MEMORANDUM OF UNDERSTANDING

2016 – 2019

PROFESSIONAL UNIT



COUNTY OF SAN BERNARDINO

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

MEMORANDUM OF UNDERSTANDING 2016-2019

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2016 – 2019 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN BERNARDINO AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721, CONCERNING THE EMPLOYEES IN THE PROFESSIONAL UNIT

PREAMBLE

The parties to this Agreement affirm their mutual commitment to the goals of effective and efficient public service, high employee morale, sound and responsible management of County business, and amicable employer-employee relations. The parties acknowledge that productivity improvement can only be achieved as a by-product to valuing people.

The parties encourage the highest possible degree of friendly cooperative relationships between their respective representatives at all levels and with and between all employees.

RECOGNITION

Pursuant to the provisions of the Employee Relations Code of the County of San Bernardino and applicable State law, the Service Employees International Union, Local 721 (SEIU) was certified, on March 16, 2015, as the exclusive recognized employee organization for County employees in the Professional Unit.

The County hereby recognizes SEIU as the exclusive recognized employee organization for the Professional Unit. The Professional Unit is comprised of those classifications listed in the Appendix, and as may be modified consistent with the Employee Relations Code, subject to approval by the Board of Supervisors.

ACCESS TO PERSONNEL RECORDS

Employees currently employed by the County of San Bernardino, and/or their representatives if designated by the employee in writing, will be allowed to review the employee's personnel records during regular business hours at a time scheduled by the County.

Employees shall not have the right to inspect letters of reference and those matters exempted by law.

Information may be purged from the personnel records maintained by either the Department or Human Resources, subject to legal constraints, at the sole discretion of Human Resources. An employee or the appointing authority may request that such information be purged; however, such requests shall be subject to approval of Human Resources. An employee shall be notified of any purged information when the request to remove such information was made by the appointing authority.

Employees desiring to review such records shall make such request in writing at least twenty-four (24) hours in advance to their appointing authority or Human Resources as appropriate.

ACCESS TO WORK LOCATIONS

Section 1 – Access for the Investigation of Grievances/Discipline

SEIU non-employee labor relations representatives will be granted access to County facilities to investigate grievances as follows:

- (a) Access to a work area and/or non-work area during an employee's working hours shall be subject to reasonable advance notice from the labor relations representative of the general nature of the business, and prior approval from the County.
- (b) Access to a work area and/or non-work non-public area (e.g., break room, lunch room) during an employee's non-working hours (e.g., breaks, lunch) or a non-work non-public area during business hours shall be subject to reasonable advance notice from the labor relations representative of the general nature of the business to the County.
- (c) Access to a public non-work area (e.g., public lobby) during an employee's non-working time shall not require advance notice to the appointing authority or designated management representative if access to such public non-work area does not require passage through a non-work non-public area. If access to such public non-work area requires passage through a non-work non-public area, then reasonable advance notice from the labor relations representative to the appointing authority or designated management representative shall be required.
- (d) Access to a public area (e.g., library) during an employee's working hours shall be subject to reasonable advance notice from the labor relations representative of the general nature of the business, and prior approval from the County.
- (e) SEIU non-employee labor relations representatives granted access to work locations shall limit such visits to a reasonable period of time, taking into consideration the nature of the grievance or appeal.

Section 2 – Access for Other Matters

SEIU non-employee labor relations representatives may be granted access to work locations subject to reasonable advance notice from the labor relations representative of the general nature of the business, and prior approval from the County. SEIU understands that certain work locations may require a county representative to accompany the labor relations representative during such visit.

The County may deny access or terminate access to work locations if, in its judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of County operations, but shall work with SEIU to establish alternative arrangements.

SEIU agrees that its representatives will not interfere with operations of departments or any facility thereof. SEIU, shall give the Human Resources Director a written list of all authorized representatives, which list shall be kept current by SEIU.

ACCIDENTAL DEATH AND DISMEMBERMENT

Any employee may purchase the Accidental Death and Dismemberment Insurance coverage selected and offered by the County for themselves and/or dependents through payroll deduction.

AUTHORIZED EMPLOYEE REPRESENTATIVES

Section 1 – Authorized Employee Representatives

SEIU may designate employees as authorized employee representatives or alternates to represent employees in the processing of grievances or during disciplinary proceedings subject to the following rules and procedures:

- (a) SEIU may designate at least one (1) authorized employee representative in each work location for which the County maintains a work force. SEIU shall be entitled to designate up to two (2) alternates for each authorized employee representative, provided that the alternate shall be located at the same major geographic location as the designated representative.
- (b) If there is no employee representative or alternate at the work location, representation may be provided by an employee representative from another location.
- (c) SEIU will designate only employees who have obtained regular status.
- (d) SEIU shall file with the affected Department Head and Human Resources Director a written list of all employees designated as authorized employee representatives and alternates, such list to be kept current by SEIU.
- (e) Time spent by authorized employee representatives or alternates during their regularly scheduled work hours in representing an employee shall only be compensated by the County at such representative's or alternate's base rate of pay.
- (f) Grievants shall only be compensated for attendance at hearings and meetings conducted during their regularly scheduled working hours. Such compensation shall be at the employee's base hourly rate.
- (g) Except as provided below, County vehicles, equipment, and supplies may not be used in implementing the provisions of this Article if such use would unduly interfere with the efficiency, safety, or security of the County operations and result in costs to the County.
- (h) Limited, occasional or incidental use of the County e-mail system may occur, as long as such use is consistent with the County e-mail policy and any message sent is not disruptive or detrimental to County operations. Such use shall be limited to brief communications to SEIU related to individual grievances, disciplinary matters, or Union business. For those authorized employee representatives or alternates who are assigned a County vehicle, limited use of County vehicles may be permitted subject to prior approval from the Department.

Section 2 – Handling of Grievances and Disciplinary Proceedings

- (a) At the request of an employee, an authorized employee representative or alternate may investigate a formal grievance and represent the employee at the resulting proceedings or represent the employee during disciplinary proceedings.
- (b) Prior to participating in a grievance or disciplinary proceeding, the authorized employee representative or alternate shall first obtain authorization from their immediate supervisor. The immediate supervisor may deny such requests if it is deemed that such a request would interfere with the efficiency, safety, or security of County operations. If the request is denied, the immediate supervisor will establish an alternate time convenient to the County and employees when the authorized employee representative or alternate and affected employee can reasonably expect to be released from their work assignment.
- (c) Employees must use the authorized employee representative or alternate assigned to their work location and representation unit, except as provided in Section 1(b) above.

Section 3 – Steward Council Committee

Up to nine (9) authorized employee representatives or alternates will be permitted to attend Steward Council Committee meetings on County time; provided, however, that no such employee shall be released for more than two (2) hours per month. In January of each year of this Agreement, representatives of SEIU and the County will review the maximum number of attendees in this Section.

Monthly, SEIU shall notify the County of the employee representatives who attended the previous Employee Representative Committee meeting.

CLASSIFICATION

Section 1 – Purpose

Classification review is a management tool to ensure the accurate reflection of tasks and duties involved in each County position for the purpose of recruitment, compensation, and organizational structuring. The County shall notify SEIU in writing of all classification and salary changes to classifications allocated to this Unit within two (2) working days after such changes have been approved by the Board of Supervisors. Whenever positions are subject to any change as a result of a classification review, such change will be determined by the County, subject to the classification appeal procedure. New and revised classification specifications shall be furnished to SEIU in a timely manner.

Section 2 – Implementation of Classification Study Results

(a) Upgradings

An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such reclassification, pursuant to the Personnel Rules, such employee's step placement in the new salary range shall be governed by the Article on "Promotions."

(b) <u>Downgradings</u>

A downgrading is the reclassification of a position from one classification to another classification having a lower base salary range. When a position is downgraded, the incumbent employee may continue at the same salary rate payment where the salary rate is within the new base salary range. Where an incumbent receives a salary rate payment greater than the maximum of the new base salary range, the Director of Human Resources may authorize continuation of the same salary rate payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary rate increases until the salary range maximum of the new classification exceeds the "X" step. In accordance with San Bernardino County Personnel Rule 3, Section 3.6(b), upon request, an employee with regular status occupying a position which has been downgraded shall be placed on an eligibility list for any classification equivalent to his/her former classification for a period of two (2) years. Equivalent classification is hereby defined as one requiring all of the following: (1) the same kind and amount of experience; (2) the same degree of skills, knowledge, and abilities; and (3) a salary level no higher than the employee's former classification.

(c) Salary Rate (Equity) Adjustment

A salary rate (equity) adjustment is a change in the salary range assignment of an existing classification as a result of a compensation study. Step placement for incumbent employees whose classification is assigned to a higher base salary range shall be determined as follows:

The employee shall be placed on the step in the new range that is approximately a five percent (5%) salary increase, not to exceed the maximum step of the new range. The employee shall be eligible to advance to the next step, if applicable, upon completion of 2,080 service hours at the new range and step, in accordance with the requirements of the Merit Advancements Article. Subsequent step advances shall be administered in accordance with the Salary Rates and Step Advancements and Merit Advancements Articles of this Agreement.

Section 3 – Classification Appeals

In accordance with Personnel Rule 3, Section 3.5, appeals of recommended allocations may be filed by incumbents in positions included in a classification study or by their representative. The burden of proof on any classification appeal rests with the appellant to establish why the recommended allocation is not appropriate. The content of and decision on classification appeals shall be restricted to consideration of the recommended and the requested classification. All classification appeals shall be limited to a discussion of duties and responsibilities performed at the time the position was studied.

Classification appeals are heard by a mediator with classification expertise. The decision of the mediator shall be advisory. If the decision of the mediator has an economic impact, the decision of the mediator shall be in the form of a recommendation to the Board of Supervisors for final action. The mediator shall follow the appeal procedure established by the County and SEIU, and provide written justification to the aforementioned parties on classification appeal recommendations. An employee/appellant not represented by SEIU shall be obligated to pay half the total cost for the mediator. Any decisions awarded in those cases where SEIU does not represent the appellant shall be limited to that singular case and the decision may not be cited as precedent by the County, SEIU or any other appellant representative in subsequent proceedings.

<u>Step 1</u> – At the conclusion of the classification study, Human Resources will make a written recommendation to the appointing authority, unless the mediator's recommendation would have an economic impact. In such cases, the Board of Supervisors would take final action.

<u>Step 2</u> – The appointing authority will notify position incumbent(s) of study results and the timeframes for filing an appeal.

