



# RAMSEY COUNTY

## Compensation Manual

January 11, 2020

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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 11, 2020.

## 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 – SSD, FASD, HWAD (Community Human Services) (Semi-Annual) <i>not printed in this edition</i>
27M	AFSCME Local 151 – SSD, FASD, HWAD (Community Human Services)
27B	AFSCME Local 151 – SSD, FASD, HWAD (Community Human Services)(Semi-Annual) <i>not printed in this edition</i>
27N	AFSCME Local 151 – SSD, FASD, HWAD (Community Human Services)
27E	AFSCME Local 151 – SSD, FASD, HWAD (Community Human Services)
27H	AFSCME Local 151 – SSD, FASD, HWAD (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	\$ 6,271 - \$ 9,324
0785	9-1-1 Telecommunicator	28B	18	\$ 3,720 - \$ 5,381
0661	Account Specialist1-Uncl	99	99	No Salary Minimum or Maximum
0662	Account Specialist 2-Uncl	99	99	No Salary Minimum or Maximum
0499	Account Specialist 1	01A 22M 27M	16 16 16	\$ 3,250 - \$ 4,720 \$ 3,250 - \$ 4,720 \$ 3,250 - \$ 4,720
0380	Account Specialist 2	01A 22M 27M	18G 18G 18G	\$ 3,473 - \$ 5,181 \$ 3,473 - \$ 5,181 \$ 3,473 - \$ 5,181
0043	Accountant 1	02A 27N	23C 23C	\$ 4,323 - \$ 6,410 \$ 4,323 - \$ 6,410
0663	Accountant 1-Uncl	99	99	No Salary Minimum or Maximum
0427	Accountant 2	02A 27N	27 27	\$ 4,974 - \$ 7,367 \$ 4,974 - \$ 7,367
0664	Accountant 2-Uncl	99	99	No Salary Minimum or Maximum
0054	Accountant 3	02A	30	\$ 5,593 - \$ 8,292
0117	Accountant 4	02A 98B	32 32	\$ 6,042 - \$ 8,970 \$ 6,042 - \$ 8,970

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0175	Accounting Manager	98B	36	\$ 7,052 - \$ 10,481
0322	Accounting Support Supervisor	02A	27	\$ 4,974 - \$ 7,367
0105	Activity Technician	33A	17C	\$ 3,797 - \$ 4,904
0202	Admin Assistant 1	02A 22N 27N	18M 18M 18M	\$ 3,589 - \$ 5,301 \$ 3,589 - \$ 5,301 \$ 3,589 - \$ 5,301
0860	Admin Assistant 1 - Uncl	99	99	No Salary Minimum or Maximum
0410	Admin Assistant 2	02A 22N 27N	20S 20S 20S	\$ 3,921 - \$ 5,824 \$ 3,921 - \$ 5,824 \$ 3,921 - \$ 5,824
0358	Admin Assistant 3	02A 22N 27N	24P 24P 24P	\$ 4,520 - \$ 6,697 \$ 4,520 - \$ 6,697 \$ 4,520 - \$ 6,697
0039	Admin Assistant 4	02A 22N 27N 98B	26A 26A 26A 26A	\$ 4,793 - \$ 7,108 \$ 4,793 - \$ 7,108 \$ 4,793 - \$ 7,108 \$ 4,793 - \$ 7,108
0766	Admin Assistant 4 - Uncl	02A 22N	26A 26A	\$ 4,793 - \$ 7,108 \$ 4,793 - \$ 7,108
0139	Admin Secretary 1	01A 22M 27M	19I 19I 19I	\$ 3,589 - \$ 5,487 \$ 3,589 - \$ 5,487 \$ 3,589 - \$ 5,487
0192	Admin Secretary 2	01A	21Z	\$ 3,862 - \$ 6,072

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		22M	21Z	\$ 3,862 - \$ 6,072
		27M	21Z	\$ 3,862 - \$ 6,072
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	\$ 7,624 - \$ 11,337
0538	Administr-RmsyCntyCareCtr-Uncl	98B	38	\$ 7,624 - \$ 11,337
0880	Administrative Investigator CC	02A	28	\$ 5,170 - \$ 7,675
0118	Administrative Planning Asst	22M	20P	\$ 3,823 - \$ 5,609
0206	Arena Mtncce & Operations Supv	02A	29	\$ 5,369 - \$ 7,974
0268	Arena Superintendent	02A	25	\$ 4,598 - \$ 6,827
0905	Assessment Appeals Specialist	22N	33	\$ 6,271 - \$ 9,324
0020	Assistant Probation Officer 1	22M	17B	\$ 3,376 - \$ 4,903
0289	Assistant Probation Officer 2	22M	19F	\$ 3,732 - \$ 5,473
0482	Asst County Attorney 1	21A	30	\$ 5,594 - \$ 8,322



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	\$ 6,704 - \$ 9,980
0236	Asst County Attorney 3	21A 21C	41 41	\$ 8,210 - \$ 12,222 \$ 8,210 - \$ 12,222
0875	Asst County Attorney 3 - Uncl	99	99	No Salary Minimum or Maximum
0702	Asst County Attorney 4	21A 21C	41X 41X	\$ 8,619 - \$ 12,832 \$ 8,619 - \$ 12,832
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	\$ 7,052 - \$ 10,481
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	\$ 8,876 - \$ 13,196
0456	Asst General Supervisor	02A	28	\$ 5,170 - \$ 7,675
0826	Asst Manager-Prop Rec & Rev	02A	33	\$ 6,271 - \$ 9,324
0003	Asst Mgr - Cnty Assessing Divn	02A	35	\$ 6,779 - \$ 10,070
0126	Asst Program Evaluator	02A 27N	25M 25M	\$ 4,697 - \$ 6,958 \$ 4,697 - \$ 6,958
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 \$ 8,368 - \$ 12,216

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	\$ 4,888 - \$ 7,224 \$ 4,888 - \$ 7,224
0346	Automated Info Sys Spc-WkfceDv	22M	20	\$ 3,715 - \$ 5,482
0477	Behavior Analyst	34C	20R	\$ 4,028 - \$ 5,860
0404	Bldg Services Manager	98B	29	\$ 5,369 - \$ 7,974
0411	Budget & Acctg Analyst 1	02A	23C	\$ 4,323 - \$ 6,410
0468	Budget & Acctg Analyst 2	02A	27	\$ 4,974 - \$ 7,367
0367	Building Info Officer	22M	16	\$ 3,250 - \$ 4,720
0132	Building Maint Mechanic 1	22E	04	\$ 4,088 - \$ 4,903
0625	Building Maint Mechanic 2	22E	06	\$ 4,528 - \$ 5,424
0033	Building Operations Supv	02A	22	\$ 4,093 - \$ 6,062
0248	Bus & Functional Sys Suppt Mgr	02A	35	\$ 6,779 - \$ 10,070
0865	CCS Capability Manager	98B	34	\$ 6,524 - \$ 9,686
0319	Carpenter	08A 08B	32 32	\$ 7,996 - \$ 7,996 \$10,530 - \$ 10,530

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0333	Case Aide 1	01A	16D	\$ 3,360 - \$ 4,811
		22M	16D	\$ 3,360 - \$ 4,811
		27M	16D	\$ 3,360 - \$ 4,811
0759	Case Aide 1 - Uncl	99	99	No Salary Minimum or Maximum
0266	Case Aide 2	01A	18F	\$ 3,539 - \$ 5,264
		22M	18F	\$ 3,539 - \$ 5,264
		27M	18F	\$ 3,539 - \$ 5,264
0121	Case Aide 3	27M	21E	\$ 3,960 - \$ 5,958
0402	Cashier - Prop Rec Rev	22M	18E	\$ 3,527 - \$ 5,487
0881	Central Fleet Manager	98B	32	\$ 6,042 - \$ 8,970
0833	Certified Peer Recovery Spec	27N	19	\$ 3,652 - \$ 5,386
0282	Chemical Dependency Couns Supv	02A	28M	\$ 5,277 - \$ 7,817
0310	Chemical Dependency Counselor	02A	19	\$ 3,652 - \$ 5,386
		27N	19	\$ 3,652 - \$ 5,386
0239	Chemical Dependency Prgm Supv	02A	31M	\$ 5,928 - \$ 8,798
0124	Chief Clerk to the Board-Unc*	98B	27M	\$ 5,083 - \$ 7,521
0918	Chief Comp & Ethics Offr Unc	98B	38M	\$ 7,782 - \$ 11,563
0522	Chief Correctional Officer	02A	31	\$ 5,814 - \$ 8,622
		42	01	\$ 5,814 - \$ 8,622

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0225	Chief Deputy Sheriff - Uncl	98B	42B	\$ 9,202 - \$ 13,685
0241	Chief Investigator - Med Exmnr	02A 98B	33 33	\$ 6,271 - \$ 9,324 \$ 6,271 - \$ 9,324
0405	Chief Stationary Engineer	02A	31	\$ 5,814 - \$ 8,622
0323	Child Protection Worker	27N	27M	\$ 5,083 - \$ 7,521
0768	Child Support Assistant	22M	17	\$ 3,359 - \$ 4,893
0450	Child Support Supervisor	02A	31M	\$ 5,928 - \$ 8,798
0706	Claims Administrator	02A	27	\$ 4,974 - \$ 7,367
0257	Clerical Speclst-Prop Rec Rev	22M	21	\$ 3,862 - \$ 5,700
0221	Clerk 1	01A 22M 27M	07 07 07	\$ 2,469 - \$ 3,415 \$ 2,469 - \$ 3,415 \$ 2,469 - \$ 3,415
0339	Clerk 2	01A 22M 27M	11F 11F 11F	\$ 2,851 - \$ 3,978 \$ 2,851 - \$ 3,978 \$ 2,851 - \$ 3,978
0008	Clerk 3	01A 22M 27M	14F 14F 14F	\$ 3,103 - \$ 4,513 \$ 3,103 - \$ 4,513 \$ 3,103 - \$ 4,513
0110	Clerk 4	01A 22M 27M	20B 20B 20B	\$ 3,794 - \$ 6,198 \$ 3,794 - \$ 6,198 \$ 3,794 - \$ 6,198

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0143	Clerk Typist 1	01A	08F	\$ 2,633 - \$ 3,640
		22M	08F	\$ 2,633 - \$ 3,640
		27M	08F	\$ 2,633 - \$ 3,640
0093	Clerk Typist 2	01A	11F	\$ 2,851 - \$ 3,978
		22M	11F	\$ 2,851 - \$ 3,978
		27M	11F	\$ 2,851 - \$ 3,978
0666	Clerk Typist 2-Uncl	99	99	No Salary Minimum or Maximum
0496	Clerk Typist 3	01A	15F	\$ 3,214 - \$ 4,694
		22M	15F	\$ 3,214 - \$ 4,694
		27M	15F	\$ 3,214 - \$ 4,694
0667	Clerk Typist 3-Uncl	99	99	No Salary Minimum or Maximum
0655	Clinical Psychologist	02A	30M	\$ 5,687 - \$ 8,466
		27N	30M	\$ 5,687 - \$ 8,466
0715	Collections Enforcement Agent	22N	25	\$ 4,598 - \$ 6,827
		27N	25	\$ 4,598 - \$ 6,827
0399	Comm Corr Acctg and Admin Mgr	98B	33	\$ 6,271 - \$ 9,324
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	\$ 6,779 - \$ 10,070
0442	Comm Corr Superint-BTT - Uncl	98B	36	\$ 7,052 - \$ 10,481
0275	Comm Corr Superint-JDC - Uncl	98B	36	\$ 7,052 - \$ 10,481
0335	Comm Corr Supv	10A	02	\$ 6,075 - \$ 9,024

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0523	Commnty Svc Ofcr	22N	17M	\$ 3,462 - \$ 5,106
0700	Communications Associate	02A 27N	19M 19M	\$ 3,716 - \$ 5,513 \$ 3,716 - \$ 5,513
0699	Communicatn/Progrmng Spec-Lib	02A	28M	\$ 5,277 - \$ 7,817
0858	Community Youth Worker	22M	12	\$ 2,858 - \$ 4,037
0787	Compliance and Records Manager	98B	33	\$ 6,271 - \$ 9,324
0692	Computer Project Analyst	02A	33M	\$ 6,400 - \$ 9,506
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	\$ 6,271 - \$ 9,324
0351	Contract Manager	02A 27N	30 30	\$ 5,593 - \$ 8,292 \$ 5,593 - \$ 8,292
0159	Controller	98B	35	\$ 6,779 - \$ 10,070
0152	Cook	33A	15V	\$ 3,616 - \$ 4,700
0135	Cook - Juvenile Institutions	22M	18S	\$ 3,647 - \$ 5,257
0127	Cook - Trainee	33A	10P	\$ 3,093 - \$ 3,959

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0481	Cook Supv - Juvenile Inst	02A	21M	\$ 4,018 - \$ 5,959
0376	Corr Officer (Laundry Supv)	28	04	\$ 4,893 - \$ 7,010
0138	Corr Officer 1(Auto Mechanic)	28	02	\$ 4,238 - \$ 6,212
0283	Corr Officer 1(Cook)	28	02	\$ 4,238 - \$ 6,212
0397	Corr Officer 1(Gen'l Duty)	28 28	02 02S	\$ 4,238 - \$ 6,212 \$ 4,238 - \$ 6,212
0585	Corr Officer 1(Nursery Farm)	28	02	\$ 4,238 - \$ 6,212
0015	Corr Officer 1(Shop Supv)	28	02	\$ 4,238 - \$ 6,212
0510	Corr Officer 1(Sta Engr)	28	02	\$ 4,238 - \$ 6,212
0217	Corr Officer 2(Auto Mechanic)	28	03	\$ 4,606 - \$ 6,746
0083	Corr Officer 2(Cook)	28	03	\$ 4,606 - \$ 6,746
0423	Corr Officer 2(Gen'l Duty)	28 28	03 03S	\$ 4,606 - \$ 6,746 \$ 4,606 - \$ 6,746
0439	Corr Officer 2(Nursery Farm)	28	03	\$ 4,606 - \$ 6,746
0277	Corr Officer 2(Shop Supv)	28	03	\$ 4,606 - \$ 6,746
0215	Corr Officer 2(Sta Engr)	28	03	\$ 4,606 - \$ 6,746

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0122	Corr Officer 3(Cook)	31	28M	\$ 5,280 - \$ 7,820
0548	Corr Officer 3(Gen'l Duty)	31 36	28M 28M	\$ 5,280 - \$ 7,820 \$ 5,280 - \$ 7,820
0026	Corr Officer 3(NurseryCoord)	31	28M	\$ 5,280 - \$ 7,820
0530	Corr/Det Fac Superint- Uncl	98B	38	\$ 7,624 - \$ 11,337
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	\$ 9,641 - \$ 14,323
0244	County Manager - Uncl	98B 98E	52 52	\$12,791 - \$ 19,016 \$14,635 - \$ 14,635
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0370	County Surveyor/Pub Wks - Uncl	98B	34	\$ 6,524 - \$ 9,686
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	03	18	\$ 3,552 - \$ 4,826
0494	Custodial Worker 1	33A 34A	10M 10M	\$ 3,054 - \$ 3,935 \$ 2,950 - \$ 3,833
0018	Custodial/Laundry Worker	33A	10M	\$ 3,054 - \$ 3,935



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0760	Customer Service Specialist	27M	16	\$ 3,250 - \$ 4,720
0920	Data Compliance Manager	98B	33	\$ 6,271 - \$ 9,324
0761	Data Quality Clerk	27M	16D	\$ 3,360 - \$ 4,811
0762	Data Quality Specialist	27M	21E	\$ 3,960 - \$ 5,958
0921	Dep Dir Com & Econ Dvlmt Uncl	98B	36	\$ 7,052 - \$ 10,481
0914	Dep Dir Dept of Cty Assessor	98B	38	\$ 7,624 - \$ 11,337
0414	Dep Dir of Admin-Com Cor-Uncl	98B	38	\$ 7,624 - \$ 11,337
0301	Dep Dir of Adt Probation(Uncl)	98B	38	\$ 7,624 - \$ 11,337
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	\$ 7,624 - \$ 11,337
0879	Dep Dir of ECC - Uncl.	98B	36	\$ 7,052 - \$ 10,481
0837	Dep Dir of Finance	98B	37M	\$ 7,479 - \$ 11,112
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	\$ 7,624 - \$ 11,337
0923	Dep Dir of PropTax,Rec,Ele, U	98B	38	\$ 7,624 - \$ 11,337
0679	Dep Dir of Ram Co Library	98B	36	\$ 7,052 - \$ 10,481
0565	Deputy County Manager - Uncl	98B	48M	\$11,493 - \$ 17,080

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0900	Deputy Director Pub Works-Unc	98B	40	\$ 8,248 - \$ 12,258
0915	Deputy Director of Comm (Uncl)	98B	34	\$ 6,524 - \$ 9,686
0922	Deputy Director of HR	98B	39	\$ 7,940 - \$ 11,789
0130	Deputy Sheriff	30	02	\$ 4,798 - \$ 7,019
0270	Deputy Sheriff Commander	38	31	\$ 7,936 - \$ 9,239
0416	Deputy Sheriff Inspector-Uncl	98B	32	\$ 6,042 - \$ 8,970
0042	Deputy Sheriff-Sergeant	35	01	\$ 7,074 - \$ 8,072
0479	Detoxification Aide	27E	02A	\$ 3,370 - \$ 4,450
0182	Dietary Coordinator - LOR	03	25	\$ 4,253 - \$ 5,809
0382	Dietetic Technician	02A	16	\$ 3,284 - \$ 4,815
0819	Dir - Health Care Systems-Uncl	98B	40	\$ 8,248 - \$ 12,258
0890	Dir County Assessor Dept Uncl	98B	43	\$ 9,283 - \$ 13,776
0891	Dir PropTx, Rec, &ElecSvc Uncl	98B	43	\$ 9,283 - \$ 13,776
0916	Dir of Adm IPR (Unclassified)	98B	39	\$ 7,940 - \$ 11,789
0813	Dir of Admin - Info Serv	98B	36M	\$ 7,191 - \$ 10,687

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0842	Dir of Admin - Prop Mgt (uncl)	98B	34M	\$ 6,651 - \$ 9,878
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	\$ 6,916 - \$ 10,276
0519	Dir of Admin-CHSD - Uncl	98B	40	\$ 8,248 - \$ 12,258
0082	Dir of Admin-Cty Atty (Uncl)	98B	36M	\$ 7,191 - \$ 10,687
0383	Dir of Admin-Sheriff - Uncl	98B	31	\$ 5,814 - \$ 8,622
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	\$ 6,524 - \$ 9,686
0532	Dir of Comm and Pub Rel - Uncl	98B	41	\$ 8,573 - \$ 12,749
0258	Dir of Comnty & Econ Dev- Uncl	98B	42	\$ 8,917 - \$ 13,261
0163	Dir of Comnty Corrcrtns - Uncl	98B	46	\$10,428 - \$ 15,482
0395	Dir of Comnty Humn Svcs - Uncl	98B 98E	48 48	\$11,268 - \$ 16,745 \$14,635 - \$ 14,635
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	\$ 6,779 - \$ 10,070
0763	Dir of Emgcy Comm - Uncl	98B	41	\$ 8,573 - \$ 12,749
0611	Dir of Emrgcy Svcs - Uncl	98B	33M	\$ 6,400 - \$ 9,506
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	\$ 9,283 - \$ 13,776

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0245	Dir of Finance	98B	44	\$ 9,641 - \$ 14,323
0502	Dir of Human Resources	98B	43	\$ 9,283 - \$ 13,776
0628	Dir of Information Svcs - Uncl	98B	44	\$ 9,641 - \$ 14,323
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	\$ 5,872 - \$ 9,445
0168	Dir of Nutritional Svcs - RCCC	02A	26M	\$ 4,888 - \$ 7,224
0513	Dir of Operations - Pks & Rec	98B	35	\$ 6,779 - \$ 10,070
0465	Dir of Parks & Recreatn - Uncl	98B	43	\$ 9,283 - \$ 13,776
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	\$ 6,271 - \$ 9,324
0016	Dir of Pol Analysis&Plng-Uncl	98B	40	\$ 8,248 - \$ 12,258
0629	Dir of Property Mgmt - Uncl	98B	41	\$ 8,573 - \$ 12,749
0253	Dir of Public Health - Uncl	98B	43	\$ 9,283 - \$ 13,776
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	\$ 9,283 - \$ 13,776
0569	Dir of Regnl Rail Auth - Uncl	98B	41	\$ 8,573 - \$ 12,749

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0877	Dir of Social Services - Uncl	98B	44	\$ 9,641 - \$ 14,323
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	\$ 5,486 - \$ 8,133
0804	Dispatcher - Fire	28B	21	\$ 4,017 - \$ 5,811
0805	Dispatcher - Law Enforcement	28B	21	\$ 4,017 - \$ 5,811
0205	Div Inc and OD Dev Specialist	02A	28M	\$ 5,277 - \$ 7,817
0227	Diversity Prgrms Specialist 1	02A	24	\$ 4,431 - \$ 6,564
0334	Diversity Prgrms Specialist 2	02A	26	\$ 4,785 - \$ 7,092
0431	Diversity Program Manager	98B	34	\$ 6,524 - \$ 9,686
0525	Division Dirctr-Co Atty - Uncl	98B	42W	\$ 9,240 - \$ 13,711
0712	Division Director-Soc Svcs Unc	98B	40	\$ 8,248 - \$ 12,258
0591	Duplic Equipmt Op-Layout&Design	22N 27N	18C 18C	\$ 3,594 - \$ 5,275 \$ 3,594 - \$ 5,275
0887	EAM Systems Manager	02A	32	\$ 6,042 - \$ 8,970
0784	ECC Support Technician	22N	23	\$ 4,255 - \$ 6,307
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	\$ 7,191 - \$ 10,687

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0050	Economic Development Spec	02A	31	\$ 5,814 - \$ 8,622
0885	Election Clerk - Uncl	99	885	\$ 3,033 - \$ 3,033
0350	Elections Administrator 1	22M	18	\$ 3,473 - \$ 5,082
0588	Elections Administrator 2	22N	24M	\$ 4,515 - \$ 6,690
0315	Elections Supervisor Admint 3	02A	29M	\$ 5,486 - \$ 8,133
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	\$ 6,524 - \$ 9,686
0894	Emerg Comm Tech Support Superv	02A	31	\$ 5,814 - \$ 8,622

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0893	Emergency Comm GIS Specialist	02A	27	\$ 4,974 - \$ 7,367
0801	Emergency Comm Shift Supv	41	01	\$ 5,000 - \$ 7,405
0290	Emergency Communications Mgr	98B	31M	\$ 5,928 - \$ 8,798
0594	Emergency Mgmt Coordinator	02A	25	\$ 4,598 - \$ 6,827
0387	Employmnt Gdnce Counslr 1	02A 27N 39	23M 23M 23M	\$ 4,346 - \$ 6,434 \$ 4,346 - \$ 6,434 \$ 4,346 - \$ 6,434
0123	Employmnt Gdnce Counslr 2	02A 27N 39	25M 25M 25M	\$ 4,697 - \$ 6,958 \$ 4,697 - \$ 6,958 \$ 4,697 - \$ 6,958
0363	Employmnt Gdnce Counslr 3	02A 27N 39	28M 28M 28M	\$ 5,277 - \$ 7,817 \$ 5,277 - \$ 7,817 \$ 5,277 - \$ 7,817
0306	Employmnt Gdnce Counslr Aide 1	22M	18	\$ 3,473 - \$ 5,082
0637	Employmnt Gdnce Counslr Aide 2	22M	21	\$ 3,862 - \$ 5,700
0025	Employmnt Gdnce Counslr Supv	02A	31M	\$ 5,928 - \$ 8,798
0145	Engineer 1	02A	28D	\$ 5,193 - \$ 7,710
0095	Engineer 2	02A	30B	\$ 5,616 - \$ 8,334
0559	Engineer 3	02A	34B	\$ 6,557 - \$ 9,742

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0392	Engineer 4	98B	37	\$ 7,332 - \$ 10,894
0476	Engineer/Const/Survey Tech 2	25A	02	\$ 4,010 - \$ 5,936
0314	Engineer/Const/Survey Tech 3	25A	03	\$ 4,509 - \$ 6,680
0615	Engineer/Const/Survey Tech 4	25A	04	\$ 5,062 - \$ 7,514
0086	Engineer/Const/SurveyTech 1	25A	01	\$ 3,464 - \$ 5,119
0379	Engineering Aide	02A	13	\$ 2,976 - \$ 4,277
0889	Enterprise Risk Manager-Uncl	98B	35M	\$ 6,916 - \$ 10,276
0791	Environmental Health Supervisr	02A	31M	\$ 5,928 - \$ 8,798
0789	Environmental Hlth DivDir-Uncl	98B	38	\$ 7,624 - \$ 11,337
0777	Environmental Hlth Tec-Spanish	01A	18	\$ 3,473 - \$ 5,082
0774	Environmental Hlth Tech	01A	18	\$ 3,473 - \$ 5,082
0775	Environmental Hlth Tech-Hmong	01A	18	\$ 3,473 - \$ 5,082
0776	Environmental Hlth Tech-Somali	01A	18	\$ 3,473 - \$ 5,082
0540	Environmtal Health Speclst 1	02A	24	\$ 4,431 - \$ 6,564
0155	Environmtal Health Speclst 2	02A	28M	\$ 5,277 - \$ 7,817



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0403	Environmtal Resrces Spclst 1	02A	23	\$ 4,255 - \$ 6,307
0490	Environmtal Resrces Spclst 2	02A 98A	27 07R	\$ 4,974 - \$ 7,367 \$ 4,974 - \$ 7,367
0035	Environmtal Svcs Supv - PubWks	98B	34	\$ 6,524 - \$ 9,686
0560	Epidemiologist	43	28M	\$ 5,277 - \$ 7,817
0160	Equipment Service Worker	26A	03	\$ 4,082 - \$ 5,191
0210	Executive Assistant	98B	32M	\$ 6,163 - \$ 9,135
0765	Executive Assistant - Uncl	98B	32M	\$ 6,163 - \$ 9,135
0562	Executive Housekeeper - RCCC	02A	24	\$ 4,431 - \$ 6,564
0393	Facility Improvements Coord	02A	22M	\$ 4,181 - \$ 6,198
0917	Fellowship - Unclassified	99	99	No Salary Minimum or Maximum
0263	Finance Manager	02A	32	\$ 6,042 - \$ 8,970
0203	Financial Assistance Supv	02A	27	\$ 4,974 - \$ 7,367
0242	Financial Systems Mgr - CHSD	02A	33	\$ 6,271 - \$ 9,324
0556	Financial Worker 1	27M	17I	\$ 3,503 - \$ 5,017

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0170	Financial Worker 2	27M	19F	\$ 3,696 - \$ 5,502
0574	Financial Worker 3	27M	23P	\$ 4,279 - \$ 6,441
0222	First Asst County Atty - Uncl	98B	44	\$ 9,641 - \$ 14,323
0684	First Asst Publc Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	\$ 5,369 - \$ 7,974
0388	Fleet Mechanic	26	12	\$ 5,102 - \$ 6,106
0505	Food Service Worker	33A	09P	\$ 3,002 - \$ 3,834
0798	Forensic Clinical Psychologist	27N	34	\$ 6,524 - \$ 9,686
0053	Forensic Technician	22N	17	\$ 3,406 - \$ 5,000
0385	General Repair Worker	22J 23H	05 05	\$ 4,118 - \$ 4,933 \$ 4,118 - \$ 4,933
0466	General Repair Worker - RCCC	24	02	\$ 4,250 - \$ 5,014
0028	General Supv-Maint & Constrctn	02A	30	\$ 5,593 - \$ 8,292
0234	General Supv-Maint Equipment	02A	25M	\$ 4,697 - \$ 6,958
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0251	Geog Info Sys Supervisor	02A	29	\$ 5,369 - \$ 7,974
0462	Geog Info Sys Technician	02A	21	\$ 3,932 - \$ 5,847
0161	Golf Course Superintendent	02A	25	\$ 4,598 - \$ 6,827
0806	Government Rel Director - Uncl	98B	39	\$ 7,940 - \$ 11,789
0503	Governmt Relations Spec - Uncl	98B	35	\$ 6,779 - \$ 10,070
0888	Graphic and Digital Specialist	02A	24	\$ 4,431 - \$ 6,564
0720	HR Bnfts/Claims/Trans Spclst 1	02A 22N	20 20	\$ 3,787 - \$ 5,610 \$ 3,787 - \$ 5,610
0549	HR Bnfts/Claims/Trans Spclst 2	02A 22N	22 22	\$ 4,093 - \$ 6,062 \$ 4,093 - \$ 6,062
0445	HR Program Administrator	02A	30	\$ 5,593 - \$ 8,292
0420	Head Nurse	02A	29A	\$ 5,423 - \$ 8,215
0831	Health Ed Prgm Asst-ASL	22N	17M	\$ 3,462 - \$ 5,106
0770	Health Ed Prgm Asst-Hmong Spkg	22N	17M	\$ 3,462 - \$ 5,106
0810	Health Ed Prgm Asst-KaRen Spk	22N	17M	\$ 3,462 - \$ 5,106
0771	Health Ed Prgm Asst-Somali Spk	22N	17M	\$ 3,462 - \$ 5,106

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0772	Health Ed Prgm Asst-Spanish	22N	17M	\$ 3,462 - \$ 5,106
0091	Health Education Prgrm Asst	22N	17M	\$ 3,462 - \$ 5,106
0398	Health Educator 1	02A	26	\$ 4,785 - \$ 7,092
0276	Health Educator 2	02A	28M	\$ 5,277 - \$ 7,817
0919	Healthcare Compliance Manager	98B	34	\$ 6,524 - \$ 9,686
0274	Heavy Equipment Operator 1	26	09	\$ 4,491 - \$ 5,374
0592	Heavy Equipment Operator 2	26	11M	\$ 4,793 - \$ 5,736
0361	Highway Maintenance Laborer	26	02	\$ 4,200 - \$ 5,026
0649	Highway Maintenance LbrCrewLdr	26	11M	\$ 4,793 - \$ 5,736
0659	Highway Maintenance Operator	26	05	\$ 4,395 - \$ 5,259
0284	Highway Maintenance Supervisor	02A	24B	\$ 4,447 - \$ 6,596
0340	Highway Sign Worker 1	26	05	\$ 4,395 - \$ 5,259
0653	Highway Sign Worker 2	26	08	\$ 4,630 - \$ 5,541
0104	Highwy MTCE Summer Laborer	09	05	\$ 2,282 - \$ 2,709
0040	Housekeeper - Juvnle Inst	22M	14	\$ 3,045 - \$ 4,359

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0478	Human Resources Exams Spclst	22N	20P	\$ 3,862 - \$ 5,769
0136	Human Resources Generalist 1	02A	24	\$ 4,431 - \$ 6,564
0260	Human Resources Generalist 2	02A	28	\$ 5,170 - \$ 7,675
0019	Human Resources Manager	98B	36	\$ 7,052 - \$ 10,481
0654	Human Resources Supervisor	02A	33M	\$ 6,400 - \$ 9,506
0107	Human Services Manager	02A	34C	\$ 6,554 - \$ 9,745
0183	IS Actng&Adm Mgr - Uncl	98B	32M	\$ 6,163 - \$ 9,135
0745	IS App Developer 1	02A 02P	23 23	\$ 4,255 - \$ 6,307 \$ 4,255 - \$ 6,307
0747	IS App Developer 2	02P	27M	\$ 5,083 - \$ 7,521
0749	IS App Developer 3	02A 02P	30 30	\$ 5,593 - \$ 8,292 \$ 5,593 - \$ 8,292
0757	IS App Svcs Mgr-Uncl	98B	39	\$ 7,940 - \$ 11,789
0755	IS App Svcs Supervisor	02A 02P	37 37	\$ 7,332 - \$ 10,894 \$ 7,332 - \$ 10,894
0825	IS ArcSDE/ArcServer Administr	02P	32	\$ 6,042 - \$ 8,970
0782	IS Business Analyst	02P	27M	\$ 5,083 - \$ 7,521

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		27N	27M	\$ 5,083 - \$ 7,521
0824	IS Chief Info Sec Off -Uncl	98B	38	\$ 7,624 - \$ 11,337
0856	IS Customer Support Mgr-Uncl	98B	35	\$ 6,779 - \$ 10,070
0235	IS Database Admin	02P	34M	\$ 6,651 - \$ 9,878
0862	IS GIS Specialist	02P	26M	\$ 4,888 - \$ 7,224
0756	IS Infrast & Oper Mgr-Uncl	98B	39	\$ 7,940 - \$ 11,789
0017	IS LAN Support Spec 1	02A	25	\$ 4,598 - \$ 6,827
		02P	25	\$ 4,598 - \$ 6,827
		27N	25	\$ 4,598 - \$ 6,827
0272	IS LAN Support Spec 2	02A	28	\$ 5,170 - \$ 7,675
		02P	28	\$ 5,170 - \$ 7,675
		27N	28	\$ 5,170 - \$ 7,675
0312	IS Lead Database Admin	02A	37	\$ 7,332 - \$ 10,894
		02P	37	\$ 7,332 - \$ 10,894
0753	IS Principal App Developer	02A	35	\$ 6,779 - \$ 10,070
		02P	35	\$ 6,779 - \$ 10,070
0869	IS Principal Business Analyst	02P	35	\$ 6,779 - \$ 10,070
0751	IS Sr App Developer	02A	33	\$ 6,271 - \$ 9,324
		02P	33	\$ 6,271 - \$ 9,324
0828	IS Sr Business Analyst	02P	30M	\$ 5,687 - \$ 8,466
		27N	30M	\$ 5,687 - \$ 8,466

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0695	IS Sr LAN Support Spec	02P 27N	29M 29M	\$ 5,486 - \$ 8,133 \$ 5,486 - \$ 8,133
0752	IS Tech Svcs Lead Specialist	02A 02P	35 35	\$ 6,779 - \$ 10,070 \$ 6,779 - \$ 10,070
0744	IS Tech Svcs Specialist 1	02A 02P	23 23	\$ 4,255 - \$ 6,307 \$ 4,255 - \$ 6,307
0746	IS Tech Svcs Specialist 2	02A 02P	28 28	\$ 5,170 - \$ 7,675 \$ 5,170 - \$ 7,675
0748	IS Tech Svcs Specialist 3	02A 02P	30 30	\$ 5,593 - \$ 8,292 \$ 5,593 - \$ 8,292
0750	IS Tech Svcs Sr Specialist	02A 02P	33 33	\$ 6,271 - \$ 9,324 \$ 6,271 - \$ 9,324
0754	IS Tech Svcs Supervisor	02A 02P	37 37	\$ 7,332 - \$ 10,894 \$ 7,332 - \$ 10,894
0769	IS Technical Architect	02P	36	\$ 7,052 - \$ 10,481
0872	IT Principal Projct Mgr-InfoSv	02P	35	\$ 6,779 - \$ 10,070
0835	IT Proj Mgmt Offc Dir - Uncl	98B	37	\$ 7,332 - \$ 10,894
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	\$ 5,277 - \$ 7,817
0857	IT Service Center Technician	02P	22	\$ 4,093 - \$ 6,062

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0876	Info Security Specialist	02P	31M	\$ 5,928 - \$ 8,798
0696	Info Svcs LAN Support Supv	02A 02P	33 33	\$ 6,271 - \$ 9,324 \$ 6,271 - \$ 9,324
0902	Information & Operations Mgr	02A	32	\$ 6,042 - \$ 8,970
0897	Int Health & Justice Prgm Admi	98B	35	\$ 6,779 - \$ 10,070
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	\$ 4,327 - \$ 6,387
0638	Investigator - County Attorney	22N	25P	\$ 4,744 - \$ 7,039
0544	Investigator - Public Defender	43	25M	\$ 4,697 - \$ 6,958
0220	Investigator 1 - Med Exam Ofc	22N	22M	\$ 4,181 - \$ 6,198
0609	Investigator 2 - Med Exam Ofc	22N	24	\$ 4,431 - \$ 6,564
0381	Investigator Supv - Co Atty	02A	30	\$ 5,593 - \$ 8,292
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum
0141	Janitor Supervisor	22M	18P	\$ 3,626 - \$ 5,222



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0413	Janitor/Building Guard	22M	13	\$ 2,944 - \$ 4,191
0162	Kitchen Worker	33A	11I	\$ 3,163 - \$ 4,036
0317	Labor Relations Mgr - Uncl	98B	37	\$ 7,332 - \$ 10,894
0898	Labor Relations Specialist	02A	33M	\$ 6,400 - \$ 9,506
0240	Laboratory Technician	22N	19M	\$ 3,716 - \$ 5,513
0345	Landscape Architect	02A	31M	\$ 5,928 - \$ 8,798
0882	Landscape Designer	02A	21M	\$ 4,018 - \$ 5,959
0023	Law Clerk - Uncl	98A	03	\$ 3,462 - \$ 5,225
0604	Law Clerk-Investigator - Uncl	98A	04S	\$ 3,689 - \$ 5,601
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	\$ 4,785 - \$ 7,092
0460	Legal Secretary	22M	17F	\$ 3,421 - \$ 4,985
0428	Librarian 1	43	23K	\$ 4,346 - \$ 6,202

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0207	Librarian 2	43	25M	\$ 4,697 - \$ 6,958
0474	Librarian 3	02A	28C	\$ 5,252 - \$ 7,794
0149	Librarian 4	02A	33	\$ 6,271 - \$ 9,324
0338	Library Associate 1	22M	18	\$ 3,473 - \$ 5,082
0250	Library Associate 2	22M	21	\$ 3,862 - \$ 5,700
0044	Library Circulation Supv	01A	21	\$ 3,862 - \$ 5,700
0327	Library Page	22M	08C	\$ 2,620 - \$ 3,595
0521	Library Property Manager	02A	31	\$ 5,814 - \$ 8,622
0237	Library Technical Svcs Supv	01A	24A	\$ 4,327 - \$ 6,473
0180	Licensed Practical Nurse	37 37I	23 23I	\$ 3,796 - \$ 5,459 \$ 4,098 - \$ 5,765
0906	Licensed Practical Nurse - CH	37	26	\$ 4,392 - \$ 5,905
0621	Life Guard	09	05	\$ 2,282 - \$ 2,709
0004	Maintenance & Oper Wkr 1	23Z	02	\$ 3,988 - \$ 4,786
0463	Maintenance & Oper Wkr 2	23Z	04	\$ 4,481 - \$ 5,371

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0580	Maintenance & Service Wkr	23Z	03	\$ 4,448 - \$ 5,329
0483	Maintenance Worker	22J	03	\$ 3,660 - \$ 4,396
0598	Management & Analysis Supv	02A	32	\$ 6,042 - \$ 8,970
0048	Management Analyst 1	02A 27N	23 23	\$ 4,255 - \$ 6,307 \$ 4,255 - \$ 6,307
0097	Management Analyst 2	02A 27N	26 26	\$ 4,785 - \$ 7,092 \$ 4,785 - \$ 7,092
0298	Management Analyst 3	02A 27N	28 28	\$ 5,170 - \$ 7,675 \$ 5,170 - \$ 7,675
0703	Management Analyst 3 - Uncl	99	99	No Salary Minimum or Maximum
0181	Management Analyst 4	02A 27N	30 30	\$ 5,593 - \$ 8,292 \$ 5,593 - \$ 8,292
0408	Manager - Inform & Pub Rec	98B	36	\$ 7,052 - \$ 10,481
0714	Manager-Workforce Solutions	98B	34	\$ 6,524 - \$ 9,686
0432	Master Electrician	08A 08B	44 44	\$ 8,531 - \$ 8,531 \$10,858 - \$ 10,858
0196	Materials Prchsng Spclst-PubWk	02A	21M	\$ 4,018 - \$ 5,959
0639	Mechanical Maintenance Manager	02A	27	\$ 4,974 - \$ 7,367

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0325	Mechanical Stock Clerk 1	26	01	\$ 4,104 - \$ 4,912
0076	Mechanical Stock Clerk 2	26	06	\$ 4,484 - \$ 5,366
0741	Medical Assistant	22N 27N	15 15	\$ 3,174 - \$ 4,619 \$ 3,174 - \$ 4,619
0892	Medical Director (Uncl)	98B	52	\$12,791 - \$ 19,016
0506	Medical Records Technician	02A 27N	15D 15D	\$ 3,253 - \$ 5,112 \$ 3,253 - \$ 5,112
0491	Medical Technologist	02A	26M	\$ 4,888 - \$ 7,224
0353	Medical Technologist Supv	02A	30M	\$ 5,687 - \$ 8,466
0232	Mental Health Practitioner	02A 27N	25M 25M	\$ 4,697 - \$ 6,958 \$ 4,697 - \$ 6,958
0337	Mental Health Professional	02A 27N	28M 28M	\$ 5,277 - \$ 7,817 \$ 5,277 - \$ 7,817
0148	Mental Health Supervisor	02A	32S	\$ 6,244 - \$ 9,275
0036	Mental Health Worker	01A 27M	16C 16C	\$ 3,312 - \$ 4,812 \$ 3,312 - \$ 4,812
0267	Mgmt Analysis Supv	02A	36	\$ 7,052 - \$ 10,481
0697	Mower Operator	01A	11	\$ 2,781 - \$ 3,904

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0779	Naturalist	02A	17M	\$ 3,462 - \$ 5,106
0781	Naturalist Aide	09 23S	05 05	\$ 2,282 - \$ 2,709 \$ 2,282 - \$ 2,709
0778	Naturalist Coordinator	02A	19M	\$ 3,716 - \$ 5,513
0780	Naturalist-Early Childhd Spec	02A	17M	\$ 3,462 - \$ 5,106
0328	Nurse	02I 02N 40	28P 28 28	\$ 6,087 - \$ 8,929 \$ 5,222 - \$ 7,907 \$ 5,379 - \$ 8,146
0371	Nurse Clinician	02A 40	31P 31M	\$ 6,168 - \$ 9,338 \$ 6,168 - \$ 9,338
0809	Nurse Clinician Supervisor	02A	35	\$ 6,779 - \$ 10,070
0742	Nurse Practitioner	40	31	\$ 6,049 - \$ 9,151
0511	Nurse Supervisor	02A	30A	\$ 5,649 - \$ 8,542
0909	Nurse Supervisor - CH	02A	34C	\$ 6,554 - \$ 9,745
0321	Nursing Assistant 1	03 33A 33I	10Y 10Y 10Y	\$ 2,892 - \$ 3,761 \$ 3,123 - \$ 3,996 \$ 3,339 - \$ 4,215
0171	Nursing Assistant 2	33A 33I	12L 12L	\$ 3,237 - \$ 4,256 \$ 3,454 - \$ 4,472

