267 - \$ 6,325



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0614	Probation Officer 2	29A	02	\$ 4,616 - \$ 6,836
0508	Probation Officer 3	29A	03	\$ 5,280 - \$ 7,832
0818	Procurement Manager	98B	34	\$ 6,365 - \$ 9,450
0883	Procurement Specialist	02A	20M	\$ 3,768 - \$ 5,594
0467	Program Analyst - Public Hlth	02A	28	\$ 5,044 - \$ 7,488
0461	Program Analyst*	02A	34G	\$ 6,365 - \$ 10,499
0074	Program Asst - Emrgcy Shelter	27N	25M	\$ 4,582 - \$ 6,788
0359	Program Dir - Lake Owasso Res	02A	29N	\$ 5,380 - \$ 8,825
0832	Program Dir - RC Detox	02A	32	\$ 5,894 - \$ 8,751
0485	Program Specialist	02A 27N	28M 28M	\$ 5,148 - \$ 7,626 \$ 5,148 - \$ 7,626
0106	Program Supervisor - LOR	02A	25M	\$ 4,582 - \$ 6,788
0014	Program Supv - Extnd Day Tx	02A	28P	\$ 5,227 - \$ 7,749
0716	Project Manager	98B	32M	\$ 6,013 - \$ 8,912
0096	Prop Descr & GIS Tech 1	22N	18B	\$ 3,455 - \$ 5,107

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0113	Prop Descr & GIS Tech 2	22N	21B	\$ 3,879 - \$ 5,742
0567	Psychiatrist - Uncl	98B	54P	\$13,388 - \$ 20,150
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	\$ 6,880 - \$ 10,226
0131	Pub Hlth Licensed Prac Nurse 1	37	24	\$ 3,851 - \$ 5,694
0006	Pub Hlth Licensed Prac Nurse 2	37	26	\$ 4,285 - \$ 5,761
0821	Pub Safety Comp Aided Disp An	02A	23	\$ 4,151 - \$ 6,153
0640	Public Health Division Manager	98B	36	\$ 6,880 - \$ 10,226
0570	Public Health Nurse	40	28M	\$ 5,357 - \$ 8,094
0910	Public Health Nurse Clin. CH	02A	35	\$ 6,614 - \$ 9,824
0293	Public Health Nurse Clinician	02A	31P	\$ 6,017 - \$ 9,110
0790	Public Health Prog Supervisor	02A	31	\$ 5,672 - \$ 8,412
0231	Public Info Associate	98B	26B	\$ 4,668 - \$ 7,010
0859	Public Information Ofcr-Uncl	98B	31	\$ 5,672 - \$ 8,412
0797	Public Information Officer	02A	31	\$ 5,672 - \$ 8,412
0803	Public Safety Dispatcher	28B	22	\$ 4,076 - \$ 5,896

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0537	Purchasng & Equip Spclst - Pks	23Z	04	\$ 4,371 - \$ 5,240
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	\$ 6,244 - \$ 9,274
0895	Racial and Hlth Eq Admin -Uncl	98B	35M	\$ 6,747 - \$ 10,025
0581	Radiologic Technician	22N	20M	\$ 3,768 - \$ 5,594
0578	Real Estate Appr 1	22N	20A	\$ 3,695 - \$ 5,499
0512	Real Estate Appr 2	22N	23C	\$ 4,186 - \$ 6,194
0058	Real Estate Appr 3*	22N	27	\$ 4,852 - \$ 7,187
0903	Real Estate Appraiser Comm	22N	26	\$ 4,668 - \$ 6,919
0817	Real Estate Legal Specialist	22N	26M	\$ 4,769 - \$ 7,048
0470	Recreation Services Supv	02A	25	\$ 4,486 - \$ 6,660
0899	Redevelopment Progam Manager	98B	33	\$ 6,118 - \$ 9,096
0208	Refrigeration Engineer	24	04	\$ 4,590 - \$ 5,411
0377	Registered Dietitian	02A	23B	\$ 4,186 - \$ 6,669

*\*Abolished except for current incumbent*

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0907	Registered Nurse - Cor. Health	40	31	\$ 5,902 - \$ 8,928
0441	Research & Evaluation Supv	02A	33	\$ 6,118 - \$ 9,096
0059	Research & Stat Analyst-CAMA	02A	30M	\$ 5,548 - \$ 8,260
0602	Residential Counselor 1	34A	15V	\$ 3,426 - \$ 4,485
0605	Residential Counselor 2	34A	17C	\$ 3,610 - \$ 4,727
0079	Right-of-Way Specialist	43	25	\$ 4,486 - \$ 6,660
0288	Safety Coordinator	02A	27N	\$ 4,852 - \$ 7,352
0109	School Instructor 1	02A	25M	\$ 4,582 - \$ 6,788
0269	School Instructor 2	02A	28B	\$ 5,116 - \$ 7,576
0515	Second Asst Vet Services Ofcr	22N	22C	\$ 4,057 - \$ 6,003
0354	Secretary 1	01A 22M 27M	15C 15C 15C	\$ 3,116 - \$ 4,651 \$ 3,116 - \$ 4,651 \$ 3,116 - \$ 4,651
0613	Secretary 2	01A 22M 27M	17G 17G 17G	\$ 3,337 - \$ 5,352 \$ 3,337 - \$ 5,352 \$ 3,337 - \$ 5,352
0608	Secrtary 1-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0173	Secrtary 2-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0390	Senior Building Services Mgr	98B	31M	\$ 5,783 - \$ 8,584
0299	Senior Child Protection Worker	27N	30M	\$ 5,548 - \$ 8,260
0309	Senior Clinical Psychologist	02A	38D	\$ 7,485 - \$ 11,117
0326	Senior Legal Secretary	22M	21	\$ 3,768 - \$ 5,561
0838	Senior Librarian	02A	27M	\$ 4,959 - \$ 7,338
0453	Senior Life Guard	09	06	\$ 2,394 - \$ 2,851
0052	Senior Policy Analyst	98B	29P	\$ 5,238 - \$ 8,394
0847	Senior Procurement Specialist	02A	26	\$ 4,668 - \$ 6,919
0498	Senior Program Evaluator	02A 27N	30 30	\$ 5,456 - \$ 8,090 \$ 5,456 - \$ 8,090
0904	Senior Real Est Appraiser Comm	22N	29M	\$ 5,352 - \$ 7,935
0815	Senior Real Estate Appraiser	22N	27M	\$ 4,959 - \$ 7,338
0454	Senior Shop Mechanic - Recrtn	23Z	05	\$ 4,796 - \$ 5,743
0444	Senior Torrens Examiner	02A	27M	\$ 4,959 - \$ 7,338

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0088	Senior Transportation Planner	02A	34	\$ 6,365 - \$ 9,450
0062	Service Worker	01A	01	\$ 2,053 - \$ 2,768
		22M	01	\$ 2,053 - \$ 2,768
0224	Sexual Offense Svcs Prgm Asst	22N	24M	\$ 4,405 - \$ 6,527
0295	Sexual Offense Svcs Prgm Supv	02A	31	\$ 5,672 - \$ 8,412
0626	Shop Mechanic	23Z	03	\$ 4,340 - \$ 5,199
0261	Social Services Appeals Spclst	27N	29P	\$ 5,352 - \$ 8,230
0360	Social Worker 1	02A	23M	\$ 4,240 - \$ 6,277
		27N	23M	\$ 4,240 - \$ 6,277
		43	23M	\$ 4,240 - \$ 6,277
0783	Social Worker 1 - Unclassified	99	99	No Salary Minimum or Maximum
0418	Social Worker 2	02A	25M	\$ 4,582 - \$ 6,788
		27N	25M	\$ 4,582 - \$ 6,788
		43	25M	\$ 4,582 - \$ 6,788
0517	Social Worker 3	02A	28M	\$ 5,148 - \$ 7,626
		27N	28M	\$ 5,148 - \$ 7,626
		43	28M	\$ 5,148 - \$ 7,626
0046	Social Worker 4	02A	32B	\$ 5,921 - \$ 8,802
0010	Soil & Water Clerk - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0814	Sr Collections Enf Agent	27N	26M	\$ 4,769 - \$ 7,048
0400	Storekeeper	22M	17	\$ 3,277 - \$ 4,773
		27M	17	\$ 3,277 - \$ 4,773
		33A	17A	\$ 3,487 - \$ 4,984
0178	Storekeeper - RamseyCareCtr	33A	20	\$ 3,912 - \$ 5,674
0100	Storekeeper - Records Center	22M	17	\$ 3,277 - \$ 4,773
0577	Student Intern - Uncl	09	08	\$ 2,997 - \$ 3,568
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09	03	\$ 1,809 - \$ 2,121
0596	Supervisor - Apprsl Svc Sectn	02A	27	\$ 4,852 - \$ 7,187
		22N	27	\$ 4,852 - \$ 7,187
0262	Supervisor - Co Assessors Div	02A	33	\$ 6,118 - \$ 9,096
0316	Supervisor - Inform & Pub Rec	02A	29	\$ 5,238 - \$ 7,780
0901	Supervisor of Inv - ME Office	02A	27M	\$ 4,959 - \$ 7,338
0185	Support Services Coordinator	02A	27C	\$ 4,931 - \$ 7,302
0896	Supported Employment Worker	27N	01	\$ 1,730 - \$ 2,196
0541	Suppt Enforcement Agent 1	22M	19	\$ 3,502 - \$ 5,138

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0115	Suppt Enforcement Agent 2	22M	22	\$ 3,913 - \$ 5,765
0364	Suppt Enforcement Agent 3	22N	25	\$ 4,486 - \$ 6,660
0713	Suppt Enforcement Agt 1-Uncl	99	99	No Salary Minimum or Maximum
0446	Suppt Enforcement Worker 3*	02A	28M	\$ 5,148 - \$ 7,626
0732	Suppt Enforcemnt Agt 1-Hmong	22M	19	\$ 3,502 - \$ 5,138
0884	Suppt Enforcemnt Agt 1-Karen	22M	19	\$ 3,502 - \$ 5,138
0735	Suppt Enforcemnt Agt 1-Somali	22M	19	\$ 3,502 - \$ 5,138
0738	Suppt Enforcemnt Agt 1-Spanish	22M	19	\$ 3,502 - \$ 5,138
0733	Suppt Enforcemnt Agt 2-Hmong	22M	22	\$ 3,913 - \$ 5,765
0886	Suppt Enforcemnt Agt 2-Karen	22M	22	\$ 3,913 - \$ 5,765
0736	Suppt Enforcemnt Agt 2-Somali	22M	22	\$ 3,913 - \$ 5,765
0739	Suppt Enforcemnt Agt 2-Spanish	22M	22	\$ 3,913 - \$ 5,765
0912	Supv Dept of County Assessor	02A	35	\$ 6,614 - \$ 9,824
0459	Surveyor	02A	31M	\$ 5,783 - \$ 8,584
0526	Tax Clerk 1	22M	16B	\$ 3,171 - \$ 4,885

*\*Abolished except for current incumbent*



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0419	Tax Clerk 2	22M	18I	\$ 3,388 - \$ 5,432
0296	Tax Forfeited Land Clerk	22M	21	\$ 3,768 - \$ 5,561
0812	Tax Settlement Clerk	22M	22	\$ 3,913 - \$ 5,765
0542	Torrens Examiner	22N	20	\$ 3,695 - \$ 5,473
0186	Traffc Signal Tech 1	02A	19	\$ 3,562 - \$ 5,255
0068	Traffc Signal Tech 2	02A	24B	\$ 4,338 - \$ 6,435
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	\$ 7,438 - \$ 11,061
0501	Undersheriff - Uncl	98B	38D	\$ 7,676 - \$ 11,415
0717	Utility RightofWayCoordinator	02A	20	\$ 3,695 - \$ 5,473
0243	Veterans Service Ofcr - Uncl	98B	34	\$ 6,365 - \$ 9,450
0844	Veterans Services Assistant	22M	22	\$ 3,913 - \$ 5,765
0589	Victim/Witness Advocate	22N	24	\$ 4,323 - \$ 6,404
0041	Victm/Witn Svcs Prg Mgr	98B	30M	\$ 5,548 - \$ 8,260
0610	Volunteer & Activity Supv-RCCC	02A	26S	\$ 4,668 - \$ 7,447
0854	WIC Lactation Specialist	02A	23	\$ 4,151 - \$ 6,153

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0808	WIC Nutrit Ed Trainee-KaRen	22N	15M	\$ 3,151 - \$ 4,609
0711	WIC Nutrit Ed Trainee-Spanish	22N	15M	\$ 3,151 - \$ 4,609
0829	WIC Nutrition Ed Trainee- ASL	22N	15M	\$ 3,151 - \$ 4,609
0709	WIC Nutrition Ed Trainee-Hmong	22N	15M	\$ 3,151 - \$ 4,609
0710	WIC Nutrition EdTrainee-Somali	22N	15M	\$ 3,151 - \$ 4,609
0507	WIC Nutrition Educator	22N	17M	\$ 3,378 - \$ 4,982
0830	WIC Nutrition Educator -ASL	22N	17M	\$ 3,378 - \$ 4,982
0807	WIC Nutritn Educator - KaRenSp	22N	17M	\$ 3,378 - \$ 4,982
0657	WIC Nutritn Educator-HmongSpkg	22N	17M	\$ 3,378 - \$ 4,982
0708	WIC Nutritn Educator-SomaliSpk	22N	17M	\$ 3,378 - \$ 4,982
0246	WIC Nutritn Educator-Span Spkg	22N	17M	\$ 3,378 - \$ 4,982
0849	WIC Peer Breastfeeding Counslr	22M	10	\$ 2,633 - \$ 3,675
0850	WIC Pr Brstfdg Cnslr Hmong Spk	22M	10	\$ 2,633 - \$ 3,675
0852	WIC Pr Brstfdg Cnslr Karn Spkg	22M	10	\$ 2,633 - \$ 3,675
0853	WIC Pr Brstfdg Cnslr SmlI Spkg	22M	10	\$ 2,633 - \$ 3,675

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0851	WIC Pr Brstfdg Cnslr Span Spkg	22M	10	\$ 2,633 - \$ 3,675
0518	Welfare Fraud Investigator 1	22N	23	\$ 4,151 - \$ 6,153
0009	Welfare Fraud Investigator 2	22N	25P	\$ 4,628 - \$ 6,867
0551	Wkfce Solutions Trainee-Uncl	99	99	No Salary Minimum or Maximum

End of Report

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

### Service Requirements for Salary Step Advancement For Salary Plan 01A

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	24,636.06	25,295.05	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,941.68	31,141.34	32,560.95	33,219.94	0.7700
	Monthly	2,053.01	2,107.92	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,495.14	2,595.11	2,713.41	2,768.33	
	Bi-weekly	947.54	972.89	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,151.60	1,197.74	1,252.34	1,277.69	
	Hourly	11.844258	12.161081	12.526626	12.827256	13.200963	13.615229	13.899526	14.395037	14.971796	15.654303	15.971126	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	25,295.05	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,938.66	32,205.97	33,642.28	34,334.96	0.7900
	Monthly	2,107.92	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,578.22	2,683.83	2,803.52	2,861.25	
	Bi-weekly	972.89	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,189.95	1,238.69	1,293.93	1,320.58	
	Hourly	12.161081	12.526626	12.827256	13.200963	13.615229	13.899526	14.313787	14.874355	15.483640	16.174175	16.507192	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,800.33	33,152.29	34,655.96	35,348.93	0.8100
	Monthly	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,650.03	2,762.69	2,888.00	2,945.74	
	Bi-weekly	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,223.09	1,275.09	1,332.92	1,359.57	
	Hourly	12.526626	12.827256	13.200963	13.615229	13.899526	14.313787	14.703833	15.288620	15.938599	16.661519	16.994677	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,847.98	34,199.94	35,737.59	36,447.25	0.8300
	Monthly	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,737.33	2,850.00	2,978.13	3,037.27	
	Bi-weekly	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,263.38	1,315.38	1,374.52	1,401.82	
	Hourly	12.827256	13.200963	13.615229	13.899526	14.313787	14.703833	15.191178	15.792298	16.442278	17.181532	17.522716	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,861.95	35,281.27	36,920.26	37,646.91	0.8600
	Monthly	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,821.83	2,940.11	3,076.69	3,137.24	
	Bi-weekly	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,302.38	1,356.97	1,420.01	1,447.96	
	Hourly	13.200963	13.615229	13.899526	14.313787	14.703833	15.191178	15.654303	16.279782	16.962149	17.750124	18.099475	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,909.60	36,295.24	37,917.24	38,694.55	0.8800
	Monthly	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,909.13	3,024.60	3,159.77	3,224.55	
	Bi-weekly	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,342.68	1,395.97	1,458.36	1,488.25	
	Hourly	13.615229	13.899526	14.313787	14.703833	15.191178	15.654303	16.084759	16.783462	17.449635	18.229443	18.603151	
07	Annual	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,957.25	37,528.58	39,201.54	39,978.86	0.9000
	Monthly	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,996.44	3,127.38	3,266.80	3,331.57	
	Bi-weekly	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,382.97	1,443.41	1,507.75	1,537.65	
	Hourly	13.899526	14.313787	14.703833	15.191178	15.654303	16.084759	16.572247	17.287137	18.042588	18.846895	19.220606	
08	Annual	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	37,156.90	38,795.90	40,553.21	41,381.20	0.9300
	Monthly	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,096.41	3,232.99	3,379.43	3,448.43	
	Bi-weekly	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,429.11	1,492.15	1,559.74	1,591.58	
	Hourly	14.313787	14.703833	15.191178	15.654303	16.084759	16.572247	17.140839	17.863896	18.651874	19.496735	19.894807	
08C	Annual	30,668.33	31,631.63	32,442.62	33,473.29	34,571.61	35,416.59	36,464.24	37,883.56	39,437.90	41,245.88	42,090.86	0.9600
	Monthly	2,555.69	2,635.97	2,703.55	2,789.44	2,880.97	2,951.38	3,038.69	3,156.96	3,286.49	3,437.16	3,507.57	
	Bi-weekly	1,179.55	1,216.60	1,247.79	1,287.43	1,329.68	1,362.18	1,402.47	1,457.06	1,516.84	1,586.38	1,618.88	
	Hourly	14.744387	15.207512	15.597415	16.092928	16.620967	17.027205	17.530882	18.213248	18.960530	19.829752	20.235988	
08F	Annual	30,820.34	31,682.29	32,560.95	33,675.97	34,622.28	35,636.25	36,700.60	38,322.89	39,978.86	41,786.84	42,614.83	0.9600
	Monthly	2,568.36	2,640.19	2,713.41	2,806.33	2,885.19	2,969.69	3,058.38	3,193.57	3,331.57	3,482.24	3,551.24	
	Bi-weekly	1,185.40	1,218.55	1,252.34	1,295.23	1,331.63	1,370.62	1,411.56	1,473.96	1,537.65	1,607.19	1,639.03	
	Hourly	14.817469	15.231872	15.654303	16.190368	16.645326	17.132811	17.644517	18.424464	19.220606	20.089827	20.487898	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,373.55	40,012.55	41,820.53	42,665.50	0.9600
	Monthly	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,197.80	3,334.38	3,485.04	3,555.46	
	Bi-weekly	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,475.91	1,538.94	1,608.48	1,640.98	
	Hourly	14.703833	15.191178	15.654303	16.084759	16.572247	17.140839	17.693237	18.448824	19.236801	20.106022	20.512259	
10	Annual	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,725.22	41,364.21	43,239.85	44,101.51	0.9900
	Monthly	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,310.44	3,447.02	3,603.32	3,675.13	
	Bi-weekly	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,527.89	1,590.93	1,663.07	1,696.21	
	Hourly	15.191178	15.654303	16.084759	16.572247	17.140839	17.693237	18.294497	19.098664	19.886638	20.788390	21.202651	
10C	Annual	32,003.30	32,915.64	33,743.62	35,010.94	36,007.92	37,038.59	38,136.91	39,826.56	41,448.86	43,375.16	44,219.85	1.0000
	Monthly	2,666.94	2,742.97	2,811.97	2,917.58	3,000.66	3,086.55	3,178.08	3,318.88	3,454.07	3,614.60	3,684.99	
	Bi-weekly	1,230.90	1,265.99	1,297.83	1,346.57	1,384.92	1,424.56	1,466.80	1,531.79	1,594.19	1,668.28	1,700.76	
	Hourly	15.386202	15.824825	16.222896	16.832181	17.311501	17.807012	18.335052	19.147385	19.927334	20.853444	21.259541	
11	Annual	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	41,060.19	42,834.49	44,794.49	45,706.82	1.0200
	Monthly	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,421.68	3,569.54	3,732.87	3,808.90	
	Bi-weekly	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,579.24	1,647.48	1,722.86	1,757.95	
	Hourly	15.654303	16.084759	16.572247	17.140839	17.693237	18.294497	18.903784	19.740477	20.593506	21.535810	21.974432	
11C	Annual	33,185.97	34,098.60	35,146.25	36,328.92	37,579.25	38,778.91	40,046.23	41,837.52	43,679.17	45,656.15	46,551.80	1.0400
	Monthly	2,765.50	2,841.55	2,928.85	3,027.41	3,131.60	3,231.58	3,337.19	3,486.46	3,639.93	3,804.68	3,879.32	
	Bi-weekly	1,276.38	1,311.48	1,351.78	1,397.27	1,445.36	1,491.50	1,540.24	1,609.14	1,679.97	1,756.01	1,790.45	
	Hourly	15.954793	16.393558	16.897237	17.465828	18.066948	18.643706	19.252993	20.114190	20.999603	21.950072	22.380674	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	33,371.95	34,318.26	35,298.26	36,396.58	37,629.92	38,863.55	40,130.87	41,921.87	43,696.16	45,673.14	46,568.79	1.0400
	Monthly	2,781.00	2,859.86	2,941.52	3,033.05	3,135.83	3,238.63	3,344.24	3,493.49	3,641.35	3,806.10	3,880.73	
	Bi-weekly	1,283.54	1,319.93	1,357.63	1,399.87	1,447.30	1,494.75	1,543.49	1,612.38	1,680.62	1,756.66	1,791.11	
	Hourly	16.044208	16.499165	16.970316	17.498355	18.091309	18.684400	19.293686	20.154743	21.007770	21.958239	22.388839	
12	Annual	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,445.83	44,338.17	46,349.12	47,261.46	1.0500
	Monthly	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,537.15	3,694.85	3,862.43	3,938.46	
	Bi-weekly	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,632.53	1,705.31	1,782.66	1,817.75	
	Hourly	16.084759	16.572247	17.140839	17.693237	18.294497	18.903784	19.545457	20.406651	21.316427	22.283231	22.721854	
13	Annual	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,915.82	46,027.82	48,089.44	49,069.44	1.0800
	Monthly	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,659.65	3,835.65	4,007.45	4,089.12	
	Bi-weekly	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,689.07	1,770.30	1,849.59	1,887.29	
	Hourly	16.572247	17.140839	17.693237	18.294497	18.903784	19.545457	20.203462	21.113377	22.128760	23.119924	23.591078	
14	Annual	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,740.80	47,886.77	50,015.75	51,029.43	1.1100
	Monthly	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,811.73	3,990.56	4,167.98	4,252.45	
	Bi-weekly	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,759.26	1,841.80	1,923.68	1,962.67	
	Hourly	17.140839	17.693237	18.294497	18.903784	19.545457	20.203462	20.910331	21.990770	23.022485	24.046034	24.533380	
14F	Annual	36,328.92	37,579.25	38,778.91	40,046.23	41,431.86	42,834.49	44,321.18	46,585.48	49,508.77	51,789.76	52,837.41	1.1400
	Monthly	3,027.41	3,131.60	3,231.58	3,337.19	3,452.66	3,569.54	3,693.43	3,882.12	4,125.73	4,315.81	4,403.12	
	Bi-weekly	1,397.27	1,445.36	1,491.50	1,540.24	1,593.53	1,647.48	1,704.66	1,791.75	1,904.18	1,991.91	2,032.21	
	Hourly	17.465828	18.066948	18.643706	19.252993	19.919165	20.593506	21.308260	22.396866	23.802292	24.898922	25.402601	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	47,413.47	49,745.42	51,958.76	52,989.71	1.1500
	Monthly	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,951.12	4,145.45	4,329.90	4,415.81	
	Bi-weekly	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,823.59	1,913.29	1,998.41	2,038.07	
	Hourly	17.693237	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.794937	23.916067	24.980172	25.475823	
15C	Annual	37,393.56	38,643.89	39,911.20	41,296.85	42,648.51	44,152.48	45,909.79	48,173.80	52,398.09	54,713.05	55,811.37	1.1700
	Monthly	3,116.13	3,220.32	3,325.93	3,441.40	3,554.04	3,679.37	3,825.82	4,014.48	4,366.51	4,559.42	4,650.95	
	Bi-weekly	1,438.21	1,486.30	1,535.05	1,588.34	1,640.33	1,698.17	1,765.76	1,852.84	2,015.31	2,104.35	2,146.59	
	Hourly	17.977672	18.578793	19.188079	19.854253	20.504092	21.227154	22.072015	23.160479	25.191388	26.304351	26.832389	
15F	Annual	37,629.92	38,863.55	40,096.89	41,431.86	42,952.53	44,338.17	45,909.79	48,258.44	50,556.42	53,868.37	54,949.70	1.1800
	Monthly	3,135.83	3,238.63	3,341.41	3,452.66	3,579.38	3,694.85	3,825.82	4,021.54	4,213.04	4,489.03	4,579.14	
	Bi-weekly	1,447.30	1,494.75	1,542.19	1,593.53	1,652.02	1,705.31	1,765.76	1,856.09	1,944.48	2,071.86	2,113.45	
	Hourly	18.091309	18.684400	19.277352	19.919165	20.650253	21.316427	22.072015	23.201173	24.305971	25.898254	26.418124	
15S	Annual	37,984.90	39,268.91	40,519.53	41,871.19	43,375.16	44,760.51	46,365.82	48,731.45	50,995.75	53,378.37	54,459.70	1.1900
	Monthly	3,165.41	3,272.41	3,376.63	3,489.27	3,614.60	3,730.04	3,863.82	4,060.95	4,249.65	4,448.20	4,538.31	
	Bi-weekly	1,460.96	1,510.34	1,558.44	1,610.43	1,668.28	1,721.56	1,783.30	1,874.29	1,961.37	2,053.01	2,094.60	
	Hourly	18.261970	18.879282	19.480544	20.130379	20.853444	21.519476	22.291258	23.428582	24.517185	25.662679	26.182550	
16	Annual	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	49,238.43	51,806.75	54,172.38	55,253.72	1.1900
	Monthly	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,103.20	4,317.23	4,514.37	4,604.48	
	Bi-weekly	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,893.79	1,992.57	2,083.55	2,125.14	
	Hourly	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.672323	24.907092	26.044414	26.564287	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	38,778.91	40,046.23	41,431.86	42,834.49	44,321.18	46,078.49	47,835.81	50,252.11	52,837.41	55,220.04	56,335.34	1.2100
	Monthly	3,231.58	3,337.19	3,452.66	3,569.54	3,693.43	3,839.88	3,986.32	4,187.68	4,403.12	4,601.67	4,694.61	
	Bi-weekly	1,491.50	1,540.24	1,593.53	1,647.48	1,704.66	1,772.25	1,839.84	1,932.77	2,032.21	2,123.85	2,166.74	
	Hourly	18.643706	19.252993	19.919165	20.593506	21.308260	22.153122	22.997984	24.159670	25.402601	26.548094	27.084300	
16D	Annual	39,336.57	40,603.88	41,921.87	43,273.82	44,862.14	46,382.80	47,971.12	50,455.08	52,803.73	55,203.05	56,318.36	1.2300
	Monthly	3,278.05	3,383.66	3,493.49	3,606.15	3,738.51	3,865.23	3,997.59	4,204.59	4,400.31	4,600.25	4,693.20	
	Bi-weekly	1,512.94	1,561.69	1,612.38	1,664.38	1,725.47	1,783.95	1,845.04	1,940.58	2,030.91	2,123.19	2,166.09	
	Hourly	18.911810	19.521094	20.154743	20.804722	21.568337	22.299424	23.063039	24.257252	25.386408	26.539927	27.076133	
17	Annual	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	51,181.73	53,648.70	56,149.36	57,281.37	1.2300
	Monthly	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,265.14	4,470.73	4,679.11	4,773.45	
	Bi-weekly	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,968.53	2,063.41	2,159.59	2,203.13	
	Hourly	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.606602	25.792646	26.994885	27.539118	
17G	Annual	40,046.23	41,431.86	42,834.49	44,321.18	46,078.49	47,835.81	49,728.43	52,127.75	60,221.64	62,958.95	64,226.27	1.2500
	Monthly	3,337.19	3,452.66	3,569.54	3,693.43	3,839.88	3,986.32	4,144.04	4,343.98	5,018.47	5,246.58	5,352.19	
	Bi-weekly	1,540.24	1,593.53	1,647.48	1,704.66	1,772.25	1,839.84	1,912.63	2,004.91	2,316.22	2,421.50	2,470.24	
	Hourly	19.252993	19.919165	20.593506	21.308260	22.153122	22.997984	23.907900	25.061419	28.952710	30.268725	30.878012	
18	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	55,760.70	58,312.32	59,494.99	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	4,646.73	4,859.36	4,957.92	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,144.64	2,242.78	2,288.27	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	26.808030	28.034769	28.603360	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	40,806.56	42,344.20	43,696.16	45,216.82	47,024.81	48,799.11	50,708.43	53,175.40	55,811.37	58,396.67	59,579.64	1.2800
	Monthly	3,400.55	3,528.68	3,641.35	3,768.07	3,918.73	4,066.59	4,225.70	4,431.28	4,650.95	4,866.39	4,964.97	
	Bi-weekly	1,569.48	1,628.62	1,680.62	1,739.11	1,808.65	1,876.89	1,950.32	2,045.21	2,146.59	2,246.03	2,291.52	
	Hourly	19.618537	20.357790	21.007770	21.738857	22.608081	23.461110	24.379054	25.565095	26.832389	28.075324	28.644056	
18D	Annual	40,806.56	42,344.20	43,696.16	45,216.82	47,024.81	48,799.11	50,708.43	53,175.40	60,593.31	63,364.59	64,631.91	1.2800
	Monthly	3,400.55	3,528.68	3,641.35	3,768.07	3,918.73	4,066.59	4,225.70	4,431.28	5,049.44	5,280.38	5,385.99	
	Bi-weekly	1,569.48	1,628.62	1,680.62	1,739.11	1,808.65	1,876.89	1,950.32	2,045.21	2,330.51	2,437.10	2,485.84	
	Hourly	19.618537	20.357790	21.007770	21.738857	22.608081	23.461110	24.379054	25.565095	29.131400	30.463746	31.073032	
18F	Annual	41,431.86	42,952.53	44,338.17	45,909.79	47,734.47	49,491.78	51,452.06	53,986.40	56,690.03	60,407.62	61,623.98	1.2900
	Monthly	3,452.66	3,579.38	3,694.85	3,825.82	3,977.87	4,124.32	4,287.67	4,498.87	4,724.17	5,033.97	5,135.33	
	Bi-weekly	1,593.53	1,652.02	1,705.31	1,765.76	1,835.94	1,903.53	1,978.93	2,076.40	2,180.39	2,323.37	2,370.15	
	Hourly	19.919165	20.650253	21.316427	22.072015	22.949265	23.794126	24.736569	25.955001	27.254821	29.042126	29.626913	
18G	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	55,760.70	59,478.00	60,660.97	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	4,646.73	4,956.50	5,055.08	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,144.64	2,287.62	2,333.11	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	26.808030	28.595192	29.163928	
18P	Annual	41,871.19	43,375.16	44,760.51	46,365.82	48,190.78	49,998.77	51,958.76	54,527.36	63,769.95	66,693.23	68,028.21	1.3100
	Monthly	3,489.27	3,614.60	3,730.04	3,863.82	4,015.90	4,166.56	4,329.90	4,543.95	5,314.16	5,557.77	5,669.02	
	Bi-weekly	1,610.43	1,668.28	1,721.56	1,783.30	1,853.49	1,923.03	1,998.41	2,097.21	2,452.69	2,565.12	2,616.47	
	Hourly	20.130379	20.853444	21.519476	22.291258	23.168645	24.037869	24.980172	26.215078	30.658629	32.064055	32.705869	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	55,203.05	57,805.33	60,441.30	61,657.95	1.3100
	Monthly	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,600.25	4,817.11	5,036.78	5,138.16	
	Bi-weekly	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,123.19	2,223.28	2,324.67	2,371.46	
	Hourly	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.539927	27.791024	29.058319	29.643247	
19I	Annual	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	55,203.05	60,255.32	62,975.94	64,243.25	1.3100
	Monthly	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,600.25	5,021.28	5,248.00	5,353.60	
	Bi-weekly	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,123.19	2,317.51	2,422.15	2,470.89	
	Hourly	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.539927	28.968905	30.276892	30.886178	
20	Annual	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	57,501.03	60,187.96	62,891.29	64,175.59	1.3600
	Monthly	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,791.75	5,015.66	5,240.94	5,347.97	
	Bi-weekly	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,211.58	2,314.92	2,418.90	2,468.29	
	Hourly	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.644725	28.936517	30.236198	30.853651	
20B	Annual	44,422.81	46,011.13	47,464.14	49,170.78	51,114.07	53,107.75	55,152.38	57,839.01	68,061.89	71,137.19	72,556.51	1.3900
	Monthly	3,701.90	3,834.26	3,955.35	4,097.57	4,259.51	4,425.65	4,596.03	4,819.92	5,671.82	5,928.10	6,046.38	
	Bi-weekly	1,708.57	1,769.66	1,825.54	1,891.18	1,965.93	2,042.61	2,121.25	2,224.58	2,617.77	2,736.05	2,790.64	
	Hourly	21.357122	22.120736	22.819296	23.639798	24.574074	25.532570	26.515567	27.807218	32.722064	34.200571	34.882939	
20C	Annual	44,338.17	45,909.79	47,734.47	49,491.78	51,452.06	53,429.04	55,558.02	58,244.67	60,981.97	63,753.25	65,037.26	1.3900
	Monthly	3,694.85	3,825.82	3,977.87	4,124.32	4,287.67	4,452.42	4,629.84	4,853.72	5,081.83	5,312.77	5,419.77	
	Bi-weekly	1,705.31	1,765.76	1,835.94	1,903.53	1,978.93	2,054.96	2,136.85	2,240.18	2,345.46	2,452.05	2,501.43	
	Hourly	21.316427	22.072015	22.949265	23.794126	24.736569	25.687038	26.710588	28.002243	29.318255	30.650603	31.267915	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	59,630.30	62,587.28	65,408.93	66,726.92	1.4100
	Monthly	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,969.19	5,215.61	5,450.75	5,560.58	
	Bi-weekly	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,293.47	2,407.20	2,515.73	2,566.42	
	Hourly	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.668415	30.090038	31.446603	32.080250	
21E	Annual	46,365.82	48,190.78	49,998.77	51,958.76	53,952.72	56,065.01	58,312.32	61,302.98	64,124.93	68,366.20	69,751.55	1.4500
	Monthly	3,863.82	4,015.90	4,166.56	4,329.90	4,496.06	4,672.08	4,859.36	5,108.58	5,343.74	5,697.18	5,812.63	
	Bi-weekly	1,783.30	1,853.49	1,923.03	1,998.41	2,075.10	2,156.35	2,242.78	2,357.81	2,466.34	2,629.47	2,682.75	
	Hourly	22.291258	23.168645	24.037869	24.980172	25.938807	26.954331	28.034769	29.472584	30.829291	32.868365	33.534399	
21Z	Annual	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	59,630.30	66,693.23	69,684.19	71,086.52	1.4100
	Monthly	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,969.19	5,557.77	5,807.02	5,923.88	
	Bi-weekly	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,293.47	2,565.12	2,680.16	2,734.10	
	Hourly	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.668415	32.064055	33.502012	34.176212	
22	Annual	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,894.31	64,902.24	67,808.55	69,177.20	1.4700
	Monthly	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,157.86	5,408.52	5,650.71	5,764.77	
	Bi-weekly	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,380.55	2,496.24	2,608.02	2,660.66	
	Hourly	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.756879	31.203000	32.600263	33.258269	
23	Annual	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	64,293.92	67,554.90	70,613.51	72,015.84	1.5200
	Monthly	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,357.83	5,629.58	5,884.46	6,001.32	
	Bi-weekly	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,472.84	2,598.27	2,715.90	2,769.84	
	Hourly	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.910539	32.478319	33.948803	34.623002	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23B	Annual	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	64,293.92	73,502.82	76,848.45	78,403.09	1.5200
	Monthly	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,357.83	6,125.24	6,404.04	6,533.59	
	Bi-weekly	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,472.84	2,827.03	2,955.71	3,015.50	
	Hourly	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.910539	35.337893	36.946372	37.693794	
23C	Annual	49,052.45	50,962.07	52,955.74	55,000.38	57,163.33	59,393.66	61,708.62	64,800.91	67,842.22	70,951.50	72,387.52	1.5300
	Monthly	4,087.70	4,246.84	4,412.98	4,583.37	4,763.61	4,949.47	5,142.39	5,400.08	5,653.52	5,912.63	6,032.29	
	Bi-weekly	1,886.63	1,960.08	2,036.76	2,115.40	2,198.59	2,284.37	2,373.41	2,492.34	2,609.32	2,728.90	2,784.14	
	Hourly	23.582910	24.500995	25.459490	26.442488	27.482371	28.554642	29.667606	31.154282	32.616454	34.111297	34.801692	
23F	Annual	49,576.43	51,519.42	53,513.39	55,591.70	57,754.66	60,001.98	62,384.60	65,561.23	68,670.21	71,745.51	73,181.82	1.5500
	Monthly	4,131.37	4,293.29	4,459.45	4,632.64	4,812.89	5,000.17	5,198.72	5,463.44	5,722.52	5,978.79	6,098.49	
	Bi-weekly	1,906.79	1,981.52	2,058.21	2,138.14	2,221.33	2,307.77	2,399.41	2,521.59	2,641.16	2,759.44	2,814.69	
	Hourly	23.834821	24.768953	25.727592	26.726781	27.766665	28.847104	29.992596	31.519824	33.014526	34.493033	35.183567	
24	Annual	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,862.23	70,089.53	73,283.16	74,770.14	1.5800
	Monthly	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,571.85	5,840.79	6,106.93	6,230.85	
	Bi-weekly	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,571.62	2,695.75	2,818.58	2,875.77	
	Hourly	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	32.145303	33.696890	35.232289	35.947182	
24A	Annual	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,862.23	71,018.86	74,280.14	75,784.11	1.5800
	Monthly	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,571.85	5,918.24	6,190.01	6,315.34	
	Bi-weekly	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,571.62	2,731.49	2,856.93	2,914.77	
	Hourly	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	32.145303	34.143683	35.711606	36.434668	

