

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
50N1	Annual	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608
	Monthly	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384
	Hourly	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57
51N1	Annual	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504
	Monthly	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542
	Hourly	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63
52N1	Annual	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448
	Monthly	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704
	Hourly	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70
53N1	Annual	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500
	Monthly	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875
	Hourly	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77
54N1	Annual	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516
	Monthly	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043
	Hourly	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83
55N1	Annual	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628
	Monthly	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219
	Hourly	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90
56N1	Annual	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776
	Monthly	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398
	Hourly	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
57N1	Annual	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008
	Monthly	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584
	Hourly	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05
58N1	Annual	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300
	Monthly	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775
	Hourly	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13
59N1	Annual	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640
	Monthly	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970
	Hourly	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80
	Standby	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21
60N1	Annual	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040
	Monthly	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170
	Hourly	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95
	Standby	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29
61N1	Annual	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512
	Monthly	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376
	Hourly	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14
	Standby	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37
62N1	Annual	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008
	Monthly	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584
	Hourly	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33
	Standby	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45
63N1	Annual	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588
	Monthly	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799
	Hourly	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57
	Standby	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
64N1	Annual	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252
	Monthly	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021
	Hourly	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84
	Standby	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
65N1	Annual	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952
	Monthly	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246
	Hourly	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14
	Standby	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
66N1	Annual	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724
	Monthly	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477
	Hourly	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47
	Standby	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
67N1	Annual	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568
	Monthly	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714
	Hourly	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83
	Standby	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
68N1	Annual	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484
	Monthly	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957
	Hourly	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22
	Standby	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01
69N1	Annual	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472
	Monthly	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206
	Hourly	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66
	Standby	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
70N1	Annual	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544
	Monthly	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462
	Hourly	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13
	Standby	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
71N1	Annual	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676
	Monthly	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723
	Hourly	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63
	Standby	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31
72N1	Annual	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892
	Monthly	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991
	Hourly	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17
	Standby	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42
73N1	Annual	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192
	Monthly	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266
	Hourly	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75
	Standby	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53
74N1	Annual	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564
	Monthly	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547
	Hourly	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36
	Standby	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65
75N1	Annual	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032
	Monthly	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836
	Hourly	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02
	Standby	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76
76N1	Annual	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572
	Monthly	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131
	Hourly	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88
77N1	Annual	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208
	Monthly	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434
	Hourly	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
78N1	Annual	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940
	Monthly	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745
	Hourly	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13
79N1	Annual	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756
	Monthly	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063
	Hourly	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26
80N1	Annual	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680
	Monthly	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390
	Hourly	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39
81N1	Annual	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700
	Monthly	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725
	Hourly	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52
82N1	Annual	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816
	Monthly	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068
	Hourly	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66
83N1	Annual	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028
	Monthly	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419
	Hourly	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87
	Standby	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
84N1	Annual	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348
	Monthly	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779
	Hourly	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94
	Standby	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95
85N1	Annual	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788
	Monthly	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149
	Hourly	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06
	Standby	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09
86N1	Annual	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788	186336
	Monthly	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149	15528
	Hourly	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06	89.24
	Standby	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09	6.25

Standby rate is equal to 7% of the hourly rate

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