Step 3

- (a) Employees may file a classification appeal individually or in groups provided that all positions represented were allocated to the same class and appealed to the same class. The appeal form should thoroughly explain why the incumbent believes that the allocation is not appropriate and why the requested class is more appropriate. Appeals must be based on the duties performed at the time the position was studied. Changes subsequent to the study will be considered under Personnel Rule 3, Section 3.4(c) upon withdrawal of the appeal.
- (b) An appeal to a non-existent class must clearly show that no existing classification describes the duties and functional responsibilities of the position.
- (c) Disagreements on title of a class, or on the format and wording of class specifications, are not bases for an appeal. Requests for revisions will be presented in writing to Human Resources for review.
- (d) Revisions to a class specification may be appealed to the mediator in cases where it is alleged that a class specification was so significantly revised as to change the grade determinants of a class.
- (e) Disagreements on salary matters for new classifications are excluded from this procedure and will be considered in the context of the meet and confer process. The salary of a classification for which a technical title change has been approved by the Board of Supervisors is not appealable. No salary action can be taken on an existing classification to the meet and confer process that would have the effect of reopening this Agreement. Salaries for new classes will be set by management, unless changes are made by an appeal and recommended by the meet and confer process.
- (f) Disagreements on representation unit designations are excluded from this procedure.

<u>Step 4</u> – The position incumbent completes the Classification Appeal Form and files it within fifteen (15) working days of Board of Supervisors' approval; or within fifteen (15) working days from the appointing authority's notification to the employee.

Step 5

- (a) The appeal will be reviewed by Human Resources for changes in job duties or other substantial changes to the position description on which the allocation was based.
- (b) Human Resources staff will respond in writing to the Appeal within fifteen (15) working days. Copies of the response will be sent to all involved parties.

<u>Step 6</u> – A mandatory prehearing conference will be scheduled within a twenty (20) workday period from the date of Human Resources' response. Appellants, exclusive employee organization staff representatives, and Human Resources staff will meet and attempt to reach a settlement. At the request of parties involved, additional personnel may attend to offer clarification of job duties performed by the appellant(s). If no resolution is reached at this conference, the appellant(s) and Human Resources will stipulate the issue(s) in dispute.

<u>Step 7</u> – Following the prehearing conference, Human Resources staff and the appellant/appellant's representative will consider the information exchanged. Human Resources may revise its allocation recommendation, and appellant(s) may withdraw appeals.

<u>Step 8</u> – Any additional supporting documentation must be filed with the mediator by both appellant(s) and Human Resources staff fifteen (15) workdays subsequent to the prehearing conference. Lists of witnesses and all written materials/exhibits that are to be discussed at the hearing must be included in this final brief. All parties will receive copies of these briefs.

<u>Step 9</u> – All of the aforementioned timeframes may be lengthened or shortened upon the joint concurrence of Human Resources and the employee organization involved.

<u>Step 10</u> – Appeals which have not been resolved through the preceding steps will be forwarded to the mediator.

<u>Step 11</u> – Appeals presentations will be limited to the incumbent employees or spokespersons elected from the group of appellants, exclusive recognized employee organization staff representatives, and members of Human Resources staff. Witnesses may be heard for the purpose of clarifying technical aspects of job duties.

- (a) Prior to the appeal hearing, the mediator will have reviewed copies of the appeal documentation submitted by both parties.
- (b) Appellants will present arguments first. The burden of proof is with the appellant why the recommended classification allocation is not an appropriate recommendation. Twenty (20) minutes will be allowed for presentation. Time not taken for presentation will be forfeited. Arguments should be centered around why the classification allocation was not appropriate and what classification would be the most appropriate.
- (c) Human Resources staff will present arguments. Twenty (20) minutes will be allowed for presentation of this argument. Time not taken will be forfeited.
- (d) The mediator will have twenty (20) minutes for questions.

<u>Step 12</u>

- (a) Decisions of the mediator will be limited to the class recommended by Human Resources or the class requested by the appellant on the Classification Appeal Form.
- (b) A written decision shall be given within thirty (30) days of the hearing, indicating the basis for the decision.

<u>Step 13</u> – Following the appeal hearing, the mediator shall forward the written recommendations to Human Resources and the SEIU. Both parties will be allowed a two (2) week review period prior to submission of the decision to the Board of Supervisors.

<u>Step 14</u> – Parties will agree to support the recommendations of the mediator unless there is a failure to act in good faith in implementing the spirit and intent of these procedures.

<u>Step 15</u> – This procedure shall remain in effect until it is changed through the meet and confer process. Requests for changes to the procedure may be presented at any time.

COUNTY ISSUED IDENTIFICATION/ACCESS CARDS AND EQUIPMENT

- (a) <u>Identification/Access Cards</u>: The County will provide identification/access cards to all employees. . Employees shall carry and display such cards at all times while engaged in County business and in connection with such business shall produce cards for inspection to any County official.
- (b) <u>Equipment</u>: The County may issue bargaining unit employees County-owned equipment (e.g., computers, cell phones, etc.) to assist employees in the performance of their duties.
- (c) <u>Replacement of Identification/Access Cards and Equipment</u>: County issued identification /access cards and equipment will be replaced without charge if damaged due to normal wear and tear while used in the course of duty. In the event an employee identification/access card or County-issued equipment is lost, stolen or destroyed, for reasons such as negligence or lack of proper care by the employee, an employee may be charged the reasonable cost of replacing said card(s) and equipment, and may be subject to appropriate disciplinary action.
- (d) <u>Separation</u>: Employees shall surrender County-issued identification/access cards and equipment upon separation from County Department(s) and/or upon separation from County employment.

COUNTY MANAGEMENT RIGHTS

Nothing in this agreement shall be deemed to limit or restrict the County in any way in the exercise of the customary functions of management. All management rights and functions shall remain vested exclusively with the County except those which are clearly and expressly limited or relinquished in this Agreement. It is recognized merely by way of illustration that such management rights, functions, and discretion include but are not limited to:

- (a) The right to determine the mission and organizational structure of each of its agencies, departments, institutions, boards, and commissions.
- (b) The right to determine all policy matters.
- (c) The right of full and exclusive control of the management of the County; supervision of all operations including making changes as the County deems necessary by it for efficient and economical operations; determination of the methods, processes, and means of performing any and all work; and composition, assignment, direction, location, and determination of the size and mission of the work force.
- (d) The right to determine the work to be done by the employees, including establishment of levels of service and staffing patterns.
- (e) The right to place employees on paid or unpaid administrative leave as appropriate during the pendency of an investigation.
- (f) The right to determine the nature, extent, type, quality, and level of service.

- (g) The right to establish and allocate budgets and resources.
- (h) The right to change or introduce new or improved operations, methods, means or facilities; to reorganize operations; establish, modify, consolidate, expand, or discontinue programs, services and classifications/jobs/duties; or to sub-contract or contract for work to be done; provided, however, that the parties shall meet and confer over the impacts of any contract proposed to be awarded which would contract for services currently being provided exclusively by Unit employees.
- (i) The right to determine, change, maintain, reduce or alter the technology, equipment, tools, or materials used.
- (j) The right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce qualification and performance standards, and promote employees; to establish, revise, interpret, and enforce work rules, policies, and procedures; to schedule work time and time off; to establish the number of hours to be worked, and length of the normal workday; to require overtime and determine the necessity for overtime; to transfer, assign, reassign, and lay off employees; to suspend, reduce in step, demote, discharge or otherwise discipline employees for cause; and to otherwise maintain orderly, effective, and efficient operations.
- (k) The right to determine whether and where an emergency exists and the right to take immediate and unilateral actions as the County deems necessary in an emergency.
- (I) The right to restrict the activities of employee organizations on County property and/or County time.
- (m) The right to take all steps to carry out or protect any County service, operation, function, equipment, facility, or employee or member of the public during any work stoppage, strike, work slowdown, or other job action against the County by its employees, or during any emergency.
- (n) The right to determine, and/or change, productivity, performance, programs, and standards, including, but in no way limited to, the quality and quantity of work to be performed by employees.

This Article neither establishes nor grants any rights or benefits to the Union or employees covered by this Agreement, and the County shall be free to exercise its rights under this provision without negotiation with or challenge from the Union or employees except where it can be demonstrated that such exercise is contrary to a specific limitation placed upon the County in this MOU.

The County's failure to exercise any management right reserved to it or the exercise of any such management right in a particular manner, shall not be considered a waiver of the County's ability to exercise such management rights.

DEFERRED COMPENSATION

Participation

All bargaining unit employees shall be eligible to participate in the County's 457(b) Deferred Compensation Plan.

County Match

Employees who have completed one (1) year of continuous service in a regular position shall be eligible for a County match to their 457(b) Deferred Compensation Plan. The bi-weekly contribution of employees who contribute to the County's Section 457(b) Deferred Compensation Plan will be matched by a County contribution on the basis of one-half times (1/2 x) the employee's contribution up to one-half percent (1/2%)of the employee's base bi-weekly salary. For example, an employee who contributes \$10.00 per pay period shall receive a County contribution of \$5.00 per pay period, provided that \$5.00 does not exceed one-half percent (1/2%) of the employee's base bi-weekly salary.

County contributions to the Plan will be deposited in the County's 401(a) Defined Contribution Plan and shall not be considered earnable compensation.

DEFINITIONS

Listed below are definitions of terms commonly used in this Agreement.

<u>Appointing Authority</u> – Refers to the department head of the employee's department. It includes any person who is designated as acting department head, employees acting for the department head during absence, and/or employees delegated all authority to act on behalf of the appointing authority on a regular basis.

<u>Base Rate of Pay or Base Hourly Rate</u> – Refers to the employee's base hourly wage, excluding differentials and other pay above the base hourly wage (See Appendix C).

<u>Base Bi-weekly Salary</u> – Refers to the employee's base hourly rate, excluding any differentials or other pay above the base hourly rate multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay period.

Calendar Year - Refers to pay period 1 through 26 consecutively (or 27 when applicable).

<u>County Service or Continuous Service</u> – Refers to the total length of service from an employee's beginning (hire) date in a regular position with no separation from County employment.

Date of Hire or Hire Date - Refers to the effective date of the most recent date of hire in a regular position.

<u>Director of Human Resources</u> – Refers to the incumbent in the Director of Human Resources' position. It also includes any person who has been designated as acting Director of Human Resources, employees acting for the Director during absence, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

Fiscal Year – Refers to pay period 15 of one year through pay period 14 of the following year.