Report ID: RCHR093A  
 As Of Date: 07/23/2019  
 Salary Plan: 01A Non-rep/Cler&BldgServ/Annual

PeopleSoft  
 COMPENSATION MANUAL

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 Run Time 16:04:21

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,101.90	69,346.19	72,826.84	76,105.11	77,642.76	1.6500
	Monthly	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,508.49	5,778.85	6,068.90	6,342.09	6,470.23	
	Bi-weekly	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,542.38	2,667.16	2,801.03	2,927.12	2,986.26	
	Hourly	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	31.779760	33.339514	35.012906	36.588995	37.328251	

## Non-represented/Administrative & Professional/Annual Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 02A

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

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	34,841.95	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,726.83	46,957.15	49,103.12	50,066.42	1.0900
	Monthly	2,903.50	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,727.24	3,913.10	4,091.93	4,172.20	
	Bi-weekly	1,340.07	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,720.26	1,806.04	1,888.58	1,925.63	
	Hourly	16.750935	17.287137	17.863896	18.481353	19.171744	19.797364	20.552815	21.503282	22.575552	23.607270	24.070396	
13M	Annual	35,416.59	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,740.80	47,886.77	50,015.75	51,029.43	1.1100
	Monthly	2,951.38	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,811.73	3,990.56	4,167.98	4,252.45	
	Bi-weekly	1,362.18	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,759.26	1,841.80	1,923.68	1,962.67	
	Hourly	17.027205	17.595796	18.180723	18.846895	19.488567	20.203462	20.918354	21.990770	23.022485	24.046034	24.533380	
14	Annual	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,585.48	48,900.44	51,097.09	52,127.75	1.1200
	Monthly	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,882.12	4,075.04	4,258.09	4,343.98	
	Bi-weekly	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,791.75	1,880.79	1,965.27	2,004.91	
	Hourly	17.287137	17.863896	18.481353	19.171744	19.797364	20.552815	21.316427	22.396866	23.509828	24.565907	25.061419	
14M	Annual	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,531.79	49,812.79	52,060.39	53,107.75	1.1400
	Monthly	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,960.98	4,151.07	4,338.37	4,425.65	
	Bi-weekly	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,828.15	1,915.88	2,002.32	2,042.61	
	Hourly	17.595796	18.180723	18.846895	19.488567	20.203462	20.918354	21.738857	22.851823	23.948455	25.029032	25.532570	
15	Annual	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	48,359.78	50,708.43	52,989.71	54,071.05	1.1600
	Monthly	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	4,029.98	4,225.70	4,415.81	4,505.92	
	Bi-weekly	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,859.99	1,950.32	2,038.07	2,079.66	
	Hourly	17.863896	18.481353	19.171744	19.797364	20.552815	21.316427	22.128760	23.249894	24.379054	25.475823	25.995695	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	38,086.24	39,387.23	40,654.55	42,090.86	43,611.52	45,199.84	46,822.13	49,187.77	56,132.37	58,667.01	59,849.96	1.1900
	Monthly	3,173.85	3,282.27	3,387.88	3,507.57	3,634.29	3,766.65	3,901.84	4,098.98	4,677.70	4,888.92	4,987.50	
	Bi-weekly	1,464.86	1,514.89	1,563.64	1,618.88	1,677.37	1,738.46	1,800.85	1,891.84	2,158.94	2,256.42	2,301.92	
	Hourly	18.310691	18.936170	19.545457	20.235988	20.967078	21.730690	22.510638	23.647965	26.986718	28.205291	28.774021	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	49,441.11	51,874.41	54,223.05	55,304.38	1.1800
	Monthly	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,120.09	4,322.87	4,518.59	4,608.70	
	Bi-weekly	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,901.58	1,995.17	2,085.50	2,127.09	
	Hourly	18.180723	18.846895	19.488567	20.203462	20.918354	21.738857	22.616248	23.769766	24.939618	26.068775	26.588646	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16	Annual	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	50,438.10	52,905.07	55,253.72	56,369.02	1.2000
	Monthly	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,203.18	4,408.76	4,604.48	4,697.42	
	Bi-weekly	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,939.93	2,034.81	2,125.14	2,168.04	
	Hourly	18.481353	19.171744	19.797364	20.552815	21.316427	22.128760	23.038679	24.249085	25.435129	26.564287	27.100491	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16M	Annual	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	51,367.42	53,952.72	56,386.01	57,518.01	1.2300
	Monthly	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,280.62	4,496.06	4,698.83	4,793.17	
	Bi-weekly	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,975.67	2,075.10	2,168.69	2,212.23	
	Hourly	18.846895	19.488567	20.203462	20.918354	21.738857	22.616248	23.534189	24.695874	25.938807	27.108659	27.652891	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	52,296.74	54,932.71	57,382.99	58,531.98	1.2500
	Monthly	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,358.06	4,577.73	4,781.92	4,877.67	
	Bi-weekly	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	2,011.41	2,112.80	2,207.04	2,251.23	
	Hourly	19.171744	19.797364	20.552815	21.316427	22.128760	23.038679	23.948455	25.142665	26.409958	27.587977	28.140375	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	53,429.04	56,065.01	58,599.35	59,782.31	1.2700
	Monthly	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,452.42	4,672.08	4,883.28	4,981.86	
	Bi-weekly	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,054.96	2,156.35	2,253.82	2,299.32	
	Hourly	19.488567	20.203462	20.918354	21.738857	22.616248	23.534189	24.460299	25.687038	26.954331	28.172763	28.741497	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	54,392.05	57,230.69	59,816.00	61,015.65	1.2900
	Monthly	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,532.67	4,769.22	4,984.67	5,084.64	
	Bi-weekly	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,092.00	2,201.18	2,300.62	2,346.76	
	Hourly	19.797364	20.552815	21.316427	22.128760	23.038679	23.948455	24.939618	26.150022	27.514756	28.757690	29.334447	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	55,575.01	58,210.98	60,846.95	62,063.31	1.3100
	Monthly	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,631.25	4,850.92	5,070.58	5,171.94	
	Bi-weekly	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,137.50	2,238.88	2,340.27	2,387.05	
	Hourly	20.203462	20.918354	21.738857	22.616248	23.534189	24.460299	25.410769	26.718755	27.986047	29.253343	29.838129	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,538.02	59,173.99	61,826.95	63,060.28	1.3400
	Monthly	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,711.50	4,931.17	5,152.25	5,255.02	
	Bi-weekly	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,174.54	2,275.92	2,377.96	2,425.40	
	Hourly	20.552815	21.316427	22.128760	23.038679	23.948455	24.939618	25.881921	27.181740	28.449033	29.724493	30.317444	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,636.34	60,508.96	63,279.95	64,547.26	1.3600
	Monthly	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,803.03	5,042.41	5,273.33	5,378.94	
	Bi-weekly	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,216.78	2,327.27	2,433.84	2,482.59	
	Hourly	20.918354	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.709779	29.090847	30.423052	31.032338	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,785.33	61,607.28	64,395.26	65,679.56	1.3900
	Monthly	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,898.78	5,133.94	5,366.27	5,473.30	
	Bi-weekly	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,260.97	2,369.51	2,476.74	2,526.14	
	Hourly	21.316427	22.128760	23.038679	23.948455	24.939618	25.881921	26.929973	28.262177	29.618884	30.959259	31.576711	
20M	Annual	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,951.31	62,958.95	65,797.59	67,132.56	1.4100
	Monthly	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,995.94	5,246.58	5,483.13	5,594.38	
	Bi-weekly	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,305.82	2,421.50	2,530.68	2,582.02	
	Hourly	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.822744	30.268725	31.633457	32.275271	
20S	Annual	45,909.79	47,785.14	49,728.43	51,604.07	53,614.73	55,777.69	58,008.01	60,914.31	63,888.27	66,828.55	68,180.21	1.4300
	Monthly	3,825.82	3,982.10	4,144.04	4,300.34	4,467.89	4,648.14	4,834.00	5,076.19	5,324.02	5,569.05	5,681.69	
	Bi-weekly	1,765.76	1,837.89	1,912.63	1,984.77	2,062.10	2,145.30	2,231.08	2,342.86	2,457.24	2,570.33	2,622.32	
	Hourly	22.072015	22.973625	23.907900	24.809651	25.776312	26.816197	27.888467	29.285728	30.715515	32.129109	32.778949	
21	Annual	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	61,167.96	64,226.27	67,115.58	68,450.55	1.4400
	Monthly	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,097.33	5,352.19	5,592.97	5,704.21	
	Bi-weekly	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,352.61	2,470.24	2,581.37	2,632.71	
	Hourly	22.128760	23.038679	23.948455	24.939618	25.881921	26.929973	27.994076	29.407671	30.878012	32.267104	32.908919	
21M	Annual	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	62,266.27	65,476.59	68,382.89	69,768.54	1.4700
	Monthly	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,188.86	5,456.38	5,698.57	5,814.05	
	Bi-weekly	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,394.86	2,518.33	2,630.11	2,683.41	
	Hourly	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.611526	29.935708	31.479131	32.876390	33.542565	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	63,499.61	66,541.23	69,565.86	70,968.19	1.5000
	Monthly	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,291.63	5,545.10	5,797.16	5,914.02	
	Bi-weekly	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,442.29	2,559.28	2,675.61	2,729.55	
	Hourly	23.038679	23.948455	24.939618	25.881921	26.929973	27.994076	29.098872	30.528660	31.990975	33.445123	34.119324	
22M	Annual	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,749.94	68,061.89	71,137.19	72,556.51	1.5300
	Monthly	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,395.83	5,671.82	5,928.10	6,046.38	
	Bi-weekly	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,490.38	2,617.77	2,736.05	2,790.64	
	Hourly	23.534189	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	31.129779	32.722064	34.200571	34.882939	
23	Annual	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	66,017.26	69,244.85	72,404.51	73,840.81	1.5600
	Monthly	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,501.44	5,770.41	6,033.71	6,153.40	
	Bi-weekly	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,539.13	2,663.26	2,784.79	2,840.03	
	Hourly	23.948455	24.939618	25.881921	26.929973	27.994076	29.098872	30.220004	31.739065	33.290795	34.809858	35.500391	
23B	Annual	50,235.42	52,094.07	54,138.70	56,335.34	58,616.33	60,948.29	63,347.61	66,389.22	75,006.79	78,420.08	80,025.09	1.5700
	Monthly	4,186.29	4,341.17	4,511.56	4,694.61	4,884.70	5,079.02	5,278.97	5,532.44	6,250.57	6,535.01	6,668.76	
	Bi-weekly	1,932.13	2,003.62	2,082.26	2,166.74	2,254.47	2,344.16	2,436.45	2,553.43	2,884.88	3,016.16	3,077.89	
	Hourly	24.151642	25.045226	26.028221	27.084300	28.180930	29.302062	30.455581	31.917896	36.060957	37.701960	38.473601	
23C	Annual	50,607.08	52,668.42	54,696.35	56,859.02	59,173.99	61,488.96	63,803.92	66,997.55	70,326.19	73,570.48	75,040.47	1.5800
	Monthly	4,217.26	4,389.04	4,558.03	4,738.25	4,931.17	5,124.08	5,316.99	5,583.13	5,860.52	6,130.87	6,253.37	
	Bi-weekly	1,946.43	2,025.71	2,103.71	2,186.89	2,275.92	2,364.96	2,454.00	2,576.83	2,704.85	2,829.63	2,886.17	
	Hourly	24.330329	25.321355	26.296323	27.336068	28.449033	29.561999	30.674962	32.210358	33.810669	35.370423	36.077149	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	50,877.42	52,854.40	54,983.39	56,774.67	59,511.97	61,776.27	64,226.27	67,419.88	68,112.56	71,187.86	72,607.18	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,731.22	4,959.33	5,148.02	5,352.19	5,618.32	5,676.05	5,932.32	6,050.60	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,183.64	2,288.92	2,376.01	2,470.24	2,593.07	2,619.71	2,737.99	2,792.58	
	Hourly	24.460299	25.410769	26.434320	27.295514	28.611526	29.700130	30.878012	32.413406	32.746423	34.224932	34.907298	
23M	Annual	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	67,419.88	70,680.87	73,840.81	75,327.79	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,618.32	5,890.07	6,153.40	6,277.32	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,593.07	2,718.50	2,840.03	2,897.22	
	Hourly	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.413406	33.981189	35.500391	36.215284	
23N	Annual	51,164.74	53,141.72	55,186.35	57,416.68	59,714.66	62,113.97	64,564.26	67,673.23	76,206.45	79,653.42	81,258.73	1.6000
	Monthly	4,263.73	4,428.48	4,598.86	4,784.72	4,976.22	5,176.16	5,380.36	5,639.44	6,350.54	6,637.79	6,771.56	
	Bi-weekly	1,967.87	2,043.91	2,122.55	2,208.33	2,296.72	2,389.00	2,483.24	2,602.82	2,931.02	3,063.59	3,125.34	
	Hourly	24.598433	25.548905	26.531900	27.604173	28.708969	29.862487	31.040507	32.535205	36.637716	38.294914	39.066695	
24	Annual	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,687.20	72,083.50	75,344.78	76,848.45	1.6200
	Monthly	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,723.93	6,006.96	6,278.73	6,404.04	
	Bi-weekly	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,641.82	2,772.44	2,897.88	2,955.71	
	Hourly	24.939618	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	33.022693	34.655529	36.223452	36.946372	
24B	Annual	52,060.39	54,138.70	56,335.34	58,565.67	60,795.99	63,330.62	65,746.92	68,957.54	72,404.51	75,716.46	77,220.13	1.6300
	Monthly	4,338.37	4,511.56	4,694.61	4,880.47	5,066.33	5,277.55	5,478.91	5,746.46	6,033.71	6,309.71	6,435.01	
	Bi-weekly	2,002.32	2,082.26	2,166.74	2,252.53	2,338.31	2,435.79	2,528.73	2,652.21	2,784.79	2,912.17	2,970.00	
	Hourly	25.029032	26.028221	27.084300	28.156572	29.228839	30.447414	31.609098	33.152661	34.809858	36.402143	37.125062	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	70,005.18	73,452.16	76,747.11	78,318.45	1.6500
	Monthly	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,833.77	6,121.01	6,395.59	6,526.54	
	Bi-weekly	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,692.51	2,825.08	2,951.81	3,012.25	
	Hourly	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.656338	35.313536	36.897650	37.653099	
24P	Annual	52,922.06	54,966.69	57,095.67	59,393.66	61,742.30	64,226.27	66,743.91	69,988.20	73,502.82	76,848.45	78,403.09	1.6500
	Monthly	4,410.17	4,580.56	4,757.97	4,949.47	5,145.19	5,352.19	5,561.99	5,832.35	6,125.24	6,404.04	6,533.59	
	Bi-weekly	2,035.46	2,114.10	2,195.99	2,284.37	2,374.70	2,470.24	2,567.07	2,691.85	2,827.03	2,955.71	3,015.50	
	Hourly	25.443296	26.426291	27.449842	28.554642	29.683798	30.878012	32.088416	33.648173	35.337893	36.946372	37.693794	
24S	Annual	53,006.41	55,169.37	57,315.34	59,613.31	61,961.97	64,412.25	66,912.90	70,207.86	78,183.43	81,731.73	83,370.72	1.6600
	Monthly	4,417.20	4,597.45	4,776.28	4,967.78	5,163.50	5,367.69	5,576.08	5,850.66	6,515.29	6,810.98	6,947.56	
	Bi-weekly	2,038.71	2,121.90	2,204.44	2,292.82	2,383.15	2,477.39	2,573.57	2,700.30	3,007.05	3,143.53	3,206.57	
	Hourly	25.483849	26.523733	27.555451	28.660247	29.789407	30.967426	32.169664	33.753779	37.588187	39.294102	40.082076	
25	Annual	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	71,356.85	74,922.14	78,352.42	79,923.75	1.6800
	Monthly	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,946.40	6,243.51	6,529.37	6,660.31	
	Bi-weekly	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,744.49	2,881.62	3,013.55	3,073.99	
	Hourly	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.306178	36.020261	37.669433	38.424879	
25M	Annual	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,826.84	76,375.44	79,873.09	81,461.40	1.7200
	Monthly	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,068.90	6,364.62	6,656.09	6,788.45	
	Bi-weekly	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,801.03	2,937.52	3,072.04	3,133.13	
	Hourly	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	35.012906	36.718962	38.400522	39.164134	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25N	Annual	55,321.37	57,518.01	59,765.32	62,147.95	64,412.25	67,098.88	69,802.22	73,181.82	76,764.10	80,228.07	81,867.04	1.7300
	Monthly	4,610.11	4,793.17	4,980.44	5,179.00	5,367.69	5,591.57	5,816.85	6,098.49	6,397.01	6,685.67	6,822.25	
	Bi-weekly	2,127.74	2,212.23	2,298.67	2,390.31	2,477.39	2,580.73	2,684.70	2,814.69	2,952.47	3,085.69	3,148.73	
	Hourly	26.596812	27.652891	28.733328	29.878820	30.967426	32.259077	33.558758	35.183567	36.905819	38.571185	39.359156	
26	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	77,879.12	81,393.75	83,033.02	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,489.93	6,782.81	6,919.42	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	2,995.35	3,130.53	3,193.58	
	Hourly	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.695414	37.441883	39.131608	39.919722	
26A	Annual	56,115.68	58,379.68	60,762.31	63,144.93	65,628.60	68,230.89	70,731.84	74,313.82	78,048.11	81,596.71	83,218.72	1.7500
	Monthly	4,676.31	4,864.97	5,063.53	5,262.08	5,469.05	5,685.91	5,894.32	6,192.82	6,504.01	6,799.73	6,934.89	
	Bi-weekly	2,158.30	2,245.37	2,337.01	2,428.65	2,524.18	2,624.26	2,720.46	2,858.22	3,001.85	3,138.34	3,200.72	
	Hourly	26.978691	28.067156	29.212647	30.358138	31.552212	32.803311	34.005690	35.727800	37.523129	39.229188	40.008999	
26B	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	77,879.12	82,458.38	84,114.36	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,489.93	6,871.53	7,009.53	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	2,995.35	3,171.48	3,235.17	
	Hourly	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.695414	37.441883	39.643454	40.439594	
26M	Annual	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	75,665.78	79,315.43	82,914.70	84,570.67	1.7900
	Monthly	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,305.48	6,609.62	6,909.56	7,047.56	
	Bi-weekly	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,910.22	3,050.59	3,189.03	3,252.72	
	Hourly	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	34.688055	36.377780	38.132417	39.862836	40.658978	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26S	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	83,844.02	87,612.00	89,369.31	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,987.00	7,301.00	7,447.44	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	3,224.77	3,369.69	3,437.28	
	Hourly	26.929973	27.994076	29.098872	30.222004	31.479131	32.722064	34.005690	35.695414	40.309627	42.121153	42.966013	
27	Annual	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	77,034.44	80,836.38	84,536.70	86,243.34	1.8200
	Monthly	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,419.54	6,736.37	7,044.73	7,186.95	
	Bi-weekly	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,962.86	3,109.09	3,251.41	3,317.05	
	Hourly	27.994076	29.098872	30.222004	31.479131	32.722064	34.005690	35.297343	37.035786	38.863645	40.642644	41.463144	
27C	Annual	59,173.99	61,488.96	63,803.92	66,456.59	69,109.54	71,779.19	74,567.46	78,234.10	82,120.39	85,905.35	87,628.98	1.8500
	Monthly	4,931.17	5,124.08	5,316.99	5,538.05	5,759.13	5,981.60	6,213.96	6,519.51	6,843.37	7,158.78	7,302.42	
	Bi-weekly	2,275.92	2,364.96	2,454.00	2,556.02	2,658.06	2,760.74	2,867.98	3,009.00	3,158.48	3,304.05	3,370.35	
	Hourly	28.449033	29.561999	30.674962	31.950283	33.225740	34.509227	35.849741	37.612546	39.480958	41.300649	42.129319	
27F	Annual	58,819.01	61,167.96	63,617.94	66,084.91	68,771.55	71,475.18	74,246.46	77,963.76	90,416.96	94,506.23	96,415.54	1.8400
	Monthly	4,901.59	5,097.33	5,301.50	5,507.08	5,730.96	5,956.27	6,187.21	6,496.98	7,534.75	7,875.52	8,034.63	
	Bi-weekly	2,262.27	2,352.61	2,446.84	2,541.73	2,645.06	2,749.05	2,855.63	2,998.61	3,477.58	3,634.85	3,708.29	
	Hourly	28.278372	29.407671	30.585549	31.771592	33.063245	34.363065	35.695414	37.482578	43.469690	45.435686	46.353627	
27M	Annual	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,656.44	82,559.72	86,311.00	88,051.33	1.8600
	Monthly	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,554.70	6,879.98	7,192.58	7,337.61	
	Bi-weekly	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,025.25	3,175.37	3,319.65	3,386.59	
	Hourly	28.611526	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.815595	39.692173	41.495672	42.332368	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27N	Annual	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	77,034.44	82,695.03	86,496.68	88,220.32	1.8200
	Monthly	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,419.54	6,891.25	7,208.06	7,351.69	
	Bi-weekly	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,962.86	3,180.58	3,326.80	3,393.09	
	Hourly	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	37.035786	39.757228	41.584944	42.413615	
27S	Annual	60,255.32	62,587.28	65,155.59	67,723.90	70,359.87	73,097.18	76,054.44	79,822.42	83,877.70	87,645.97	89,403.28	1.8800
	Monthly	5,021.28	5,215.61	5,429.63	5,643.66	5,863.32	6,091.43	6,337.87	6,651.87	6,989.81	7,303.83	7,450.27	
	Bi-weekly	2,317.51	2,407.20	2,505.98	2,604.77	2,706.15	2,811.43	2,925.17	3,070.09	3,226.07	3,371.00	3,438.59	
	Hourly	28.968905	30.090038	31.324801	32.559568	33.826860	35.142875	36.564635	38.376161	40.325818	42.137484	42.982347	
28	Annual	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	80,143.42	84,249.38	88,085.30	89,859.31	1.8900
	Monthly	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,678.62	7,020.78	7,340.44	7,488.28	
	Bi-weekly	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,082.44	3,240.36	3,387.90	3,456.13	
	Hourly	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.530488	40.504508	42.348701	43.201589	
28B	Annual	61,387.62	64,192.58	66,541.23	68,856.20	71,661.16	74,415.16	77,439.79	81,208.06	85,229.66	89,098.98	90,906.96	1.9200
	Monthly	5,115.64	5,349.38	5,545.10	5,738.02	5,971.76	6,201.26	6,453.32	6,767.34	7,102.47	7,424.92	7,575.58	
	Bi-weekly	2,361.06	2,468.95	2,559.28	2,648.32	2,756.20	2,862.12	2,978.45	3,123.39	3,278.06	3,426.88	3,496.42	
	Hourly	29.513278	30.861817	31.990975	33.103940	34.452481	35.776520	37.230668	39.042334	40.975799	42.836046	43.705267	
28C	Annual	61,488.96	63,803.92	66,456.59	69,109.54	71,779.19	74,567.46	77,558.11	81,427.72	85,584.35	89,453.95	91,244.95	1.9200
	Monthly	5,124.08	5,316.99	5,538.05	5,759.13	5,981.60	6,213.96	6,463.18	6,785.64	7,132.03	7,454.50	7,603.75	
	Bi-weekly	2,364.96	2,454.00	2,556.02	2,658.06	2,760.74	2,867.98	2,983.00	3,131.84	3,291.71	3,440.54	3,509.42	
	Hourly	29.561999	30.674962	31.950283	33.225740	34.509227	35.849741	37.287555	39.147942	41.146321	43.006708	43.867762	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28D	Annual	60,795.99	63,330.62	65,746.92	68,315.53	70,968.19	73,857.80	76,764.10	80,599.73	84,587.36	88,490.65	90,264.95	1.9000
	Monthly	5,066.33	5,277.55	5,478.91	5,692.96	5,914.02	6,154.82	6,397.01	6,716.64	7,048.95	7,374.22	7,522.08	
	Bi-weekly	2,338.31	2,435.79	2,528.73	2,627.52	2,729.55	2,840.68	2,952.47	3,099.99	3,253.36	3,403.49	3,471.73	
	Hourly	29.228839	30.447414	31.609098	32.844005	34.119324	35.508557	36.905819	38.749871	40.667002	42.543582	43.396612	
28M	Annual	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	81,799.40	85,837.69	89,707.30	91,515.28	1.9300
	Monthly	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,816.62	7,153.14	7,475.61	7,626.27	
	Bi-weekly	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,146.13	3,301.45	3,450.28	3,519.82	
	Hourly	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	39.326632	41.268122	43.128507	43.997731	
28P	Annual	62,722.30	65,206.26	67,622.56	70,393.85	73,266.17	76,121.81	79,231.07	83,066.71	87,172.67	91,160.60	92,985.27	1.9600
	Monthly	5,226.86	5,433.86	5,635.21	5,866.15	6,105.51	6,343.48	6,602.59	6,922.23	7,264.39	7,596.72	7,748.77	
	Bi-weekly	2,412.40	2,507.93	2,600.87	2,707.46	2,817.93	2,927.76	3,047.35	3,194.87	3,352.79	3,506.18	3,576.36	
	Hourly	30.154950	31.349162	32.510848	33.843195	35.224120	36.597022	38.091862	39.935916	41.909936	43.827209	44.704457	
29	Annual	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	83,354.03	87,527.65	91,515.28	93,357.24	1.9600
	Monthly	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,946.17	7,293.97	7,626.27	7,779.77	
	Bi-weekly	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,205.92	3,366.45	3,519.82	3,590.66	
	Hourly	30.220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	40.074051	42.080599	43.997731	44.883286	
29A	Annual	63,486.19	66,131.36	68,742.51	71,439.16	74,152.66	77,139.20	80,159.76	84,187.57	90,170.98	94,279.04	96,176.63	1.9800
	Monthly	5,290.52	5,510.95	5,728.54	5,953.26	6,179.39	6,428.27	6,679.98	7,015.63	7,514.25	7,856.59	8,014.72	
	Bi-weekly	2,441.78	2,543.51	2,643.94	2,747.66	2,852.03	2,966.89	3,083.07	3,237.98	3,468.11	3,626.12	3,699.10	
	Hourly	30.522205	31.793921	33.049283	34.345748	35.650315	37.086152	38.538345	40.474793	43.351432	45.326461	46.238764	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	85,060.67	89,250.98	93,340.25	95,215.89	2.0100
	Monthly	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,088.39	7,437.58	7,778.35	7,934.66	
	Bi-weekly	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,271.56	3,432.73	3,590.01	3,662.15	
	Hourly	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.894552	42.909127	44.875120	45.776871	
29N	Annual	64,564.26	67,098.88	69,548.87	72,438.19	75,412.14	78,352.42	81,478.39	85,466.03	99,271.18	103,816.47	105,894.78	2.0200
	Monthly	5,380.36	5,591.57	5,795.74	6,036.52	6,284.35	6,529.37	6,789.87	7,122.17	8,272.60	8,651.37	8,824.57	
	Bi-weekly	2,483.24	2,580.73	2,674.96	2,786.08	2,900.47	3,013.55	3,133.78	3,287.15	3,818.12	3,992.94	4,072.88	
	Hourly	31.040507	32.259077	33.436956	34.826051	36.255837	37.669433	39.172303	41.089436	47.726528	49.911765	50.910952	
29P	Annual	65,206.26	67,622.56	70,393.85	73,266.17	76,121.81	79,231.07	82,205.04	86,395.35	90,619.64	94,759.57	96,668.89	2.0400
	Monthly	5,433.86	5,635.21	5,866.15	6,105.51	6,343.48	6,602.59	6,850.42	7,199.61	7,551.64	7,896.63	8,055.74	
	Bi-weekly	2,507.93	2,600.87	2,707.46	2,817.93	2,927.76	3,047.35	3,161.73	3,322.90	3,485.37	3,644.60	3,718.03	
	Hourly	31.349162	32.510848	33.843195	35.224120	36.597022	38.091862	39.521652	41.536227	43.567133	45.557487	46.475429	
30	Annual	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	86,750.33	91,042.27	95,165.21	97,074.54	2.0500
	Monthly	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,229.19	7,586.86	7,930.43	8,089.55	
	Bi-weekly	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,336.55	3,501.63	3,660.20	3,733.64	
	Hourly	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.706887	43.770321	45.752506	46.670450	
30A	Annual	66,131.36	68,742.51	71,439.16	74,152.66	77,139.20	80,159.76	83,385.32	87,617.83	93,791.75	98,039.21	100,006.19	2.0700
	Monthly	5,510.95	5,728.54	5,953.26	6,179.39	6,428.27	6,679.98	6,948.78	7,301.49	7,815.98	8,169.93	8,333.85	
	Bi-weekly	2,543.51	2,643.94	2,747.66	2,852.03	2,966.89	3,083.07	3,207.13	3,369.92	3,607.37	3,770.74	3,846.39	
	Hourly	31.793921	33.049283	34.345748	35.650315	37.086152	38.538345	40.089094	42.123957	45.092186	47.134235	48.079899	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30B	Annual	65,746.92	68,315.53	70,968.19	73,857.80	76,764.10	79,839.40	82,965.37	87,122.00	91,498.30	95,638.23	97,564.53	2.0500
	Monthly	5,478.91	5,692.96	5,914.02	6,154.82	6,397.01	6,653.28	6,913.78	7,260.17	7,624.86	7,969.85	8,130.38	
	Bi-weekly	2,528.73	2,627.52	2,729.55	2,840.68	2,952.47	3,070.75	3,190.98	3,350.85	3,519.17	3,678.39	3,752.48	
	Hourly	31.609098	32.844005	34.119324	35.508557	36.905819	38.384328	39.887197	41.885577	43.989565	45.979918	46.906026	
30C	Annual	66,456.59	69,109.54	71,779.19	74,567.46	77,558.11	80,633.41	83,844.02	88,101.99	101,924.13	106,537.09	108,666.07	2.0800
	Monthly	5,538.05	5,759.13	5,981.60	6,213.96	6,463.18	6,719.45	6,987.00	7,341.83	8,493.68	8,878.09	9,055.51	
	Bi-weekly	2,556.02	2,658.06	2,760.74	2,867.98	2,983.00	3,101.29	3,224.77	3,388.54	3,920.16	4,097.58	4,179.46	
	Hourly	31.950283	33.225740	34.509227	35.849741	37.287555	38.766063	40.309627	42.356727	49.001987	51.219753	52.243302	
30D	Annual	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	86,750.33	92,883.94	97,108.22	99,051.51	2.0500
	Monthly	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,229.19	7,740.33	8,092.35	8,254.29	
	Bi-weekly	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,336.55	3,572.46	3,734.93	3,809.67	
	Hourly	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.706887	44.655738	46.686645	47.620920	
30M	Annual	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	84,249.38	88,490.65	92,951.59	97,192.86	99,119.17	2.0800
	Monthly	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,020.78	7,374.22	7,745.97	8,099.41	8,259.93	
	Bi-weekly	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,240.36	3,403.49	3,575.06	3,738.19	3,812.28	
	Hourly	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.504508	42.543582	44.688264	46.727338	47.653446	
31	Annual	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	90,062.27	94,658.23	98,983.86	100,943.85	2.1300
	Monthly	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,505.19	7,888.19	8,248.66	8,411.99	
	Bi-weekly	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,463.93	3,640.70	3,807.07	3,882.46	
	Hourly	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	43.299169	45.508764	47.588393	48.530697	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31D	Annual	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	90,062.27	95,029.90	99,338.84	101,349.49	2.1300
	Monthly	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,505.19	7,919.16	8,278.24	8,445.79	
	Bi-weekly	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,463.93	3,655.00	3,820.72	3,898.06	
	Hourly	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	43.299169	45.687454	47.759057	48.725716	
31M	Annual	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	84,249.38	87,645.97	91,937.62	96,567.55	100,960.83	103,005.47	2.1700
	Monthly	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,020.78	7,303.83	7,661.47	8,047.30	8,413.40	8,583.79	
	Bi-weekly	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,240.36	3,371.00	3,536.06	3,714.14	3,883.11	3,961.75	
	Hourly	33.363878	34.688055	36.044624	37.506938	38.888004	40.504508	42.137484	44.200778	46.426708	48.538861	49.521859	
31P	Annual	72,207.57	75,073.43	78,009.36	81,174.17	84,163.13	87,661.64	91,195.81	95,661.43	102,488.31	107,150.95	109,320.94	2.2600
	Monthly	6,017.30	6,256.12	6,500.78	6,764.52	7,013.60	7,305.14	7,599.65	7,971.79	8,540.69	8,929.25	9,110.08	
	Bi-weekly	2,777.21	2,887.44	3,000.36	3,122.08	3,237.04	3,371.60	3,507.53	3,679.29	3,941.86	4,121.19	4,204.65	
	Hourly	34.715177	36.092993	37.504502	39.026045	40.463045	42.145021	43.844138	45.991074	49.273227	51.514880	52.558143	
31Q	Annual	68,742.51	71,439.16	74,152.66	77,139.20	80,159.76	83,385.32	86,696.07	90,962.90	103,591.95	108,379.21	110,572.49	2.1500
	Monthly	5,728.54	5,953.26	6,179.39	6,428.27	6,679.98	6,948.78	7,224.67	7,580.24	8,632.66	9,031.60	9,214.37	
	Bi-weekly	2,643.94	2,747.66	2,852.03	2,966.89	3,083.07	3,207.13	3,334.46	3,498.57	3,984.31	4,168.43	4,252.79	
	Hourly	33.049283	34.345748	35.650315	37.086152	38.538345	40.089094	41.680802	43.732163	49.803824	52.105390	53.159851	
32	Annual	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	93,779.58	98,460.18	102,937.81	105,016.13	2.2100
	Monthly	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,814.97	8,205.02	8,578.15	8,751.34	
	Bi-weekly	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,606.91	3,786.93	3,959.15	4,039.08	
	Hourly	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	42.909127	45.086335	47.336625	49.489333	50.488523	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32B	Annual	71,052.84	73,975.84	76,882.43	79,957.73	82,965.37	86,395.35	89,825.62	94,303.26	99,034.53	103,529.15	105,624.45	2.2200
	Monthly	5,921.07	6,164.65	6,406.87	6,663.14	6,913.78	7,199.61	7,485.47	7,858.61	8,252.88	8,627.43	8,802.04	
	Bi-weekly	2,732.80	2,845.22	2,957.02	3,075.30	3,190.98	3,322.90	3,454.83	3,627.05	3,809.02	3,981.89	4,062.48	
	Hourly	34.160019	35.565306	36.962707	38.441214	39.887197	41.536227	43.185395	45.338104	47.612753	49.773629	50.780985	
32M	Annual	72,083.50	74,922.14	77,896.11	81,005.08	84,215.70	87,561.33	91,092.94	95,604.55	100,403.18	104,847.13	106,942.44	2.2500
	Monthly	6,006.96	6,243.51	6,491.34	6,750.42	7,017.98	7,296.78	7,591.08	7,967.05	8,366.93	8,737.26	8,911.87	
	Bi-weekly	2,772.44	2,881.62	2,996.00	3,115.58	3,239.07	3,367.74	3,503.57	3,677.10	3,861.66	4,032.58	4,113.17	
	Hourly	34.655529	36.020261	37.450051	38.944750	40.488316	42.096792	43.794681	45.963725	48.270760	50.407275	51.414633	
32S	Annual	73,097.18	76,071.14	79,095.76	82,238.72	85,314.01	88,811.65	92,393.94	96,956.21	101,771.84	106,435.45	108,581.42	2.2800
	Monthly	6,091.43	6,339.26	6,591.31	6,853.23	7,109.50	7,400.97	7,699.50	8,079.68	8,480.99	8,869.62	9,048.45	
	Bi-weekly	2,811.43	2,925.81	3,042.14	3,163.03	3,281.31	3,415.83	3,553.61	3,729.09	3,914.30	4,093.67	4,176.21	
	Hourly	35.142875	36.572662	38.026809	39.537845	41.016352	42.697909	44.420161	46.613563	48.928767	51.170888	52.202606	
33	Annual	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	97,378.56	102,329.49	106,993.11	109,156.06	2.2900
	Monthly	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,114.88	8,527.46	8,916.09	9,096.34	
	Bi-weekly	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,745.33	3,935.75	4,115.12	4,198.31	
	Hourly	35.297343	36.718962	38.156779	39.692173	41.268122	42.909127	44.688264	46.816614	49.196871	51.438993	52.478875	
33K	Annual	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	97,378.56	104,306.47	109,071.42	111,251.37	2.2900
	Monthly	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,114.88	8,692.21	9,089.29	9,270.95	
	Bi-weekly	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,745.33	4,011.79	4,195.05	4,278.90	
	Hourly	35.297343	36.718962	38.156779	39.692173	41.268122	42.909127	44.688264	46.816614	50.147340	52.438182	53.486233	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	74,922.14	77,896.11	81,005.08	84,215.70	87,561.33	91,092.94	94,759.57	99,338.84	104,357.14	109,105.39	111,285.05	2.3400
	Monthly	6,243.51	6,491.34	6,750.42	7,017.98	7,296.78	7,591.08	7,896.63	8,278.24	8,696.43	9,092.12	9,273.75	
	Bi-weekly	2,881.62	2,996.00	3,115.58	3,239.07	3,367.74	3,503.57	3,644.60	3,820.72	4,013.74	4,196.36	4,280.19	
	Hourly	36.020261	37.450051	38.944750	40.488316	42.096792	43.794681	45.557487	47.759057	50.171700	52.454516	53.502427	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	101,400.17	106,300.43	111,166.72	113,397.34	2.3900
	Monthly	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,450.01	8,858.37	9,263.89	9,449.78	
	Bi-weekly	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,900.01	4,088.48	4,275.64	4,361.44	
	Hourly	36.718962	38.156779	39.692173	41.268122	42.909127	44.688264	46.426708	48.750080	51.105977	53.445538	54.517953	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34B	Annual	76,764.10	79,839.40	82,965.37	86,294.01	89,825.62	93,323.26	97,040.56	101,924.13	106,891.77	111,809.02	114,056.33	2.4000
	Monthly	6,397.01	6,653.28	6,913.78	7,191.17	7,485.47	7,776.94	8,086.71	8,493.68	8,907.65	9,317.42	9,504.69	
	Bi-weekly	2,952.47	3,070.75	3,190.98	3,319.00	3,454.83	3,589.36	3,732.33	3,920.16	4,111.22	4,300.35	4,386.78	
	Hourly	36.905819	38.384328	39.887197	41.487506	43.185395	44.866952	46.654117	49.001987	51.390273	53.754337	54.834774	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34C	Annual	76,730.13	79,839.40	82,965.37	86,311.00	89,690.31	93,255.61	97,108.22	101,755.14	106,925.45	111,842.70	114,090.01	2.4000
	Monthly	6,394.18	6,653.28	6,913.78	7,192.58	7,474.19	7,771.30	8,092.35	8,479.60	8,910.45	9,320.23	9,507.50	
	Bi-weekly	2,951.16	3,070.75	3,190.98	3,319.65	3,449.63	3,586.75	3,734.93	3,913.66	4,112.52	4,301.64	4,388.08	
	Hourly	36.889486	38.384328	39.887197	41.495672	43.120340	44.834426	46.686645	48.920740	51.406466	53.770531	54.850967	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34G	Annual	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	101,400.17	118,145.30	123,501.89	125,985.56	2.3900
	Monthly	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,450.01	9,845.44	10,291.82	10,498.80	
	Bi-weekly	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,900.01	4,544.05	4,750.07	4,845.60	
	Hourly	36.718962	38.156779	39.692173	41.268122	42.909127	44.688264	46.426708	48.750080	56.800627	59.375908	60.569980	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	100,369.50	105,421.78	110,592.37	115,576.99	117,891.96	2.4800
	Monthly	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,364.13	8,785.15	9,216.03	9,631.42	9,824.33	
	Bi-weekly	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,860.37	4,054.68	4,253.55	4,445.27	4,534.31	
	Hourly	38.156779	39.692173	41.268122	42.909127	44.688264	46.426708	48.254567	50.683547	53.169410	55.565859	56.678828	
36	Annual	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	100,369.50	104,391.11	109,527.74	115,002.35	120,274.29	122,707.58	2.5800
	Monthly	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,364.13	8,699.26	9,127.31	9,583.53	10,022.86	10,225.63	
	Bi-weekly	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,860.37	4,015.04	4,212.61	4,423.17	4,625.93	4,719.52	
	Hourly	39.692173	41.268122	42.909127	44.688264	46.426708	48.254567	50.188035	52.657565	55.289591	57.824178	58.994030	
37	Annual	85,837.69	89,250.98	92,951.59	96,567.55	100,369.50	104,391.11	108,682.76	114,056.33	119,581.62	125,005.56	127,540.19	2.6800
	Monthly	7,153.14	7,437.58	7,745.97	8,047.30	8,364.13	8,699.26	9,056.90	9,504.69	9,965.14	10,417.13	10,628.35	
	Bi-weekly	3,301.45	3,432.73	3,575.06	3,714.14	3,860.37	4,015.04	4,180.11	4,386.78	4,599.29	4,807.91	4,905.39	
	Hourly	41.268122	42.909127	44.688264	46.426708	48.254567	50.188035	52.251327	54.834774	57.491161	60.098826	61.317399	
37M	Annual	87,554.45	91,036.00	94,810.62	98,498.90	102,376.89	106,478.93	110,856.42	116,340.40	121,973.25	127,505.67	130,091.00	2.7400
	Monthly	7,296.20	7,586.33	7,900.89	8,208.24	8,531.41	8,873.24	9,238.04	9,695.03	10,164.44	10,625.47	10,840.92	
	Bi-weekly	3,367.48	3,501.38	3,646.56	3,788.42	3,937.57	4,095.34	4,263.71	4,474.63	4,691.28	4,904.06	5,003.50	
	Hourly	42.093486	43.767308	45.582028	47.355242	49.219660	51.191794	53.296355	55.932882	58.640984	61.300803	62.543748	
38	Annual	89,250.98	92,951.59	96,567.55	100,369.50	104,391.11	108,682.76	112,873.37	118,500.28	124,464.90	130,091.81	132,727.78	2.7900
	Monthly	7,437.58	7,745.97	8,047.30	8,364.13	8,699.26	9,056.90	9,406.11	9,875.02	10,372.08	10,840.98	11,060.65	
	Bi-weekly	3,432.73	3,575.06	3,714.14	3,860.37	4,015.04	4,180.11	4,341.28	4,557.70	4,787.11	5,003.53	5,104.91	
	Hourly	42.909127	44.688264	46.426708	48.254567	50.188035	52.251327	54.266042	56.971288	59.838893	62.544138	63.811432	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38D	Annual	89,825.62	93,323.26	97,040.56	100,910.17	105,050.10	109,122.09	113,380.35	119,142.28	125,073.22	130,767.50	133,403.46	2.8100
	Monthly	7,485.47	7,776.94	8,086.71	8,409.18	8,754.18	9,093.51	9,448.36	9,928.52	10,422.77	10,897.29	11,116.96	
	Bi-weekly	3,454.83	3,589.36	3,732.33	3,881.16	4,040.39	4,197.00	4,360.78	4,582.40	4,810.51	5,029.52	5,130.90	
	Hourly	43.185395	44.866952	46.654117	48.514504	50.504856	52.462544	54.509783	57.279944	60.131355	62.868990	64.136280	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	92,951.59	96,567.55	100,369.50	104,391.11	108,682.76	112,873.37	117,300.62	123,298.91	129,382.15	135,279.10	138,016.41	2.9000
	Monthly	7,745.97	8,047.30	8,364.13	8,699.26	9,056.90	9,406.11	9,775.05	10,274.91	10,781.85	11,273.26	11,501.37	
	Bi-weekly	3,575.06	3,714.14	3,860.37	4,015.04	4,180.11	4,341.28	4,511.56	4,742.27	4,976.24	5,203.04	5,308.32	
	Hourly	44.688264	46.426708	48.254567	50.188035	52.251327	54.266042	56.394529	59.278324	62.202955	65.038031	66.354045	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	96,567.55	100,369.50	104,391.11	108,682.76	112,873.37	117,300.62	122,082.27	128,199.18	134,569.44	140,669.37	143,508.01	3.0200
	Monthly	8,047.30	8,364.13	8,699.26	9,056.90	9,406.11	9,775.05	10,173.52	10,683.27	11,214.12	11,722.45	11,959.00	
	Bi-weekly	3,714.14	3,860.37	4,015.04	4,180.11	4,341.28	4,511.56	4,695.47	4,930.74	5,175.75	5,410.36	5,519.54	
	Hourly	46.426708	48.254567	50.188035	52.251327	54.266042	56.394529	58.693399	61.634222	64.696846	67.629504	68.994237	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	100,369.50	104,391.11	108,682.76	112,873.37	117,300.62	122,082.27	126,898.19	133,285.14	139,909.04	146,312.98	149,253.25	3.1400
	Monthly	8,364.13	8,699.26	9,056.90	9,406.11	9,775.05	10,173.52	10,574.85	11,107.10	11,659.09	12,192.75	12,437.77	
	Bi-weekly	3,860.37	4,015.04	4,180.11	4,341.28	4,511.56	4,695.47	4,880.70	5,126.35	5,381.12	5,627.42	5,740.51	
	Hourly	48.254567	50.188035	52.251327	54.266042	56.394529	58.693399	61.008745	64.079396	67.263961	70.342777	71.756372	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	104,391.11	108,682.76	112,873.37	117,300.62	122,082.27	126,898.19	131,916.49	138,557.07	145,552.65	152,193.24	155,251.55	3.2600
	Monthly	8,699.26	9,056.90	9,406.11	9,775.05	10,173.52	10,574.85	10,993.04	11,546.42	12,129.39	12,682.77	12,937.63	
	Bi-weekly	4,015.04	4,180.11	4,341.28	4,511.56	4,695.47	4,880.70	5,073.71	5,329.12	5,598.18	5,853.59	5,971.21	
	Hourly	50.188035	52.251327	54.266042	56.394529	58.693399	61.008745	63.421387	66.613978	69.977234	73.169828	74.640167	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	108,682.76	112,873.37	117,300.62	122,082.27	126,898.19	131,916.49	137,137.76	143,998.01	151,213.25	158,124.17	161,284.11	3.4000
	Monthly	9,056.90	9,406.11	9,775.05	10,173.52	10,574.85	10,993.04	11,428.15	11,999.83	12,601.10	13,177.01	13,440.34	
	Bi-weekly	4,180.11	4,341.28	4,511.56	4,695.47	4,880.70	5,073.71	5,274.53	5,538.39	5,815.89	6,081.70	6,203.24	
	Hourly	52.251327	54.266042	56.394529	58.693399	61.008745	63.421387	65.931613	69.229813	72.698676	76.021235	77.540438	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	112,873.37	117,300.62	122,082.27	126,898.19	131,916.49	137,137.76	142,714.00	149,793.92	157,262.50	164,376.10	167,688.06	3.5300
	Monthly	9,406.11	9,775.05	10,173.52	10,574.85	10,993.04	11,428.15	11,892.83	12,482.83	13,105.21	13,698.01	13,974.01	
	Bi-weekly	4,341.28	4,511.56	4,695.47	4,880.70	5,073.71	5,274.53	5,489.00	5,761.30	6,048.56	6,322.16	6,449.54	
	Hourly	54.266042	56.394529	58.693399	61.008745	63.421387	65.931613	68.612502	72.016309	75.606971	79.026971	80.619257	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	117,300.62	122,082.27	126,898.19	131,916.49	137,137.76	142,714.00	148,289.95	155,707.86	163,463.77	170,881.67	174,294.96	3.6700
	Monthly	9,775.05	10,173.52	10,574.85	10,993.04	11,428.15	11,892.83	12,357.50	12,975.66	13,621.98	14,240.14	14,524.58	
	Bi-weekly	4,511.56	4,695.47	4,880.70	5,073.71	5,274.53	5,489.00	5,703.46	5,988.76	6,287.07	6,572.37	6,703.65	
	Hourly	56.394529	58.693399	61.008745	63.421387	65.931613	68.612502	71.293246	74.859548	78.588349	82.154649	83.795653	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	122,082.27	126,898.19	131,916.49	137,137.76	142,714.00	148,289.95	154,237.88	161,943.11	169,969.04	177,691.26	181,256.55	3.8200
	Monthly	10,173.52	10,574.85	10,993.04	11,428.15	11,892.83	12,357.50	12,853.16	13,495.26	14,164.09	14,807.61	15,104.71	
	Bi-weekly	4,695.47	4,880.70	5,073.71	5,274.53	5,489.00	5,703.46	5,932.23	6,228.58	6,537.27	6,834.28	6,971.41	
	Hourly	58.693399	61.008745	63.421387	65.931613	68.612502	71.293246	74.152825	77.857263	81.715885	85.428490	87.142574	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	126,898.19	131,916.49	137,137.76	142,714.00	148,289.95	154,237.88	160,506.79	168,380.72	176,761.93	184,788.17	188,488.48	3.9700
	Monthly	10,574.85	10,993.04	11,428.15	11,892.83	12,357.50	12,853.16	13,375.57	14,031.73	14,730.16	15,399.01	15,707.37	
	Bi-weekly	4,880.70	5,073.71	5,274.53	5,489.00	5,703.46	5,932.23	6,173.34	6,476.18	6,798.54	7,107.24	7,249.56	
	Hourly	61.008745	63.421387	65.931613	68.612502	71.293246	74.152825	77.166728	80.952271	84.981699	88.840464	90.619463	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	131,916.49	137,137.76	142,714.00	148,289.95	154,237.88	160,506.79	166,775.72	175,122.95	183,824.87	192,172.11	196,041.70	4.1200
	Monthly	10,993.04	11,428.15	11,892.83	12,357.50	12,853.16	13,375.57	13,897.98	14,593.58	15,318.74	16,014.34	16,336.81	
	Bi-weekly	5,073.71	5,274.53	5,489.00	5,703.46	5,932.23	6,173.34	6,414.45	6,735.50	7,070.19	7,391.23	7,540.07	
	Hourly	63.421387	65.931613	68.612502	71.293246	74.152825	77.166728	80.180633	84.193728	88.377340	92.390435	94.250819	
49	Annual	137,137.76	142,714.00	148,289.95	154,237.88	160,506.79	166,775.72	173,416.31	182,084.55	191,209.10	199,995.66	204,016.98	4.2900
	Monthly	11,428.15	11,892.83	12,357.50	12,853.16	13,375.57	13,897.98	14,451.36	15,173.71	15,934.09	16,666.31	17,001.42	
	Bi-weekly	5,274.53	5,489.00	5,703.46	5,932.23	6,173.34	6,414.45	6,669.86	7,003.25	7,354.20	7,692.14	7,846.81	
	Hourly	65.931613	68.612502	71.293246	74.152825	77.166728	80.180633	83.373224	87.540647	91.927450	96.151760	98.085087	
50	Annual	142,714.00	148,289.95	154,237.88	160,506.79	166,775.72	173,416.31	180,360.91	189,384.13	198,728.34	207,734.58	211,908.20	4.4600
	Monthly	11,892.83	12,357.50	12,853.16	13,375.57	13,897.98	14,451.36	15,030.08	15,782.01	16,560.70	17,311.22	17,659.02	
	Bi-weekly	5,489.00	5,703.46	5,932.23	6,173.34	6,414.45	6,669.86	6,936.96	7,284.00	7,643.40	7,989.79	8,150.32	
	Hourly	68.612502	71.293246	74.152825	77.166728	80.180633	83.373224	86.711978	91.050062	95.542473	99.872392	101.878940	
51	Annual	143,964.33	149,743.25	155,843.17	161,976.78	168,380.72	175,139.64	182,084.55	191,141.44	200,722.02	209,829.86	214,054.15	4.5000
	Monthly	11,997.03	12,478.60	12,986.93	13,498.07	14,031.73	14,594.97	15,173.71	15,928.45	16,726.84	17,485.82	17,837.85	
	Bi-weekly	5,537.09	5,759.36	5,993.97	6,229.88	6,476.18	6,736.14	7,003.25	7,351.59	7,720.08	8,070.38	8,232.85	
	Hourly	69.213620	71.991948	74.924603	77.873452	80.952271	84.201750	87.540647	91.894923	96.500971	100.879740	102.910650	
52	Annual	149,743.25	155,843.17	161,976.78	168,380.72	175,139.64	182,084.55	189,316.47	198,796.00	208,697.57	218,210.76	222,621.05	4.6800
	Monthly	12,478.60	12,986.93	13,498.07	14,031.73	14,594.97	15,173.71	15,776.37	16,566.33	17,391.46	18,184.23	18,551.75	
	Bi-weekly	5,759.36	5,993.97	6,229.88	6,476.18	6,736.14	7,003.25	7,281.40	7,646.00	8,026.83	8,392.72	8,562.35	
	Hourly	71.991948	74.924603	77.873452	80.952271	84.201750	87.540647	91.017534	95.575001	100.335370	104.909020	107.029350	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	155,843.17	161,976.78	168,380.72	175,139.64	182,084.55	189,316.47	196,903.37	206,737.59	217,061.79	226,997.31	231,576.59	4.8700
	Monthly	12,986.93	13,498.07	14,031.73	14,594.97	15,173.71	15,776.37	16,408.61	17,228.13	18,088.48	18,916.44	19,298.05	
	Bi-weekly	5,993.97	6,229.88	6,476.18	6,736.14	7,003.25	7,281.40	7,573.21	7,951.45	8,348.53	8,730.67	8,906.79	
	Hourly	74.924603	77.873452	80.952271	84.201750	87.540647	91.017534	94.665083	99.393073	104.356630	109.133320	111.334900	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	161,976.78	168,397.71	175,139.64	182,084.55	189,316.47	196,903.37	204,777.60	215,000.16	225,713.03	236,003.54	240,751.83	5.0600
	Monthly	13,498.07	14,033.14	14,594.97	15,173.71	15,776.37	16,408.61	17,064.80	17,916.68	18,809.42	19,666.96	20,062.65	
	Bi-weekly	6,229.88	6,476.84	6,736.14	7,003.25	7,281.40	7,573.21	7,876.06	8,269.24	8,681.27	9,077.06	9,259.69	
	Hourly	77.873452	80.960438	84.201750	87.540647	91.017534	94.665083	98.450769	103.365460	108.515880	113.463240	115.746070	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	168,380.72	175,139.64	182,084.55	189,316.47	196,903.37	204,777.60	212,921.86	223,533.40	234,719.26	245,398.46	250,315.40	5.2600
	Monthly	14,031.73	14,594.97	15,173.71	15,776.37	16,408.61	17,064.80	17,743.49	18,627.78	19,559.94	20,449.87	20,859.62	
	Bi-weekly	6,476.18	6,736.14	7,003.25	7,281.40	7,573.21	7,876.06	8,189.30	8,597.44	9,027.66	9,438.40	9,627.52	
	Hourly	80.952271	84.201750	87.540647	91.017534	94.665083	98.450769	102.366280	107.467980	112.845800	117.980030	120.343940	