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0486	Nutrition Program Manager	02A	31D	\$ 5,814 - \$ 8,657
0568	Nutrition Program Supervisor	02A	27F	\$ 5,024 - \$ 8,235
0352	Nutrition Spclst (Comnty Nutr)	02A	22M	\$ 4,181 - \$ 6,198
0343	Nutrition Spclst (WIC)	02A	23M	\$ 4,346 - \$ 6,434
0514	Occupational Therapist	02A 27N	23N 23N	\$ 4,370 - \$ 6,941 \$ 4,370 - \$ 6,941
0271	Office Manager 1	01A	21	\$ 3,862 - \$ 5,700
0005	Office Manager 2	01A	23B	\$ 4,167 - \$ 6,697
0336	Office Supervisor 1	01A	18C	\$ 3,486 - \$ 5,089
0092	Office Supervisor 2	01A	20C	\$ 3,787 - \$ 5,555
0356	Outdoor Education Manager	02A	27	\$ 4,974 - \$ 7,367
0873	PREA Compliance Manager - CC	02A	32	\$ 6,042 - \$ 8,970
0867	Paralegal 1	22N	17M	\$ 3,462 - \$ 5,106
0129	Paralegal 2	22N	22	\$ 4,093 - \$ 6,062
0868	Paralegal 3	22N	24	\$ 4,431 - \$ 6,564

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0642	Park Mtncce & Operations Supv	02A	29	\$ 5,369 - \$ 7,974
0373	Park Operations Assistant Supv	02A	25	\$ 4,598 - \$ 6,827
0533	Park Services Coordinator	09	07	\$ 2,742 - \$ 3,270
0024	Parks & Recreation Aide 1	09 23S	03 03	\$ 1,854 - \$ 2,174 \$ 1,854 - \$ 2,174
0013	Parks & Recreation Aide 2	09 23S	05 05	\$ 2,282 - \$ 2,709 \$ 2,282 - \$ 2,709
0049	Payroll Clerk 1	01A	15S	\$ 3,245 - \$ 4,652
0572	Payroll Clerk 2	01A	18P	\$ 3,577 - \$ 5,811
0229	Personnel Assistant*	02A	19	\$ 3,652 - \$ 5,386
0721	Personnel Ben & Transctns Asst	01A	21	\$ 3,862 - \$ 5,700
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0722	Personnel Transactns Asst	01A 22M	19 19	\$ 3,589 - \$ 5,267 \$ 3,589 - \$ 5,267
0911	Physician (Unclassified)	98B	48	\$11,268 - \$ 16,745
0464	Physician Assistant	27N	30	\$ 5,593 - \$ 8,292
0437	Planning & Evaluation Analyst	02A	30M	\$ 5,687 - \$ 8,466

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0090	Planning Manager	02A	33K	\$ 6,271 - \$ 9,503
0492	Planning Specialist 1	02A	28	\$ 5,170 - \$ 7,675
		27N	28	\$ 5,170 - \$ 7,675
		39	28	\$ 5,170 - \$ 7,675
0656	Planning Specialist 2	02A	30	\$ 5,593 - \$ 8,292
		27N	30	\$ 5,593 - \$ 8,292
		39	30	\$ 5,593 - \$ 8,292
0767	Policy Analyst	98B	25	\$ 4,598 - \$ 6,827
0480	Policy Analyst - Uncl	98B	25	\$ 4,598 - \$ 6,827
0555	Principal Assistant - Uncl	98D	25A	\$ 5,037 - \$ 6,827
0698	Principal Lib Circ Supv	01A	25	\$ 4,497 - \$ 6,632
0238	Principal Payroll Clerk	02A	22	\$ 4,093 - \$ 6,062
0848	Principal Procurement Special	02A	29M	\$ 5,486 - \$ 8,133
0913	Principal Rea Commercial	02A	32	\$ 6,042 - \$ 8,970
0529	Principal Real Estate Appr	02A	30	\$ 5,593 - \$ 8,292
0543	Prinicpal Fin Mgmt Analyst	02A	29P	\$ 5,570 - \$ 8,257
0434	Probation Officer 1	29A	01	\$ 4,373 - \$ 6,483



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0614	Probation Officer 2	29A	02	\$ 4,731 - \$ 7,007
0508	Probation Officer 3	29A	03	\$ 5,412 - \$ 8,028
0818	Procurement Manager	98B	34	\$ 6,524 - \$ 9,686
0883	Procurement Specialist	02A	20M	\$ 3,862 - \$ 5,734
0467	Program Analyst - Public Hlth	02A	28	\$ 5,170 - \$ 7,675
0461	Program Analyst*	02A	34G	\$ 6,524 - \$ 10,761
0074	Program Asst - Emrgcy Shelter	27N	25M	\$ 4,697 - \$ 6,958
0359	Program Dir - Lake Owasso Res	02A	29N	\$ 5,515 - \$ 9,045
0832	Program Dir - RC Detox	02A	32	\$ 6,042 - \$ 8,970
0485	Program Specialist	02A 27N	28M 28M	\$ 5,277 - \$ 7,817 \$ 5,277 - \$ 7,817
0106	Program Supervisor - LOR	02A	25M	\$ 4,697 - \$ 6,958
0014	Program Supv - Extnd Day Tx	02A	28P	\$ 5,358 - \$ 7,942
0716	Project Manager	98B	32M	\$ 6,163 - \$ 9,135
0096	Prop Descr & GIS Tech 1	22N	18B	\$ 3,542 - \$ 5,235

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0113	Prop Descr & GIS Tech 2	22N	21B	\$ 3,976 - \$ 5,886
0567	Psychiatrist - Uncl	98B	54P	\$13,723 - \$ 20,654
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	\$ 7,052 - \$ 10,481
0131	Pub Hlth Licensed Prac Nurse 1	37	24	\$ 3,947 - \$ 5,837
0006	Pub Hlth Licensed Prac Nurse 2	37	26	\$ 4,392 - \$ 5,905
0821	Pub Safety Comp Aided Disp An	02A	23	\$ 4,255 - \$ 6,307
0640	Public Health Division Manager	98B	36	\$ 7,052 - \$ 10,481
0570	Public Health Nurse	40	28M	\$ 5,490 - \$ 8,296
0910	Public Health Nurse Clin. CH	02A	35	\$ 6,779 - \$ 10,070
0293	Public Health Nurse Clinician	02A	31P	\$ 6,168 - \$ 9,338
0790	Public Health Prog Supervisor	02A	31	\$ 5,814 - \$ 8,622
0231	Public Info Associate	98B	26B	\$ 4,785 - \$ 7,185
0859	Public Information Ofcr-Uncl	98B	31	\$ 5,814 - \$ 8,622
0797	Public Information Officer	02A	31	\$ 5,814 - \$ 8,622
0803	Public Safety Dispatcher	28B	22	\$ 4,178 - \$ 6,044

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0537	Purchasng & Equip Spclst - Pks	23Z	04	\$ 4,481 - \$ 5,371
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	\$ 6,400 - \$ 9,506
0895	Racial and Hlth Eq Admin -Uncl	98B	35M	\$ 6,916 - \$ 10,276
0581	Radiologic Technician	22N	20M	\$ 3,862 - \$ 5,734
0578	Real Estate Appr 1	22N	20A	\$ 3,787 - \$ 5,636
0512	Real Estate Appr 2	22N	23C	\$ 4,291 - \$ 6,349
0058	Real Estate Appr 3*	22N	27	\$ 4,974 - \$ 7,367
0903	Real Estate Appraiser Comm	22N	26	\$ 4,785 - \$ 7,092
0817	Real Estate Legal Specialist	22N	26M	\$ 4,888 - \$ 7,224
0470	Recreation Services Supv	02A	25	\$ 4,598 - \$ 6,827
0899	Redevelopment Progam Manager	98B	33	\$ 6,271 - \$ 9,324
0208	Refrigeration Engineer	24	04	\$ 4,704 - \$ 5,545
0377	Registered Dietitian	02A	23B	\$ 4,291 - \$ 6,835

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0907	Registered Nurse - Cor. Health	40	31	\$ 6,049 - \$ 9,151
0441	Research & Evaluation Supv	02A	33	\$ 6,271 - \$ 9,324
0059	Research & Stat Analyst-CAMA	02A	30M	\$ 5,687 - \$ 8,466
0602	Residential Counselor 1	34A	15V	\$ 3,512 - \$ 4,597
0605	Residential Counselor 2	34A	17C	\$ 3,701 - \$ 4,845
0079	Right-of-Way Specialist	43	25	\$ 4,598 - \$ 6,827
0288	Safety Coordinator	02A	27N	\$ 4,974 - \$ 7,535
0109	School Instructor 1	02A	25M	\$ 4,697 - \$ 6,958
0269	School Instructor 2	02A	28B	\$ 5,244 - \$ 7,765
0515	Second Asst Vet Services Ofcr	22N	22C	\$ 4,158 - \$ 6,153
0354	Secretary 1	01A 22M 27M	15C 15C 15C	\$ 3,194 - \$ 4,767 \$ 3,194 - \$ 4,767 \$ 3,194 - \$ 4,767
0613	Secretary 2	01A 22M 27M	17G 17G 17G	\$ 3,421 - \$ 5,486 \$ 3,421 - \$ 5,486 \$ 3,421 - \$ 5,486
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	\$ 5,928 - \$ 8,798
0299	Senior Child Protection Worker	27N	30M	\$ 5,687 - \$ 8,466
0309	Senior Clinical Psychologist	02A	38D	\$ 7,673 - \$ 11,395
0326	Senior Legal Secretary	22M	21	\$ 3,862 - \$ 5,700
0838	Senior Librarian	02A	27M	\$ 5,083 - \$ 7,521
0453	Senior Life Guard	09	06	\$ 2,454 - \$ 2,922
0052	Senior Policy Analyst	98B	29P	\$ 5,369 - \$ 8,604
0847	Senior Procurement Specialist	02A	26	\$ 4,785 - \$ 7,092
0498	Senior Program Evaluator	02A 27N	30 30	\$ 5,593 - \$ 8,292 \$ 5,593 - \$ 8,292
0904	Senior Real Est Appraiser Comm	22N	29M	\$ 5,486 - \$ 8,133
0815	Senior Real Estate Appraiser	22N	27M	\$ 5,083 - \$ 7,521
0454	Senior Shop Mechanic - Recrtn	23Z	05	\$ 4,916 - \$ 5,887
0444	Senior Torrens Examiner	02A	27M	\$ 5,083 - \$ 7,521

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0088	Senior Transportation Planner	02A	34	\$ 6,524 - \$ 9,686
0062	Service Worker	01A 22M	01 01	\$ 2,104 - \$ 2,838 \$ 2,104 - \$ 2,838
0224	Sexual Offense Svcs Prgm Asst	22N	24M	\$ 4,515 - \$ 6,690
0295	Sexual Offense Svcs Prgm Supv	02A	31	\$ 5,814 - \$ 8,622
0626	Shop Mechanic	23Z	03	\$ 4,448 - \$ 5,329
0261	Social Services Appeals Spclst	27N	29P	\$ 5,486 - \$ 8,436
0360	Social Worker 1	02A 27N 43	23M 23M 23M	\$ 4,346 - \$ 6,434 \$ 4,346 - \$ 6,434 \$ 4,346 - \$ 6,434
0783	Social Worker 1 - Unclassified	99	99	No Salary Minimum or Maximum
0418	Social Worker 2	02A 27N 43	25M 25M 25M	\$ 4,697 - \$ 6,958 \$ 4,697 - \$ 6,958 \$ 4,697 - \$ 6,958
0517	Social Worker 3	02A 27N 43	28M 28M 28M	\$ 5,277 - \$ 7,817 \$ 5,277 - \$ 7,817 \$ 5,277 - \$ 7,817
0046	Social Worker 4	02A	32B	\$ 6,069 - \$ 9,022
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	22N 27N	25 26M	\$ 4,598 - \$ 6,827 \$ 4,888 - \$ 7,224
0400	Storekeeper	22M 27M 33A	17 17 17A	\$ 3,359 - \$ 4,893 \$ 3,359 - \$ 4,893 \$ 3,569 - \$ 5,103
0178	Storekeeper - RamseyCareCtr	33A	20	\$ 4,005 - \$ 5,811
0100	Storekeeper - Records Center	22M	17	\$ 3,359 - \$ 4,893
0577	Student Intern - Uncl	09	08	\$ 3,072 - \$ 3,658
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09	03	\$ 1,854 - \$ 2,174
0596	Supervisor - Apprsl Svc Sectn	02A 22N	27 27	\$ 4,974 - \$ 7,367 \$ 4,974 - \$ 7,367
0262	Supervisor - Co Assessors Div	02A	33	\$ 6,271 - \$ 9,324
0316	Supervisor - Inform & Pub Rec	02A	29	\$ 5,369 - \$ 7,974
0901	Supervisor of Inv - ME Office	02A	27M	\$ 5,083 - \$ 7,521
0185	Support Services Coordinator	02A	27C	\$ 5,054 - \$ 7,485
0896	Supported Employment Worker	27N	01	\$ 1,773 - \$ 2,251

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0541	Suppt Enforcement Agent 1	22M	19	\$ 3,589 - \$ 5,267
0115	Suppt Enforcement Agent 2	22M	22	\$ 4,011 - \$ 5,909
0364	Suppt Enforcement Agent 3	22N	25	\$ 4,598 - \$ 6,827
0713	Suppt Enforcement Agt 1-Uncl	99	99	No Salary Minimum or Maximum
0446	Suppt Enforcement Worker 3*	02A	28M	\$ 5,277 - \$ 7,817
0732	Suppt Enforcemnt Agt 1-Hmong	22M	19	\$ 3,589 - \$ 5,267
0884	Suppt Enforcemnt Agt 1-Karen	22M	19	\$ 3,589 - \$ 5,267
0735	Suppt Enforcemnt Agt 1-Somali	22M	19	\$ 3,589 - \$ 5,267
0738	Suppt Enforcemnt Agt 1-Spanish	22M	19	\$ 3,589 - \$ 5,267
0733	Suppt Enforcemnt Agt 2-Hmong	22M	22	\$ 4,011 - \$ 5,909
0886	Suppt Enforcemnt Agt 2-Karen	22M	22	\$ 4,011 - \$ 5,909
0736	Suppt Enforcemnt Agt 2-Somali	22M	22	\$ 4,011 - \$ 5,909
0739	Suppt Enforcemnt Agt 2-Spanish	22M	22	\$ 4,011 - \$ 5,909
0912	Supv Dept of County Assessor	02A	35	\$ 6,779 - \$ 10,070
0459	Surveyor	02A	31M	\$ 5,928 - \$ 8,798



Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0526	Tax Clerk 1	22M	16B	\$ 3,250 - \$ 5,007
0419	Tax Clerk 2	22M	18I	\$ 3,473 - \$ 5,568
0296	Tax Forfeited Land Clerk	22M	21	\$ 3,862 - \$ 5,700
0812	Tax Settlement Clerk	22M	22	\$ 4,011 - \$ 5,909
0542	Torrens Examiner	22N	20	\$ 3,787 - \$ 5,610
0186	Traffc Signal Tech 1	02A	19	\$ 3,652 - \$ 5,386
0068	Traffc Signal Tech 2	02A	24B	\$ 4,447 - \$ 6,596
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	\$ 7,624 - \$ 11,337
0501	Undersheriff - Uncl	98B	38D	\$ 7,867 - \$ 11,700
0717	Utility RightofWayCoordinator	02A	20	\$ 3,787 - \$ 5,610
0243	Veterans Service Ofcr - Uncl	98B	34	\$ 6,524 - \$ 9,686
0844	Veterans Services Assistant	22M	22	\$ 4,011 - \$ 5,909
0589	Victim/Witness Advocate	22N	24	\$ 4,431 - \$ 6,564
0041	Victm/Witn Svcs Prg Mgr	98B	30M	\$ 5,687 - \$ 8,466
0610	Volunteer & Activity Supv-RCCC	02A	26S	\$ 4,785 - \$ 7,634

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0854	WIC Lactation Specialist	02A	23	\$ 4,255 - \$ 6,307
0808	WIC Nutrit Ed Trainee-KaRen	22N	15M	\$ 3,230 - \$ 4,724
0711	WIC Nutrit Ed Trainee-Spanish	22N	15M	\$ 3,230 - \$ 4,724
0829	WIC Nutrition Ed Trainee- ASL	22N	15M	\$ 3,230 - \$ 4,724
0709	WIC Nutrition Ed Trainee-Hmong	22N	15M	\$ 3,230 - \$ 4,724
0710	WIC Nutrition EdTrainee-Somali	22N	15M	\$ 3,230 - \$ 4,724
0507	WIC Nutrition Educator	22N	17M	\$ 3,462 - \$ 5,106
0830	WIC Nutrition Educator -ASL	22N	17M	\$ 3,462 - \$ 5,106
0807	WIC Nutritn Educator - KaRenSp	22N	17M	\$ 3,462 - \$ 5,106
0657	WIC Nutritn Educator-HmongSpkg	22N	17M	\$ 3,462 - \$ 5,106
0708	WIC Nutritn Educator-SomaliSpk	22N	17M	\$ 3,462 - \$ 5,106
0246	WIC Nutritn Educator-Span Spkg	22N	17M	\$ 3,462 - \$ 5,106
0849	WIC Peer Breastfeeding Counslr	22M	10	\$ 2,699 - \$ 3,767
0850	WIC Pr Brstfdg Cnslr Hmong Spk	22M	10	\$ 2,699 - \$ 3,767
0852	WIC Pr Brstfdg Cnslr Karn Spkg	22M	10	\$ 2,699 - \$ 3,767

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Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0853	WIC Pr Brstfdg Cnslr Smlr Spkg	22M	10	\$ 2,699 - \$ 3,767
0851	WIC Pr Brstfdg Cnslr Span Spkg	22M	10	\$ 2,699 - \$ 3,767
0518	Welfare Fraud Investigator 1	22N	23	\$ 4,255 - \$ 6,307
0009	Welfare Fraud Investigator 2	22N	25P	\$ 4,744 - \$ 7,039
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	25,251.96	25,927.43	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,690.22	31,919.87	33,374.98	34,050.44	0.7891
	Monthly	2,104.33	2,160.62	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,557.52	2,659.99	2,781.25	2,837.54	
	Bi-weekly	971.23	997.21	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,180.39	1,227.69	1,283.65	1,309.63	
	Hourly	12.140364	12.465108	12.839792	13.147937	13.530987	13.955610	14.247014	14.754913	15.346091	16.045661	16.370404	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	25,927.43	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,712.13	33,011.12	34,483.34	35,193.33	0.8102
	Monthly	2,160.62	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,642.68	2,750.93	2,873.61	2,932.78	
	Bi-weekly	997.21	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,219.70	1,269.66	1,326.28	1,353.59	
	Hourly	12.465108	12.839792	13.147937	13.530987	13.955610	14.247014	14.671632	15.246214	15.870731	16.578529	16.919872	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,595.34	33,981.09	35,522.36	36,232.65	0.8345
	Monthly	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,716.28	2,831.76	2,960.20	3,019.39	
	Bi-weekly	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,253.67	1,306.97	1,366.24	1,393.56	
	Hourly	12.839792	13.147937	13.530987	13.955610	14.247014	14.671632	15.071429	15.670836	16.337064	17.078057	17.419544	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,669.18	35,054.94	36,631.03	37,358.43	0.8546
	Monthly	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,805.77	2,921.25	3,052.59	3,113.20	
	Bi-weekly	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,294.97	1,348.27	1,408.89	1,436.86	
	Hourly	13.147937	13.530987	13.955610	14.247014	14.671632	15.071429	15.570957	16.187105	16.853335	17.611070	17.960784	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,708.50	36,163.30	37,843.26	38,588.08	0.8795
	Monthly	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,892.38	3,013.61	3,153.61	3,215.67	
	Bi-weekly	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,334.94	1,390.90	1,455.51	1,484.16	
	Hourly	13.530987	13.955610	14.247014	14.671632	15.071429	15.570957	16.045661	16.686777	17.386203	18.193877	18.551962	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,782.34	37,202.62	38,865.17	39,661.92	0.9071
	Monthly	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,981.86	3,100.22	3,238.76	3,305.16	
	Bi-weekly	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,376.24	1,430.87	1,494.81	1,525.46	
	Hourly	13.955610	14.247014	14.671632	15.071429	15.570957	16.045661	16.486878	17.203049	17.885876	18.685179	19.068230	
07	Annual	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,856.18	38,466.80	40,181.58	40,978.33	0.9260
	Monthly	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,071.35	3,205.57	3,348.47	3,414.86	
	Bi-weekly	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,417.55	1,479.49	1,545.45	1,576.09	
	Hourly	14.247014	14.671632	15.071429	15.570957	16.045661	16.486878	16.986553	17.719315	18.493653	19.318067	19.701121	
08	Annual	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	38,085.83	39,765.80	41,567.04	42,415.73	0.9536
	Monthly	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,173.82	3,313.82	3,463.92	3,534.64	
	Bi-weekly	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,464.84	1,529.45	1,598.73	1,631.37	
	Hourly	14.671632	15.071429	15.570957	16.045661	16.486878	16.986553	17.569360	18.310493	19.118171	19.984153	20.392177	
08C	Annual	31,435.03	32,422.42	33,253.69	34,310.12	35,435.90	36,302.00	37,375.84	38,830.64	40,423.85	42,277.03	43,143.13	0.9823
	Monthly	2,619.59	2,701.87	2,771.14	2,859.18	2,952.99	3,025.17	3,114.65	3,235.89	3,368.65	3,523.09	3,595.26	
	Bi-weekly	1,209.04	1,247.02	1,278.99	1,319.62	1,362.92	1,396.23	1,437.53	1,493.49	1,554.76	1,626.04	1,659.35	
	Hourly	15.112997	15.587700	15.987350	16.495251	17.036491	17.452885	17.969154	18.668579	19.434543	20.325496	20.741888	
08F	Annual	31,590.84	32,474.35	33,374.98	34,517.86	35,487.84	36,527.15	37,618.11	39,280.96	40,978.33	42,831.51	43,680.20	0.9872
	Monthly	2,632.57	2,706.20	2,781.25	2,876.49	2,957.32	3,043.93	3,134.84	3,273.41	3,414.86	3,569.29	3,640.02	
	Bi-weekly	1,215.03	1,249.01	1,283.65	1,327.61	1,364.92	1,404.89	1,446.85	1,510.81	1,576.09	1,647.37	1,680.01	
	Hourly	15.187906	15.612669	16.045661	16.595127	17.061459	17.561131	18.085630	18.885076	19.701121	20.592073	21.000095	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,332.89	41,012.86	42,866.04	43,732.14	0.9796
	Monthly	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,277.74	3,417.74	3,572.17	3,644.35	
	Bi-weekly	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,512.80	1,577.42	1,648.69	1,682.01	
	Hourly	15.071429	15.570957	16.045661	16.486878	16.986553	17.569360	18.135568	18.910045	19.717721	20.608673	21.025065	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,718.35	42,398.31	44,320.85	45,204.05	1.0121
	Monthly	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,393.20	3,533.19	3,693.40	3,767.00	
	Bi-weekly	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,566.09	1,630.70	1,704.65	1,738.62	
	Hourly	15.570957	16.045661	16.486878	16.986553	17.569360	18.135568	18.751859	19.576131	20.383804	21.308100	21.732717	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10C	Annual	32,803.38	33,738.53	34,587.21	35,886.21	36,908.12	37,964.55	39,090.33	40,822.23	42,485.08	44,459.54	45,325.34	1.0251
	Monthly	2,733.62	2,811.54	2,882.27	2,990.52	3,075.68	3,163.71	3,257.53	3,401.85	3,540.42	3,704.96	3,777.11	
	Bi-weekly	1,261.67	1,297.64	1,330.28	1,380.24	1,419.54	1,460.17	1,503.47	1,570.09	1,634.04	1,709.98	1,743.28	
	Hourly	15.770857	16.220446	16.628468	17.252986	17.744289	18.252187	18.793428	19.626070	20.425517	21.374780	21.791030	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	42,086.70	43,905.36	45,914.35	46,849.49	1.0429
	Monthly	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,507.23	3,658.78	3,826.20	3,904.12	
	Bi-weekly	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,618.72	1,688.67	1,765.94	1,801.90	
	Hourly	16.045661	16.486878	16.986553	17.569360	18.135568	18.751859	19.376379	20.233989	21.108344	22.074205	22.523793	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	34,015.62	34,951.07	36,024.91	37,237.15	38,518.73	39,748.38	41,047.38	42,883.45	44,771.15	46,797.55	47,715.60	1.0629
	Monthly	2,834.64	2,912.59	3,002.08	3,103.10	3,209.90	3,312.37	3,420.62	3,573.62	3,730.93	3,899.80	3,976.30	
	Bi-weekly	1,308.29	1,344.27	1,385.57	1,432.20	1,481.49	1,528.78	1,578.75	1,649.36	1,721.97	1,799.91	1,835.22	
	Hourly	16.353663	16.803397	17.319668	17.902474	18.518622	19.109799	19.734318	20.617045	21.524593	22.498824	22.940191	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	34,206.25	35,176.22	36,180.71	37,306.49	38,570.67	39,835.14	41,134.14	42,969.91	44,788.57	46,814.97	47,733.01	1.0689
	Monthly	2,850.52	2,931.35	3,015.06	3,108.87	3,214.22	3,319.60	3,427.85	3,580.83	3,732.38	3,901.25	3,977.75	
	Bi-weekly	1,315.63	1,352.93	1,391.57	1,434.87	1,483.49	1,532.12	1,582.08	1,652.69	1,722.64	1,800.58	1,835.88	
	Hourly	16.445313	16.911644	17.394574	17.935814	18.543592	19.151510	19.776028	20.658612	21.532964	22.507195	22.948560	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,506.98	45,446.62	47,507.85	48,442.99	1.0716
	Monthly	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,625.58	3,787.22	3,958.99	4,036.92	
	Bi-weekly	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,673.35	1,747.95	1,827.22	1,863.19	
	Hourly	16.486878	16.986553	17.569360	18.135568	18.751859	19.376379	20.034093	20.916817	21.849338	22.840312	23.289900	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	45,013.72	47,178.52	49,291.68	50,296.18	1.1041
	Monthly	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,751.14	3,931.54	4,107.64	4,191.35	
	Bi-weekly	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,731.30	1,814.56	1,895.83	1,934.47	
	Hourly	16.986553	17.569360	18.135568	18.751859	19.376379	20.034093	20.708549	21.641211	22.681979	23.697922	24.180855	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,884.32	49,083.94	51,266.15	52,305.17	1.1420
	Monthly	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,907.03	4,090.33	4,272.18	4,358.76	
	Bi-weekly	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,803.24	1,887.84	1,971.77	2,011.74	
	Hourly	17.569360	18.135568	18.751859	19.376379	20.034093	20.708549	21.433089	22.540539	23.598047	24.647185	25.146715	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	37,237.15	38,518.73	39,748.38	41,047.38	42,467.66	43,905.36	45,429.21	47,750.12	50,746.49	53,084.50	54,158.35	1.1636
	Monthly	3,103.10	3,209.90	3,312.37	3,420.62	3,538.97	3,658.78	3,785.77	3,979.18	4,228.87	4,423.71	4,513.20	
	Bi-weekly	1,432.20	1,481.49	1,528.78	1,578.75	1,633.37	1,688.67	1,747.28	1,836.54	1,951.79	2,041.71	2,083.01	
	Hourly	17.902474	18.518622	19.109799	19.734318	20.417144	21.108344	21.840967	22.956788	24.397349	25.521395	26.037666	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,598.81	50,989.06	53,257.73	54,314.46	1.1788
	Monthly	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,049.90	4,249.09	4,438.14	4,526.21	
	Bi-weekly	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,869.18	1,961.12	2,048.37	2,089.02	
	Hourly	18.135568	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.364810	24.513969	25.604676	26.112719	
15C	Annual	38,328.40	39,609.99	40,908.98	42,329.27	43,714.72	45,256.29	47,057.54	49,378.14	53,708.04	56,080.88	57,206.65	1.1977
	Monthly	3,194.03	3,300.83	3,409.08	3,527.44	3,642.89	3,771.36	3,921.46	4,114.85	4,475.67	4,673.41	4,767.22	
	Bi-weekly	1,474.17	1,523.46	1,573.42	1,628.05	1,681.34	1,740.63	1,809.91	1,899.16	2,065.69	2,156.96	2,200.26	
	Hourly	18.427114	19.043263	19.667781	20.350609	21.016694	21.757833	22.623815	23.739491	25.821173	26.961960	27.503199	
15F	Annual	38,570.67	39,835.14	41,099.32	42,467.66	44,026.34	45,446.62	47,057.54	49,464.90	51,820.33	55,215.08	56,323.44	1.2053
	Monthly	3,214.22	3,319.60	3,424.94	3,538.97	3,668.86	3,787.22	3,921.46	4,122.08	4,318.36	4,601.26	4,693.62	
	Bi-weekly	1,483.49	1,532.12	1,580.74	1,633.37	1,693.32	1,747.95	1,809.91	1,902.50	1,993.09	2,123.66	2,166.29	
	Hourly	18.543592	19.151510	19.759286	20.417144	21.166509	21.849338	22.623815	23.781202	24.913620	26.545710	27.078577	
15S	Annual	38,934.52	40,250.63	41,532.52	42,917.97	44,459.54	45,879.52	47,524.96	49,949.74	52,270.64	54,712.83	55,821.20	1.2167
	Monthly	3,244.54	3,354.22	3,461.04	3,576.50	3,704.96	3,823.29	3,960.41	4,162.48	4,355.89	4,559.40	4,651.77	
	Bi-weekly	1,497.48	1,548.10	1,597.40	1,650.69	1,709.98	1,764.60	1,827.88	1,921.14	2,010.41	2,104.34	2,146.97	
	Hourly	18.718519	19.351264	19.967558	20.633638	21.374780	22.057463	22.848539	24.014297	25.130115	26.304246	26.837114	
16	Annual	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,469.39	53,101.92	55,526.69	56,635.06	1.2188
	Monthly	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,205.78	4,425.16	4,627.22	4,719.59	
	Bi-weekly	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,941.13	2,042.38	2,135.64	2,178.27	
	Hourly	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.264131	25.529769	26.695524	27.228394	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16C	Annual	39,748.38	41,047.38	42,467.66	43,905.36	45,429.21	47,230.46	49,031.70	51,508.42	54,158.35	56,600.54	57,743.73	1.2421
	Monthly	3,312.37	3,420.62	3,538.97	3,658.78	3,785.77	3,935.87	4,085.98	4,292.37	4,513.20	4,716.71	4,811.98	
	Bi-weekly	1,528.78	1,578.75	1,633.37	1,688.67	1,747.28	1,816.56	1,885.83	1,981.09	2,083.01	2,176.94	2,220.91	
	Hourly	19.109799	19.734318	20.417144	21.108344	21.840967	22.706950	23.572934	24.763662	26.037666	27.211796	27.761408	
16D	Annual	40,319.98	41,618.97	42,969.91	44,355.67	45,983.69	47,542.37	49,170.40	51,716.46	54,123.82	56,583.12	57,726.32	1.2599
	Monthly	3,360.00	3,468.25	3,580.83	3,696.31	3,831.98	3,961.86	4,097.53	4,309.71	4,510.32	4,715.26	4,810.53	
	Bi-weekly	1,550.77	1,600.73	1,652.69	1,705.99	1,768.60	1,828.55	1,891.17	1,989.09	2,081.69	2,176.27	2,220.24	
	Hourly	19.384605	20.009121	20.658612	21.324840	22.107545	22.856910	23.639615	24.863683	26.021068	27.203425	27.753036	
17	Annual	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	52,461.28	54,989.92	57,553.10	58,713.40	1.2594
	Monthly	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,371.77	4,582.49	4,796.09	4,892.78	
	Bi-weekly	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	2,017.74	2,115.00	2,213.58	2,258.21	
	Hourly	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	25.221767	26.437462	27.669757	28.227596	
17G	Annual	41,047.38	42,467.66	43,905.36	45,429.21	47,230.46	49,031.70	50,971.64	53,430.94	61,727.18	64,532.92	65,831.92	1.2827
	Monthly	3,420.62	3,538.97	3,658.78	3,785.77	3,935.87	4,085.98	4,247.64	4,452.58	5,143.93	5,377.74	5,485.99	
	Bi-weekly	1,578.75	1,633.37	1,688.67	1,747.28	1,816.56	1,885.83	1,960.45	2,055.04	2,374.12	2,482.04	2,532.00	
	Hourly	19.734318	20.417144	21.108344	21.840967	22.706950	23.572934	24.505598	25.687954	29.676528	31.025443	31.649962	
18	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	57,154.72	59,770.13	60,982.36	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	4,762.89	4,980.84	5,081.86	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,198.26	2,298.85	2,345.48	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	27.478231	28.735638	29.318444	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18C	Annual	41,826.72	43,402.81	44,788.57	46,347.24	48,200.43	50,019.09	51,976.14	54,504.78	57,206.65	59,856.59	61,069.13	1.3070
	Monthly	3,485.56	3,616.90	3,732.38	3,862.27	4,016.70	4,168.26	4,331.35	4,542.07	4,767.22	4,988.05	5,089.09	
	Bi-weekly	1,608.72	1,669.34	1,722.64	1,782.59	1,853.86	1,923.81	1,999.08	2,096.34	2,200.26	2,302.18	2,348.81	
	Hourly	20.109000	20.866735	21.532964	22.282328	23.173283	24.047638	24.988530	26.204222	27.503199	28.777207	29.360157	
18D	Annual	41,826.72	43,402.81	44,788.57	46,347.24	48,200.43	50,019.09	51,976.14	54,504.78	62,108.15	64,948.71	66,247.71	1.3070
	Monthly	3,485.56	3,616.90	3,732.38	3,862.27	4,016.70	4,168.26	4,331.35	4,542.07	5,175.68	5,412.39	5,520.64	
	Bi-weekly	1,608.72	1,669.34	1,722.64	1,782.59	1,853.86	1,923.81	1,999.08	2,096.34	2,388.77	2,498.03	2,547.99	
	Hourly	20.109000	20.866735	21.532964	22.282328	23.173283	24.047638	24.988530	26.204222	29.859685	31.225340	31.849858	
18F	Annual	42,467.66	44,026.34	45,446.62	47,057.54	48,927.83	50,729.08	52,738.37	55,336.06	58,107.28	61,917.81	63,164.58	1.3271
	Monthly	3,538.97	3,668.86	3,787.22	3,921.46	4,077.32	4,227.42	4,394.86	4,611.34	4,842.27	5,159.82	5,263.72	
	Bi-weekly	1,633.37	1,693.32	1,747.95	1,809.91	1,881.84	1,951.12	2,028.40	2,128.31	2,234.90	2,381.45	2,429.41	
	Hourly	20.417144	21.166509	21.849338	22.623815	23.522997	24.388979	25.354983	26.603876	27.936192	29.768179	30.367586	
18G	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	57,154.72	60,964.95	62,177.49	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	4,762.89	5,080.41	5,181.46	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,198.26	2,344.81	2,391.44	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	27.478231	29.310072	29.893026	
18P	Annual	42,917.97	44,459.54	45,879.52	47,524.96	49,395.55	51,248.74	53,257.73	55,890.55	65,364.20	68,360.56	69,728.91	1.3411
	Monthly	3,576.50	3,704.96	3,823.29	3,960.41	4,116.30	4,270.73	4,438.14	4,657.55	5,447.02	5,696.71	5,810.74	
	Bi-weekly	1,650.69	1,709.98	1,764.60	1,827.88	1,899.83	1,971.11	2,048.37	2,149.64	2,514.01	2,629.25	2,681.88	
	Hourly	20.633638	21.374780	22.057463	22.848539	23.747861	24.638816	25.604676	26.870455	31.425095	32.865656	33.523516	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,583.12	59,250.46	61,952.34	63,199.40	1.3460
	Monthly	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,715.26	4,937.54	5,162.70	5,266.62	
	Bi-weekly	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,176.27	2,278.86	2,382.78	2,430.75	
	Hourly	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	27.203425	28.485800	29.784777	30.384328	
19I	Annual	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,583.12	61,761.71	64,550.33	65,849.33	1.3460
	Monthly	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,715.26	5,146.81	5,379.19	5,487.44	
	Bi-weekly	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,176.27	2,375.45	2,482.71	2,532.67	
	Hourly	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	27.203425	29.693128	31.033814	31.658332	
20	Annual	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,938.55	61,692.65	64,463.57	65,779.98	1.3931
	Monthly	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,911.55	5,141.06	5,371.97	5,481.67	
	Bi-weekly	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,266.87	2,372.79	2,479.37	2,530.00	
	Hourly	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	28.335843	29.659930	30.992103	31.624992	
20B	Annual	45,533.38	47,161.41	48,650.74	50,400.05	52,391.93	54,435.44	56,531.19	59,284.99	69,763.44	72,915.62	74,370.43	1.4229
	Monthly	3,794.45	3,930.12	4,054.23	4,200.00	4,365.99	4,536.29	4,710.93	4,940.42	5,813.62	6,076.30	6,197.54	
	Bi-weekly	1,751.28	1,813.90	1,871.18	1,938.46	2,015.07	2,093.67	2,174.28	2,280.19	2,683.21	2,804.45	2,860.40	
	Hourly	21.891050	22.673754	23.389778	24.230793	25.188426	26.170884	27.178456	28.502398	33.540116	35.055585	35.755012	
20C	Annual	45,446.62	47,057.54	48,927.83	50,729.08	52,738.37	54,764.77	56,946.97	59,700.78	62,506.52	65,347.09	66,663.20	1.4202
	Monthly	3,787.22	3,921.46	4,077.32	4,227.42	4,394.86	4,563.73	4,745.58	4,975.07	5,208.88	5,445.59	5,555.27	
	Bi-weekly	1,747.95	1,809.91	1,881.84	1,951.12	2,028.40	2,106.34	2,190.27	2,296.18	2,404.10	2,513.35	2,563.97	
	Hourly	21.849338	22.623815	23.522997	24.388979	25.354983	26.329214	27.378353	28.702299	30.051211	31.416868	32.049613	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	61,121.06	64,151.96	67,044.16	68,395.09	1.4483
	Monthly	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,093.42	5,346.00	5,587.01	5,699.59	
	Bi-weekly	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,350.81	2,467.38	2,578.62	2,630.58	
	Hourly	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.385125	30.842289	32.232768	32.882256	
21E	Annual	47,524.96	49,395.55	51,248.74	53,257.73	55,301.54	57,466.63	59,770.13	62,835.55	65,728.05	70,075.35	71,495.34	1.4851
	Monthly	3,960.41	4,116.30	4,270.73	4,438.14	4,608.46	4,788.89	4,980.84	5,236.30	5,477.34	5,839.61	5,957.95	
	Bi-weekly	1,827.88	1,899.83	1,971.11	2,048.37	2,126.98	2,210.26	2,298.85	2,416.75	2,528.00	2,695.21	2,749.82	
	Hourly	22.848539	23.747861	24.638816	25.604676	26.587277	27.628189	28.735638	30.209399	31.600023	33.690074	34.372759	
21Z	Annual	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	61,121.06	68,360.56	71,426.29	72,863.68	1.4483
	Monthly	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,093.42	5,696.71	5,952.19	6,071.97	
	Bi-weekly	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,350.81	2,629.25	2,747.16	2,802.45	
	Hourly	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.385125	32.865656	34.339562	35.030617	
22	Annual	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	63,441.67	66,524.80	69,503.76	70,906.63	1.5040
	Monthly	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,286.81	5,543.73	5,791.98	5,908.89	
	Bi-weekly	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,440.06	2,558.65	2,673.22	2,727.18	
	Hourly	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.500801	31.983075	33.415270	34.089726	
23	Annual	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,901.27	69,243.78	72,378.85	73,816.24	1.5625
	Monthly	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,491.77	5,770.32	6,031.57	6,151.35	
	Bi-weekly	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,534.66	2,663.22	2,783.80	2,839.09	
	Hourly	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.683302	33.290277	34.797523	35.488577	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23B	Annual	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,901.27	75,340.39	78,769.66	80,363.17	1.5625
	Monthly	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,491.77	6,278.37	6,564.14	6,696.93	
	Bi-weekly	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,534.66	2,897.71	3,029.60	3,090.89	
	Hourly	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.683302	36.221340	37.870031	38.636139	
23C	Annual	50,278.77	52,236.12	54,279.63	56,375.38	58,592.41	60,878.50	63,251.34	66,420.93	69,538.28	72,725.28	74,197.21	1.5712
	Monthly	4,189.90	4,353.01	4,523.30	4,697.95	4,882.70	5,073.21	5,270.95	5,535.08	5,794.86	6,060.44	6,183.10	
	Bi-weekly	1,933.80	2,009.08	2,087.68	2,168.28	2,253.55	2,341.48	2,432.74	2,554.65	2,674.55	2,797.13	2,853.74	
	Hourly	24.172483	25.113520	26.095977	27.103550	28.169430	29.268508	30.409296	31.933139	33.431865	34.964079	35.671734	
23F	Annual	50,815.84	52,807.41	54,851.23	56,981.50	59,198.53	61,502.03	63,944.22	67,200.27	70,386.97	73,539.15	75,011.36	1.5879
	Monthly	4,234.65	4,400.62	4,570.94	4,748.46	4,933.21	5,125.17	5,328.69	5,600.02	5,865.58	6,128.26	6,250.95	
	Bi-weekly	1,954.46	2,031.05	2,109.66	2,191.60	2,276.87	2,365.46	2,459.39	2,584.63	2,707.19	2,828.43	2,885.05	
	Hourly	24.430692	25.388177	26.370782	27.394951	28.460832	29.568282	30.742411	32.307820	33.839889	35.355359	36.063156	
24	Annual	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	68,533.79	71,841.77	75,115.24	76,639.39	1.6226
	Monthly	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,711.15	5,986.81	6,259.60	6,386.62	
	Bi-weekly	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,635.91	2,763.14	2,889.05	2,947.67	
	Hourly	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.948936	34.539312	36.113096	36.845862	
24A	Annual	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	68,533.79	72,794.33	76,137.14	77,678.71	1.6226
	Monthly	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,711.15	6,066.19	6,344.76	6,473.23	
	Bi-weekly	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,635.91	2,799.78	2,928.35	2,987.64	
	Hourly	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.948936	34.997275	36.604396	37.345535	

Report ID: RCHR093A  
 As Of Date: 01/11/2020  
 Salary Plan: 01A Non-rep/Cler&BldgServ/Annual

PeopleSoft  
 COMPENSATION MANUAL

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 Run Date 01/13/2020  
 Run Time 09:15:39

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	67,754.45	71,079.84	74,647.52	78,007.74	79,583.83	1.6865
	Monthly	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,646.20	5,923.32	6,220.63	6,500.65	6,631.99	
	Bi-weekly	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,605.94	2,733.84	2,871.06	3,000.30	3,060.92	
	Hourly	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.574254	34.173002	35.888229	37.503720	38.261457	