<u>Paid Hours</u> – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, or compensatory time. It does not include unpaid hours or disability payments such as Short Term Disability or workers compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

<u>Regular Position</u> – Refers to a position authorized by the Board of Supervisors, that may be budgeted at either full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

<u>Regular Status</u> – Refers to an employee's status upon the completion of a required probationary period in a regular classified position in the employee's current or prior position as applicable.

Service Date – Refers to the first day of the pay period in which the employee begins work.

<u>Service Hours</u> – Refers to paid hours in a regular County position from an employee's most recent date of hire and during an employee's regular tour of duty, up to 80 hours per pay period. Time without pay, disability payments, Medical Emergency Leave, and overtime hours do not count as service hours.

<u>Working Days</u> – Refers to the days that the County is normally open to conduct business, i.e., Monday through Friday, excluding County holidays.

DEMOTIONS

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower.

A promoted employee who returns to his/her former classification during the probationary period shall be placed on the same step within the base salary range for the former classification that the employee was on at time of promotion. No credit shall be granted for hours worked at the promoted level for the purposes of his/her next step advance due date.

A probationary employee who voluntarily demotes to a different classification from which the employee was promoted shall be retained at the same salary rate, provided that the salary rate does not exceed the top step of the lower classification. If the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee with regular status who voluntarily demotes to a lower classification shall be retained at the same salary rate, provided that the salary rate does not exceed the top step of the lower classification. If the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee who demotes to a trainee classification for which the journey level classification is higher than the classification he/she demoted from, shall retain the same salary rate. Such an employee will be placed on the "X" step if necessary, and the employee shall receive no future salary rate increases until the employee has promoted to the journey level classification and the salary rate of that classification exceeds the "X" step.

An employee who demotes to a trainee classification for which the journey level classification is lower than the classification he/she demoted from shall retain the same salary rate, provided that the salary rate does not exceed the top step of the journey level classification. If the salary rate is higher than the top step of the journey level classification. If the salary rate is higher than the top step of the lower journey level classification. For example, an employee in the Public Health Epidemiologist classification is at top step of the range for that classification (currently range 56). The employee demotes to the Public Health Microbiologist I classification, which is a trainee classification currently on range 50. The journey level classification for the Public Health Microbiologist I classification exceeds the top step of the journey level classification is the Public Health Microbiologist I classification exceeds the top step of the journey level classification to the Public Health Epidemiologist classification exceeds the top step of the journey level classification to which she is demoting (i.e., the Public Health Microbiologist II classification), the employee shall be placed at the top step of the range 54 (i.e. the base salary range of the lower Public Health Microbiologist II journey level classification).

An employee whose position is downgraded as a result of a classification study shall be retained at the same salary rate, provided that the salary rate does not exceed the top step of the new lower classification. If the salary rate is higher than the top step of the new lower classification, the employee shall be placed at the top step of the base salary range of the new lower classification.

An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which demoted as provided in the Order of Demotion.

If the employee held prior regular status in the demoted to classification, the employee shall resume said status. If the employee did not have prior regular status in the classification, the employee shall be required to serve a probationary period, unless waived by the Director of Human Resources.

DEPENDENT CARE ASSISTANCE PLAN AND FLEXIBLE SPENDING ACCOUNT

The purpose of this Section 125 Dependent Care Assistance Plan (DCAP) and Section 125 Medical Expense Reimbursement Flexible Spending Account (FSA) is to permit eligible employees to make an

election to pay for qualifying medical care and/or dependent care expenses in accordance with the Internal Revenue Code (IRC) and regulations issued pursuant thereto. DCAP and FSA shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

DCAP and FSA will be administered by the County Human Resources Department, Employee Benefits and Services, consistent with said IRC Sections and the County's Plan Documents.

- (a) To be eligible for these benefits, an employee must be in a regular position.
- (b) Enrollment in each Plan is required every Plan year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status event.
- (c) Eligible employees may contribute on a pre-tax basis, to the DCAP and/or FSA, each bi-weekly pay period, an amount not to exceed the established annual maximum pursuant to the IRC. An employee election to participate in the Plan(s) shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes to elections or discontinuation of contributions be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Plan Documents.
- (d) Any unused amounts remaining in an employee's account at the end of the Plan year must be forfeited except as permitted by the IRC and the County's Plan Documents. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

DIFFERENTIALS

Section 1 – Bilingual Compensation

Employees who, with the approval of their appointing authority, are required to perform bilingual translation before an officially convened court, appeals board, commission, or hearing body, in addition to their regular duties, shall be entitled to a bilingual per diem differential. Such differential shall apply regardless of the total time required per day for such translation. Such differential shall be twelve dollars (\$12.00) per day and shall only be paid upon certification by the employee's appointing authority or presiding official that such translation was performed.

Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at fifty dollars (\$50.00) per pay period, written skill level at fifty-five dollars (\$55.00) per pay period, and technical skill level at sixty dollars (\$60.00) per pay period.

Section 2 – Clinical Therapists Detention Facilities Differential

Clinical Therapists regularly assigned to detention facilities shall be paid a differential of one dollar (\$1.00) per hour over and above their base hourly rate for all hours actually worked, not to exceed eighty (80) hours per pay period.

Section 3 – Inpatient Assignment Compensation

Employees in the following classifications with a continuous, full-time assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation:

Clinical Therapist I, II, Prelicensed Mental Health Clinicians I - IV (MC) Occupational Therapists I, II, Pre-Registered Psychiatrist

The appointing authority shall designate those positions eligible to receive inpatient assignment compensation of one dollar (\$1.00) per hour over and above their base hourly rate for all hours actually worked, not to exceed eighty (80) hours per pay period.

Section 4 – Laboratory Technologist Night Standby Duty Pay

The following rates of pay and working conditions have been established for the Laboratory Technologists on night standby duty.

- (a) The hours included on night standby duty shall be from 11:30 p.m. to 7:30 a.m., seven (7) days each week.
- (b) The first Laboratory Technologist must be in residence at the Arrowhead Regional Medical Center, in a room assigned to the Laboratory, during the hours of standby duty. This Laboratory Technologist shall be paid ten dollars (\$10.00) per call.
- (c) A second Laboratory Technologist may be designated for night standby duty at the Technologist's normal place of residence. This second Laboratory Technologist shall be paid sixteen dollars (\$16.00) for standby duty, if not called. If called, this Laboratory Technologist shall be paid thirty-two dollars (\$32.00) which shall include the first call and ten dollars (\$10.00) for each subsequent call.
- (d) The provisions for night standby duty pay shall not apply to any Laboratory Technologist assigned to work the 11:30 p.m. to 7:30 a.m. shift.

Classifications eligible for this provision shall include: Laboratory Technologist I, Laboratory Technologist II, Laboratory Technologist III.

Section 5 – Shift Differentials

Unless otherwise provided in the Memorandum of Understanding, shift differential compensation shall not be included in the base rate of pay when computing overtime, or call-back pay. Such differential will be included in computing overtime for employees who are not exempt under the Fair Labor Standards Act.

Employees shall be eligible to receive shift differential compensation when the majority of hours worked are covered by a shift differential. Where the hours worked overlap more than one shift differential, the employee will receive the applicable shift differential based on the majority of shift worked, for the total number of hours worked during that shift.

Overtime worked is in addition to an employee's assigned schedule and is compensated separately in accordance with the overtime provisions of this Memorandum of Understanding.

(a) Evening and Night Shift Differentials

The purpose of this provision to compensate employees, who are required as part of their assigned schedule to work evening or night shifts, over and above the established base rates of pay when working the evening or night shift. Employees assigned to a continuous or rotating evening or night shift schedule shall be eligible for shift differential compensation. Further, employees who provide relief work for other

employees assigned to continuous or rotating evening or night shift schedule shall receive shift differential compensation for all hours actually worked while providing relief work with prior approval of the appointing authority.

- Evening Shift- Employees who work an assigned shift where the majority of hours, including mealtime and at least four (4) hours, are worked between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar (\$1.00) per hour over and above their base hourly rate. Effective July 23, 2016, the evening shift differential shall be increased to one dollar and twenty cents (\$1.20).
- (ii) Night Shift- Employees who work an assigned shift where the majority of hours, including mealtime and at least four (4) hours, are worked between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and thirty cents (\$1.30) per hour over and above their base hourly rate. Effective July 23, 2016, the night shift differential shall be increased to one dollar and seventy cents (\$1.70).
- (iii) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e.,5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.
- (iv) When hours worked overlap more than one shift differential, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30 minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., 8 Hours).
- (v) Employees who are assigned to a continuous evening or night shift shall receive such differential in addition to base pay when computing paid leave compensation.
- (vi) Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(b) Child Abuse Hotline Weekend Day Shift Differential

Employees in the Child Abuse Hotline (CAHL), Department of Children's Services, who work on a weekend day as part of their assigned schedule, shall receive a weekend day shift differential of one dollar (\$1.00) per hour over and above their base hourly rate for all hours actually worked during that shift. Effective July 23, 2016, the CAHL Differential shall be increased to one dollar and fifty cents (\$1.50).

"Weekend day" for purposes of this provision is Saturday and Sunday between 8:00 a.m. and 6:00 p.m. The purpose of this provision is to provide a differential for "weekend day" hours that are not covered by another shift differential. In no event shall an employee receive the Weekend Day Shift differential and another shift differential for the same shift.

As provided above, employees shall receive the applicable shift differential amount based on the majority of shift worked, for the total number of hours worked during that shift. For example, an

employee is assigned to work Saturday from 11:30 a.m. to 10:00 p.m. (i.e., a 10 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 6.5 hours less the 30 minute meal period) are worked during the period of time covered by the Weekend Day Shift differential, the employee would receive the Weekend Day Shift differential (i.e., CAHL) for all hours actually worked during that shift (i.e., 10 hours).