## Non-represented Nurse Internal Pool Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 02I

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28P	Annual	71,515.23	73,911.33	76,514.50	79,176.82	81,839.16	84,560.64	87,548.37	91,334.80	98,944.05	102,975.77	104,791.59	2.2300
	Monthly	5,959.60	6,159.28	6,376.21	6,598.07	6,819.93	7,046.72	7,295.70	7,611.23	8,245.34	8,581.31	8,732.63	
	Bi-weekly	2,750.59	2,842.74	2,942.87	3,045.26	3,147.66	3,252.33	3,367.24	3,512.88	3,805.54	3,960.61	4,030.45	
	Hourly	34.382323	35.534294	36.785815	38.065781	39.345748	40.654155	42.090562	43.910959	47.569255	49.507581	50.380572	

## Non-represented/RNs/Annual Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 02N

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	57,803.00	60,107.10	62,394.04	64,868.52	67,240.66	70,090.83	72,872.67	76,422.44	81,710.76	85,418.72	87,124.71	1.8100
	Monthly	4,816.92	5,008.93	5,199.50	5,405.71	5,603.39	5,840.90	6,072.72	6,368.54	6,809.23	7,118.23	7,260.39	
	Bi-weekly	2,223.19	2,311.81	2,399.77	2,494.94	2,586.18	2,695.80	2,802.79	2,939.32	3,142.72	3,285.34	3,350.95	
	Hourly	27.789902	28.897644	29.997134	31.186790	32.327241	33.697516	35.034936	36.741558	39.284017	41.066692	41.886879	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	61,130.91	63,486.19	66,131.36	68,742.51	71,439.16	74,152.66	77,139.20	80,944.85	86,793.71	89,884.05	92,573.05	1.9100
	Monthly	5,094.24	5,290.52	5,510.95	5,728.54	5,953.26	6,179.39	6,428.27	6,745.40	7,232.81	7,490.34	7,714.42	
	Bi-weekly	2,351.19	2,441.78	2,543.51	2,643.94	2,747.66	2,852.03	2,966.89	3,113.26	3,338.22	3,457.08	3,560.50	
	Hourly	29.389861	30.522205	31.793921	33.049283	34.345748	35.650315	37.086152	38.915794	41.727743	43.213484	44.506275	

Non-represented/Technical/Performance-Based Salary Plan

Service Requirements for Salary Step Advancement For  
Salary Plan 02P

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

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



































## Non-represented/Hospital & Institutional/Annual Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 03

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	33,861.95	34,791.27	35,788.25	36,683.90	37,815.90	38,914.22	40,063.22	41,296.85	43,155.50	44,034.15	1.0600
	Monthly	2,821.83	2,899.27	2,982.35	3,056.99	3,151.33	3,242.85	3,338.60	3,441.40	3,596.29	3,669.51	
	Bi-weekly	1,302.38	1,338.13	1,376.47	1,410.92	1,454.46	1,496.70	1,540.89	1,588.34	1,659.83	1,693.62	
	Hourly	16.279782	16.726574	17.205891	17.636490	18.180723	18.708761	19.261161	19.854253	20.747834	21.170266	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	41,583.87	42,851.19	44,422.81	45,977.15	47,650.12	49,424.42	51,114.07	52,989.71	55,389.03	56,504.34	1.3000
	Monthly	3,465.32	3,570.93	3,701.90	3,831.43	3,970.84	4,118.70	4,259.51	4,415.81	4,615.75	4,708.70	
	Bi-weekly	1,599.38	1,648.12	1,708.57	1,768.35	1,832.70	1,900.94	1,965.93	2,038.07	2,130.35	2,173.24	
	Hourly	19.992245	20.601532	21.357122	22.104401	22.908712	23.761740	24.574074	25.475823	26.629342	27.165546	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
25	Annual	49,796.09	51,333.74	53,276.74	55,203.05	57,197.01	59,342.98	61,404.31	63,753.25	66,676.25	68,011.22	1.5600
	Monthly	4,149.67	4,277.81	4,439.73	4,600.25	4,766.42	4,945.25	5,117.03	5,312.77	5,556.35	5,667.60	
	Bi-weekly	1,915.23	1,974.37	2,049.11	2,123.19	2,199.89	2,282.42	2,361.70	2,452.05	2,564.47	2,615.82	
	Hourly	23.940427	24.679682	25.613819	26.539927	27.498563	28.530280	29.521303	30.650603	32.055888	32.697700	

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

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

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

N / A for Trades

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

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Grade		1		Night Diff
30	Annual	91,332.80		0.0000
	Monthly	7,611.07		
	Bi-weekly	3,512.80		
	Hourly	43.910000		
Grade		1		Night Diff
32	Annual	91,686.40		0.0000
	Monthly	7,640.53		
	Bi-weekly	3,526.40		
	Hourly	44.080000		
Grade		1		Night Diff
44	Annual	102,377.60		0.0000
	Monthly	8,531.47		
	Bi-weekly	3,937.60		
	Hourly	49.220000		

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

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COMPENSATION MANUAL

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Grade		1		Night Diff
30	Annual	121,576.00		0.0000
	Monthly	10,131.33		
	Bi-weekly	4,676.00		
	Hourly	58.450000		
Grade		1		Night Diff
32	Annual	121,992.00		0.0000
	Monthly	10,166.00		
	Bi-weekly	4,692.00		
	Hourly	58.650000		
Grade		1		Night Diff
44	Annual	130,291.20		0.0000
	Monthly	10,857.60		
	Bi-weekly	5,011.20		
	Hourly	62.640000		

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

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

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

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

Grade		1	2	3	4	5	6	Night Diff
01	Annual	18,188.19	18,861.82	19,535.46	20,062.65	20,941.31	21,351.35	0.5700
	Monthly	1,515.68	1,571.82	1,627.96	1,671.89	1,745.11	1,779.28	
	Bi-weekly	699.55	725.45	751.36	771.64	805.43	821.21	
	Hourly	8.744320	9.068184	9.392046	9.645505	10.067936	10.265072	
02	Annual	18,861.82	19,535.46	20,062.65	20,912.02	21,819.97	22,230.01	0.5900
	Monthly	1,571.82	1,627.96	1,671.89	1,742.67	1,818.33	1,852.50	
	Bi-weekly	725.45	751.36	771.64	804.31	839.23	855.00	
	Hourly	9.068184	9.392046	9.645506	10.053856	10.490368	10.687503	
03	Annual	21,702.81	22,200.71	23,020.80	23,899.45	24,983.13	25,451.75	0.6800
	Monthly	1,808.57	1,850.06	1,918.40	1,991.62	2,081.93	2,120.98	
	Bi-weekly	834.72	853.87	885.42	919.21	960.89	978.91	
	Hourly	10.434043	10.673419	11.067690	11.490119	12.011118	12.236417	
04	Annual	23,020.80	23,899.45	24,690.24	25,656.76	26,769.73	27,296.92	0.7200
	Monthly	1,918.40	1,991.62	2,057.52	2,138.06	2,230.81	2,274.74	
	Bi-weekly	885.42	919.21	949.62	986.80	1,029.60	1,049.88	
	Hourly	11.067690	11.490119	11.870309	12.334981	12.870060	13.123517	
05	Annual	26,711.15	27,677.67	28,732.06	29,757.16	31,104.43	31,719.49	0.8300
	Monthly	2,225.93	2,306.47	2,394.34	2,479.76	2,592.04	2,643.29	
	Bi-weekly	1,027.35	1,064.53	1,105.08	1,144.51	1,196.32	1,219.98	
	Hourly	12.841898	13.306573	13.813491	14.306326	14.954053	15.249755	
06	Annual	28,732.06	29,757.16	30,928.70	32,100.24	33,506.09	34,209.02	0.9000
	Monthly	2,394.34	2,479.76	2,577.39	2,675.02	2,792.17	2,850.75	
	Bi-weekly	1,105.08	1,144.51	1,189.57	1,234.62	1,288.70	1,315.73	
	Hourly	13.813491	14.306326	14.869567	15.432808	16.108697	16.446642	



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Grade		1	2	3	4	5	6	Night Diff
07	Annual	32,100.24	33,213.21	34,560.48	35,966.33	37,489.33	38,280.13	1.0000
	Monthly	2,675.02	2,767.77	2,880.04	2,997.19	3,124.11	3,190.01	
	Bi-weekly	1,234.62	1,277.43	1,329.25	1,383.32	1,441.90	1,472.31	
	Hourly	15.432808	15.967887	16.615615	17.291505	18.023718	18.403908	
08	Annual	35,966.33	37,167.16	38,543.73	40,066.73	41,970.48	42,819.85	1.1200
	Monthly	2,997.19	3,097.26	3,211.98	3,338.89	3,497.54	3,568.32	
	Bi-weekly	1,383.32	1,429.51	1,482.45	1,541.03	1,614.25	1,646.92	
	Hourly	17.291505	17.868828	18.530637	19.262849	20.178115	20.586466	

## Non-represented/Community Corrections Administration Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 10A

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	71,120.20	74,060.48	76,882.43	79,957.73	83,016.03	86,412.33	89,842.61	94,303.26	99,051.51	103,546.14	105,641.44	2.2200
	Monthly	5,926.68	6,171.71	6,406.87	6,663.14	6,918.00	7,201.03	7,486.88	7,858.61	8,254.29	8,628.85	8,803.45	
	Bi-weekly	2,735.39	2,848.48	2,957.02	3,075.30	3,192.92	3,323.55	3,455.48	3,627.05	3,809.67	3,982.54	4,063.13	
	Hourly	34.192404	35.606000	36.962707	38.441214	39.911555	41.544391	43.193562	45.338104	47.620920	49.781797	50.789153	

AFSCME Local 8/Public Defenders/Annual Salary Plan

Service Requirements for Salary Step Advancement For  
Salary Plan 20A

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
01	Annual	60,083.38	62,546.12	65,024.25	67,595.86	70,385.75	73,113.24	75,965.55	79,908.74	83,851.92	87,654.90	1.8800
	Monthly	5,006.95	5,212.18	5,418.69	5,632.99	5,865.48	6,092.77	6,330.46	6,659.06	6,987.66	7,304.58	
	Bi-weekly	2,310.90	2,405.62	2,500.93	2,599.84	2,707.14	2,812.05	2,921.75	3,073.41	3,225.07	3,371.34	
	Hourly	28.886240	30.070248	31.261658	32.498010	33.839305	35.150598	36.521897	38.417661	40.313425	42.141780	
02	Annual	72,022.36	74,858.99	77,913.64	81,093.37	84,288.50	87,592.50	91,161.79	95,759.56	100,513.22	105,111.00	2.2500
	Monthly	6,001.86	6,238.25	6,492.80	6,757.78	7,024.04	7,299.38	7,596.82	7,979.96	8,376.10	8,759.25	
	Bi-weekly	2,770.09	2,879.19	2,996.68	3,118.98	3,241.87	3,368.94	3,506.22	3,683.06	3,865.89	4,042.73	
	Hourly	34.626134	35.989900	37.458480	38.987195	40.523315	42.111777	43.827784	46.038251	48.323663	50.534132	
03	Annual	88,169.28	91,738.30	95,416.74	99,172.98	103,178.57	107,277.64	111,579.33	117,174.52	123,050.40	128,739.33	2.7600
	Monthly	7,347.44	7,644.86	7,951.40	8,264.42	8,598.21	8,939.80	9,298.28	9,764.54	10,254.20	10,728.28	
	Bi-weekly	3,391.13	3,528.40	3,669.87	3,814.35	3,968.41	4,126.06	4,291.51	4,506.71	4,732.71	4,951.51	
	Hourly	42.389076	44.104952	45.873432	47.679317	49.605082	51.575790	53.643908	56.333902	59.158845	61.893909	
04	Annual	95,443.25	99,313.19	103,318.78	107,354.75	111,690.81	116,161.43	120,790.55	126,841.41	133,259.30	139,360.33	2.9800
	Monthly	7,953.60	8,276.10	8,609.90	8,946.23	9,307.57	9,680.12	10,065.88	10,570.12	11,104.94	11,613.36	
	Bi-weekly	3,670.89	3,819.74	3,973.80	4,129.03	4,295.80	4,467.75	4,645.79	4,878.52	5,125.36	5,360.01	
	Hourly	45.886176	47.746725	49.672492	51.612861	53.697503	55.846843	58.072378	60.981448	64.066970	67.000157	

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

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
04	Annual	97,972.26	101,956.33	106,068.53	110,196.54	114,660.97	119,252.98	124,005.29	130,213.67	136,805.89	143,013.99	3.0600
	Monthly	8,164.36	8,496.36	8,839.04	9,183.05	9,555.08	9,937.75	10,333.77	10,851.14	11,400.49	11,917.83	
	Bi-weekly	3,768.16	3,921.40	4,079.56	4,238.33	4,410.04	4,586.65	4,769.43	5,008.22	5,261.76	5,500.54	
	Hourly	47.102049	49.017468	50.994485	52.979104	55.125467	57.333162	59.617929	62.602726	65.772062	68.756727	

## AFSCME Local 8/Attorneys/Annual Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 21A

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

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	65,493.58	68,197.21	70,866.86	73,654.83	76,696.45	79,653.42	82,796.37	87,088.32	91,396.95	95,536.89	97,429.22	2.0500
	Monthly	5,457.80	5,683.10	5,905.57	6,137.90	6,391.37	6,637.79	6,899.70	7,257.36	7,616.41	7,961.41	8,119.10	
	Bi-weekly	2,518.98	2,622.97	2,725.65	2,832.88	2,949.86	3,063.59	3,184.48	3,349.55	3,515.27	3,674.50	3,747.28	
	Hourly	31.487299	32.787119	34.070604	35.410975	36.873293	38.294914	39.805946	41.869383	43.940843	45.931198	46.840972	
35	Annual	78,487.44	81,596.71	84,925.36	88,372.33	91,853.27	95,469.24	99,355.53	104,357.14	109,561.42	114,546.33	116,844.31	2.4500
	Monthly	6,540.62	6,799.73	7,077.11	7,364.36	7,654.44	7,955.77	8,279.63	8,696.43	9,130.12	9,545.53	9,737.03	
	Bi-weekly	3,018.75	3,138.34	3,266.36	3,398.94	3,532.82	3,671.89	3,821.37	4,013.74	4,213.90	4,405.63	4,494.01	
	Hourly	37.734347	39.229188	40.829499	42.486696	44.160225	45.898672	47.767082	50.171700	52.673757	55.070349	56.175147	
41	Annual	96,111.24	99,980.84	104,002.46	108,074.74	112,451.03	116,962.63	121,592.27	127,709.19	134,096.44	140,280.72	143,085.68	3.0000
	Monthly	8,009.27	8,331.74	8,666.87	9,006.23	9,370.92	9,746.89	10,132.69	10,642.43	11,174.70	11,690.06	11,923.81	
	Bi-weekly	3,696.59	3,845.42	4,000.09	4,156.72	4,325.04	4,498.56	4,676.63	4,911.89	5,157.56	5,395.41	5,503.30	
	Hourly	46.207328	48.067713	50.001181	51.959008	54.062994	56.232035	58.457823	61.398648	64.469440	67.442652	68.791190	
41X	Annual	100,910.30	104,982.53	109,206.84	113,483.61	118,077.90	122,809.12	127,675.53	134,096.47	140,804.68	147,293.22	150,233.34	3.1500
	Monthly	8,409.19	8,748.54	9,100.57	9,456.97	9,839.83	10,234.09	10,639.63	11,174.71	11,733.72	12,274.44	12,519.45	
	Bi-weekly	3,881.17	4,037.79	4,200.26	4,364.75	4,541.46	4,723.43	4,910.60	5,157.56	5,415.56	5,665.12	5,778.21	
	Hourly	48.514565	50.472371	52.503290	54.559430	56.768220	59.042846	61.382465	64.469458	67.694559	70.814046	72.227566	
42	Annual	99,676.54	103,816.47	107,888.75	112,113.03	116,658.33	121,389.60	126,188.53	132,474.14	139,216.07	145,552.65	148,458.95	3.1100
	Monthly	8,306.38	8,651.37	8,990.73	9,342.75	9,721.53	10,115.80	10,515.71	11,039.51	11,601.34	12,129.39	12,371.58	
	Bi-weekly	3,833.71	3,992.94	4,149.57	4,312.04	4,486.86	4,668.83	4,853.40	5,095.16	5,354.46	5,598.18	5,709.96	
	Hourly	47.921411	49.911765	51.869592	53.900497	56.085733	58.360384	60.667560	63.689490	66.930802	69.977235	71.374493	

## AFSCME Local 8/Attorneys/Confidential Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 21C

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	65,493.58	68,197.21	70,866.86	73,654.83	76,696.45	79,653.42	82,796.37	87,088.32	91,396.95	95,536.89	97,429.22	2.0500
	Monthly	5,457.80	5,683.10	5,905.57	6,137.90	6,391.37	6,637.79	6,899.70	7,257.36	7,616.41	7,961.41	8,119.10	
	Bi-weekly	2,518.98	2,622.97	2,725.65	2,832.88	2,949.86	3,063.59	3,184.48	3,349.55	3,515.27	3,674.50	3,747.28	
	Hourly	31.487299	32.787119	34.070604	35.410975	36.873293	38.294914	39.805946	41.869383	43.940843	45.931198	46.840972	
35	Annual	78,487.44	81,596.71	84,925.36	88,372.33	91,853.27	95,469.24	99,355.53	104,357.14	109,561.42	114,546.33	116,844.31	2.4500
	Monthly	6,540.62	6,799.73	7,077.11	7,364.36	7,654.44	7,955.77	8,279.63	8,696.43	9,130.12	9,545.53	9,737.03	
	Bi-weekly	3,018.75	3,138.34	3,266.36	3,398.94	3,532.82	3,671.89	3,821.37	4,013.74	4,213.90	4,405.63	4,494.01	
	Hourly	37.734347	39.229188	40.829499	42.486696	44.160225	45.898672	47.767082	50.171700	52.673757	55.070349	56.175147	
41	Annual	96,111.24	99,980.84	104,002.46	108,074.74	112,451.03	116,962.63	121,592.27	127,709.19	134,096.44	140,280.72	143,085.68	3.0000
	Monthly	8,009.27	8,331.74	8,666.87	9,006.23	9,370.92	9,746.89	10,132.69	10,642.43	11,174.70	11,690.06	11,923.81	
	Bi-weekly	3,696.59	3,845.42	4,000.09	4,156.72	4,325.04	4,498.56	4,676.63	4,911.89	5,157.56	5,395.41	5,503.30	
	Hourly	46.207328	48.067713	50.001181	51.959008	54.062994	56.232035	58.457823	61.398648	64.469440	67.442652	68.791190	
41X	Annual	100,910.30	104,982.53	109,206.84	113,483.61	118,077.90	122,809.12	127,675.53	134,096.47	140,804.68	147,293.22	150,233.34	3.1500
	Monthly	8,409.19	8,748.54	9,100.57	9,456.97	9,839.83	10,234.09	10,639.63	11,174.71	11,733.72	12,274.44	12,519.45	
	Bi-weekly	3,881.17	4,037.79	4,200.26	4,364.75	4,541.46	4,723.43	4,910.60	5,157.56	5,415.56	5,665.12	5,778.21	
	Hourly	48.514565	50.472371	52.503290	54.559430	56.768220	59.042846	61.382465	64.469458	67.694559	70.814046	72.227566	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 22E