## 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	35,712.99	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,845.00	48,131.08	50,330.70	51,318.08	1.1160
	Monthly	2,976.08	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,820.42	4,010.92	4,194.23	4,276.51	
	Bi-weekly	1,373.58	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,763.27	1,851.20	1,935.80	1,973.77	
	Hourly	17.169708	17.719315	18.310493	18.943387	19.651038	20.292298	21.066635	22.040864	23.139941	24.197452	24.672156	
13M	Annual	36,302.00	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,884.32	49,083.94	51,266.15	52,305.17	1.1344
	Monthly	3,025.17	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,907.03	4,090.33	4,272.18	4,358.76	
	Bi-weekly	1,396.23	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,803.24	1,887.84	1,971.77	2,011.74	
	Hourly	17.452885	18.035691	18.635241	19.318067	19.975781	20.708549	21.441313	22.540539	23.598047	24.647185	25.146715	
14	Annual	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,750.12	50,122.95	52,374.51	53,430.94	1.1517
	Monthly	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,979.18	4,176.91	4,364.54	4,452.58	
	Bi-weekly	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,836.54	1,927.81	2,014.40	2,055.04	
	Hourly	17.719315	18.310493	18.943387	19.651038	20.292298	21.066635	21.849338	22.956788	24.097574	25.180055	25.687954	
14M	Annual	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,720.09	51,058.11	53,361.90	54,435.44	1.1723
	Monthly	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,060.01	4,254.84	4,446.83	4,536.29	
	Bi-weekly	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,873.85	1,963.77	2,052.38	2,093.67	
	Hourly	18.035691	18.635241	19.318067	19.975781	20.708549	21.441313	22.282328	23.423119	24.547166	25.654758	26.170884	
15	Annual	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,568.77	51,976.14	54,314.46	55,422.82	1.1901
	Monthly	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,130.73	4,331.35	4,526.21	4,618.57	
	Bi-weekly	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,906.49	1,999.08	2,089.02	2,131.65	
	Hourly	18.310493	18.943387	19.651038	20.292298	21.066635	21.849338	22.681979	23.831141	24.988530	26.112719	26.645587	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	39,038.39	40,371.91	41,670.91	43,143.13	44,701.81	46,329.83	47,992.68	50,417.46	57,535.68	60,133.68	61,346.21	1.2199
	Monthly	3,253.20	3,364.33	3,472.58	3,595.26	3,725.15	3,860.82	3,999.39	4,201.46	4,794.64	5,011.14	5,112.19	
	Bi-weekly	1,501.48	1,552.77	1,602.73	1,659.35	1,719.30	1,781.92	1,845.87	1,939.13	2,212.91	2,312.83	2,359.47	
	Hourly	18.768458	19.409574	20.034093	20.741888	21.491255	22.273957	23.073404	24.239164	27.661386	28.910423	29.493372	
15M	Annual	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,677.14	53,171.27	55,578.63	56,686.99	1.2112
	Monthly	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,223.10	4,430.94	4,631.55	4,723.92	
	Bi-weekly	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,949.12	2,045.05	2,137.64	2,180.27	
	Hourly	18.635241	19.318067	19.975781	20.708549	21.441313	22.282328	23.181654	24.364010	25.563108	26.720494	27.253362	
16	Annual	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,699.05	54,227.70	56,635.06	57,778.25	1.2313
	Monthly	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,308.25	4,518.98	4,719.59	4,814.85	
	Bi-weekly	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,988.42	2,085.68	2,178.27	2,222.24	
	Hourly	18.943387	19.651038	20.292298	21.066635	21.849338	22.681979	23.614646	24.855312	26.071007	27.228394	27.778003	
16M	Annual	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,651.60	55,301.54	57,795.66	58,955.96	1.2556
	Monthly	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,387.63	4,608.46	4,816.31	4,913.00	
	Bi-weekly	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,025.06	2,126.98	2,222.91	2,267.54	
	Hourly	19.318067	19.975781	20.708549	21.441313	22.282328	23.181654	24.122544	25.313271	26.587277	27.786375	28.344213	
17	Annual	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,604.16	56,306.03	58,817.57	59,995.28	1.2773
	Monthly	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,467.01	4,692.17	4,901.46	4,999.61	
	Bi-weekly	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,061.70	2,165.62	2,262.21	2,307.51	
	Hourly	19.651038	20.292298	21.066635	21.849338	22.681979	23.614646	24.547166	25.771232	27.070207	28.277676	28.843884	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17M	Annual	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,764.77	57,466.63	60,064.33	61,276.87	1.2984
	Monthly	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,563.73	4,788.89	5,005.36	5,106.41	
	Bi-weekly	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,106.34	2,210.26	2,310.17	2,356.80	
	Hourly	19.975781	20.708549	21.441313	22.282328	23.181654	24.122544	25.071806	26.329214	27.628189	28.877082	29.460034	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,751.85	58,661.46	61,311.40	62,541.04	1.3189
	Monthly	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,645.99	4,888.46	5,109.28	5,211.75	
	Bi-weekly	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,144.30	2,256.21	2,358.13	2,405.42	
	Hourly	20.292298	21.066635	21.849338	22.681979	23.614646	24.547166	25.563108	26.803773	28.202625	29.476632	30.067808	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18M	Annual	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,964.39	59,666.25	62,368.13	63,614.89	1.3460
	Monthly	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,747.03	4,972.19	5,197.34	5,301.24	
	Bi-weekly	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,190.94	2,294.86	2,398.77	2,446.73	
	Hourly	20.708549	21.441313	22.282328	23.181654	24.122544	25.071806	26.046038	27.386724	28.685698	29.984677	30.584082	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,951.47	60,653.34	63,372.62	64,636.79	1.3693
	Monthly	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,829.29	5,054.45	5,281.05	5,386.40	
	Bi-weekly	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,228.90	2,332.82	2,437.41	2,486.03	
	Hourly	21.066635	21.849338	22.681979	23.614646	24.547166	25.563108	26.528969	27.861284	29.160259	30.467605	31.075380	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	59,077.25	62,021.69	64,861.95	66,160.94	1.3936
	Monthly	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,923.10	5,168.47	5,405.16	5,513.41	
	Bi-weekly	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,272.20	2,385.45	2,494.69	2,544.65	
	Hourly	21.441313	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.402523	29.818118	31.183628	31.808146	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	60,254.96	63,147.46	66,005.14	67,321.55	1.4202
	Monthly	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	5,021.25	5,262.29	5,500.43	5,610.13	
	Bi-weekly	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,317.50	2,428.75	2,538.66	2,589.29	
	Hourly	21.849338	22.681979	23.614646	24.547166	25.563108	26.528969	27.603222	28.968731	30.359356	31.733240	32.366129	
20M	Annual	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	61,450.09	64,532.92	67,442.53	68,810.88	1.4483
	Monthly	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,120.84	5,377.74	5,620.21	5,734.24	
	Bi-weekly	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,363.47	2,482.04	2,593.94	2,646.57	
	Hourly	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.543313	31.025443	32.424293	33.082153	
20S	Annual	47,057.54	48,979.77	50,971.64	52,894.18	54,955.10	57,172.13	59,458.21	62,437.17	65,485.48	68,499.26	69,884.72	1.4705
	Monthly	3,921.46	4,081.65	4,247.64	4,407.85	4,579.59	4,764.34	4,954.85	5,203.10	5,457.12	5,708.27	5,823.73	
	Bi-weekly	1,809.91	1,883.84	1,960.45	2,034.39	2,113.66	2,198.93	2,286.85	2,401.43	2,518.67	2,634.59	2,687.87	
	Hourly	22.623815	23.547966	24.505598	25.429892	26.420720	27.486602	28.585679	30.017871	31.483403	32.932337	33.598423	
21	Annual	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,697.16	65,831.92	68,793.47	70,161.82	1.4743
	Monthly	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,224.76	5,485.99	5,732.79	5,846.82	
	Bi-weekly	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,411.43	2,532.00	2,645.90	2,698.53	
	Hourly	22.681979	23.614646	24.547166	25.563108	26.528969	27.603222	28.693928	30.142863	31.649962	33.073782	33.731642	
21M	Annual	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,822.93	67,113.51	70,092.46	71,512.75	1.5068
	Monthly	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,318.58	5,592.79	5,841.04	5,959.40	
	Bi-weekly	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,454.73	2,581.29	2,695.86	2,750.49	
	Hourly	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.326814	30.684101	32.266109	33.698300	34.381129	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	65,087.10	68,204.76	71,305.00	72,742.40	1.5349
	Monthly	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,423.93	5,683.73	5,942.08	6,061.87	
	Bi-weekly	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,503.35	2,623.26	2,742.50	2,797.78	
	Hourly	23.614646	24.547166	25.563108	26.528969	27.603222	28.693928	29.826344	31.291877	32.790749	34.281251	34.972307	
22M	Annual	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	66,368.69	69,763.44	72,915.62	74,370.43	1.5679
	Monthly	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,530.72	5,813.62	6,076.30	6,197.54	
	Bi-weekly	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,552.64	2,683.21	2,804.45	2,860.40	
	Hourly	24.122544	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.908023	33.540116	35.055585	35.755012	
23	Annual	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,667.69	70,975.98	74,214.62	75,686.83	1.5955
	Monthly	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,638.97	5,914.67	6,184.55	6,307.24	
	Bi-weekly	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,602.60	2,729.85	2,854.41	2,911.03	
	Hourly	24.547166	25.563108	26.528969	27.603222	28.693928	29.826344	30.975504	32.532542	34.123065	35.680104	36.387901	
23B	Annual	51,491.30	53,396.42	55,492.17	57,743.73	60,081.74	62,472.00	64,931.30	68,048.95	76,881.96	80,380.58	82,025.72	1.6091
	Monthly	4,290.94	4,449.70	4,624.35	4,811.98	5,006.81	5,206.00	5,410.94	5,670.75	6,406.83	6,698.38	6,835.48	
	Bi-weekly	1,980.43	2,053.71	2,134.31	2,220.91	2,310.84	2,402.77	2,497.36	2,617.27	2,957.00	3,091.56	3,154.84	
	Hourly	24.755433	25.671357	26.678927	27.761408	28.885453	30.034614	31.216971	32.715843	36.962481	38.644509	39.435441	
23C	Annual	51,872.26	53,985.13	56,063.76	58,280.50	60,653.34	63,026.18	65,399.02	68,672.48	72,084.35	75,409.74	76,916.48	1.6210
	Monthly	4,322.69	4,498.76	4,671.98	4,856.71	5,054.45	5,252.18	5,449.92	5,722.71	6,007.03	6,284.15	6,409.71	
	Bi-weekly	1,995.09	2,076.35	2,156.30	2,241.56	2,332.82	2,424.08	2,515.35	2,641.25	2,772.47	2,900.37	2,958.33	
	Hourly	24.938587	25.954389	26.953731	28.019470	29.160259	30.301049	31.441836	33.015617	34.655936	36.254684	36.979078	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23K	Annual	52,149.36	54,175.76	56,357.97	58,194.04	60,999.77	63,320.68	65,831.92	69,105.38	69,815.38	72,967.55	74,422.36	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,849.50	5,083.31	5,276.72	5,485.99	5,758.78	5,817.95	6,080.63	6,201.86	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,238.23	2,346.15	2,435.41	2,532.00	2,657.90	2,685.21	2,806.44	2,862.40	
	Hourly	25.071806	26.046038	27.095178	27.977902	29.326814	30.442633	31.649962	33.223741	33.565084	35.080555	35.779980	
23M	Annual	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	69,105.38	72,447.90	75,686.83	77,210.99	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,758.78	6,037.33	6,307.24	6,434.25	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,657.90	2,786.46	2,911.03	2,969.65	
	Hourly	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	33.223741	34.830719	36.387901	37.120666	
23N	Annual	52,443.86	54,470.27	56,566.01	58,852.10	61,207.52	63,666.82	66,178.36	69,365.06	78,111.61	81,644.76	83,290.19	1.6388
	Monthly	4,370.32	4,539.19	4,713.83	4,904.34	5,100.63	5,305.57	5,514.86	5,780.42	6,509.30	6,803.73	6,940.85	
	Bi-weekly	2,017.07	2,095.01	2,175.62	2,263.54	2,354.14	2,448.72	2,545.32	2,667.89	3,004.29	3,140.18	3,203.47	
	Hourly	25.213394	26.187628	27.195198	28.294277	29.426693	30.609049	31.816520	33.348585	37.553659	39.252287	40.043362	
24	Annual	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	70,404.38	73,885.59	77,228.40	78,769.66	1.6616
	Monthly	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,867.03	6,157.13	6,435.70	6,564.14	
	Bi-weekly	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,707.86	2,841.75	2,970.32	3,029.60	
	Hourly	25.563108	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.848260	35.521917	37.129038	37.870031	
24B	Annual	53,361.90	55,492.17	57,743.73	60,029.81	62,315.89	64,913.89	67,390.60	70,681.47	74,214.62	77,609.37	79,150.63	1.6675
	Monthly	4,446.83	4,624.35	4,811.98	5,002.48	5,192.99	5,409.49	5,615.88	5,890.12	6,184.55	6,467.45	6,595.89	
	Bi-weekly	2,052.38	2,134.31	2,220.91	2,308.84	2,396.76	2,496.69	2,591.95	2,718.52	2,854.41	2,984.98	3,044.26	
	Hourly	25.654758	26.678927	27.761408	28.860486	29.959560	31.208599	32.399325	33.981478	35.680104	37.312197	38.053189	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,755.31	75,288.46	78,665.79	80,276.41	1.6929
	Monthly	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,979.61	6,274.04	6,555.48	6,689.70	
	Bi-weekly	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,759.82	2,895.71	3,025.61	3,087.55	
	Hourly	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.497746	36.196374	37.820091	38.594426	
24P	Annual	54,245.11	56,340.85	58,523.06	60,878.50	63,285.86	65,831.92	68,412.50	71,737.90	75,340.39	78,769.66	80,363.17	1.6951
	Monthly	4,520.43	4,695.07	4,876.92	5,073.21	5,273.82	5,485.99	5,701.04	5,978.16	6,278.37	6,564.14	6,696.93	
	Bi-weekly	2,086.35	2,166.96	2,250.89	2,341.48	2,434.07	2,532.00	2,631.25	2,759.15	2,897.71	3,029.60	3,090.89	
	Hourly	26.079378	27.086948	28.136088	29.268508	30.425893	31.649962	32.890626	34.489377	36.221340	37.870031	38.636139	
24S	Annual	54,331.57	56,548.60	58,748.22	61,103.65	63,511.02	66,022.55	68,585.72	71,963.06	80,138.02	83,775.03	85,454.99	1.6978
	Monthly	4,527.63	4,712.38	4,895.69	5,091.97	5,292.59	5,501.88	5,715.48	5,996.92	6,678.17	6,981.25	7,121.25	
	Bi-weekly	2,089.68	2,174.95	2,259.55	2,350.14	2,442.73	2,539.33	2,637.91	2,767.81	3,082.23	3,222.12	3,286.73	
	Hourly	26.120945	27.186826	28.244337	29.376753	30.534142	31.741612	32.973906	34.597623	38.527892	40.276455	41.084128	
25	Annual	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	73,140.77	76,795.20	80,311.23	81,921.84	1.7243
	Monthly	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,095.06	6,399.60	6,692.60	6,826.82	
	Bi-weekly	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,813.11	2,953.66	3,088.89	3,150.84	
	Hourly	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	35.163832	36.920768	38.611169	39.385501	
25M	Annual	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	74,647.52	78,284.83	81,869.91	83,497.93	1.7611
	Monthly	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,220.63	6,523.74	6,822.49	6,958.16	
	Bi-weekly	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,871.06	3,010.95	3,148.84	3,211.46	
	Hourly	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.888229	37.636936	39.360535	40.143237	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25N	Annual	56,704.40	58,955.96	61,259.46	63,701.65	66,022.55	68,776.35	71,547.27	75,011.36	78,683.21	82,233.77	83,913.72	1.7720
	Monthly	4,725.37	4,913.00	5,104.96	5,308.47	5,501.88	5,731.36	5,962.27	6,250.95	6,556.93	6,852.81	6,992.81	
	Bi-weekly	2,180.94	2,267.54	2,356.13	2,450.06	2,539.33	2,645.24	2,751.82	2,885.05	3,026.28	3,162.84	3,227.45	
	Hourly	27.261732	28.344213	29.451661	30.625791	31.741612	33.065554	34.397727	36.063156	37.828464	39.535465	40.343135	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	79,826.09	83,428.59	85,108.85	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	6,652.18	6,952.38	7,092.40	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,070.23	3,208.79	3,273.42	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	38.377930	40.109898	40.917715	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26A	Annual	57,518.57	59,839.18	62,281.36	64,723.55	67,269.32	69,936.66	72,500.13	76,171.67	79,999.31	83,636.63	85,299.19	1.7974
	Monthly	4,793.21	4,986.60	5,190.11	5,393.63	5,605.78	5,828.06	6,041.68	6,347.64	6,666.61	6,969.72	7,108.27	
	Bi-weekly	2,212.25	2,301.51	2,395.44	2,489.37	2,587.28	2,689.87	2,788.47	2,929.68	3,076.90	3,216.79	3,280.74	
	Hourly	27.653158	28.768835	29.942963	31.117091	32.341017	33.623394	34.855832	36.620995	38.461207	40.209918	41.009224	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26B	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	79,826.09	84,519.84	86,217.22	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	6,652.18	7,043.32	7,184.77	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,070.23	3,250.76	3,316.05	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	38.377930	40.634540	41.450584	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	77,557.43	81,298.31	84,987.57	86,684.94	1.8331
	Monthly	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,463.12	6,774.86	7,082.30	7,223.75	
	Bi-weekly	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,982.98	3,126.86	3,268.75	3,334.04	
	Hourly	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.555256	37.287225	39.085727	40.859407	41.675452	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26S	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	85,940.13	89,802.30	91,603.54	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	7,161.68	7,483.53	7,633.63	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,305.39	3,453.93	3,523.21	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	41.317368	43.174182	44.040163	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,960.30	82,857.29	86,650.12	88,399.42	1.8651
	Monthly	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,580.03	6,904.77	7,220.84	7,366.62	
	Bi-weekly	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,036.93	3,186.82	3,332.70	3,399.98	
	Hourly	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.961681	39.835236	41.658710	42.499723	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27C	Annual	60,653.34	63,026.18	65,399.02	68,118.00	70,837.28	73,573.67	76,431.65	80,189.95	84,173.40	88,052.98	89,819.71	1.8954
	Monthly	5,054.45	5,252.18	5,449.92	5,676.50	5,903.11	6,131.14	6,369.30	6,682.50	7,014.45	7,337.75	7,484.98	
	Bi-weekly	2,332.82	2,424.08	2,515.35	2,619.92	2,724.51	2,829.76	2,939.68	3,084.23	3,237.44	3,386.65	3,454.60	
	Hourly	29.160259	30.301049	31.441836	32.749040	34.056384	35.371958	36.745985	38.552860	40.467982	42.333165	43.182552	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27F	Annual	60,289.49	62,697.16	65,208.39	67,737.04	70,490.84	73,262.06	76,102.62	79,912.86	92,677.38	96,868.88	98,825.93	1.8840
	Monthly	5,024.12	5,224.76	5,434.03	5,644.75	5,874.24	6,105.17	6,341.89	6,659.41	7,723.12	8,072.41	8,235.49	
	Bi-weekly	2,318.83	2,411.43	2,508.02	2,605.27	2,711.19	2,817.77	2,927.02	3,073.57	3,564.51	3,725.73	3,801.00	
	Hourly	28.985331	30.142863	31.350188	32.565882	33.889826	35.222142	36.587799	38.419642	44.556432	46.571578	47.512468	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27M	Annual	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	80,622.85	84,623.71	88,468.77	90,252.61	1.9062
	Monthly	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,718.57	7,051.98	7,372.40	7,521.05	
	Bi-weekly	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,100.88	3,254.76	3,402.65	3,471.25	
	Hourly	29.326814	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.760985	40.684477	42.533064	43.390677	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27N	Annual	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,960.30	84,762.41	88,659.10	90,425.83	1.8651
	Monthly	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,580.03	7,063.53	7,388.26	7,535.49	
	Bi-weekly	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,036.93	3,260.09	3,409.97	3,477.92	
	Hourly	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.961681	40.751159	42.624568	43.473955	
27S	Annual	61,761.71	64,151.96	66,784.48	69,417.00	72,118.87	74,924.61	77,955.80	81,817.98	85,974.64	89,837.12	91,638.36	1.9300
	Monthly	5,146.81	5,346.00	5,565.37	5,784.75	6,009.91	6,243.72	6,496.32	6,818.17	7,164.55	7,486.43	7,636.53	
	Bi-weekly	2,375.45	2,467.38	2,568.63	2,669.88	2,773.80	2,881.72	2,998.30	3,146.85	3,306.72	3,455.27	3,524.55	
	Hourly	29.693128	30.842289	32.107921	33.373557	34.672532	36.021447	37.478751	39.335565	41.333963	43.190921	44.056906	
28	Annual	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	82,147.00	86,355.61	90,287.43	92,105.79	1.9387
	Monthly	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,845.58	7,196.30	7,523.95	7,675.48	
	Bi-weekly	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,159.50	3,321.37	3,472.59	3,542.53	
	Hourly	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.493750	41.517121	43.407419	44.281629	
28B	Annual	62,922.31	65,797.39	68,204.76	70,577.60	73,452.69	76,275.54	79,375.79	83,238.26	87,360.40	91,326.45	93,179.63	1.9663
	Monthly	5,243.53	5,483.12	5,683.73	5,881.47	6,121.06	6,356.30	6,614.65	6,936.52	7,280.03	7,610.54	7,764.97	
	Bi-weekly	2,420.09	2,530.67	2,623.26	2,714.52	2,825.10	2,933.67	3,052.91	3,201.47	3,360.02	3,512.56	3,583.83	
	Hourly	30.251110	31.633362	32.790749	33.931539	35.313793	36.670933	38.161435	40.018392	42.000194	43.906947	44.797899	
28C	Annual	63,026.18	65,399.02	68,118.00	70,837.28	73,573.67	76,431.65	79,497.07	83,463.41	87,723.96	91,690.30	93,526.07	1.9695
	Monthly	5,252.18	5,449.92	5,676.50	5,903.11	6,131.14	6,369.30	6,624.76	6,955.28	7,310.33	7,640.86	7,793.84	
	Bi-weekly	2,424.08	2,515.35	2,619.92	2,724.51	2,829.76	2,939.68	3,057.58	3,210.13	3,374.00	3,526.55	3,597.16	
	Hourly	30.301049	31.441836	32.749040	34.056384	35.371958	36.745985	38.219744	40.126641	42.174979	44.081876	44.964456	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28D	Annual	62,315.89	64,913.89	67,390.60	70,023.42	72,742.40	75,704.24	78,683.21	82,614.73	86,702.05	90,702.92	92,521.58	1.9473
	Monthly	5,192.99	5,409.49	5,615.88	5,835.29	6,061.87	6,308.69	6,556.93	6,884.56	7,225.17	7,558.58	7,710.13	
	Bi-weekly	2,396.76	2,496.69	2,591.95	2,693.21	2,797.78	2,911.70	3,026.28	3,177.49	3,334.69	3,488.57	3,558.52	
	Hourly	29.959560	31.208599	32.399325	33.665105	34.972307	36.396271	37.828464	39.718618	41.683677	43.607172	44.481527	
28M	Annual	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	83,844.38	87,983.64	91,949.98	93,803.16	1.9787
	Monthly	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,987.03	7,331.97	7,662.50	7,816.93	
	Bi-weekly	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,224.78	3,383.99	3,536.54	3,607.81	
	Hourly	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	40.309798	42.299825	44.206720	45.097674	
28P	Annual	64,290.35	66,836.41	69,313.13	72,153.69	75,097.82	78,024.85	81,211.85	85,143.37	89,351.98	93,439.61	95,309.90	2.0090
	Monthly	5,357.53	5,569.70	5,776.09	6,012.81	6,258.15	6,502.07	6,767.65	7,095.28	7,446.00	7,786.63	7,942.49	
	Bi-weekly	2,472.71	2,570.63	2,665.89	2,775.14	2,888.38	3,000.96	3,123.53	3,274.75	3,436.61	3,593.83	3,665.77	
	Hourly	30.908824	32.132891	33.323619	34.689275	36.104723	37.511948	39.044159	40.934314	42.957684	44.922889	45.822068	
29	Annual	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	85,437.88	89,715.84	93,803.16	95,691.17	2.0134
	Monthly	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,119.82	7,476.32	7,816.93	7,974.26	
	Bi-weekly	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,286.07	3,450.61	3,607.81	3,680.43	
	Hourly	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	41.075902	43.132614	45.097674	46.005368	
29A	Annual	65,073.34	67,784.64	70,461.07	73,225.14	76,006.47	79,067.68	82,163.75	86,292.26	92,425.25	96,636.02	98,581.05	2.0335
	Monthly	5,422.78	5,648.72	5,871.76	6,102.10	6,333.87	6,588.97	6,846.98	7,191.02	7,702.10	8,053.00	8,215.09	
	Bi-weekly	2,502.82	2,607.10	2,710.04	2,816.35	2,923.33	3,041.06	3,160.14	3,318.93	3,554.82	3,716.77	3,791.58	
	Hourly	31.285260	32.588769	33.875515	35.204392	36.541573	38.013306	39.501804	41.486663	44.435218	46.459623	47.394733	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	87,187.19	91,482.26	95,673.76	97,596.29	2.0572
	Monthly	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,265.60	7,623.52	7,972.81	8,133.02	
	Bi-weekly	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,353.35	3,518.55	3,679.76	3,753.70	
	Hourly	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.916916	43.981855	45.996998	46.921293	
29N	Annual	66,178.36	68,776.35	71,287.59	74,249.14	77,297.45	80,311.23	83,515.35	87,602.68	101,752.96	106,411.88	108,542.15	2.0680
	Monthly	5,514.86	5,731.36	5,940.63	6,187.43	6,441.45	6,692.60	6,959.61	7,300.22	8,479.41	8,867.66	9,045.18	
	Bi-weekly	2,545.32	2,645.24	2,741.83	2,855.74	2,972.98	3,088.89	3,212.13	3,369.33	3,913.58	4,092.76	4,174.70	
	Hourly	31.816520	33.065554	34.272880	35.696702	37.162233	38.611169	40.151611	42.116672	48.919691	51.159559	52.183726	
29P	Annual	66,836.41	69,313.13	72,153.69	75,097.82	78,024.85	81,211.85	84,260.16	88,555.24	92,885.13	97,128.56	99,085.62	2.0886
	Monthly	5,569.70	5,776.09	6,012.81	6,258.15	6,502.07	6,767.65	7,021.68	7,379.60	7,740.43	8,094.05	8,257.14	
	Bi-weekly	2,570.63	2,665.89	2,775.14	2,888.38	3,000.96	3,123.53	3,240.78	3,405.97	3,572.50	3,735.71	3,810.99	
	Hourly	32.132891	33.323619	34.689275	36.104723	37.511948	39.044159	40.509693	42.574633	44.656311	46.696424	47.637315	
30	Annual	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	88,919.08	93,318.32	97,544.34	99,501.40	2.0972
	Monthly	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,409.92	7,776.53	8,128.70	8,291.78	
	Bi-weekly	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,419.96	3,589.17	3,751.71	3,826.98	
	Hourly	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.749559	44.864579	46.896319	47.837211	
30A	Annual	67,784.64	70,461.07	73,225.14	76,006.47	79,067.68	82,163.75	85,469.95	89,808.28	96,136.54	100,490.19	102,506.34	2.1182
	Monthly	5,648.72	5,871.76	6,102.10	6,333.87	6,588.97	6,846.98	7,122.50	7,484.02	8,011.38	8,374.18	8,542.20	
	Bi-weekly	2,607.10	2,710.04	2,816.35	2,923.33	3,041.06	3,160.14	3,287.31	3,454.16	3,697.56	3,865.01	3,942.55	
	Hourly	32.588769	33.875515	35.204392	36.541573	38.013306	39.501804	41.091321	43.177056	46.219491	48.312591	49.281896	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30B	Annual	67,390.60	70,023.42	72,742.40	75,704.24	78,683.21	81,835.39	85,039.50	89,300.05	93,785.75	98,029.19	100,003.65	2.1059
	Monthly	5,615.88	5,835.29	6,061.87	6,308.69	6,556.93	6,819.62	7,086.63	7,441.67	7,815.48	8,169.10	8,333.64	
	Bi-weekly	2,591.95	2,693.21	2,797.78	2,911.70	3,026.28	3,147.51	3,270.75	3,434.62	3,607.14	3,770.35	3,846.29	
	Hourly	32.399325	33.665105	34.972307	36.396271	37.828464	39.343936	40.884377	42.932716	45.089304	47.129416	48.078677	
30C	Annual	68,118.00	70,837.28	73,573.67	76,431.65	79,497.07	82,649.25	85,940.13	90,304.54	104,472.24	109,200.51	111,382.72	2.1286
	Monthly	5,676.50	5,903.11	6,131.14	6,369.30	6,624.76	6,887.44	7,161.68	7,525.38	8,706.02	9,100.04	9,281.89	
	Bi-weekly	2,619.92	2,724.51	2,829.76	2,939.68	3,057.58	3,178.82	3,305.39	3,473.25	4,018.16	4,200.02	4,283.95	
	Hourly	32.749040	34.056384	35.371958	36.745985	38.219744	39.735215	41.317368	43.415645	50.227037	52.500247	53.549385	
30D	Annual	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	88,919.08	95,206.03	99,535.93	101,527.80	2.0972
	Monthly	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,409.92	7,933.84	8,294.66	8,460.65	
	Bi-weekly	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,419.96	3,661.77	3,828.30	3,904.92	
	Hourly	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.749559	45.772131	47.853811	48.811443	
30M	Annual	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	86,355.61	90,702.92	95,275.38	99,622.68	101,597.15	2.1324
	Monthly	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,196.30	7,558.58	7,939.62	8,301.89	8,466.43	
	Bi-weekly	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,321.37	3,488.57	3,664.44	3,831.64	3,907.58	
	Hourly	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.517121	43.607172	45.805471	47.895521	48.844782	
31	Annual	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	92,313.83	97,024.69	101,458.45	103,467.45	2.1801
	Monthly	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,692.82	8,085.39	8,454.87	8,622.29	
	Bi-weekly	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,550.53	3,731.72	3,902.25	3,979.52	
	Hourly	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	44.381648	46.646483	48.778103	49.743964	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31D	Annual	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	92,313.83	97,405.65	101,822.31	103,883.23	2.1801
	Monthly	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,692.82	8,117.14	8,485.19	8,656.94	
	Bi-weekly	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,550.53	3,746.37	3,916.24	3,995.51	
	Hourly	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	44.381648	46.829640	48.953033	49.943859	
31M	Annual	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	86,355.61	89,837.12	94,236.06	98,981.74	103,484.85	105,580.60	2.2228
	Monthly	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,196.30	7,486.43	7,853.01	8,248.48	8,623.74	8,798.38	
	Bi-weekly	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,321.37	3,455.27	3,624.46	3,806.99	3,980.19	4,060.79	
	Hourly	34.197975	35.555256	36.945740	38.444611	39.860204	41.517121	43.190921	45.305797	47.587376	49.752333	50.759905	
31P	Annual	74,012.76	76,950.26	79,959.60	83,203.53	86,267.21	89,853.19	93,475.70	98,052.97	105,050.52	109,829.72	112,053.96	2.3128
	Monthly	6,167.73	6,412.52	6,663.30	6,933.63	7,188.93	7,487.77	7,789.64	8,171.08	8,754.21	9,152.48	9,337.83	
	Bi-weekly	2,846.64	2,959.63	3,075.37	3,200.14	3,317.97	3,455.89	3,595.22	3,771.27	4,040.40	4,224.22	4,309.77	
	Hourly	35.583056	36.995318	38.442115	40.001696	41.474621	43.198647	44.940241	47.140851	50.505058	52.802752	53.872097	
31Q	Annual	70,461.07	73,225.14	76,006.47	79,067.68	82,163.75	85,469.95	88,863.47	93,236.97	106,181.75	111,088.69	113,336.80	2.2019
	Monthly	5,871.76	6,102.10	6,333.87	6,588.97	6,846.98	7,122.50	7,405.29	7,769.75	8,848.48	9,257.39	9,444.73	
	Bi-weekly	2,710.04	2,816.35	2,923.33	3,041.06	3,160.14	3,287.31	3,417.83	3,586.04	4,083.91	4,272.64	4,359.11	
	Hourly	33.875515	35.204392	36.541573	38.013306	39.501804	41.091321	42.722822	44.825467	51.048920	53.408025	54.488847	
32	Annual	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	96,124.07	100,921.69	105,511.26	107,641.53	2.2656
	Monthly	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	8,010.34	8,410.14	8,792.61	8,970.13	
	Bi-weekly	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,697.08	3,881.60	4,058.13	4,140.06	
	Hourly	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	43.981855	46.213493	48.520041	50.726566	51.750736	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32B	Annual	72,829.16	75,825.23	78,804.49	81,956.67	85,039.50	88,555.24	92,071.26	96,660.84	101,510.39	106,117.38	108,265.06	2.2759
	Monthly	6,069.10	6,318.77	6,567.04	6,829.72	7,086.63	7,379.60	7,672.61	8,055.07	8,459.20	8,843.12	9,022.09	
	Bi-weekly	2,801.12	2,916.36	3,030.94	3,152.18	3,270.75	3,405.97	3,541.20	3,717.72	3,904.25	4,081.44	4,164.04	
	Hourly	35.014019	36.454439	37.886775	39.402244	40.884377	42.574633	44.265030	46.471557	48.803072	51.017970	52.050510	
32M	Annual	73,885.59	76,795.20	79,843.51	83,030.21	86,321.09	89,750.36	93,370.26	97,994.66	102,913.26	107,468.31	109,616.00	2.3089
	Monthly	6,157.13	6,399.60	6,653.63	6,919.18	7,193.42	7,479.20	7,780.86	8,166.22	8,576.11	8,955.69	9,134.67	
	Bi-weekly	2,841.75	2,953.66	3,070.90	3,193.47	3,320.04	3,451.94	3,591.16	3,769.03	3,958.20	4,133.40	4,216.00	
	Hourly	35.521917	36.920768	38.386302	39.918369	41.500524	43.149212	44.889548	47.112818	49.477529	51.667457	52.699999	
32S	Annual	74,924.61	77,972.92	81,073.16	84,294.69	87,446.86	91,031.94	94,703.78	99,380.12	104,316.13	109,096.33	111,295.96	2.3413
	Monthly	6,243.72	6,497.74	6,756.10	7,024.56	7,287.24	7,586.00	7,891.98	8,281.68	8,693.01	9,091.36	9,274.66	
	Bi-weekly	2,881.72	2,998.96	3,118.20	3,242.10	3,363.34	3,501.23	3,642.45	3,822.31	4,012.16	4,196.01	4,280.61	
	Hourly	36.021447	37.486979	38.977479	40.526291	42.041761	43.765357	45.530665	47.778902	50.151986	52.450160	53.507671	
33	Annual	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	99,813.02	104,887.73	109,667.93	111,884.96	2.3516
	Monthly	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,317.75	8,740.64	9,138.99	9,323.75	
	Bi-weekly	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,838.96	4,034.14	4,218.00	4,303.27	
	Hourly	36.179777	37.636936	39.110698	40.684477	42.299825	43.981855	45.805471	47.987029	50.426793	52.724968	53.790847	
33K	Annual	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	99,813.02	106,914.13	111,798.21	114,032.65	2.3516
	Monthly	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,317.75	8,909.51	9,316.52	9,502.72	
	Bi-weekly	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,838.96	4,112.08	4,299.93	4,385.87	
	Hourly	36.179777	37.636936	39.110698	40.684477	42.299825	43.981855	45.805471	47.987029	51.401024	53.749137	54.823389	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33M	Annual	76,795.20	79,843.51	83,030.21	86,321.09	89,750.36	93,370.26	97,128.56	101,822.31	106,966.07	111,833.03	114,067.18	2.3998
	Monthly	6,399.60	6,653.63	6,919.18	7,193.42	7,479.20	7,780.86	8,094.05	8,485.19	8,913.84	9,319.42	9,505.60	
	Bi-weekly	2,953.66	3,070.90	3,193.47	3,320.04	3,451.94	3,591.16	3,735.71	3,916.24	4,114.08	4,301.27	4,387.20	
	Hourly	36.920768	38.386302	39.918369	41.500524	43.149212	44.889548	46.696424	48.953033	51.425993	53.765879	54.839988	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	103,935.17	108,957.94	113,945.89	116,232.28	2.4464
	Monthly	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,661.26	9,079.83	9,495.49	9,686.02	
	Bi-weekly	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,997.51	4,190.69	4,382.53	4,470.47	
	Hourly	37.636936	39.110698	40.684477	42.299825	43.981855	45.805471	47.587376	49.968832	52.383626	54.781676	55.880902	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34B	Annual	78,683.21	81,835.39	85,039.50	88,451.36	92,071.26	95,656.34	99,466.58	104,472.24	109,564.06	114,604.25	116,907.74	2.4588
	Monthly	6,556.93	6,819.62	7,086.63	7,370.95	7,672.61	7,971.36	8,288.88	8,706.02	9,130.34	9,550.35	9,742.31	
	Bi-weekly	3,026.28	3,147.51	3,270.75	3,401.98	3,541.20	3,679.09	3,825.64	4,018.16	4,214.00	4,407.86	4,496.45	
	Hourly	37.828464	39.343936	40.884377	42.524694	44.265030	45.988626	47.820470	50.227037	52.675030	55.098195	56.205643	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34C	Annual	78,648.38	81,835.39	85,039.50	88,468.77	91,932.57	95,587.00	99,535.93	104,299.02	109,598.59	114,638.77	116,942.26	2.4577
	Monthly	6,554.03	6,819.62	7,086.63	7,372.40	7,661.05	7,965.58	8,294.66	8,691.59	9,133.22	9,553.23	9,745.19	
	Bi-weekly	3,024.94	3,147.51	3,270.75	3,402.65	3,535.87	3,676.42	3,828.30	4,011.50	4,215.33	4,409.18	4,497.78	
	Hourly	37.811723	39.343936	40.884377	42.533064	44.198349	45.955287	47.853811	50.143759	52.691628	55.114794	56.222241	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34G	Annual	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	103,935.17	121,098.94	126,589.44	129,135.20	2.4464
	Monthly	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,661.26	10,091.58	10,549.12	10,761.27	
	Bi-weekly	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,997.51	4,657.65	4,868.82	4,966.74	
	Hourly	37.636936	39.110698	40.684477	42.299825	43.981855	45.805471	47.587376	49.968832	58.220643	60.860306	62.084230	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	102,878.74	108,057.32	113,357.18	118,466.41	120,839.26	2.5421
	Monthly	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,573.23	9,004.78	9,446.43	9,872.20	10,069.94	
	Bi-weekly	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,956.87	4,156.05	4,359.89	4,556.40	4,647.66	
	Hourly	39.110698	40.684477	42.299825	43.981855	45.805471	47.587376	49.460931	51.950636	54.498645	56.955005	58.095799	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
36	Annual	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	102,878.74	107,000.89	112,265.93	117,877.41	123,281.15	125,775.27	2.6444
	Monthly	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,573.23	8,916.74	9,355.49	9,823.12	10,273.43	10,481.27	
	Bi-weekly	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,956.87	4,115.42	4,317.92	4,533.75	4,741.58	4,837.51	
	Hourly	40.684477	42.299825	43.981855	45.805471	47.587376	49.460931	51.442736	53.974004	56.671831	59.269782	60.468881	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37	Annual	87,983.64	91,482.26	95,275.38	98,981.74	102,878.74	107,000.89	111,399.83	116,907.74	122,571.16	128,130.70	130,728.70	2.7494
	Monthly	7,331.97	7,623.52	7,939.62	8,248.48	8,573.23	8,916.74	9,283.32	9,742.31	10,214.26	10,677.56	10,894.06	
	Bi-weekly	3,383.99	3,518.55	3,664.44	3,806.99	3,956.87	4,115.42	4,284.61	4,496.45	4,714.28	4,928.10	5,028.03	
	Hourly	42.299825	43.981855	45.805471	47.587376	49.460931	51.442736	53.557610	56.205643	58.928440	61.601297	62.850334	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
37M	Annual	89,743.31	93,311.90	97,180.88	100,961.38	104,936.32	109,140.91	113,627.83	119,248.90	125,022.58	130,693.31	133,343.27	2.8044
	Monthly	7,478.61	7,775.99	8,098.41	8,413.45	8,744.69	9,095.08	9,468.99	9,937.41	10,418.55	10,891.11	11,111.94	
	Bi-weekly	3,451.67	3,588.92	3,737.73	3,883.13	4,036.01	4,197.73	4,370.30	4,586.50	4,808.56	5,026.67	5,128.59	
	Hourly	43.145823	44.861491	46.721579	48.539123	50.450152	52.471589	54.628764	57.331204	60.107009	62.833323	64.107342	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38	Annual	91,482.26	95,275.38	98,981.74	102,878.74	107,000.89	111,399.83	115,695.20	121,462.79	127,576.52	133,344.10	136,045.97	2.8588
	Monthly	7,623.52	7,939.62	8,248.48	8,573.23	8,916.74	9,283.32	9,641.27	10,121.90	10,631.38	11,112.01	11,337.16	
	Bi-weekly	3,518.55	3,664.44	3,806.99	3,956.87	4,115.42	4,284.61	4,449.82	4,671.65	4,906.79	5,128.62	5,232.54	
	Hourly	43.981855	45.805471	47.587376	49.460931	51.442736	53.557610	55.622693	58.395570	61.334865	64.107741	65.406718	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
38D	Annual	92,071.26	95,656.34	99,466.58	103,432.92	107,676.35	111,850.15	116,214.86	122,120.84	128,200.05	134,036.69	136,738.55	2.8772
	Monthly	7,672.61	7,971.36	8,288.88	8,619.41	8,973.03	9,320.85	9,684.57	10,176.74	10,683.34	11,169.72	11,394.88	
	Bi-weekly	3,541.20	3,679.09	3,825.64	3,978.19	4,141.40	4,301.93	4,469.80	4,696.96	4,930.77	5,155.26	5,259.17	
	Hourly	44.265030	45.988626	47.820470	49.727367	51.767477	53.774108	55.872528	58.711943	61.634639	64.440715	65.739687	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	95,275.38	98,981.74	102,878.74	107,000.89	111,399.83	115,695.20	120,233.14	126,381.39	132,616.70	138,661.08	141,466.82	2.9773
	Monthly	7,939.62	8,248.48	8,573.23	8,916.74	9,283.32	9,641.27	10,019.43	10,531.78	11,051.39	11,555.09	11,788.90	
	Bi-weekly	3,664.44	3,806.99	3,956.87	4,115.42	4,284.61	4,449.82	4,624.35	4,860.82	5,100.64	5,333.12	5,441.03	
	Hourly	45.805471	47.587376	49.460931	51.442736	53.557610	55.622693	57.804392	60.760282	63.758029	66.663982	68.012896	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
40	Annual	98,981.74	102,878.74	107,000.89	111,399.83	115,695.20	120,233.14	125,134.33	131,404.16	137,933.68	144,186.10	147,095.71	3.0931
	Monthly	8,248.48	8,573.23	8,916.74	9,283.32	9,641.27	10,019.43	10,427.86	10,950.35	11,494.47	12,015.51	12,257.98	
	Bi-weekly	3,806.99	3,956.87	4,115.42	4,284.61	4,449.82	4,624.35	4,812.86	5,054.01	5,305.14	5,545.62	5,657.53	
	Hourly	47.587376	49.460931	51.442736	53.557610	55.622693	57.804392	60.160734	63.175078	66.314267	69.320242	70.719093	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	102,878.74	107,000.89	111,399.83	115,695.20	120,233.14	125,134.33	130,070.65	136,617.27	143,406.77	149,970.80	152,984.58	3.2149
	Monthly	8,573.23	8,916.74	9,283.32	9,641.27	10,019.43	10,427.86	10,839.22	11,384.77	11,950.56	12,497.57	12,748.72	
	Bi-weekly	3,956.87	4,115.42	4,284.61	4,449.82	4,624.35	4,812.86	5,002.72	5,254.51	5,515.64	5,768.11	5,884.02	
	Hourly	49.460931	51.442736	53.557610	55.622693	57.804392	60.160734	62.533964	65.681381	68.945560	72.101346	73.550281	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
42	Annual	107,000.89	111,399.83	115,695.20	120,233.14	125,134.33	130,070.65	135,214.40	142,021.00	149,191.46	155,998.07	159,132.84	3.3437
	Monthly	8,916.74	9,283.32	9,641.27	10,019.43	10,427.86	10,839.22	11,267.87	11,835.08	12,432.62	12,999.84	13,261.07	
	Bi-weekly	4,115.42	4,284.61	4,449.82	4,624.35	4,812.86	5,002.72	5,200.55	5,462.35	5,738.13	5,999.93	6,120.49	
	Hourly	51.442736	53.557610	55.622693	57.804392	60.160734	62.533964	65.006922	68.279327	71.726665	74.999074	76.506171	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	111,399.83	115,695.20	120,233.14	125,134.33	130,070.65	135,214.40	140,566.20	147,597.96	154,993.58	162,077.27	165,316.21	3.4812
	Monthly	9,283.32	9,641.27	10,019.43	10,427.86	10,839.22	11,267.87	11,713.85	12,299.83	12,916.13	13,506.44	13,776.35	
	Bi-weekly	4,284.61	4,449.82	4,624.35	4,812.86	5,002.72	5,200.55	5,406.39	5,676.84	5,961.29	6,233.74	6,358.32	
	Hourly	53.557610	55.622693	57.804392	60.160734	62.533964	65.006922	67.579903	70.960558	74.516143	77.921766	79.478949	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	115,695.20	120,233.14	125,134.33	130,070.65	135,214.40	140,566.20	146,281.86	153,538.77	161,194.06	168,485.50	171,880.26	3.6154
	Monthly	9,641.27	10,019.43	10,427.86	10,839.22	11,267.87	11,713.85	12,190.16	12,794.90	13,432.84	14,040.46	14,323.36	
	Bi-weekly	4,449.82	4,624.35	4,812.86	5,002.72	5,200.55	5,406.39	5,626.23	5,905.34	6,199.77	6,480.21	6,610.78	
	Hourly	55.622693	57.804392	60.160734	62.533964	65.006922	67.579903	70.327815	73.816717	77.497145	81.002645	82.634738	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	120,233.14	125,134.33	130,070.65	135,214.40	140,566.20	146,281.86	151,997.20	159,600.56	167,550.36	175,153.71	178,652.33	3.7572
	Monthly	10,019.43	10,427.86	10,839.22	11,267.87	11,713.85	12,190.16	12,666.43	13,300.05	13,962.53	14,596.14	14,887.69	
	Bi-weekly	4,624.35	4,812.86	5,002.72	5,200.55	5,406.39	5,626.23	5,846.05	6,138.48	6,444.24	6,736.68	6,871.24	
	Hourly	57.804392	60.160734	62.533964	65.006922	67.579903	70.327815	73.075577	76.731037	80.553058	84.208515	85.890544	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	125,134.33	130,070.65	135,214.40	140,566.20	146,281.86	151,997.20	158,093.82	165,991.69	174,218.27	182,133.54	185,787.97	3.9104
	Monthly	10,427.86	10,839.22	11,267.87	11,713.85	12,190.16	12,666.43	13,174.49	13,832.64	14,518.19	15,177.80	15,482.33	
	Bi-weekly	4,812.86	5,002.72	5,200.55	5,406.39	5,626.23	5,846.05	6,080.53	6,384.30	6,700.70	7,005.14	7,145.69	
	Hourly	60.160734	62.533964	65.006922	67.579903	70.327815	73.075577	76.006646	79.803695	83.758782	87.564202	89.321138	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	130,070.65	135,214.40	140,566.20	146,281.86	151,997.20	158,093.82	164,519.46	172,590.24	181,180.98	189,407.87	193,200.70	4.0647
	Monthly	10,839.22	11,267.87	11,713.85	12,190.16	12,666.43	13,174.49	13,709.96	14,382.52	15,098.42	15,783.99	16,100.06	
	Bi-weekly	5,002.72	5,200.55	5,406.39	5,626.23	5,846.05	6,080.53	6,327.67	6,638.09	6,968.50	7,284.92	7,430.80	
	Hourly	62.533964	65.006922	67.579903	70.327815	73.075577	76.006646	79.095896	82.976078	87.106241	91.061476	92.884950	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	135,214.40	140,566.20	146,281.86	151,997.20	158,093.82	164,519.46	170,945.11	179,501.03	188,420.49	196,976.41	200,942.75	4.2254
	Monthly	11,267.87	11,713.85	12,190.16	12,666.43	13,174.49	13,709.96	14,245.43	14,958.42	15,701.71	16,414.70	16,745.23	
	Bi-weekly	5,200.55	5,406.39	5,626.23	5,846.05	6,080.53	6,327.67	6,574.81	6,903.89	7,246.94	7,576.02	7,728.57	
	Hourly	65.006922	67.579903	70.327815	73.075577	76.006646	79.095896	82.185149	86.298571	90.586774	94.700196	96.607089	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	140,566.20	146,281.86	151,997.20	158,093.82	164,519.46	170,945.11	177,751.71	186,636.66	195,989.32	204,995.55	209,117.41	4.3926
	Monthly	11,713.85	12,190.16	12,666.43	13,174.49	13,709.96	14,245.43	14,812.64	15,553.06	16,332.44	17,082.96	17,426.45	
	Bi-weekly	5,406.39	5,626.23	5,846.05	6,080.53	6,327.67	6,574.81	6,836.60	7,178.33	7,538.05	7,884.44	8,042.98	
	Hourly	67.579903	70.327815	73.075577	76.006646	79.095896	82.185149	85.457555	89.729163	94.225636	98.555554	100.537214	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	146,281.86	151,997.20	158,093.82	164,519.46	170,945.11	177,751.71	184,869.94	194,118.73	203,696.55	212,927.94	217,205.90	4.5713
	Monthly	12,190.16	12,666.43	13,174.49	13,709.96	14,245.43	14,812.64	15,405.83	16,176.56	16,974.71	17,744.00	18,100.49	
	Bi-weekly	5,626.23	5,846.05	6,080.53	6,327.67	6,574.81	6,836.60	7,110.38	7,466.11	7,834.48	8,189.54	8,354.07	
	Hourly	70.327815	73.075577	76.006646	79.095896	82.185149	85.457555	88.879777	93.326314	97.931035	102.369202	104.425914	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	147,563.44	153,486.83	159,739.25	166,026.20	172,590.24	179,518.13	186,636.66	195,919.98	205,740.07	215,075.61	219,405.51	4.6113
	Monthly	12,296.95	12,790.57	13,311.60	13,835.52	14,382.52	14,959.84	15,553.06	16,326.67	17,145.01	17,922.97	18,283.79	
	Bi-weekly	5,675.52	5,903.34	6,143.82	6,385.62	6,638.09	6,904.54	7,178.33	7,535.38	7,913.08	8,272.14	8,438.67	
	Hourly	70.943961	73.791747	76.797718	79.820288	82.976078	86.306794	89.729163	94.192296	98.913495	103.401734	105.483416	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
52	Annual	153,486.83	159,739.25	166,026.20	172,590.24	179,518.13	186,636.66	194,049.38	203,765.90	213,915.01	223,666.03	228,186.58	4.7964
	Monthly	12,790.57	13,311.60	13,835.52	14,382.52	14,959.84	15,553.06	16,170.78	16,980.49	17,826.25	18,638.84	19,015.55	
	Bi-weekly	5,903.34	6,143.82	6,385.62	6,638.09	6,904.54	7,178.33	7,463.44	7,837.15	8,227.50	8,602.54	8,776.41	
	Hourly	73.791747	76.797718	79.820288	82.976078	86.306794	89.729163	93.292972	97.964376	102.843754	107.531746	109.705084	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	159,739.25	166,026.20	172,590.24	179,518.13	186,636.66	194,049.38	201,825.96	211,906.03	222,488.34	232,672.24	237,366.01	4.9918
	Monthly	13,311.60	13,835.52	14,382.52	14,959.84	15,553.06	16,170.78	16,818.83	17,658.84	18,540.70	19,389.35	19,780.50	
	Bi-weekly	6,143.82	6,385.62	6,638.09	6,904.54	7,178.33	7,463.44	7,762.54	8,150.23	8,557.24	8,948.93	9,129.46	
	Hourly	76.797718	79.820288	82.976078	86.306794	89.729163	93.292972	97.031710	101.877900	106.965546	111.861653	114.118273	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
54	Annual	166,026.20	172,607.65	179,518.13	186,636.66	194,049.38	201,825.96	209,897.04	220,375.16	231,355.86	241,903.63	246,770.62	5.1883
	Monthly	13,835.52	14,383.97	14,959.84	15,553.06	16,170.78	16,818.83	17,491.42	18,364.60	19,279.66	20,158.64	20,564.22	
	Bi-weekly	6,385.62	6,638.76	6,904.54	7,178.33	7,463.44	7,762.54	8,072.96	8,475.97	8,898.30	9,303.99	9,491.18	
	Hourly	79.820288	82.984449	86.306794	89.729163	93.292972	97.031710	100.912038	105.949597	111.228777	116.299821	118.639722	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	172,590.24	179,518.13	186,636.66	194,049.38	201,825.96	209,897.04	218,244.91	229,121.73	240,587.25	251,533.42	256,573.28	5.3934
	Monthly	14,382.52	14,959.84	15,553.06	16,170.78	16,818.83	17,491.42	18,187.08	19,093.48	20,048.94	20,961.12	21,381.11	
	Bi-weekly	6,638.09	6,904.54	7,178.33	7,463.44	7,762.54	8,072.96	8,394.03	8,812.37	9,253.36	9,674.36	9,868.20	
	Hourly	82.976078	86.306794	89.729163	93.292972	97.031710	100.912038	104.925437	110.154680	115.666945	120.929531	123.352539	