(c) Medical Support Shift Differentials

- (i) Employees designated in this paragraph assigned to hospital, mental, or correctional institutions who work an assigned shift where the majority of hours, including meal time and at least four (4) hours, are worked between 6:00 p.m. and 12:00 a.m. (midnight), shall receive two dollars (\$2.00) per hour over and above their base hourly rate.
- (ii) Those eligible employees who work an assigned shift, where the majority of hours, including meal time, and at least four (4) hours, are worked between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive two dollars and eighty-five cents (\$2.85) per hour over and above their base hourly rate. Effective July 23, 2016, the differential shall be increased to three dollars and thirty five cents (\$3.35).
- (iii) Employees in the following classifications shall be eligible for this differential:

Clinical Therapist I, II, Prelicensed Dieticians Laboratory Technologists I, II, III Respiratory Care Practitioner III

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

- (iv) When hours worked overlap more than one shift differential, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 7:00 p.m. to 3:30 a.m. (i.e., an 8 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 4.5 hours less the 30 minute meal period) are worked during the period of time covered by the Evening Shift differential, the employee would receive the Evening Shift differential (i.e., REG2) for all hours during that shift (i.e., 8 hours).
- (v) Employees who are assigned to a continuous evening or night shift shall receive such differential in addition to base pay when computing paid leave compensation.
- (vii) Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(d) Medical Support Weekend Differential

Employees designated in this paragraph assigned to hospital, mental, or correctional institutions, who work on a scheduled weekend day off, shall be paid an additional three dollars (\$3.00) per hour over and above their base hourly rate for all hours actually worked. "Weekend" for purposes of this

provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend that the employee was regularly scheduled to work. Employees in the following classifications shall be eligible for this differential:

Clinical Therapist I, II, Prelicensed Dieticians Laboratory Technologist I, II, and III

Employees who receive this differential are not eligible to receive other shift differentials (e.g., Evening and Night Shift differentials) for hours worked during the weekend shift.

(e) After Hours Response Center Shift Differential

- (1) The County and SEIU shall meet and confer to establish the terms and conditions of the After Hours Response Center (ARC), including the applicable ARC evening and night shift hours.
- (2) The purpose of this provision is to compensate employees, who are required as part of their assigned schedule to work evening or night shifts in the After Hours Response Center (ARC), over and above the established base rates of pay when working the evening or night shift in the ARC. Further, employees who provide relief work for other employees assigned to continuous or rotating evening or night shift schedule shall receive shift differential compensation for all hours actually worked while providing relief work with prior approval of the appointing authority.
 - (i) ARC Evening Shift The established evening shifts are initially as follows: Monday through Thursday 2:00 p.m. to 12:30 a.m.; Friday 11:00 a.m. to 11:00 p.m.; and Saturday and Sunday 10:00 a.m. to 10:00 p.m. Employees who work an assigned evening shift where the majority of hours, including mealtime and at least four (4) hours, are worked between an established evening shift, shall receive one dollar and twenty-five cents (\$1.25) per hour over and above their base hourly rate.
 - (ii) ARC Night Shift The established night shifts are initially as follows: Monday through Thursday 10:00 p.m. to 8:30 a.m.; Friday through Sunday 10:00 p.m. to 10:00 a.m. Employees who work an assigned night shift where the majority of hours, including mealtime and at least four (4) hours, are worked between an established night shift, shall receive one dollar and seventy-five cents (\$1.75) per hour over and above their base hourly rate.
 - (iii) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work Thursday from 8:00 a.m. to 5:30 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e.,5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.
 - (iv) In no event shall an employee receive the After Hours Response Center Differential and another shift differential for the same hours.
- (3) One-Time ARC Volunteer Incentive: The County shall provide a one-time incentive of \$500 to Social Service Practitioners who prior to Board approval of the MOU volunteered and were designated by CFS as part of their regularly assigned schedule to work evening or night shifts in the ARC, or who within one year following Board approval of the MOU volunteer and are designated by CFS as part of their regularly assigned schedule to work evening or night shifts in the ARC, to assist in the initial staff-up of the Center. The ARC volunteer incentive shall be paid the first pay period following Board approval of the MOU, or the first pay period following an employee volunteering and being designated by CFS as part of their regularly assigned schedule to work evening or night shifts in the ARC.

This one-time incentive shall sunset one year following Board approval of this Agreement.

Section 6 – Longevity Pay Differential

Effective December 10, 2016, the County shall establish a Longevity Pay Differential above the base rate of pay, as indicated below. Total completed service shall be based on total hours of completed continuous service with the County; provided however, that employees in Unit on the date of Board approval of the MOU who had previously separated County service for 180 days or less but who have completed a total of at least fifteen (15) or more years of combined service as of December 10, 2016 shall be eligible to receive the differential.

The Longevity Pay Differential shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
31,200 (15 years)	2.00%

For purposes of the longevity pay differential only, a year of completed County service is defined as 2,080 service hours with the County.

Section 7 – Board Certified Psychiatrist Differential

Effective the pay period following Board approval of the MOU, the County shall establish a differential for Psychiatrists who are certified as a Diplomate by the American Board of Psychiatry and Neurology. Psychiatrists in the Unit who are certified as a Diplomate by the American Board of Psychiatry and Neurology shall receive a five percent (5.00%) differential above the employee's base rate of pay. The differential shall be paid for all hours actually worked up to eighty (80) hours per pay period.

Section 8 – Psychiatrist Detention Center Differential

Psychiatrists regularly assigned to work in a designated Correctional Mental Health Services facility are eligible to receive an assignment differential of five dollars (\$5.00) per hour for all hours actually worked while assigned this duty.

DIRECT DEPOSIT (ELECTRONIC FUND TRANSFER)

All employees must make and maintain arrangements for the direct deposit of paychecks and expense reimbursements into the financial institution of their choice via electronic fund transfer. Employees who do not attempt to make such arrangements by the end of the 4th pay period after their date of hire shall be subject to disciplinary action, including termination.

In cases where an employee is unable to make arrangements for electronic fund transfer, the County, at its discretion, may allow an exception to this Article. If an exception is granted, such employees shall receive paychecks and/or expense reimbursements via pay card. Any exceptions granted may be reviewed periodically for continuation, subject to the approval of the County.

DISASTER SERVICE WORKERS AND ASSIGNMENTS DURING EMERGENCIES

Section 1 - Disasters

All employees covered by this Agreement are public employees, and, as such, are to serve as disaster service workers subject to such service activities as may be assigned to them by their superiors or by law, pursuant to Government Code Section 3100 et seq.

Section 2 – Emergencies

In cases of emergency, management shall have the right to make temporary assignments to different or additional locations, shifts, or work duties for the purpose of meeting such emergency. However, an emergency assignment shall not extend beyond the period of such emergency. Emergencies shall be defined as an unforeseen combination of circumstances beyond the control of the County which call for immediate action, to include such things as acts of God or situations which threaten to impair operations materially.

DISPUTE RESOLUTION

The County or SEIU, prior to filing a lawsuit, an unfair labor practice, or any action involving an administrative or judicial body (other than the Civil Service Commission or the Equal Employment Opportunity Commission) shall initiate a meeting with the other party to attempt to resolve the matter in question with the intent of reaching a mutually acceptable solution.

DUAL APPOINTMENTS

The appointment of two (2) full-time employees to the same budgeted regular position may be authorized by the Director of Human Resources to facilitate training, to make assignments to a position which is vacant due to extended authorized leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees except regular status, unless the most recently appointed dual appointee has regular status in the classification. The most recently appointed employee shall be notified in writing by the appointing authority of the benefits to which that employee is entitled. Upon return of the initial appointee or completion of the training period or emergency, the following procedure shall apply. If the most recently appointed dual appointee has regular status in the same classification, he/she shall be placed in a vacant position in the same classification in the department. If no position is available, the employee shall be laid off; provided, however, that the initial appointee shall be excluded from the order of layoff. If the most recently appointed dual appointee does not have regular status in the classification, he/she may be appointed to a vacant position in the same classification in the department, however, he/she shall be required to serve a probationary period unless waived by the Director of Human Resources. If the most recently appointed dual appointee held prior regular status in a lower classification immediately preceding the dual appointment, he/she shall have the right to return to the former classification and department. If he/she has not held prior regular status in a lower level classification, he/she shall be terminated.

DUES DEDUCTIONS AND AGENCY FEES

Employees in the Professional Unit shall, as soon as practicable following thirty (30) days of hire into the unit, become a member of SEIU or pay to SEIU a fee (e.g. agency fee or fair share fee) in an amount not to exceed the standard initiation fee, periodic dues and general assessments of the organization.

Dues of members shall be withheld by the County from employee paychecks upon submission by SEIU of the voluntary written authorization of such employees and shall be transmitted to the SEIU Officer designated in writing by SEIU as the person authorized to receive such funds, at the address specified. Dues and agency fee deductions shall commence the pay period ending May 29, 2015 after compliance with Auditor-Controller/Treasurer/Tax Collector requirements. Payroll deductions for all employees shall be at the full member dues rate and subject to an agency fee payer rebate program administered by SEIU. SEIU shall inform the County in writing of the applicable rate of such deductions.

The parties agree that the obligations herein are a condition of continued employment for Unit members. The parties further agree that the failure of any Unit member covered by this Agreement to remain a member in good standing of SEIU or to pay the agency fee during the term of this Agreement shall constitute, generally, just and reasonable cause for termination.

The County shall not be obligated to put into effect any new, changed or discontinued deduction until a payroll deduction card is or other satisfactory written documentation is submitted to the Auditor/Controller-Recorder in sufficient time to permit normal processing of the change or deduction.

No Unit member shall be required to join SEIU or to make an agency fee payment if the Unit member is an actual, verified member of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting employee organizations; this exemption shall not be granted unless and until such Unit member has verified the specific circumstances. Such employee must, instead arrange with SEIU to satisfy his/her obligation by donating the equivalent amount to a non-labor, non-religion charitable fund, tax-exempt under Section 501(c)(3) of the Internal Revenue Code (IRC), chosen by the employee, from a list provided by SEIU. SEIU shall be responsible for determinations under this paragraph.

SEIU shall be fully responsible for expending funds received under this Agreement consistent with all legal requirements for expenditures of employee dues, which are applicable to public sector labor organizations. Any non-member of SEIU in the bargaining unit who objects to the amount of the deduction or the obligation to pay the Agency fee may file a written objection/complaint with SEIU to seek remedy, based on guidelines set by SEIU.

SEIU agrees to provide notice and maintain constitutionally acceptable procedures to enable non-member agency fee payers to meaningfully challenge the propriety of the use of agency fees. Such notice (i.e. Hudson notice) and procedures shall be provided to non-member agency fee payers at least 30 days prior to the initial collection of the agency fee and each year thereafter that an agency fee arrangement is in effect.

Whenever a Unit member is delinquent in the payment of dues or fees, SEIU shall notify the County's Human Resources Director. In the event the Unit member fails to cure said delinquency, SEIU shall request, in writing, that the County initiate termination proceedings. The termination proceedings shall be governed by applicable laws and are specifically excluded from the Grievance Procedure.

SEIU shall keep an adequate itemized record of its financial transactions and shall make available upon Board approval of this Agreement and annually thereafter to the County and also, upon request to employees who are members of SEIU within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to its accuracy by its President and Treasurer or corresponding Principal Officer or by a Certified Public Accountant. A copy of financial reports required under or referred to in the Labor-Management Disclosure Act of 1959 or Government Code Section 3546.5 shall satisfy this requirement.