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

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

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

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	41,882.62	43,376.33	44,840.76	46,305.19	47,798.90	49,321.91	50,317.72	1.3100
	Monthly	3,490.22	3,614.69	3,736.73	3,858.77	3,983.24	4,110.16	4,193.14	
	Bi-weekly	1,610.87	1,668.32	1,724.64	1,780.97	1,838.42	1,897.00	1,935.30	
	Hourly	20.135875	20.854006	21.558057	22.262109	22.980241	23.712456	24.191211	
03	Annual	42,849.14	44,401.43	45,924.44	47,447.44	48,999.73	50,464.16	51,459.97	1.3400
	Monthly	3,570.76	3,700.12	3,827.04	3,953.95	4,083.31	4,205.35	4,288.33	
	Bi-weekly	1,648.04	1,707.75	1,766.32	1,824.90	1,884.61	1,940.93	1,979.23	
	Hourly	20.600550	21.346841	22.079056	22.811271	23.557563	24.261616	24.740372	
04	Annual	47,857.48	49,526.93	51,225.66	52,953.69	54,623.13	56,263.29	57,405.54	1.5000
	Monthly	3,988.12	4,127.24	4,268.81	4,412.81	4,551.93	4,688.61	4,783.80	
	Bi-weekly	1,840.67	1,904.88	1,970.22	2,036.68	2,100.89	2,163.97	2,207.91	
	Hourly	23.008405	23.811023	24.627721	25.458504	26.261122	27.049659	27.598819	
05	Annual	48,208.94	49,907.68	51,577.13	53,275.86	55,003.88	56,644.04	57,757.01	1.5100
	Monthly	4,017.41	4,158.97	4,298.09	4,439.66	4,583.66	4,720.34	4,813.08	
	Bi-weekly	1,854.19	1,919.53	1,983.74	2,049.07	2,115.53	2,178.62	2,221.42	
	Hourly	23.177377	23.994075	24.796695	25.613393	26.444175	27.232712	27.767791	
06	Annual	53,012.26	54,857.44	56,702.62	58,577.09	60,422.27	62,238.15	63,497.57	1.6600
	Monthly	4,417.69	4,571.45	4,725.22	4,881.42	5,035.19	5,186.51	5,291.46	
	Bi-weekly	2,038.93	2,109.90	2,180.87	2,252.96	2,323.93	2,393.78	2,442.21	
	Hourly	25.486664	26.373769	27.260875	28.162062	29.049166	29.922188	30.527676	

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

### Service Requirements for Salary Step Advancement For Salary Plan 22J

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

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

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

Grade		1	2	3	4	5	6	7	8	Night Diff
03	Annual	42,849.14	44,401.43	45,924.44	47,447.44	48,999.73	49,734.73	50,464.16	51,459.97	1.3400
	Monthly	3,570.76	3,700.12	3,827.04	3,953.95	4,083.31	4,144.56	4,205.35	4,288.33	
	Bi-weekly	1,648.04	1,707.75	1,766.32	1,824.90	1,884.61	1,912.87	1,940.93	1,979.23	
	Hourly	20.600550	21.346841	22.079056	22.811271	23.557563	23.910929	24.261616	24.740372	
05	Annual	48,208.94	49,907.68	51,577.13	53,275.86	55,003.88	55,828.94	56,644.04	57,757.01	1.5100
	Monthly	4,017.41	4,158.97	4,298.09	4,439.66	4,583.66	4,652.41	4,720.34	4,813.08	
	Bi-weekly	1,854.19	1,919.53	1,983.74	2,049.07	2,115.53	2,147.27	2,178.62	2,221.42	
	Hourly	23.177377	23.994075	24.796695	25.613393	26.444175	26.840838	27.232712	27.767791	

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

### Service Requirements for Salary Step Advancement For Salary Plan 22M

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

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	24,636.06	25,295.05	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,941.68	31,141.34	32,560.95	33,219.94	0.7700
	Monthly	2,053.01	2,107.92	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,495.14	2,595.11	2,713.41	2,768.33	
	Bi-weekly	947.54	972.89	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,151.60	1,197.74	1,252.34	1,277.69	
	Hourly	11.844258	12.161081	12.526626	12.827256	13.200963	13.615229	13.899526	14.395037	14.971796	15.654303	15.971126	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	25,295.05	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,938.66	32,205.97	33,642.28	34,334.96	0.7900
	Monthly	2,107.92	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,578.22	2,683.83	2,803.52	2,861.25	
	Bi-weekly	972.89	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,189.95	1,238.69	1,293.93	1,320.58	
	Hourly	12.161081	12.526626	12.827256	13.200963	13.615229	13.899526	14.313787	14.874355	15.483640	16.174175	16.507192	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,800.33	33,152.29	34,655.96	35,348.93	0.8100
	Monthly	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,650.03	2,762.69	2,888.00	2,945.74	
	Bi-weekly	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,223.09	1,275.09	1,332.92	1,359.57	
	Hourly	12.526626	12.827256	13.200963	13.615229	13.899526	14.313787	14.703833	15.288620	15.938599	16.661519	16.994677	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,847.98	34,199.94	35,737.59	36,447.25	0.8300
	Monthly	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,737.33	2,850.00	2,978.13	3,037.27	
	Bi-weekly	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,263.38	1,315.38	1,374.52	1,401.82	
	Hourly	12.827256	13.200963	13.615229	13.899526	14.313787	14.703833	15.191178	15.792298	16.442278	17.181532	17.522716	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,861.95	35,281.27	36,920.26	37,646.91	0.8600
	Monthly	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,821.83	2,940.11	3,076.69	3,137.24	
	Bi-weekly	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,302.38	1,356.97	1,420.01	1,447.96	
	Hourly	13.200963	13.615229	13.899526	14.313787	14.703833	15.191178	15.654303	16.279782	16.962149	17.750124	18.099475	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,909.60	36,295.24	37,917.24	38,694.55	0.8800
	Monthly	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,909.13	3,024.60	3,159.77	3,224.55	
	Bi-weekly	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,342.68	1,395.97	1,458.36	1,488.25	
	Hourly	13.615229	13.899526	14.313787	14.703833	15.191178	15.654303	16.084759	16.783462	17.449635	18.229443	18.603151	
07	Annual	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,957.25	37,528.58	39,201.54	39,978.86	0.9000
	Monthly	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,996.44	3,127.38	3,266.80	3,331.57	
	Bi-weekly	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,382.97	1,443.41	1,507.75	1,537.65	
	Hourly	13.899526	14.313787	14.703833	15.191178	15.654303	16.084759	16.572247	17.287137	18.042588	18.846895	19.220606	
08	Annual	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	37,156.90	38,795.90	40,553.21	41,381.20	0.9300
	Monthly	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,096.41	3,232.99	3,379.43	3,448.43	
	Bi-weekly	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,429.11	1,492.15	1,559.74	1,591.58	
	Hourly	14.313787	14.703833	15.191178	15.654303	16.084759	16.572247	17.140839	17.863896	18.651874	19.496735	19.894807	
08C	Annual	30,668.33	31,631.63	32,442.62	33,473.29	34,571.61	35,416.59	36,464.24	37,883.56	39,437.90	41,245.88	42,090.86	0.9600
	Monthly	2,555.69	2,635.97	2,703.55	2,789.44	2,880.97	2,951.38	3,038.69	3,156.96	3,286.49	3,437.16	3,507.57	
	Bi-weekly	1,179.55	1,216.60	1,247.79	1,287.43	1,329.68	1,362.18	1,402.47	1,457.06	1,516.84	1,586.38	1,618.88	
	Hourly	14.744387	15.207512	15.597415	16.092928	16.620967	17.027205	17.530882	18.213248	18.960530	19.829752	20.235988	
08F	Annual	30,820.34	31,682.29	32,560.95	33,675.97	34,622.28	35,636.25	36,700.60	38,322.89	39,978.86	41,786.84	42,614.83	0.9600
	Monthly	2,568.36	2,640.19	2,713.41	2,806.33	2,885.19	2,969.69	3,058.38	3,193.57	3,331.57	3,482.24	3,551.24	
	Bi-weekly	1,185.40	1,218.55	1,252.34	1,295.23	1,331.63	1,370.62	1,411.56	1,473.96	1,537.65	1,607.19	1,639.03	
	Hourly	14.817469	15.231872	15.654303	16.190368	16.645326	17.132811	17.644517	18.424464	19.220606	20.089827	20.487898	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,373.55	40,012.55	41,820.53	42,665.50	0.9600
	Monthly	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,197.80	3,334.38	3,485.04	3,555.46	
	Bi-weekly	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,475.91	1,538.94	1,608.48	1,640.98	
	Hourly	14.703833	15.191178	15.654303	16.084759	16.572247	17.140839	17.693237	18.448824	19.236801	20.106022	20.512259	
10	Annual	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,725.22	41,364.21	43,239.85	44,101.51	0.9900
	Monthly	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,310.44	3,447.02	3,603.32	3,675.13	
	Bi-weekly	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,527.89	1,590.93	1,663.07	1,696.21	
	Hourly	15.191178	15.654303	16.084759	16.572247	17.140839	17.693237	18.294497	19.098664	19.886638	20.788390	21.202651	
10C	Annual	32,003.30	32,915.64	33,743.62	35,010.94	36,007.92	37,038.59	38,136.91	39,826.56	41,448.86	43,375.16	44,219.85	1.0000
	Monthly	2,666.94	2,742.97	2,811.97	2,917.58	3,000.66	3,086.55	3,178.08	3,318.88	3,454.07	3,614.60	3,684.99	
	Bi-weekly	1,230.90	1,265.99	1,297.83	1,346.57	1,384.92	1,424.56	1,466.80	1,531.79	1,594.19	1,668.28	1,700.76	
	Hourly	15.386202	15.824825	16.222896	16.832181	17.311501	17.807012	18.335052	19.147385	19.927334	20.853444	21.259541	
11	Annual	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	41,060.19	42,834.49	44,794.49	45,706.82	1.0200
	Monthly	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,421.68	3,569.54	3,732.87	3,808.90	
	Bi-weekly	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,579.24	1,647.48	1,722.86	1,757.95	
	Hourly	15.654303	16.084759	16.572247	17.140839	17.693237	18.294497	18.903784	19.740477	20.593506	21.535810	21.974432	
11C	Annual	33,185.97	34,098.60	35,146.25	36,328.92	37,579.25	38,778.91	40,046.23	41,837.52	43,679.17	45,656.15	46,551.80	1.0400
	Monthly	2,765.50	2,841.55	2,928.85	3,027.41	3,131.60	3,231.58	3,337.19	3,486.46	3,639.93	3,804.68	3,879.32	
	Bi-weekly	1,276.38	1,311.48	1,351.78	1,397.27	1,445.36	1,491.50	1,540.24	1,609.14	1,679.97	1,756.01	1,790.45	
	Hourly	15.954793	16.393558	16.897237	17.465828	18.066948	18.643706	19.252993	20.114190	20.999603	21.950072	22.380674	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	33,371.95	34,318.26	35,298.26	36,396.58	37,629.92	38,863.55	40,130.87	41,921.87	43,696.16	45,673.14	46,568.79	1.0400
	Monthly	2,781.00	2,859.86	2,941.52	3,033.05	3,135.83	3,238.63	3,344.24	3,493.49	3,641.35	3,806.10	3,880.73	
	Bi-weekly	1,283.54	1,319.93	1,357.63	1,399.87	1,447.30	1,494.75	1,543.49	1,612.38	1,680.62	1,756.66	1,791.11	
	Hourly	16.044208	16.499165	16.970316	17.498355	18.091309	18.684400	19.293686	20.154743	21.007770	21.958239	22.388839	
12	Annual	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,445.83	44,338.17	46,349.12	47,261.46	1.0500
	Monthly	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,537.15	3,694.85	3,862.43	3,938.46	
	Bi-weekly	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,632.53	1,705.31	1,782.66	1,817.75	
	Hourly	16.084759	16.572247	17.140839	17.693237	18.294497	18.903784	19.545457	20.406651	21.316427	22.283231	22.721854	
13	Annual	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,915.82	46,027.82	48,089.44	49,069.44	1.0800
	Monthly	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,659.65	3,835.65	4,007.45	4,089.12	
	Bi-weekly	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,689.07	1,770.30	1,849.59	1,887.29	
	Hourly	16.572247	17.140839	17.693237	18.294497	18.903784	19.545457	20.203462	21.113377	22.128760	23.119924	23.591078	
14	Annual	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,740.80	47,886.77	50,015.75	51,029.43	1.1100
	Monthly	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,811.73	3,990.56	4,167.98	4,252.45	
	Bi-weekly	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,759.26	1,841.80	1,923.68	1,962.67	
	Hourly	17.140839	17.693237	18.294497	18.903784	19.545457	20.203462	20.910331	21.990770	23.022485	24.046034	24.533380	
14F	Annual	36,328.92	37,579.25	38,778.91	40,046.23	41,431.86	42,834.49	44,321.18	46,585.48	49,508.77	51,789.76	52,837.41	1.1400
	Monthly	3,027.41	3,131.60	3,231.58	3,337.19	3,452.66	3,569.54	3,693.43	3,882.12	4,125.73	4,315.81	4,403.12	
	Bi-weekly	1,397.27	1,445.36	1,491.50	1,540.24	1,593.53	1,647.48	1,704.66	1,791.75	1,904.18	1,991.91	2,032.21	
	Hourly	17.465828	18.066948	18.643706	19.252993	19.919165	20.593506	21.308260	22.396866	23.802292	24.898922	25.402601	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	47,413.47	49,745.42	51,958.76	52,989.71	1.1500
	Monthly	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,951.12	4,145.45	4,329.90	4,415.81	
	Bi-weekly	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,823.59	1,913.29	1,998.41	2,038.07	
	Hourly	17.693237	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.794937	23.916067	24.980172	25.475823	
15C	Annual	37,393.56	38,643.89	39,911.20	41,296.85	42,648.51	44,152.48	45,909.79	48,173.80	52,398.09	54,713.05	55,811.37	1.1700
	Monthly	3,116.13	3,220.32	3,325.93	3,441.40	3,554.04	3,679.37	3,825.82	4,014.48	4,366.51	4,559.42	4,650.95	
	Bi-weekly	1,438.21	1,486.30	1,535.05	1,588.34	1,640.33	1,698.17	1,765.76	1,852.84	2,015.31	2,104.35	2,146.59	
	Hourly	17.977672	18.578793	19.188079	19.854253	20.504092	21.227154	22.072015	23.160479	25.191388	26.304351	26.832389	
15F	Annual	37,629.92	38,863.55	40,096.89	41,431.86	42,952.53	44,338.17	45,909.79	48,258.44	50,556.42	53,868.37	54,949.70	1.1800
	Monthly	3,135.83	3,238.63	3,341.41	3,452.66	3,579.38	3,694.85	3,825.82	4,021.54	4,213.04	4,489.03	4,579.14	
	Bi-weekly	1,447.30	1,494.75	1,542.19	1,593.53	1,652.02	1,705.31	1,765.76	1,856.09	1,944.48	2,071.86	2,113.45	
	Hourly	18.091309	18.684400	19.277352	19.919165	20.650253	21.316427	22.072015	23.201173	24.305971	25.898254	26.418124	
16	Annual	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	49,238.43	51,806.75	54,172.38	55,253.72	1.1900
	Monthly	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,103.20	4,317.23	4,514.37	4,604.48	
	Bi-weekly	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,893.79	1,992.57	2,083.55	2,125.14	
	Hourly	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.672323	24.907092	26.044414	26.564287	
16B	Annual	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	49,238.43	55,000.38	57,467.34	58,616.33	1.1900
	Monthly	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,103.20	4,583.37	4,788.95	4,884.70	
	Bi-weekly	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,893.79	2,115.40	2,210.28	2,254.47	
	Hourly	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.672323	26.442488	27.628530	28.180930	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	39,336.57	40,603.88	41,921.87	43,273.82	44,862.14	46,382.80	47,971.12	50,455.08	52,803.73	55,203.05	56,318.36	1.2300
	Monthly	3,278.05	3,383.66	3,493.49	3,606.15	3,738.51	3,865.23	3,997.59	4,204.59	4,400.31	4,600.25	4,693.20	
	Bi-weekly	1,512.94	1,561.69	1,612.38	1,664.38	1,725.47	1,783.95	1,845.04	1,940.58	2,030.91	2,123.19	2,166.09	
	Hourly	18.911810	19.521094	20.154743	20.804722	21.568337	22.299424	23.063039	24.257252	25.386408	26.539927	27.076133	
17	Annual	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	51,181.73	53,648.70	56,149.36	57,281.37	1.2300
	Monthly	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,265.14	4,470.73	4,679.11	4,773.45	
	Bi-weekly	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,968.53	2,063.41	2,159.59	2,203.13	
	Hourly	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.606602	25.792646	26.994885	27.539118	
17B	Annual	39,522.54	40,806.56	42,344.20	43,696.16	45,216.82	47,024.81	48,799.11	51,215.41	53,868.37	56,267.69	57,399.69	1.2400
	Monthly	3,293.55	3,400.55	3,528.68	3,641.35	3,768.07	3,918.73	4,066.59	4,267.95	4,489.03	4,688.97	4,783.31	
	Bi-weekly	1,520.10	1,569.48	1,628.62	1,680.62	1,739.11	1,808.65	1,876.89	1,969.82	2,071.86	2,164.14	2,207.68	
	Hourly	19.001223	19.618537	20.357790	21.007770	21.738857	22.608081	23.461110	24.622794	25.898254	27.051772	27.596004	
17F	Annual	40,046.23	41,431.86	42,834.49	44,321.18	46,078.49	47,835.81	49,728.43	52,127.75	54,730.04	57,214.00	58,362.99	1.2500
	Monthly	3,337.19	3,452.66	3,569.54	3,693.43	3,839.88	3,986.32	4,144.04	4,343.98	4,560.84	4,767.83	4,863.58	
	Bi-weekly	1,540.24	1,593.53	1,647.48	1,704.66	1,772.25	1,839.84	1,912.63	2,004.91	2,105.00	2,200.54	2,244.73	
	Hourly	19.252993	19.919165	20.593506	21.308260	22.153122	22.997984	23.907900	25.061419	26.312518	27.506729	28.059130	
17G	Annual	40,046.23	41,431.86	42,834.49	44,321.18	46,078.49	47,835.81	49,728.43	52,127.75	60,221.64	62,958.95	64,226.27	1.2500
	Monthly	3,337.19	3,452.66	3,569.54	3,693.43	3,839.88	3,986.32	4,144.04	4,343.98	5,018.47	5,246.58	5,352.19	
	Bi-weekly	1,540.24	1,593.53	1,647.48	1,704.66	1,772.25	1,839.84	1,912.63	2,004.91	2,316.22	2,421.50	2,470.24	
	Hourly	19.252993	19.919165	20.593506	21.308260	22.153122	22.997984	23.907900	25.061419	28.952710	30.268725	30.878012	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	55,760.70	58,312.32	59,494.99	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	4,646.73	4,859.36	4,957.92	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,144.64	2,242.78	2,288.27	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	26.808030	28.034769	28.603360	
18E	Annual	41,296.85	42,648.51	44,152.48	45,909.79	47,650.12	49,491.78	51,418.09	54,037.36	60,238.62	62,975.94	64,243.25	1.2900
	Monthly	3,441.40	3,554.04	3,679.37	3,825.82	3,970.84	4,124.32	4,284.84	4,503.11	5,019.89	5,248.00	5,353.60	
	Bi-weekly	1,588.34	1,640.33	1,698.17	1,765.76	1,832.70	1,903.53	1,977.62	2,078.36	2,316.87	2,422.15	2,470.89	
	Hourly	19.854253	20.504092	21.227154	22.072015	22.908712	23.794126	24.720235	25.979500	28.960877	30.276892	30.886178	
18F	Annual	41,431.86	42,952.53	44,338.17	45,909.79	47,734.47	49,491.78	51,452.06	53,986.40	56,690.03	60,407.62	61,623.98	1.2900
	Monthly	3,452.66	3,579.38	3,694.85	3,825.82	3,977.87	4,124.32	4,287.67	4,498.87	4,724.17	5,033.97	5,135.33	
	Bi-weekly	1,593.53	1,652.02	1,705.31	1,765.76	1,835.94	1,903.53	1,978.93	2,076.40	2,180.39	2,323.37	2,370.15	
	Hourly	19.919165	20.650253	21.316427	22.072015	22.949265	23.794126	24.736569	25.955001	27.254821	29.042126	29.626913	
18G	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	55,760.70	59,478.00	60,660.97	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	4,646.73	4,956.50	5,055.08	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,144.64	2,287.62	2,333.11	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	26.808030	28.595192	29.163928	
18I	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	61,117.29	63,905.26	65,189.27	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	5,093.11	5,325.44	5,432.44	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,350.66	2,457.89	2,507.28	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	29.383311	30.723684	31.340996	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	42,445.83	43,831.18	45,267.49	46,872.80	48,427.44	50,100.10	52,111.05	54,696.35	57,349.02	59,934.32	61,133.98	1.3300
	Monthly	3,537.15	3,652.60	3,772.29	3,906.07	4,035.62	4,175.01	4,342.59	4,558.03	4,779.09	4,994.53	5,094.50	
	Bi-weekly	1,632.53	1,685.81	1,741.06	1,802.80	1,862.59	1,926.93	2,004.27	2,103.71	2,205.73	2,305.17	2,351.31	
	Hourly	20.406651	21.072684	21.763216	22.534999	23.282421	24.086587	25.053391	26.296323	27.571643	28.814577	29.391334	
18S	Annual	42,699.18	44,118.51	45,504.15	47,176.81	48,748.44	50,471.78	52,482.73	55,051.04	57,704.00	60,322.98	61,539.63	1.3300
	Monthly	3,558.27	3,676.54	3,792.01	3,931.40	4,062.37	4,205.98	4,373.56	4,587.59	4,808.67	5,026.92	5,128.30	
	Bi-weekly	1,642.28	1,696.87	1,750.16	1,814.49	1,874.94	1,941.22	2,018.57	2,117.35	2,219.38	2,320.11	2,366.91	
	Hourly	20.528452	21.210820	21.876994	22.681160	23.436750	24.265277	25.232081	26.466846	27.742306	29.001433	29.586359	
19	Annual	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	55,203.05	57,805.33	60,441.30	61,657.95	1.3100
	Monthly	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,600.25	4,817.11	5,036.78	5,138.16	
	Bi-weekly	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,123.19	2,223.28	2,324.67	2,371.46	
	Hourly	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.539927	27.791024	29.058319	29.643247	
19F	Annual	43,696.16	45,216.82	47,024.81	48,799.11	50,708.43	52,668.42	54,730.04	57,366.01	60,120.30	62,823.93	64,074.25	1.3700
	Monthly	3,641.35	3,768.07	3,918.73	4,066.59	4,225.70	4,389.04	4,560.84	4,780.50	5,010.03	5,235.33	5,339.52	
	Bi-weekly	1,680.62	1,739.11	1,808.65	1,876.89	1,950.32	2,025.71	2,105.00	2,206.38	2,312.32	2,416.30	2,464.39	
	Hourly	21.007770	21.738857	22.608081	23.461110	24.379054	25.321355	26.312518	27.579810	28.903991	30.203812	30.804930	
19I	Annual	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	55,203.05	60,255.32	62,975.94	64,243.25	1.3100
	Monthly	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,600.25	5,021.28	5,248.00	5,353.60	
	Bi-weekly	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,123.19	2,317.51	2,422.15	2,470.89	
	Hourly	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.539927	28.968905	30.276892	30.886178	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19Z	Annual	43,696.16	45,216.82	47,024.81	48,799.11	50,708.43	52,668.42	54,730.04	57,366.01	66,676.25	69,667.20	71,052.84	1.3700
	Monthly	3,641.35	3,768.07	3,918.73	4,066.59	4,225.70	4,389.04	4,560.84	4,780.50	5,556.35	5,805.60	5,921.07	
	Bi-weekly	1,680.62	1,739.11	1,808.65	1,876.89	1,950.32	2,025.71	2,105.00	2,206.38	2,564.47	2,679.51	2,732.80	
	Hourly	21.007770	21.738857	22.608081	23.461110	24.379054	25.321355	26.312518	27.579810	32.055888	33.493845	34.160019	
20	Annual	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	57,501.03	60,187.96	62,891.29	64,175.59	1.3600
	Monthly	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,791.75	5,015.66	5,240.94	5,347.97	
	Bi-weekly	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,211.58	2,314.92	2,418.90	2,468.29	
	Hourly	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.644725	28.936517	30.236198	30.853651	
20B	Annual	44,422.81	46,011.13	47,464.14	49,170.78	51,114.07	53,107.75	55,152.38	57,839.01	68,061.89	71,137.19	72,556.51	1.3900
	Monthly	3,701.90	3,834.26	3,955.35	4,097.57	4,259.51	4,425.65	4,596.03	4,819.92	5,671.82	5,928.10	6,046.38	
	Bi-weekly	1,708.57	1,769.66	1,825.54	1,891.18	1,965.93	2,042.61	2,121.25	2,224.58	2,617.77	2,736.05	2,790.64	
	Hourly	21.357122	22.120736	22.819296	23.639798	24.574074	25.532570	26.515567	27.807218	32.722064	34.200571	34.882939	
20P	Annual	43,668.80	45,234.95	47,015.40	48,779.29	50,691.47	52,636.80	54,697.57	57,384.41	60,088.09	62,808.07	64,061.05	1.3600
	Monthly	3,639.07	3,769.58	3,917.95	4,064.94	4,224.29	4,386.40	4,558.13	4,782.03	5,007.34	5,234.01	5,338.42	
	Bi-weekly	1,679.57	1,739.81	1,808.28	1,876.13	1,949.67	2,024.49	2,103.75	2,207.09	2,311.08	2,415.69	2,463.89	
	Hourly	20.994613	21.747571	22.603559	23.451582	24.370901	25.306155	26.296910	27.588657	28.888506	30.196187	30.798583	
21	Annual	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	59,630.30	62,587.28	65,408.93	66,726.92	1.4100
	Monthly	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,969.19	5,215.61	5,450.75	5,560.58	
	Bi-weekly	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,293.47	2,407.20	2,515.73	2,566.42	
	Hourly	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.668415	30.090038	31.446603	32.080250	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	46,365.82	48,021.79	49,508.77	51,299.77	53,344.40	55,355.35	57,518.01	60,356.66	63,381.29	66,220.23	67,538.21	1.4500
	Monthly	3,863.82	4,001.82	4,125.73	4,274.98	4,445.37	4,612.95	4,793.17	5,029.72	5,281.77	5,518.35	5,628.18	
	Bi-weekly	1,783.30	1,846.99	1,904.18	1,973.07	2,051.71	2,129.05	2,212.23	2,321.41	2,437.74	2,546.93	2,597.62	
	Hourly	22.291258	23.087400	23.802292	24.663349	25.646345	26.613147	27.652891	29.017624	30.471772	31.836649	32.470294	
21Z	Annual	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	59,630.30	66,693.23	69,684.19	71,086.52	1.4100
	Monthly	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,969.19	5,557.77	5,807.02	5,923.88	
	Bi-weekly	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,293.47	2,565.12	2,680.16	2,734.10	
	Hourly	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.668415	32.064055	33.502012	34.176212	
22	Annual	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,894.31	64,902.24	67,808.55	69,177.20	1.4700
	Monthly	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,157.86	5,408.52	5,650.71	5,764.77	
	Bi-weekly	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,380.55	2,496.24	2,608.02	2,660.66	
	Hourly	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.756879	31.203000	32.600263	33.258269	
23	Annual	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	64,293.92	67,554.90	70,613.51	72,015.84	1.5200
	Monthly	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,357.83	5,629.58	5,884.46	6,001.32	
	Bi-weekly	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,472.84	2,598.27	2,715.90	2,769.84	
	Hourly	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.910539	32.478319	33.948803	34.623002	
24	Annual	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,862.23	70,089.53	73,283.16	74,770.14	1.5800
	Monthly	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,571.85	5,840.79	6,106.93	6,230.85	
	Bi-weekly	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,571.62	2,695.75	2,818.58	2,875.77	
	Hourly	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	32.145303	33.696890	35.232289	35.947182	

PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,101.90	69,346.19	72,826.84	76,105.11	77,642.76	1.6500
	Monthly	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,508.49	5,778.85	6,068.90	6,342.09	6,470.23	
	Bi-weekly	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,542.38	2,667.16	2,801.03	2,927.12	2,986.26	
	Hourly	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	31.779760	33.339514	35.012906	36.588995	37.328251	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 22N