## 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	73,043.11	75,499.11	78,167.36	80,896.25	83,625.14	86,414.66	89,477.08	93,358.17	101,157.65	105,290.16	107,151.38	2.2826
	Monthly	6,086.93	6,291.59	6,513.95	6,741.35	6,968.76	7,201.22	7,456.42	7,779.85	8,429.80	8,774.18	8,929.28	
	Bi-weekly	2,809.35	2,903.81	3,006.44	3,111.39	3,216.35	3,323.64	3,441.43	3,590.70	3,890.68	4,049.62	4,121.21	
	Hourly	35.116881	36.297651	37.580460	38.892426	40.204392	41.545509	43.017826	44.883733	48.633486	50.620271	51.515086	

## 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	59,248.07	61,609.78	63,953.89	66,490.24	68,921.68	71,843.10	74,694.48	78,333.00	83,753.52	87,554.19	89,302.83	1.8515
	Monthly	4,937.34	5,134.15	5,329.49	5,540.85	5,743.47	5,986.93	6,224.54	6,527.75	6,979.46	7,296.18	7,441.90	
	Bi-weekly	2,278.77	2,369.61	2,459.76	2,557.32	2,650.83	2,763.20	2,872.86	3,012.81	3,221.29	3,367.47	3,434.72	
	Hourly	28.484650	29.620085	30.747062	31.966460	33.135422	34.539954	35.910809	37.660097	40.266117	42.093359	42.934051	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28	Annual	62,659.19	65,073.34	67,784.64	70,461.07	73,225.14	76,006.47	79,067.68	82,968.47	88,963.55	92,131.15	94,887.38	1.9580
	Monthly	5,221.60	5,422.78	5,648.72	5,871.76	6,102.10	6,333.87	6,588.97	6,914.04	7,413.63	7,677.60	7,907.28	
	Bi-weekly	2,409.97	2,502.82	2,607.10	2,710.04	2,816.35	2,923.33	3,041.06	3,191.10	3,421.67	3,543.51	3,649.51	
	Hourly	30.124608	31.285260	32.588769	33.875515	35.204392	36.541573	38.013306	39.888689	42.770937	44.293821	45.618932	

Non-represented/Technical/Performance-Based Salary Plan

Service Requirements for Salary Step Advancement For  
Salary Plan 02P

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

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



































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

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	34,708.50	35,661.06	36,682.96	37,601.00	38,761.30	39,887.08	41,064.80	42,329.27	44,234.38	45,135.01	1.0846
	Monthly	2,892.38	2,971.76	3,056.91	3,133.42	3,230.11	3,323.92	3,422.07	3,527.44	3,686.20	3,761.25	
	Bi-weekly	1,334.94	1,371.58	1,410.88	1,446.19	1,490.82	1,534.12	1,579.42	1,628.05	1,701.32	1,735.96	
	Hourly	16.686777	17.144738	17.636038	18.077402	18.635241	19.176480	19.742690	20.350609	21.266530	21.699523	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	42,623.47	43,922.47	45,533.38	47,126.58	48,841.37	50,660.03	52,391.93	54,314.46	56,773.76	57,916.95	1.3319
	Monthly	3,551.96	3,660.21	3,794.45	3,927.22	4,070.12	4,221.67	4,365.99	4,526.21	4,731.15	4,826.41	
	Bi-weekly	1,639.36	1,689.33	1,751.28	1,812.56	1,878.51	1,948.46	2,015.07	2,089.02	2,183.61	2,227.57	
	Hourly	20.492051	21.116570	21.891050	22.657011	23.481430	24.355784	25.188426	26.112719	27.295076	27.844685	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
25	Annual	51,040.99	52,617.08	54,608.66	56,583.12	58,626.94	60,826.56	62,939.42	65,347.09	68,343.15	69,711.50	1.5950
	Monthly	4,253.42	4,384.76	4,550.72	4,715.26	4,885.58	5,068.88	5,244.95	5,445.59	5,695.26	5,809.29	
	Bi-weekly	1,963.12	2,023.73	2,100.33	2,176.27	2,254.88	2,339.48	2,420.75	2,513.35	2,628.58	2,681.21	
	Hourly	24.538938	25.296674	26.254164	27.203425	28.186027	29.243537	30.259336	31.416868	32.857285	33.515143	

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	95,430.40		0.0000
	Monthly	7,952.53		
	Bi-weekly	3,670.40		
	Hourly	45.880000		
Grade		1		Night Diff
32	Annual	95,950.40		0.0000
	Monthly	7,995.87		
	Bi-weekly	3,690.40		
	Hourly	46.130000		
Grade		1		Night Diff
44	Annual	102,377.60		0.0000
	Monthly	8,531.47		
	Bi-weekly	3,937.60		
	Hourly	49.220000		

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Grade		1		Night Diff
30	Annual	125,756.80		0.0000
	Monthly	10,479.73		
	Bi-weekly	4,836.80		
	Hourly	60.460000		
Grade		1		Night Diff
32	Annual	126,360.00		0.0000
	Monthly	10,530.00		
	Bi-weekly	4,860.00		
	Hourly	60.750000		
Grade		1		Night Diff
44	Annual	130,291.20		0.0000
	Monthly	10,857.60		
	Bi-weekly	5,011.20		
	Hourly	62.640000		

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

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

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

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

Grade		1	2	3	4	5	6	Night Diff
01	Annual	18,642.89	19,333.37	20,023.84	20,564.22	21,464.84	21,885.13	0.5825
	Monthly	1,553.57	1,611.11	1,668.65	1,713.69	1,788.74	1,823.76	
	Bi-weekly	717.03	743.59	770.15	790.93	825.57	841.74	
	Hourly	8.962928	9.294889	9.626847	9.886643	10.319634	10.521699	
02	Annual	19,333.37	20,023.84	20,564.22	21,434.82	22,365.46	22,785.76	0.6041
	Monthly	1,611.11	1,668.65	1,713.69	1,786.24	1,863.79	1,898.81	
	Bi-weekly	743.59	770.15	790.93	824.42	860.21	876.38	
	Hourly	9.294889	9.626847	9.886644	10.305202	10.752627	10.954691	
03	Annual	22,245.38	22,755.73	23,596.32	24,496.93	25,607.70	26,088.04	0.6951
	Monthly	1,853.78	1,896.31	1,966.36	2,041.41	2,133.98	2,174.00	
	Bi-weekly	855.59	875.22	907.55	942.19	984.91	1,003.39	
	Hourly	10.694894	10.940254	11.344382	11.777372	12.311396	12.542327	
04	Annual	23,596.32	24,496.93	25,307.50	26,298.18	27,438.97	27,979.34	0.7373
	Monthly	1,966.36	2,041.41	2,108.96	2,191.52	2,286.58	2,331.61	
	Bi-weekly	907.55	942.19	973.37	1,011.47	1,055.34	1,076.13	
	Hourly	11.344382	11.777372	12.167067	12.643356	13.191812	13.451605	
05	Annual	27,378.93	28,369.61	29,450.36	30,501.09	31,882.04	32,512.48	0.8555
	Monthly	2,281.58	2,364.13	2,454.20	2,541.76	2,656.84	2,709.37	
	Bi-weekly	1,053.04	1,091.14	1,132.71	1,173.12	1,226.23	1,250.48	
	Hourly	13.162945	13.639237	14.158828	14.663984	15.327904	15.630999	
06	Annual	29,450.36	30,501.09	31,701.92	32,902.75	34,343.74	35,064.24	0.9203
	Monthly	2,454.20	2,541.76	2,641.83	2,741.90	2,861.98	2,922.02	
	Bi-weekly	1,132.71	1,173.12	1,219.30	1,265.49	1,320.91	1,348.62	
	Hourly	14.158828	14.663984	15.241306	15.818628	16.511414	16.857808	



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Grade		1	2	3	4	5	6	Night Diff
07	Annual	32,902.75	34,043.54	35,424.49	36,865.49	38,426.57	39,237.13	1.0282
	Monthly	2,741.90	2,836.96	2,952.04	3,072.12	3,202.21	3,269.76	
	Bi-weekly	1,265.49	1,309.37	1,362.48	1,417.90	1,477.94	1,509.12	
	Hourly	15.818628	16.367084	17.031005	17.723793	18.474311	18.864006	
Grade		1	2	3	4	5	6	Night Diff
08	Annual	36,865.49	38,096.34	39,507.32	41,068.39	43,019.74	43,890.35	1.1520
	Monthly	3,072.12	3,174.70	3,292.28	3,422.37	3,584.98	3,657.53	
	Bi-weekly	1,417.90	1,465.24	1,519.51	1,579.55	1,654.61	1,688.09	
	Hourly	17.723793	18.315549	18.993903	19.744420	20.682568	21.101128	

## Non-represented/Community Corrections Administration Salary Plan

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

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

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

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

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 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	72,898.21	75,911.99	78,804.49	81,956.67	85,091.44	88,572.64	92,088.67	96,660.84	101,527.80	106,134.79	108,282.48	2.2780
	Monthly	6,074.85	6,326.00	6,567.04	6,829.72	7,090.95	7,381.05	7,674.06	8,055.07	8,460.65	8,844.57	9,023.54	
	Bi-weekly	2,803.78	2,919.69	3,030.94	3,152.18	3,272.75	3,406.64	3,541.87	3,717.72	3,904.92	4,082.11	4,164.71	
	Hourly	35.047214	36.496150	37.886775	39.402244	40.909344	42.583001	44.273401	46.471557	48.811443	51.026342	52.058882	

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	100,421.57	104,505.24	108,720.24	112,951.45	117,527.50	122,234.30	127,105.42	133,469.01	140,226.04	146,589.34	3.1381
	Monthly	8,368.46	8,708.77	9,060.02	9,412.62	9,793.96	10,186.19	10,592.12	11,122.42	11,685.50	12,215.78	
	Bi-weekly	3,862.37	4,019.43	4,181.55	4,344.29	4,520.29	4,701.32	4,888.67	5,133.42	5,393.31	5,638.05	
	Hourly	48.279600	50.242905	52.269347	54.303582	56.503604	58.766491	61.108377	64.167794	67.416364	70.475645	

## AFSCME Local 8/Attorneys/Annual Salary Plan

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

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

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

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

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



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	67,130.92	69,902.14	72,638.53	75,496.20	78,613.86	81,644.76	84,866.28	89,265.53	93,681.88	97,925.31	99,864.95	2.0978
	Monthly	5,594.24	5,825.18	6,053.21	6,291.35	6,551.16	6,803.73	7,072.19	7,438.79	7,806.82	8,160.44	8,322.08	
	Bi-weekly	2,581.96	2,688.54	2,793.79	2,903.70	3,023.61	3,140.18	3,264.09	3,433.29	3,603.15	3,766.36	3,840.96	
	Hourly	32.274481	33.606797	34.922369	36.296249	37.795125	39.252287	40.801095	42.916118	45.039364	47.079478	48.011996	
35	Annual	80,449.63	83,636.63	87,048.49	90,581.64	94,149.60	97,855.97	101,839.42	106,966.07	112,300.45	117,409.99	119,765.41	2.5140
	Monthly	6,704.14	6,969.72	7,254.04	7,548.47	7,845.80	8,154.66	8,486.62	8,913.84	9,358.37	9,784.17	9,980.45	
	Bi-weekly	3,094.22	3,216.79	3,348.02	3,483.91	3,621.14	3,763.69	3,916.90	4,114.08	4,319.25	4,515.77	4,606.36	
	Hourly	38.677706	40.209918	41.850236	43.548863	45.264231	47.046139	48.961259	51.425993	53.990601	56.447108	57.579526	
41	Annual	98,514.02	102,480.36	106,602.52	110,776.61	115,262.30	119,886.70	124,632.08	130,901.92	137,448.85	143,787.73	146,662.82	3.0785
	Monthly	8,209.50	8,540.03	8,883.54	9,231.38	9,605.19	9,990.56	10,386.01	10,908.49	11,454.07	11,982.31	12,221.90	
	Bi-weekly	3,789.00	3,941.55	4,100.10	4,260.64	4,433.17	4,611.03	4,793.54	5,034.69	5,286.49	5,530.30	5,640.88	
	Hourly	47.362511	49.269406	51.251211	53.257983	55.414569	57.637836	59.919269	62.933614	66.081176	69.128718	70.510970	
41X	Annual	103,433.05	107,607.09	111,937.01	116,320.71	121,029.85	125,879.35	130,867.42	137,448.88	144,324.80	150,975.55	153,989.17	3.2322
	Monthly	8,619.42	8,967.26	9,328.09	9,693.39	10,085.82	10,489.95	10,905.62	11,454.07	12,027.07	12,581.30	12,832.43	
	Bi-weekly	3,978.19	4,138.73	4,305.27	4,473.87	4,654.99	4,841.51	5,033.36	5,286.50	5,550.95	5,806.75	5,922.66	
	Hourly	49.727429	51.734180	53.815872	55.923416	58.187426	60.518917	62.917027	66.081194	69.386923	72.584397	74.033255	
42	Annual	102,168.45	106,411.88	110,585.97	114,915.86	119,574.78	124,424.34	129,343.24	135,785.99	142,696.47	149,191.47	152,170.42	3.1927
	Monthly	8,514.04	8,867.66	9,215.50	9,576.32	9,964.57	10,368.70	10,778.60	11,315.50	11,891.37	12,432.62	12,680.87	
	Bi-weekly	3,929.56	4,092.76	4,253.31	4,419.84	4,599.03	4,785.55	4,974.74	5,222.54	5,488.33	5,738.13	5,852.71	
	Hourly	49.119446	51.159559	53.166332	55.248009	57.487876	59.819394	62.184249	65.281727	68.604072	71.726666	73.158855	

## AFSCME Local 8/Attorneys/Confidential Salary Plan

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

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30	Annual	67,130.92	69,902.14	72,638.53	75,496.20	78,613.86	81,644.76	84,866.28	89,265.53	93,681.88	97,925.31	99,864.95	2.0978
	Monthly	5,594.24	5,825.18	6,053.21	6,291.35	6,551.16	6,803.73	7,072.19	7,438.79	7,806.82	8,160.44	8,322.08	
	Bi-weekly	2,581.96	2,688.54	2,793.79	2,903.70	3,023.61	3,140.18	3,264.09	3,433.29	3,603.15	3,766.36	3,840.96	
	Hourly	32.274481	33.606797	34.922369	36.296249	37.795125	39.252287	40.801095	42.916118	45.039364	47.079478	48.011996	
35	Annual	80,449.63	83,636.63	87,048.49	90,581.64	94,149.60	97,855.97	101,839.42	106,966.07	112,300.45	117,409.99	119,765.41	2.5140
	Monthly	6,704.14	6,969.72	7,254.04	7,548.47	7,845.80	8,154.66	8,486.62	8,913.84	9,358.37	9,784.17	9,980.45	
	Bi-weekly	3,094.22	3,216.79	3,348.02	3,483.91	3,621.14	3,763.69	3,916.90	4,114.08	4,319.25	4,515.77	4,606.36	
	Hourly	38.677706	40.209918	41.850236	43.548863	45.264231	47.046139	48.961259	51.425993	53.990601	56.447108	57.579526	
41	Annual	98,514.02	102,480.36	106,602.52	110,776.61	115,262.30	119,886.70	124,632.08	130,901.92	137,448.85	143,787.73	146,662.82	3.0785
	Monthly	8,209.50	8,540.03	8,883.54	9,231.38	9,605.19	9,990.56	10,386.01	10,908.49	11,454.07	11,982.31	12,221.90	
	Bi-weekly	3,789.00	3,941.55	4,100.10	4,260.64	4,433.17	4,611.03	4,793.54	5,034.69	5,286.49	5,530.30	5,640.88	
	Hourly	47.362511	49.269406	51.251211	53.257983	55.414569	57.637836	59.919269	62.933614	66.081176	69.128718	70.510970	
41X	Annual	103,433.05	107,607.09	111,937.01	116,320.71	121,029.85	125,879.35	130,867.42	137,448.88	144,324.80	150,975.55	153,989.17	3.2322
	Monthly	8,619.42	8,967.26	9,328.09	9,693.39	10,085.82	10,489.95	10,905.62	11,454.07	12,027.07	12,581.30	12,832.43	
	Bi-weekly	3,978.19	4,138.73	4,305.27	4,473.87	4,654.99	4,841.51	5,033.36	5,286.50	5,550.95	5,806.75	5,922.66	
	Hourly	49.727429	51.734180	53.815872	55.923416	58.187426	60.518917	62.917027	66.081194	69.386923	72.584397	74.033255	

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	
<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 .....	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	42,929.69	44,460.74	45,961.78	47,462.82	48,993.87	50,554.96	51,575.66	1.3415
	Monthly	3,577.47	3,705.06	3,830.15	3,955.24	4,082.82	4,212.91	4,297.97	
	Bi-weekly	1,651.14	1,710.03	1,767.76	1,825.49	1,884.38	1,944.42	1,983.68	
	Hourly	20.639272	21.375356	22.097008	22.818662	23.554747	24.305267	24.795991	
03	Annual	43,920.37	45,511.47	47,072.55	48,633.63	50,224.72	51,725.76	52,746.47	1.3725
	Monthly	3,660.03	3,792.62	3,922.71	4,052.80	4,185.39	4,310.48	4,395.54	
	Bi-weekly	1,689.25	1,750.44	1,810.48	1,870.52	1,931.72	1,989.45	2,028.71	
	Hourly	21.115564	21.880512	22.631032	23.381553	24.146502	24.868156	25.358881	
04	Annual	49,053.92	50,765.10	52,506.30	54,277.53	55,988.71	57,669.87	58,840.68	1.5329
	Monthly	4,087.83	4,230.43	4,375.53	4,523.13	4,665.73	4,805.82	4,903.39	
	Bi-weekly	1,886.69	1,952.50	2,019.47	2,087.60	2,153.41	2,218.07	2,263.10	
	Hourly	23.583615	24.406299	25.243414	26.094967	26.917650	27.725900	28.288789	
05	Annual	49,414.17	51,155.37	52,866.55	54,607.75	56,378.98	58,060.14	59,200.93	1.5441
	Monthly	4,117.85	4,262.95	4,405.55	4,550.65	4,698.25	4,838.35	4,933.41	
	Bi-weekly	1,900.54	1,967.51	2,033.33	2,100.30	2,168.42	2,233.08	2,276.96	
	Hourly	23.756811	24.593927	25.416612	26.253728	27.105279	27.913530	28.461986	
06	Annual	54,337.57	56,228.88	58,120.19	60,041.52	61,932.82	63,794.11	65,085.01	1.6980
	Monthly	4,528.13	4,685.74	4,843.35	5,003.46	5,161.07	5,316.18	5,423.75	
	Bi-weekly	2,089.91	2,162.65	2,235.39	2,309.29	2,382.03	2,453.62	2,503.27	
	Hourly	26.123831	27.033113	27.942397	28.866114	29.775395	30.670243	31.290868	

## 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	43,920.37	45,511.47	47,072.55	48,633.63	50,224.72	50,978.10	51,725.76	52,746.47	1.3725
	Monthly	3,660.03	3,792.62	3,922.71	4,052.80	4,185.39	4,248.18	4,310.48	4,395.54	
	Bi-weekly	1,689.25	1,750.44	1,810.48	1,870.52	1,931.72	1,960.70	1,989.45	2,028.71	
	Hourly	21.115564	21.880512	22.631032	23.381553	24.146502	24.508702	24.868156	25.358881	
Grade		1	2	3	4	5	6	7	8	Night Diff
05	Annual	49,414.17	51,155.37	52,866.55	54,607.75	56,378.98	57,224.67	58,060.14	59,200.93	1.5441
	Monthly	4,117.85	4,262.95	4,405.55	4,550.65	4,698.25	4,768.72	4,838.35	4,933.41	
	Bi-weekly	1,900.54	1,967.51	2,033.33	2,100.30	2,168.42	2,200.95	2,233.08	2,276.96	
	Hourly	23.756811	24.593927	25.416612	26.253728	27.105279	27.511859	27.913530	28.461986	