This organizational security arrangement shall be null and void if rescinded by a vote of employees in the Unit pursuant to Government Code Section 3502.5(b). SEIU hereby agrees to defend, indemnify and hold harmless the County of San Bernardino and its officers and employees from any claim, demand, loss, suits, liability or cause of action of any nature whatsoever arising, directly or indirectly, out of the operation of this Agreement, including reimbursement of litigation costs and attorney fees.

SEIU's indemnity and liability obligation is more fully set forth as follows:

- (a) SEIU shall defend, indemnify and hold harmless the County of San Bernardino and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Agreement. Upon commencement of such legal action, administrative proceeding, or claim, SEIU shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit or judgment made or brought against the County or its officers and employees because of any application of this Agreement shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of SEIU shall not diminish SEIU's defense or and indemnification obligations under this Agreement.
- (b) The County, immediately upon receipt of notice of such claim, proceeding or legal action shall inform SEIU of such action, provide SEIU with all information, documents, and assistance necessary for SEIU defense or settlement of such action and fully cooperate with SEIU in providing all necessary employee

witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by SEIU.

(c) SEIU upon its compromise or settlement of such action or matter shall immediately pay the parties to such action all sums due under such settlement or compromise. SEIU, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.

This Agreement shall become effective 30 days after Board approval subject to the Hudson notice requirement being met.

EQUITY

The base salary of the following classifications shall be adjusted as follows:

1.75%	2.5%	5%	6.25%	7.5%
*Effective the first PP following BOS approval	*Effective the first PP following BOS approval	*2.5% effective the first PP following BOS approval *2.5% effective July 22, 2017	*2.5% effective the first PP following BOS approval *2.5% effective July 22, 2017 *1.25% July 21,	*2.5% effective the first PP following BOS approval *2.5% effective January 21, 2017 *2.5% effective July 22, 2017
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Public Health Physician II	Land Surveyor Environmental	Laboratory Technologist III	Clinical Therapist I,II	Laboratory Technologist I, II
Building and Safety	Health Specialist	Respiratory Care		
Engineer	11, 111	Practitioner III		
Dietician		Clinical Therapist I, II – Psychologists		
California Children Services Physician Consultant II				
Occupational Therapist II				
Lead Occupational Therapist				
Physical Therapist II				
Lead Physical Therapist				

Speech Therapist		
Pediatric Rehab		
Therapist		

EXPENSE REIMBURSEMENT

Section 1 – General Provisions

The purpose of this Article is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of San Bernardino County, except as may be otherwise provided in this Agreement.

Section 2 – Responsibilities

It shall be the responsibility of each appointing authority or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the appropriate appointing authority or designee to incur a business expense or to exceed maximum allowable amounts provided in Section 7 of this Article. Prior approval may be in the form of standing orders issued by the appointing authority. Failure to obtain prior approval may result in denial of any expense claim (or excess amount) not pre-approved.

Section 3 – Travel Authorization

- (a) Travel outside the State of California must be approved by the Chief Executive Officer or designee except when the trip outside California is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted to the County Administrative Office in triplicate on a standard "Travel Request" form, unless specifically approved in the department's budget.
- (b) The appointing authority or designee shall initiate travel requests. The Chief Executive Officer and Auditor-Controller/Treasurer/Tax Collector shall be notified in writing of all such designees.
- (c) The appointing authority or designee is authorized to approve necessary travel within the State of California and use of transportation mode consistent with this Article.

Section 4 – Authorization for Attendance at Meetings

- (a) Appointing authorities may authorize attendance at meetings at County expense when the program material is directly related to an important phase of County service and holds promise of benefit to the County as a result of such attendance.
- (b) Authorization for attendance at meetings without expense reimbursement, but on County time, may be granted when the employee is engaged on the County's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to the County.

Section 5 – Records and Reimbursements

(a) Requests for expense reimbursement should be submitted once each month, except if the amount claimable for any month does not exceed twenty-five dollars (\$25.00), the submission may be deferred until the amount exceeds twenty-five dollars (\$25.00) quarterly or until June 30 during the current fiscal year, whichever occurs first. At the end of the fiscal year, expense reimbursement claims for July 1 and beyond must be on a separate claim from those expenses claimed for June 30 or earlier.

- (b) Unless otherwise provided in this Article, original receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:
 - (1) Private mileage.
 - (2) Taxi, streetcar, bus and ferryboat fares; bridge and road tolls; and parking fees.
 - (3) Telephone and other communication-related charges.
 - (4) Other authorized expenses of less than one dollar (\$1.00).
- (c) Claims for expense reimbursement totaling less than one dollar (\$1.00) in any fiscal year shall not be paid.
- (d) Reimbursement shall not be made for any personal expenses such as, but not limited to: entertainment, barbering, etc.
- (e) Except as otherwise provided in this Article, expense reimbursements shall be made on an actual cost basis.
- (f) If original receipt is unavailable, the employee may submit a photocopy and a signed statement as to the location of the original receipt or an explanation as to its absence.
- (g) Expense reimbursements may be made via Electronic Fund Transfer into the financial institution of the employee's choice or by pay card. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

Section 6 – Transportation Modes

- (a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to the County. Where an employee is given the choice between several means of travel (e.g. use of County vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive his/her own vehicle when offered a County vehicle, the employee generally shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the County would have paid for the flight.
- (b) <u>Travel Via Private Automobile</u>
 - (1) Reimbursement for the use of privately owned automobiles to conduct County business shall be at the IRS allowable rate. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance, and all other transportation-related costs. The County does not provide any insurance for private automobiles used on County business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on County business.
 - (2) When employees traveling on official County business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be the difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. If the employee departs from the last work contact point directly to the residence, the same principle governs.

Employees may have multiple assigned work locations. Mileage allowed is based on the assigned work location for that day. When employees have more than one assigned work location in a standard tour of duty, mileage shall be allowed between assigned work locations.

In no case will mileage be allowed between the employee's residence and the assigned work location.

(c) Travel Via Rental Vehicles

Reimbursement will be provided for the cost of a rental vehicle for business purposes if such use is approved by the appointing authority. Rental vehicles are covered for liability and vehicle physical damage under the County's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchases additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for County business. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

(d) <u>Travel Via Air</u>

When commercial aircraft transportation is approved, the "cost of public carrier" shall mean the cost of air coach class rate including tax and security surcharges.

Section 7 – Meals and Lodging

- (a) Meal and lodging expenses shall not be allowed without prior approval of the appointing authority or designee as necessary for the purpose of conducting County business. Excess charges greater than the amounts listed below in paragraphs (b) and (c) may be authorized under special conditions, such as a convention requirement or in an area of unusually high cost (such as San Francisco Bay area, Sacramento, Los Angeles and San Diego). Original receipts are mandatory to obtain reimbursement for all lodging expenses, and except as provided below for all meal expenses claimed.
- (b) The allowance for lodging is seventy-five dollars (\$75.00) plus tax, per night, single, with receipt.
- (c) Compensation for meal expenses shall be provided as follows:
 - <u>Option 1</u> With receipts, an employee shall be reimbursed for meal expenses up to \$50.00 per day, including tax and gratuity, for three (3) meals, or when separate meals are claimed, eleven dollars (\$11.00) for breakfast; fifteen dollars (\$15.00) for lunch; and twenty-four dollars (\$24.00) for dinner, all including tax and gratuity.
 - (2) <u>Option 2</u> Without receipts, an employee shall be reimbursed for meal expenses up to \$34.00 per day, including tax and gratuity, for three (3) meals, or when separate meals are claimed, six dollars (\$6.00) for breakfast, nine dollars (\$9.00) for lunch, and nineteen (\$19.00) for dinner, all including tax and gratuity.
 - (3) All meals for a single day must be claimed under either Option 1 or Option 2 at the employee's discretion.
- (d) Meal allowances for a business meeting/conference including meals are the actual cost.
- (e) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals. In emergency situations at the work site, if an employee is unable to obtain a meal due to extraordinary working conditions or an extremely remote work site, the County shall make every effort to provide meals.

Section 8 – Expense Advances

Advancement of funds for business expenses can be obtained from the Auditor-Controller/Treasurer/Tax Collector's Office through submission of the appropriate form. Advancements shall not exceed the maximum per diem amounts set forth herein. The minimum amount to be advanced is twenty-five dollars (\$25.00). Upon return from travel, the employee must submit an expense reimbursement form and all receipts documenting expenses incurred. If the employee does not submit this accounting within fifteen (15) calendar days of return from travel, or prior to termination of County employment, the Auditor-Controller/Treasurer/Tax Collector's Office may recover the amount advanced from the employee's pay.

Section 9 – County Credit/Debit Cards

The appointing authority may issue a County credit or debit card to an employee and require business expenses be paid for with said card. Further, the County may require that meal and lodging expenses be limited to the maximum amounts listed in Section 7, paragraphs (b) and (c) above. If unauthorized charges are placed on the card, the employee shall be required to reimburse the County. If the employee fails to reimburse the County within fifteen (15) calendar days or prior to separation from County service, the Auditor-Controller/Treasurer/Tax Collector's Office may recover any unauthorized charges from the employee's pay.

EXTRA-HELP/RECURRENT EMPLOYEES

The County shall provide the Union, upon its request, a report each quarter of the department, employee name and total hours worked during the year of employees working in an extra-help capacity in SEIU-represented classifications.

FITNESS FOR DUTY

The parties agree that physical and mental fitness of County employees are reasonable requirements to perform the duties of the job and instill public confidence. Recognizing these important factors, the parties agree that during the term of this Agreement the County, with clearly articulated reasons, may require medical and psychological assessments of employees provided the County pays and provides time off without loss of pay for such assessments. All such assessments shall be done by appropriately qualified health care professionals. Any remedial or treatment action shall be the full responsibility of the employee, except as otherwise provided by law.

FULL UNDERSTANDING, MODIFICATION AND WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration therefore constitute the complete and total contract between the County and SEIU with respect to wages, hours, and other terms and conditions of employment. Any prior or existing agreement between the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. Therefore the County and SEIU for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter covered in this Agreement.

This Article shall not act as a waiver of any reserved or customary management rights or act as a waiver of SEIU's right to bargain the impact of the County's exercise of its exclusive management's rights if legally required to do so. The County's failure to exercise any management rights, shall not be considered a waiver of the County's ability to exercise such reserved and/or customary management rights. The waiver of any

breach, term, or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of such terms or conditions.