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	34,841.95	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,726.83	46,957.15	49,103.12	50,066.42	1.0900
	Monthly	2,903.50	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,727.24	3,913.10	4,091.93	4,172.20	
	Bi-weekly	1,340.07	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,720.26	1,806.04	1,888.58	1,925.63	
	Hourly	16.750935	17.287137	17.863896	18.481353	19.171744	19.797364	20.552815	21.503282	22.575552	23.607270	24.070396	
13M	Annual	35,416.59	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,740.80	47,886.77	50,015.75	51,029.43	1.1100
	Monthly	2,951.38	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,811.73	3,990.56	4,167.98	4,252.45	
	Bi-weekly	1,362.18	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,759.26	1,841.80	1,923.68	1,962.67	
	Hourly	17.027205	17.595796	18.180723	18.846895	19.488567	20.203462	20.918354	21.990770	23.022485	24.046034	24.533380	
14	Annual	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,585.48	48,900.44	51,097.09	52,127.75	1.1200
	Monthly	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,882.12	4,075.04	4,258.09	4,343.98	
	Bi-weekly	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,791.75	1,880.79	1,965.27	2,004.91	
	Hourly	17.287137	17.863896	18.481353	19.171744	19.797364	20.552815	21.316427	22.396866	23.509828	24.565907	25.061419	
14M	Annual	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,531.79	49,812.79	52,060.39	53,107.75	1.1400
	Monthly	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,960.98	4,151.07	4,338.37	4,425.65	
	Bi-weekly	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,828.15	1,915.88	2,002.32	2,042.61	
	Hourly	17.595796	18.180723	18.846895	19.488567	20.203462	20.918354	21.738857	22.851823	23.948455	25.029032	25.532570	
15	Annual	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	48,359.78	50,708.43	52,989.71	54,071.05	1.1600
	Monthly	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	4,029.98	4,225.70	4,415.81	4,505.92	
	Bi-weekly	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,859.99	1,950.32	2,038.07	2,079.66	
	Hourly	17.863896	18.481353	19.171744	19.797364	20.552815	21.316427	22.128760	23.249894	24.379054	25.475823	25.995695	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	49,441.11	51,874.41	54,223.05	55,304.38	1.1800
	Monthly	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,120.09	4,322.87	4,518.59	4,608.70	
	Bi-weekly	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,901.58	1,995.17	2,085.50	2,127.09	
	Hourly	18.180723	18.846895	19.488567	20.203462	20.918354	21.738857	22.616248	23.769766	24.939618	26.068775	26.588646	
16	Annual	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	50,438.10	52,905.07	55,253.72	56,369.02	1.2000
	Monthly	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,203.18	4,408.76	4,604.48	4,697.42	
	Bi-weekly	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,939.93	2,034.81	2,125.14	2,168.04	
	Hourly	18.481353	19.171744	19.797364	20.552815	21.316427	22.128760	23.038679	24.249085	25.435129	26.564287	27.100491	
16M	Annual	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	51,367.42	53,952.72	56,386.01	57,518.01	1.2300
	Monthly	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,280.62	4,496.06	4,698.83	4,793.17	
	Bi-weekly	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,975.67	2,075.10	2,168.69	2,212.23	
	Hourly	18.846895	19.488567	20.203462	20.918354	21.738857	22.616248	23.534189	24.695874	25.938807	27.108659	27.652891	
17	Annual	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	52,296.74	54,932.71	57,382.99	58,531.98	1.2500
	Monthly	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,358.06	4,577.73	4,781.92	4,877.67	
	Bi-weekly	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	2,011.41	2,112.80	2,207.04	2,251.23	
	Hourly	19.171744	19.797364	20.552815	21.316427	22.128760	23.038679	23.948455	25.142665	26.409958	27.587977	28.140375	
17M	Annual	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	53,429.04	56,065.01	58,599.35	59,782.31	1.2700
	Monthly	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,452.42	4,672.08	4,883.28	4,981.86	
	Bi-weekly	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,054.96	2,156.35	2,253.82	2,299.32	
	Hourly	19.488567	20.203462	20.918354	21.738857	22.616248	23.534189	24.460299	25.687038	26.954331	28.172763	28.741497	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	54,392.05	57,230.69	59,816.00	61,015.65	1.2900
	Monthly	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,532.67	4,769.22	4,984.67	5,084.64	
	Bi-weekly	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,092.00	2,201.18	2,300.62	2,346.76	
	Hourly	19.797364	20.552815	21.316427	22.128760	23.038679	23.948455	24.939618	26.150022	27.514756	28.757690	29.334447	
18B	Annual	41,465.55	43,054.16	44,709.85	46,551.80	48,393.46	50,421.11	52,313.74	54,916.02	57,433.66	60,052.64	61,286.28	1.3000
	Monthly	3,455.46	3,587.85	3,725.82	3,879.32	4,032.79	4,201.76	4,359.48	4,576.34	4,786.14	5,004.39	5,107.19	
	Bi-weekly	1,594.83	1,655.93	1,719.61	1,790.45	1,861.29	1,939.27	2,012.07	2,112.15	2,208.99	2,309.72	2,357.16	
	Hourly	19.935360	20.699113	21.495118	22.380674	23.266086	24.240916	25.150835	26.401934	27.612337	28.871463	29.464556	
18C	Annual	42,073.87	43,476.50	45,098.50	46,822.13	48,630.11	50,590.10	52,584.06	55,186.35	57,906.67	60,542.64	61,759.28	1.3100
	Monthly	3,506.16	3,623.04	3,758.21	3,901.84	4,052.51	4,215.84	4,382.01	4,598.86	4,825.56	5,045.22	5,146.61	
	Bi-weekly	1,618.23	1,672.17	1,734.56	1,800.85	1,870.39	1,945.77	2,022.46	2,122.55	2,227.18	2,328.56	2,375.36	
	Hourly	20.227823	20.902163	21.681969	22.510638	23.379862	24.322163	25.280800	26.531900	27.839747	29.107040	29.691963	
18M	Annual	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	55,575.01	58,210.98	60,846.95	62,063.31	1.3100
	Monthly	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,631.25	4,850.92	5,070.58	5,171.94	
	Bi-weekly	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,137.50	2,238.88	2,340.27	2,387.05	
	Hourly	20.203462	20.918354	21.738857	22.616248	23.534189	24.460299	25.410769	26.718755	27.986047	29.253343	29.838129	
19	Annual	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,538.02	59,173.99	61,826.95	63,060.28	1.3400
	Monthly	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,711.50	4,931.17	5,152.25	5,255.02	
	Bi-weekly	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,174.54	2,275.92	2,377.96	2,425.40	
	Hourly	20.552815	21.316427	22.128760	23.038679	23.948455	24.939618	25.881921	27.181740	28.449033	29.724493	30.317444	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,636.34	60,508.96	63,279.95	64,547.26	1.3600
	Monthly	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,803.03	5,042.41	5,273.33	5,378.94	
	Bi-weekly	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,216.78	2,327.27	2,433.84	2,482.59	
	Hourly	20.918354	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.709779	29.090847	30.423052	31.032338	
20	Annual	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,785.33	61,607.28	64,395.26	65,679.56	1.3900
	Monthly	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,898.78	5,133.94	5,366.27	5,473.30	
	Bi-weekly	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,260.97	2,369.51	2,476.74	2,526.14	
	Hourly	21.316427	22.128760	23.038679	23.948455	24.939618	25.881921	26.929973	28.262177	29.618884	30.959259	31.576711	
20A	Annual	44,338.17	46,163.14	47,971.12	49,931.11	51,840.72	53,935.73	56,081.70	58,920.64	61,826.95	64,665.59	65,983.58	1.3900
	Monthly	3,694.85	3,846.93	3,997.59	4,160.93	4,320.06	4,494.64	4,673.48	4,910.05	5,152.25	5,388.80	5,498.63	
	Bi-weekly	1,705.31	1,775.51	1,845.04	1,920.43	1,993.87	2,074.45	2,156.99	2,266.18	2,377.96	2,487.14	2,537.83	
	Hourly	21.316427	22.193815	23.063039	24.005341	24.923424	25.930638	26.962357	28.327232	29.724493	31.089226	31.722874	
20M	Annual	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,951.31	62,958.95	65,797.59	67,132.56	1.4100
	Monthly	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,995.94	5,246.58	5,483.13	5,594.38	
	Bi-weekly	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,305.82	2,421.50	2,530.68	2,582.02	
	Hourly	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.822744	30.268725	31.633457	32.275271	
20P	Annual	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,951.31	63,381.29	66,220.23	67,538.21	1.4100
	Monthly	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,995.94	5,281.77	5,518.35	5,628.18	
	Bi-weekly	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,305.82	2,437.74	2,546.93	2,597.62	
	Hourly	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.822744	30.471772	31.836649	32.470294	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	45,909.79	47,785.14	49,728.43	51,604.07	53,614.73	55,777.69	58,008.01	60,914.31	63,888.27	66,828.55	68,180.21	1.4300
	Monthly	3,825.82	3,982.10	4,144.04	4,300.34	4,467.89	4,648.14	4,834.00	5,076.19	5,324.02	5,569.05	5,681.69	
	Bi-weekly	1,765.76	1,837.89	1,912.63	1,984.77	2,062.10	2,145.30	2,231.08	2,342.86	2,457.24	2,570.33	2,622.32	
	Hourly	22.072015	22.973625	23.907900	24.809651	25.776312	26.816197	27.888467	29.285728	30.715515	32.129109	32.778949	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	61,167.96	64,226.27	67,115.58	68,450.55	1.4400
	Monthly	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,097.33	5,352.19	5,592.97	5,704.21	
	Bi-weekly	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,352.61	2,470.24	2,581.37	2,632.71	
	Hourly	22.128760	23.038679	23.948455	24.939618	25.881921	26.929973	27.994076	29.407671	30.878012	32.267104	32.908919	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	46,551.80	48,393.46	50,421.11	52,313.74	54,392.05	56,605.67	58,819.01	61,640.96	64,597.93	67,538.21	68,906.86	1.4500
	Monthly	3,879.32	4,032.79	4,201.76	4,359.48	4,532.67	4,717.14	4,901.59	5,136.75	5,383.16	5,628.18	5,742.24	
	Bi-weekly	1,790.45	1,861.29	1,939.27	2,012.07	2,092.00	2,177.14	2,262.27	2,370.81	2,484.54	2,597.62	2,650.26	
	Hourly	22.380674	23.266086	24.240916	25.150835	26.150022	27.214266	28.278372	29.635078	31.056699	32.470294	33.128300	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21M	Annual	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	62,266.27	65,476.59	68,382.89	69,768.54	1.4700
	Monthly	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,188.86	5,456.38	5,698.57	5,814.05	
	Bi-weekly	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,394.86	2,518.33	2,630.11	2,683.41	
	Hourly	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.611526	29.935708	31.479131	32.876390	33.542565	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	63,499.61	66,541.23	69,565.86	70,968.19	1.5000
	Monthly	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,291.63	5,545.10	5,797.16	5,914.02	
	Bi-weekly	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,442.29	2,559.28	2,675.61	2,729.55	
	Hourly	23.038679	23.948455	24.939618	25.881921	26.929973	27.994076	29.098872	30.528660	31.990975	33.445123	34.119324	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22C	Annual	48,680.78	50,607.08	52,668.42	54,696.35	56,859.02	59,173.99	61,488.96	64,412.25	67,605.58	70,630.20	72,032.83	1.5200
	Monthly	4,056.73	4,217.26	4,389.04	4,558.03	4,738.25	4,931.17	5,124.08	5,367.69	5,633.80	5,885.85	6,002.74	
	Bi-weekly	1,872.34	1,946.43	2,025.71	2,103.71	2,186.89	2,275.92	2,364.96	2,477.39	2,600.21	2,716.55	2,770.49	
	Hourly	23.404221	24.330329	25.321355	26.296323	27.336068	28.449033	29.561999	30.967426	32.502681	33.956828	34.631168	
22M	Annual	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,749.94	68,061.89	71,137.19	72,556.51	1.5300
	Monthly	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,395.83	5,671.82	5,928.10	6,046.38	
	Bi-weekly	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,490.38	2,617.77	2,736.05	2,790.64	
	Hourly	23.534189	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	31.129779	32.722064	34.200571	34.882939	
22P	Annual	49,289.10	51,249.09	53,327.41	55,507.36	57,687.01	59,866.67	62,299.95	65,375.25	68,670.21	71,745.51	73,181.82	1.5400
	Monthly	4,107.43	4,270.76	4,443.95	4,625.61	4,807.25	4,988.89	5,191.66	5,447.94	5,722.52	5,978.79	6,098.49	
	Bi-weekly	1,895.73	1,971.12	2,051.05	2,134.90	2,218.73	2,302.56	2,396.15	2,514.43	2,641.16	2,759.44	2,814.69	
	Hourly	23.696684	24.638986	25.638178	26.686229	27.734138	28.782051	29.951901	31.430410	33.014526	34.493033	35.183567	
23	Annual	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	66,017.26	69,244.85	72,404.51	73,840.81	1.5600
	Monthly	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,501.44	5,770.41	6,033.71	6,153.40	
	Bi-weekly	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,539.13	2,663.26	2,784.79	2,840.03	
	Hourly	23.948455	24.939618	25.881921	26.929973	27.994076	29.098872	30.220004	31.739065	33.290795	34.809858	35.500391	
23C	Annual	50,235.42	52,094.07	54,172.38	56,369.02	58,599.35	60,846.95	63,364.59	66,405.92	69,734.85	72,877.51	74,330.81	1.5700
	Monthly	4,186.29	4,341.17	4,514.37	4,697.42	4,883.28	5,070.58	5,280.38	5,533.83	5,811.24	6,073.13	6,194.23	
	Bi-weekly	1,932.13	2,003.62	2,083.55	2,168.04	2,253.82	2,340.27	2,437.10	2,554.07	2,682.11	2,802.98	2,858.88	
	Hourly	24.151642	25.045226	26.044414	27.100491	28.172763	29.253343	30.463746	31.925921	33.526370	35.037266	35.735967	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	67,419.88	70,680.87	73,840.81	75,327.79	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,618.32	5,890.07	6,153.40	6,277.32	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,593.07	2,718.50	2,840.03	2,897.22	
	Hourly	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.413406	33.981189	35.500391	36.215284	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,687.20	72,083.50	75,344.78	76,848.45	1.6200
	Monthly	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,723.93	6,006.96	6,278.73	6,404.04	
	Bi-weekly	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,641.82	2,772.44	2,897.88	2,955.71	
	Hourly	24.939618	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	33.022693	34.655529	36.223452	36.946372	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	70,005.18	73,452.16	76,747.11	78,318.45	1.6500
	Monthly	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,833.77	6,121.01	6,395.59	6,526.54	
	Bi-weekly	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,692.51	2,825.08	2,951.81	3,012.25	
	Hourly	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.656338	35.313536	36.897650	37.653099	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	52,922.06	54,966.69	57,095.67	59,393.66	61,742.30	64,226.27	66,743.91	69,988.20	73,502.82	76,848.45	78,403.09	1.6500
	Monthly	4,410.17	4,580.56	4,757.97	4,949.47	5,145.19	5,352.19	5,561.99	5,832.35	6,125.24	6,404.04	6,533.59	
	Bi-weekly	2,035.46	2,114.10	2,195.99	2,284.37	2,374.70	2,470.24	2,567.07	2,691.85	2,827.03	2,955.71	3,015.50	
	Hourly	25.443296	26.426291	27.449842	28.554642	29.683798	30.878012	32.088416	33.648173	35.337893	36.946372	37.693794	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	71,356.85	74,922.14	78,352.42	79,923.75	1.6800
	Monthly	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,946.40	6,243.51	6,529.37	6,660.31	
	Bi-weekly	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,744.49	2,881.62	3,013.55	3,073.99	
	Hourly	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.306178	36.020261	37.669433	38.424879	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,826.84	76,375.44	79,873.09	81,461.40	1.7200
	Monthly	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,068.90	6,364.62	6,656.09	6,788.45	
	Bi-weekly	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,801.03	2,937.52	3,072.04	3,133.13	
	Hourly	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	35.012906	36.718962	38.400522	39.164134	
25P	Annual	55,541.04	57,771.65	60,137.00	62,502.63	64,952.91	67,521.23	69,988.20	73,570.48	77,270.80	80,768.73	82,407.71	1.7400
	Monthly	4,628.42	4,814.30	5,011.42	5,208.55	5,412.74	5,626.77	5,832.35	6,130.87	6,439.23	6,730.73	6,867.31	
	Bi-weekly	2,136.19	2,221.99	2,312.96	2,403.95	2,498.19	2,596.97	2,691.85	2,829.63	2,971.95	3,106.49	3,169.53	
	Hourly	26.702423	27.774833	28.912018	30.049341	31.227360	32.462128	33.648173	35.370423	37.149421	38.831118	39.619093	
26	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	77,879.12	81,393.75	83,033.02	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,489.93	6,782.81	6,919.42	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	2,995.35	3,130.53	3,193.58	
	Hourly	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.695414	37.441883	39.131608	39.919722	
26A	Annual	56,115.68	58,379.68	60,762.31	63,144.93	65,628.60	68,230.89	70,731.84	74,313.82	78,048.11	81,596.71	83,218.72	1.7500
	Monthly	4,676.31	4,864.97	5,063.53	5,262.08	5,469.05	5,685.91	5,894.32	6,192.82	6,504.01	6,799.73	6,934.89	
	Bi-weekly	2,158.30	2,245.37	2,337.01	2,428.65	2,524.18	2,624.26	2,720.46	2,858.22	3,001.85	3,138.34	3,200.72	
	Hourly	26.978691	28.067156	29.212647	30.358138	31.552212	32.803311	34.005690	35.727800	37.523129	39.229188	40.008999	
26M	Annual	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	75,665.78	79,315.43	82,914.70	84,570.67	1.7900
	Monthly	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,305.48	6,609.62	6,909.56	7,047.56	
	Bi-weekly	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,910.22	3,050.59	3,189.03	3,252.72	
	Hourly	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	34.688055	36.377780	38.132417	39.862836	40.658978	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	77,034.44	80,836.38	84,536.70	86,243.34	1.8200
	Monthly	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,419.54	6,736.37	7,044.73	7,186.95	
	Bi-weekly	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,962.86	3,109.09	3,251.41	3,317.05	
	Hourly	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	37.035786	38.863645	40.642644	41.463144	
27M	Annual	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,656.44	82,559.72	86,311.00	88,051.33	1.8600
	Monthly	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,554.70	6,879.98	7,192.58	7,337.61	
	Bi-weekly	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,025.25	3,175.37	3,319.65	3,386.59	
	Hourly	28.611526	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.815595	39.692173	41.495672	42.332368	
28	Annual	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	80,143.42	84,249.38	88,085.30	89,859.31	1.8900
	Monthly	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,678.62	7,020.78	7,340.44	7,488.28	
	Bi-weekly	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,082.44	3,240.36	3,387.90	3,456.13	
	Hourly	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.530488	40.504508	42.348701	43.201589	
28M	Annual	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	81,799.40	85,837.69	89,707.30	91,515.28	1.9300
	Monthly	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,816.62	7,153.14	7,475.61	7,626.27	
	Bi-weekly	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,146.13	3,301.45	3,450.28	3,519.82	
	Hourly	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	39.326632	41.268122	43.128507	43.997731	
29	Annual	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	83,354.03	87,527.65	91,515.28	93,357.24	1.9600
	Monthly	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,946.17	7,293.97	7,626.27	7,779.77	
	Bi-weekly	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,205.92	3,366.45	3,519.82	3,590.66	
	Hourly	30.220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	40.074051	42.080599	43.997731	44.883286	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	85,060.67	89,250.98	93,340.25	95,215.89	2.0100
	Monthly	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,088.39	7,437.58	7,778.35	7,934.66	
	Bi-weekly	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,271.56	3,432.73	3,590.01	3,662.15	
	Hourly	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.894552	42.909127	44.875120	45.776871	
30	Annual	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	86,750.33	91,042.27	95,165.21	97,074.54	2.0500
	Monthly	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,229.19	7,586.86	7,930.43	8,089.55	
	Bi-weekly	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,336.55	3,501.63	3,660.20	3,733.64	
	Hourly	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.706887	43.770321	45.752506	46.670450	
30M	Annual	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	84,249.38	88,490.65	92,951.59	97,192.86	99,119.17	2.0800
	Monthly	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,020.78	7,374.22	7,745.97	8,099.41	8,259.93	
	Bi-weekly	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,240.36	3,403.49	3,575.06	3,738.19	3,812.28	
	Hourly	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.504508	42.543582	44.688264	46.727338	47.653446	
31	Annual	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	90,062.27	94,658.23	98,983.86	100,943.85	2.1300
	Monthly	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,505.19	7,888.19	8,248.66	8,411.99	
	Bi-weekly	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,463.93	3,640.70	3,807.07	3,882.46	
	Hourly	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	43.299169	45.508764	47.588393	48.530697	
31M	Annual	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	84,249.38	87,645.97	91,937.62	96,567.55	100,960.83	103,005.47	2.1700
	Monthly	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,020.78	7,303.83	7,661.47	8,047.30	8,413.40	8,583.79	
	Bi-weekly	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,240.36	3,371.00	3,536.06	3,714.14	3,883.11	3,961.75	
	Hourly	33.363878	34.688055	36.044624	37.506938	38.888004	40.504508	42.137484	44.200778	46.426708	48.538861	49.521859	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	93,779.58	98,460.18	102,937.81	105,016.13	2.2100
	Monthly	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,814.97	8,205.02	8,578.15	8,751.34	
	Bi-weekly	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,606.91	3,786.93	3,959.15	4,039.08	
	Hourly	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	42.909127	45.086335	47.336625	49.489333	50.488523	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	73,418.70	76,375.44	79,366.10	82,559.72	85,837.70	89,250.98	92,951.59	97,378.56	102,329.49	106,993.11	109,156.06	2.2900
	Monthly	6,118.23	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,114.88	8,527.46	8,916.09	9,096.34	
	Bi-weekly	2,823.80	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,745.33	3,935.75	4,115.12	4,198.31	
	Hourly	35.297451	36.718962	38.156779	39.692174	41.268123	42.909127	44.688265	46.816615	49.196872	51.438994	52.478876	

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

### Service Requirements for Salary Step Advancement For Salary Plan 23H

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

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

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

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



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Grade		1	2	3	4	5	Night Diff
05	Annual	48,208.94	53,539.45	55,003.88	56,644.04	57,757.01	
	Monthly	4,017.41	4,461.62	4,583.66	4,720.34	4,813.08	1.5100
	Bi-weekly	1,854.19	2,059.21	2,115.53	2,178.62	2,221.42	
	Hourly	23.177377	25.740122	26.444175	27.232712	27.767791	

## AFSCME Local 1935/Parks & Recreation/Seasonal Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 235

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

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

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

Grade		1	2	3	4	5	6	Night Diff
02	Annual	18,861.82	19,535.46	20,062.65	20,912.02	21,819.97	22,230.01	0.5900
	Monthly	1,571.82	1,627.96	1,671.89	1,742.67	1,818.33	1,852.50	
	Bi-weekly	725.45	751.36	771.64	804.31	839.23	855.00	
	Hourly	9.068184	9.392046	9.645506	10.053856	10.490368	10.687503	
Grade		1	2	3	4	5	6	Night Diff
03	Annual	21,702.81	22,200.71	23,020.80	23,899.45	24,983.13	25,451.75	0.6800
	Monthly	1,808.57	1,850.06	1,918.40	1,991.62	2,081.93	2,120.98	
	Bi-weekly	834.72	853.87	885.42	919.21	960.89	978.91	
	Hourly	10.434043	10.673419	11.067690	11.490119	12.011118	12.236417	
Grade		1	2	3	4	5	6	Night Diff
04	Annual	23,020.80	23,899.45	24,690.24	25,656.76	26,769.73	27,296.92	0.7200
	Monthly	1,918.40	1,991.62	2,057.52	2,138.06	2,230.81	2,274.74	
	Bi-weekly	885.42	919.21	949.62	986.80	1,029.60	1,049.88	
	Hourly	11.067690	11.490119	11.870309	12.334981	12.870060	13.123517	
Grade		1	2	3	4	5	6	Night Diff
05	Annual	26,711.15	27,677.67	28,732.06	29,757.16	31,104.43	31,719.49	0.8300
	Monthly	2,225.93	2,306.47	2,394.34	2,479.76	2,592.04	2,643.29	
	Bi-weekly	1,027.35	1,064.53	1,105.08	1,144.51	1,196.32	1,219.98	
	Hourly	12.841898	13.306573	13.813491	14.306326	14.954053	15.249755	

## AFSCME Local 1935/Parks & Recreation/Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 23Z

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

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

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

Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	46,685.93	48,326.10	49,995.54	51,606.41	53,275.86	54,916.02	56,028.99	1.4600
	Monthly	3,890.49	4,027.18	4,166.30	4,300.54	4,439.66	4,576.34	4,669.08	
	Bi-weekly	1,795.61	1,858.70	1,922.91	1,984.86	2,049.07	2,112.15	2,154.96	
	Hourly	22.445160	23.233700	24.036319	24.810776	25.613393	26.401934	26.937013	
03	Annual	52,075.03	53,920.21	55,706.81	57,551.99	59,367.88	61,154.48	62,384.60	1.6300
	Monthly	4,339.59	4,493.35	4,642.23	4,796.00	4,947.32	5,096.21	5,198.72	
	Bi-weekly	2,002.89	2,073.85	2,142.57	2,213.54	2,283.38	2,352.10	2,399.41	
	Hourly	25.036072	25.923178	26.782120	27.669227	28.542249	29.401192	29.992596	
04	Annual	52,455.78	54,271.67	56,116.85	57,932.74	59,748.63	61,593.80	62,882.50	1.6400
	Monthly	4,371.32	4,522.64	4,676.40	4,827.73	4,979.05	5,132.82	5,240.21	
	Bi-weekly	2,017.53	2,087.37	2,158.34	2,228.18	2,298.02	2,368.99	2,418.56	
	Hourly	25.219125	26.092150	26.979256	27.852278	28.725302	29.612406	30.231973	
05	Annual	57,551.99	59,514.32	61,535.23	63,526.85	65,518.48	67,510.09	68,915.94	1.8000
	Monthly	4,796.00	4,959.53	5,127.94	5,293.90	5,459.87	5,625.84	5,743.00	
	Bi-weekly	2,213.54	2,289.01	2,366.74	2,443.34	2,519.94	2,596.54	2,650.61	
	Hourly	27.669227	28.612653	29.584245	30.541755	31.499267	32.456776	33.132664	

## IUOE Local 70/OperatingEngineers Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 24

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

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

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

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Grade		1	2	3	4	5	Night Diff
02	Annual	49,753.60	55,286.40	55,598.40	57,544.34	58,695.23	1.5900
	Monthly	4,146.13	4,607.20	4,633.20	4,795.36	4,891.27	
	Bi-weekly	1,913.60	2,126.40	2,138.40	2,213.24	2,257.51	
	Hourly	23.920000	26.580000	26.730000	27.665550	28.218861	
Grade		1	2	3	4	5	Night Diff
04	Annual	55,078.40	61,193.60	61,505.60	63,658.30	64,931.46	1.7700
	Monthly	4,589.87	5,099.47	5,125.47	5,304.86	5,410.96	
	Bi-weekly	2,118.40	2,353.60	2,365.60	2,448.40	2,497.36	
	Hourly	26.480000	29.420000	29.570000	30.604950	31.217049	

## Technical Employees Association/Public Works Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 25A

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	40,553.21	42,124.53	43,865.16	45,504.15	47,362.79	49,272.12	51,232.40	53,733.06	56,217.01	58,751.65	59,934.32	1.2700
	Monthly	3,379.43	3,510.38	3,655.43	3,792.01	3,946.90	4,106.01	4,269.37	4,477.76	4,684.75	4,895.97	4,994.53	
	Bi-weekly	1,559.74	1,620.17	1,687.12	1,750.16	1,821.65	1,895.08	1,970.48	2,066.66	2,162.19	2,259.68	2,305.17	
	Hourly	19.496735	20.252180	21.089019	21.876994	22.770573	23.688517	24.630962	25.833201	27.027410	28.245985	28.814577	
02	Annual	46,940.46	48,782.12	50,793.07	52,786.74	54,848.36	57,011.03	59,258.34	62,097.28	65,138.60	68,112.56	69,498.20	1.4700
	Monthly	3,911.71	4,065.18	4,232.76	4,398.90	4,570.70	4,750.92	4,938.20	5,174.77	5,428.22	5,676.05	5,791.52	
	Bi-weekly	1,805.40	1,876.24	1,953.58	2,030.26	2,109.55	2,192.73	2,279.17	2,388.36	2,505.33	2,619.71	2,673.01	
	Hourly	22.567527	23.452943	24.419746	25.378241	26.369405	27.409149	28.489584	29.854460	31.316634	32.746423	33.412596	
03	Annual	52,786.74	54,848.36	57,011.03	59,258.34	61,556.61	63,938.94	66,507.26	69,819.20	73,333.83	76,645.78	78,200.42	1.6500
	Monthly	4,398.90	4,570.70	4,750.92	4,938.20	5,129.72	5,328.25	5,542.27	5,818.27	6,111.15	6,387.15	6,516.70	
	Bi-weekly	2,030.26	2,109.55	2,192.73	2,279.17	2,367.56	2,459.19	2,557.97	2,685.35	2,820.53	2,947.91	3,007.71	
	Hourly	25.378241	26.369405	27.409149	28.489584	29.594525	30.739877	31.974642	33.566925	35.256648	36.848933	37.596354	
04	Annual	59,258.34	61,556.61	63,938.94	66,507.26	69,194.19	71,863.83	74,871.48	78,504.43	82,492.06	86,226.36	87,966.97	1.8500
	Monthly	4,938.20	5,129.72	5,328.25	5,542.27	5,766.18	5,988.65	6,239.29	6,542.04	6,874.34	7,185.53	7,330.58	
	Bi-weekly	2,279.17	2,367.56	2,459.19	2,557.97	2,661.31	2,763.99	2,879.67	3,019.40	3,172.77	3,316.40	3,383.35	
	Hourly	28.489584	29.594525	30.739877	31.974642	33.266435	34.549919	35.995903	37.742513	39.659646	41.454981	42.291813	

## IUOE Local 49/Maintenance Mechanical Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 26

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

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

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

Grade		1	2	3	4	5	6	Night Diff
01	Annual	48,048.19	53,386.88	53,920.75	54,999.16	56,374.14	57,501.62	1.5400
	Monthly	4,004.02	4,448.91	4,493.40	4,583.26	4,697.85	4,791.80	
	Bi-weekly	1,848.01	2,053.34	2,073.87	2,115.35	2,168.24	2,211.60	
	Hourly	23.100091	25.666768	25.923436	26.441904	27.102952	27.645011	
02	Annual	49,169.25	54,632.50	55,178.82	56,282.40	57,689.46	58,843.25	1.5800
	Monthly	4,097.44	4,552.71	4,598.24	4,690.20	4,807.46	4,903.60	
	Bi-weekly	1,891.13	2,101.25	2,122.26	2,164.71	2,218.83	2,263.20	
	Hourly	23.639063	26.265625	26.528281	27.058847	27.735318	28.290024	
05	Annual	51,450.70	57,167.45	57,739.12	58,893.90	60,366.25	61,573.58	1.6500
	Monthly	4,287.56	4,763.95	4,811.59	4,907.83	5,030.52	5,131.13	
	Bi-weekly	1,978.87	2,198.75	2,220.74	2,265.15	2,321.78	2,368.21	
	Hourly	24.735915	27.484350	27.759194	28.314377	29.022237	29.602682	
06	Annual	52,493.09	58,325.66	58,908.91	60,087.09	61,589.27	62,821.05	1.6800
	Monthly	4,374.42	4,860.47	4,909.08	5,007.26	5,132.44	5,235.09	
	Bi-weekly	2,018.97	2,243.29	2,265.73	2,311.04	2,368.82	2,416.19	
	Hourly	25.237063	28.041181	28.321593	28.888024	29.610225	30.202430	
08	Annual	54,204.18	60,226.87	60,829.14	62,045.72	63,596.86	64,868.80	1.7400
	Monthly	4,517.02	5,018.91	5,069.10	5,170.48	5,299.74	5,405.73	
	Bi-weekly	2,084.78	2,316.42	2,339.58	2,386.37	2,446.03	2,494.95	
	Hourly	26.059702	28.955225	29.244777	29.829673	30.575415	31.186923	
09	Annual	52,571.76	58,413.07	58,997.20	60,177.14	61,681.57	62,915.20	1.6800
	Monthly	4,380.98	4,867.76	4,916.43	5,014.76	5,140.13	5,242.93	
	Bi-weekly	2,021.99	2,246.66	2,269.12	2,314.51	2,372.37	2,419.82	
	Hourly	25.274885	28.083206	28.364038	28.931319	29.654602	30.247694	

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Grade		1	2	3	4	5	6	Night Diff
11M	Annual	56,111.95	62,346.61	62,970.07	64,229.48	65,835.21	67,151.92	1.8000
	Monthly	4,676.00	5,195.55	5,247.51	5,352.46	5,486.27	5,595.99	
	Bi-weekly	2,158.15	2,397.95	2,421.93	2,470.36	2,532.12	2,582.77	
	Hourly	26.976898	29.974331	30.274074	30.879556	31.651545	32.284576	
Grade		1	2	3	4	5	6	Night Diff
12	Annual	59,730.81	66,367.56	67,031.24	68,371.86	70,081.16	71,482.78	1.9100
	Monthly	4,977.57	5,530.63	5,585.94	5,697.66	5,840.10	5,956.90	
	Bi-weekly	2,297.34	2,552.60	2,578.12	2,629.69	2,695.43	2,749.34	
	Hourly	28.716733	31.907481	32.226556	32.871087	33.692864	34.366721	

IUOE Local 49/Equipment Service Worker Salary Plan

Service Requirements for Salary Step Advancement For  
Salary Plan 26A

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

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

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

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PeopleSoft  
COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	47,792.51	53,102.79	56,421.71	56,985.93	58,125.65	59,578.79	60,770.37	1.5300
	Monthly	3,982.71	4,425.23	4,701.81	4,748.83	4,843.80	4,964.90	5,064.20	
	Bi-weekly	1,838.17	2,042.42	2,170.07	2,191.77	2,235.60	2,291.49	2,337.32	
	Hourly	22.977169	25.530188	27.125824	27.397082	27.945024	28.643650	29.216523	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 27E

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

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

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

PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
01A	Annual	39,302.89	40,384.22	41,431.86	42,580.86	43,881.85	45,183.14	46,517.82	47,903.47	50,049.44	51,063.40	1.2300
	Monthly	3,275.24	3,365.35	3,452.66	3,548.41	3,656.82	3,765.26	3,876.49	3,991.96	4,170.79	4,255.28	
	Bi-weekly	1,511.65	1,553.24	1,593.53	1,637.73	1,687.76	1,737.81	1,789.15	1,842.44	1,924.98	1,963.98	
	Hourly	18.895618	19.415488	19.919165	20.471565	21.097044	21.722665	22.364338	23.030512	24.062229	24.549713	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
02A	Annual	39,454.89	40,688.52	41,837.52	43,138.51	44,405.82	45,909.79	47,329.12	48,849.78	51,063.40	52,094.07	1.2300
	Monthly	3,287.91	3,390.71	3,486.46	3,594.88	3,700.49	3,825.82	3,944.09	4,070.82	4,255.28	4,341.17	
	Bi-weekly	1,517.50	1,564.94	1,609.14	1,659.17	1,707.92	1,765.76	1,820.35	1,878.84	1,963.98	2,003.62	
	Hourly	18.968698	19.561789	20.114190	20.739668	21.348954	22.072015	22.754382	23.485469	24.549713	25.045226	



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

Service Requirements for Salary Step Advancement For  
Salary Plan 27H

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

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

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

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PeopleSoft  
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	Night Diff
01	Annual	41,882.62	43,376.33	44,840.76	46,305.19	47,798.90	49,321.91	50,317.72	1.3100
	Monthly	3,490.22	3,614.69	3,736.73	3,858.77	3,983.24	4,110.16	4,193.14	
	Bi-weekly	1,610.87	1,668.32	1,724.64	1,780.97	1,838.42	1,897.00	1,935.30	
	Hourly	20.135875	20.854006	21.558057	22.262109	22.980241	23.712456	24.191211	
Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	48,208.94	49,907.68	51,577.13	53,275.86	55,003.88	56,644.04	57,757.01	1.5100
	Monthly	4,017.41	4,158.97	4,298.09	4,439.66	4,583.66	4,720.34	4,813.08	
	Bi-weekly	1,854.19	1,919.53	1,983.74	2,049.07	2,115.53	2,178.62	2,221.42	
	Hourly	23.177377	23.994075	24.796695	25.613393	26.444175	27.232712	27.767791	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 27M