## 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	25,251.96	25,927.43	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,690.22	31,919.87	33,374.98	34,050.44	0.7891
	Monthly	2,104.33	2,160.62	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,557.52	2,659.99	2,781.25	2,837.54	
	Bi-weekly	971.23	997.21	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,180.39	1,227.69	1,283.65	1,309.63	
	Hourly	12.140364	12.465108	12.839792	13.147937	13.530987	13.955610	14.247014	14.754913	15.346091	16.045661	16.370404	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	25,927.43	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,712.13	33,011.12	34,483.34	35,193.33	0.8102
	Monthly	2,160.62	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,642.68	2,750.93	2,873.61	2,932.78	
	Bi-weekly	997.21	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,219.70	1,269.66	1,326.28	1,353.59	
	Hourly	12.465108	12.839792	13.147937	13.530987	13.955610	14.247014	14.671632	15.246214	15.870731	16.578529	16.919872	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,595.34	33,981.09	35,522.36	36,232.65	0.8345
	Monthly	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,716.28	2,831.76	2,960.20	3,019.39	
	Bi-weekly	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,253.67	1,306.97	1,366.24	1,393.56	
	Hourly	12.839792	13.147937	13.530987	13.955610	14.247014	14.671632	15.071429	15.670836	16.337064	17.078057	17.419544	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,669.18	35,054.94	36,631.03	37,358.43	0.8546
	Monthly	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,805.77	2,921.25	3,052.59	3,113.20	
	Bi-weekly	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,294.97	1,348.27	1,408.89	1,436.86	
	Hourly	13.147937	13.530987	13.955610	14.247014	14.671632	15.071429	15.570957	16.187105	16.853335	17.611070	17.960784	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,708.50	36,163.30	37,843.26	38,588.08	0.8795
	Monthly	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,892.38	3,013.61	3,153.61	3,215.67	
	Bi-weekly	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,334.94	1,390.90	1,455.51	1,484.16	
	Hourly	13.530987	13.955610	14.247014	14.671632	15.071429	15.570957	16.045661	16.686777	17.386203	18.193877	18.551962	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,782.34	37,202.62	38,865.17	39,661.92	0.9071
	Monthly	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,981.86	3,100.22	3,238.76	3,305.16	
	Bi-weekly	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,376.24	1,430.87	1,494.81	1,525.46	
	Hourly	13.955610	14.247014	14.671632	15.071429	15.570957	16.045661	16.486878	17.203049	17.885876	18.685179	19.068230	
07	Annual	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,856.18	38,466.80	40,181.58	40,978.33	0.9260
	Monthly	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,071.35	3,205.57	3,348.47	3,414.86	
	Bi-weekly	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,417.55	1,479.49	1,545.45	1,576.09	
	Hourly	14.247014	14.671632	15.071429	15.570957	16.045661	16.486878	16.986553	17.719315	18.493653	19.318067	19.701121	
08	Annual	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	38,085.83	39,765.80	41,567.04	42,415.73	0.9536
	Monthly	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,173.82	3,313.82	3,463.92	3,534.64	
	Bi-weekly	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,464.84	1,529.45	1,598.73	1,631.37	
	Hourly	14.671632	15.071429	15.570957	16.045661	16.486878	16.986553	17.569360	18.310493	19.118171	19.984153	20.392177	
08C	Annual	31,435.03	32,422.42	33,253.69	34,310.12	35,435.90	36,302.00	37,375.84	38,830.64	40,423.85	42,277.03	43,143.13	0.9823
	Monthly	2,619.59	2,701.87	2,771.14	2,859.18	2,952.99	3,025.17	3,114.65	3,235.89	3,368.65	3,523.09	3,595.26	
	Bi-weekly	1,209.04	1,247.02	1,278.99	1,319.62	1,362.92	1,396.23	1,437.53	1,493.49	1,554.76	1,626.04	1,659.35	
	Hourly	15.112997	15.587700	15.987350	16.495251	17.036491	17.452885	17.969154	18.668579	19.434543	20.325496	20.741888	
08F	Annual	31,590.84	32,474.35	33,374.98	34,517.86	35,487.84	36,527.15	37,618.11	39,280.96	40,978.33	42,831.51	43,680.20	0.9872
	Monthly	2,632.57	2,706.20	2,781.25	2,876.49	2,957.32	3,043.93	3,134.84	3,273.41	3,414.86	3,569.29	3,640.02	
	Bi-weekly	1,215.03	1,249.01	1,283.65	1,327.61	1,364.92	1,404.89	1,446.85	1,510.81	1,576.09	1,647.37	1,680.01	
	Hourly	15.187906	15.612669	16.045661	16.595127	17.061459	17.561131	18.085630	18.885076	19.701121	20.592073	21.000095	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
09	Annual	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,332.89	41,012.86	42,866.04	43,732.14	0.9796
	Monthly	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,277.74	3,417.74	3,572.17	3,644.35	
	Bi-weekly	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,512.80	1,577.42	1,648.69	1,682.01	
	Hourly	15.071429	15.570957	16.045661	16.486878	16.986553	17.569360	18.135568	18.910045	19.717721	20.608673	21.025065	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,718.35	42,398.31	44,320.85	45,204.05	1.0121
	Monthly	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,393.20	3,533.19	3,693.40	3,767.00	
	Bi-weekly	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,566.09	1,630.70	1,704.65	1,738.62	
	Hourly	15.570957	16.045661	16.486878	16.986553	17.569360	18.135568	18.751859	19.576131	20.383804	21.308100	21.732717	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10C	Annual	32,803.38	33,738.53	34,587.21	35,886.21	36,908.12	37,964.55	39,090.33	40,822.23	42,485.08	44,459.54	45,325.34	1.0251
	Monthly	2,733.62	2,811.54	2,882.27	2,990.52	3,075.68	3,163.71	3,257.53	3,401.85	3,540.42	3,704.96	3,777.11	
	Bi-weekly	1,261.67	1,297.64	1,330.28	1,380.24	1,419.54	1,460.17	1,503.47	1,570.09	1,634.04	1,709.98	1,743.28	
	Hourly	15.770857	16.220446	16.628468	17.252986	17.744289	18.252187	18.793428	19.626070	20.425517	21.374780	21.791030	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	42,086.70	43,905.36	45,914.35	46,849.49	1.0429
	Monthly	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,507.23	3,658.78	3,826.20	3,904.12	
	Bi-weekly	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,618.72	1,688.67	1,765.94	1,801.90	
	Hourly	16.045661	16.486878	16.986553	17.569360	18.135568	18.751859	19.376379	20.233989	21.108344	22.074205	22.523793	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11C	Annual	34,015.62	34,951.07	36,024.91	37,237.15	38,518.73	39,748.38	41,047.38	42,883.45	44,771.15	46,797.55	47,715.60	1.0629
	Monthly	2,834.64	2,912.59	3,002.08	3,103.10	3,209.90	3,312.37	3,420.62	3,573.62	3,730.93	3,899.80	3,976.30	
	Bi-weekly	1,308.29	1,344.27	1,385.57	1,432.20	1,481.49	1,528.78	1,578.75	1,649.36	1,721.97	1,799.91	1,835.22	
	Hourly	16.353663	16.803397	17.319668	17.902474	18.518622	19.109799	19.734318	20.617045	21.524593	22.498824	22.940191	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11F	Annual	34,206.25	35,176.22	36,180.71	37,306.49	38,570.67	39,835.14	41,134.14	42,969.91	44,788.57	46,814.97	47,733.01	1.0689
	Monthly	2,850.52	2,931.35	3,015.06	3,108.87	3,214.22	3,319.60	3,427.85	3,580.83	3,732.38	3,901.25	3,977.75	
	Bi-weekly	1,315.63	1,352.93	1,391.57	1,434.87	1,483.49	1,532.12	1,582.08	1,652.69	1,722.64	1,800.58	1,835.88	
	Hourly	16.445313	16.911644	17.394574	17.935814	18.543592	19.151510	19.776028	20.658612	21.532964	22.507195	22.948560	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,506.98	45,446.62	47,507.85	48,442.99	1.0716
	Monthly	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,625.58	3,787.22	3,958.99	4,036.92	
	Bi-weekly	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,673.35	1,747.95	1,827.22	1,863.19	
	Hourly	16.486878	16.986553	17.569360	18.135568	18.751859	19.376379	20.034093	20.916817	21.849338	22.840312	23.289900	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	45,013.72	47,178.52	49,291.68	50,296.18	1.1041
	Monthly	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,751.14	3,931.54	4,107.64	4,191.35	
	Bi-weekly	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,731.30	1,814.56	1,895.83	1,934.47	
	Hourly	16.986553	17.569360	18.135568	18.751859	19.376379	20.034093	20.708549	21.641211	22.681979	23.697922	24.180855	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,884.32	49,083.94	51,266.15	52,305.17	1.1420
	Monthly	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,907.03	4,090.33	4,272.18	4,358.76	
	Bi-weekly	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,803.24	1,887.84	1,971.77	2,011.74	
	Hourly	17.569360	18.135568	18.751859	19.376379	20.034093	20.708549	21.433089	22.540539	23.598047	24.647185	25.146715	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14F	Annual	37,237.15	38,518.73	39,748.38	41,047.38	42,467.66	43,905.36	45,429.21	47,750.12	50,746.49	53,084.50	54,158.35	1.1636
	Monthly	3,103.10	3,209.90	3,312.37	3,420.62	3,538.97	3,658.78	3,785.77	3,979.18	4,228.87	4,423.71	4,513.20	
	Bi-weekly	1,432.20	1,481.49	1,528.78	1,578.75	1,633.37	1,688.67	1,747.28	1,836.54	1,951.79	2,041.71	2,083.01	
	Hourly	17.902474	18.518622	19.109799	19.734318	20.417144	21.108344	21.840967	22.956788	24.397349	25.521395	26.037666	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,598.81	50,989.06	53,257.73	54,314.46	1.1788
	Monthly	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,049.90	4,249.09	4,438.14	4,526.21	
	Bi-weekly	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,869.18	1,961.12	2,048.37	2,089.02	
	Hourly	18.135568	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.364810	24.513969	25.604676	26.112719	
15C	Annual	38,328.40	39,609.99	40,908.98	42,329.27	43,714.72	45,256.29	47,057.54	49,378.14	53,708.04	56,080.88	57,206.65	1.1977
	Monthly	3,194.03	3,300.83	3,409.08	3,527.44	3,642.89	3,771.36	3,921.46	4,114.85	4,475.67	4,673.41	4,767.22	
	Bi-weekly	1,474.17	1,523.46	1,573.42	1,628.05	1,681.34	1,740.63	1,809.91	1,899.16	2,065.69	2,156.96	2,200.26	
	Hourly	18.427114	19.043263	19.667781	20.350609	21.016694	21.757833	22.623815	23.739491	25.821173	26.961960	27.503199	
15F	Annual	38,570.67	39,835.14	41,099.32	42,467.66	44,026.34	45,446.62	47,057.54	49,464.90	51,820.33	55,215.08	56,323.44	1.2053
	Monthly	3,214.22	3,319.60	3,424.94	3,538.97	3,668.86	3,787.22	3,921.46	4,122.08	4,318.36	4,601.26	4,693.62	
	Bi-weekly	1,483.49	1,532.12	1,580.74	1,633.37	1,693.32	1,747.95	1,809.91	1,902.50	1,993.09	2,123.66	2,166.29	
	Hourly	18.543592	19.151510	19.759286	20.417144	21.166509	21.849338	22.623815	23.781202	24.913620	26.545710	27.078577	
16	Annual	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,469.39	53,101.92	55,526.69	56,635.06	1.2188
	Monthly	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,205.78	4,425.16	4,627.22	4,719.59	
	Bi-weekly	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,941.13	2,042.38	2,135.64	2,178.27	
	Hourly	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.264131	25.529769	26.695524	27.228394	
16B	Annual	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,469.39	56,375.38	58,904.03	60,081.74	1.2188
	Monthly	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,205.78	4,697.95	4,908.67	5,006.81	
	Bi-weekly	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,941.13	2,168.28	2,265.54	2,310.84	
	Hourly	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.264131	27.103550	28.319243	28.885453	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
16D	Annual	40,319.98	41,618.97	42,969.91	44,355.67	45,983.69	47,542.37	49,170.40	51,716.46	54,123.82	56,583.12	57,726.32	1.2599
	Monthly	3,360.00	3,468.25	3,580.83	3,696.31	3,831.98	3,961.86	4,097.53	4,309.71	4,510.32	4,715.26	4,810.53	
	Bi-weekly	1,550.77	1,600.73	1,652.69	1,705.99	1,768.60	1,828.55	1,891.17	1,989.09	2,081.69	2,176.27	2,220.24	
	Hourly	19.384605	20.009121	20.658612	21.324840	22.107545	22.856910	23.639615	24.863683	26.021068	27.203425	27.753036	
17	Annual	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	52,461.28	54,989.92	57,553.10	58,713.40	1.2594
	Monthly	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,371.77	4,582.49	4,796.09	4,892.78	
	Bi-weekly	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	2,017.74	2,115.00	2,213.58	2,258.21	
	Hourly	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	25.221767	26.437462	27.669757	28.227596	
17B	Annual	40,510.61	41,826.72	43,402.81	44,788.57	46,347.24	48,200.43	50,019.09	52,495.80	55,215.08	57,674.38	58,834.68	1.2659
	Monthly	3,375.88	3,485.56	3,616.90	3,732.38	3,862.27	4,016.70	4,168.26	4,374.65	4,601.26	4,806.20	4,902.89	
	Bi-weekly	1,558.10	1,608.72	1,669.34	1,722.64	1,782.59	1,853.86	1,923.81	2,019.07	2,123.66	2,218.25	2,262.87	
	Hourly	19.476254	20.109000	20.866735	21.532964	22.282328	23.173283	24.047638	25.238364	26.545710	27.728066	28.285904	
17F	Annual	41,047.38	42,467.66	43,905.36	45,429.21	47,230.46	49,031.70	50,971.64	53,430.94	56,098.29	58,644.35	59,822.07	1.2827
	Monthly	3,420.62	3,538.97	3,658.78	3,785.77	3,935.87	4,085.98	4,247.64	4,452.58	4,674.86	4,887.03	4,985.17	
	Bi-weekly	1,578.75	1,633.37	1,688.67	1,747.28	1,816.56	1,885.83	1,960.45	2,055.04	2,157.63	2,255.55	2,300.85	
	Hourly	19.734318	20.417144	21.108344	21.840967	22.706950	23.572934	24.505598	25.687954	26.970331	28.194397	28.760608	
17G	Annual	41,047.38	42,467.66	43,905.36	45,429.21	47,230.46	49,031.70	50,971.64	53,430.94	61,727.18	64,532.92	65,831.92	1.2827
	Monthly	3,420.62	3,538.97	3,658.78	3,785.77	3,935.87	4,085.98	4,247.64	4,452.58	5,143.93	5,377.74	5,485.99	
	Bi-weekly	1,578.75	1,633.37	1,688.67	1,747.28	1,816.56	1,885.83	1,960.45	2,055.04	2,374.12	2,482.04	2,532.00	
	Hourly	19.734318	20.417144	21.108344	21.840967	22.706950	23.572934	24.505598	25.687954	29.676528	31.025443	31.649962	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	57,154.72	59,770.13	60,982.36	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	4,762.89	4,980.84	5,081.86	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,198.26	2,298.85	2,345.48	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	27.478231	28.735638	29.318444	
18E	Annual	42,329.27	43,714.72	45,256.29	47,057.54	48,841.37	50,729.08	52,703.54	55,388.30	61,744.59	64,550.33	65,849.33	1.3227
	Monthly	3,527.44	3,642.89	3,771.36	3,921.46	4,070.12	4,227.42	4,391.96	4,615.69	5,145.38	5,379.19	5,487.44	
	Bi-weekly	1,628.05	1,681.34	1,740.63	1,809.91	1,878.51	1,951.12	2,027.06	2,130.32	2,374.79	2,482.71	2,532.67	
	Hourly	20.350609	21.016694	21.757833	22.623815	23.481430	24.388979	25.338241	26.628988	29.684899	31.033814	31.658332	
18F	Annual	42,467.66	44,026.34	45,446.62	47,057.54	48,927.83	50,729.08	52,738.37	55,336.06	58,107.28	61,917.81	63,164.58	1.3271
	Monthly	3,538.97	3,668.86	3,787.22	3,921.46	4,077.32	4,227.42	4,394.86	4,611.34	4,842.27	5,159.82	5,263.72	
	Bi-weekly	1,633.37	1,693.32	1,747.95	1,809.91	1,881.84	1,951.12	2,028.40	2,128.31	2,234.90	2,381.45	2,429.41	
	Hourly	20.417144	21.166509	21.849338	22.623815	23.522997	24.388979	25.354983	26.603876	27.936192	29.768179	30.367586	
18G	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	57,154.72	60,964.95	62,177.49	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	4,762.89	5,080.41	5,181.46	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,198.26	2,344.81	2,391.44	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	27.478231	29.310072	29.893026	
18I	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	62,645.22	65,502.89	66,819.00	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	5,220.44	5,458.58	5,568.25	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,409.43	2,519.34	2,569.96	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	30.117894	31.491776	32.124521	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18P	Annual	43,506.98	44,926.96	46,399.18	48,044.62	49,638.12	51,352.60	53,413.83	56,063.76	58,782.74	61,432.68	62,662.32	1.3595
	Monthly	3,625.58	3,743.91	3,866.60	4,003.72	4,136.51	4,279.38	4,451.15	4,671.98	4,898.56	5,119.39	5,221.86	
	Bi-weekly	1,673.35	1,727.96	1,784.58	1,847.87	1,909.16	1,975.10	2,054.38	2,156.30	2,260.87	2,362.80	2,410.09	
	Hourly	20.916817	21.599501	22.307296	23.098374	23.864482	24.688752	25.679726	26.953731	28.260934	29.534941	30.126117	
18S	Annual	43,766.66	45,221.47	46,641.75	48,356.23	49,967.15	51,733.57	53,794.80	56,427.32	59,146.60	61,831.06	63,078.12	1.3677
	Monthly	3,647.22	3,768.46	3,886.81	4,029.69	4,163.93	4,311.13	4,482.90	4,702.28	4,928.88	5,152.59	5,256.51	
	Bi-weekly	1,683.33	1,739.29	1,793.91	1,859.86	1,921.81	1,989.75	2,069.03	2,170.28	2,274.87	2,378.12	2,426.08	
	Hourly	21.041663	21.741091	22.423919	23.248189	24.022669	24.871909	25.862883	27.128517	28.435864	29.726469	30.326018	
19	Annual	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,583.12	59,250.46	61,952.34	63,199.40	1.3460
	Monthly	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,715.26	4,937.54	5,162.70	5,266.62	
	Bi-weekly	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,176.27	2,278.86	2,382.78	2,430.75	
	Hourly	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	27.203425	28.485800	29.784777	30.384328	
19F	Annual	44,788.57	46,347.24	48,200.43	50,019.09	51,976.14	53,985.13	56,098.29	58,800.15	61,623.31	64,394.53	65,676.11	1.3996
	Monthly	3,732.38	3,862.27	4,016.70	4,168.26	4,331.35	4,498.76	4,674.86	4,900.01	5,135.28	5,366.21	5,473.01	
	Bi-weekly	1,722.64	1,782.59	1,853.86	1,923.81	1,999.08	2,076.35	2,157.63	2,261.54	2,370.13	2,476.71	2,526.00	
	Hourly	21.532964	22.282328	23.173283	24.047638	24.988530	25.954389	26.970331	28.269305	29.626591	30.958907	31.575053	
19I	Annual	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,583.12	61,761.71	64,550.33	65,849.33	1.3460
	Monthly	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,715.26	5,146.81	5,379.19	5,487.44	
	Bi-weekly	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,176.27	2,375.45	2,482.71	2,532.67	
	Hourly	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	27.203425	29.693128	31.033814	31.658332	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19Z	Annual	44,788.57	46,347.24	48,200.43	50,019.09	51,976.14	53,985.13	56,098.29	58,800.15	68,343.15	71,408.88	72,829.16	1.3996
	Monthly	3,732.38	3,862.27	4,016.70	4,168.26	4,331.35	4,498.76	4,674.86	4,900.01	5,695.26	5,950.74	6,069.10	
	Bi-weekly	1,722.64	1,782.59	1,853.86	1,923.81	1,999.08	2,076.35	2,157.63	2,261.54	2,628.58	2,746.50	2,801.12	
	Hourly	21.532964	22.282328	23.173283	24.047638	24.988530	25.954389	26.970331	28.269305	32.857285	34.331191	35.014019	
20	Annual	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,938.55	61,692.65	64,463.57	65,779.98	1.3931
	Monthly	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,911.55	5,141.06	5,371.97	5,481.67	
	Bi-weekly	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,266.87	2,372.79	2,479.37	2,530.00	
	Hourly	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	28.335843	29.659930	30.992103	31.624992	
20B	Annual	45,533.38	47,161.41	48,650.74	50,400.05	52,391.93	54,435.44	56,531.19	59,284.99	69,763.44	72,915.62	74,370.43	1.4229
	Monthly	3,794.45	3,930.12	4,054.23	4,200.00	4,365.99	4,536.29	4,710.93	4,940.42	5,813.62	6,076.30	6,197.54	
	Bi-weekly	1,751.28	1,813.90	1,871.18	1,938.46	2,015.07	2,093.67	2,174.28	2,280.19	2,683.21	2,804.45	2,860.40	
	Hourly	21.891050	22.673754	23.389778	24.230793	25.188426	26.170884	27.178456	28.502398	33.540116	35.055585	35.755012	
20P	Annual	45,879.53	47,524.97	49,395.56	51,248.74	53,257.73	55,301.54	57,466.64	60,289.49	63,130.05	65,987.73	67,304.14	1.4337
	Monthly	3,823.29	3,960.41	4,116.30	4,270.73	4,438.14	4,608.46	4,788.89	5,024.12	5,260.84	5,498.98	5,608.68	
	Bi-weekly	1,764.60	1,827.88	1,899.83	1,971.11	2,048.37	2,126.98	2,210.26	2,318.83	2,428.08	2,537.99	2,588.62	
	Hourly	22.057465	22.848542	23.747864	24.638818	25.604678	26.587279	27.628191	28.985333	30.350987	31.724869	32.357761	
21	Annual	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	61,121.06	64,151.96	67,044.16	68,395.09	1.4483
	Monthly	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,093.42	5,346.00	5,587.01	5,699.59	
	Bi-weekly	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,350.81	2,467.38	2,578.62	2,630.58	
	Hourly	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.385125	30.842289	32.232768	32.882256	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21B	Annual	47,524.96	49,222.34	50,746.49	52,582.26	54,678.01	56,739.23	58,955.96	61,865.58	64,965.82	67,875.74	69,226.67	1.4851
	Monthly	3,960.41	4,101.86	4,228.87	4,381.86	4,556.50	4,728.27	4,913.00	5,155.47	5,413.82	5,656.31	5,768.89	
	Bi-weekly	1,827.88	1,893.17	1,951.79	2,022.39	2,103.00	2,182.28	2,267.54	2,379.45	2,498.69	2,610.61	2,662.56	
	Hourly	22.848539	23.664585	24.397349	25.279933	26.287504	27.278476	28.344213	29.743065	31.233566	32.632565	33.282051	
21Z	Annual	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	61,121.06	68,360.56	71,426.29	72,863.68	1.4483
	Monthly	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,093.42	5,696.71	5,952.19	6,071.97	
	Bi-weekly	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,350.81	2,629.25	2,747.16	2,802.45	
	Hourly	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.385125	32.865656	34.339562	35.030617	
22	Annual	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	63,441.67	66,524.80	69,503.76	70,906.63	1.5040
	Monthly	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,286.81	5,543.73	5,791.98	5,908.89	
	Bi-weekly	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,440.06	2,558.65	2,673.22	2,727.18	
	Hourly	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.500801	31.983075	33.415270	34.089726	
23	Annual	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,901.27	69,243.78	72,378.85	73,816.24	1.5625
	Monthly	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,491.77	5,770.32	6,031.57	6,151.35	
	Bi-weekly	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,534.66	2,663.22	2,783.80	2,839.09	
	Hourly	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.683302	33.290277	34.797523	35.488577	
24	Annual	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	68,533.79	71,841.77	75,115.24	76,639.39	1.6226
	Monthly	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,711.15	5,986.81	6,259.60	6,386.62	
	Bi-weekly	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,635.91	2,763.14	2,889.05	2,947.67	
	Hourly	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.948936	34.539312	36.113096	36.845862	

Report ID: RCHR093A  
 As Of Date: 01/11/2020  
 Salary Plan: 22M AFSCME8/RegCty/Annual

PeopleSoft  
 COMPENSATION MANUAL

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 Run Time 09:15:39

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	67,754.45	71,079.84	74,647.52	78,007.74	79,583.83	1.6865
	Monthly	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,646.20	5,923.32	6,220.63	6,500.65	6,631.99	
	Bi-weekly	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,605.94	2,733.84	2,871.06	3,000.30	3,060.92	
	Hourly	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.574254	34.173002	35.888229	37.503720	38.261457	

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	35,712.99	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,845.00	48,131.08	50,330.70	51,318.08	1.1160
	Monthly	2,976.08	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,820.42	4,010.92	4,194.23	4,276.51	
	Bi-weekly	1,373.58	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,763.27	1,851.20	1,935.80	1,973.77	
	Hourly	17.169708	17.719315	18.310493	18.943387	19.651038	20.292298	21.066635	22.040864	23.139941	24.197452	24.672156	
13M	Annual	36,302.00	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,884.32	49,083.94	51,266.15	52,305.17	1.1344
	Monthly	3,025.17	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,907.03	4,090.33	4,272.18	4,358.76	
	Bi-weekly	1,396.23	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,803.24	1,887.84	1,971.77	2,011.74	
	Hourly	17.452885	18.035691	18.635241	19.318067	19.975781	20.708549	21.441313	22.540539	23.598047	24.647185	25.146715	
14	Annual	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,750.12	50,122.95	52,374.51	53,430.94	1.1517
	Monthly	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,979.18	4,176.91	4,364.54	4,452.58	
	Bi-weekly	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,836.54	1,927.81	2,014.40	2,055.04	
	Hourly	17.719315	18.310493	18.943387	19.651038	20.292298	21.066635	21.849338	22.956788	24.097574	25.180055	25.687954	
14M	Annual	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,720.09	51,058.11	53,361.90	54,435.44	1.1723
	Monthly	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,060.01	4,254.84	4,446.83	4,536.29	
	Bi-weekly	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,873.85	1,963.77	2,052.38	2,093.67	
	Hourly	18.035691	18.635241	19.318067	19.975781	20.708549	21.441313	22.282328	23.423119	24.547166	25.654758	26.170884	
15	Annual	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,568.77	51,976.14	54,314.46	55,422.82	1.1901
	Monthly	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,130.73	4,331.35	4,526.21	4,618.57	
	Bi-weekly	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,906.49	1,999.08	2,089.02	2,131.65	
	Hourly	18.310493	18.943387	19.651038	20.292298	21.066635	21.849338	22.681979	23.831141	24.988530	26.112719	26.645587	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15M	Annual	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,677.14	53,171.27	55,578.63	56,686.99	1.2112
	Monthly	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,223.10	4,430.94	4,631.55	4,723.92	
	Bi-weekly	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,949.12	2,045.05	2,137.64	2,180.27	
	Hourly	18.635241	19.318067	19.975781	20.708549	21.441313	22.282328	23.181654	24.364010	25.563108	26.720494	27.253362	
16	Annual	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,699.05	54,227.70	56,635.06	57,778.25	1.2313
	Monthly	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,308.25	4,518.98	4,719.59	4,814.85	
	Bi-weekly	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,988.42	2,085.68	2,178.27	2,222.24	
	Hourly	18.943387	19.651038	20.292298	21.066635	21.849338	22.681979	23.614646	24.855312	26.071007	27.228394	27.778003	
16M	Annual	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,651.60	55,301.54	57,795.66	58,955.96	1.2556
	Monthly	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,387.63	4,608.46	4,816.31	4,913.00	
	Bi-weekly	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,025.06	2,126.98	2,222.91	2,267.54	
	Hourly	19.318067	19.975781	20.708549	21.441313	22.282328	23.181654	24.122544	25.313271	26.587277	27.786375	28.344213	
17	Annual	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,604.16	56,306.03	58,817.57	59,995.28	1.2773
	Monthly	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,467.01	4,692.17	4,901.46	4,999.61	
	Bi-weekly	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,061.70	2,165.62	2,262.21	2,307.51	
	Hourly	19.651038	20.292298	21.066635	21.849338	22.681979	23.614646	24.547166	25.771232	27.070207	28.277676	28.843884	
17M	Annual	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,764.77	57,466.63	60,064.33	61,276.87	1.2984
	Monthly	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,563.73	4,788.89	5,005.36	5,106.41	
	Bi-weekly	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,106.34	2,210.26	2,310.17	2,356.80	
	Hourly	19.975781	20.708549	21.441313	22.282328	23.181654	24.122544	25.071806	26.329214	27.628189	28.877082	29.460034	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18	Annual	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,751.85	58,661.46	61,311.40	62,541.04	1.3189
	Monthly	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,645.99	4,888.46	5,109.28	5,211.75	
	Bi-weekly	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,144.30	2,256.21	2,358.13	2,405.42	
	Hourly	20.292298	21.066635	21.849338	22.681979	23.614646	24.547166	25.563108	26.803773	28.202625	29.476632	30.067808	
18B	Annual	42,502.19	44,130.51	45,827.59	47,715.60	49,603.30	51,681.63	53,621.58	56,288.92	58,869.50	61,553.96	62,818.43	1.3281
	Monthly	3,541.85	3,677.54	3,818.97	3,976.30	4,133.61	4,306.80	4,468.47	4,690.74	4,905.79	5,129.50	5,234.87	
	Bi-weekly	1,634.70	1,697.33	1,762.60	1,835.22	1,907.82	1,987.76	2,062.37	2,164.96	2,264.21	2,367.46	2,416.09	
	Hourly	20.433744	21.216591	22.032496	22.940191	23.847738	24.846939	25.779606	27.061982	28.302645	29.593250	30.201170	
18C	Annual	43,125.72	44,563.41	46,225.96	47,992.68	49,845.87	51,854.85	53,898.67	56,566.01	59,354.34	62,056.21	63,303.27	1.3476
	Monthly	3,593.81	3,713.62	3,852.16	3,999.39	4,153.82	4,321.24	4,491.56	4,713.83	4,946.20	5,171.35	5,275.27	
	Bi-weekly	1,658.68	1,713.98	1,777.92	1,845.87	1,917.15	1,994.42	2,073.03	2,175.62	2,282.86	2,386.78	2,434.74	
	Hourly	20.733519	21.424717	22.224018	23.073404	23.964359	24.930217	25.912820	27.195198	28.535741	29.834716	30.434262	
18M	Annual	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,964.39	59,666.25	62,368.13	63,614.89	1.3460
	Monthly	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,747.03	4,972.19	5,197.34	5,301.24	
	Bi-weekly	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,190.94	2,294.86	2,398.77	2,446.73	
	Hourly	20.708549	21.441313	22.282328	23.181654	24.122544	25.071806	26.046038	27.386724	28.685698	29.984677	30.584082	
19	Annual	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,951.47	60,653.34	63,372.62	64,636.79	1.3693
	Monthly	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,829.29	5,054.45	5,281.05	5,386.40	
	Bi-weekly	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,228.90	2,332.82	2,437.41	2,486.03	
	Hourly	21.066635	21.849338	22.681979	23.614646	24.547166	25.563108	26.528969	27.861284	29.160259	30.467605	31.075380	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19M	Annual	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	59,077.25	62,021.69	64,861.95	66,160.94	1.3936
	Monthly	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,923.10	5,168.47	5,405.16	5,513.41	
	Bi-weekly	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,272.20	2,385.45	2,494.69	2,544.65	
	Hourly	21.441313	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.402523	29.818118	31.183628	31.808146	
20	Annual	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	60,254.96	63,147.46	66,005.14	67,321.55	1.4202
	Monthly	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	5,021.25	5,262.29	5,500.43	5,610.13	
	Bi-weekly	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,317.50	2,428.75	2,538.66	2,589.29	
	Hourly	21.849338	22.681979	23.614646	24.547166	25.563108	26.528969	27.603222	28.968731	30.359356	31.733240	32.366129	
20A	Annual	45,446.62	47,317.21	49,170.40	51,179.39	53,136.74	55,284.12	57,483.75	60,393.66	63,372.62	66,282.23	67,633.17	1.4202
	Monthly	3,787.22	3,943.10	4,097.53	4,264.95	4,428.06	4,607.01	4,790.31	5,032.81	5,281.05	5,523.52	5,636.10	
	Bi-weekly	1,747.95	1,819.89	1,891.17	1,968.44	2,043.72	2,126.31	2,210.91	2,322.83	2,437.41	2,549.32	2,601.28	
	Hourly	21.849338	22.748660	23.639615	24.605475	25.546510	26.578904	27.636416	29.035413	30.467605	31.866457	32.515946	
20M	Annual	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	61,450.09	64,532.92	67,442.53	68,810.88	1.4483
	Monthly	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,120.84	5,377.74	5,620.21	5,734.24	
	Bi-weekly	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,363.47	2,482.04	2,593.94	2,646.57	
	Hourly	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.543313	31.025443	32.424293	33.082153	
20P	Annual	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	61,450.09	64,965.82	67,875.74	69,226.67	1.4483
	Monthly	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,120.84	5,413.82	5,656.31	5,768.89	
	Bi-weekly	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,363.47	2,498.69	2,610.61	2,662.56	
	Hourly	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.543313	31.233566	32.632565	33.282051	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20S	Annual	47,057.54	48,979.77	50,971.64	52,894.18	54,955.10	57,172.13	59,458.21	62,437.17	65,485.48	68,499.26	69,884.72	1.4705
	Monthly	3,921.46	4,081.65	4,247.64	4,407.85	4,579.59	4,764.34	4,954.85	5,203.10	5,457.12	5,708.27	5,823.73	
	Bi-weekly	1,809.91	1,883.84	1,960.45	2,034.39	2,113.66	2,198.93	2,286.85	2,401.43	2,518.67	2,634.59	2,687.87	
	Hourly	22.623815	23.547966	24.505598	25.429892	26.420720	27.486602	28.585679	30.017871	31.483403	32.932337	33.598423	
21	Annual	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,697.16	65,831.92	68,793.47	70,161.82	1.4743
	Monthly	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,224.76	5,485.99	5,732.79	5,846.82	
	Bi-weekly	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,411.43	2,532.00	2,645.90	2,698.53	
	Hourly	22.681979	23.614646	24.547166	25.563108	26.528969	27.603222	28.693928	30.142863	31.649962	33.073782	33.731642	
21B	Annual	47,715.60	49,603.30	51,681.63	53,621.58	55,751.85	58,020.82	60,289.49	63,181.99	66,212.88	69,226.67	70,629.54	1.4911
	Monthly	3,976.30	4,133.61	4,306.80	4,468.47	4,645.99	4,835.07	5,024.12	5,265.17	5,517.74	5,768.89	5,885.80	
	Bi-weekly	1,835.22	1,907.82	1,987.76	2,062.37	2,144.30	2,231.57	2,318.83	2,430.08	2,546.65	2,662.56	2,716.52	
	Hourly	22.940191	23.847738	24.846939	25.779606	26.803773	27.894623	28.985331	30.375955	31.833116	33.282051	33.956508	
21M	Annual	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,822.93	67,113.51	70,092.46	71,512.75	1.5068
	Monthly	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,318.58	5,592.79	5,841.04	5,959.40	
	Bi-weekly	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,454.73	2,581.29	2,695.86	2,750.49	
	Hourly	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.326814	30.684101	32.266109	33.698300	34.381129	
22	Annual	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	65,087.10	68,204.76	71,305.00	72,742.40	1.5349
	Monthly	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,423.93	5,683.73	5,942.08	6,061.87	
	Bi-weekly	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,503.35	2,623.26	2,742.50	2,797.78	
	Hourly	23.614646	24.547166	25.563108	26.528969	27.603222	28.693928	29.826344	31.291877	32.790749	34.281251	34.972307	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22C	Annual	49,897.80	51,872.26	53,985.13	56,063.76	58,280.50	60,653.34	63,026.18	66,022.55	69,295.72	72,395.96	73,833.65	1.5593
	Monthly	4,158.15	4,322.69	4,498.76	4,671.98	4,856.71	5,054.45	5,252.18	5,501.88	5,774.64	6,033.00	6,152.80	
	Bi-weekly	1,919.15	1,995.09	2,076.35	2,156.30	2,241.56	2,332.82	2,424.08	2,539.33	2,665.22	2,784.46	2,839.76	
	Hourly	23.989327	24.938587	25.954389	26.953731	28.019470	29.160259	30.301049	31.741612	33.315248	34.805749	35.496947	
22M	Annual	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	66,368.69	69,763.44	72,915.62	74,370.43	1.5679
	Monthly	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,530.72	5,813.62	6,076.30	6,197.54	
	Bi-weekly	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,552.64	2,683.21	2,804.45	2,860.40	
	Hourly	24.122544	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.908023	33.540116	35.055585	35.755012	
22P	Annual	50,521.33	52,530.32	54,660.60	56,895.04	59,129.18	61,363.33	63,857.45	67,009.63	70,386.97	73,539.15	75,011.36	1.5787
	Monthly	4,210.11	4,377.53	4,555.05	4,741.25	4,927.43	5,113.61	5,321.46	5,584.14	5,865.58	6,128.26	6,250.95	
	Bi-weekly	1,943.13	2,020.40	2,102.33	2,188.27	2,274.20	2,360.13	2,456.06	2,577.29	2,707.19	2,828.43	2,885.05	
	Hourly	24.289101	25.254961	26.279132	27.353385	28.427491	29.501602	30.700699	32.216170	33.839889	35.355359	36.063156	
23	Annual	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,667.69	70,975.98	74,214.62	75,686.83	1.5955
	Monthly	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,638.97	5,914.67	6,184.55	6,307.24	
	Bi-weekly	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,602.60	2,729.85	2,854.41	2,911.03	
	Hourly	24.547166	25.563108	26.528969	27.603222	28.693928	29.826344	30.975504	32.532542	34.123065	35.680104	36.387901	
23C	Annual	51,491.30	53,396.42	55,526.69	57,778.25	60,064.33	62,368.13	64,948.71	68,066.06	71,478.22	74,699.45	76,189.08	1.6091
	Monthly	4,290.94	4,449.70	4,627.22	4,814.85	5,005.36	5,197.34	5,412.39	5,672.17	5,956.52	6,224.95	6,349.09	
	Bi-weekly	1,980.43	2,053.71	2,135.64	2,222.24	2,310.17	2,398.77	2,498.03	2,617.93	2,749.16	2,873.06	2,930.35	
	Hourly	24.755433	25.671357	26.695524	27.778003	28.877082	29.984677	31.225340	32.724069	34.364529	35.913198	36.629366	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23M	Annual	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	69,105.38	72,447.90	75,686.83	77,210.99	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,758.78	6,037.33	6,307.24	6,434.25	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,657.90	2,786.46	2,911.03	2,969.65	
	Hourly	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	33.223741	34.830719	36.387901	37.120666	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24	Annual	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	70,404.38	73,885.59	77,228.40	78,769.66	1.6616
	Monthly	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,867.03	6,157.13	6,435.70	6,564.14	
	Bi-weekly	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,707.86	2,841.75	2,970.32	3,029.60	
	Hourly	25.563108	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.848260	35.521917	37.129038	37.870031	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24M	Annual	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,755.31	75,288.46	78,665.79	80,276.41	1.6929
	Monthly	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,979.61	6,274.04	6,555.48	6,689.70	
	Bi-weekly	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,759.82	2,895.71	3,025.61	3,087.55	
	Hourly	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.497746	36.196374	37.820091	38.594426	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	54,245.11	56,340.85	58,523.06	60,878.50	63,285.86	65,831.92	68,412.50	71,737.90	75,340.39	78,769.66	80,363.17	1.6951
	Monthly	4,520.43	4,695.07	4,876.92	5,073.21	5,273.82	5,485.99	5,701.04	5,978.16	6,278.37	6,564.14	6,696.93	
	Bi-weekly	2,086.35	2,166.96	2,250.89	2,341.48	2,434.07	2,532.00	2,631.25	2,759.15	2,897.71	3,029.60	3,090.89	
	Hourly	26.079378	27.086948	28.136088	29.268508	30.425893	31.649962	32.890626	34.489377	36.221340	37.870031	38.636139	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	73,140.77	76,795.20	80,311.23	81,921.84	1.7243
	Monthly	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,095.06	6,399.60	6,692.60	6,826.82	
	Bi-weekly	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,813.11	2,953.66	3,088.89	3,150.84	
	Hourly	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	35.163832	36.920768	38.611169	39.385501	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25M	Annual	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	74,647.52	78,284.83	81,869.91	83,497.93	1.7611
	Monthly	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,220.63	6,523.74	6,822.49	6,958.16	
	Bi-weekly	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,871.06	3,010.95	3,148.84	3,211.46	
	Hourly	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.888229	37.636936	39.360535	40.143237	
25P	Annual	56,929.57	59,215.94	61,640.42	64,065.20	66,576.73	69,209.26	71,737.90	75,409.74	79,202.57	82,787.94	84,467.91	1.7790
	Monthly	4,744.13	4,934.66	5,136.70	5,338.77	5,548.06	5,767.44	5,978.16	6,284.15	6,600.21	6,899.00	7,038.99	
	Bi-weekly	2,189.60	2,277.54	2,370.79	2,464.05	2,560.64	2,661.89	2,759.15	2,900.37	3,046.25	3,184.15	3,248.77	
	Hourly	27.369984	28.469204	29.634818	30.800575	32.008044	33.273681	34.489377	36.254684	38.078157	39.801896	40.609570	
26	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	79,826.09	83,428.59	85,108.85	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	6,652.18	6,952.38	7,092.40	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,070.23	3,208.79	3,273.42	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	38.377930	40.109898	40.917715	
26A	Annual	57,518.57	59,839.18	62,281.36	64,723.55	67,269.32	69,936.66	72,500.13	76,171.67	79,999.31	83,636.63	85,299.19	1.7974
	Monthly	4,793.21	4,986.60	5,190.11	5,393.63	5,605.78	5,828.06	6,041.68	6,347.64	6,666.61	6,969.72	7,108.27	
	Bi-weekly	2,212.25	2,301.51	2,395.44	2,489.37	2,587.28	2,689.87	2,788.47	2,929.68	3,076.90	3,216.79	3,280.74	
	Hourly	27.653158	28.768835	29.942963	31.117091	32.341017	33.623394	34.855832	36.620995	38.461207	40.209918	41.009224	
26M	Annual	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	77,557.43	81,298.31	84,987.57	86,684.94	1.8331
	Monthly	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,463.12	6,774.86	7,082.30	7,223.75	
	Bi-weekly	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,982.98	3,126.86	3,268.75	3,334.04	
	Hourly	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.555256	37.287225	39.085727	40.859407	41.675452	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
27	Annual	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,960.30	82,857.29	86,650.12	88,399.42	1.8651
	Monthly	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,580.03	6,904.77	7,220.84	7,366.62	
	Bi-weekly	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,036.93	3,186.82	3,332.70	3,399.98	
	Hourly	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.961681	39.835236	41.658710	42.499723	
27M	Annual	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	80,622.85	84,623.71	88,468.77	90,252.61	1.9062
	Monthly	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,718.57	7,051.98	7,372.40	7,521.05	
	Bi-weekly	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,100.88	3,254.76	3,402.65	3,471.25	
	Hourly	29.326814	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.760985	40.684477	42.533064	43.390677	
28	Annual	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	82,147.00	86,355.61	90,287.43	92,105.79	1.9387
	Monthly	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,845.58	7,196.30	7,523.95	7,675.48	
	Bi-weekly	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,159.50	3,321.37	3,472.59	3,542.53	
	Hourly	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.493750	41.517121	43.407419	44.281629	
28M	Annual	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	83,844.38	87,983.64	91,949.98	93,803.16	1.9787
	Monthly	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,987.03	7,331.97	7,662.50	7,816.93	
	Bi-weekly	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,224.78	3,383.99	3,536.54	3,607.81	
	Hourly	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	40.309798	42.299825	44.206720	45.097674	
29	Annual	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	85,437.88	89,715.84	93,803.16	95,691.17	2.0134
	Monthly	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,119.82	7,476.32	7,816.93	7,974.26	
	Bi-weekly	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,286.07	3,450.61	3,607.81	3,680.43	
	Hourly	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	41.075902	43.132614	45.097674	46.005368	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29M	Annual	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	87,187.19	91,482.26	95,673.76	97,596.29	2.0572
	Monthly	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,265.60	7,623.52	7,972.81	8,133.02	
	Bi-weekly	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,353.35	3,518.55	3,679.76	3,753.70	
	Hourly	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.916916	43.981855	45.996998	46.921293	
30	Annual	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	88,919.08	93,318.32	97,544.34	99,501.40	2.0972
	Monthly	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,409.92	7,776.53	8,128.70	8,291.78	
	Bi-weekly	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,419.96	3,589.17	3,751.71	3,826.98	
	Hourly	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.749559	44.864579	46.896319	47.837211	
30M	Annual	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	86,355.61	90,702.92	95,275.38	99,622.68	101,597.15	2.1324
	Monthly	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,196.30	7,558.58	7,939.62	8,301.89	8,466.43	
	Bi-weekly	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,321.37	3,488.57	3,664.44	3,831.64	3,907.58	
	Hourly	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.517121	43.607172	45.805471	47.895521	48.844782	
31	Annual	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	92,313.83	97,024.69	101,458.45	103,467.45	2.1801
	Monthly	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,692.82	8,085.39	8,454.87	8,622.29	
	Bi-weekly	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,550.53	3,731.72	3,902.25	3,979.52	
	Hourly	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	44.381648	46.646483	48.778103	49.743964	
31M	Annual	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	86,355.61	89,837.12	94,236.06	98,981.74	103,484.85	105,580.60	2.2228
	Monthly	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,196.30	7,486.43	7,853.01	8,248.48	8,623.74	8,798.38	
	Bi-weekly	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,321.37	3,455.27	3,624.46	3,806.99	3,980.19	4,060.79	
	Hourly	34.197975	35.555256	36.945740	38.444611	39.860204	41.517121	43.190921	45.305797	47.587376	49.752333	50.759905	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	96,124.07	100,921.69	105,511.26	107,641.53	2.2656
	Monthly	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	8,010.34	8,410.14	8,792.61	8,970.13	
	Bi-weekly	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,697.08	3,881.60	4,058.13	4,140.06	
	Hourly	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	43.981855	46.213493	48.520041	50.726566	51.750736	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	75,254.17	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	99,813.02	104,887.73	109,667.94	111,884.96	2.3516
	Monthly	6,271.18	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,317.75	8,740.64	9,139.00	9,323.75	
	Bi-weekly	2,894.39	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,838.96	4,034.14	4,218.00	4,303.27	
	Hourly	36.179887	37.636936	39.110698	40.684478	42.299826	43.981855	45.805472	47.987030	50.426794	52.724969	53.790848	

## 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	49,414.17	54,877.94	56,378.98	58,060.14	59,200.93	
	Monthly	4,117.85	4,573.16	4,698.25	4,838.35	4,933.41	1.5441
	Bi-weekly	1,900.54	2,110.69	2,168.42	2,233.08	2,276.96	
	Hourly	23.756811	26.383625	27.105279	27.913530	28.461986	

## 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	19,333.37	20,023.84	20,564.22	21,434.82	22,365.46	22,785.76	0.6041
	Monthly	1,611.11	1,668.65	1,713.69	1,786.24	1,863.79	1,898.81	
	Bi-weekly	743.59	770.15	790.93	824.42	860.21	876.38	
	Hourly	9.294889	9.626847	9.886644	10.305202	10.752627	10.954691	
Grade		1	2	3	4	5	6	Night Diff
03	Annual	22,245.38	22,755.73	23,596.32	24,496.93	25,607.70	26,088.04	0.6951
	Monthly	1,853.78	1,896.31	1,966.36	2,041.41	2,133.98	2,174.00	
	Bi-weekly	855.59	875.22	907.55	942.19	984.91	1,003.39	
	Hourly	10.694894	10.940254	11.344382	11.777372	12.311396	12.542327	
Grade		1	2	3	4	5	6	Night Diff
04	Annual	23,596.32	24,496.93	25,307.50	26,298.18	27,438.97	27,979.34	0.7373
	Monthly	1,966.36	2,041.41	2,108.96	2,191.52	2,286.58	2,331.61	
	Bi-weekly	907.55	942.19	973.37	1,011.47	1,055.34	1,076.13	
	Hourly	11.344382	11.777372	12.167067	12.643356	13.191812	13.451605	
Grade		1	2	3	4	5	6	Night Diff
05	Annual	27,378.93	28,369.61	29,450.36	30,501.09	31,882.04	32,512.48	0.8555
	Monthly	2,281.58	2,364.13	2,454.20	2,541.76	2,656.84	2,709.37	
	Bi-weekly	1,053.04	1,091.14	1,132.71	1,173.12	1,226.23	1,250.48	
	Hourly	13.162945	13.639237	14.158828	14.663984	15.327904	15.630999	

## 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	47,853.08	49,534.25	51,245.43	52,896.57	54,607.75	56,288.92	57,429.71	1.4954
	Monthly	3,987.76	4,127.85	4,270.45	4,408.05	4,550.65	4,690.74	4,785.81	
	Bi-weekly	1,840.50	1,905.16	1,970.98	2,034.48	2,100.30	2,164.96	2,208.84	
	Hourly	23.006289	23.814543	24.637227	25.431045	26.253728	27.061982	27.610438	
03	Annual	53,376.91	55,268.22	57,099.48	58,990.79	60,852.07	62,683.34	63,944.22	1.6680
	Monthly	4,448.08	4,605.69	4,758.29	4,915.90	5,071.01	5,223.61	5,328.69	
	Bi-weekly	2,052.96	2,125.70	2,196.13	2,268.88	2,340.46	2,410.90	2,459.39	
	Hourly	25.661974	26.571257	27.451673	28.360958	29.255805	30.136222	30.742411	
04	Annual	53,767.17	55,628.46	57,519.77	59,381.06	61,242.35	63,133.65	64,454.57	1.6802
	Monthly	4,480.60	4,635.71	4,793.31	4,948.42	5,103.53	5,261.14	5,371.21	
	Bi-weekly	2,067.97	2,139.56	2,212.30	2,283.89	2,355.47	2,428.22	2,479.02	
	Hourly	25.849603	26.744454	27.653737	28.548585	29.443435	30.352716	30.987772	
05	Annual	58,990.79	61,002.18	63,073.61	65,115.02	67,156.44	69,197.85	70,638.84	1.8434
	Monthly	4,915.90	5,083.52	5,256.13	5,426.25	5,596.37	5,766.49	5,886.57	
	Bi-weekly	2,268.88	2,346.24	2,425.91	2,504.42	2,582.94	2,661.46	2,716.88	
	Hourly	28.360958	29.327969	30.323851	31.305299	32.286749	33.268195	33.960981	

## IUOE Local 70/OperatingEngineers Salary Plan

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

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

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

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

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Grade		1	2	3	4	5	Night Diff
02	Annual	51,001.60	56,680.00	56,992.00	58,986.72	60,166.45	1.6350
	Monthly	4,250.13	4,723.33	4,749.33	4,915.56	5,013.87	
	Bi-weekly	1,961.60	2,180.00	2,192.00	2,268.72	2,314.09	
	Hourly	24.520000	27.250000	27.400000	28.359000	28.926180	
Grade		1	2	3	4	5	Night Diff
04	Annual	56,451.20	62,712.00	63,024.00	65,229.84	66,534.44	1.8090
	Monthly	4,704.27	5,226.00	5,252.00	5,435.82	5,544.54	
	Bi-weekly	2,171.20	2,412.00	2,424.00	2,508.84	2,559.02	
	Hourly	27.140000	30.150000	30.300000	31.360500	31.987710	

## 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	41,567.04	43,177.65	44,961.79	46,641.75	48,546.86	50,503.92	52,513.21	55,076.38	57,622.44	60,220.44	61,432.68	1.2989
	Monthly	3,463.92	3,598.14	3,746.82	3,886.81	4,045.57	4,208.66	4,376.10	4,589.70	4,801.87	5,018.37	5,119.39	
	Bi-weekly	1,598.73	1,660.68	1,729.30	1,793.91	1,867.19	1,942.46	2,019.74	2,118.32	2,216.25	2,316.17	2,362.80	
	Hourly	19.984153	20.758485	21.616244	22.423919	23.339837	24.280730	25.246736	26.479031	27.703095	28.952135	29.534941	
02	Annual	48,113.97	50,001.68	52,062.90	54,106.41	56,219.57	58,436.31	60,739.79	63,649.71	66,767.06	69,815.38	71,235.66	1.5035
	Monthly	4,009.50	4,166.81	4,338.58	4,508.87	4,684.96	4,869.69	5,061.65	5,304.14	5,563.92	5,817.95	5,936.31	
	Bi-weekly	1,850.54	1,923.14	2,002.42	2,081.02	2,162.29	2,247.55	2,336.15	2,448.07	2,567.96	2,685.21	2,739.83	
	Hourly	23.131715	24.039267	25.030240	26.012697	27.028640	28.094378	29.201824	30.600822	32.099550	33.565084	34.247911	
03	Annual	54,106.41	56,219.57	58,436.31	60,739.79	63,095.53	65,537.42	68,169.94	71,564.68	75,167.17	78,561.92	80,155.43	1.6908
	Monthly	4,508.87	4,684.96	4,869.69	5,061.65	5,257.96	5,461.45	5,680.83	5,963.72	6,263.93	6,546.83	6,679.62	
	Bi-weekly	2,081.02	2,162.29	2,247.55	2,336.15	2,426.75	2,520.67	2,621.92	2,752.49	2,891.05	3,021.61	3,082.90	
	Hourly	26.012697	27.028640	28.094378	29.201824	30.334388	31.508374	32.774008	34.406098	36.138064	37.770156	38.536263	
04	Annual	60,739.79	63,095.53	65,537.42	68,169.94	70,924.04	73,660.43	76,743.27	80,467.04	84,554.37	88,382.02	90,166.15	1.8981
	Monthly	5,061.65	5,257.96	5,461.45	5,680.83	5,910.34	6,138.37	6,395.27	6,705.59	7,046.20	7,365.17	7,513.85	
	Bi-weekly	2,336.15	2,426.75	2,520.67	2,621.92	2,727.85	2,833.09	2,951.66	3,094.89	3,252.09	3,399.31	3,467.93	
	Hourly	29.201824	30.334388	31.508374	32.774008	34.098096	35.413667	36.895801	38.686076	40.651137	42.491356	43.349108	

## IUOE Local 49/Maintenance Mechanical Salary Plan

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

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

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

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

Grade		1	2	3	4	5	6	Night Diff
01	Annual	49,249.40	54,721.55	55,268.77	56,374.14	57,783.50	58,939.17	1.5785
	Monthly	4,104.12	4,560.13	4,605.73	4,697.85	4,815.29	4,911.60	
	Bi-weekly	1,894.21	2,104.68	2,125.72	2,168.24	2,222.44	2,266.89	
	Hourly	23.677594	26.308438	26.571522	27.102953	27.780527	28.336137	
02	Annual	50,398.48	55,998.31	56,558.30	57,689.46	59,131.70	60,314.33	1.6153
	Monthly	4,199.87	4,666.53	4,713.19	4,807.46	4,927.64	5,026.19	
	Bi-weekly	1,938.40	2,153.78	2,175.32	2,218.83	2,274.30	2,319.78	
	Hourly	24.230039	26.922266	27.191489	27.735318	28.428701	28.997275	
05	Annual	52,736.97	58,596.64	59,182.60	60,366.25	61,875.41	63,112.92	1.6903
	Monthly	4,394.75	4,883.05	4,931.88	5,030.52	5,156.28	5,259.41	
	Bi-weekly	2,028.35	2,253.72	2,276.25	2,321.78	2,379.82	2,427.42	
	Hourly	25.354313	28.171459	28.453174	29.022237	29.747793	30.342749	
06	Annual	53,805.42	59,783.80	60,381.64	61,589.27	63,129.00	64,391.58	1.7245
	Monthly	4,483.79	4,981.98	5,031.80	5,132.44	5,260.75	5,365.97	
	Bi-weekly	2,069.44	2,299.38	2,322.37	2,368.82	2,428.04	2,476.60	
	Hourly	25.867990	28.742211	29.029633	29.610226	30.350481	30.957491	
08	Annual	55,559.29	61,732.54	62,349.87	63,596.86	65,186.78	66,490.52	1.7807
	Monthly	4,629.94	5,144.38	5,195.82	5,299.74	5,432.23	5,540.88	
	Bi-weekly	2,136.90	2,374.33	2,398.07	2,446.03	2,507.18	2,557.33	
	Hourly	26.711195	29.679106	29.975897	30.575415	31.339800	31.966596	
09	Annual	53,886.06	59,873.40	60,472.13	61,681.57	63,223.61	64,488.08	1.6839
	Monthly	4,490.51	4,989.45	5,039.34	5,140.13	5,268.63	5,374.01	
	Bi-weekly	2,072.54	2,302.82	2,325.85	2,372.37	2,431.68	2,480.31	
	Hourly	25.906757	28.785286	29.073139	29.654602	30.395967	31.003886	

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Grade		1	2	3	4	5	6	Night Diff
11M	Annual	57,514.75	63,905.28	64,544.33	65,835.21	67,481.10	68,830.72	1.8434
	Monthly	4,792.90	5,325.44	5,378.69	5,486.27	5,623.43	5,735.89	
	Bi-weekly	2,212.11	2,457.90	2,482.47	2,532.12	2,595.43	2,647.34	
	Hourly	27.651321	30.723690	31.030927	31.651545	32.442834	33.091691	
Grade		1	2	3	4	5	6	Night Diff
12	Annual	61,224.07	68,026.75	68,707.02	70,081.16	71,833.19	73,269.85	1.9623
	Monthly	5,102.01	5,668.90	5,725.59	5,840.10	5,986.10	6,105.82	
	Bi-weekly	2,354.77	2,616.41	2,642.58	2,695.43	2,762.81	2,818.07	
	Hourly	29.434651	32.705168	33.032220	33.692864	34.535186	35.225889	

## IUOE Local 49/Equipment Service Worker Salary Plan

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

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

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

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

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Grade		1	2	3	4	5	6	7	Night Diff
03	Annual	48,987.32	54,430.36	57,832.26	58,410.58	59,578.79	61,068.26	62,289.63	1.5701
	Monthly	4,082.28	4,535.86	4,819.36	4,867.55	4,964.90	5,089.02	5,190.80	
	Bi-weekly	1,884.13	2,093.48	2,224.32	2,246.56	2,291.49	2,348.78	2,395.75	
	Hourly	23.551598	26.168442	27.803970	28.082009	28.643650	29.359741	29.946936	

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	40,285.46	41,393.82	42,467.66	43,645.38	44,978.90	46,312.72	47,680.77	49,101.05	51,300.67	52,339.99	1.2589
	Monthly	3,357.12	3,449.49	3,538.97	3,637.12	3,748.24	3,859.39	3,973.40	4,091.75	4,275.06	4,361.67	
	Bi-weekly	1,549.44	1,592.07	1,633.37	1,678.67	1,729.96	1,781.26	1,833.88	1,888.50	1,973.10	2,013.08	
	Hourly	19.368008	19.900875	20.417144	20.983354	21.624470	22.265732	22.923446	23.606275	24.663785	25.163456	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
02A	Annual	40,441.26	41,705.74	42,883.45	44,216.97	45,515.97	47,057.54	48,512.34	50,071.02	52,339.99	53,396.42	1.2637
	Monthly	3,370.11	3,475.48	3,573.62	3,684.75	3,793.00	3,921.46	4,042.70	4,172.59	4,361.67	4,449.70	
	Bi-weekly	1,555.43	1,604.07	1,649.36	1,700.65	1,750.61	1,809.91	1,865.86	1,925.81	2,013.08	2,053.71	
	Hourly	19.442915	20.050834	20.617045	21.258160	21.882678	22.623815	23.323242	24.072606	25.163456	25.671357	



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).