GRIEVANCE/ARBITRATION PROCEDURE

Section 1 – Purpose

The County and SEIU fully realize the importance of a viable Grievance Procedure to aid in the resolution of disputes among employees, supervisors, and management. It is recognized that conditions may arise which can create employee dissatisfaction, and that to maintain high employee morale and harmonious relations, an orderly method of processing grievances is necessary. This Grievance Procedure is intended to establish a systematic means for obtaining answers and decisions regarding employee complaints. This procedure is not intended to be used to effect changes in the terms of this Agreement or those matters not covered by this Agreement. The Board of Supervisors and SEIU have pledged that their representatives at all levels will extend active, aggressive and continuing efforts to secure prompt disposition of grievances. The initiation of a grievance in good faith by an employee shall not cause any adverse reflection on the employee's standing with immediate supervisors or loyalty as a County employee.

Section 2 – Definition of a Grievance

A grievance is a disagreement between County management and an employee, group of employees, or SEIU concerning the interpretation, application, or violation of a specific Article(s) of this Agreement. SEIU may not independently submit or process a formal grievance, unless it alleges that at least one (1) employee within the Unit has suffered detriment as a result of the aggrieved contract provision.

Section 3 – Jurisdiction

The Director of Human Resources or designee shall have the sole authority within the County structure to provide the official management interpretation or application to any and all provisions of this Agreement. The arbitrator has the final authority within the County structure to adjudicate all grievances, as defined or otherwise provided herein. The arbitrator holds no jurisdiction over a grievance where the remedy has been granted.

Section 4 – Exclusions

Any dispute which may arise between parties involving the application, meaning, or interpretation of the Personnel Rules shall be settled by the Civil Service Commission in accordance with the appropriate appeal procedure established in the Personnel Rules except as modified by the parties in this Agreement via Section 11 of this Article. All matters are excluded from this procedure which deal with the County Management Rights Article; federal or state statutes, rules or regulations; or County Charter.

The appeal processes for which the Civil Service Commission has jurisdiction, and the Memoranda of Understanding grievance/arbitration procedure are mutually exclusive remedy bodies. Accordingly, there shall be no double or multiple requests or appeals for a same case/same set of circumstances where a grievance has already been filed. If any of the provisions of the Personnel Rules are in conflict with the provisions of this Agreement, this Agreement shall be controlling.

Section 5 – Representation

Aggrieved employee(s) may represent themselves, or may be represented by an authorized SEIU employee representative, or by a SEIU Labor Relations Representative. This representation may commence at any step in the Grievance Procedure. A representative of Human Resources may be in attendance at any step in the Grievance Procedure. The County agrees within reasonable limits to compensate the aggrieved employee(s) for time spent during their regularly scheduled hours in the handling of real and prospective grievances.

Service Employees International Union, CTW, CLC, Local 721 shall be the sole, exclusive and fair representative of all County employees represented by the Union in this Agreement and in all adjudicatory proceedings between the County and represented employees. SEIU shall have the sole responsibility as to which matters are adjudicated on behalf of those represented employees and the cost of the same for employees not members of SEIU. The only exception to the sole, exclusive and fair representation by SEIU is the instance of disciplinary action and its proceedings which are governed by Rule 10 and Rule 11 of the Personnel Rules where such representation must be declined in writing by the employee(s) and where the employee may represent himself or herself as well as utilize external representation. Said written employee request for self-representation shall be submitted to both the County and SEIU. The employee shall sign a waiver and release to be provided by SEIU if the employee elects to exercise his/her right of self-representation.

Section 6 – Consolidation of Grievances

In order to avoid the necessity of processing numerous similar grievances at one time, similar grievances shall be consolidated whenever possible.

Section 7 – Time Limitations and Notification

Time limitations are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties. If at any step of this Grievance Procedure the grievant is dissatisfied with the decision rendered it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. For purposes of this Grievance Procedure, notification to a party may be given either personally, by U.S. mail, telephonically, by facsimile, or via E-mail.

The grievant shall promptly proceed to the next step if a reviewing official does not respond within the time limits specified. A grievance may be entertained or advanced to any step beyond Step 2, Employee Relations Division, if the parties jointly so agree. A copy (e.g., electronic copy, etc.,) of such agreements shall be submitted to the Employee Relations Division of Human Resources.

When notice is mailed to an employee, it shall be sent to the employee's current address of record. For the purpose of this procedure, notice by mail shall be deemed to have been completed on the fifth calendar day following deposit of notice with the United States Postal Service, unless the party can establish that notice was not actually received as a result of circumstances beyond the party's control.

Section 8 – Steps in the Grievance Procedure

The procedures outlined herein constitute the steps necessary to resolve an employee's grievance. The attempt of settlement of grievances filed on behalf of an individual employee(s) at the employee-supervisor level is required. However, with mutual written agreement of the parties steps in the grievance procedure can be bypassed. The grievance must be submitted in writing to the Employee Relations Division at Step 2 within fifteen (15) working days after the employee is aware, or reasonably should have become aware, of the conditions precipitating the grievance.

<u>Step 1 – Immediate Supervisor</u>. Initially the employee having a grievance shall on a personal face-to-face basis discuss the complaint with the immediate supervisor. At this step, it is the responsibility of the employee to inform the supervisor that he/she is initiating the grievance process. Within three (3) working days the immediate supervisor shall give the decision to the employee in writing. The grievant may elect to advance the grievance to the next step if the immediate supervisor does not respond within the time limits specified.

<u>Step 2 – Employee Relations Division</u>. If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms supplied by the Employee Relations Division which shall provide a detailed statement of the grievance, including dates, names, and places,

applicable Agreement articles, and the specific remedy or action requested. The written grievance shall be filed with the Employee Relations Division within five (5) working days of oral notification of the immediate supervisor's decision. The Employee Relations Division shall make a determination of whether the grievance is a matter for which the Grievance Procedure is appropriate. In making such determination, the Employee Relations Division shall determine if: (1) the grievance has been filed in a timely manner; (2) the initial step has been followed; (3) if the grievance alleges that a specific Memorandum of Understanding article(s) has been misinterpreted, misapplied, or violated; and (4) The matter complained of in the grievance is covered by a specific provision of the MOU. The determination and notification to the grievant and SEIU will be made within five (5) working days of receipt of the grievance. SEIU may appeal this determination directly to an arbitrator in accordance with the provisions of this procedure within five (5) working days following notification by the Employee Relations Division and the sole issue before the Arbitrator shall be to determine the grievability of the grievance.

If objection is made to the procedural and/or substantive grievability of a grievance at this step or any other step of the grievance procedure, the parties may mutually agree to continue processing the grievance on the merits. However, it is expressly agreed that such objections to the procedural and/or substantive grievability of a grievance are preserved in any arbitration hearing and that no waiver will result from the subsequent processing and discussion of the grievance on the merits.

<u>Step 3 – Division Level.</u> If the grievance is accepted, or the parties agree to hold in abeyance any objections to the procedural and/or substantive grievability of the grievance, the grievant shall submit the written grievance to the division level within five (5) working days of notification of the Employee Relations Division's determination. The Division/Section Head shall meet with the grievant and thoroughly discuss the grievance. The Division/Section Head shall submit a written response to the grievant within ten (10) working days of meeting with the grievant.

<u>Step 4 – Employee Relations Division</u>. If a mutually acceptable solution has not been reached, SEIU or the grievant shall submit the written grievance to the Employee Relations Division within five (5) working days of the receipt of written response of the Division/Section Head.

Following a review of the grievance with the appointing authority, the Director of Human Resources or designee shall have full and final authority on behalf of the County to mutually resolve the grievance with the employee/employee's representative within ten (10) working days of receipt of meeting with the grievant. Such notification shall be rendered in writing to the grievant, SEIU and the appointing authority.

<u>Step 5 – Pre-Arbitration Process</u>. If a grievance has not been satisfactorily resolved at Step 4, a written appeal to arbitration must be filed with the Employee Relations Division by SEIU within ten (10) working days of notification of the decision by the Director of Human Resources or designee. Individual employees may not advance a grievance to arbitration. At the same time and upon mutual agreement of the parties, the grievance may advance to mediation in accordance with Section 10 of this Article, while concurrently seeking an arbitrator. The appeal must be presented on the aforementioned grievance form along with a copy of any pertinent documents.

Grievances shall only be advanced to arbitration by SEIU. The cost for hearing all grievances advanced to arbitration shall be split equally between the County Department of the grievant and SEIU, including any cancellation fee if both parties are mutually responsible, otherwise the party responsible shall pay the entire cancellation fee.

Pre-arbitration conferences are to be mandatory and no grievances shall be forwarded to the arbitration process without the same. Within twenty (20) working days of the approval to advance a grievance to arbitration, both parties are required to meet in such conference with the goal of resolving mutually identified grievance issues, and if resolution is not attained, striking for arbitrators. However, within the twenty (20) working day period of the approval to advance a grievance to arbitration, either party may request an extension of up to an additional twenty (20) days, for up to a total of forty (40) working days from the approval to advance a grievance to arbitration, to hold the Pre-arbitration conference.

No less than twenty (20) days prior to the commencement of the first scheduled day of arbitration both parties shall meet to jointly or individually declare stipulations, identify witnesses and exchange exhibits that will be carried forward to the arbitration process, the intent being full disclosure by both sides prior to the arbitration process.

Step 6 – Arbitration

At the discretion of SEIU, grievances that occur during the term of this agreement that are not resolved at a prior step in the process can proceed to arbitration. The Employee Relations Division and SEIU shall select an arbitrator by mutual agreement from a mutually established list of seven (7) arbitrators. Where mutual agreement cannot be made, the arbitrator shall be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person on the list is not available, the previously stricken person(s) shall be contacted in reverse order until one is available. The parties shall contact the arbitrator to establish a hearing date acceptable to both parties.