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	24,636.06	25,295.05	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,941.68	31,141.34	32,560.95	33,219.94	0.7700
	Monthly	2,053.01	2,107.92	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,495.14	2,595.11	2,713.41	2,768.33	
	Bi-weekly	947.54	972.89	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,151.60	1,197.74	1,252.34	1,277.69	
	Hourly	11.844258	12.161081	12.526626	12.827256	13.200963	13.615229	13.899526	14.395037	14.971796	15.654303	15.971126	
02	Annual	25,295.05	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,938.66	32,205.97	33,642.28	34,334.96	0.7900
	Monthly	2,107.92	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,578.22	2,683.83	2,803.52	2,861.25	
	Bi-weekly	972.89	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,189.95	1,238.69	1,293.93	1,320.58	
	Hourly	12.161081	12.526626	12.827256	13.200963	13.615229	13.899526	14.313787	14.874355	15.483640	16.174175	16.507192	
03	Annual	26,055.38	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,800.33	33,152.29	34,655.96	35,348.93	0.8100
	Monthly	2,171.28	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,650.03	2,762.69	2,888.00	2,945.74	
	Bi-weekly	1,002.13	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,223.09	1,275.09	1,332.92	1,359.57	
	Hourly	12.526626	12.827256	13.200963	13.615229	13.899526	14.313787	14.703833	15.288620	15.938599	16.661519	16.994677	
04	Annual	26,680.69	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,847.98	34,199.94	35,737.59	36,447.25	0.8300
	Monthly	2,223.39	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,737.33	2,850.00	2,978.13	3,037.27	
	Bi-weekly	1,026.18	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,263.38	1,315.38	1,374.52	1,401.82	
	Hourly	12.827256	13.200963	13.615229	13.899526	14.313787	14.703833	15.191178	15.792298	16.442278	17.181532	17.522716	
05	Annual	27,458.00	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,861.95	35,281.27	36,920.26	37,646.91	0.8600
	Monthly	2,288.17	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,821.83	2,940.11	3,076.69	3,137.24	
	Bi-weekly	1,056.08	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,302.38	1,356.97	1,420.01	1,447.96	
	Hourly	13.200963	13.615229	13.899526	14.313787	14.703833	15.191178	15.654303	16.279782	16.962149	17.750124	18.099475	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	28,319.68	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,909.60	36,295.24	37,917.24	38,694.55	0.8800
	Monthly	2,359.97	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,909.13	3,024.60	3,159.77	3,224.55	
	Bi-weekly	1,089.22	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,342.68	1,395.97	1,458.36	1,488.25	
	Hourly	13.615229	13.899526	14.313787	14.703833	15.191178	15.654303	16.084759	16.783462	17.449635	18.229443	18.603151	
07	Annual	28,911.01	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,957.25	37,528.58	39,201.54	39,978.86	0.9000
	Monthly	2,409.25	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,996.44	3,127.38	3,266.80	3,331.57	
	Bi-weekly	1,111.96	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,382.97	1,443.41	1,507.75	1,537.65	
	Hourly	13.899526	14.313787	14.703833	15.191178	15.654303	16.084759	16.572247	17.287137	18.042588	18.846895	19.220606	
08	Annual	29,772.68	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	37,156.90	38,795.90	40,553.21	41,381.20	0.9300
	Monthly	2,481.06	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,096.41	3,232.99	3,379.43	3,448.43	
	Bi-weekly	1,145.10	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,429.11	1,492.15	1,559.74	1,591.58	
	Hourly	14.313787	14.703833	15.191178	15.654303	16.084759	16.572247	17.140839	17.863896	18.651874	19.496735	19.894807	
08F	Annual	30,820.34	31,682.29	32,560.95	33,675.97	34,622.28	35,636.25	36,700.60	38,322.89	39,978.86	41,786.84	42,614.83	0.9600
	Monthly	2,568.36	2,640.19	2,713.41	2,806.33	2,885.19	2,969.69	3,058.38	3,193.57	3,331.57	3,482.24	3,551.24	
	Bi-weekly	1,185.40	1,218.55	1,252.34	1,295.23	1,331.63	1,370.62	1,411.56	1,473.96	1,537.65	1,607.19	1,639.03	
	Hourly	14.817469	15.231872	15.654303	16.190368	16.645326	17.132811	17.644517	18.424464	19.220606	20.089827	20.487898	
09	Annual	30,583.97	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,373.55	40,012.55	41,820.53	42,665.50	0.9600
	Monthly	2,548.66	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,197.80	3,334.38	3,485.04	3,555.46	
	Bi-weekly	1,176.31	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,475.91	1,538.94	1,608.48	1,640.98	
	Hourly	14.703833	15.191178	15.654303	16.084759	16.572247	17.140839	17.693237	18.448824	19.236801	20.106022	20.512259	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	31,597.65	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,725.22	41,364.21	43,239.85	44,101.51	0.9900
	Monthly	2,633.14	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,310.44	3,447.02	3,603.32	3,675.13	
	Bi-weekly	1,215.29	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,527.89	1,590.93	1,663.07	1,696.21	
	Hourly	15.191178	15.654303	16.084759	16.572247	17.140839	17.693237	18.294497	19.098664	19.886638	20.788390	21.202651	
10C	Annual	32,003.30	32,915.64	33,743.62	35,010.94	36,007.92	37,038.59	38,136.91	39,826.56	41,448.86	43,375.16	44,219.85	1.0000
	Monthly	2,666.94	2,742.97	2,811.97	2,917.58	3,000.66	3,086.55	3,178.08	3,318.88	3,454.07	3,614.60	3,684.99	
	Bi-weekly	1,230.90	1,265.99	1,297.83	1,346.57	1,384.92	1,424.56	1,466.80	1,531.79	1,594.19	1,668.28	1,700.76	
	Hourly	15.386202	15.824825	16.222896	16.832181	17.311501	17.807012	18.335052	19.147385	19.927334	20.853444	21.259541	
11	Annual	32,560.95	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	41,060.19	42,834.49	44,794.49	45,706.82	1.0200
	Monthly	2,713.41	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,421.68	3,569.54	3,732.87	3,808.90	
	Bi-weekly	1,252.34	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,579.24	1,647.48	1,722.86	1,757.95	
	Hourly	15.654303	16.084759	16.572247	17.140839	17.693237	18.294497	18.903784	19.740477	20.593506	21.535810	21.974432	
11C	Annual	33,185.97	34,098.60	35,146.25	36,328.92	37,579.25	38,778.91	40,046.23	41,837.52	43,679.17	45,656.15	46,551.80	1.0400
	Monthly	2,765.50	2,841.55	2,928.85	3,027.41	3,131.60	3,231.58	3,337.19	3,486.46	3,639.93	3,804.68	3,879.32	
	Bi-weekly	1,276.38	1,311.48	1,351.78	1,397.27	1,445.36	1,491.50	1,540.24	1,609.14	1,679.97	1,756.01	1,790.45	
	Hourly	15.954793	16.393558	16.897237	17.465828	18.066948	18.643706	19.252993	20.114190	20.999603	21.950072	22.380674	
11F	Annual	33,371.95	34,318.26	35,298.26	36,396.58	37,629.92	38,863.55	40,130.87	41,921.87	43,696.16	45,673.14	46,568.79	1.0400
	Monthly	2,781.00	2,859.86	2,941.52	3,033.05	3,135.83	3,238.63	3,344.24	3,493.49	3,641.35	3,806.10	3,880.73	
	Bi-weekly	1,283.54	1,319.93	1,357.63	1,399.87	1,447.30	1,494.75	1,543.49	1,612.38	1,680.62	1,756.66	1,791.11	
	Hourly	16.044208	16.499165	16.970316	17.498355	18.091309	18.684400	19.293686	20.154743	21.007770	21.958239	22.388839	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	33,456.30	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,445.83	44,338.17	46,349.12	47,261.46	1.0500
	Monthly	2,788.03	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,537.15	3,694.85	3,862.43	3,938.46	
	Bi-weekly	1,286.78	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,632.53	1,705.31	1,782.66	1,817.75	
	Hourly	16.084759	16.572247	17.140839	17.693237	18.294497	18.903784	19.545457	20.406651	21.316427	22.283231	22.721854	
13	Annual	34,470.27	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,915.82	46,027.82	48,089.44	49,069.44	1.0800
	Monthly	2,872.52	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,659.65	3,835.65	4,007.45	4,089.12	
	Bi-weekly	1,325.78	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,689.07	1,770.30	1,849.59	1,887.29	
	Hourly	16.572247	17.140839	17.693237	18.294497	18.903784	19.545457	20.203462	21.113377	22.128760	23.119924	23.591078	
14	Annual	35,652.95	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,740.80	47,886.77	50,015.75	51,029.43	1.1100
	Monthly	2,971.08	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,811.73	3,990.56	4,167.98	4,252.45	
	Bi-weekly	1,371.27	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,759.26	1,841.80	1,923.68	1,962.67	
	Hourly	17.140839	17.693237	18.294497	18.903784	19.545457	20.203462	20.910331	21.990770	23.022485	24.046034	24.533380	
14F	Annual	36,328.92	37,579.25	38,778.91	40,046.23	41,431.86	42,834.49	44,321.18	46,585.48	49,508.77	51,789.76	52,837.41	1.1400
	Monthly	3,027.41	3,131.60	3,231.58	3,337.19	3,452.66	3,569.54	3,693.43	3,882.12	4,125.73	4,315.81	4,403.12	
	Bi-weekly	1,397.27	1,445.36	1,491.50	1,540.24	1,593.53	1,647.48	1,704.66	1,791.75	1,904.18	1,991.91	2,032.21	
	Hourly	17.465828	18.066948	18.643706	19.252993	19.919165	20.593506	21.308260	22.396866	23.802292	24.898922	25.402601	
15	Annual	36,801.93	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	47,413.47	49,745.42	51,958.76	52,989.71	1.1500
	Monthly	3,066.83	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,951.12	4,145.45	4,329.90	4,415.81	
	Bi-weekly	1,415.46	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,823.59	1,913.29	1,998.41	2,038.07	
	Hourly	17.693237	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.794937	23.916067	24.980172	25.475823	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	37,393.56	38,643.89	39,911.20	41,296.85	42,648.51	44,152.48	45,909.79	48,173.80	52,398.09	54,713.05	55,811.37	1.1700
	Monthly	3,116.13	3,220.32	3,325.93	3,441.40	3,554.04	3,679.37	3,825.82	4,014.48	4,366.51	4,559.42	4,650.95	
	Bi-weekly	1,438.21	1,486.30	1,535.05	1,588.34	1,640.33	1,698.17	1,765.76	1,852.84	2,015.31	2,104.35	2,146.59	
	Hourly	17.977672	18.578793	19.188079	19.854253	20.504092	21.227154	22.072015	23.160479	25.191388	26.304351	26.832389	
15F	Annual	37,629.92	38,863.55	40,096.89	41,431.86	42,952.53	44,338.17	45,909.79	48,258.44	50,556.42	53,868.37	54,949.70	1.1800
	Monthly	3,135.83	3,238.63	3,341.41	3,452.66	3,579.38	3,694.85	3,825.82	4,021.54	4,213.04	4,489.03	4,579.14	
	Bi-weekly	1,447.30	1,494.75	1,542.19	1,593.53	1,652.02	1,705.31	1,765.76	1,856.09	1,944.48	2,071.86	2,113.45	
	Hourly	18.091309	18.684400	19.277352	19.919165	20.650253	21.316427	22.072015	23.201173	24.305971	25.898254	26.418124	
16	Annual	38,052.55	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	49,238.43	51,806.75	54,172.38	55,253.72	1.1900
	Monthly	3,171.05	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,103.20	4,317.23	4,514.37	4,604.48	
	Bi-weekly	1,463.56	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,893.79	1,992.57	2,083.55	2,125.14	
	Hourly	18.294497	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.672323	24.907092	26.044414	26.564287	
16C	Annual	38,778.91	40,046.23	41,431.86	42,834.49	44,321.18	46,078.49	47,835.81	50,252.11	52,837.41	55,220.04	56,335.34	1.2100
	Monthly	3,231.58	3,337.19	3,452.66	3,569.54	3,693.43	3,839.88	3,986.32	4,187.68	4,403.12	4,601.67	4,694.61	
	Bi-weekly	1,491.50	1,540.24	1,593.53	1,647.48	1,704.66	1,772.25	1,839.84	1,932.77	2,032.21	2,123.85	2,166.74	
	Hourly	18.643706	19.252993	19.919165	20.593506	21.308260	22.153122	22.997984	24.159670	25.402601	26.548094	27.084300	
16D	Annual	39,336.57	40,603.88	41,921.87	43,273.82	44,862.14	46,382.80	47,971.12	50,455.08	52,803.73	55,203.05	56,318.36	1.2300
	Monthly	3,278.05	3,383.66	3,493.49	3,606.15	3,738.51	3,865.23	3,997.59	4,204.59	4,400.31	4,600.25	4,693.20	
	Bi-weekly	1,512.94	1,561.69	1,612.38	1,664.38	1,725.47	1,783.95	1,845.04	1,940.58	2,030.91	2,123.19	2,166.09	
	Hourly	18.911810	19.521094	20.154743	20.804722	21.568337	22.299424	23.063039	24.257252	25.386408	26.539927	27.076133	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	39,319.87	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	51,181.73	53,648.70	56,149.36	57,281.37	1.2300
	Monthly	3,276.66	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,265.14	4,470.73	4,679.11	4,773.45	
	Bi-weekly	1,512.30	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,968.53	2,063.41	2,159.59	2,203.13	
	Hourly	18.903784	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.606602	25.792646	26.994885	27.539118	
17G	Annual	40,046.23	41,431.86	42,834.49	44,321.18	46,078.49	47,835.81	49,728.43	52,127.75	60,221.64	62,958.95	64,226.27	1.2500
	Monthly	3,337.19	3,452.66	3,569.54	3,693.43	3,839.88	3,986.32	4,144.04	4,343.98	5,018.47	5,246.58	5,352.19	
	Bi-weekly	1,540.24	1,593.53	1,647.48	1,704.66	1,772.25	1,839.84	1,912.63	2,004.91	2,316.22	2,421.50	2,470.24	
	Hourly	19.252993	19.919165	20.593506	21.308260	22.153122	22.997984	23.907900	25.061419	28.952710	30.268725	30.878012	
17I	Annual	41,009.53	42,378.18	43,729.84	45,183.14	46,788.45	48,359.78	49,998.77	52,634.74	55,101.71	57,585.67	58,734.66	1.2800
	Monthly	3,417.46	3,531.52	3,644.15	3,765.26	3,899.04	4,029.98	4,166.56	4,386.23	4,591.81	4,798.81	4,894.56	
	Bi-weekly	1,577.29	1,629.93	1,681.92	1,737.81	1,799.56	1,859.99	1,923.03	2,024.41	2,119.30	2,214.83	2,259.03	
	Hourly	19.716118	20.374123	21.023962	21.722665	22.494446	23.249894	24.037869	25.305161	26.491205	27.685419	28.237818	
18	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	55,760.70	58,312.32	59,494.99	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	4,646.73	4,859.36	4,957.92	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,144.64	2,242.78	2,288.27	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	26.808030	28.034769	28.603360	
18F	Annual	41,431.86	42,952.53	44,338.17	45,909.79	47,734.47	49,491.78	51,452.06	53,986.40	56,690.03	60,407.62	61,623.98	1.2900
	Monthly	3,452.66	3,579.38	3,694.85	3,825.82	3,977.87	4,124.32	4,287.67	4,498.87	4,724.17	5,033.97	5,135.33	
	Bi-weekly	1,593.53	1,652.02	1,705.31	1,765.76	1,835.94	1,903.53	1,978.93	2,076.40	2,180.39	2,323.37	2,370.15	
	Hourly	19.919165	20.650253	21.316427	22.072015	22.949265	23.794126	24.736569	25.955001	27.254821	29.042126	29.626913	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	40,654.55	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	53,209.38	55,760.70	59,478.00	60,660.97	1.2700
	Monthly	3,387.88	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,434.12	4,646.73	4,956.50	5,055.08	
	Bi-weekly	1,563.64	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,046.51	2,144.64	2,287.62	2,333.11	
	Hourly	19.545457	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.581431	26.808030	28.595192	29.163928	
18P	Annual	42,445.83	43,831.18	45,267.49	46,872.80	48,427.44	50,100.10	52,111.05	54,696.35	57,349.02	59,934.32	61,133.98	1.3300
	Monthly	3,537.15	3,652.60	3,772.29	3,906.07	4,035.62	4,175.01	4,342.59	4,558.03	4,779.09	4,994.53	5,094.50	
	Bi-weekly	1,632.53	1,685.81	1,741.06	1,802.80	1,862.59	1,926.93	2,004.27	2,103.71	2,205.73	2,305.17	2,351.31	
	Hourly	20.406651	21.072684	21.763216	22.534999	23.282421	24.086587	25.053391	26.296323	27.571643	28.814577	29.391334	
19	Annual	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	55,203.05	57,805.33	60,441.30	61,657.95	1.3100
	Monthly	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,600.25	4,817.11	5,036.78	5,138.16	
	Bi-weekly	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,123.19	2,223.28	2,324.67	2,371.46	
	Hourly	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.539927	27.791024	29.058319	29.643247	
19F	Annual	43,273.82	44,862.14	46,382.80	47,971.12	49,846.75	51,756.08	53,800.71	56,453.67	59,207.67	63,144.93	64,412.25	1.3500
	Monthly	3,606.15	3,738.51	3,865.23	3,997.59	4,153.90	4,313.01	4,483.39	4,704.47	4,933.97	5,262.08	5,367.69	
	Bi-weekly	1,664.38	1,725.47	1,783.95	1,845.04	1,917.18	1,990.62	2,069.26	2,171.29	2,277.22	2,428.65	2,477.39	
	Hourly	20.804722	21.568337	22.299424	23.063039	23.964785	24.882729	25.865725	27.141186	28.465226	30.358138	30.967426	
19I	Annual	42,023.20	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	55,203.05	60,255.32	62,975.94	64,243.25	1.3100
	Monthly	3,501.93	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,600.25	5,021.28	5,248.00	5,353.60	
	Bi-weekly	1,616.28	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,123.19	2,317.51	2,422.15	2,470.89	
	Hourly	20.203462	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.539927	28.968905	30.276892	30.886178	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	43,493.49	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	57,501.03	60,187.96	62,891.29	64,175.59	1.3600
	Monthly	3,624.46	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,791.75	5,015.66	5,240.94	5,347.97	
	Bi-weekly	1,672.83	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,211.58	2,314.92	2,418.90	2,468.29	
	Hourly	20.910331	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.644725	28.936517	30.236198	30.853651	
20B	Annual	44,422.81	46,011.13	47,464.14	49,170.78	51,114.07	53,107.75	55,152.38	57,839.01	68,061.89	71,137.19	72,556.51	1.3900
	Monthly	3,701.90	3,834.26	3,955.35	4,097.57	4,259.51	4,425.65	4,596.03	4,819.92	5,671.82	5,928.10	6,046.38	
	Bi-weekly	1,708.57	1,769.66	1,825.54	1,891.18	1,965.93	2,042.61	2,121.25	2,224.58	2,617.77	2,736.05	2,790.64	
	Hourly	21.357122	22.120736	22.819296	23.639798	24.574074	25.532570	26.515567	27.807218	32.722064	34.200571	34.882939	
21	Annual	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	59,630.30	62,587.28	65,408.93	66,726.92	1.4100
	Monthly	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,969.19	5,215.61	5,450.75	5,560.58	
	Bi-weekly	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,293.47	2,407.20	2,515.73	2,566.42	
	Hourly	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.668415	30.090038	31.446603	32.080250	
21E	Annual	46,365.82	48,190.78	49,998.77	51,958.76	53,952.72	56,065.01	58,312.32	61,302.98	64,124.93	68,366.20	69,751.55	1.4500
	Monthly	3,863.82	4,015.90	4,166.56	4,329.90	4,496.06	4,672.08	4,859.36	5,108.58	5,343.74	5,697.18	5,812.63	
	Bi-weekly	1,783.30	1,853.49	1,923.03	1,998.41	2,075.10	2,156.35	2,242.78	2,357.81	2,466.34	2,629.47	2,682.75	
	Hourly	22.291258	23.168645	24.037869	24.980172	25.938807	26.954331	28.034769	29.472584	30.829291	32.868365	33.534399	
21Z	Annual	45,216.82	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	59,630.30	66,693.23	69,684.19	71,086.52	1.4100
	Monthly	3,768.07	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,969.19	5,557.77	5,807.02	5,923.88	
	Bi-weekly	1,739.11	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,293.47	2,565.12	2,680.16	2,734.10	
	Hourly	21.738857	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.668415	32.064055	33.502012	34.176212	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	46,957.15	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,894.31	64,902.24	67,808.55	69,177.20	1.4700
	Monthly	3,913.10	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,157.86	5,408.52	5,650.71	5,764.77	
	Bi-weekly	1,806.04	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,380.55	2,496.24	2,608.02	2,660.66	
	Hourly	22.575552	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.756879	31.203000	32.600263	33.258269	
23	Annual	48,782.12	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	64,293.92	67,554.90	70,613.51	72,015.84	1.5200
	Monthly	4,065.18	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,357.83	5,629.58	5,884.46	6,001.32	
	Bi-weekly	1,876.24	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,472.84	2,598.27	2,715.90	2,769.84	
	Hourly	23.452943	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.910539	32.478319	33.948803	34.623002	
23P	Annual	50,100.10	52,111.05	54,054.06	56,217.01	58,379.68	60,745.32	63,077.27	66,253.91	69,413.85	73,925.17	75,412.14	1.5700
	Monthly	4,175.01	4,342.59	4,504.51	4,684.75	4,864.97	5,062.11	5,256.44	5,521.16	5,784.49	6,160.43	6,284.35	
	Bi-weekly	1,926.93	2,004.27	2,079.00	2,162.19	2,245.37	2,336.36	2,426.05	2,548.23	2,669.76	2,843.28	2,900.47	
	Hourly	24.086587	25.053391	25.987528	27.027410	28.067156	29.204479	30.325612	31.852839	33.372045	35.540946	36.255837	
23S	Annual	50,404.41	52,415.07	54,375.06	56,538.02	58,633.32	60,981.97	63,431.96	66,574.91	75,902.14	79,332.42	80,903.75	1.5800
	Monthly	4,200.37	4,367.92	4,531.26	4,711.50	4,886.11	5,081.83	5,286.00	5,547.91	6,325.18	6,611.04	6,741.98	
	Bi-weekly	1,938.63	2,015.96	2,091.35	2,174.54	2,255.13	2,345.46	2,439.69	2,560.57	2,919.31	3,051.25	3,111.68	
	Hourly	24.232891	25.199553	26.141857	27.181740	28.189096	29.318255	30.496133	32.007168	36.491412	38.140584	38.896032	
24	Annual	50,657.76	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,862.23	70,089.53	73,283.16	74,770.14	1.5800
	Monthly	4,221.48	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,571.85	5,840.79	6,106.93	6,230.85	
	Bi-weekly	1,948.38	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,571.62	2,695.75	2,818.58	2,875.77	
	Hourly	24.354691	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	32.145303	33.696890	35.232289	35.947182	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	52,651.72	54,730.04	56,774.67	58,988.01	61,319.96	63,567.27	66,101.90	69,346.19	72,826.84	76,105.11	77,642.76	1.6500
	Monthly	4,387.64	4,560.84	4,731.22	4,915.67	5,110.00	5,297.27	5,508.49	5,778.85	6,068.90	6,342.09	6,470.23	
	Bi-weekly	2,025.07	2,105.00	2,183.64	2,268.77	2,358.46	2,444.90	2,542.38	2,667.16	2,801.03	2,927.12	2,986.26	
	Hourly	25.313327	26.312518	27.295514	28.359619	29.480750	30.561188	31.779760	33.339514	35.012906	36.588995	37.328251	

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	20,760.35	21,590.76	22,086.09	22,901.94	23,776.06	24,854.14	25,320.34	25,573.55	25,829.28	26,087.57	26,348.45	0.6500
	Monthly	1,730.03	1,799.23	1,840.51	1,908.50	1,981.34	2,071.18	2,110.03	2,131.13	2,152.44	2,173.97	2,195.70	
	Bi-weekly	798.47	830.41	849.47	880.84	914.46	955.93	973.86	983.60	993.43	1,003.37	1,013.40	
	Hourly	9.980937	10.380175	10.618314	11.010550	11.430796	11.949106	12.173242	12.294975	12.417925	12.542103	12.667525	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	32,678.98	33,743.62	34,841.95	35,957.25	37,156.90	38,441.21	39,877.23	41,499.52	43,358.17	45,318.16	46,230.79	1.0200
	Monthly	2,723.25	2,811.97	2,903.50	2,996.44	3,096.41	3,203.44	3,323.10	3,458.29	3,613.18	3,776.51	3,852.57	
	Bi-weekly	1,256.88	1,297.83	1,340.07	1,382.97	1,429.11	1,478.51	1,533.74	1,596.14	1,667.62	1,743.01	1,778.11	
	Hourly	15.711050	16.222896	16.750935	17.287137	17.863896	18.481353	19.171744	19.951692	20.845276	21.787579	22.226343	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11M	Annual	33,287.31	34,284.29	35,416.59	36,599.26	37,815.90	39,201.54	40,536.22	42,226.17	44,321.18	46,298.16	47,227.78	1.0400
	Monthly	2,773.94	2,857.02	2,951.38	3,049.94	3,151.33	3,266.80	3,378.02	3,518.85	3,693.43	3,858.18	3,935.65	
	Bi-weekly	1,280.28	1,318.63	1,362.18	1,407.66	1,454.46	1,507.75	1,559.09	1,624.08	1,704.66	1,780.70	1,816.45	
	Hourly	16.003512	16.482830	17.027205	17.595796	18.180723	18.846895	19.488567	20.301044	21.308260	22.258729	22.705661	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	33,743.62	34,841.95	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,969.51	45,199.84	47,244.47	48,190.78	1.0500
	Monthly	2,811.97	2,903.50	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,580.79	3,766.65	3,937.04	4,015.90	
	Bi-weekly	1,297.83	1,340.07	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,652.67	1,738.46	1,817.10	1,853.49	
	Hourly	16.222896	16.750935	17.287137	17.863896	18.481353	19.171744	19.797364	20.658420	21.730690	22.713688	23.168645	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12M	Annual	34,284.29	35,416.59	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,865.16	45,977.15	48,021.79	48,985.09	1.0700
	Monthly	2,857.02	2,951.38	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,655.43	3,831.43	4,001.82	4,082.09	
	Bi-weekly	1,318.63	1,362.18	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,687.12	1,768.35	1,846.99	1,884.04	
	Hourly	16.482830	17.027205	17.595796	18.180723	18.846895	19.488567	20.203462	21.089019	22.104401	23.087400	23.550524	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	34,841.95	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,726.83	46,957.15	49,103.12	50,066.42	1.0900
	Monthly	2,903.50	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,727.24	3,913.10	4,091.93	4,172.20	
	Bi-weekly	1,340.07	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,720.26	1,806.04	1,888.58	1,925.63	
	Hourly	16.750935	17.287137	17.863896	18.481353	19.171744	19.797364	20.552815	21.503282	22.575552	23.607270	24.070396	
13M	Annual	35,416.59	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,740.80	47,886.77	50,015.75	51,029.43	1.1100
	Monthly	2,951.38	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,811.73	3,990.56	4,167.98	4,252.45	
	Bi-weekly	1,362.18	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,759.26	1,841.80	1,923.68	1,962.67	
	Hourly	17.027205	17.595796	18.180723	18.846895	19.488567	20.203462	20.918354	21.990770	23.022485	24.046034	24.533380	
14	Annual	35,957.25	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,585.48	48,900.44	51,097.09	52,127.75	1.1200
	Monthly	2,996.44	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,882.12	4,075.04	4,258.09	4,343.98	
	Bi-weekly	1,382.97	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,791.75	1,880.79	1,965.27	2,004.91	
	Hourly	17.287137	17.863896	18.481353	19.171744	19.797364	20.552815	21.316427	22.396866	23.509828	24.565907	25.061419	
14M	Annual	36,599.26	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,531.79	49,812.79	52,060.39	53,107.75	1.1400
	Monthly	3,049.94	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,960.98	4,151.07	4,338.37	4,425.65	
	Bi-weekly	1,407.66	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,828.15	1,915.88	2,002.32	2,042.61	
	Hourly	17.595796	18.180723	18.846895	19.488567	20.203462	20.918354	21.738857	22.851823	23.948455	25.029032	25.532570	
15	Annual	37,156.90	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	48,359.78	50,708.43	52,989.71	54,071.05	1.1600
	Monthly	3,096.41	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	4,029.98	4,225.70	4,415.81	4,505.92	
	Bi-weekly	1,429.11	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,859.99	1,950.32	2,038.07	2,079.66	
	Hourly	17.863896	18.481353	19.171744	19.797364	20.552815	21.316427	22.128760	23.249894	24.379054	25.475823	25.995695	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	38,086.24	39,387.23	40,654.55	42,090.86	43,611.52	45,199.84	46,822.13	49,187.77	56,132.37	58,667.01	59,849.96	1.1900
	Monthly	3,173.85	3,282.27	3,387.88	3,507.57	3,634.29	3,766.65	3,901.84	4,098.98	4,677.70	4,888.92	4,987.50	
	Bi-weekly	1,464.86	1,514.89	1,563.64	1,618.88	1,677.37	1,738.46	1,800.85	1,891.84	2,158.94	2,256.42	2,301.92	
	Hourly	18.310691	18.936170	19.545457	20.235988	20.967078	21.730690	22.510638	23.647965	26.986718	28.205291	28.774021	
15M	Annual	37,815.90	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	49,441.11	51,874.41	54,223.05	55,304.38	1.1800
	Monthly	3,151.33	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,120.09	4,322.87	4,518.59	4,608.70	
	Bi-weekly	1,454.46	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,901.58	1,995.17	2,085.50	2,127.09	
	Hourly	18.180723	18.846895	19.488567	20.203462	20.918354	21.738857	22.616248	23.769766	24.939618	26.068775	26.588646	
16	Annual	38,441.21	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	50,438.10	52,905.07	55,253.72	56,369.02	1.2000
	Monthly	3,203.44	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,203.18	4,408.76	4,604.48	4,697.42	
	Bi-weekly	1,478.51	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,939.93	2,034.81	2,125.14	2,168.04	
	Hourly	18.481353	19.171744	19.797364	20.552815	21.316427	22.128760	23.038679	24.249085	25.435129	26.564287	27.100491	
16M	Annual	39,201.54	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	51,367.42	53,952.72	56,386.01	57,518.01	1.2300
	Monthly	3,266.80	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,280.62	4,496.06	4,698.83	4,793.17	
	Bi-weekly	1,507.75	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,975.67	2,075.10	2,168.69	2,212.23	
	Hourly	18.846895	19.488567	20.203462	20.918354	21.738857	22.616248	23.534189	24.695874	25.938807	27.108659	27.652891	
16V	Annual	39,809.87	41,195.22	42,614.83	44,219.85	45,926.48	47,616.14	49,576.43	52,178.42	54,713.05	57,197.01	58,346.00	1.2400
	Monthly	3,317.49	3,432.94	3,551.24	3,684.99	3,827.21	3,968.01	4,131.37	4,348.20	4,559.42	4,766.42	4,862.17	
	Bi-weekly	1,531.15	1,584.43	1,639.03	1,700.76	1,766.40	1,831.39	1,906.79	2,006.86	2,104.35	2,199.89	2,244.08	
	Hourly	19.139359	19.805393	20.487898	21.259541	22.080040	22.892377	23.834821	25.085779	26.304351	27.498563	28.050961	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	39,877.23	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	52,296.74	54,932.71	57,382.99	58,531.98	1.2500
	Monthly	3,323.10	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,358.06	4,577.73	4,781.92	4,877.67	
	Bi-weekly	1,533.74	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	2,011.41	2,112.80	2,207.04	2,251.23	
	Hourly	19.171744	19.797364	20.552815	21.316427	22.128760	23.038679	23.948455	25.142665	26.409958	27.587977	28.140375	
17M	Annual	40,536.22	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	53,429.04	56,065.01	58,599.35	59,782.31	1.2700
	Monthly	3,378.02	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,452.42	4,672.08	4,883.28	4,981.86	
	Bi-weekly	1,559.09	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,054.96	2,156.35	2,253.82	2,299.32	
	Hourly	19.488567	20.203462	20.918354	21.738857	22.616248	23.534189	24.460299	25.687038	26.954331	28.172763	28.741497	
18	Annual	41,178.52	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	54,392.05	57,230.69	59,816.00	61,015.65	1.2900
	Monthly	3,431.54	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,532.67	4,769.22	4,984.67	5,084.64	
	Bi-weekly	1,583.79	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,092.00	2,201.18	2,300.62	2,346.76	
	Hourly	19.797364	20.552815	21.316427	22.128760	23.038679	23.948455	24.939618	26.150022	27.514756	28.757690	29.334447	
18C	Annual	42,073.87	43,476.50	45,098.50	46,822.13	48,630.11	50,590.10	52,584.06	55,186.35	57,906.67	60,542.64	61,759.28	1.3100
	Monthly	3,506.16	3,623.04	3,758.21	3,901.84	4,052.51	4,215.84	4,382.01	4,598.86	4,825.56	5,045.22	5,146.61	
	Bi-weekly	1,618.23	1,672.17	1,734.56	1,800.85	1,870.39	1,945.77	2,022.46	2,122.55	2,227.18	2,328.56	2,375.36	
	Hourly	20.227823	20.902163	21.681969	22.510638	23.379862	24.322163	25.280800	26.531900	27.839747	29.107040	29.691963	
18M	Annual	42,023.20	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	55,575.01	58,210.98	60,846.95	62,063.31	1.3100
	Monthly	3,501.93	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,631.25	4,850.92	5,070.58	5,171.94	
	Bi-weekly	1,616.28	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,137.50	2,238.88	2,340.27	2,387.05	
	Hourly	20.203462	20.918354	21.738857	22.616248	23.534189	24.460299	25.410769	26.718755	27.986047	29.253343	29.838129	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	42,749.86	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,538.02	59,173.99	61,826.95	63,060.28	1.3400
	Monthly	3,562.49	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,711.50	4,931.17	5,152.25	5,255.02	
	Bi-weekly	1,644.23	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,174.54	2,275.92	2,377.96	2,425.40	
	Hourly	20.552815	21.316427	22.128760	23.038679	23.948455	24.939618	25.881921	27.181740	28.449033	29.724493	30.317444	
19M	Annual	43,510.18	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,636.34	60,508.96	63,279.95	64,547.26	1.3600
	Monthly	3,625.85	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,803.03	5,042.41	5,273.33	5,378.94	
	Bi-weekly	1,673.47	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,216.78	2,327.27	2,433.84	2,482.59	
	Hourly	20.918354	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.709779	29.090847	30.423052	31.032338	
20	Annual	44,338.17	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,785.33	61,607.28	64,395.26	65,679.56	1.3900
	Monthly	3,694.85	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,898.78	5,133.94	5,366.27	5,473.30	
	Bi-weekly	1,705.31	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,260.97	2,369.51	2,476.74	2,526.14	
	Hourly	21.316427	22.128760	23.038679	23.948455	24.939618	25.881921	26.929973	28.262177	29.618884	30.959259	31.576711	
20M	Annual	45,216.82	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,951.31	62,958.95	65,797.59	67,132.56	1.4100
	Monthly	3,768.07	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,995.94	5,246.58	5,483.13	5,594.38	
	Bi-weekly	1,739.11	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,305.82	2,421.50	2,530.68	2,582.02	
	Hourly	21.738857	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.822744	30.268725	31.633457	32.275271	
20S	Annual	45,909.79	47,785.14	49,728.43	51,604.07	53,614.73	55,777.69	58,008.01	60,914.31	63,888.27	66,828.55	68,180.21	1.4300
	Monthly	3,825.82	3,982.10	4,144.04	4,300.34	4,467.89	4,648.14	4,834.00	5,076.19	5,324.02	5,569.05	5,681.69	
	Bi-weekly	1,765.76	1,837.89	1,912.63	1,984.77	2,062.10	2,145.30	2,231.08	2,342.86	2,457.24	2,570.33	2,622.32	
	Hourly	22.072015	22.973625	23.907900	24.809651	25.776312	26.816197	27.888467	29.285728	30.715515	32.129109	32.778949	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	46,027.82	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	61,167.96	64,226.27	67,115.58	68,450.55	1.4400
	Monthly	3,835.65	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,097.33	5,352.19	5,592.97	5,704.21	
	Bi-weekly	1,770.30	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,352.61	2,470.24	2,581.37	2,632.71	
	Hourly	22.128760	23.038679	23.948455	24.939618	25.881921	26.929973	27.994076	29.407671	30.878012	32.267104	32.908919	
21M	Annual	47,041.80	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	62,266.27	65,476.59	68,382.89	69,768.54	1.4700
	Monthly	3,920.15	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,188.86	5,456.38	5,698.57	5,814.05	
	Bi-weekly	1,809.30	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,394.86	2,518.33	2,630.11	2,683.41	
	Hourly	22.616248	23.534189	24.460299	25.410769	26.434320	27.514756	28.611526	29.935708	31.479131	32.876390	33.542565	
22	Annual	47,920.45	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	63,499.61	66,541.23	69,565.86	70,968.19	1.5000
	Monthly	3,993.37	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,291.63	5,545.10	5,797.16	5,914.02	
	Bi-weekly	1,843.09	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,442.29	2,559.28	2,675.61	2,729.55	
	Hourly	23.038679	23.948455	24.939618	25.881921	26.929973	27.994076	29.098872	30.528660	31.990975	33.445123	34.119324	
22M	Annual	48,951.11	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,749.94	68,061.89	71,137.19	72,556.51	1.5300
	Monthly	4,079.26	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,395.83	5,671.82	5,928.10	6,046.38	
	Bi-weekly	1,882.74	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,490.38	2,617.77	2,736.05	2,790.64	
	Hourly	23.534189	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	31.129779	32.722064	34.200571	34.882939	
23	Annual	49,812.79	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	66,017.26	69,244.85	72,404.51	73,840.81	1.5600
	Monthly	4,151.07	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,501.44	5,770.41	6,033.71	6,153.40	
	Bi-weekly	1,915.88	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,539.13	2,663.26	2,784.79	2,840.03	
	Hourly	23.948455	24.939618	25.881921	26.929973	27.994076	29.098872	30.220004	31.739065	33.290795	34.809858	35.500391	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	50,607.08	52,668.42	54,696.35	56,859.02	59,173.99	61,488.96	63,803.92	66,997.55	70,326.19	73,570.48	75,040.47	1.5800
	Monthly	4,217.26	4,389.04	4,558.03	4,738.25	4,931.17	5,124.08	5,316.99	5,583.13	5,860.52	6,130.87	6,253.37	
	Bi-weekly	1,946.43	2,025.71	2,103.71	2,186.89	2,275.92	2,364.96	2,454.00	2,576.83	2,704.85	2,829.63	2,886.17	
	Hourly	24.330329	25.321355	26.296323	27.336068	28.449033	29.561999	30.674962	32.210358	33.810669	35.370423	36.077149	
23M	Annual	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	67,419.88	70,680.87	73,840.81	75,327.79	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,618.32	5,890.07	6,153.40	6,277.32	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,593.07	2,718.50	2,840.03	2,897.22	
	Hourly	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.413406	33.981189	35.500391	36.215284	
23N	Annual	51,164.74	53,141.72	55,186.35	57,416.68	59,714.66	62,113.97	64,564.26	67,673.23	76,206.45	79,653.42	81,258.73	1.6000
	Monthly	4,263.73	4,428.48	4,598.86	4,784.72	4,976.22	5,176.16	5,380.36	5,639.44	6,350.54	6,637.79	6,771.56	
	Bi-weekly	1,967.87	2,043.91	2,122.55	2,208.33	2,296.72	2,389.00	2,483.24	2,602.82	2,931.02	3,063.59	3,125.34	
	Hourly	24.598433	25.548905	26.531900	27.604173	28.708969	29.862487	31.040507	32.535205	36.637716	38.294914	39.066695	
24	Annual	51,874.41	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,687.20	72,083.50	75,344.78	76,848.45	1.6200
	Monthly	4,322.87	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,723.93	6,006.96	6,278.73	6,404.04	
	Bi-weekly	1,995.17	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,641.82	2,772.44	2,897.88	2,955.71	
	Hourly	24.939618	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	33.022693	34.655529	36.223452	36.946372	
24M	Annual	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	70,005.18	73,452.16	76,747.11	78,318.45	1.6500
	Monthly	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,833.77	6,121.01	6,395.59	6,526.54	
	Bi-weekly	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,692.51	2,825.08	2,951.81	3,012.25	
	Hourly	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.656338	35.313536	36.897650	37.653099	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	52,922.06	54,966.69	57,095.67	59,393.66	61,742.30	64,226.27	66,743.91	69,988.20	73,502.82	76,848.45	78,403.09	1.6500
	Monthly	4,410.17	4,580.56	4,757.97	4,949.47	5,145.19	5,352.19	5,561.99	5,832.35	6,125.24	6,404.04	6,533.59	
	Bi-weekly	2,035.46	2,114.10	2,195.99	2,284.37	2,374.70	2,470.24	2,567.07	2,691.85	2,827.03	2,955.71	3,015.50	
	Hourly	25.443296	26.426291	27.449842	28.554642	29.683798	30.878012	32.088416	33.648173	35.337893	36.946372	37.693794	
25	Annual	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	71,356.85	74,922.14	78,352.42	79,923.75	1.6800
	Monthly	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,946.40	6,243.51	6,529.37	6,660.31	
	Bi-weekly	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,744.49	2,881.62	3,013.55	3,073.99	
	Hourly	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.306178	36.020261	37.669433	38.424879	
25M	Annual	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,826.84	76,375.44	79,873.09	81,461.40	1.7200
	Monthly	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,068.90	6,364.62	6,656.09	6,788.45	
	Bi-weekly	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,801.03	2,937.52	3,072.04	3,133.13	
	Hourly	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	35.012906	36.718962	38.400522	39.164134	
26	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	77,879.12	81,393.75	83,033.02	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,489.93	6,782.81	6,919.42	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	2,995.35	3,130.53	3,193.58	
	Hourly	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.695414	37.441883	39.131608	39.919722	
26A	Annual	56,115.68	58,379.68	60,762.31	63,144.93	65,628.60	68,230.89	70,731.84	74,313.82	78,048.11	81,596.71	83,218.72	1.7500
	Monthly	4,676.31	4,864.97	5,063.53	5,262.08	5,469.05	5,685.91	5,894.32	6,192.82	6,504.01	6,799.73	6,934.89	
	Bi-weekly	2,158.30	2,245.37	2,337.01	2,428.65	2,524.18	2,624.26	2,720.46	2,858.22	3,001.85	3,138.34	3,200.72	
	Hourly	26.978691	28.067156	29.212647	30.358138	31.552212	32.803311	34.005690	35.727800	37.523129	39.229188	40.008999	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	75,665.78	79,315.43	82,914.70	84,570.67	1.7900
	Monthly	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,305.48	6,609.62	6,909.56	7,047.56	
	Bi-weekly	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,910.22	3,050.59	3,189.03	3,252.72	
	Hourly	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	34.688055	36.377780	38.132417	39.862836	40.658978	
27	Annual	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	77,034.44	80,836.38	84,536.70	86,243.34	1.8200
	Monthly	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,419.54	6,736.37	7,044.73	7,186.95	
	Bi-weekly	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,962.86	3,109.09	3,251.41	3,317.05	
	Hourly	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	37.035786	38.863645	40.642644	41.463144	
27M	Annual	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,656.44	82,559.72	86,311.00	88,051.33	1.8600
	Monthly	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,554.70	6,879.98	7,192.58	7,337.61	
	Bi-weekly	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,025.25	3,175.37	3,319.65	3,386.59	
	Hourly	28.611526	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.815595	39.692173	41.495672	42.332368	
28	Annual	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	80,143.42	84,249.38	88,085.30	89,859.31	1.8900
	Monthly	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,678.62	7,020.78	7,340.44	7,488.28	
	Bi-weekly	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,082.44	3,240.36	3,387.90	3,456.13	
	Hourly	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.530488	40.504508	42.348701	43.201589	
28M	Annual	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	81,799.40	85,837.69	89,707.30	91,515.28	1.9300
	Monthly	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,816.62	7,153.14	7,475.61	7,626.27	
	Bi-weekly	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,146.13	3,301.45	3,450.28	3,519.82	
	Hourly	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	39.326632	41.268122	43.128507	43.997731	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	83,354.03	87,527.65	91,515.28	93,357.24	1.9600
	Monthly	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,946.17	7,293.97	7,626.27	7,779.77	
	Bi-weekly	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,205.92	3,366.45	3,519.82	3,590.66	
	Hourly	30.2220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	40.074051	42.080599	43.997731	44.883286	
29M	Annual	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	85,060.67	89,250.98	93,340.25	95,215.89	2.0100
	Monthly	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,088.39	7,437.58	7,778.35	7,934.66	
	Bi-weekly	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,271.56	3,432.73	3,590.01	3,662.15	
	Hourly	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.894552	42.909127	44.875120	45.776871	
29P	Annual	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	85,060.67	92,647.28	96,820.90	98,764.20	2.0100
	Monthly	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,088.39	7,720.61	8,068.41	8,230.35	
	Bi-weekly	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,271.56	3,563.36	3,723.88	3,798.62	
	Hourly	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.894552	44.541963	46.548510	47.482788	
30	Annual	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	86,750.33	91,042.27	95,165.21	97,074.54	2.0500
	Monthly	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,229.19	7,586.86	7,930.43	8,089.55	
	Bi-weekly	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,336.55	3,501.63	3,660.20	3,733.64	
	Hourly	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.706887	43.770321	45.752506	46.670450	
30C	Annual	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	86,750.33	94,134.26	98,476.87	100,437.16	2.0500
	Monthly	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,229.19	7,844.52	8,206.41	8,369.76	
	Bi-weekly	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,336.55	3,620.55	3,787.57	3,862.97	
	Hourly	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.706887	45.256856	47.344650	48.287095	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	84,249.38	88,490.65	92,951.59	97,192.86	99,119.17	2.0800
	Monthly	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,020.78	7,374.22	7,745.97	8,099.41	8,259.93	
	Bi-weekly	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,240.36	3,403.49	3,575.06	3,738.19	3,812.28	
	Hourly	32.007168	33.363878	34.688055	36.044624	37.506938	38.888004	40.504508	42.543582	44.688264	46.727338	47.653446	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	90,062.27	94,658.23	98,983.86	100,943.85	2.1300
	Monthly	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,505.19	7,888.19	8,248.66	8,411.99	
	Bi-weekly	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,463.93	3,640.70	3,807.07	3,882.46	
	Hourly	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	43.299169	45.508764	47.588393	48.530697	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	69,396.87	72,151.15	74,972.82	78,014.43	80,887.05	84,249.38	87,645.97	91,937.62	96,567.55	100,960.83	103,005.47	2.1700
	Monthly	5,783.07	6,012.60	6,247.74	6,501.20	6,740.59	7,020.78	7,303.83	7,661.47	8,047.30	8,413.40	8,583.79	
	Bi-weekly	2,669.11	2,775.04	2,883.57	3,000.56	3,111.04	3,240.36	3,371.00	3,536.06	3,714.14	3,883.11	3,961.75	
	Hourly	33.363878	34.688055	36.044624	37.506938	38.888004	40.504508	42.137484	44.200778	46.426708	48.538861	49.521859	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	93,779.58	98,460.18	102,937.81	105,016.13	2.2100
	Monthly	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,814.97	8,205.02	8,578.15	8,751.34	
	Bi-weekly	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,606.91	3,786.93	3,959.15	4,039.08	
	Hourly	34.005690	35.297343	36.718962	38.156779	39.692173	41.268122	42.909127	45.086335	47.336625	49.489333	50.488523	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	73,418.47	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	97,378.56	102,329.49	106,993.11	109,156.06	2.2900
	Monthly	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,114.88	8,527.46	8,916.09	9,096.34	
	Bi-weekly	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,745.33	3,935.75	4,115.12	4,198.31	
	Hourly	35.297343	36.718962	38.156779	39.692173	41.268122	42.909127	44.688264	46.816614	49.196871	51.438993	52.478875	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	76,375.44	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	101,400.17	106,300.43	111,166.72	113,397.34	2.3900
	Monthly	6,364.62	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,450.01	8,858.37	9,263.89	9,449.78	
	Bi-weekly	2,937.52	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,900.01	4,088.48	4,275.64	4,361.44	
	Hourly	36.718962	38.156779	39.692173	41.268122	42.909127	44.688264	46.426708	48.750080	51.105977	53.445538	54.517953	
35	Annual	79,366.10	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	100,369.50	105,421.78	110,592.37	115,576.99	117,891.96	2.4800
	Monthly	6,613.84	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,364.13	8,785.15	9,216.03	9,631.42	9,824.33	
	Bi-weekly	3,052.54	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,860.37	4,054.68	4,253.55	4,445.27	4,534.31	
	Hourly	38.156779	39.692173	41.268122	42.909127	44.688264	46.426708	48.254567	50.683547	53.169410	55.565859	56.678828	
36	Annual	82,559.72	85,837.69	89,250.98	92,951.59	96,567.55	100,369.50	104,391.11	109,527.74	115,002.35	120,274.29	122,707.58	2.5800
	Monthly	6,879.98	7,153.14	7,437.58	7,745.97	8,047.30	8,364.13	8,699.26	9,127.31	9,583.53	10,022.86	10,225.63	
	Bi-weekly	3,175.37	3,301.45	3,432.73	3,575.06	3,714.14	3,860.37	4,015.04	4,212.61	4,423.17	4,625.93	4,719.52	
	Hourly	39.692173	41.268122	42.909127	44.688264	46.426708	48.254567	50.188035	52.657565	55.289591	57.824178	58.994030	
37	Annual	85,837.69	89,250.98	92,951.59	96,567.55	100,369.50	104,391.11	108,682.76	114,056.33	119,581.62	125,005.56	127,540.19	2.6800
	Monthly	7,153.14	7,437.58	7,745.97	8,047.30	8,364.13	8,699.26	9,056.90	9,504.69	9,965.14	10,417.13	10,628.35	
	Bi-weekly	3,301.45	3,432.73	3,575.06	3,714.14	3,860.37	4,015.04	4,180.11	4,386.78	4,599.29	4,807.91	4,905.39	
	Hourly	41.268122	42.909127	44.688264	46.426708	48.254567	50.188035	52.251327	54.834774	57.491161	60.098826	61.317399	
38	Annual	89,250.98	92,951.59	96,567.55	100,369.50	104,391.11	108,682.76	112,873.37	118,500.28	124,464.90	130,091.81	132,727.78	2.7900
	Monthly	7,437.58	7,745.97	8,047.30	8,364.13	8,699.26	9,056.90	9,406.11	9,875.02	10,372.08	10,840.98	11,060.65	
	Bi-weekly	3,432.73	3,575.06	3,714.14	3,860.37	4,015.04	4,180.11	4,341.28	4,557.70	4,787.11	5,003.53	5,104.91	
	Hourly	42.909127	44.688264	46.426708	48.254567	50.188035	52.251327	54.266042	56.971288	59.838893	62.544138	63.811432	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	92,951.59	96,567.55	100,369.50	104,391.11	108,682.76	112,873.37	117,300.62	123,298.91	129,382.15	135,279.10	138,016.41	2.9000
	Monthly	7,745.97	8,047.30	8,364.13	8,699.26	9,056.90	9,406.11	9,775.05	10,274.91	10,781.85	11,273.26	11,501.37	
	Bi-weekly	3,575.06	3,714.14	3,860.37	4,015.04	4,180.11	4,341.28	4,511.56	4,742.27	4,976.24	5,203.04	5,308.32	
	Hourly	44.688264	46.426708	48.254567	50.188035	52.251327	54.266042	56.394529	59.278324	62.202955	65.038031	66.354045	
40	Annual	96,567.55	100,369.50	104,391.11	108,682.76	112,873.37	117,300.62	122,082.27	128,199.18	134,569.44	140,669.37	143,508.01	3.0200
	Monthly	8,047.30	8,364.13	8,699.26	9,056.90	9,406.11	9,775.05	10,173.52	10,683.27	11,214.12	11,722.45	11,959.00	
	Bi-weekly	3,714.14	3,860.37	4,015.04	4,180.11	4,341.28	4,511.56	4,695.47	4,930.74	5,175.75	5,410.36	5,519.54	
	Hourly	46.426708	48.254567	50.188035	52.251327	54.266042	56.394529	58.693399	61.634222	64.696846	67.629504	68.994237	
41	Annual	100,369.50	104,391.11	108,682.76	112,873.37	117,300.62	122,082.27	126,898.19	133,285.14	139,909.04	146,312.98	149,253.25	3.1400
	Monthly	8,364.13	8,699.26	9,056.90	9,406.11	9,775.05	10,173.52	10,574.85	11,107.10	11,659.09	12,192.75	12,437.77	
	Bi-weekly	3,860.37	4,015.04	4,180.11	4,341.28	4,511.56	4,695.47	4,880.70	5,126.35	5,381.12	5,627.42	5,740.51	
	Hourly	48.254567	50.188035	52.251327	54.266042	56.394529	58.693399	61.008745	64.079396	67.263961	70.342777	71.756372	
42	Annual	104,391.11	108,682.76	112,873.37	117,300.62	122,082.27	126,898.19	131,916.49	138,557.07	145,552.65	152,193.24	155,251.55	3.2600
	Monthly	8,699.26	9,056.90	9,406.11	9,775.05	10,173.52	10,574.85	10,993.04	11,546.42	12,129.39	12,682.77	12,937.63	
	Bi-weekly	4,015.04	4,180.11	4,341.28	4,511.56	4,695.47	4,880.70	5,073.71	5,329.12	5,598.18	5,853.59	5,971.21	
	Hourly	50.188035	52.251327	54.266042	56.394529	58.693399	61.008745	63.421387	66.613978	69.977234	73.169828	74.640167	
43	Annual	108,682.76	112,873.37	117,300.62	122,082.27	126,898.19	131,916.49	137,137.76	143,998.01	151,213.25	158,124.17	161,284.11	3.4000
	Monthly	9,056.90	9,406.11	9,775.05	10,173.52	10,574.85	10,993.04	11,428.15	11,999.83	12,601.10	13,177.01	13,440.34	
	Bi-weekly	4,180.11	4,341.28	4,511.56	4,695.47	4,880.70	5,073.71	5,274.53	5,538.39	5,815.89	6,081.70	6,203.24	
	Hourly	52.251327	54.266042	56.394529	58.693399	61.008745	63.421387	65.931613	69.229813	72.698676	76.021235	77.540438	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	112,873.37	117,300.62	122,082.27	126,898.19	131,916.49	137,137.76	142,714.00	149,793.92	157,262.50	164,376.10	167,688.06	3.5300
	Monthly	9,406.11	9,775.05	10,173.52	10,574.85	10,993.04	11,428.15	11,892.83	12,482.83	13,105.21	13,698.01	13,974.01	
	Bi-weekly	4,341.28	4,511.56	4,695.47	4,880.70	5,073.71	5,274.53	5,489.00	5,761.30	6,048.56	6,322.16	6,449.54	
	Hourly	54.266042	56.394529	58.693399	61.008745	63.421387	65.931613	68.612502	72.016309	75.606971	79.026971	80.619257	
45	Annual	117,300.62	122,082.27	126,898.19	131,916.49	137,137.76	142,714.00	148,289.95	155,707.86	163,463.77	170,881.67	174,294.96	3.6700
	Monthly	9,775.05	10,173.52	10,574.85	10,993.04	11,428.15	11,892.83	12,357.50	12,975.66	13,621.98	14,240.14	14,524.58	
	Bi-weekly	4,511.56	4,695.47	4,880.70	5,073.71	5,274.53	5,489.00	5,703.46	5,988.76	6,287.07	6,572.37	6,703.65	
	Hourly	56.394529	58.693399	61.008745	63.421387	65.931613	68.612502	71.293246	74.859548	78.588349	82.154649	83.795653	
46	Annual	122,082.27	126,898.19	131,916.49	137,137.76	142,714.00	148,289.95	154,237.88	161,943.11	169,969.04	177,691.26	181,256.55	3.8200
	Monthly	10,173.52	10,574.85	10,993.04	11,428.15	11,892.83	12,357.50	12,853.16	13,495.26	14,164.09	14,807.61	15,104.71	
	Bi-weekly	4,695.47	4,880.70	5,073.71	5,274.53	5,489.00	5,703.46	5,932.23	6,228.58	6,537.27	6,834.28	6,971.41	
	Hourly	58.693399	61.008745	63.421387	65.931613	68.612502	71.293246	74.152825	77.857263	81.715885	85.428490	87.142574	
47	Annual	126,898.19	131,916.49	137,137.76	142,714.00	148,289.95	154,237.88	160,506.79	168,380.72	176,761.93	184,788.17	188,488.48	3.9700
	Monthly	10,574.85	10,993.04	11,428.15	11,892.83	12,357.50	12,853.16	13,375.57	14,031.73	14,730.16	15,399.01	15,707.37	
	Bi-weekly	4,880.70	5,073.71	5,274.53	5,489.00	5,703.46	5,932.23	6,173.34	6,476.18	6,798.54	7,107.24	7,249.56	
	Hourly	61.008745	63.421387	65.931613	68.612502	71.293246	74.152825	77.166728	80.952271	84.981699	88.840464	90.619463	
48	Annual	131,916.49	137,137.76	142,714.00	148,289.95	154,237.88	160,506.79	166,775.72	175,122.95	183,824.87	192,172.11	196,041.70	4.1200
	Monthly	10,993.04	11,428.15	11,892.83	12,357.50	12,853.16	13,375.57	13,897.98	14,593.58	15,318.74	16,014.34	16,336.81	
	Bi-weekly	5,073.71	5,274.53	5,489.00	5,703.46	5,932.23	6,173.34	6,414.45	6,735.50	7,070.19	7,391.23	7,540.07	
	Hourly	63.421387	65.931613	68.612502	71.293246	74.152825	77.166728	80.180633	84.193728	88.377340	92.390435	94.250819	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	137,137.76	142,714.00	148,289.95	154,237.88	160,506.79	166,775.72	173,416.31	182,084.55	191,209.10	199,995.66	204,016.98	4.2900
	Monthly	11,428.15	11,892.83	12,357.50	12,853.16	13,375.57	13,897.98	14,451.36	15,173.71	15,934.09	16,666.31	17,001.42	
	Bi-weekly	5,274.53	5,489.00	5,703.46	5,932.23	6,173.34	6,414.45	6,669.86	7,003.25	7,354.20	7,692.14	7,846.81	
	Hourly	65.931613	68.612502	71.293246	74.152825	77.166728	80.180633	83.373224	87.540647	91.927450	96.151760	98.085087	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	142,714.00	148,289.95	154,237.88	160,506.79	166,775.72	173,416.31	180,360.91	189,384.13	198,728.34	207,734.58	211,908.20	4.4600
	Monthly	11,892.83	12,357.50	12,853.16	13,375.57	13,897.98	14,451.36	15,030.08	15,782.01	16,560.70	17,311.22	17,659.02	
	Bi-weekly	5,489.00	5,703.46	5,932.23	6,173.34	6,414.45	6,669.86	6,936.96	7,284.00	7,643.40	7,989.79	8,150.32	
	Hourly	68.612502	71.293246	74.152825	77.166728	80.180633	83.373224	86.711978	91.050062	95.542473	99.872392	101.878940	