Grade		1	2	3	4	5	6	7	Night Diff
01	Annual	42,929.69	44,460.74	45,961.78	47,462.82	48,993.87	50,554.96	51,575.66	1.3415
	Monthly	3,577.47	3,705.06	3,830.15	3,955.24	4,082.82	4,212.91	4,297.97	
	Bi-weekly	1,651.14	1,710.03	1,767.76	1,825.49	1,884.38	1,944.42	1,983.68	
	Hourly	20.639272	21.375356	22.097008	22.818662	23.554747	24.305267	24.795991	
02	Annual	49,414.17	51,155.37	52,866.55	54,607.75	56,378.98	58,060.14	59,200.93	1.5441
	Monthly	4,117.85	4,262.95	4,405.55	4,550.65	4,698.25	4,838.35	4,933.41	
	Bi-weekly	1,900.54	1,967.51	2,033.33	2,100.30	2,168.42	2,233.08	2,276.96	
	Hourly	23.756811	24.593927	25.416612	26.253728	27.105279	27.913530	28.461986	

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	25,251.96	25,927.43	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,690.22	31,919.87	33,374.98	34,050.44	0.7891
	Monthly	2,104.33	2,160.62	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,557.52	2,659.99	2,781.25	2,837.54	
	Bi-weekly	971.23	997.21	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,180.39	1,227.69	1,283.65	1,309.63	
	Hourly	12.140364	12.465108	12.839792	13.147937	13.530987	13.955610	14.247014	14.754913	15.346091	16.045661	16.370404	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	25,927.43	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,712.13	33,011.12	34,483.34	35,193.33	0.8102
	Monthly	2,160.62	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,642.68	2,750.93	2,873.61	2,932.78	
	Bi-weekly	997.21	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,219.70	1,269.66	1,326.28	1,353.59	
	Hourly	12.465108	12.839792	13.147937	13.530987	13.955610	14.247014	14.671632	15.246214	15.870731	16.578529	16.919872	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	26,706.77	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,595.34	33,981.09	35,522.36	36,232.65	0.8345
	Monthly	2,225.56	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,716.28	2,831.76	2,960.20	3,019.39	
	Bi-weekly	1,027.18	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,253.67	1,306.97	1,366.24	1,393.56	
	Hourly	12.839792	13.147937	13.530987	13.955610	14.247014	14.671632	15.071429	15.670836	16.337064	17.078057	17.419544	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	27,347.71	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,669.18	35,054.94	36,631.03	37,358.43	0.8546
	Monthly	2,278.98	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,805.77	2,921.25	3,052.59	3,113.20	
	Bi-weekly	1,051.83	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,294.97	1,348.27	1,408.89	1,436.86	
	Hourly	13.147937	13.530987	13.955610	14.247014	14.671632	15.071429	15.570957	16.187105	16.853335	17.611070	17.960784	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	28,144.45	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,708.50	36,163.30	37,843.26	38,588.08	0.8795
	Monthly	2,345.37	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,892.38	3,013.61	3,153.61	3,215.67	
	Bi-weekly	1,082.48	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,334.94	1,390.90	1,455.51	1,484.16	
	Hourly	13.530987	13.955610	14.247014	14.671632	15.071429	15.570957	16.045661	16.686777	17.386203	18.193877	18.551962	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	29,027.67	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,782.34	37,202.62	38,865.17	39,661.92	0.9071
	Monthly	2,418.97	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,981.86	3,100.22	3,238.76	3,305.16	
	Bi-weekly	1,116.45	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,376.24	1,430.87	1,494.81	1,525.46	
	Hourly	13.955610	14.247014	14.671632	15.071429	15.570957	16.045661	16.486878	17.203049	17.885876	18.685179	19.068230	
07	Annual	29,633.79	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,856.18	38,466.80	40,181.58	40,978.33	0.9260
	Monthly	2,469.48	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,071.35	3,205.57	3,348.47	3,414.86	
	Bi-weekly	1,139.76	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,417.55	1,479.49	1,545.45	1,576.09	
	Hourly	14.247014	14.671632	15.071429	15.570957	16.045661	16.486878	16.986553	17.719315	18.493653	19.318067	19.701121	
08	Annual	30,517.00	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	38,085.83	39,765.80	41,567.04	42,415.73	0.9536
	Monthly	2,543.08	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,173.82	3,313.82	3,463.92	3,534.64	
	Bi-weekly	1,173.73	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,464.84	1,529.45	1,598.73	1,631.37	
	Hourly	14.671632	15.071429	15.570957	16.045661	16.486878	16.986553	17.569360	18.310493	19.118171	19.984153	20.392177	
08F	Annual	31,590.84	32,474.35	33,374.98	34,517.86	35,487.84	36,527.15	37,618.11	39,280.96	40,978.33	42,831.51	43,680.20	0.9872
	Monthly	2,632.57	2,706.20	2,781.25	2,876.49	2,957.32	3,043.93	3,134.84	3,273.41	3,414.86	3,569.29	3,640.02	
	Bi-weekly	1,215.03	1,249.01	1,283.65	1,327.61	1,364.92	1,404.89	1,446.85	1,510.81	1,576.09	1,647.37	1,680.01	
	Hourly	15.187906	15.612669	16.045661	16.595127	17.061459	17.561131	18.085630	18.885076	19.701121	20.592073	21.000095	
09	Annual	31,348.57	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,332.89	41,012.86	42,866.04	43,732.14	0.9796
	Monthly	2,612.38	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,277.74	3,417.74	3,572.17	3,644.35	
	Bi-weekly	1,205.71	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,512.80	1,577.42	1,648.69	1,682.01	
	Hourly	15.071429	15.570957	16.045661	16.486878	16.986553	17.569360	18.135568	18.910045	19.717721	20.608673	21.025065	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
10	Annual	32,387.59	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,718.35	42,398.31	44,320.85	45,204.05	1.0121
	Monthly	2,698.97	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,393.20	3,533.19	3,693.40	3,767.00	
	Bi-weekly	1,245.68	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,566.09	1,630.70	1,704.65	1,738.62	
	Hourly	15.570957	16.045661	16.486878	16.986553	17.569360	18.135568	18.751859	19.576131	20.383804	21.308100	21.732717	
10C	Annual	32,803.38	33,738.53	34,587.21	35,886.21	36,908.12	37,964.55	39,090.33	40,822.23	42,485.08	44,459.54	45,325.34	1.0251
	Monthly	2,733.62	2,811.54	2,882.27	2,990.52	3,075.68	3,163.71	3,257.53	3,401.85	3,540.42	3,704.96	3,777.11	
	Bi-weekly	1,261.67	1,297.64	1,330.28	1,380.24	1,419.54	1,460.17	1,503.47	1,570.09	1,634.04	1,709.98	1,743.28	
	Hourly	15.770857	16.220446	16.628468	17.252986	17.744289	18.252187	18.793428	19.626070	20.425517	21.374780	21.791030	
11	Annual	33,374.98	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	42,086.70	43,905.36	45,914.35	46,849.49	1.0429
	Monthly	2,781.25	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,507.23	3,658.78	3,826.20	3,904.12	
	Bi-weekly	1,283.65	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,618.72	1,688.67	1,765.94	1,801.90	
	Hourly	16.045661	16.486878	16.986553	17.569360	18.135568	18.751859	19.376379	20.233989	21.108344	22.074205	22.523793	
11C	Annual	34,015.62	34,951.07	36,024.91	37,237.15	38,518.73	39,748.38	41,047.38	42,883.45	44,771.15	46,797.55	47,715.60	1.0629
	Monthly	2,834.64	2,912.59	3,002.08	3,103.10	3,209.90	3,312.37	3,420.62	3,573.62	3,730.93	3,899.80	3,976.30	
	Bi-weekly	1,308.29	1,344.27	1,385.57	1,432.20	1,481.49	1,528.78	1,578.75	1,649.36	1,721.97	1,799.91	1,835.22	
	Hourly	16.353663	16.803397	17.319668	17.902474	18.518622	19.109799	19.734318	20.617045	21.524593	22.498824	22.940191	
11F	Annual	34,206.25	35,176.22	36,180.71	37,306.49	38,570.67	39,835.14	41,134.14	42,969.91	44,788.57	46,814.97	47,733.01	1.0689
	Monthly	2,850.52	2,931.35	3,015.06	3,108.87	3,214.22	3,319.60	3,427.85	3,580.83	3,732.38	3,901.25	3,977.75	
	Bi-weekly	1,315.63	1,352.93	1,391.57	1,434.87	1,483.49	1,532.12	1,582.08	1,652.69	1,722.64	1,800.58	1,835.88	
	Hourly	16.445313	16.911644	17.394574	17.935814	18.543592	19.151510	19.776028	20.658612	21.532964	22.507195	22.948560	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,292.71	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,506.98	45,446.62	47,507.85	48,442.99	1.0716
	Monthly	2,857.73	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,625.58	3,787.22	3,958.99	4,036.92	
	Bi-weekly	1,318.95	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,673.35	1,747.95	1,827.22	1,863.19	
	Hourly	16.486878	16.986553	17.569360	18.135568	18.751859	19.376379	20.034093	20.916817	21.849338	22.840312	23.289900	
13	Annual	35,332.03	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	45,013.72	47,178.52	49,291.68	50,296.18	1.1041
	Monthly	2,944.34	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,751.14	3,931.54	4,107.64	4,191.35	
	Bi-weekly	1,358.92	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,731.30	1,814.56	1,895.83	1,934.47	
	Hourly	16.986553	17.569360	18.135568	18.751859	19.376379	20.034093	20.708549	21.641211	22.681979	23.697922	24.180855	
14	Annual	36,544.27	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,884.32	49,083.94	51,266.15	52,305.17	1.1420
	Monthly	3,045.36	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,907.03	4,090.33	4,272.18	4,358.76	
	Bi-weekly	1,405.55	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,803.24	1,887.84	1,971.77	2,011.74	
	Hourly	17.569360	18.135568	18.751859	19.376379	20.034093	20.708549	21.433089	22.540539	23.598047	24.647185	25.146715	
14F	Annual	37,237.15	38,518.73	39,748.38	41,047.38	42,467.66	43,905.36	45,429.21	47,750.12	50,746.49	53,084.50	54,158.35	1.1636
	Monthly	3,103.10	3,209.90	3,312.37	3,420.62	3,538.97	3,658.78	3,785.77	3,979.18	4,228.87	4,423.71	4,513.20	
	Bi-weekly	1,432.20	1,481.49	1,528.78	1,578.75	1,633.37	1,688.67	1,747.28	1,836.54	1,951.79	2,041.71	2,083.01	
	Hourly	17.902474	18.518622	19.109799	19.734318	20.417144	21.108344	21.840967	22.956788	24.397349	25.521395	26.037666	
15	Annual	37,721.98	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,598.81	50,989.06	53,257.73	54,314.46	1.1788
	Monthly	3,143.50	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,049.90	4,249.09	4,438.14	4,526.21	
	Bi-weekly	1,450.85	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,869.18	1,961.12	2,048.37	2,089.02	
	Hourly	18.135568	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.364810	24.513969	25.604676	26.112719	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15C	Annual	38,328.40	39,609.99	40,908.98	42,329.27	43,714.72	45,256.29	47,057.54	49,378.14	53,708.04	56,080.88	57,206.65	1.1977
	Monthly	3,194.03	3,300.83	3,409.08	3,527.44	3,642.89	3,771.36	3,921.46	4,114.85	4,475.67	4,673.41	4,767.22	
	Bi-weekly	1,474.17	1,523.46	1,573.42	1,628.05	1,681.34	1,740.63	1,809.91	1,899.16	2,065.69	2,156.96	2,200.26	
	Hourly	18.427114	19.043263	19.667781	20.350609	21.016694	21.757833	22.623815	23.739491	25.821173	26.961960	27.503199	
15F	Annual	38,570.67	39,835.14	41,099.32	42,467.66	44,026.34	45,446.62	47,057.54	49,464.90	51,820.33	55,215.08	56,323.44	1.2053
	Monthly	3,214.22	3,319.60	3,424.94	3,538.97	3,668.86	3,787.22	3,921.46	4,122.08	4,318.36	4,601.26	4,693.62	
	Bi-weekly	1,483.49	1,532.12	1,580.74	1,633.37	1,693.32	1,747.95	1,809.91	1,902.50	1,993.09	2,123.66	2,166.29	
	Hourly	18.543592	19.151510	19.759286	20.417144	21.166509	21.849338	22.623815	23.781202	24.913620	26.545710	27.078577	
16	Annual	39,003.87	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,469.39	53,101.92	55,526.69	56,635.06	1.2188
	Monthly	3,250.32	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,205.78	4,425.16	4,627.22	4,719.59	
	Bi-weekly	1,500.15	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,941.13	2,042.38	2,135.64	2,178.27	
	Hourly	18.751859	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.264131	25.529769	26.695524	27.228394	
16C	Annual	39,748.38	41,047.38	42,467.66	43,905.36	45,429.21	47,230.46	49,031.70	51,508.42	54,158.35	56,600.54	57,743.73	1.2421
	Monthly	3,312.37	3,420.62	3,538.97	3,658.78	3,785.77	3,935.87	4,085.98	4,292.37	4,513.20	4,716.71	4,811.98	
	Bi-weekly	1,528.78	1,578.75	1,633.37	1,688.67	1,747.28	1,816.56	1,885.83	1,981.09	2,083.01	2,176.94	2,220.91	
	Hourly	19.109799	19.734318	20.417144	21.108344	21.840967	22.706950	23.572934	24.763662	26.037666	27.211796	27.761408	
16D	Annual	40,319.98	41,618.97	42,969.91	44,355.67	45,983.69	47,542.37	49,170.40	51,716.46	54,123.82	56,583.12	57,726.32	1.2599
	Monthly	3,360.00	3,468.25	3,580.83	3,696.31	3,831.98	3,961.86	4,097.53	4,309.71	4,510.32	4,715.26	4,810.53	
	Bi-weekly	1,550.77	1,600.73	1,652.69	1,705.99	1,768.60	1,828.55	1,891.17	1,989.09	2,081.69	2,176.27	2,220.24	
	Hourly	19.384605	20.009121	20.658612	21.324840	22.107545	22.856910	23.639615	24.863683	26.021068	27.203425	27.753036	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	40,302.87	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	52,461.28	54,989.92	57,553.10	58,713.40	1.2594
	Monthly	3,358.57	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,371.77	4,582.49	4,796.09	4,892.78	
	Bi-weekly	1,550.11	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	2,017.74	2,115.00	2,213.58	2,258.21	
	Hourly	19.376379	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	25.221767	26.437462	27.669757	28.227596	
17G	Annual	41,047.38	42,467.66	43,905.36	45,429.21	47,230.46	49,031.70	50,971.64	53,430.94	61,727.18	64,532.92	65,831.92	1.2827
	Monthly	3,420.62	3,538.97	3,658.78	3,785.77	3,935.87	4,085.98	4,247.64	4,452.58	5,143.93	5,377.74	5,485.99	
	Bi-weekly	1,578.75	1,633.37	1,688.67	1,747.28	1,816.56	1,885.83	1,960.45	2,055.04	2,374.12	2,482.04	2,532.00	
	Hourly	19.734318	20.417144	21.108344	21.840967	22.706950	23.572934	24.505598	25.687954	29.676528	31.025443	31.649962	
17I	Annual	42,034.76	43,437.63	44,823.09	46,312.72	47,958.16	49,568.77	51,248.74	53,950.60	56,479.25	59,025.31	60,203.03	1.3135
	Monthly	3,502.90	3,619.80	3,735.26	3,859.39	3,996.51	4,130.73	4,270.73	4,495.88	4,706.60	4,918.78	5,016.92	
	Bi-weekly	1,616.72	1,670.68	1,723.96	1,781.26	1,844.54	1,906.49	1,971.11	2,075.02	2,172.28	2,270.20	2,315.50	
	Hourly	20.209021	20.883476	21.549561	22.265732	23.056807	23.831141	24.638816	25.937790	27.153485	28.377554	28.943763	
18	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	57,154.72	59,770.13	60,982.36	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	4,762.89	4,980.84	5,081.86	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,198.26	2,298.85	2,345.48	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	27.478231	28.735638	29.318444	
18F	Annual	42,467.66	44,026.34	45,446.62	47,057.54	48,927.83	50,729.08	52,738.37	55,336.06	58,107.28	61,917.81	63,164.58	1.3271
	Monthly	3,538.97	3,668.86	3,787.22	3,921.46	4,077.32	4,227.42	4,394.86	4,611.34	4,842.27	5,159.82	5,263.72	
	Bi-weekly	1,633.37	1,693.32	1,747.95	1,809.91	1,881.84	1,951.12	2,028.40	2,128.31	2,234.90	2,381.45	2,429.41	
	Hourly	20.417144	21.166509	21.849338	22.623815	23.522997	24.388979	25.354983	26.603876	27.936192	29.768179	30.367586	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
18G	Annual	41,670.91	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	54,539.61	57,154.72	60,964.95	62,177.49	1.3022
	Monthly	3,472.58	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,544.97	4,762.89	5,080.41	5,181.46	
	Bi-weekly	1,602.73	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,097.68	2,198.26	2,344.81	2,391.44	
	Hourly	20.034093	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	26.220967	27.478231	29.310072	29.893026	
18P	Annual	43,506.98	44,926.96	46,399.18	48,044.62	49,638.12	51,352.60	53,413.83	56,063.76	58,782.74	61,432.68	62,662.32	1.3595
	Monthly	3,625.58	3,743.91	3,866.60	4,003.72	4,136.51	4,279.38	4,451.15	4,671.98	4,898.56	5,119.39	5,221.86	
	Bi-weekly	1,673.35	1,727.96	1,784.58	1,847.87	1,909.16	1,975.10	2,054.38	2,156.30	2,260.87	2,362.80	2,410.09	
	Hourly	20.916817	21.599501	22.307296	23.098374	23.864482	24.688752	25.679726	26.953731	28.260934	29.534941	30.126117	
19	Annual	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,583.12	59,250.46	61,952.34	63,199.40	1.3460
	Monthly	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,715.26	4,937.54	5,162.70	5,266.62	
	Bi-weekly	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,176.27	2,278.86	2,382.78	2,430.75	
	Hourly	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	27.203425	28.485800	29.784777	30.384328	
19F	Annual	44,355.67	45,983.69	47,542.37	49,170.40	51,092.92	53,049.98	55,145.73	57,865.01	60,687.86	64,723.55	66,022.55	1.3861
	Monthly	3,696.31	3,831.98	3,961.86	4,097.53	4,257.74	4,420.83	4,595.48	4,822.08	5,057.32	5,393.63	5,501.88	
	Bi-weekly	1,705.99	1,768.60	1,828.55	1,891.17	1,965.11	2,040.38	2,120.99	2,225.58	2,334.15	2,489.37	2,539.33	
	Hourly	21.324840	22.107545	22.856910	23.639615	24.563905	25.504797	26.512368	27.819716	29.176857	31.117091	31.741612	
19I	Annual	43,073.78	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,583.12	61,761.71	64,550.33	65,849.33	1.3460
	Monthly	3,589.48	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,715.26	5,146.81	5,379.19	5,487.44	
	Bi-weekly	1,656.68	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,176.27	2,375.45	2,482.71	2,532.67	
	Hourly	20.708549	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	27.203425	29.693128	31.033814	31.658332	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
20	Annual	44,580.83	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,938.55	61,692.65	64,463.57	65,779.98	1.3931
	Monthly	3,715.07	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,911.55	5,141.06	5,371.97	5,481.67	
	Bi-weekly	1,714.65	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,266.87	2,372.79	2,479.37	2,530.00	
	Hourly	21.433089	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	28.335843	29.659930	30.992103	31.624992	
20B	Annual	45,533.38	47,161.41	48,650.74	50,400.05	52,391.93	54,435.44	56,531.19	59,284.99	69,763.44	72,915.62	74,370.43	1.4229
	Monthly	3,794.45	3,930.12	4,054.23	4,200.00	4,365.99	4,536.29	4,710.93	4,940.42	5,813.62	6,076.30	6,197.54	
	Bi-weekly	1,751.28	1,813.90	1,871.18	1,938.46	2,015.07	2,093.67	2,174.28	2,280.19	2,683.21	2,804.45	2,860.40	
	Hourly	21.891050	22.673754	23.389778	24.230793	25.188426	26.170884	27.178456	28.502398	33.540116	35.055585	35.755012	
21	Annual	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	61,121.06	64,151.96	67,044.16	68,395.09	1.4483
	Monthly	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,093.42	5,346.00	5,587.01	5,699.59	
	Bi-weekly	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,350.81	2,467.38	2,578.62	2,630.58	
	Hourly	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.385125	30.842289	32.232768	32.882256	
21E	Annual	47,524.96	49,395.55	51,248.74	53,257.73	55,301.54	57,466.63	59,770.13	62,835.55	65,728.05	70,075.35	71,495.34	1.4851
	Monthly	3,960.41	4,116.30	4,270.73	4,438.14	4,608.46	4,788.89	4,980.84	5,236.30	5,477.34	5,839.61	5,957.95	
	Bi-weekly	1,827.88	1,899.83	1,971.11	2,048.37	2,126.98	2,210.26	2,298.85	2,416.75	2,528.00	2,695.21	2,749.82	
	Hourly	22.848539	23.747861	24.638816	25.604676	26.587277	27.628189	28.735638	30.209399	31.600023	33.690074	34.372759	
21Z	Annual	46,347.24	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	61,121.06	68,360.56	71,426.29	72,863.68	1.4483
	Monthly	3,862.27	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,093.42	5,696.71	5,952.19	6,071.97	
	Bi-weekly	1,782.59	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,350.81	2,629.25	2,747.16	2,802.45	
	Hourly	22.282328	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.385125	32.865656	34.339562	35.030617	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
22	Annual	48,131.08	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	63,441.67	66,524.80	69,503.76	70,906.63	1.5040
	Monthly	4,010.92	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,286.81	5,543.73	5,791.98	5,908.89	
	Bi-weekly	1,851.20	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,440.06	2,558.65	2,673.22	2,727.18	
	Hourly	23.139941	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.500801	31.983075	33.415270	34.089726	
23	Annual	50,001.68	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,901.27	69,243.78	72,378.85	73,816.24	1.5625
	Monthly	4,166.81	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,491.77	5,770.32	6,031.57	6,151.35	
	Bi-weekly	1,923.14	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,534.66	2,663.22	2,783.80	2,839.09	
	Hourly	24.039267	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.683302	33.290277	34.797523	35.488577	
23P	Annual	51,352.60	53,413.83	55,405.41	57,622.44	59,839.18	62,263.95	64,654.20	67,910.25	71,149.20	75,773.30	77,297.45	1.6047
	Monthly	4,279.38	4,451.15	4,617.12	4,801.87	4,986.60	5,188.66	5,387.85	5,659.19	5,929.10	6,314.44	6,441.45	
	Bi-weekly	1,975.10	2,054.38	2,130.98	2,216.25	2,301.51	2,394.77	2,486.70	2,611.93	2,736.51	2,914.36	2,972.98	
	Hourly	24.688752	25.679726	26.637216	27.703095	28.768835	29.934591	31.083752	32.649160	34.206346	36.429470	37.162233	
23S	Annual	51,664.52	53,725.45	55,734.44	57,951.47	60,099.15	62,506.52	65,017.76	68,239.28	77,799.69	81,315.73	82,926.34	1.6145
	Monthly	4,305.38	4,477.12	4,644.54	4,829.29	5,008.26	5,208.88	5,418.15	5,686.61	6,483.31	6,776.31	6,910.53	
	Bi-weekly	1,987.10	2,066.36	2,143.63	2,228.90	2,311.51	2,404.10	2,500.68	2,624.59	2,992.30	3,127.53	3,189.47	
	Hourly	24.838713	25.829542	26.795403	27.861284	28.893823	30.051211	31.258536	32.807347	37.403697	39.094099	39.868433	
24	Annual	51,924.20	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	68,533.79	71,841.77	75,115.24	76,639.39	1.6226
	Monthly	4,327.02	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,711.15	5,986.81	6,259.60	6,386.62	
	Bi-weekly	1,997.08	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,635.91	2,763.14	2,889.05	2,947.67	
	Hourly	24.963558	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.948936	34.539312	36.113096	36.845862	

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 As Of Date: 01/11/2020  
 Salary Plan: 27M AFSCME151/CHSD/Annual

PeopleSoft  
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
25	Annual	53,968.01	56,098.29	58,194.04	60,462.71	62,852.96	65,156.45	67,754.45	71,079.84	74,647.52	78,007.74	79,583.83	1.6865
	Monthly	4,497.33	4,674.86	4,849.50	5,038.56	5,237.75	5,429.70	5,646.20	5,923.32	6,220.63	6,500.65	6,631.99	
	Bi-weekly	2,075.69	2,157.63	2,238.23	2,325.49	2,417.42	2,506.02	2,605.94	2,733.84	2,871.06	3,000.30	3,060.92	
	Hourly	25.946160	26.970331	27.977902	29.068609	30.217769	31.325218	32.574254	34.173002	35.888229	37.503720	38.261457	

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	21,279.36	22,130.53	22,638.25	23,474.49	24,370.46	25,475.50	25,953.35	26,212.89	26,475.02	26,739.76	27,007.16	0.6649
	Monthly	1,773.28	1,844.21	1,886.52	1,956.21	2,030.87	2,122.96	2,162.78	2,184.41	2,206.25	2,228.31	2,250.60	
	Bi-weekly	818.44	851.17	870.70	902.87	937.33	979.83	998.21	1,008.19	1,018.27	1,028.45	1,038.74	
	Hourly	10.230460	10.639679	10.883772	11.285814	11.716566	12.247834	12.477573	12.602349	12.728373	12.855656	12.984213	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	33,495.96	34,587.21	35,712.99	36,856.18	38,085.83	39,402.25	40,874.16	42,537.01	44,442.13	46,451.12	47,386.56	1.0467
	Monthly	2,791.33	2,882.27	2,976.08	3,071.35	3,173.82	3,283.52	3,406.18	3,544.75	3,703.51	3,870.93	3,948.88	
	Bi-weekly	1,288.31	1,330.28	1,373.58	1,417.55	1,464.84	1,515.47	1,572.08	1,636.04	1,709.31	1,786.58	1,822.56	
	Hourly	16.103826	16.628468	17.169708	17.719315	18.310493	18.943387	19.651038	20.450484	21.366408	22.332268	22.782002	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11M	Annual	34,119.49	35,141.39	36,302.00	37,514.24	38,761.30	40,181.58	41,549.62	43,281.83	45,429.21	47,455.61	48,408.47	1.0662
	Monthly	2,843.29	2,928.45	3,025.17	3,126.19	3,230.11	3,348.47	3,462.47	3,606.82	3,785.77	3,954.63	4,034.04	
	Bi-weekly	1,312.29	1,351.59	1,396.23	1,442.86	1,490.82	1,545.45	1,598.06	1,664.69	1,747.28	1,825.22	1,861.86	
	Hourly	16.403600	16.894901	17.452885	18.035691	18.635241	19.318067	19.975781	20.808570	21.840967	22.815197	23.273303	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12	Annual	34,587.21	35,712.99	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	44,043.75	46,329.83	48,425.58	49,395.55	1.0808
	Monthly	2,882.27	2,976.08	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,670.31	3,860.82	4,035.47	4,116.30	
	Bi-weekly	1,330.28	1,373.58	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,693.99	1,781.92	1,862.52	1,899.83	
	Hourly	16.628468	17.169708	17.719315	18.310493	18.943387	19.651038	20.292298	21.174881	22.273957	23.281530	23.747861	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
12M	Annual	35,141.39	36,302.00	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,961.79	47,126.58	49,222.34	50,209.72	1.0981
	Monthly	2,928.45	3,025.17	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,746.82	3,927.22	4,101.86	4,184.14	
	Bi-weekly	1,351.59	1,396.23	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,729.30	1,812.56	1,893.17	1,931.14	
	Hourly	16.894901	17.452885	18.035691	18.635241	19.318067	19.975781	20.708549	21.616244	22.657011	23.664585	24.139287	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	35,712.99	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,845.00	48,131.08	50,330.70	51,318.08	1.1160
	Monthly	2,976.08	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,820.42	4,010.92	4,194.23	4,276.51	
	Bi-weekly	1,373.58	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,763.27	1,851.20	1,935.80	1,973.77	
	Hourly	17.169708	17.719315	18.310493	18.943387	19.651038	20.292298	21.066635	22.040864	23.139941	24.197452	24.672156	
13M	Annual	36,302.00	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,884.32	49,083.94	51,266.15	52,305.17	1.1344
	Monthly	3,025.17	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,907.03	4,090.33	4,272.18	4,358.76	
	Bi-weekly	1,396.23	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,803.24	1,887.84	1,971.77	2,011.74	
	Hourly	17.452885	18.035691	18.635241	19.318067	19.975781	20.708549	21.441313	22.540539	23.598047	24.647185	25.146715	
14	Annual	36,856.18	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,750.12	50,122.95	52,374.51	53,430.94	1.1517
	Monthly	3,071.35	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,979.18	4,176.91	4,364.54	4,452.58	
	Bi-weekly	1,417.55	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,836.54	1,927.81	2,014.40	2,055.04	
	Hourly	17.719315	18.310493	18.943387	19.651038	20.292298	21.066635	21.849338	22.956788	24.097574	25.180055	25.687954	
14M	Annual	37,514.24	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,720.09	51,058.11	53,361.90	54,435.44	1.1723
	Monthly	3,126.19	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,060.01	4,254.84	4,446.83	4,536.29	
	Bi-weekly	1,442.86	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,873.85	1,963.77	2,052.38	2,093.67	
	Hourly	18.035691	18.635241	19.318067	19.975781	20.708549	21.441313	22.282328	23.423119	24.547166	25.654758	26.170884	
15	Annual	38,085.83	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,568.77	51,976.14	54,314.46	55,422.82	1.1901
	Monthly	3,173.82	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,130.73	4,331.35	4,526.21	4,618.57	
	Bi-weekly	1,464.84	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,906.49	1,999.08	2,089.02	2,131.65	
	Hourly	18.310493	18.943387	19.651038	20.292298	21.066635	21.849338	22.681979	23.831141	24.988530	26.112719	26.645587	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15D	Annual	39,038.39	40,371.91	41,670.91	43,143.13	44,701.81	46,329.83	47,992.68	50,417.46	57,535.68	60,133.68	61,346.21	1.2199
	Monthly	3,253.20	3,364.33	3,472.58	3,595.26	3,725.15	3,860.82	3,999.39	4,201.46	4,794.64	5,011.14	5,112.19	
	Bi-weekly	1,501.48	1,552.77	1,602.73	1,659.35	1,719.30	1,781.92	1,845.87	1,939.13	2,212.91	2,312.83	2,359.47	
	Hourly	18.768458	19.409574	20.034093	20.741888	21.491255	22.273957	23.073404	24.239164	27.661386	28.910423	29.493372	
15M	Annual	38,761.30	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,677.14	53,171.27	55,578.63	56,686.99	1.2112
	Monthly	3,230.11	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,223.10	4,430.94	4,631.55	4,723.92	
	Bi-weekly	1,490.82	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,949.12	2,045.05	2,137.64	2,180.27	
	Hourly	18.635241	19.318067	19.975781	20.708549	21.441313	22.282328	23.181654	24.364010	25.563108	26.720494	27.253362	
16	Annual	39,402.25	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,699.05	54,227.70	56,635.06	57,778.25	1.2313
	Monthly	3,283.52	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,308.25	4,518.98	4,719.59	4,814.85	
	Bi-weekly	1,515.47	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,988.42	2,085.68	2,178.27	2,222.24	
	Hourly	18.943387	19.651038	20.292298	21.066635	21.849338	22.681979	23.614646	24.855312	26.071007	27.228394	27.778003	
16M	Annual	40,181.58	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,651.60	55,301.54	57,795.66	58,955.96	1.2556
	Monthly	3,348.47	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,387.63	4,608.46	4,816.31	4,913.00	
	Bi-weekly	1,545.45	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,025.06	2,126.98	2,222.91	2,267.54	
	Hourly	19.318067	19.975781	20.708549	21.441313	22.282328	23.181654	24.122544	25.313271	26.587277	27.786375	28.344213	
16V	Annual	40,805.11	42,225.10	43,680.20	45,325.34	47,074.65	48,806.55	50,815.84	53,482.88	56,080.88	58,626.94	59,804.65	1.2751
	Monthly	3,400.43	3,518.76	3,640.02	3,777.11	3,922.89	4,067.21	4,234.65	4,456.91	4,673.41	4,885.58	4,983.72	
	Bi-weekly	1,569.43	1,624.04	1,680.01	1,743.28	1,810.56	1,877.17	1,954.46	2,057.03	2,156.96	2,254.88	2,300.18	
	Hourly	19.617843	20.300528	21.000095	21.791030	22.632041	23.464686	24.430692	25.712923	26.961960	28.186027	28.752235	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	40,874.16	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,604.16	56,306.03	58,817.57	59,995.28	1.2773
	Monthly	3,406.18	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,467.01	4,692.17	4,901.46	4,999.61	
	Bi-weekly	1,572.08	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,061.70	2,165.62	2,262.21	2,307.51	
	Hourly	19.651038	20.292298	21.066635	21.849338	22.681979	23.614646	24.547166	25.771232	27.070207	28.277676	28.843884	
17M	Annual	41,549.62	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,764.77	57,466.63	60,064.33	61,276.87	1.2984
	Monthly	3,462.47	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,563.73	4,788.89	5,005.36	5,106.41	
	Bi-weekly	1,598.06	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,106.34	2,210.26	2,310.17	2,356.80	
	Hourly	19.975781	20.708549	21.441313	22.282328	23.181654	24.122544	25.071806	26.329214	27.628189	28.877082	29.460034	
18	Annual	42,207.98	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,751.85	58,661.46	61,311.40	62,541.04	1.3189
	Monthly	3,517.33	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,645.99	4,888.46	5,109.28	5,211.75	
	Bi-weekly	1,623.38	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,144.30	2,256.21	2,358.13	2,405.42	
	Hourly	20.292298	21.066635	21.849338	22.681979	23.614646	24.547166	25.563108	26.803773	28.202625	29.476632	30.067808	
18C	Annual	43,125.72	44,563.41	46,225.96	47,992.68	49,845.87	51,854.85	53,898.67	56,566.01	59,354.34	62,056.21	63,303.27	1.3476
	Monthly	3,593.81	3,713.62	3,852.16	3,999.39	4,153.82	4,321.24	4,491.56	4,713.83	4,946.20	5,171.35	5,275.27	
	Bi-weekly	1,658.68	1,713.98	1,777.92	1,845.87	1,917.15	1,994.42	2,073.03	2,175.62	2,282.86	2,386.78	2,434.74	
	Hourly	20.733519	21.424717	22.224018	23.073404	23.964359	24.930217	25.912820	27.195198	28.535741	29.834716	30.434262	
18M	Annual	43,073.78	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,964.39	59,666.25	62,368.13	63,614.89	1.3460
	Monthly	3,589.48	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,747.03	4,972.19	5,197.34	5,301.24	
	Bi-weekly	1,656.68	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,190.94	2,294.86	2,398.77	2,446.73	
	Hourly	20.708549	21.441313	22.282328	23.181654	24.122544	25.071806	26.046038	27.386724	28.685698	29.984677	30.584082	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	43,818.60	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,951.47	60,653.34	63,372.62	64,636.79	1.3693
	Monthly	3,651.55	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,829.29	5,054.45	5,281.05	5,386.40	
	Bi-weekly	1,685.33	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,228.90	2,332.82	2,437.41	2,486.03	
	Hourly	21.066635	21.849338	22.681979	23.614646	24.547166	25.563108	26.528969	27.861284	29.160259	30.467605	31.075380	
19M	Annual	44,597.93	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	59,077.25	62,021.69	64,861.95	66,160.94	1.3936
	Monthly	3,716.49	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,923.10	5,168.47	5,405.16	5,513.41	
	Bi-weekly	1,715.31	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,272.20	2,385.45	2,494.69	2,544.65	
	Hourly	21.441313	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.402523	29.818118	31.183628	31.808146	
20	Annual	45,446.62	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	60,254.96	63,147.46	66,005.14	67,321.55	1.4202
	Monthly	3,787.22	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	5,021.25	5,262.29	5,500.43	5,610.13	
	Bi-weekly	1,747.95	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,317.50	2,428.75	2,538.66	2,589.29	
	Hourly	21.849338	22.681979	23.614646	24.547166	25.563108	26.528969	27.603222	28.968731	30.359356	31.733240	32.366129	
20M	Annual	46,347.24	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	61,450.09	64,532.92	67,442.53	68,810.88	1.4483
	Monthly	3,862.27	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,120.84	5,377.74	5,620.21	5,734.24	
	Bi-weekly	1,782.59	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,363.47	2,482.04	2,593.94	2,646.57	
	Hourly	22.282328	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.543313	31.025443	32.424293	33.082153	
20S	Annual	47,057.54	48,979.77	50,971.64	52,894.18	54,955.10	57,172.13	59,458.21	62,437.17	65,485.48	68,499.26	69,884.72	1.4705
	Monthly	3,921.46	4,081.65	4,247.64	4,407.85	4,579.59	4,764.34	4,954.85	5,203.10	5,457.12	5,708.27	5,823.73	
	Bi-weekly	1,809.91	1,883.84	1,960.45	2,034.39	2,113.66	2,198.93	2,286.85	2,401.43	2,518.67	2,634.59	2,687.87	
	Hourly	22.623815	23.547966	24.505598	25.429892	26.420720	27.486602	28.585679	30.017871	31.483403	32.932337	33.598423	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	47,178.52	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,697.16	65,831.92	68,793.47	70,161.82	1.4743
	Monthly	3,931.54	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,224.76	5,485.99	5,732.79	5,846.82	
	Bi-weekly	1,814.56	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,411.43	2,532.00	2,645.90	2,698.53	
	Hourly	22.681979	23.614646	24.547166	25.563108	26.528969	27.603222	28.693928	30.142863	31.649962	33.073782	33.731642	
21M	Annual	48,217.84	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,822.93	67,113.51	70,092.46	71,512.75	1.5068
	Monthly	4,018.15	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,318.58	5,592.79	5,841.04	5,959.40	
	Bi-weekly	1,854.53	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,454.73	2,581.29	2,695.86	2,750.49	
	Hourly	23.181654	24.122544	25.071806	26.046038	27.095178	28.202625	29.326814	30.684101	32.266109	33.698300	34.381129	
22	Annual	49,118.46	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	65,087.10	68,204.76	71,305.00	72,742.40	1.5349
	Monthly	4,093.21	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,423.93	5,683.73	5,942.08	6,061.87	
	Bi-weekly	1,889.17	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,503.35	2,623.26	2,742.50	2,797.78	
	Hourly	23.614646	24.547166	25.563108	26.528969	27.603222	28.693928	29.826344	31.291877	32.790749	34.281251	34.972307	
22M	Annual	50,174.89	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	66,368.69	69,763.44	72,915.62	74,370.43	1.5679
	Monthly	4,181.24	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,530.72	5,813.62	6,076.30	6,197.54	
	Bi-weekly	1,929.80	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,552.64	2,683.21	2,804.45	2,860.40	
	Hourly	24.122544	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.908023	33.540116	35.055585	35.755012	
23	Annual	51,058.11	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,667.69	70,975.98	74,214.62	75,686.83	1.5955
	Monthly	4,254.84	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,638.97	5,914.67	6,184.55	6,307.24	
	Bi-weekly	1,963.77	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,602.60	2,729.85	2,854.41	2,911.03	
	Hourly	24.547166	25.563108	26.528969	27.603222	28.693928	29.826344	30.975504	32.532542	34.123065	35.680104	36.387901	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
23C	Annual	51,872.26	53,985.13	56,063.76	58,280.50	60,653.34	63,026.18	65,399.02	68,672.48	72,084.35	75,409.74	76,916.48	1.6210
	Monthly	4,322.69	4,498.76	4,671.98	4,856.71	5,054.45	5,252.18	5,449.92	5,722.71	6,007.03	6,284.15	6,409.71	
	Bi-weekly	1,995.09	2,076.35	2,156.30	2,241.56	2,332.82	2,424.08	2,515.35	2,641.25	2,772.47	2,900.37	2,958.33	
	Hourly	24.938587	25.954389	26.953731	28.019470	29.160259	30.301049	31.441836	33.015617	34.655936	36.254684	36.979078	
23M	Annual	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	69,105.38	72,447.90	75,686.83	77,210.99	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,758.78	6,037.33	6,307.24	6,434.25	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,657.90	2,786.46	2,911.03	2,969.65	
	Hourly	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	33.223741	34.830719	36.387901	37.120666	
23N	Annual	52,443.86	54,470.27	56,566.01	58,852.10	61,207.52	63,666.82	66,178.36	69,365.06	78,111.61	81,644.76	83,290.19	1.6388
	Monthly	4,370.32	4,539.19	4,713.83	4,904.34	5,100.63	5,305.57	5,514.86	5,780.42	6,509.30	6,803.73	6,940.85	
	Bi-weekly	2,017.07	2,095.01	2,175.62	2,263.54	2,354.14	2,448.72	2,545.32	2,667.89	3,004.29	3,140.18	3,203.47	
	Hourly	25.213394	26.187628	27.195198	28.294277	29.426693	30.609049	31.816520	33.348585	37.553659	39.252287	40.043362	
24	Annual	53,171.27	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	70,404.38	73,885.59	77,228.40	78,769.66	1.6616
	Monthly	4,430.94	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,867.03	6,157.13	6,435.70	6,564.14	
	Bi-weekly	2,045.05	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,707.86	2,841.75	2,970.32	3,029.60	
	Hourly	25.563108	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.848260	35.521917	37.129038	37.870031	
24M	Annual	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,755.31	75,288.46	78,665.79	80,276.41	1.6929
	Monthly	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,979.61	6,274.04	6,555.48	6,689.70	
	Bi-weekly	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,759.82	2,895.71	3,025.61	3,087.55	
	Hourly	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.497746	36.196374	37.820091	38.594426	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
24P	Annual	54,245.11	56,340.85	58,523.06	60,878.50	63,285.86	65,831.92	68,412.50	71,737.90	75,340.39	78,769.66	80,363.17	1.6951
	Monthly	4,520.43	4,695.07	4,876.92	5,073.21	5,273.82	5,485.99	5,701.04	5,978.16	6,278.37	6,564.14	6,696.93	
	Bi-weekly	2,086.35	2,166.96	2,250.89	2,341.48	2,434.07	2,532.00	2,631.25	2,759.15	2,897.71	3,029.60	3,090.89	
	Hourly	26.079378	27.086948	28.136088	29.268508	30.425893	31.649962	32.890626	34.489377	36.221340	37.870031	38.636139	
25	Annual	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	73,140.77	76,795.20	80,311.23	81,921.84	1.7243
	Monthly	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,095.06	6,399.60	6,692.60	6,826.82	
	Bi-weekly	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,813.11	2,953.66	3,088.89	3,150.84	
	Hourly	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	35.163832	36.920768	38.611169	39.385501	
25M	Annual	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	74,647.52	78,284.83	81,869.91	83,497.93	1.7611
	Monthly	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,220.63	6,523.74	6,822.49	6,958.16	
	Bi-weekly	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,871.06	3,010.95	3,148.84	3,211.46	
	Hourly	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.888229	37.636936	39.360535	40.143237	
26	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	79,826.09	83,428.59	85,108.85	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	6,652.18	6,952.38	7,092.40	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,070.23	3,208.79	3,273.42	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	38.377930	40.109898	40.917715	
26A	Annual	57,518.57	59,839.18	62,281.36	64,723.55	67,269.32	69,936.66	72,500.13	76,171.67	79,999.31	83,636.63	85,299.19	1.7974
	Monthly	4,793.21	4,986.60	5,190.11	5,393.63	5,605.78	5,828.06	6,041.68	6,347.64	6,666.61	6,969.72	7,108.27	
	Bi-weekly	2,212.25	2,301.51	2,395.44	2,489.37	2,587.28	2,689.87	2,788.47	2,929.68	3,076.90	3,216.79	3,280.74	
	Hourly	27.653158	28.768835	29.942963	31.117091	32.341017	33.623394	34.855832	36.620995	38.461207	40.209918	41.009224	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26M	Annual	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	77,557.43	81,298.31	84,987.57	86,684.94	1.8331
	Monthly	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,463.12	6,774.86	7,082.30	7,223.75	
	Bi-weekly	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,982.98	3,126.86	3,268.75	3,334.04	
	Hourly	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.555256	37.287225	39.085727	40.859407	41.675452	
27	Annual	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,960.30	82,857.29	86,650.12	88,399.42	1.8651
	Monthly	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,580.03	6,904.77	7,220.84	7,366.62	
	Bi-weekly	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,036.93	3,186.82	3,332.70	3,399.98	
	Hourly	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.961681	39.835236	41.658710	42.499723	
27M	Annual	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	80,622.85	84,623.71	88,468.77	90,252.61	1.9062
	Monthly	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,718.57	7,051.98	7,372.40	7,521.05	
	Bi-weekly	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,100.88	3,254.76	3,402.65	3,471.25	
	Hourly	29.326814	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.760985	40.684477	42.533064	43.390677	
28	Annual	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	82,147.00	86,355.61	90,287.43	92,105.79	1.9387
	Monthly	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,845.58	7,196.30	7,523.95	7,675.48	
	Bi-weekly	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,159.50	3,321.37	3,472.59	3,542.53	
	Hourly	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.493750	41.517121	43.407419	44.281629	
28M	Annual	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	83,844.38	87,983.64	91,949.98	93,803.16	1.9787
	Monthly	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,987.03	7,331.97	7,662.50	7,816.93	
	Bi-weekly	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,224.78	3,383.99	3,536.54	3,607.81	
	Hourly	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	40.309798	42.299825	44.206720	45.097674	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
29	Annual	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	85,437.88	89,715.84	93,803.16	95,691.17	2.0134
	Monthly	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,119.82	7,476.32	7,816.93	7,974.26	
	Bi-weekly	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,286.07	3,450.61	3,607.81	3,680.43	
	Hourly	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	41.075902	43.132614	45.097674	46.005368	
29M	Annual	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	87,187.19	91,482.26	95,673.76	97,596.29	2.0572
	Monthly	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,265.60	7,623.52	7,972.81	8,133.02	
	Bi-weekly	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,353.35	3,518.55	3,679.76	3,753.70	
	Hourly	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.916916	43.981855	45.996998	46.921293	
29P	Annual	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	87,187.19	94,963.47	99,241.42	101,233.31	2.0572
	Monthly	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,265.60	7,913.62	8,270.12	8,436.11	
	Bi-weekly	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,353.35	3,652.44	3,816.98	3,893.59	
	Hourly	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.916916	45.655512	47.712223	48.669858	
30	Annual	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	88,919.08	93,318.32	97,544.34	99,501.40	2.0972
	Monthly	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,409.92	7,776.53	8,128.70	8,291.78	
	Bi-weekly	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,419.96	3,589.17	3,751.71	3,826.98	
	Hourly	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.749559	44.864579	46.896319	47.837211	
30C	Annual	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	88,919.08	96,487.62	100,938.79	102,948.09	2.0972
	Monthly	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,409.92	8,040.64	8,411.57	8,579.01	
	Bi-weekly	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,419.96	3,711.06	3,882.26	3,959.54	
	Hourly	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.749559	46.388277	48.528266	49.494272	



Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
30M	Annual	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	86,355.61	90,702.92	95,275.38	99,622.68	101,597.15	2.1324
	Monthly	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,196.30	7,558.58	7,939.62	8,301.89	8,466.43	
	Bi-weekly	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,321.37	3,488.57	3,664.44	3,831.64	3,907.58	
	Hourly	32.807347	34.197975	35.555256	36.945740	38.444611	39.860204	41.517121	43.607172	45.805471	47.895521	48.844782	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	92,313.83	97,024.69	101,458.45	103,467.45	2.1801
	Monthly	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,692.82	8,085.39	8,454.87	8,622.29	
	Bi-weekly	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,550.53	3,731.72	3,902.25	3,979.52	
	Hourly	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	44.381648	46.646483	48.778103	49.743964	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	71,131.79	73,954.93	76,847.14	79,964.79	82,909.22	86,355.61	89,837.12	94,236.06	98,981.74	103,484.85	105,580.60	2.2228
	Monthly	5,927.65	6,162.91	6,403.93	6,663.73	6,909.10	7,196.30	7,486.43	7,853.01	8,248.48	8,623.74	8,798.38	
	Bi-weekly	2,735.84	2,844.42	2,955.66	3,075.57	3,188.82	3,321.37	3,455.27	3,624.46	3,806.99	3,980.19	4,060.79	
	Hourly	34.197975	35.555256	36.945740	38.444611	39.860204	41.517121	43.190921	45.305797	47.587376	49.752333	50.759905	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
32	Annual	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	96,124.07	100,921.69	105,511.26	107,641.53	2.2656
	Monthly	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	8,010.34	8,410.14	8,792.61	8,970.13	
	Bi-weekly	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,697.08	3,881.60	4,058.13	4,140.06	
	Hourly	34.855832	36.179777	37.636936	39.110698	40.684477	42.299825	43.981855	46.213493	48.520041	50.726566	51.750736	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
33	Annual	75,253.94	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	99,813.02	104,887.73	109,667.93	111,884.96	2.3516
	Monthly	6,271.16	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,317.75	8,740.64	9,138.99	9,323.75	
	Bi-weekly	2,894.38	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,838.96	4,034.14	4,218.00	4,303.27	
	Hourly	36.179777	37.636936	39.110698	40.684477	42.299825	43.981855	45.805471	47.987029	50.426793	52.724968	53.790847	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
34	Annual	78,284.83	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	103,935.17	108,957.94	113,945.89	116,232.28	2.4464
	Monthly	6,523.74	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,661.26	9,079.83	9,495.49	9,686.02	
	Bi-weekly	3,010.95	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,997.51	4,190.69	4,382.53	4,470.47	
	Hourly	37.636936	39.110698	40.684477	42.299825	43.981855	45.805471	47.587376	49.968832	52.383626	54.781676	55.880902	
35	Annual	81,350.25	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	102,878.74	108,057.32	113,357.18	118,466.41	120,839.26	2.5421
	Monthly	6,779.19	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,573.23	9,004.78	9,446.43	9,872.20	10,069.94	
	Bi-weekly	3,128.86	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,956.87	4,156.05	4,359.89	4,556.40	4,647.66	
	Hourly	39.110698	40.684477	42.299825	43.981855	45.805471	47.587376	49.460931	51.950636	54.498645	56.955005	58.095799	
36	Annual	84,623.71	87,983.64	91,482.26	95,275.38	98,981.74	102,878.74	107,000.89	112,265.93	117,877.41	123,281.15	125,775.27	2.6444
	Monthly	7,051.98	7,331.97	7,623.52	7,939.62	8,248.48	8,573.23	8,916.74	9,355.49	9,823.12	10,273.43	10,481.27	
	Bi-weekly	3,254.76	3,383.99	3,518.55	3,664.44	3,806.99	3,956.87	4,115.42	4,317.92	4,533.75	4,741.58	4,837.51	
	Hourly	40.684477	42.299825	43.981855	45.805471	47.587376	49.460931	51.442736	53.974004	56.671831	59.269782	60.468881	
37	Annual	87,983.64	91,482.26	95,275.38	98,981.74	102,878.74	107,000.89	111,399.83	116,907.74	122,571.16	128,130.70	130,728.70	2.7494
	Monthly	7,331.97	7,623.52	7,939.62	8,248.48	8,573.23	8,916.74	9,283.32	9,742.31	10,214.26	10,677.56	10,894.06	
	Bi-weekly	3,383.99	3,518.55	3,664.44	3,806.99	3,956.87	4,115.42	4,284.61	4,496.45	4,714.28	4,928.10	5,028.03	
	Hourly	42.299825	43.981855	45.805471	47.587376	49.460931	51.442736	53.557610	56.205643	58.928440	61.601297	62.850334	
38	Annual	91,482.26	95,275.38	98,981.74	102,878.74	107,000.89	111,399.83	115,695.20	121,462.79	127,576.52	133,344.10	136,045.97	2.8588
	Monthly	7,623.52	7,939.62	8,248.48	8,573.23	8,916.74	9,283.32	9,641.27	10,121.90	10,631.38	11,112.01	11,337.16	
	Bi-weekly	3,518.55	3,664.44	3,806.99	3,956.87	4,115.42	4,284.61	4,449.82	4,671.65	4,906.79	5,128.62	5,232.54	
	Hourly	43.981855	45.805471	47.587376	49.460931	51.442736	53.557610	55.622693	58.395570	61.334865	64.107741	65.406718	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
39	Annual	95,275.38	98,981.74	102,878.74	107,000.89	111,399.83	115,695.20	120,233.14	126,381.39	132,616.70	138,661.08	141,466.82	2.9773
	Monthly	7,939.62	8,248.48	8,573.23	8,916.74	9,283.32	9,641.27	10,019.43	10,531.78	11,051.39	11,555.09	11,788.90	
	Bi-weekly	3,664.44	3,806.99	3,956.87	4,115.42	4,284.61	4,449.82	4,624.35	4,860.82	5,100.64	5,333.12	5,441.03	
	Hourly	45.805471	47.587376	49.460931	51.442736	53.557610	55.622693	57.804392	60.760282	63.758029	66.663982	68.012896	
40	Annual	98,981.74	102,878.74	107,000.89	111,399.83	115,695.20	120,233.14	125,134.33	131,404.16	137,933.68	144,186.10	147,095.71	3.0931
	Monthly	8,248.48	8,573.23	8,916.74	9,283.32	9,641.27	10,019.43	10,427.86	10,950.35	11,494.47	12,015.51	12,257.98	
	Bi-weekly	3,806.99	3,956.87	4,115.42	4,284.61	4,449.82	4,624.35	4,812.86	5,054.01	5,305.14	5,545.62	5,657.53	
	Hourly	47.587376	49.460931	51.442736	53.557610	55.622693	57.804392	60.160734	63.175078	66.314267	69.320242	70.719093	
41	Annual	102,878.74	107,000.89	111,399.83	115,695.20	120,233.14	125,134.33	130,070.65	136,617.27	143,406.77	149,970.80	152,984.58	3.2149
	Monthly	8,573.23	8,916.74	9,283.32	9,641.27	10,019.43	10,427.86	10,839.22	11,384.77	11,950.56	12,497.57	12,748.72	
	Bi-weekly	3,956.87	4,115.42	4,284.61	4,449.82	4,624.35	4,812.86	5,002.72	5,254.51	5,515.64	5,768.11	5,884.02	
	Hourly	49.460931	51.442736	53.557610	55.622693	57.804392	60.160734	62.533964	65.681381	68.945560	72.101346	73.550281	
42	Annual	107,000.89	111,399.83	115,695.20	120,233.14	125,134.33	130,070.65	135,214.40	142,021.00	149,191.46	155,998.07	159,132.84	3.3437
	Monthly	8,916.74	9,283.32	9,641.27	10,019.43	10,427.86	10,839.22	11,267.87	11,835.08	12,432.62	12,999.84	13,261.07	
	Bi-weekly	4,115.42	4,284.61	4,449.82	4,624.35	4,812.86	5,002.72	5,200.55	5,462.35	5,738.13	5,999.93	6,120.49	
	Hourly	51.442736	53.557610	55.622693	57.804392	60.160734	62.533964	65.006922	68.279327	71.726665	74.999074	76.506171	
43	Annual	111,399.83	115,695.20	120,233.14	125,134.33	130,070.65	135,214.40	140,566.20	147,597.96	154,993.58	162,077.27	165,316.21	3.4812
	Monthly	9,283.32	9,641.27	10,019.43	10,427.86	10,839.22	11,267.87	11,713.85	12,299.83	12,916.13	13,506.44	13,776.35	
	Bi-weekly	4,284.61	4,449.82	4,624.35	4,812.86	5,002.72	5,200.55	5,406.39	5,676.84	5,961.29	6,233.74	6,358.32	
	Hourly	53.557610	55.622693	57.804392	60.160734	62.533964	65.006922	67.579903	70.960558	74.516143	77.921766	79.478949	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
44	Annual	115,695.20	120,233.14	125,134.33	130,070.65	135,214.40	140,566.20	146,281.86	153,538.77	161,194.06	168,485.50	171,880.26	3.6154
	Monthly	9,641.27	10,019.43	10,427.86	10,839.22	11,267.87	11,713.85	12,190.16	12,794.90	13,432.84	14,040.46	14,323.36	
	Bi-weekly	4,449.82	4,624.35	4,812.86	5,002.72	5,200.55	5,406.39	5,626.23	5,905.34	6,199.77	6,480.21	6,610.78	
	Hourly	55.622693	57.804392	60.160734	62.533964	65.006922	67.579903	70.327815	73.816717	77.497145	81.002645	82.634738	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	120,233.14	125,134.33	130,070.65	135,214.40	140,566.20	146,281.86	151,997.20	159,600.56	167,550.36	175,153.71	178,652.33	3.7572
	Monthly	10,019.43	10,427.86	10,839.22	11,267.87	11,713.85	12,190.16	12,666.43	13,300.05	13,962.53	14,596.14	14,887.69	
	Bi-weekly	4,624.35	4,812.86	5,002.72	5,200.55	5,406.39	5,626.23	5,846.05	6,138.48	6,444.24	6,736.68	6,871.24	
	Hourly	57.804392	60.160734	62.533964	65.006922	67.579903	70.327815	73.075577	76.731037	80.553058	84.208515	85.890544	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
46	Annual	125,134.33	130,070.65	135,214.40	140,566.20	146,281.86	151,997.20	158,093.82	165,991.69	174,218.27	182,133.54	185,787.97	3.9104
	Monthly	10,427.86	10,839.22	11,267.87	11,713.85	12,190.16	12,666.43	13,174.49	13,832.64	14,518.19	15,177.80	15,482.33	
	Bi-weekly	4,812.86	5,002.72	5,200.55	5,406.39	5,626.23	5,846.05	6,080.53	6,384.30	6,700.70	7,005.14	7,145.69	
	Hourly	60.160734	62.533964	65.006922	67.579903	70.327815	73.075577	76.006646	79.803695	83.758782	87.564202	89.321138	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	130,070.65	135,214.40	140,566.20	146,281.86	151,997.20	158,093.82	164,519.46	172,590.24	181,180.98	189,407.87	193,200.70	4.0647
	Monthly	10,839.22	11,267.87	11,713.85	12,190.16	12,666.43	13,174.49	13,709.96	14,382.52	15,098.42	15,783.99	16,100.06	
	Bi-weekly	5,002.72	5,200.55	5,406.39	5,626.23	5,846.05	6,080.53	6,327.67	6,638.09	6,968.50	7,284.92	7,430.80	
	Hourly	62.533964	65.006922	67.579903	70.327815	73.075577	76.006646	79.095896	82.976078	87.106241	91.061476	92.884950	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
48	Annual	135,214.40	140,566.20	146,281.86	151,997.20	158,093.82	164,519.46	170,945.11	179,501.03	188,420.49	196,976.41	200,942.75	4.2254
	Monthly	11,267.87	11,713.85	12,190.16	12,666.43	13,174.49	13,709.96	14,245.43	14,958.42	15,701.71	16,414.70	16,745.23	
	Bi-weekly	5,200.55	5,406.39	5,626.23	5,846.05	6,080.53	6,327.67	6,574.81	6,903.89	7,246.94	7,576.02	7,728.57	
	Hourly	65.006922	67.579903	70.327815	73.075577	76.006646	79.095896	82.185149	86.298571	90.586774	94.700196	96.607089	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
49	Annual	140,566.20	146,281.86	151,997.20	158,093.82	164,519.46	170,945.11	177,751.71	186,636.66	195,989.32	204,995.55	209,117.41	4.3926
	Monthly	11,713.85	12,190.16	12,666.43	13,174.49	13,709.96	14,245.43	14,812.64	15,553.06	16,332.44	17,082.96	17,426.45	
	Bi-weekly	5,406.39	5,626.23	5,846.05	6,080.53	6,327.67	6,574.81	6,836.60	7,178.33	7,538.05	7,884.44	8,042.98	
	Hourly	67.579903	70.327815	73.075577	76.006646	79.095896	82.185149	85.457555	89.729163	94.225636	98.555554	100.537214	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
50	Annual	146,281.86	151,997.20	158,093.82	164,519.46	170,945.11	177,751.71	184,869.94	194,118.73	203,696.55	212,927.94	217,205.90	4.5713
	Monthly	12,190.16	12,666.43	13,174.49	13,709.96	14,245.43	14,812.64	15,405.83	16,176.56	16,974.71	17,744.00	18,100.49	
	Bi-weekly	5,626.23	5,846.05	6,080.53	6,327.67	6,574.81	6,836.60	7,110.38	7,466.11	7,834.48	8,189.54	8,354.07	
	Hourly	70.327815	73.075577	76.006646	79.095896	82.185149	85.457555	88.879777	93.326314	97.931035	102.369202	104.425914	

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

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	50,850.36	53,275.14	55,578.63	57,968.88	60,982.37	65,208.39	68,724.42	71,339.53	74,543.85	1.5890
	Monthly	4,237.53	4,439.60	4,631.55	4,830.74	5,081.86	5,434.03	5,727.04	5,944.96	6,211.99	
	Bi-weekly	1,955.78	2,049.04	2,137.64	2,229.57	2,345.48	2,508.02	2,643.25	2,743.83	2,867.07	
	Hourly	24.447288	25.613047	26.720494	27.869656	29.318445	31.350189	33.040586	34.297850	35.838389	
02S	Annual	50,850.36	53,275.14	55,578.63	57,968.88	60,982.37	65,208.39	68,724.42	71,339.53	74,543.85	1.5890
	Monthly	4,237.53	4,439.60	4,631.55	4,830.74	5,081.86	5,434.03	5,727.04	5,944.96	6,211.99	
	Bi-weekly	1,955.78	2,049.04	2,137.64	2,229.57	2,345.48	2,508.02	2,643.25	2,743.83	2,867.07	
	Hourly	24.447288	25.613047	26.720494	27.869656	29.318445	31.350189	33.040586	34.297850	35.838389	
03	Annual	55,267.01	57,934.06	60,445.60	62,939.42	66,143.54	70,837.28	74,561.06	77,522.60	80,952.13	1.7270
	Monthly	4,605.58	4,827.84	5,037.13	5,244.95	5,511.96	5,903.11	6,213.42	6,460.22	6,746.01	
	Bi-weekly	2,125.65	2,228.23	2,324.83	2,420.75	2,543.98	2,724.51	2,867.73	2,981.64	3,113.54	
	Hourly	26.570679	27.852914	29.060383	30.259336	31.799778	34.056385	35.846664	37.270482	38.919295	
03S	Annual	55,267.01	57,934.06	60,445.60	62,939.42	66,143.54	70,837.28	74,561.06	77,522.60	80,952.13	1.7270
	Monthly	4,605.58	4,827.84	5,037.13	5,244.95	5,511.96	5,903.11	6,213.42	6,460.22	6,746.01	
	Bi-weekly	2,125.65	2,228.23	2,324.83	2,420.75	2,543.98	2,724.51	2,867.73	2,981.64	3,113.54	
	Hourly	26.570679	27.852914	29.060383	30.259336	31.799778	34.056385	35.846664	37.270482	38.919295	
04	Annual	58,713.40	61,346.22	64,186.48	66,801.89	70,248.57	75,202.00	79,150.63	80,553.50	84,121.47	1.8347
	Monthly	4,892.78	5,112.19	5,348.87	5,566.82	5,854.05	6,266.83	6,595.89	6,712.79	7,010.12	
	Bi-weekly	2,258.21	2,359.47	2,468.71	2,569.30	2,701.87	2,892.38	3,044.26	3,098.21	3,235.44	
	Hourly	28.227596	29.493373	30.858885	32.116292	33.773353	36.154808	38.053189	38.727644	40.443013	

## 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	44,637.02	46,355.04	48,156.60	50,008.19	51,976.59	54,028.25	56,046.67	58,865.68	61,784.74	64,570.22	1.3949
	Monthly	3,719.75	3,862.92	4,013.05	4,167.35	4,331.38	4,502.35	4,670.56	4,905.47	5,148.73	5,380.85	
	Bi-weekly	1,716.81	1,782.89	1,852.18	1,923.39	1,999.10	2,078.01	2,155.64	2,264.06	2,376.34	2,483.47	
	Hourly	21.460106	22.286075	23.152212	24.042398	24.988743	25.975121	26.945515	28.300807	29.704200	31.043373	
21	Annual	48,207.99	50,063.44	52,009.13	54,008.85	56,134.71	58,350.51	60,530.40	63,574.94	66,727.52	69,735.83	1.5064
	Monthly	4,017.33	4,171.95	4,334.09	4,500.74	4,677.89	4,862.54	5,044.20	5,297.91	5,560.63	5,811.32	
	Bi-weekly	1,854.15	1,925.52	2,000.35	2,077.26	2,159.03	2,244.25	2,328.09	2,445.19	2,566.44	2,682.15	
	Hourly	23.176917	24.068960	25.004390	25.965791	26.987842	28.053131	29.101155	30.564876	32.080537	33.526842	
22	Annual	50,136.31	52,065.98	54,089.50	56,169.19	58,380.09	60,684.54	62,951.62	66,117.94	69,396.62	72,525.27	1.5667
	Monthly	4,178.03	4,338.83	4,507.46	4,680.77	4,865.01	5,057.05	5,245.97	5,509.83	5,783.05	6,043.77	
	Bi-weekly	1,928.32	2,002.54	2,080.37	2,160.35	2,245.39	2,334.02	2,421.22	2,543.00	2,669.10	2,789.43	
	Hourly	24.103994	25.031719	26.004567	27.004420	28.067353	29.175257	30.265202	31.787469	33.363758	34.867917	
24	Annual	54,008.85	56,134.71	58,350.51	60,530.40	62,890.15	65,376.37	67,772.34	71,285.27	74,726.07	78,130.95	1.6877
	Monthly	4,500.74	4,677.89	4,862.54	5,044.20	5,240.85	5,448.03	5,647.70	5,940.44	6,227.17	6,510.91	
	Bi-weekly	2,077.26	2,159.03	2,244.25	2,328.09	2,418.85	2,514.48	2,606.63	2,741.74	2,874.08	3,005.04	
	Hourly	25.965791	26.987842	28.053131	29.101155	30.235651	31.430945	32.582856	34.271763	35.925994	37.562958	

## Teamsters Local 320/Probation Officers Salary Plan

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	52,478.39	54,556.72	56,773.76	59,059.84	61,276.87	63,701.65	66,195.77	69,538.28	72,915.62	76,241.02	77,799.69	1.6399
	Monthly	4,373.20	4,546.39	4,731.15	4,921.65	5,106.41	5,308.47	5,516.31	5,794.86	6,076.30	6,353.42	6,483.31	
	Bi-weekly	2,018.40	2,098.34	2,183.61	2,271.53	2,356.80	2,450.06	2,545.99	2,674.55	2,804.45	2,932.35	2,992.30	
	Hourly	25.229994	26.229194	27.295077	28.394152	29.460034	30.625792	31.824891	33.431866	35.055586	36.654336	37.403698	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	56,773.76	59,059.84	61,276.87	63,701.65	66,195.77	68,776.35	71,547.27	75,097.83	78,873.54	82,441.51	84,086.94	1.7741
	Monthly	4,731.15	4,921.65	5,106.41	5,308.47	5,516.31	5,731.36	5,962.27	6,258.15	6,572.80	6,870.13	7,007.25	
	Bi-weekly	2,183.61	2,271.53	2,356.80	2,450.06	2,545.99	2,645.24	2,751.82	2,888.38	3,033.60	3,170.83	3,234.11	
	Hourly	27.295077	28.394152	29.460034	30.625792	31.824891	33.065555	34.397728	36.104724	37.919970	39.635339	40.426415	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	64,948.71	67,390.60	70,023.42	72,915.62	75,929.40	78,821.60	81,991.20	85,940.13	90,287.43	94,444.11	96,331.81	2.0296
	Monthly	5,412.39	5,615.88	5,835.29	6,076.30	6,327.45	6,568.47	6,832.60	7,161.68	7,523.95	7,870.34	8,027.65	
	Bi-weekly	2,498.03	2,591.95	2,693.21	2,804.45	2,920.36	3,031.60	3,153.51	3,305.39	3,472.59	3,632.47	3,705.07	
	Hourly	31.225340	32.399325	33.665105	35.055586	36.504520	37.895002	39.418844	41.317368	43.407419	45.405820	46.313369	

## 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	57,578.80	60,346.55	62,952.90	65,540.88	68,865.97	73,736.93	77,601.30	81,479.15	84,233.40	1.8081
	Monthly	4,798.23	5,028.88	5,246.08	5,461.74	5,738.83	6,144.74	6,466.78	6,789.93	7,019.45	
	Bi-weekly	2,214.57	2,321.02	2,421.27	2,520.80	2,648.69	2,836.04	2,984.67	3,133.81	3,239.75	
	Hourly	27.682117	29.012762	30.265819	31.510039	33.108641	35.450447	37.308318	39.172669	40.496829	

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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 As Of Date: 01/11/2020  
 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	63,355.21	65,831.92	68,256.69	71,149.20	73,972.05	76,881.96	79,999.31	83,861.79	88,018.46	91,984.50	93,837.69	1.9798
	Monthly	5,279.60	5,485.99	5,688.06	5,929.10	6,164.34	6,406.83	6,666.61	6,988.48	7,334.87	7,665.38	7,819.81	
	Bi-weekly	2,436.74	2,532.00	2,625.26	2,736.51	2,845.08	2,957.00	3,076.90	3,225.45	3,385.33	3,537.87	3,609.14	
	Hourly	30.459235	31.649962	32.815718	34.206346	35.563484	36.962481	38.461207	40.318167	42.316567	44.223319	45.114274	

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	34,443.06	35,326.57	36,244.31	37,075.88	38,218.77	39,206.15	40,210.65	41,388.36	43,155.09	43,986.36	1.0763
	Monthly	2,870.26	2,943.88	3,020.36	3,089.66	3,184.90	3,267.18	3,350.89	3,449.03	3,596.26	3,665.53	
	Bi-weekly	1,324.73	1,358.71	1,394.01	1,426.00	1,469.95	1,507.93	1,546.56	1,591.86	1,659.81	1,691.78	
	Hourly	16.559163	16.983928	17.425148	17.824941	18.374410	18.849110	19.332044	19.898251	20.747638	21.147286	
09	Annual	35,326.57	36,244.31	37,075.88	38,218.77	39,206.15	40,210.65	41,388.36	42,427.68	44,297.97	45,164.07	1.1040
	Monthly	2,943.88	3,020.36	3,089.66	3,184.90	3,267.18	3,350.89	3,449.03	3,535.64	3,691.50	3,763.67	
	Bi-weekly	1,358.71	1,394.01	1,426.00	1,469.95	1,507.93	1,546.56	1,591.86	1,631.83	1,703.77	1,737.08	
	Hourly	16.983928	17.425148	17.824941	18.374410	18.849110	19.332044	19.898251	20.397924	21.297101	21.713497	
09M	Annual	35,724.94	36,642.68	37,578.13	38,600.03	39,621.64	40,834.18	41,856.08	43,172.20	45,008.27	45,874.06	1.1164
	Monthly	2,977.08	3,053.56	3,131.51	3,216.67	3,301.80	3,402.85	3,488.01	3,597.68	3,750.69	3,822.84	
	Bi-weekly	1,374.04	1,409.33	1,445.31	1,484.62	1,523.91	1,570.55	1,609.85	1,660.47	1,731.09	1,764.39	
	Hourly	17.175453	17.616671	18.066407	18.557708	19.048866	19.631818	20.123117	20.755863	21.638590	22.054838	
09P	Annual	36,019.15	36,919.77	37,889.74	38,807.78	39,950.97	41,041.92	42,098.35	43,328.31	45,181.48	46,012.76	1.1256
	Monthly	3,001.60	3,076.65	3,157.48	3,233.98	3,329.25	3,420.16	3,508.20	3,610.69	3,765.12	3,834.40	
	Bi-weekly	1,385.35	1,419.99	1,457.30	1,492.61	1,536.58	1,578.54	1,619.17	1,666.47	1,737.75	1,769.72	
	Hourly	17.316899	17.749890	18.216223	18.657585	19.207196	19.731694	20.239591	20.830917	21.721867	22.121521	
10	Annual	36,244.31	37,075.88	38,218.77	39,206.15	40,210.65	41,388.36	42,427.68	43,813.14	45,718.26	46,566.94	1.1326
	Monthly	3,020.36	3,089.66	3,184.90	3,267.18	3,350.89	3,449.03	3,535.64	3,651.10	3,809.86	3,880.58	
	Bi-weekly	1,394.01	1,426.00	1,469.95	1,507.93	1,546.56	1,591.86	1,631.83	1,685.12	1,758.39	1,791.04	
	Hourly	17.425148	17.824941	18.374410	18.849110	19.332044	19.898251	20.397924	21.064009	21.979931	22.387952	
10M	Annual	36,642.68	37,578.13	38,600.03	39,621.64	40,834.18	41,856.08	43,172.20	44,419.26	46,359.20	47,225.00	1.1451
	Monthly	3,053.56	3,131.51	3,216.67	3,301.80	3,402.85	3,488.01	3,597.68	3,701.61	3,863.27	3,935.42	
	Bi-weekly	1,409.33	1,445.31	1,484.62	1,523.91	1,570.55	1,609.85	1,660.47	1,708.43	1,783.05	1,816.35	
	Hourly	17.616671	18.066407	18.557708	19.048866	19.631818	20.123117	20.755863	21.355412	22.288077	22.704325	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10P	Annual	37,110.40	38,132.31	39,015.53	40,141.30	41,197.73	42,306.40	43,536.05	44,696.35	46,601.47	47,502.09	1.1597
	Monthly	3,092.53	3,177.69	3,251.29	3,345.11	3,433.15	3,525.53	3,628.00	3,724.70	3,883.46	3,958.51	
	Bi-weekly	1,427.32	1,466.63	1,500.60	1,543.90	1,584.53	1,627.17	1,674.46	1,719.09	1,792.36	1,827.00	
	Hourly	17.841540	18.332841	18.757465	19.298702	19.806603	20.339614	20.930794	21.488631	22.404552	22.837542	
10Y	Annual	37,474.26	38,461.34	39,344.55	40,539.67	41,561.58	42,739.30	43,951.83	45,060.20	47,086.60	47,952.40	1.1711
	Monthly	3,122.86	3,205.11	3,278.71	3,378.31	3,463.47	3,561.61	3,662.65	3,755.02	3,923.88	3,996.03	
	Bi-weekly	1,441.32	1,479.28	1,513.25	1,559.22	1,598.52	1,643.82	1,690.46	1,733.08	1,811.02	1,844.32	
	Hourly	18.016470	18.491030	18.915648	19.490227	19.981530	20.547738	21.130689	21.663558	22.637790	23.054040	
11	Annual	37,075.88	38,218.77	39,206.15	40,210.65	41,388.36	42,427.68	43,813.14	45,146.66	47,121.13	48,021.75	1.1586
	Monthly	3,089.66	3,184.90	3,267.18	3,350.89	3,449.03	3,535.64	3,651.10	3,762.22	3,926.76	4,001.81	
	Bi-weekly	1,426.00	1,469.95	1,507.93	1,546.56	1,591.86	1,631.83	1,685.12	1,736.41	1,812.35	1,846.99	
	Hourly	17.824941	18.374410	18.849110	19.332044	19.898251	20.397924	21.064009	21.705126	22.654387	23.087381	
11I	Annual	37,959.09	38,911.65	39,916.15	40,955.46	42,081.24	43,137.67	44,523.13	45,614.39	47,554.32	48,437.53	1.1862
	Monthly	3,163.26	3,242.64	3,326.35	3,412.96	3,506.77	3,594.81	3,710.26	3,801.20	3,962.86	4,036.46	
	Bi-weekly	1,459.97	1,496.60	1,535.24	1,575.21	1,618.51	1,659.14	1,712.43	1,754.40	1,829.01	1,862.98	
	Hourly	18.249564	18.707523	19.190456	19.690127	20.231367	20.739265	21.405350	21.929994	22.862656	23.287275	
12	Annual	38,218.77	39,206.15	40,210.65	41,388.36	42,427.68	43,813.14	45,146.66	46,445.66	48,454.95	49,390.10	1.1943
	Monthly	3,184.90	3,267.18	3,350.89	3,449.03	3,535.64	3,651.10	3,762.22	3,870.47	4,037.91	4,115.84	
	Bi-weekly	1,469.95	1,507.93	1,546.56	1,591.86	1,631.83	1,685.12	1,736.41	1,786.37	1,863.65	1,899.62	
	Hourly	18.374410	18.849110	19.332044	19.898251	20.397924	21.064009	21.705126	22.329645	23.295647	23.745240	
12L	Annual	38,842.30	39,829.69	41,041.92	42,029.30	43,345.41	44,419.26	46,116.63	47,207.89	50,117.50	51,070.06	1.2138
	Monthly	3,236.86	3,319.14	3,420.16	3,502.44	3,612.12	3,701.61	3,843.05	3,933.99	4,176.46	4,255.84	
	Bi-weekly	1,493.93	1,531.91	1,578.54	1,616.51	1,667.13	1,708.43	1,773.72	1,815.69	1,927.60	1,964.23	
	Hourly	18.674183	19.148887	19.731694	20.206396	20.839141	21.355412	22.171458	22.696100	24.094954	24.552912	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	39,206.15	40,210.65	41,388.36	42,427.68	43,813.14	45,146.66	46,445.66	48,056.57	50,082.97	51,035.54	1.2252
	Monthly	3,267.18	3,350.89	3,449.03	3,535.64	3,651.10	3,762.22	3,870.47	4,004.72	4,173.58	4,252.96	
	Bi-weekly	1,507.93	1,546.56	1,591.86	1,631.83	1,685.12	1,736.41	1,786.37	1,848.33	1,926.27	1,962.91	
	Hourly	18.849110	19.332044	19.898251	20.397924	21.064009	21.705126	22.329645	23.104122	24.078351	24.536315	
14	Annual	40,210.65	41,388.36	42,427.68	43,813.14	45,146.66	46,445.66	48,056.57	49,649.78	51,745.52	52,732.91	1.2566
	Monthly	3,350.89	3,449.03	3,535.64	3,651.10	3,762.22	3,870.47	4,004.72	4,137.48	4,312.13	4,394.41	
	Bi-weekly	1,546.56	1,591.86	1,631.83	1,685.12	1,736.41	1,786.37	1,848.33	1,909.61	1,990.21	2,028.19	
	Hourly	19.332044	19.898251	20.397924	21.064009	21.705126	22.329645	23.104122	23.870085	24.877656	25.352359	
15	Annual	41,388.36	42,427.68	43,813.14	45,146.66	46,445.66	48,056.57	49,649.78	51,364.56	53,581.29	54,620.61	1.2934
	Monthly	3,449.03	3,535.64	3,651.10	3,762.22	3,870.47	4,004.72	4,137.48	4,280.38	4,465.11	4,551.72	
	Bi-weekly	1,591.86	1,631.83	1,685.12	1,736.41	1,786.37	1,848.33	1,909.61	1,975.56	2,060.82	2,100.79	
	Hourly	19.898251	20.397924	21.064009	21.705126	22.329645	23.104122	23.870085	24.694500	25.760237	26.259910	
15V	Annual	43,397.35	44,644.42	45,735.67	47,207.89	48,420.12	50,013.63	51,433.91	52,992.59	55,330.61	56,404.44	1.3562
	Monthly	3,616.45	3,720.37	3,811.31	3,933.99	4,035.01	4,167.80	4,286.16	4,416.05	4,610.88	4,700.37	
	Bi-weekly	1,669.13	1,717.09	1,759.06	1,815.69	1,862.31	1,923.60	1,978.23	2,038.18	2,128.10	2,169.40	
	Hourly	20.864111	21.463661	21.988304	22.696100	23.278905	24.045012	24.727841	25.477207	26.601253	27.117520	
16	Annual	42,427.68	43,813.14	45,146.66	46,445.66	48,056.57	49,649.78	51,364.56	53,183.22	55,538.64	56,595.08	1.3259
	Monthly	3,535.64	3,651.10	3,762.22	3,870.47	4,004.72	4,137.48	4,280.38	4,431.94	4,628.22	4,716.26	
	Bi-weekly	1,631.83	1,685.12	1,736.41	1,786.37	1,848.33	1,909.61	1,975.56	2,045.51	2,136.10	2,176.73	
	Hourly	20.397924	21.064009	21.705126	22.329645	23.104122	23.870085	24.694500	25.568856	26.701270	27.209171	
17	Annual	43,813.14	45,146.66	46,445.66	48,056.57	49,649.78	51,364.56	53,183.22	54,915.12	57,305.07	58,413.74	1.3692
	Monthly	3,651.10	3,762.22	3,870.47	4,004.72	4,137.48	4,280.38	4,431.94	4,576.26	4,775.42	4,867.81	
	Bi-weekly	1,685.12	1,736.41	1,786.37	1,848.33	1,909.61	1,975.56	2,045.51	2,112.12	2,204.04	2,246.68	
	Hourly	21.064009	21.705126	22.329645	23.104122	23.870085	24.694500	25.568856	26.401499	27.550512	28.083528	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17A	Annual	42,826.05	44,194.10	46,347.49	48,500.88	50,654.27	52,524.86	54,984.47	57,513.11	60,076.28	61,236.59	1.3383
	Monthly	3,568.84	3,682.84	3,862.29	4,041.74	4,221.19	4,377.07	4,582.04	4,792.76	5,006.36	5,103.05	
	Bi-weekly	1,647.16	1,699.77	1,782.60	1,865.42	1,948.24	2,020.19	2,114.79	2,212.04	2,310.63	2,355.25	
	Hourly	20.589449	21.247164	22.282448	23.317730	24.353015	25.252338	26.434840	27.650532	28.882827	29.440667	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17C	Annual	45,562.45	46,757.57	48,039.16	49,407.51	50,637.16	52,317.12	53,616.12	55,296.08	57,738.26	58,846.63	1.4238
	Monthly	3,796.87	3,896.47	4,003.26	4,117.29	4,219.76	4,359.76	4,468.01	4,608.01	4,811.52	4,903.89	
	Bi-weekly	1,752.40	1,798.37	1,847.66	1,900.29	1,947.58	2,012.20	2,062.16	2,126.77	2,220.70	2,263.33	
	Hourly	21.905022	22.479603	23.095750	23.753610	24.344787	25.152462	25.776981	26.584652	27.758781	28.291651	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	45,146.66	46,445.66	48,056.57	49,649.78	51,364.56	53,183.22	54,915.12	56,837.65	59,296.95	60,440.14	1.4108
	Monthly	3,762.22	3,870.47	4,004.72	4,137.48	4,280.38	4,431.94	4,576.26	4,736.47	4,941.41	5,036.68	
	Bi-weekly	1,736.41	1,786.37	1,848.33	1,909.61	1,975.56	2,045.51	2,112.12	2,186.06	2,280.65	2,324.62	
	Hourly	21.705126	22.329645	23.104122	23.870085	24.694500	25.568856	26.401499	27.325791	28.508147	29.057761	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
19	Annual	46,445.66	48,056.57	49,649.78	51,364.56	53,183.22	54,915.12	56,837.65	58,829.22	61,340.76	62,518.47	1.4514
	Monthly	3,870.47	4,004.72	4,137.48	4,280.38	4,431.94	4,576.26	4,736.47	4,902.44	5,111.73	5,209.87	
	Bi-weekly	1,786.37	1,848.33	1,909.61	1,975.56	2,045.51	2,112.12	2,186.06	2,262.66	2,359.26	2,404.56	
	Hourly	22.329645	23.104122	23.870085	24.694500	25.568856	26.401499	27.325791	28.283279	29.490750	30.056957	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
20	Annual	48,056.57	49,649.78	51,364.56	53,183.22	54,915.12	56,837.65	58,829.22	65,583.89	68,424.45	69,728.79	1.5018
	Monthly	4,004.72	4,137.48	4,280.38	4,431.94	4,576.26	4,736.47	4,902.44	5,465.32	5,702.04	5,810.73	
	Bi-weekly	1,848.33	1,909.61	1,975.56	2,045.51	2,112.12	2,186.06	2,262.66	2,522.46	2,631.71	2,681.88	
	Hourly	23.104122	23.870085	24.694500	25.568856	26.401499	27.325791	28.283279	31.530718	32.896372	33.523458	

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	
<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).

PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
10Y	Annual	40,067.35	41,058.04	41,958.66	43,159.49	44,150.17	45,320.98	46,521.81	47,662.61	49,673.99	50,574.62	1.2521
	Monthly	3,338.95	3,421.50	3,496.56	3,596.62	3,679.18	3,776.75	3,876.82	3,971.88	4,139.50	4,214.55	
	Bi-weekly	1,541.05	1,579.16	1,613.79	1,659.98	1,698.08	1,743.11	1,789.30	1,833.18	1,910.54	1,945.18	
	Hourly	19.263150	19.739440	20.172433	20.749753	21.226045	21.788934	22.366255	22.914714	23.881728	24.314720	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
12L	Annual	41,448.31	42,408.97	43,609.80	44,600.49	45,921.40	47,032.17	48,713.33	49,794.08	52,706.09	53,666.75	1.2953
	Monthly	3,454.03	3,534.08	3,634.15	3,716.71	3,826.78	3,919.35	4,059.44	4,149.51	4,392.17	4,472.23	
	Bi-weekly	1,594.17	1,631.11	1,677.30	1,715.40	1,766.21	1,808.93	1,873.59	1,915.16	2,027.16	2,064.11	
	Hourly	19.927070	20.388930	20.966249	21.442542	22.077595	22.611618	23.419870	23.939460	25.339467	25.801323	

## 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	33,201.75	34,067.56	34,985.59	35,834.28	36,977.47	37,947.13	38,969.04	40,164.17	41,913.48	42,762.17	1.0375
	Monthly	2,766.81	2,838.96	2,915.47	2,986.19	3,081.46	3,162.26	3,247.42	3,347.01	3,492.79	3,563.51	
	Bi-weekly	1,276.99	1,310.29	1,345.60	1,378.24	1,422.21	1,459.51	1,498.81	1,544.78	1,612.06	1,644.70	
	Hourly	15.962380	16.378633	16.819994	17.228019	17.777629	18.243814	18.735117	19.309697	20.150711	20.558735	
09	Annual	34,067.56	34,985.59	35,834.28	36,977.47	37,947.13	38,969.04	40,164.17	41,186.08	43,056.67	43,905.36	1.0646
	Monthly	2,838.96	2,915.47	2,986.19	3,081.46	3,162.26	3,247.42	3,347.01	3,432.17	3,588.06	3,658.78	
	Bi-weekly	1,310.29	1,345.60	1,378.24	1,422.21	1,459.51	1,498.81	1,544.78	1,584.08	1,656.03	1,688.67	
	Hourly	16.378633	16.819994	17.228019	17.777629	18.243814	18.735117	19.309697	19.800998	20.700322	21.108344	
10	Annual	34,985.59	35,834.28	36,977.47	37,947.13	38,969.04	40,164.17	41,186.08	42,588.95	44,459.54	45,325.34	1.0932
	Monthly	2,915.47	2,986.19	3,081.46	3,162.26	3,247.42	3,347.01	3,432.17	3,549.08	3,704.96	3,777.11	
	Bi-weekly	1,345.60	1,378.24	1,422.21	1,459.51	1,498.81	1,544.78	1,584.08	1,638.04	1,709.98	1,743.28	
	Hourly	16.819994	17.228019	17.777629	18.243814	18.735117	19.309697	19.800998	20.475455	21.374780	21.791030	
10M	Annual	35,401.37	36,336.52	37,341.02	38,380.34	39,592.57	40,614.48	41,948.00	43,195.06	45,100.18	46,000.81	1.1062
	Monthly	2,950.11	3,028.04	3,111.75	3,198.36	3,299.38	3,384.54	3,495.67	3,599.59	3,758.35	3,833.40	
	Bi-weekly	1,361.59	1,397.56	1,436.19	1,476.17	1,522.79	1,562.10	1,613.38	1,661.35	1,734.62	1,769.26	
	Hourly	17.019891	17.469481	17.952413	18.452085	19.034891	19.526192	20.167308	20.766857	21.682778	22.115773	
11	Annual	35,834.28	36,977.47	37,947.13	38,969.04	40,164.17	41,186.08	42,588.95	43,887.95	45,862.41	46,780.14	1.1198
	Monthly	2,986.19	3,081.46	3,162.26	3,247.42	3,347.01	3,432.17	3,549.08	3,657.33	3,821.87	3,898.35	
	Bi-weekly	1,378.24	1,422.21	1,459.51	1,498.81	1,544.78	1,584.08	1,638.04	1,688.00	1,763.94	1,799.24	
	Hourly	17.228019	17.777629	18.243814	18.735117	19.309697	19.800998	20.475455	21.099974	22.049234	22.490454	
12	Annual	36,977.47	37,947.13	38,969.04	40,164.17	41,186.08	42,588.95	43,887.95	45,186.95	47,195.93	48,148.49	1.1555
	Monthly	3,081.46	3,162.26	3,247.42	3,347.01	3,432.17	3,549.08	3,657.33	3,765.58	3,932.99	4,012.37	
	Bi-weekly	1,422.21	1,459.51	1,498.81	1,544.78	1,584.08	1,638.04	1,688.00	1,737.96	1,815.23	1,851.86	
	Hourly	17.777629	18.243814	18.735117	19.309697	19.800998	20.475455	21.099974	21.724493	22.690352	23.148311	



Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
13	Annual	37,947.13	38,969.04	40,164.17	41,186.08	42,588.95	43,887.95	45,186.95	46,814.97	48,823.96	49,811.34	1.1858
	Monthly	3,162.26	3,247.42	3,347.01	3,432.17	3,549.08	3,657.33	3,765.58	3,901.25	4,068.66	4,150.95	
	Bi-weekly	1,459.51	1,498.81	1,544.78	1,584.08	1,638.04	1,688.00	1,737.96	1,800.58	1,877.84	1,915.82	
	Hourly	18.243814	18.735117	19.309697	19.800998	20.475455	21.099974	21.724493	22.507195	23.473057	23.947760	
14	Annual	38,969.04	40,164.17	41,186.08	42,588.95	43,887.95	45,186.95	46,814.97	48,391.06	50,503.92	51,508.42	1.2177
	Monthly	3,247.42	3,347.01	3,432.17	3,549.08	3,657.33	3,765.58	3,901.25	4,032.59	4,208.66	4,292.37	
	Bi-weekly	1,498.81	1,544.78	1,584.08	1,638.04	1,688.00	1,737.96	1,800.58	1,861.19	1,942.46	1,981.09	
	Hourly	18.735117	19.309697	19.800998	20.475455	21.099974	21.724493	22.507195	23.264932	24.280730	24.763662	
14M	Annual	39,592.57	40,614.48	41,948.00	43,195.06	44,546.00	45,966.28	47,542.37	49,378.14	51,577.76	52,582.26	1.2372
	Monthly	3,299.38	3,384.54	3,495.67	3,599.59	3,712.17	3,830.52	3,961.86	4,114.85	4,298.15	4,381.86	
	Bi-weekly	1,522.79	1,562.10	1,613.38	1,661.35	1,713.31	1,767.93	1,828.55	1,899.16	1,983.76	2,022.39	
	Hourly	19.034891	19.526192	20.167308	20.766857	21.416348	22.099174	22.856910	23.739491	24.797001	25.279933	
15	Annual	40,164.17	41,186.08	42,588.95	43,887.95	45,186.95	46,814.97	48,391.06	50,105.54	52,339.99	53,379.01	1.2551
	Monthly	3,347.01	3,432.17	3,549.08	3,657.33	3,765.58	3,901.25	4,032.59	4,175.46	4,361.67	4,448.25	
	Bi-weekly	1,544.78	1,584.08	1,638.04	1,688.00	1,737.96	1,800.58	1,861.19	1,927.14	2,013.08	2,053.04	
	Hourly	19.309697	19.800998	20.475455	21.099974	21.724493	22.507195	23.264932	24.089204	25.163456	25.662983	
15V	Annual	42,138.63	43,385.70	44,476.66	45,948.87	47,161.41	48,754.61	50,174.89	51,750.98	54,089.30	55,163.14	1.3168
	Monthly	3,511.55	3,615.48	3,706.39	3,829.07	3,930.12	4,062.88	4,181.24	4,312.58	4,507.44	4,596.93	
	Bi-weekly	1,620.72	1,668.68	1,710.64	1,767.26	1,813.90	1,875.18	1,929.80	1,990.42	2,080.36	2,121.66	
	Hourly	20.258958	20.858507	21.383007	22.090803	22.673754	23.439717	24.122544	24.880279	26.004472	26.520740	
16	Annual	41,186.08	42,588.95	43,887.95	45,186.95	46,814.97	48,391.06	50,105.54	51,924.20	54,279.63	55,370.89	1.2870
	Monthly	3,432.17	3,549.08	3,657.33	3,765.58	3,901.25	4,032.59	4,175.46	4,327.02	4,523.30	4,614.24	
	Bi-weekly	1,584.08	1,638.04	1,688.00	1,737.96	1,800.58	1,861.19	1,927.14	1,997.08	2,087.68	2,129.65	
	Hourly	19.800998	20.475455	21.099974	21.724493	22.507195	23.264932	24.089204	24.963558	26.095977	26.620619	

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
17	Annual	42,588.95	43,887.95	45,186.95	46,814.97	48,391.06	50,105.54	51,924.20	53,656.10	56,063.76	57,189.54	1.3309
	Monthly	3,549.08	3,657.33	3,765.58	3,901.25	4,032.59	4,175.46	4,327.02	4,471.34	4,671.98	4,765.80	
	Bi-weekly	1,638.04	1,688.00	1,737.96	1,800.58	1,861.19	1,927.14	1,997.08	2,063.70	2,156.30	2,199.60	
	Hourly	20.475455	21.099974	21.724493	22.507195	23.264932	24.089204	24.963558	25.796201	26.953731	27.494973	
17C	Annual	44,407.61	45,723.72	46,936.25	48,425.58	49,759.41	51,318.08	52,980.63	54,591.55	56,998.91	58,142.10	1.3877
	Monthly	3,700.63	3,810.31	3,911.35	4,035.47	4,146.62	4,276.51	4,415.05	4,549.30	4,749.91	4,845.18	
	Bi-weekly	1,707.98	1,758.60	1,805.24	1,862.52	1,913.82	1,973.77	2,037.72	2,099.67	2,192.27	2,236.23	
	Hourly	21.349810	21.982556	22.565506	23.281530	23.922791	24.672156	25.471458	26.245937	27.403323	27.952934	
18	Annual	43,887.95	45,186.95	46,814.97	48,391.06	50,105.54	51,924.20	53,656.10	55,578.63	58,055.34	59,215.94	1.3714
	Monthly	3,657.33	3,765.58	3,901.25	4,032.59	4,175.46	4,327.02	4,471.34	4,631.55	4,837.95	4,934.66	
	Bi-weekly	1,688.00	1,737.96	1,800.58	1,861.19	1,927.14	1,997.08	2,063.70	2,137.64	2,232.90	2,277.54	
	Hourly	21.099974	21.724493	22.507195	23.264932	24.089204	24.963558	25.796201	26.720494	27.911222	28.469204	
19	Annual	45,186.95	46,814.97	48,391.06	50,105.54	51,924.20	53,656.10	55,578.63	57,570.51	60,081.74	61,276.87	1.4120
	Monthly	3,765.58	3,901.25	4,032.59	4,175.46	4,327.02	4,471.34	4,631.55	4,797.54	5,006.81	5,106.41	
	Bi-weekly	1,737.96	1,800.58	1,861.19	1,927.14	1,997.08	2,063.70	2,137.64	2,214.25	2,310.84	2,356.80	
	Hourly	21.724493	22.507195	23.264932	24.089204	24.963558	25.796201	26.720494	27.678129	28.885453	29.460034	
20	Annual	46,814.97	48,391.06	50,105.54	51,924.20	53,656.10	55,578.63	57,570.51	59,562.08	62,212.01	63,441.67	1.4629
	Monthly	3,901.25	4,032.59	4,175.46	4,327.02	4,471.34	4,631.55	4,797.54	4,963.51	5,184.34	5,286.81	
	Bi-weekly	1,800.58	1,861.19	1,927.14	1,997.08	2,063.70	2,137.64	2,214.25	2,290.85	2,392.77	2,440.06	
	Hourly	22.507195	23.264932	24.089204	24.963558	25.796201	26.720494	27.678129	28.635617	29.909622	30.500801	

## 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	48,339.13	50,071.02	52,097.42	54,123.82	56,254.10	58,384.37	60,635.93	63,614.89	67,269.32	68,949.58	70,317.62	1.5105
	Monthly	4,028.26	4,172.59	4,341.45	4,510.32	4,687.84	4,865.36	5,052.99	5,301.24	5,605.78	5,745.80	5,859.80	
	Bi-weekly	1,859.20	1,925.81	2,003.75	2,081.69	2,163.62	2,245.55	2,332.15	2,446.73	2,587.28	2,651.91	2,704.52	
	Hourly	23.239964	24.072606	25.046836	26.021068	27.045239	28.069409	29.151888	30.584082	32.341017	33.148834	33.806550	

## 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	84,888.96	89,274.54	93,652.75	96,859.34	
	Monthly	7,074.08	7,439.55	7,804.40	8,071.61	2.6657
	Bi-weekly	3,264.96	3,433.64	3,602.03	3,725.36	
	Hourly	40.812001	42.920451	45.025359	46.566990	

## Teamsters 320 Correctional Officer 3's Salary Plan

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

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

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

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

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
28M	Annual	63,355.21	65,831.92	68,256.69	71,149.20	73,972.05	76,881.96	79,999.31	83,861.79	88,018.46	91,984.50	93,837.69	1.9798
	Monthly	5,279.60	5,485.99	5,688.06	5,929.10	6,164.34	6,406.83	6,666.61	6,988.48	7,334.87	7,665.38	7,819.81	
	Bi-weekly	2,436.74	2,532.00	2,625.26	2,736.51	2,845.08	2,957.00	3,076.90	3,225.45	3,385.33	3,537.87	3,609.14	
	Hourly	30.459235	31.649962	32.815718	34.206346	35.563484	36.962481	38.461207	40.318167	42.316567	44.223319	45.114274	



## AFSCME Local 151/Licensed Practical Nurses Salary Plan

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
23	Annual	45,550.50	46,936.25	48,269.77	49,741.99	51,231.33	52,859.35	54,626.07	61,432.68	64,221.31	65,502.89	1.4234
	Monthly	3,795.88	3,911.35	4,022.48	4,145.17	4,269.28	4,404.95	4,552.17	5,119.39	5,351.78	5,458.58	
	Bi-weekly	1,751.94	1,805.24	1,856.53	1,913.15	1,970.44	2,033.05	2,101.00	2,362.80	2,470.05	2,519.34	
	Hourly	21.899278	22.565506	23.206622	23.914419	24.630445	25.413150	26.262535	29.534941	30.875628	31.491776	
24	Annual	47,369.15	48,685.56	50,209.72	51,716.46	53,361.90	55,163.14	56,895.04	65,641.29	68,655.07	70,040.53	1.4802
	Monthly	3,947.43	4,057.13	4,184.14	4,309.71	4,446.83	4,596.93	4,741.25	5,470.11	5,721.26	5,836.71	
	Bi-weekly	1,821.89	1,872.52	1,931.14	1,989.09	2,052.38	2,121.66	2,188.27	2,524.67	2,640.58	2,693.87	
	Hourly	22.773630	23.406521	24.139287	24.863683	25.654758	26.520740	27.353385	31.558313	33.007246	33.673331	
26	Annual	52,703.54	54,279.63	56,063.76	57,951.47	59,683.37	61,882.99	64,169.37	66,438.04	69,451.82	70,854.69	1.6469
	Monthly	4,391.96	4,523.30	4,671.98	4,829.29	4,973.61	5,156.92	5,347.45	5,536.50	5,787.65	5,904.56	
	Bi-weekly	2,027.06	2,087.68	2,156.30	2,228.90	2,295.51	2,380.12	2,468.05	2,555.31	2,671.22	2,725.18	
	Hourly	25.338241	26.095977	26.953731	27.861284	28.693928	29.751438	30.850658	31.941365	33.390300	34.064756	

## 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	49,181.49	50,562.44	51,913.38	53,384.40	54,855.41	56,506.56	58,247.75	65,092.49	67,824.38	69,175.31	1.5369
	Monthly	4,098.46	4,213.54	4,326.12	4,448.70	4,571.29	4,708.88	4,853.98	5,424.37	5,652.03	5,764.61	
	Bi-weekly	1,891.60	1,944.71	1,996.67	2,053.25	2,109.82	2,173.33	2,240.30	2,503.56	2,608.63	2,660.59	
	Hourly	23.644946	24.308865	24.958355	25.665575	26.372795	27.166613	28.003728	31.294468	32.607876	33.257362	

## 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	95,231.94	100,165.11	105,386.09	110,871.67	
	Monthly	7,936.00	8,347.09	8,782.17	9,239.31	2.9759
	Bi-weekly	3,662.77	3,852.50	4,053.31	4,264.29	
	Hourly	45.784585	48.156301	50.666391	53.303686	

## 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	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	69,105.38	72,447.90	75,686.83	77,210.99	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,758.78	6,037.33	6,307.24	6,434.25	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,657.90	2,786.46	2,911.03	2,969.65	
	Hourly	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	33.223741	34.830719	36.387901	37.120666	
25M	Annual	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	74,647.52	78,284.83	81,869.91	83,497.93	1.7611
	Monthly	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,220.63	6,523.74	6,822.49	6,958.16	
	Bi-weekly	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,871.06	3,010.95	3,148.84	3,211.46	
	Hourly	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.888229	37.636936	39.360535	40.143237	
28	Annual	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	82,147.00	86,355.61	90,287.43	92,105.79	1.9387
	Monthly	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,845.58	7,196.30	7,523.95	7,675.48	
	Bi-weekly	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,159.50	3,321.37	3,472.59	3,542.53	
	Hourly	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.636936	39.493750	41.517121	43.407419	44.281629	
28M	Annual	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	83,844.38	87,983.64	91,949.98	93,803.16	1.9787
	Monthly	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,987.03	7,331.97	7,662.50	7,816.93	
	Bi-weekly	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,224.78	3,383.99	3,536.54	3,607.81	
	Hourly	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	40.309798	42.299825	44.206720	45.097674	
30	Annual	67,113.51	69,763.44	72,500.13	75,253.94	78,284.83	81,350.25	84,623.71	88,919.08	93,318.32	97,544.34	99,501.40	2.0972
	Monthly	5,592.79	5,813.62	6,041.68	6,271.16	6,523.74	6,779.19	7,051.98	7,409.92	7,776.53	8,128.70	8,291.78	
	Bi-weekly	2,581.29	2,683.21	2,788.47	2,894.38	3,010.95	3,128.86	3,254.76	3,419.96	3,589.17	3,751.71	3,826.98	
	Hourly	32.266109	33.540116	34.855832	36.179777	37.636936	39.110698	40.684477	42.749559	44.864579	46.896319	47.837211	



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

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

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
26	Annual	59,740.11	62,100.66	64,551.49	67,038.56	69,831.74	72,588.99	75,436.53	79,184.93	84,720.40	88,543.76	90,327.05	1.8668
	Monthly	4,978.34	5,175.06	5,379.29	5,586.55	5,819.31	6,049.08	6,286.38	6,598.74	7,060.03	7,378.65	7,527.25	
	Bi-weekly	2,297.70	2,388.49	2,482.75	2,578.41	2,685.84	2,791.88	2,901.41	3,045.57	3,258.48	3,405.53	3,474.12	
	Hourly	28.721207	29.856088	31.034372	32.230075	33.572950	34.898555	36.267563	38.069678	40.730959	42.569117	43.426465	
26M	Annual	61,037.37	63,470.39	65,885.30	68,498.25	71,003.11	74,012.76	76,950.26	80,704.32	86,282.88	90,198.33	91,999.77	1.9074
	Monthly	5,086.45	5,289.20	5,490.44	5,708.19	5,916.93	6,167.73	6,412.52	6,725.36	7,190.24	7,516.53	7,666.65	
	Bi-weekly	2,347.59	2,441.17	2,534.05	2,634.55	2,730.89	2,846.64	2,959.63	3,104.01	3,318.57	3,469.17	3,538.45	
	Hourly	29.344889	30.514611	31.675623	32.931849	34.136112	35.583056	36.995318	38.800153	41.482155	43.364581	44.230659	
28	Annual	64,551.49	67,038.56	69,831.74	72,588.99	75,436.53	78,301.87	81,455.53	85,474.12	91,650.25	95,823.14	97,752.98	2.0172
	Monthly	5,379.29	5,586.55	5,819.31	6,049.08	6,286.38	6,525.16	6,787.96	7,122.84	7,637.52	7,985.26	8,146.08	
	Bi-weekly	2,482.75	2,578.41	2,685.84	2,791.88	2,901.41	3,011.61	3,132.90	3,287.47	3,525.01	3,685.51	3,759.73	
	Hourly	31.034372	32.230075	33.572950	34.898555	36.267563	37.645130	39.161310	41.093327	44.062619	46.068815	46.996626	
28M	Annual	65,885.30	68,498.25	71,003.11	74,012.76	76,441.06	79,959.60	83,203.53	87,240.24	93,378.09	97,587.62	99,554.42	2.0589
	Monthly	5,490.44	5,708.19	5,916.93	6,167.73	6,370.09	6,663.30	6,933.63	7,270.02	7,781.51	8,132.30	8,296.20	
	Bi-weekly	2,534.05	2,634.55	2,730.89	2,846.64	2,940.04	3,075.37	3,200.14	3,355.39	3,591.47	3,753.37	3,829.02	
	Hourly	31.675623	32.931849	34.136112	35.583056	36.750507	38.442115	40.001696	41.942424	44.893313	46.917124	47.862702	
31	Annual	72,588.99	75,436.53	78,301.87	81,455.53	84,645.10	88,051.15	91,547.15	96,052.73	102,973.47	107,679.08	109,811.24	2.2684
	Monthly	6,049.08	6,286.38	6,525.16	6,787.96	7,053.76	7,337.60	7,628.93	8,004.39	8,581.12	8,973.26	9,150.94	
	Bi-weekly	2,791.88	2,901.41	3,011.61	3,132.90	3,255.58	3,386.58	3,521.04	3,694.34	3,960.52	4,141.50	4,223.51	
	Hourly	34.898555	36.267563	37.645130	39.161310	40.694758	42.332282	44.013055	46.179195	49.506478	51.768787	52.793866	

PeopleSoft  
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31M	Annual	74,012.76	76,950.26	79,959.60	83,203.53	86,267.21	89,853.19	93,475.70	98,052.81	105,050.52	109,829.72	112,053.96	2.3128
	Monthly	6,167.73	6,412.52	6,663.30	6,933.63	7,188.93	7,487.77	7,789.64	8,171.07	8,754.21	9,152.48	9,337.83	
	Bi-weekly	2,846.64	2,959.63	3,075.37	3,200.14	3,317.97	3,455.89	3,595.22	3,771.26	4,040.40	4,224.22	4,309.77	
	Hourly	35.583056	36.995318	38.442115	40.001696	41.474621	43.198647	44.940241	47.140774	50.505058	52.802752	53.872097	

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

### Service Requirements for Salary Step Advancement For Salary Plan 41

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

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

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

Report ID: RCHR093A  
 As Of Date: 01/11/2020  
 Salary Plan: 41 LELS Local 353/DispatchSupv

PeopleSoft  
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	59,996.37	62,364.15	64,766.94	67,465.48	70,129.31	72,880.35	75,648.60	81,149.02	83,291.83	87,104.54	88,863.03	1.8840
	Monthly	4,999.70	5,197.01	5,397.25	5,622.12	5,844.11	6,073.36	6,304.05	6,762.42	6,940.99	7,258.71	7,405.25	
	Bi-weekly	2,307.55	2,398.62	2,491.04	2,594.83	2,697.28	2,803.09	2,909.56	3,121.12	3,203.53	3,350.17	3,417.81	
	Hourly	28.844410	29.982764	31.137953	32.435326	33.716012	35.038631	36.369519	39.013950	40.044150	41.877184	42.722608	

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

## 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	52,149.36	54,175.76	56,357.97	58,194.04	60,999.77	63,320.68	65,831.92	69,105.38	69,815.38	72,967.55	74,422.36	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,849.50	5,083.31	5,276.72	5,485.99	5,758.78	5,817.95	6,080.63	6,201.86	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,238.23	2,346.15	2,435.41	2,532.00	2,657.90	2,685.21	2,806.44	2,862.40	
	Hourly	25.071806	26.046038	27.095178	27.977902	29.326814	30.442633	31.649962	33.223741	33.565084	35.080555	35.779980	
23M	Annual	52,149.36	54,175.76	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	69,105.38	72,447.90	75,686.83	77,210.99	1.6296
	Monthly	4,345.78	4,514.65	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,758.78	6,037.33	6,307.24	6,434.25	
	Bi-weekly	2,005.74	2,083.68	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,657.90	2,786.46	2,911.03	2,969.65	
	Hourly	25.071806	26.046038	27.095178	28.202625	29.326814	30.442633	31.649962	33.223741	34.830719	36.387901	37.120666	
25	Annual	55,180.26	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	73,140.77	76,795.20	80,311.23	81,921.84	1.7243
	Monthly	4,598.36	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,095.06	6,399.60	6,692.60	6,826.82	
	Bi-weekly	2,122.32	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,813.11	2,953.66	3,088.89	3,150.84	
	Hourly	26.528969	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	35.163832	36.920768	38.611169	39.385501	
25M	Annual	56,357.97	58,661.46	60,999.77	63,320.68	65,831.92	68,239.28	71,131.79	74,647.52	78,284.83	81,869.91	83,497.93	1.7611
	Monthly	4,696.50	4,888.46	5,083.31	5,276.72	5,485.99	5,686.61	5,927.65	6,220.63	6,523.74	6,822.49	6,958.16	
	Bi-weekly	2,167.61	2,256.21	2,346.15	2,435.41	2,532.00	2,624.59	2,735.84	2,871.06	3,010.95	3,148.84	3,211.46	
	Hourly	27.095178	28.202625	29.326814	30.442633	31.649962	32.807347	34.197975	35.888229	37.636936	39.360535	40.143237	
28M	Annual	63,320.68	65,831.92	68,239.28	71,131.79	73,954.93	76,847.14	79,964.79	83,844.38	87,983.64	91,949.98	93,803.16	1.9787
	Monthly	5,276.72	5,485.99	5,686.61	5,927.65	6,162.91	6,403.93	6,663.73	6,987.03	7,331.97	7,662.50	7,816.93	
	Bi-weekly	2,435.41	2,532.00	2,624.59	2,735.84	2,844.42	2,955.66	3,075.57	3,224.78	3,383.99	3,536.54	3,607.81	
	Hourly	30.442633	31.649962	32.807347	34.197975	35.555256	36.945740	38.444611	40.309798	42.299825	44.206720	45.097674	

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

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

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

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

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

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
00	Annual	34,206.25	35,176.22	36,180.71	37,306.49	38,570.67	39,835.14	41,134.14	42,969.91	44,788.57	46,814.97	47,733.01	1.0689
	Monthly	2,850.52	2,931.35	3,015.06	3,108.87	3,214.22	3,319.60	3,427.85	3,580.83	3,732.38	3,901.25	3,977.75	
	Bi-weekly	1,315.63	1,352.93	1,391.57	1,434.87	1,483.49	1,532.12	1,582.08	1,652.69	1,722.64	1,800.58	1,835.88	
	Hourly	16.445313	16.911644	17.394574	17.935814	18.543592	19.151510	19.776028	20.658612	21.532964	22.507195	22.948560	
01	Annual	37,652.93	39,263.55	40,960.92	42,692.82	44,494.06	46,382.07	48,321.71	50,365.53	52,513.21	54,903.17	56,011.53	1.1766
	Monthly	3,137.75	3,271.96	3,413.41	3,557.74	3,707.84	3,865.17	4,026.81	4,197.13	4,376.10	4,575.26	4,667.63	
	Bi-weekly	1,448.19	1,510.14	1,575.42	1,642.03	1,711.31	1,783.93	1,858.53	1,937.14	2,019.74	2,111.66	2,154.29	
	Hourly	18.102372	18.876705	19.692752	20.525393	21.391377	22.299074	23.231591	24.214195	25.246736	26.395753	26.928621	
02	Annual	39,523.22	41,255.42	43,056.67	44,961.79	46,918.84	48,979.77	51,092.92	53,344.49	55,717.32	58,194.04	59,371.75	1.2351
	Monthly	3,293.60	3,437.95	3,588.06	3,746.82	3,909.90	4,081.65	4,257.74	4,445.37	4,643.11	4,849.50	4,947.65	
	Bi-weekly	1,520.12	1,586.75	1,656.03	1,729.30	1,804.57	1,883.84	1,965.11	2,051.71	2,142.97	2,238.23	2,283.53	
	Hourly	19.001549	19.834338	20.700322	21.616244	22.557135	23.547966	24.563905	25.646388	26.787175	27.977902	28.544112	
03	Annual	41,549.62	43,420.22	45,290.81	47,334.63	49,430.08	51,664.52	53,916.08	56,323.44	58,800.15	61,467.50	62,697.16	1.2984
	Monthly	3,462.47	3,618.35	3,774.24	3,944.55	4,119.17	4,305.38	4,493.01	4,693.62	4,900.01	5,122.29	5,224.76	
	Bi-weekly	1,598.06	1,670.01	1,741.95	1,820.56	1,901.16	1,987.10	2,073.70	2,166.29	2,261.54	2,364.13	2,411.43	
	Hourly	19.975781	20.875107	21.774430	22.757033	23.764460	24.838713	25.921192	27.078577	28.269305	29.551683	30.142863	
04	Annual	43,887.95	45,845.00	47,905.92	50,053.61	52,339.99	54,678.01	57,120.20	59,700.78	62,437.17	65,225.80	66,559.32	1.3714
	Monthly	3,657.33	3,820.42	3,992.16	4,171.13	4,361.67	4,556.50	4,760.02	4,975.07	5,203.10	5,435.48	5,546.61	
	Bi-weekly	1,688.00	1,763.27	1,842.54	1,925.14	2,013.08	2,103.00	2,196.93	2,296.18	2,401.43	2,508.68	2,559.97	
	Hourly	21.099974	22.040864	23.031694	24.064233	25.163456	26.287504	27.461632	28.702299	30.017871	31.358558	31.999675	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	44,268.91	46,295.31	48,339.13	50,503.92	52,807.41	55,215.08	57,656.97	60,289.49	63,043.59	65,901.27	67,217.38	1.3834
	Monthly	3,689.08	3,857.94	4,028.26	4,208.66	4,400.62	4,601.26	4,804.75	5,024.12	5,253.63	5,491.77	5,601.45	
	Bi-weekly	1,702.65	1,780.59	1,859.20	1,942.46	2,031.05	2,123.66	2,217.58	2,318.83	2,424.75	2,534.66	2,585.28	
	Hourly	21.283129	22.257361	23.239964	24.280730	25.388177	26.545710	27.719696	28.985331	30.309420	31.683302	32.316049	
05	Annual	46,468.53	48,564.28	50,815.84	53,119.33	55,578.63	58,142.10	60,826.56	63,580.36	66,489.98	69,486.35	70,889.22	1.4521
	Monthly	3,872.38	4,047.02	4,234.65	4,426.61	4,631.55	4,845.18	5,068.88	5,298.36	5,540.83	5,790.53	5,907.44	
	Bi-weekly	1,787.25	1,867.86	1,954.46	2,043.05	2,137.64	2,236.23	2,339.48	2,445.40	2,557.31	2,672.55	2,726.51	
	Hourly	22.340641	23.348211	24.430692	25.538139	26.720494	27.952934	29.243537	30.567482	31.966335	33.406898	34.081355	
06	Annual	49,395.55	51,785.81	54,227.70	56,739.23	59,406.28	62,315.89	65,260.32	68,343.15	71,564.68	74,855.56	76,344.89	1.5436
	Monthly	4,116.30	4,315.48	4,518.98	4,728.27	4,950.52	5,192.99	5,438.36	5,695.26	5,963.72	6,237.96	6,362.07	
	Bi-weekly	1,899.83	1,991.76	2,085.68	2,182.28	2,284.86	2,396.76	2,510.01	2,628.58	2,752.49	2,879.06	2,936.34	
	Hourly	23.747861	24.897022	26.071007	27.278476	28.560709	29.959560	31.375154	32.857285	34.406098	35.988250	36.704275	
07	Annual	53,188.67	55,734.44	58,384.37	61,121.06	64,030.67	67,096.39	70,248.57	73,573.67	77,089.70	80,605.73	82,216.35	1.6621
	Monthly	4,432.39	4,644.54	4,865.36	5,093.42	5,335.89	5,591.37	5,854.05	6,131.14	6,424.14	6,717.14	6,851.36	
	Bi-weekly	2,045.72	2,143.63	2,245.55	2,350.81	2,462.72	2,580.63	2,701.87	2,829.76	2,964.99	3,100.22	3,162.17	
	Hourly	25.571478	26.795403	28.069409	29.385125	30.783977	32.257880	33.773352	35.371958	37.062357	38.752756	39.527091	
07F	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	79,826.09	83,428.59	85,108.85	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	6,652.18	6,952.38	7,092.40	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,070.23	3,208.79	3,273.42	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	38.377930	40.109898	40.917715	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	57,414.70	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	76,102.62	80,899.94	84,519.84	86,217.22	1.7942
	Monthly	4,784.56	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,341.89	6,741.66	7,043.32	7,184.77	
	Bi-weekly	2,208.26	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,927.02	3,111.54	3,250.76	3,316.05	
	Hourly	27.603222	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.587799	38.894200	40.634540	41.450584	
07R	Annual	59,683.37	62,038.80	64,429.05	67,113.51	69,763.44	72,500.13	75,253.94	78,960.30	82,857.29	86,650.12	88,399.42	1.8651
	Monthly	4,973.61	5,169.90	5,369.09	5,592.79	5,813.62	6,041.68	6,271.16	6,580.03	6,904.77	7,220.84	7,366.62	
	Bi-weekly	2,295.51	2,386.11	2,478.04	2,581.29	2,683.21	2,788.47	2,894.38	3,036.93	3,186.82	3,332.70	3,399.98	
	Hourly	28.693928	29.826344	30.975504	32.266109	33.540116	34.855832	36.179777	37.961681	39.835236	41.658710	42.499723	
08	Annual	57,414.70	60,099.15	62,991.36	65,970.62	69,139.91	72,430.78	75,877.47	79,445.13	83,238.26	86,996.56	88,728.45	1.7942
	Monthly	4,784.56	5,008.26	5,249.28	5,497.55	5,761.66	6,035.90	6,323.12	6,620.43	6,936.52	7,249.71	7,394.04	
	Bi-weekly	2,208.26	2,311.51	2,422.74	2,537.33	2,659.23	2,785.80	2,918.36	3,055.58	3,201.47	3,346.02	3,412.63	
	Hourly	27.603222	28.893823	30.284306	31.716642	33.240339	34.822491	36.479552	38.194776	40.018392	41.825269	42.657909	
09	Annual	62,368.13	65,329.67	68,412.50	71,668.55	75,063.30	78,648.38	82,337.64	86,303.68	90,408.42	94,530.56	96,435.68	1.9490
	Monthly	5,197.34	5,444.14	5,701.04	5,972.38	6,255.28	6,554.03	6,861.47	7,191.97	7,534.04	7,877.55	8,036.31	
	Bi-weekly	2,398.77	2,512.68	2,631.25	2,756.48	2,887.05	3,024.94	3,166.83	3,319.37	3,477.25	3,635.79	3,709.06	
	Hourly	29.984677	31.408496	32.890626	34.456035	36.088125	37.811723	39.585402	41.492152	43.465584	45.447386	46.363307	
10	Annual	67,979.60	71,253.07	74,647.52	78,180.96	81,904.43	85,784.32	89,906.17	94,132.19	98,618.19	103,069.07	105,147.70	2.1243
	Monthly	5,664.97	5,937.76	6,220.63	6,515.08	6,825.37	7,148.69	7,492.18	7,844.35	8,218.18	8,589.09	8,762.31	
	Bi-weekly	2,614.60	2,740.50	2,871.06	3,006.96	3,150.17	3,299.40	3,457.93	3,620.47	3,793.01	3,964.19	4,044.14	
	Hourly	32.682501	34.256283	35.888229	37.586999	39.377131	41.242460	43.224118	45.255860	47.412593	49.552437	50.551781	

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

Service Requirements for Salary Step Advancement For  
Salary Plan 98B

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

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

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















































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

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

Step Advancement		Service Requirements	
From	To	Full Time	Part Time

N / A for Principal Assistant

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

Report ID: RCHR093A  
As Of Date: 01/11/2020  
Salary Plan: 98D Non-rep/Principal Asst

PeopleSoft  
COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	Night Diff
25A	Annual	60,445.60	62,852.96	65,364.20	67,962.19	70,664.06	73,521.74	76,466.17	80,311.23	81,921.84	1.8889
	Monthly	5,037.13	5,237.75	5,447.02	5,663.52	5,888.67	6,126.81	6,372.18	6,692.60	6,826.82	
	Bi-weekly	2,324.83	2,417.42	2,514.01	2,613.93	2,717.85	2,827.76	2,941.01	3,088.89	3,150.84	
	Hourly	29.060382	30.217769	31.425095	32.674130	33.973106	35.346989	36.762582	38.611169	39.385501	