- (a) In reaching a decision and award the arbitrator shall limit himself to the allegations contained in the grievance presented in relation to the express provisions of the agreement alleged to have been violated. Further, the arbitrator shall have no authority to amend, change, add to, subtract from, or ignore any provisions of this Agreement. Lastly the arbitrator shall not substitute his judgment for that of the County on matters pertaining to the exercise of managerial discretion except where it can be shown by the grievant/SEIU that the County abused its discretion.
- (b) The decision of the arbitrator will be in writing and transmitted to the parties within thirty (30) calendar days after the close of the hearing. This decision may require an appointing authority or a subordinate to cease and desist from the action, which is the subject of the grievance. The arbitrator may also require the appointing authority to take whatever action is necessary, within the control of the appointing authority, to remedy the grievance or take other action to relieve the loss, if any, to the employee. Under no conditions can the arbitrator order relief that exceeds the relief requested by the grievant and shall be limited to making the grievant whole. In the event the arbitrator determines that monetary relief is an appropriate remedy, he/she shall limit any retroactive award, including interest, to a date that is no earlier than fifteen (15) working days from the date the grievance was filed.
- (c) The arbitrator's decision shall be transmitted to the Employee Relations Division and SEIU with a copy to the grievant.
- (d) All settlement discussions that occur during the course of the grievance procedure shall be treated as confidential and no publicity will be given.
- (e) The decision by the arbitrator shall be final and binding on all parties unless there is a financial impact of greater than ten thousand dollars (\$10,000), in which case it shall be subject to approval of the Board of Supervisors.
- (f) For a grievance decision with a financial impact of greater than ten thousand dollars (\$10,000), the Employee Relations Division will submit the grievance decision to the next practicable meeting of the Board of Supervisors. If the Board of Supervisors fails to act within thirty (30) days following receipt of formal notice of the decision of the arbitrator, it shall become final and binding. A copy of the decision shall be filed with the Employee Relations Division of Human Resources, SEIU and the grievant.

Section 9 – Unfair Labor Practices/Unit Changes

Unfair labor practice charges shall be adjudicated by the California Public Employment Relations Board.

Section 10 – Mediation

<u>Prior to Step 5 – Pre-Arbitration</u>. The parties (Director of Human Resources or designee and SEIU) may by mutual agreement utilize mediation for grievances filed under the provisions of this Agreement. Additionally,

prior to the Prehearing Conference provided for by the Personnel Rules, the parties (Director of Human Resources or designee and SEIU) may by mutual agreement utilize mediation for disciplinary appeals accepted for hearing under the Personnel Rules by the Civil Service Commission. The mediation process described in this Section may be invoked only by the two parties identified herein and is expressly an exception to the language contained in Section 5 of this Article.

The parameters of the mediation process, where mutual resolution of the grievance or disciplinary appeal is sought, are as follows:

- (a) The parties (Director of Human Resources or designee and SEIU) shall exchange in writing the agreement to refer a specific grievance or disciplinary appeal to mediation.
- (b) The grievant/appellant shall have the right to be present, represented by SEIU as the sole, exclusive bargaining agent.
- (c) The grievant/appellant shall have SEIU as the singular spokesperson and the County a representative from the Human Resources Employee Relations Division, with neither side allowed the presence of an attorney.
- (d) Any written material submitted to the mediator shall be returned to the party providing the material at the conclusion of the mediation meeting.
- (e) The mediation process shall be as follows:
 - (1) The mediation meeting shall be an informal process, limited to a one (1) hour presentation for each side, not restricted to the rules of evidence, no retention of a proceedings record.
 - (2) The mediator will meet jointly with the parties and separately, if necessary.
 - (3) The mediator has no authority to compel resolution of the matter mediated.
 - (4) The oral advisory opinion of the mediator shall be given at the conclusion of the meeting and the parties may opt to agree in writing to the opinion, reject the same mutually or singularly and proceed to the next step of the usual process, or remove the matter from the process by mutual agreement.
 - (5) The advisory opinion accepted in writing by the two parties does not constitute a precedent and is not admissible as evidence in any future process governed by this Agreement or Personnel Rules.
- (f) Where possible the parties shall utilize the mediation services provided by the California State Mediation and Conciliation Service. In the event that the mediation process would result in fees for service rendered by the State or by use of a private hearing officer, such costs shall be equally divided between the employee's department and SEIU.
- (g) The post-mediation process is restricted by the following:
 - (1) No person serving in the capacity as a mediator may serve as the hearing officer/arbitrator for the same case should the same be forwarded to arbitration or a Personnel Rules disciplinary hearing.
 - (2) No reference to a matter mediated may be utilized in a subsequent arbitration or hearing unless stated in writing at a step prior to the mediation. The penalty for violation of this understanding shall be forfeiture of the hearing or appeal by the party violating the same.
- (h) This procedure may be modified by mutual agreement of both parties.

Section 11 – Disciplinary Hearings

The parties agree that in the cases of "major discipline" (as defined in this Section) brought against an employee or employees represented by SEIU, the costs for disciplinary hearing to be conducted by a hearing officer per Section 11.3 of the Personnel Rules shall be shared equally between the County Department of the appellant(s) and SEIU when the appellant is represented by SEIU. Upon mutual agreement of the parties, a case involving major discipline may be heard by the Civil Service Commission.

For the purposes of this Section, "major discipline" includes termination, demotion, suspension of 30 or more calendar days, reduction in step equivalent in lost pay to a suspension of thirty (30) or more calendar days, or deduction of accrued leave equivalent to twenty (20) or more working days. For all other disciplinary cases, either party may request the use of a hearing officer with costs to be shared equally. If only one party elects the use of a hearing officer, the party requesting the hearing officer will pay all hearing costs. For all disciplinary cases heard by a hearing officer, the parties shall jointly select a hearing officer from the list of hearing officers approved by the Civil Service Commission and utilize the striking process when a mutual selection of a hearing officer cannot be reached.

The Civil Service Commission shall either accept or reject the hearing officer's findings and recommendations in its entirety within thirty (30) days of receipt by the Commission. The only basis the Civil Service Commission can use to reject the hearing officer's decision in its entirety, is for one or more of the following reasons:

- (a) The recommendation was procured by corruption, fraud, or other undue means.
- (b) There was corruption in the hearing officer.
- (c) The rights of a party were substantially prejudiced by the misconduct of the neutral hearing officer.
- (d) The hearing officer exceeded his/her powers on the matter submitted.
- (e) The rights of a party were substantially prejudiced by the refusal of the hearing officer to postpone the hearing upon sufficient cause being shown therefore, or by the refusal of the hearing officer to properly include or exclude evidence material to the controversy.

Should such be the case, the Commission must state in writing specific reason(s) for the decision (a, b, c, d or e) and subsequently conduct and complete a full and fair evidentiary hearing on the disciplinary appeal within thirty (30) days of rejecting the hearing officer's findings and recommendations unless the hearing cannot for good cause be completed within thirty (30) days.

HOURS OF WORK

The appointing authority shall establish work schedules, including determining the number of hours that comprises a scheduled shift and the number of hours in a pay period, for each position. The appointing authority may modify or change work schedules and the number of hours in a shift to meet the needs of service upon reasonable notice to the employee. Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. Employees shall be present at the assigned work location and ready to begin work at the start of their shift. Employees may request established alternate work schedules (i.e., 9/80, 4/10). The County shall not arbitrarily deny requests for alternate work schedules.

For payroll purposes, a regularly scheduled shift, which commences before midnight and ends the following day (i.e., after midnight) shall be reported as time worked for the day in which the shift began. Assigned schedules (e.g., evening and night shift) shall be made at the discretion of the appointing authority.

IMPLEMENTATION

Any changes to this Memorandum of Understanding, which do not have specific effective dates, become effective on the date of Board of Supervisors approval. Any economic changes to this Memorandum of Understanding, which do not have specific effective dates, become effective the beginning of the pay period following Board of Supervisors approval.

JOB SHARING AND PART-TIME EMPLOYMENT

At the discretion of the appointing authority, an employee may be allowed to job share or to work on a parttime basis in a regular position. Job share is defined as two employees sharing one regular position. Parttime employment is defined as an employee working in a regular position that is scheduled for less than eighty (80) hours per pay period.

All fringe benefits for job sharing and part-time employees shall be pro-rated on regularly scheduled hours except as may otherwise be provided in a specific article. For example, an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave.

An appointing authority may discontinue part-time or job share status with a written notice at least two (2) pay periods prior to the effective date of the change.

LAYOFF

Section 1 - General Provisions

Definition - A layoff is the involuntary separation or reduction of a regular employee to a position in a lower classification without fault of the employee. Layoff applies only to regular positions. A layoff occurs only when there is a surplus of employees, a position is to be deleted from the authorized table of organization, or when funds are withdrawn from a previously funded position.

Section 2 – Notification

Whenever an appointing authority believes that a layoff will be necessary, the appointing authority shall submit a layoff plan to the Director of Human Resources for approval. The layoff plan shall include the anticipated number, classification, and position number of employees to be laid off and seniority list by classification of all affected employees. SEIU shall be provided with a copy of the layoff plan immediately upon approval by the Director of Human Resources. Once such a plan is approved, and an affected employee receives formal notification providing options of alternate positions, if applicable, the employee shall be entitled to two (2) work days to return decision to the appointing authority or designee. Employees shall receive ten (10) working days notification prior to layoff.

Section 3 - Order of Layoff

Layoffs shall be made by classification within a non-group department/group the latter being defined as a group of departments headed by a single Assistant County Administrator.

- (a) Layoffs among regular employees shall be made on the basis of seniority determined by the employee's current beginning (hire) date of continuous service in a regular position with the County. In the event of a tie in total time of continuous County service between two (2) or more employees, the order of layoff shall be determined at the discretion of the appointing authority.
- (b) Before any reduction in the work force of regular employees occurs, all extra-help, recurrent, provisional, probationary, unclassified or other individuals without regular status in the affected classifications within the affected non-group department/group shall be terminated. For purposes of

layoff, trainees and most recently hired dual appointments shall be treated the same as probationary employees. Employee status will be determined as of the date the layoff plan is approved by the Director of Human Resources.