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

### Service Requirements for Salary Step Advancement For Salary Plan 28

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

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

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

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	49,610.11	51,975.75	54,223.05	56,555.01	59,494.99	63,617.94	67,048.21	69,599.54	72,725.71	1.5500
	Monthly	4,134.18	4,331.31	4,518.59	4,712.92	4,957.92	5,301.50	5,587.35	5,799.96	6,060.48	
	Bi-weekly	1,908.08	1,999.07	2,085.50	2,175.19	2,288.27	2,446.84	2,578.78	2,676.91	2,797.14	
	Hourly	23.851013	24.988339	26.068775	27.189908	28.603361	30.585550	32.234718	33.461317	34.964282	
02S	Annual	49,610.11	51,975.75	54,223.05	56,555.01	59,494.99	63,617.94	67,048.21	69,599.54	72,725.71	1.5500
	Monthly	4,134.18	4,331.31	4,518.59	4,712.92	4,957.92	5,301.50	5,587.35	5,799.96	6,060.48	
	Bi-weekly	1,908.08	1,999.07	2,085.50	2,175.19	2,288.27	2,446.84	2,578.78	2,676.91	2,797.14	
	Hourly	23.851013	24.988339	26.068775	27.189908	28.603361	30.585550	32.234718	33.461317	34.964282	
03	Annual	53,919.04	56,521.04	58,971.31	61,404.31	64,530.28	69,109.54	72,742.50	75,631.81	78,977.69	1.6800
	Monthly	4,493.25	4,710.09	4,914.28	5,117.03	5,377.52	5,759.13	6,061.88	6,302.65	6,581.47	
	Bi-weekly	2,073.81	2,173.89	2,268.13	2,361.70	2,481.93	2,658.06	2,797.79	2,908.92	3,037.60	
	Hourly	25.922614	27.173575	28.351593	29.521303	31.024174	33.225741	34.972355	36.361446	37.970044	
03S	Annual	53,919.04	56,521.04	58,971.31	61,404.31	64,530.28	69,109.54	72,742.50	75,631.81	78,977.69	1.6800
	Monthly	4,493.25	4,710.09	4,914.28	5,117.03	5,377.52	5,759.13	6,061.88	6,302.65	6,581.47	
	Bi-weekly	2,073.81	2,173.89	2,268.13	2,361.70	2,481.93	2,658.06	2,797.79	2,908.92	3,037.60	
	Hourly	25.922614	27.173575	28.351593	29.521303	31.024174	33.225741	34.972355	36.361446	37.970044	
04	Annual	57,281.37	59,849.97	62,620.96	65,172.57	68,535.20	73,367.81	77,220.13	78,588.78	82,069.72	1.7900
	Monthly	4,773.45	4,987.50	5,218.41	5,431.05	5,711.27	6,113.98	6,435.01	6,549.07	6,839.14	
	Bi-weekly	2,203.13	2,301.92	2,408.50	2,506.64	2,635.97	2,821.84	2,970.00	3,022.65	3,156.53	
	Hourly	27.539118	28.774022	30.106229	31.332968	32.949613	35.272983	37.125062	37.783067	39.456598	

## LELS Local 349/Emergency Communications Center Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 28B

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	43,548.31	45,224.43	46,982.05	48,788.48	50,708.86	52,710.49	54,679.68	57,429.93	60,277.79	62,995.33	1.3600
	Monthly	3,629.03	3,768.70	3,915.17	4,065.71	4,225.74	4,392.54	4,556.64	4,785.83	5,023.15	5,249.61	
	Bi-weekly	1,674.94	1,739.40	1,807.00	1,876.48	1,950.34	2,027.33	2,103.06	2,208.84	2,318.38	2,422.90	
	Hourly	20.936689	21.742512	22.587524	23.455998	24.379261	25.341581	26.288307	27.610543	28.979707	30.286218	
21	Annual	47,032.18	48,842.38	50,740.62	52,691.56	54,765.57	56,927.33	59,054.05	62,024.33	65,100.02	68,034.96	1.4700
	Monthly	3,919.35	4,070.20	4,228.39	4,390.96	4,563.80	4,743.94	4,921.17	5,168.69	5,425.00	5,669.58	
	Bi-weekly	1,808.93	1,878.55	1,951.56	2,026.60	2,106.37	2,189.51	2,271.31	2,385.55	2,503.85	2,616.73	
	Hourly	22.611626	23.481912	24.394527	25.332479	26.329602	27.368908	28.391371	29.819391	31.298085	32.709114	
22	Annual	48,913.47	50,796.07	52,770.24	54,799.21	56,956.19	59,204.42	61,416.21	64,505.30	67,704.02	70,756.36	1.5300
	Monthly	4,076.12	4,233.01	4,397.52	4,566.60	4,746.35	4,933.70	5,118.02	5,375.44	5,642.00	5,896.36	
	Bi-weekly	1,881.29	1,953.70	2,029.62	2,107.66	2,190.62	2,277.09	2,362.16	2,480.97	2,604.00	2,721.40	
	Hourly	23.516092	24.421189	25.370309	26.345776	27.382783	28.463665	29.527026	31.012165	32.550008	34.017480	
24	Annual	52,691.56	54,765.57	56,927.33	59,054.05	61,356.25	63,781.82	66,119.36	69,546.60	72,903.48	76,225.32	1.6500
	Monthly	4,390.96	4,563.80	4,743.94	4,921.17	5,113.02	5,315.15	5,509.95	5,795.55	6,075.29	6,352.11	
	Bi-weekly	2,026.60	2,106.37	2,189.51	2,271.31	2,359.86	2,453.15	2,543.05	2,674.87	2,803.98	2,931.74	
	Hourly	25.332479	26.329602	27.368908	28.391371	29.498196	30.664337	31.788152	33.435866	35.049750	36.646788	

## Teamsters Local 320/Probation Officers Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 29A

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	51,198.43	53,226.07	55,389.03	57,619.35	59,782.31	62,147.95	64,581.24	67,842.23	71,137.19	74,381.48	75,902.14	1.6000
	Monthly	4,266.54	4,435.51	4,615.75	4,801.61	4,981.86	5,179.00	5,381.77	5,653.52	5,928.10	6,198.46	6,325.18	
	Bi-weekly	1,969.17	2,047.16	2,130.35	2,216.13	2,299.32	2,390.31	2,483.89	2,609.32	2,736.05	2,860.83	2,919.31	
	Hourly	24.614628	25.589458	26.629343	27.701612	28.741497	29.878821	31.048674	32.616455	34.200572	35.760328	36.491413	
02	Annual	55,389.03	57,619.35	59,782.31	62,147.95	64,581.24	67,098.88	69,802.22	73,266.17	76,949.79	80,430.74	82,036.04	1.7300
	Monthly	4,615.75	4,801.61	4,981.86	5,179.00	5,381.77	5,591.57	5,816.85	6,105.51	6,412.48	6,702.56	6,836.34	
	Bi-weekly	2,130.35	2,216.13	2,299.32	2,390.31	2,483.89	2,580.73	2,684.70	2,817.93	2,959.61	3,093.49	3,155.23	
	Hourly	26.629343	27.701612	28.741497	29.878821	31.048674	32.259078	33.558759	35.224121	36.995093	38.668623	39.440405	
03	Annual	63,364.59	65,746.92	68,315.53	71,137.19	74,077.47	76,899.13	79,991.41	83,844.02	88,085.30	92,140.59	93,982.25	1.9800
	Monthly	5,280.38	5,478.91	5,692.96	5,928.10	6,173.12	6,408.26	6,665.95	6,987.00	7,340.44	7,678.38	7,831.85	
	Bi-weekly	2,437.10	2,528.73	2,627.52	2,736.05	2,849.13	2,957.66	3,076.59	3,224.77	3,387.90	3,543.87	3,614.70	
	Hourly	30.463746	31.609098	32.844005	34.200572	35.614166	36.970734	38.457409	40.309627	42.348701	44.298361	45.183775	

## Law Enforcement Labor Services Local 322/Deputy Sheriffs Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 30

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	56,449.81	59,163.28	61,718.53	64,255.77	67,515.66	72,291.11	76,079.71	79,881.52	82,581.77	1.7640
	Monthly	4,704.15	4,930.27	5,143.21	5,354.65	5,626.31	6,024.26	6,339.98	6,656.79	6,881.81	
	Bi-weekly	2,171.15	2,275.51	2,373.79	2,471.38	2,596.76	2,780.43	2,926.14	3,072.37	3,176.22	
	Hourly	27.139330	28.443884	29.672372	30.892195	32.459452	34.755340	36.576782	38.404577	39.702774	

Non-represented Correctional Officer 3's Salary Plan

Service Requirements for Salary Step Advancement For  
Salary Plan 31

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

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

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

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 Salary Plan: 31 Corr Officer 3's (Unrep)

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	61,809.96	64,226.27	66,591.90	69,413.85	72,167.85	75,006.79	78,048.11	81,816.38	85,871.67	89,740.98	91,548.97	1.9300
	Monthly	5,150.83	5,352.19	5,549.33	5,784.49	6,013.99	6,250.57	6,504.01	6,818.03	7,155.97	7,478.42	7,629.08	
	Bi-weekly	2,377.31	2,470.24	2,561.23	2,669.76	2,775.69	2,884.88	3,001.85	3,146.78	3,302.76	3,451.58	3,521.11	
	Hourly	29.716327	30.878012	32.015335	33.372045	34.696082	36.060957	37.523129	39.334797	41.284456	43.144701	44.013926	

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

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
08	Annual	33,663.86	34,525.82	35,421.18	36,232.47	37,347.49	38,310.78	39,290.78	40,439.77	42,163.40	42,974.40	1.0500
	Monthly	2,805.32	2,877.15	2,951.77	3,019.37	3,112.29	3,192.57	3,274.23	3,369.98	3,513.62	3,581.20	
	Bi-weekly	1,294.76	1,327.92	1,362.35	1,393.56	1,436.44	1,473.49	1,511.18	1,555.38	1,621.67	1,652.86	
	Hourly	16.184549	16.598954	17.029413	17.419455	17.955522	18.418644	18.889799	19.442196	20.270866	20.660767	
09	Annual	34,525.82	35,421.18	36,232.47	37,347.49	38,310.78	39,290.78	40,439.77	41,453.74	43,278.41	44,123.39	1.0800
	Monthly	2,877.15	2,951.77	3,019.37	3,112.29	3,192.57	3,274.23	3,369.98	3,454.48	3,606.53	3,676.95	
	Bi-weekly	1,327.92	1,362.35	1,393.56	1,436.44	1,473.49	1,511.18	1,555.38	1,594.37	1,664.55	1,697.05	
	Hourly	16.598954	17.029413	17.419455	17.955522	18.418644	18.889799	19.442196	19.929682	20.806928	21.213168	
09M	Annual	34,914.48	35,809.83	36,722.46	37,719.45	38,716.14	39,899.10	40,896.08	42,180.09	43,971.38	44,816.06	1.0900
	Monthly	2,909.54	2,984.15	3,060.21	3,143.29	3,226.35	3,324.93	3,408.01	3,515.01	3,664.28	3,734.67	
	Bi-weekly	1,342.86	1,377.30	1,412.40	1,450.75	1,489.08	1,534.58	1,572.93	1,622.31	1,691.21	1,723.69	
	Hourly	16.785808	17.216264	17.655031	18.134349	18.613528	19.182261	19.661578	20.278891	21.140088	21.546183	
09P	Annual	35,201.51	36,080.17	37,026.48	37,922.12	39,037.43	40,101.78	41,132.44	42,332.40	44,140.38	44,951.38	1.1000
	Monthly	2,933.46	3,006.68	3,085.54	3,160.18	3,253.12	3,341.82	3,427.70	3,527.70	3,678.37	3,745.95	
	Bi-weekly	1,353.90	1,387.70	1,424.10	1,458.54	1,501.44	1,542.38	1,582.02	1,628.17	1,697.71	1,728.90	
	Hourly	16.923804	17.346234	17.801193	18.231790	18.767996	19.279701	19.775211	20.352114	21.221334	21.611240	
10	Annual	35,421.18	36,232.47	37,347.49	38,310.78	39,290.78	40,439.77	41,453.74	42,805.40	44,664.05	45,492.04	1.1100
	Monthly	2,951.77	3,019.37	3,112.29	3,192.57	3,274.23	3,369.98	3,454.48	3,567.12	3,722.01	3,791.00	
	Bi-weekly	1,362.35	1,393.56	1,436.44	1,473.49	1,511.18	1,555.38	1,594.37	1,646.36	1,717.85	1,749.69	
	Hourly	17.029413	17.419455	17.955522	18.418644	18.889799	19.442196	19.929682	20.579521	21.473103	21.871173	
10M	Annual	35,809.83	36,722.46	37,719.45	38,716.14	39,899.10	40,896.08	42,180.09	43,396.74	45,289.37	46,134.04	1.1200
	Monthly	2,984.15	3,060.21	3,143.29	3,226.35	3,324.93	3,408.01	3,515.01	3,616.40	3,774.11	3,844.50	
	Bi-weekly	1,377.30	1,412.40	1,450.75	1,489.08	1,534.58	1,572.93	1,622.31	1,669.11	1,741.90	1,774.39	
	Hourly	17.216264	17.655031	18.134349	18.613528	19.182261	19.661578	20.278891	20.863817	21.773734	22.179829	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10P	Annual	36,266.15	37,263.13	38,124.81	39,223.12	40,253.79	41,335.41	42,535.07	43,667.08	45,525.73	46,404.38	1.1300
	Monthly	3,022.18	3,105.26	3,177.07	3,268.59	3,354.48	3,444.62	3,544.59	3,638.92	3,793.81	3,867.03	
	Bi-weekly	1,394.85	1,433.20	1,466.34	1,508.58	1,548.22	1,589.82	1,635.96	1,679.50	1,750.99	1,784.78	
	Hourly	17.435649	17.914967	18.329234	18.857270	19.352783	19.872794	20.449555	20.993786	21.887368	22.309797	
10Y	Annual	36,621.13	37,584.14	38,445.80	39,611.78	40,608.76	41,757.75	42,940.72	44,022.05	45,999.03	46,843.71	1.1400
	Monthly	3,051.76	3,132.01	3,203.82	3,300.98	3,384.06	3,479.81	3,578.39	3,668.50	3,833.25	3,903.64	
	Bi-weekly	1,408.50	1,445.54	1,478.68	1,523.53	1,561.88	1,606.07	1,651.57	1,693.16	1,769.19	1,801.68	
	Hourly	17.606312	18.069298	18.483559	19.044124	19.523444	20.075842	20.644575	21.164447	22.114917	22.521015	
11	Annual	36,232.47	37,347.49	38,310.78	39,290.78	40,439.77	41,453.74	42,805.40	44,106.40	46,032.71	46,911.37	1.1300
	Monthly	3,019.37	3,112.29	3,192.57	3,274.23	3,369.98	3,454.48	3,567.12	3,675.53	3,836.06	3,909.28	
	Bi-weekly	1,393.56	1,436.44	1,473.49	1,511.18	1,555.38	1,594.37	1,646.36	1,696.40	1,770.49	1,804.28	
	Hourly	17.419455	17.955522	18.418644	18.889799	19.442196	19.929682	20.579521	21.205001	22.131109	22.553542	
11I	Annual	37,094.14	38,023.46	39,003.46	40,017.43	41,115.75	42,146.41	43,498.08	44,562.72	46,455.34	47,317.01	1.1600
	Monthly	3,091.18	3,168.62	3,250.29	3,334.79	3,426.31	3,512.20	3,624.84	3,713.56	3,871.28	3,943.08	
	Bi-weekly	1,426.70	1,462.44	1,500.13	1,539.13	1,581.37	1,621.02	1,673.00	1,713.95	1,786.74	1,819.88	
	Hourly	17.833721	18.280510	18.751664	19.239148	19.767187	20.262698	20.912537	21.424384	22.334299	22.748561	
12	Annual	37,347.49	38,310.78	39,290.78	40,439.77	41,453.74	42,805.40	44,106.40	45,373.72	47,334.00	48,246.34	1.1700
	Monthly	3,112.29	3,192.57	3,274.23	3,369.98	3,454.48	3,567.12	3,675.53	3,781.14	3,944.50	4,020.53	
	Bi-weekly	1,436.44	1,473.49	1,511.18	1,555.38	1,594.37	1,646.36	1,696.40	1,745.14	1,820.54	1,855.63	
	Hourly	17.955522	18.418644	18.889799	19.442196	19.929682	20.579521	21.205001	21.814288	22.756729	23.195356	
12L	Annual	37,955.81	38,919.11	40,101.78	41,065.08	42,349.09	43,396.74	45,052.72	46,117.35	48,956.00	49,885.32	1.1900
	Monthly	3,162.98	3,243.26	3,341.82	3,422.09	3,529.09	3,616.40	3,754.39	3,843.11	4,079.67	4,157.11	
	Bi-weekly	1,459.84	1,496.89	1,542.38	1,579.43	1,628.81	1,669.11	1,732.80	1,773.74	1,882.92	1,918.67	
	Hourly	18.247983	18.711109	19.279701	19.742825	20.360138	20.863817	21.659959	22.171805	23.536540	23.983329	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	38,310.78	39,290.78	40,439.77	41,453.74	42,805.40	44,106.40	45,373.72	46,945.34	48,922.31	49,851.65	1.2000
	Monthly	3,192.57	3,274.23	3,369.98	3,454.48	3,567.12	3,675.53	3,781.14	3,912.11	4,076.86	4,154.30	
	Bi-weekly	1,473.49	1,511.18	1,555.38	1,594.37	1,646.36	1,696.40	1,745.14	1,805.59	1,881.63	1,917.37	
	Hourly	18.418644	18.889799	19.442196	19.929682	20.579521	21.205001	21.814288	22.569875	23.520342	23.967137	
14	Annual	39,290.78	40,439.77	41,453.74	42,805.40	44,106.40	45,373.72	46,945.34	48,499.68	50,544.32	51,507.62	1.2300
	Monthly	3,274.23	3,369.98	3,454.48	3,567.12	3,675.53	3,781.14	3,912.11	4,041.64	4,212.03	4,292.30	
	Bi-weekly	1,511.18	1,555.38	1,594.37	1,646.36	1,696.40	1,745.14	1,805.59	1,865.37	1,944.01	1,981.06	
	Hourly	18.889799	19.442196	19.929682	20.579521	21.205001	21.814288	22.569875	23.317156	24.300152	24.763277	
15	Annual	40,439.77	41,453.74	42,805.40	44,106.40	45,373.72	46,945.34	48,499.68	50,172.64	52,335.31	53,349.28	1.2600
	Monthly	3,369.98	3,454.48	3,567.12	3,675.53	3,781.14	3,912.11	4,041.64	4,181.05	4,361.28	4,445.77	
	Bi-weekly	1,555.38	1,594.37	1,646.36	1,696.40	1,745.14	1,805.59	1,865.37	1,929.72	2,012.90	2,051.90	
	Hourly	19.442196	19.929682	20.579521	21.205001	21.814288	22.569875	23.317156	24.121463	25.161207	25.648693	
15V	Annual	42,399.76	43,616.40	44,681.05	46,117.35	47,300.02	48,854.66	50,240.30	51,760.97	54,041.96	55,089.60	1.3200
	Monthly	3,533.31	3,634.70	3,723.42	3,843.11	3,941.67	4,071.22	4,186.69	4,313.41	4,503.50	4,590.80	
	Bi-weekly	1,630.76	1,677.55	1,718.50	1,773.74	1,819.23	1,879.03	1,932.32	1,990.81	2,078.54	2,118.83	
	Hourly	20.384499	20.969425	21.481272	22.171805	22.740395	23.487817	24.153991	24.885080	25.981710	26.485385	
16	Annual	41,453.74	42,805.40	44,106.40	45,373.72	46,945.34	48,499.68	50,172.64	51,946.95	54,244.92	55,275.59	1.3000
	Monthly	3,454.48	3,567.12	3,675.53	3,781.14	3,912.11	4,041.64	4,181.05	4,328.91	4,520.41	4,606.30	
	Bi-weekly	1,594.37	1,646.36	1,696.40	1,745.14	1,805.59	1,865.37	1,929.72	1,997.96	2,086.34	2,125.98	
	Hourly	19.929682	20.579521	21.205001	21.814288	22.569875	23.317156	24.121463	24.974494	26.079288	26.574801	
17	Annual	42,805.40	44,106.40	45,373.72	46,945.34	48,499.68	50,172.64	51,946.95	53,636.60	55,968.26	57,049.89	1.3400
	Monthly	3,567.12	3,675.53	3,781.14	3,912.11	4,041.64	4,181.05	4,328.91	4,469.72	4,664.02	4,754.16	
	Bi-weekly	1,646.36	1,696.40	1,745.14	1,805.59	1,865.37	1,929.72	1,997.96	2,062.95	2,152.63	2,194.23	
	Hourly	20.579521	21.205001	21.814288	22.569875	23.317156	24.121463	24.974494	25.786828	26.907817	27.427832	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17A	Annual	41,842.40	43,177.08	45,277.94	47,378.81	49,479.68	51,304.65	53,704.26	56,171.23	58,671.88	59,803.89	1.3100
	Monthly	3,486.87	3,598.09	3,773.16	3,948.23	4,123.31	4,275.39	4,475.36	4,680.94	4,889.32	4,983.66	
	Bi-weekly	1,609.32	1,660.66	1,741.46	1,822.26	1,903.06	1,973.26	2,065.55	2,160.43	2,256.61	2,300.15	
	Hourly	20.116536	20.758209	21.768242	22.778273	23.788307	24.665696	25.819356	27.005397	28.207636	28.751870	
17C	Annual	44,512.04	45,678.02	46,928.35	48,263.33	49,462.98	51,101.97	52,369.29	54,008.27	56,390.89	57,472.23	1.3900
	Monthly	3,709.34	3,806.50	3,910.70	4,021.94	4,121.92	4,258.50	4,364.11	4,500.69	4,699.24	4,789.35	
	Bi-weekly	1,712.00	1,756.85	1,804.94	1,856.28	1,902.42	1,965.46	2,014.20	2,077.24	2,168.88	2,210.47	
	Hourly	21.400021	21.960588	22.561707	23.203522	23.780280	24.568256	25.177542	25.965514	27.111006	27.630879	
18	Annual	44,106.40	45,373.72	46,945.34	48,499.68	50,172.64	51,946.95	53,636.60	55,512.24	57,911.56	59,026.87	1.3800
	Monthly	3,675.53	3,781.14	3,912.11	4,041.64	4,181.05	4,328.91	4,469.72	4,626.02	4,825.96	4,918.91	
	Bi-weekly	1,696.40	1,745.14	1,805.59	1,865.37	1,929.72	1,997.96	2,062.95	2,135.09	2,227.37	2,270.26	
	Hourly	21.205001	21.814288	22.569875	23.317156	24.121463	24.974494	25.786828	26.688577	27.842095	28.378303	
19	Annual	45,373.72	46,945.34	48,499.68	50,172.64	51,946.95	53,636.60	55,512.24	57,455.24	59,905.52	61,054.51	1.4200
	Monthly	3,781.14	3,912.11	4,041.64	4,181.05	4,328.91	4,469.72	4,626.02	4,787.94	4,992.13	5,087.88	
	Bi-weekly	1,745.14	1,805.59	1,865.37	1,929.72	1,997.96	2,062.95	2,135.09	2,209.82	2,304.06	2,348.25	
	Hourly	21.814288	22.569875	23.317156	24.121463	24.974494	25.786828	26.688577	27.622711	28.800732	29.353129	
20	Annual	46,945.34	48,499.68	50,172.64	51,946.95	53,636.60	55,512.24	57,455.24	64,045.16	66,816.44	68,088.97	1.4700
	Monthly	3,912.11	4,041.64	4,181.05	4,328.91	4,469.72	4,626.02	4,787.94	5,337.10	5,568.04	5,674.08	
	Bi-weekly	1,805.59	1,865.37	1,929.72	1,997.96	2,062.95	2,135.09	2,209.82	2,463.28	2,569.86	2,618.81	
	Hourly	22.569875	23.317156	24.121463	24.974494	25.786828	26.688577	27.622711	30.790944	32.123290	32.735081	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 33I

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	39,214.39	40,180.91	41,059.57	42,231.11	43,197.63	44,339.89	45,511.43	46,624.40	48,586.73	49,465.38	1.2300
	Monthly	3,267.87	3,348.41	3,421.63	3,519.26	3,599.80	3,694.99	3,792.62	3,885.37	4,048.89	4,122.12	
	Bi-weekly	1,508.25	1,545.42	1,579.21	1,624.27	1,661.45	1,705.38	1,750.44	1,793.25	1,868.72	1,902.51	
	Hourly	18.853073	19.317746	19.740179	20.303418	20.768093	21.317253	21.880493	22.415575	23.359003	23.781434	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
12L	Annual	40,561.66	41,498.90	42,670.44	43,636.96	44,925.66	46,009.33	47,649.49	48,703.88	51,544.87	52,482.10	1.2700
	Monthly	3,380.14	3,458.24	3,555.87	3,636.41	3,743.81	3,834.11	3,970.79	4,058.66	4,295.41	4,373.51	
	Bi-weekly	1,560.06	1,596.11	1,641.17	1,678.34	1,727.91	1,769.59	1,832.67	1,873.23	1,982.49	2,018.54	
	Hourly	19.500800	19.951395	20.514633	20.979309	21.598873	22.119871	22.908410	23.415327	24.781187	25.231779	

## AFSCME Local 707/Lake Owasso Residence Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 34A

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
08	Annual	32,391.95	33,236.64	34,132.28	34,960.27	36,075.58	37,021.59	38,018.58	39,184.56	40,891.20	41,719.19	1.0100
	Monthly	2,699.33	2,769.72	2,844.36	2,913.36	3,006.30	3,085.13	3,168.22	3,265.38	3,407.60	3,476.60	
	Bi-weekly	1,245.84	1,278.33	1,312.78	1,344.63	1,387.52	1,423.91	1,462.25	1,507.10	1,572.74	1,604.58	
	Hourly	15.573054	15.979154	16.409750	16.807823	17.344028	17.798843	18.278163	18.838729	19.659230	20.057302	
09	Annual	33,236.64	34,132.28	34,960.27	36,075.58	37,021.59	38,018.58	39,184.56	40,181.54	42,006.51	42,834.49	1.0400
	Monthly	2,769.72	2,844.36	2,913.36	3,006.30	3,085.13	3,168.22	3,265.38	3,348.46	3,500.54	3,569.54	
	Bi-weekly	1,278.33	1,312.78	1,344.63	1,387.52	1,423.91	1,462.25	1,507.10	1,545.44	1,615.63	1,647.48	
	Hourly	15.979154	16.409750	16.807823	17.344028	17.798843	18.278163	18.838729	19.318047	20.195436	20.593506	
10	Annual	34,132.28	34,960.27	36,075.58	37,021.59	38,018.58	39,184.56	40,181.54	41,550.19	43,375.16	44,219.85	1.0700
	Monthly	2,844.36	2,913.36	3,006.30	3,085.13	3,168.22	3,265.38	3,348.46	3,462.52	3,614.60	3,684.99	
	Bi-weekly	1,312.78	1,344.63	1,387.52	1,423.91	1,462.25	1,507.10	1,545.44	1,598.08	1,668.28	1,700.76	
	Hourly	16.409750	16.807823	17.344028	17.798843	18.278163	18.838729	19.318047	19.976054	20.853444	21.259541	
10M	Annual	34,537.93	35,450.26	36,430.26	37,444.23	38,626.90	39,623.88	40,924.88	42,141.52	44,000.17	44,878.84	1.0800
	Monthly	2,878.16	2,954.19	3,035.86	3,120.35	3,218.91	3,301.99	3,410.41	3,511.79	3,666.68	3,739.90	
	Bi-weekly	1,328.38	1,363.47	1,401.16	1,440.16	1,485.65	1,524.00	1,574.03	1,620.83	1,692.31	1,726.11	
	Hourly	16.604772	17.043396	17.514549	18.002034	18.570625	19.049943	19.675422	20.260348	21.153930	21.576364	
11	Annual	34,960.27	36,075.58	37,021.59	38,018.58	39,184.56	40,181.54	41,550.19	42,817.51	44,743.81	45,639.16	1.0900
	Monthly	2,913.36	3,006.30	3,085.13	3,168.22	3,265.38	3,348.46	3,462.52	3,568.13	3,728.65	3,803.26	
	Bi-weekly	1,344.63	1,387.52	1,423.91	1,462.25	1,507.10	1,545.44	1,598.08	1,646.83	1,720.92	1,755.35	
	Hourly	16.807823	17.344028	17.798843	18.278163	18.838729	19.318047	19.976054	20.585340	21.511448	21.941906	
12	Annual	36,075.58	37,021.59	38,018.58	39,184.56	40,181.54	41,550.19	42,817.51	44,084.82	46,044.81	46,974.13	1.1300
	Monthly	3,006.30	3,085.13	3,168.22	3,265.38	3,348.46	3,462.52	3,568.13	3,673.74	3,837.07	3,914.51	
	Bi-weekly	1,387.52	1,423.91	1,462.25	1,507.10	1,545.44	1,598.08	1,646.83	1,695.57	1,770.95	1,806.70	
	Hourly	17.344028	17.798843	18.278163	18.838729	19.318047	19.976054	20.585340	21.194627	22.136929	22.583718	



Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	37,021.59	38,018.58	39,184.56	40,181.54	41,550.19	42,817.51	44,084.82	45,673.14	47,633.13	48,596.43	1.1600
	Monthly	3,085.13	3,168.22	3,265.38	3,348.46	3,462.52	3,568.13	3,673.74	3,806.10	3,969.43	4,049.70	
	Bi-weekly	1,423.91	1,462.25	1,507.10	1,545.44	1,598.08	1,646.83	1,695.57	1,756.66	1,832.04	1,869.09	
	Hourly	17.798843	18.278163	18.838729	19.318047	19.976054	20.585340	21.194627	21.958239	22.900543	23.363668	
14	Annual	38,018.58	39,184.56	40,181.54	41,550.19	42,817.51	44,084.82	45,673.14	47,210.79	49,272.12	50,252.11	1.1900
	Monthly	3,168.22	3,265.38	3,348.46	3,462.52	3,568.13	3,673.74	3,806.10	3,934.23	4,106.01	4,187.68	
	Bi-weekly	1,462.25	1,507.10	1,545.44	1,598.08	1,646.83	1,695.57	1,756.66	1,815.80	1,895.08	1,932.77	
	Hourly	18.278163	18.838729	19.318047	19.976054	20.585340	21.194627	21.958239	22.697495	23.688517	24.159670	
14M	Annual	38,626.90	39,623.88	40,924.88	42,141.52	43,459.52	44,845.15	46,382.80	48,173.80	50,319.77	51,299.77	1.2100
	Monthly	3,218.91	3,301.99	3,410.41	3,511.79	3,621.63	3,737.10	3,865.23	4,014.48	4,193.31	4,274.98	
	Bi-weekly	1,485.65	1,524.00	1,574.03	1,620.83	1,671.52	1,724.81	1,783.95	1,852.84	1,935.38	1,973.07	
	Hourly	18.570625	19.049943	19.675422	20.260348	20.893998	21.560170	22.299424	23.160479	24.192196	24.663349	
15	Annual	39,184.56	40,181.54	41,550.19	42,817.51	44,084.82	45,673.14	47,210.79	48,883.46	51,063.40	52,077.08	1.2200
	Monthly	3,265.38	3,348.46	3,462.52	3,568.13	3,673.74	3,806.10	3,934.23	4,073.62	4,255.28	4,339.76	
	Bi-weekly	1,507.10	1,545.44	1,598.08	1,646.83	1,695.57	1,756.66	1,815.80	1,880.13	1,963.98	2,002.96	
	Hourly	18.838729	19.318047	19.976054	20.585340	21.194627	21.958239	22.697495	23.501662	24.549713	25.037057	
15V	Annual	41,110.86	42,327.51	43,391.86	44,828.17	46,011.13	47,565.48	48,951.11	50,488.76	52,770.05	53,817.70	1.2800
	Monthly	3,425.91	3,527.29	3,615.99	3,735.68	3,834.26	3,963.79	4,079.26	4,207.40	4,397.50	4,484.81	
	Bi-weekly	1,581.19	1,627.98	1,668.92	1,724.16	1,769.66	1,829.44	1,882.74	1,941.88	2,029.62	2,069.91	
	Hourly	19.764837	20.349763	20.861470	21.552003	22.120736	22.868017	23.534189	24.273443	25.370217	25.873893	
16	Annual	40,181.54	41,550.19	42,817.51	44,084.82	45,673.14	47,210.79	48,883.46	50,657.76	52,955.74	54,020.38	1.2600
	Monthly	3,348.46	3,462.52	3,568.13	3,673.74	3,806.10	3,934.23	4,073.62	4,221.48	4,412.98	4,501.70	
	Bi-weekly	1,545.44	1,598.08	1,646.83	1,695.57	1,756.66	1,815.80	1,880.13	1,948.38	2,036.76	2,077.71	
	Hourly	19.318047	19.976054	20.585340	21.194627	21.958239	22.697495	23.501662	24.354691	25.459490	25.971336	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17	Annual	41,550.19	42,817.51	44,084.82	45,673.14	47,210.79	48,883.46	50,657.76	52,347.41	54,696.35	55,794.68	1.3000
	Monthly	3,462.52	3,568.13	3,673.74	3,806.10	3,934.23	4,073.62	4,221.48	4,362.28	4,558.03	4,649.56	
	Bi-weekly	1,598.08	1,646.83	1,695.57	1,756.66	1,815.80	1,880.13	1,948.38	2,013.36	2,103.71	2,145.95	
	Hourly	19.976054	20.585340	21.194627	21.958239	22.697495	23.501662	24.354691	25.167025	26.296323	26.824364	
17C	Annual	43,324.49	44,608.50	45,791.47	47,244.47	48,545.76	50,066.42	51,688.42	53,260.05	55,608.69	56,724.00	1.3500
	Monthly	3,610.37	3,717.38	3,815.96	3,937.04	4,045.48	4,172.20	4,307.37	4,438.34	4,634.06	4,727.00	
	Bi-weekly	1,666.33	1,715.71	1,761.21	1,817.10	1,867.14	1,925.63	1,988.02	2,048.46	2,138.80	2,181.69	
	Hourly	20.829083	21.446396	22.015128	22.713688	23.339308	24.070396	24.850203	25.605792	26.734949	27.271155	
18	Annual	42,817.51	44,084.82	45,673.14	47,210.79	48,883.46	50,657.76	52,347.41	54,223.05	56,639.36	57,771.65	1.3400
	Monthly	3,568.13	3,673.74	3,806.10	3,934.23	4,073.62	4,221.48	4,362.28	4,518.59	4,719.95	4,814.30	
	Bi-weekly	1,646.83	1,695.57	1,756.66	1,815.80	1,880.13	1,948.38	2,013.36	2,085.50	2,178.44	2,221.99	
	Hourly	20.585340	21.194627	21.958239	22.697495	23.501662	24.354691	25.167025	26.068775	27.230460	27.774833	
19	Annual	44,084.82	45,673.14	47,210.79	48,883.46	50,657.76	52,347.41	54,223.05	56,166.35	58,616.33	59,782.31	1.3800
	Monthly	3,673.74	3,806.10	3,934.23	4,073.62	4,221.48	4,362.28	4,518.59	4,680.53	4,884.70	4,981.86	
	Bi-weekly	1,695.57	1,756.66	1,815.80	1,880.13	1,948.38	2,013.36	2,085.50	2,160.24	2,254.47	2,299.32	
	Hourly	21.194627	21.958239	22.697495	23.501662	24.354691	25.167025	26.068775	27.003053	28.180930	28.741497	
20	Annual	45,673.14	47,210.79	48,883.46	50,657.76	52,347.41	54,223.05	56,166.35	58,109.35	60,694.65	61,894.31	1.4300
	Monthly	3,806.10	3,934.23	4,073.62	4,221.48	4,362.28	4,518.59	4,680.53	4,842.45	5,057.89	5,157.86	
	Bi-weekly	1,756.66	1,815.80	1,880.13	1,948.38	2,013.36	2,085.50	2,160.24	2,234.97	2,334.41	2,380.55	
	Hourly	21.958239	22.697495	23.501662	24.354691	25.167025	26.068775	27.003053	27.937187	29.180119	29.756879	

## AFSCME Local 707/Lake Owasso Residence Behavior Analysts Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 34C

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20R	Annual	47,160.12	48,849.78	50,826.75	52,803.73	54,882.05	56,960.36	59,157.00	62,063.31	65,628.60	67,267.88	68,602.56	1.4700
	Monthly	3,930.01	4,070.82	4,235.56	4,400.31	4,573.50	4,746.70	4,929.75	5,171.94	5,469.05	5,605.66	5,716.88	
	Bi-weekly	1,813.85	1,878.84	1,954.88	2,030.91	2,110.85	2,190.78	2,275.27	2,387.05	2,524.18	2,587.23	2,638.56	
	Hourly	22.673136	23.485469	24.435938	25.386408	26.385599	27.384789	28.440866	29.838129	31.552212	32.340326	32.982000	

## LELS Local 423/Deputy Sheriff Sergeants Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 35

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

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

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

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Grade		1	2	3	4	Night Diff
01	Annual	83,224.47	87,524.06	91,816.42	94,960.14	
	Monthly	6,935.37	7,293.67	7,651.37	7,913.35	2.6000
	Bi-weekly	3,200.94	3,366.31	3,531.40	3,652.31	
	Hourly	40.011766	42.078874	44.142509	45.653912	

## Teamsters 320 Correctional Officer 3's Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 36

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	61,809.96	64,226.27	66,591.90	69,413.85	72,167.85	75,006.79	78,048.11	81,816.38	85,871.67	89,740.98	91,548.97	1.9300
	Monthly	5,150.83	5,352.19	5,549.33	5,784.49	6,013.99	6,250.57	6,504.01	6,818.03	7,155.97	7,478.42	7,629.08	
	Bi-weekly	2,377.31	2,470.24	2,561.23	2,669.76	2,775.69	2,884.88	3,001.85	3,146.78	3,302.76	3,451.58	3,521.11	
	Hourly	29.716327	30.878012	32.015335	33.372045	34.696082	36.060957	37.523129	39.334797	41.284456	43.144701	44.013926	



## AFSCME Local 151/Licensed Practical Nurses Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 37

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23	Annual	44,439.51	45,791.47	47,092.46	48,528.77	49,981.78	51,570.10	53,293.73	59,934.32	62,654.93	63,905.26	1.3900
	Monthly	3,703.29	3,815.96	3,924.37	4,044.06	4,165.15	4,297.51	4,441.14	4,994.53	5,221.24	5,325.44	
	Bi-weekly	1,709.21	1,761.21	1,811.25	1,866.49	1,922.38	1,983.47	2,049.76	2,305.17	2,409.81	2,457.89	
	Hourly	21.365149	22.015128	22.640607	23.331140	24.029702	24.793317	25.621985	28.814577	30.122564	30.723684	
24	Annual	46,213.81	47,498.11	48,985.09	50,455.08	52,060.39	53,817.70	55,507.36	64,040.28	66,980.56	68,332.22	1.4400
	Monthly	3,851.15	3,958.18	4,082.09	4,204.59	4,338.37	4,484.81	4,625.61	5,336.69	5,581.71	5,694.35	
	Bi-weekly	1,777.45	1,826.85	1,884.04	1,940.58	2,002.32	2,069.91	2,134.90	2,463.09	2,576.18	2,628.16	
	Hourly	22.218176	22.835630	23.550524	24.257252	25.029032	25.873893	26.686229	30.788598	32.202191	32.852030	
26	Annual	51,418.09	52,955.74	54,696.35	56,538.02	58,227.68	60,373.65	62,604.26	64,817.60	67,757.88	69,126.53	1.6100
	Monthly	4,284.84	4,412.98	4,558.03	4,711.50	4,852.31	5,031.14	5,217.02	5,401.47	5,646.49	5,760.54	
	Bi-weekly	1,977.62	2,036.76	2,103.71	2,174.54	2,239.53	2,322.06	2,407.86	2,492.98	2,606.07	2,658.71	
	Hourly	24.720235	25.459490	26.296323	27.181740	27.994076	29.025793	30.098203	31.162307	32.575902	33.233908	

## AFSCME Local 151/Licensed Practical Nurse Internal Pool Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 37I

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23I	Annual	48,070.72	49,417.99	50,735.98	52,171.12	53,606.26	55,217.13	56,915.86	63,593.65	66,258.91	67,576.89	1.5000
	Monthly	4,005.89	4,118.17	4,228.00	4,347.59	4,467.19	4,601.43	4,742.99	5,299.47	5,521.58	5,631.41	
	Bi-weekly	1,848.87	1,900.69	1,951.38	2,006.58	2,061.78	2,123.74	2,189.07	2,445.91	2,548.42	2,599.11	
	Hourly	23.110923	23.758649	24.392298	25.082268	25.772239	26.546696	27.363393	30.573871	31.855245	32.488890	

## Law Enforcement Labor Services Local 184/Commanders Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 38

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

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

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

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Grade		1	2	3	4	Night Diff
31	Annual	92,909.21	97,722.06	102,815.70	108,167.48	
	Monthly	7,742.43	8,143.51	8,567.98	9,013.96	2.9000
	Bi-weekly	3,573.43	3,758.54	3,954.45	4,160.29	
	Hourly	44.667888	46.981757	49.430625	52.003596	

## AFSCME Local 151/Workforce Solutions Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 39

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	67,419.88	70,680.87	73,840.81	75,327.79	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,618.32	5,890.07	6,153.40	6,277.32	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,593.07	2,718.50	2,840.03	2,897.22	
	Hourly	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.413406	33.981189	35.500391	36.215284	
25M	Annual	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,826.84	76,375.44	79,873.09	81,461.40	1.7200
	Monthly	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,068.90	6,364.62	6,656.09	6,788.45	
	Bi-weekly	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,801.03	2,937.52	3,072.04	3,133.13	
	Hourly	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	35.012906	36.718962	38.400522	39.164134	
28	Annual	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	80,143.42	84,249.38	88,085.30	89,859.31	1.8900
	Monthly	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,678.62	7,020.78	7,340.44	7,488.28	
	Bi-weekly	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,082.44	3,240.36	3,387.90	3,456.13	
	Hourly	29.098872	30.220004	31.479131	32.722064	34.005690	35.297343	36.718962	38.530488	40.504508	42.348701	43.201589	
28M	Annual	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	81,799.40	85,837.69	89,707.30	91,515.28	1.9300
	Monthly	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,816.62	7,153.14	7,475.61	7,626.27	
	Bi-weekly	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,146.13	3,301.45	3,450.28	3,519.82	
	Hourly	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	39.326632	41.268122	43.128507	43.997731	
30	Annual	65,476.59	68,061.89	70,731.84	73,418.47	76,375.44	79,366.10	82,559.72	86,750.33	91,042.27	95,165.21	97,074.54	2.0500
	Monthly	5,456.38	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,229.19	7,586.86	7,930.43	8,089.55	
	Bi-weekly	2,518.33	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,336.55	3,501.63	3,660.20	3,733.64	
	Hourly	31.479131	32.722064	34.005690	35.297343	36.718962	38.156779	39.692173	41.706887	43.770321	45.752506	46.670450	



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

### Service Requirements for Salary Step Advancement For Salary Plan 40

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	58,283.04	60,586.01	62,977.07	65,403.47	68,128.52	70,818.53	73,596.62	77,253.59	82,654.04	86,384.16	88,123.95	1.8200
	Monthly	4,856.92	5,048.83	5,248.09	5,450.29	5,677.38	5,901.54	6,133.05	6,437.80	6,887.84	7,198.68	7,343.66	
	Bi-weekly	2,241.66	2,330.23	2,422.19	2,515.52	2,620.33	2,723.79	2,830.64	2,971.29	3,179.00	3,322.47	3,389.38	
	Hourly	28.020690	29.127891	30.277436	31.443976	32.754098	34.047371	35.382988	37.141149	39.737521	41.530846	42.367283	
26M	Annual	59,548.65	61,922.33	64,278.34	66,827.56	69,271.33	72,207.57	75,073.43	78,735.92	84,178.42	87,998.37	89,755.87	1.8600
	Monthly	4,962.39	5,160.19	5,356.53	5,568.96	5,772.61	6,017.30	6,256.12	6,561.33	7,014.87	7,333.20	7,479.66	
	Bi-weekly	2,290.33	2,381.63	2,472.24	2,570.29	2,664.28	2,777.21	2,887.44	3,028.30	3,237.63	3,384.55	3,452.15	
	Hourly	28.629160	29.770352	30.903047	32.128633	33.303524	34.715177	36.092993	37.853808	40.470395	42.306908	43.151862	
28	Annual	62,977.07	65,403.47	68,128.52	70,818.53	73,596.62	76,392.07	79,468.80	83,389.39	89,414.88	93,485.99	95,368.76	1.9700
	Monthly	5,248.09	5,450.29	5,677.38	5,901.54	6,133.05	6,366.01	6,622.40	6,949.12	7,451.24	7,790.50	7,947.40	
	Bi-weekly	2,422.19	2,515.52	2,620.33	2,723.79	2,830.64	2,938.16	3,056.49	3,207.28	3,439.03	3,595.61	3,668.03	
	Hourly	30.277436	31.443976	32.754098	34.047371	35.382988	36.726956	38.206156	40.091051	42.987921	44.945185	45.850367	
28M	Annual	64,278.34	66,827.56	69,271.33	72,207.57	74,576.64	78,009.36	81,174.17	85,112.43	91,100.58	95,207.43	97,126.26	2.0100
	Monthly	5,356.53	5,568.96	5,772.61	6,017.30	6,214.72	6,500.78	6,764.52	7,092.70	7,591.72	7,933.95	8,093.86	
	Bi-weekly	2,472.24	2,570.29	2,664.28	2,777.21	2,868.33	3,000.36	3,122.08	3,273.56	3,503.87	3,661.82	3,735.63	
	Hourly	30.903047	32.128633	33.303524	34.715177	35.854153	37.504502	39.026045	40.919438	43.798354	45.772804	46.695319	
31	Annual	70,818.53	73,596.62	76,392.07	79,468.80	82,580.58	85,903.56	89,314.30	93,709.98	100,461.93	105,052.76	107,132.92	2.2100
	Monthly	5,901.54	6,133.05	6,366.01	6,622.40	6,881.72	7,158.63	7,442.86	7,809.17	8,371.83	8,754.40	8,927.74	
	Bi-weekly	2,723.79	2,830.64	2,938.16	3,056.49	3,176.18	3,303.98	3,435.17	3,604.23	3,863.92	4,040.49	4,120.50	
	Hourly	34.047371	35.382988	36.726956	38.206156	39.702203	41.299787	42.939566	45.052873	48.299003	50.506134	51.506211	

PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	72,207.57	75,073.43	78,009.36	81,174.17	84,163.13	87,661.64	91,195.81	95,661.28	102,488.31	107,150.95	109,320.94	2.2600
	Monthly	6,017.30	6,256.12	6,500.78	6,764.52	7,013.60	7,305.14	7,599.65	7,971.77	8,540.69	8,929.25	9,110.08	
	Bi-weekly	2,777.21	2,887.44	3,000.36	3,122.08	3,237.04	3,371.60	3,507.53	3,679.28	3,941.86	4,121.19	4,204.65	
	Hourly	34.715177	36.092993	37.504502	39.026045	40.463045	42.145021	43.844138	45.990999	49.273227	51.514880	52.558143	

Law Enforcement Labor Services Local 353/Emergency Communications Shift  
Supervisors Salary Plan

Service Requirements for Salary Step Advancement For  
Salary Plan 41

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

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

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

PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	58,819.97	61,141.32	63,497.00	66,142.63	68,754.22	71,451.33	74,165.29	79,557.86	81,658.66	85,396.61	87,120.61	1.8381
	Monthly	4,901.66	5,095.11	5,291.42	5,511.89	5,729.52	5,954.28	6,180.44	6,629.82	6,804.89	7,116.38	7,260.05	
	Bi-weekly	2,262.31	2,351.59	2,442.19	2,543.95	2,644.39	2,748.13	2,852.51	3,059.92	3,140.72	3,284.49	3,350.79	
	Hourly	28.278833	29.394867	30.527405	31.799339	33.054914	34.351599	35.656391	38.248971	39.258971	41.056063	41.884910	

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

### Service Requirements for Salary Step Advancement For Salary Plan 42

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	68,061.89	70,731.84	73,418.47	76,375.45	79,366.10	82,559.72	85,837.70	90,062.27	94,658.23	98,983.86	100,943.85	2.1300
	Monthly	5,671.82	5,894.32	6,118.21	6,364.62	6,613.84	6,879.98	7,153.14	7,505.19	7,888.19	8,248.66	8,411.99	
	Bi-weekly	2,617.77	2,720.46	2,823.79	2,937.52	3,052.54	3,175.37	3,301.45	3,463.93	3,640.70	3,807.07	3,882.46	
	Hourly	32.722064	34.005692	35.297343	36.718964	38.156780	39.692175	41.268123	43.299170	45.508765	47.588395	48.530697	

## AFSCME Local 8/Professional Employees Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 43

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	50,877.42	52,854.40	54,983.39	56,774.67	59,511.97	61,776.27	64,226.27	67,419.88	68,112.56	71,187.86	72,607.18	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,731.22	4,959.33	5,148.02	5,352.19	5,618.32	5,676.05	5,932.32	6,050.60	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,183.64	2,288.92	2,376.01	2,470.24	2,593.07	2,619.71	2,737.99	2,792.58	
	Hourly	24.460299	25.410769	26.434320	27.295514	28.611526	29.700130	30.878012	32.413406	32.746423	34.224932	34.907298	
23M	Annual	50,877.42	52,854.40	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	67,419.88	70,680.87	73,840.81	75,327.79	1.5900
	Monthly	4,239.79	4,404.53	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,618.32	5,890.07	6,153.40	6,277.32	
	Bi-weekly	1,956.82	2,032.86	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,593.07	2,718.50	2,840.03	2,897.22	
	Hourly	24.460299	25.410769	26.434320	27.514756	28.611526	29.700130	30.878012	32.413406	33.981189	35.500391	36.215284	
25	Annual	53,834.40	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	71,356.85	74,922.14	78,352.42	79,923.75	1.6800
	Monthly	4,486.20	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,946.40	6,243.51	6,529.37	6,660.31	
	Bi-weekly	2,070.55	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,744.49	2,881.62	3,013.55	3,073.99	
	Hourly	25.881921	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.306178	36.020261	37.669433	38.424879	
25M	Annual	54,983.39	57,230.69	59,511.97	61,776.27	64,226.27	66,574.91	69,396.87	72,826.84	76,375.44	79,873.09	81,461.40	1.7200
	Monthly	4,581.95	4,769.22	4,959.33	5,148.02	5,352.19	5,547.91	5,783.07	6,068.90	6,364.62	6,656.09	6,788.45	
	Bi-weekly	2,114.75	2,201.18	2,288.92	2,376.01	2,470.24	2,560.57	2,669.11	2,801.03	2,937.52	3,072.04	3,133.13	
	Hourly	26.434320	27.514756	28.611526	29.700130	30.878012	32.007168	33.363878	35.012906	36.718962	38.400522	39.164134	
28M	Annual	61,776.27	64,226.27	66,574.91	69,396.87	72,151.15	74,972.82	78,014.43	81,799.40	85,837.69	89,707.30	91,515.28	1.9300
	Monthly	5,148.02	5,352.19	5,547.91	5,783.07	6,012.60	6,247.74	6,501.20	6,816.62	7,153.14	7,475.61	7,626.27	
	Bi-weekly	2,376.01	2,470.24	2,560.57	2,669.11	2,775.04	2,883.57	3,000.56	3,146.13	3,301.45	3,450.28	3,519.82	
	Hourly	29.700130	30.878012	32.007168	33.363878	34.688055	36.044624	37.506938	39.326632	41.268122	43.128507	43.997731	

## Non-represented/Administrative & Technical/Unclassified Salary Plan

### Service Requirements for Salary Step Advancement For Salary Plan 98A

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
00	Annual	33,371.95	34,318.26	35,298.26	36,396.58	37,629.92	38,863.55	40,130.87	41,921.87	43,696.16	45,673.14	46,568.79	1.0400
	Monthly	2,781.00	2,859.86	2,941.52	3,033.05	3,135.83	3,238.63	3,344.24	3,493.49	3,641.35	3,806.10	3,880.73	
	Bi-weekly	1,283.54	1,319.93	1,357.63	1,399.87	1,447.30	1,494.75	1,543.49	1,612.38	1,680.62	1,756.66	1,791.11	
	Hourly	16.044208	16.499165	16.970316	17.498355	18.091309	18.684400	19.293686	20.154743	21.007770	21.958239	22.388839	
01	Annual	36,734.57	38,305.90	39,961.88	41,651.53	43,408.84	45,250.80	47,143.13	49,137.10	51,232.40	53,564.06	54,645.40	1.1500
	Monthly	3,061.21	3,192.16	3,330.16	3,470.96	3,617.40	3,770.90	3,928.59	4,094.76	4,269.37	4,463.67	4,553.78	
	Bi-weekly	1,412.87	1,473.30	1,537.00	1,601.98	1,669.57	1,740.42	1,813.20	1,889.89	1,970.48	2,060.16	2,101.75	
	Hourly	17.660851	18.416298	19.212441	20.024774	20.869636	21.755194	22.664967	23.623605	24.630962	25.751954	26.271825	
02	Annual	38,559.24	40,249.19	42,006.51	43,865.16	45,774.48	47,785.14	49,846.75	52,043.40	54,358.36	56,774.67	57,923.66	1.2000
	Monthly	3,213.27	3,354.10	3,500.54	3,655.43	3,814.54	3,982.10	4,153.90	4,336.95	4,529.86	4,731.22	4,826.97	
	Bi-weekly	1,483.05	1,548.05	1,615.63	1,687.12	1,760.56	1,837.89	1,917.18	2,001.67	2,090.71	2,183.64	2,227.83	
	Hourly	18.538097	19.350574	20.195436	21.089019	22.006961	22.973625	23.964785	25.020866	26.133829	27.295514	27.847914	
03	Annual	40,536.22	42,361.19	44,186.16	46,180.13	48,224.47	50,404.41	52,601.05	54,949.70	57,366.01	59,968.29	61,167.96	1.2700
	Monthly	3,378.02	3,530.10	3,682.18	3,848.34	4,018.71	4,200.37	4,383.42	4,579.14	4,780.50	4,997.36	5,097.33	
	Bi-weekly	1,559.09	1,629.28	1,699.47	1,776.16	1,854.79	1,938.63	2,023.12	2,113.45	2,206.38	2,306.47	2,352.61	
	Hourly	19.488567	20.365958	21.243346	22.201983	23.184839	24.232891	25.288968	26.418124	27.579810	28.830910	29.407671	
04	Annual	42,817.51	44,726.83	46,737.49	48,832.78	51,063.40	53,344.40	55,727.02	58,244.67	60,914.31	63,634.93	64,935.93	1.3400
	Monthly	3,568.13	3,727.24	3,894.79	4,069.40	4,255.28	4,445.37	4,643.92	4,853.72	5,076.19	5,302.91	5,411.33	
	Bi-weekly	1,646.83	1,720.26	1,797.60	1,878.18	1,963.98	2,051.71	2,143.35	2,240.18	2,342.86	2,447.50	2,497.54	
	Hourly	20.585340	21.503282	22.469945	23.477300	24.549713	25.646345	26.791836	28.002243	29.285728	30.593715	31.219195	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	43,189.18	45,166.16	47,160.12	49,272.12	51,519.42	53,868.37	56,250.70	58,819.01	61,505.95	64,293.92	65,577.93	1.3500
	Monthly	3,599.10	3,763.85	3,930.01	4,106.01	4,293.29	4,489.03	4,687.56	4,901.59	5,125.50	5,357.83	5,464.83	
	Bi-weekly	1,661.12	1,737.16	1,813.85	1,895.08	1,981.52	2,071.86	2,163.49	2,262.27	2,365.61	2,472.84	2,522.23	
	Hourly	20.764028	21.714499	22.673136	23.688517	24.768953	25.898254	27.043606	28.278372	29.570166	30.910539	31.527853	
05	Annual	45,335.15	47,379.78	49,576.43	51,823.74	54,223.05	56,724.00	59,342.98	62,029.62	64,868.27	67,791.56	69,160.21	1.4200
	Monthly	3,777.93	3,948.32	4,131.37	4,318.65	4,518.59	4,727.00	4,945.25	5,169.14	5,405.69	5,649.30	5,763.35	
	Bi-weekly	1,743.66	1,822.30	1,906.79	1,993.22	2,085.50	2,181.69	2,282.42	2,385.75	2,494.93	2,607.37	2,660.01	
	Hourly	21.795747	22.778742	23.834821	24.915258	26.068775	27.271155	28.530280	29.821934	31.186668	32.592096	33.250102	
06	Annual	48,190.78	50,522.74	52,905.07	55,355.35	57,957.34	60,795.99	63,668.60	66,676.25	69,819.20	73,029.82	74,482.82	1.5100
	Monthly	4,015.90	4,210.23	4,408.76	4,612.95	4,829.78	5,066.33	5,305.72	5,556.35	5,818.27	6,085.82	6,206.90	
	Bi-weekly	1,853.49	1,943.18	2,034.81	2,129.05	2,229.13	2,338.31	2,448.79	2,564.47	2,685.35	2,808.84	2,864.72	
	Hourly	23.168645	24.289778	25.435129	26.613147	27.864106	29.228839	30.609906	32.055888	33.566925	35.110488	35.809049	
07	Annual	51,891.39	54,375.06	56,960.36	59,630.30	62,468.95	65,459.89	68,535.19	71,779.19	75,209.47	78,639.74	80,211.07	1.6200
	Monthly	4,324.28	4,531.26	4,746.70	4,969.19	5,205.75	5,454.99	5,711.27	5,981.60	6,267.46	6,553.31	6,684.26	
	Bi-weekly	1,995.82	2,091.35	2,190.78	2,293.47	2,402.65	2,517.69	2,635.97	2,760.74	2,892.67	3,024.61	3,085.04	
	Hourly	24.947783	26.141857	27.384789	28.668415	30.033148	31.471102	32.949612	34.509227	36.158397	37.807567	38.563016	
07F	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	77,879.12	81,393.75	83,033.02	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,489.93	6,782.81	6,919.42	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	2,995.35	3,130.53	3,193.58	
	Hourly	26.929973	27.994076	29.098872	30.220004	31.479131	32.722064	34.005690	35.695414	37.441883	39.131608	39.919722	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	56,014.34	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	74,246.46	78,926.77	82,458.38	84,114.36	1.7500
	Monthly	4,667.86	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,187.21	6,577.23	6,871.53	7,009.53	
	Bi-weekly	2,154.40	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,855.63	3,035.64	3,171.48	3,235.17	
	Hourly	26.929973	27.994076	29.098872	30.222004	31.479131	32.722064	34.005690	35.695414	37.945561	39.643454	40.439594	
07R	Annual	58,227.68	60,525.65	62,857.61	65,476.59	68,061.89	70,731.84	73,418.47	77,034.44	80,836.38	84,536.70	86,243.34	1.8200
	Monthly	4,852.31	5,043.81	5,238.13	5,456.38	5,671.82	5,894.32	6,118.21	6,419.54	6,736.37	7,044.73	7,186.95	
	Bi-weekly	2,239.53	2,327.91	2,417.60	2,518.33	2,617.77	2,720.46	2,823.79	2,962.86	3,109.09	3,251.41	3,317.05	
	Hourly	27.994076	29.098872	30.222004	31.479131	32.722064	34.005690	35.297343	37.035786	38.863645	40.642644	41.463144	
08	Annual	56,014.34	58,633.32	61,454.98	64,361.58	67,453.57	70,664.18	74,026.80	77,507.45	81,208.06	84,874.69	86,564.34	1.7500
	Monthly	4,667.86	4,886.11	5,121.25	5,363.47	5,621.13	5,888.68	6,168.90	6,458.95	6,767.34	7,072.89	7,213.70	
	Bi-weekly	2,154.40	2,255.13	2,363.65	2,475.45	2,594.37	2,717.85	2,847.18	2,981.06	3,123.39	3,264.41	3,329.40	
	Hourly	26.929973	28.189096	29.545664	30.943065	32.429599	33.973162	35.589807	37.263196	39.042334	40.805140	41.617472	
09	Annual	60,846.95	63,736.27	66,743.91	69,920.54	73,232.49	76,730.13	80,329.40	84,198.71	88,203.33	92,224.94	94,083.59	1.9000
	Monthly	5,070.58	5,311.36	5,561.99	5,826.71	6,102.71	6,394.18	6,694.12	7,016.56	7,350.28	7,685.41	7,840.30	
	Bi-weekly	2,340.27	2,451.39	2,567.07	2,689.25	2,816.63	2,951.16	3,089.59	3,238.41	3,392.44	3,547.11	3,618.60	
	Hourly	29.253343	30.642435	32.088416	33.615644	35.207927	36.889486	38.619904	40.480148	42.405448	44.338913	45.232495	
10	Annual	66,321.56	69,515.19	72,826.84	76,274.11	79,906.76	83,692.02	87,713.33	91,836.28	96,212.87	100,555.19	102,583.13	2.0700
	Monthly	5,526.80	5,792.93	6,068.90	6,356.18	6,658.90	6,974.34	7,309.44	7,653.02	8,017.74	8,379.60	8,548.59	
	Bi-weekly	2,550.83	2,673.66	2,801.03	2,933.62	3,073.34	3,218.92	3,373.59	3,532.16	3,700.50	3,867.51	3,945.50	
	Hourly	31.885367	33.420764	35.012906	36.670243	38.416713	40.236546	42.169871	44.152059	46.256188	48.343841	49.318811	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 98B

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

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

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















































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

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

Step Advancement		Service Requirements	
From	To	Full Time	Part Time

N / A for Principal Assistant

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

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 As Of Date: 07/23/2019  
 Salary Plan: 98D Non-rep/Principal Asst

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 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	Night Diff
25A	Annual	58,971.31	61,319.96	63,769.95	66,304.58	68,940.55	71,728.52	74,601.14	78,352.42	79,923.75	1.8400
	Monthly	4,914.28	5,110.00	5,314.16	5,525.38	5,745.05	5,977.38	6,216.76	6,529.37	6,660.31	
	Bi-weekly	2,268.13	2,358.46	2,452.69	2,550.18	2,651.56	2,758.79	2,869.27	3,013.55	3,073.99	
	Hourly	28.351592	29.480750	30.658629	31.877200	33.144494	34.484867	35.865934	37.669433	38.424879	