- (c) Probationary employees and employees assigned to a vacant higher level position, pursuant to the Temporary Performance of Higher Level Duties Article, who have regular status in another classification, shall be returned to their former classification where they will be subject to layoff under provisions applicable to other employees in that classification. Underfills shall have layoff rights in the underfill classification.
- (d) When a classification has a dual concept or multiple options the Director of Human Resources may authorize layoffs by specialty or option within the classification.
- (e) Regular employees whose positions have been deleted shall be allowed to exercise their options, based on seniority, to select either a vacant position or to bump into any one of the filled junior positions within their current classification. Filled junior positions will be defined as the number of filled positions within the affected classification equal to the number of positions identified for deletion within that classification in the approved layoff plan, but not less than 20, if they exist. An employee who elects not to bump into any position within the collective group of vacant and filled junior positions, thereby retaining his/her existing classification, shall be provided the opportunity to select from those options identified in (i) of this Article.
- (f) If a regular employee whose position is to be deleted does not have sufficient seniority to bump another employee in their current classification within the non-group department/group and has previously held regular status in a lower classification, reduction in classification (bumping) within the affected nongroup department/group shall be approved. Reductions in classification shall first be made to the next lower classification in which the employee has regular status. For purposes of bumping, the number of positions filled by the least senior employees in the affected classification(s) equal to the number of employees bumping into the classification shall be identified. Additionally, all vacant positions in the affected classification shall be made available to the affected employees. This collective group of positions shall then be subject to the bumping process.
- (g) In the event a junior employee is bumped pursuant to (e) or (f) above, the junior employee being bumped will be separated or reduced in classification. If the classification to which an eligible employee is first considered for reduction is not authorized in the non-group department/group, or if the employee does not have seniority in that classification, reduction shall then be made to the next lower classification in which the employee has regular status. This procedure shall continue until all reductions in classification and the ultimate separations are completed.
- (h) Employees in unclassified positions do not have a right to bump employees in classified positions. A classified employee may refuse to bump into an unclassified position without waiving the right to bump a more junior employee in the same or lower classification.
- (i) If bumping results in an assignment which the employee considers to be undesirable, such employee may request:
 - 1) A voluntary demotion to a vacant position.
 - 2) A leave of absence without right to return to work, but placement on an eligible list.
 - 3) To voluntarily resign.

Options (1) and (2) require the approval of the Director of Human Resources or designee.

Section 4 - Exception to Order of Layoff

Whenever an appointing authority believes that the best interest of the service requires the retention of an employee with special qualifications, characteristics, and fitness for the work, the appointing authority may request that such employee be exempted from the bumping procedures. Such requests must be in writing and approved by the Director of Human Resources. If approved, SEIU shall be immediately provided with a copy of the request.

Section 5 - Employee's Rights While on Layoff

- (a) During the first two (2) years following a layoff, laid-off regular employees or an employee who is reduced in classification as a result of a layoff shall be assured the right of an interview for vacant positions for which they meet certification requirements prior to final selection and appointment to said vacant positions within their previous non-group department/group in the same classification to the one in which the employee has previously held regular status.
- (b) Any regular employee who is laid-off or reduced in classification as a result of a layoff may request that their name be placed on appropriate eligible lists for a period of two (2) years by submitting such a request and an application to the Director of Human Resources for determination of eligibility. Approval of such requests only entails placement on the list and does not guarantee employment or carry any bumping privileges. Placement on the eligible list shall be made pursuant to the provisions for requalification contained in the Personnel Rules.

Section 6 - List Placement and Training

Pursuant to Rule 5, Section 5.3 of the Personnel Rules, the County will make every effort to place laid-off employees, or employees reduced in classification as a result of layoff, on current eligible lists, either related or non-related to their former classification, for which the salary is equivalent or lower and for which they meet the minimum qualifications. When departments hire layoff affected employees for positions non-related to their former job classifications, the department will be encouraged to consider the probationary period for training purposes in the non-related field.

Section 7 - Reemployment from Layoff

A regular employee who has been laid off from County employment and is subsequently rehired to a regular position shall be reemployed in the same manner as described in the Reemployment Article in this Agreement.

LEAVE PROVISIONS

Unless otherwise provided in this Leave Provisions article, employees shall not be eligible to code paid leave during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.).

Section 1 – Sick Leave

- (a) <u>Definitions</u>
 - (1) <u>Sick Leave</u> Sick leave with pay is an insurance or protection provided by the County to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious

contagious disease, for a medical, optical, or dental appointment, for certain purposes related to being a victim of domestic violence, sexual assault, or stalking, or other purpose authorized herein.

- (2) <u>Family Member</u> Family Member is defined by Labor Code section 245.5 as a parent, child, or spouse, registered domestic partner, grandparent, grandchild, or sibling. Child means a biological, foster, or adopted child, a step child, a legal ward, a child of a domestic partner or a child of a person standing in loco parentis. Parent means a biological, foster, or adoptive parent, a stepparent, legal guardian, or a person who stood in loco parentis when the employee was a minor child. Domestic Partner is defined by Family Code section 297.
- (3) <u>Extended Family</u> Extended family is defined as a parent/sibling-in-law, aunt, uncle, niece, nephew, or any step relations as defined herein.
- (b) <u>Accumulation</u> Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of eighty-eight (88) hours per year, or 3.39 hours per pay period, except as provided in Section 5 of this Article. Earned sick leave shall be available for use the first day following the payroll period in which it is earned. Employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on a pro-rate basis. There shall be no limit on sick leave accumulation.
- (c) <u>Compensation</u> Approved sick leave with pay shall be compensated at the employee's base rate of pay, except as otherwise provided in this Agreement. The minimum charge against accumulated sick leave shall be fifteen (15) minutes.
- (d) Administration
 - Investigation It shall be the responsibility and duty of each appointing authority to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Director of Human Resources.
 - (2) <u>Notice of Sickness</u> In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., clinic staff), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled shift of a sickness on the first day of absence. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled shift of a sickness on the first day of absence.

It is the responsibility of the employee to keep the appointing authority informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification shall result in denial of sick leave with pay. If the employee receives a doctor's off-work order and provides notice of same to the appointing authority, the employee is not required to contact the department daily. If the employee does not have an off-work order or has not notified the appointing authority that one has been issued, the employee shall be required to contact the department daily in accordance with the applicable timeframe above.

- (3) <u>Review/Proof</u> The Department may review and determine the justification for any request for sick leave with pay and may, at any time, in the interest of the County, require a medical report or other adequate proof from a doctor to support a claim for sick leave pay if misuse of sick leave is suspected. Generally, requests for proof of illness will be made only after the second consecutive absence and in compliance with the California Labor Code.
- (4) <u>Improper Use</u> Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indispositions, instances of misrepresentation, or violation of the rules defined herein will result in denial of sick leave with pay and shall be construed as grounds for disciplinary action including termination.

(e) Sick Leave for Other than Personal Illness/Injury

(1) <u>Family Sick Leave</u> – A maximum of one-half (1/2) of the employee's annual accrual of earned sick leave per calendar year may be used for attendance upon family members of the employee who require the attention of the employee.

Upon approval of the appointing authority, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household who require the attention of the employee.

- (2) <u>Bereavement</u> A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member or a member of the employee's extended family, as defined in Section 1(a) of this Article, or any relative who resided with the employee.
- (3) <u>Birth/Adoption</u> A maximum of forty (40) hours earned sick leave may be used per occurrence for arrival of an adoptive child at the employee's home. An employee may utilize on an annual basis no more than forty (40) hours of accumulated sick leave per calendar year for the birth of his/her child.
- (4) <u>Medical, Optical or Dental Appointments</u> The employee may use sick leave for medical, dental or optical appointments; however, every effort should be made to schedule the appointments at a time of day that will minimize the employee's time off work.

(f) Return-to-Work Medical Clearance

- (1) Under the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of their condition and authorization to return to work before returning to work.
 - (i) Employees whose treating physician or other qualified medical provider has ordered job modification(s) as a condition for either continuing to work or for returning to work after an illness or injury. This applies to both occupational and non-occupational illness or injury.
 - (ii) Employees who have been off work due to communicable diseases such as, but not limited to, chicken pox and measles.
 - (iii) Employees who have been absent on account of a serious medical condition, when so directed by their appointing authority, and with concurrence of the San Bernardino County Center for Employee Health and Wellness.
- (2) Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments are eligible for reimbursement pursuant to the Expense Reimbursement Article.
- (3) It is the responsibility of the employees covered by (1) (i) (iii) above to obtain written notice from their medical provider of their authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, the County shall make available forms to be completed by the medical provider. It is the responsibility of employees to provide verbal notice to their appointing authority immediately upon receipt of their medical provider's authorization to return to work, and no later than 24 hours after receipt of the notice. The appointing authority or designee will schedule an appropriate medical evaluation for the employee with the Center for Employee Health and Wellness prior to the employee's return to work. Employees shall provide their medical provider's written notice of authorization to return to work to the Center for Employee Health and Wellness at or prior to the employee's scheduled appointment time.

- (4) Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center for Employee Health and Wellness.
- (5) The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided and there is a delay between the employee's appointment with the Center for Employee Health and Wellness and the start of his/her scheduled shift on the day that he/she was released to return to work, the County will pay for work hours missed, without charge to the employee's leave balances.
- (6) The final decision on the employee's ability to return to work rests with the medical provider at the Center for Employee Health and Wellness. In the event the employee is not released to return to work by the medical provider at the Center for Employee Health and Wellness, the employee's status would continue on sick leave or, where there is no balance, leave without pay.
- (g) Workers' Compensation

Employees shall receive full salary in lieu of Workers' Compensation benefits and paid sick leave for the first forty (40) hours following an occupational injury or illness, if authorized off work by order of an accepted physician under the Workers' Compensation sections of the California Labor Code. Thereafter, accumulated paid leave may be prorated to supplement such temporary disability compensation payments, provided that the total amount shall not exceed the regular gross salary of the employee.

- (h) <u>Separation</u> Unused sick leave shall not be payable upon separation of the employee, except as provided in the Retirement Medical Trust Fund Article.
- (i) <u>Perfect Attendance</u> Regular full-time employees, who do not utilize any sick leave in pay periods 1 through 26 consecutively (or 27, when applicable), and who do not record any sick leave without pay, Medical Emergency Leave, Military Leave unless required by law, or absent without pay during that calendar year, shall be reimbursed up to a maximum of \$299 for an annual individual (employee only)health club membership or utilization of perfect attendance leave. In lieu of the reimbursement, the employee has the option of utilizing sixteen (16) hours of perfect attendance leave, no cash out provision, from the period of time the perfect attendance leave is granted until the end of the calendar year it was granted. Failure to utilize perfect attendance leave by pay period 26 (or 27 when applicable) of the year in which it was credited to the employee's leave balances or if the employee is appointed to a position in an occupational unit that does not contain a perfect attendance leave provision shall result in forfeiture of the same.
- (j) <u>Sick Leave Conversion Option</u> Employees who have used less than forty (40) hours of sick leave in a fiscal year (i.e., pay period 15 through pay period 14 of the following year) may, at the employee's option, convert sick leave to vacation leave by the following formula: Hours of sick leave used are subtracted from forty (40). Sixty percent (60%) of the remainder, or a portion thereof, may be added to vacation leave to be utilized in the same manner as other accrued vacation leave.

Sick Leave Hours	Hours to be	Vacation
<u>Used</u>	Converted	
0	40	24.0
8	32	19.2
16	24	14.4
24	16	9.6
32	8	4.8
40	0	0.0

Section 2 – Bereavement Leave

Employees in regular positions may use up to two (2) days paid bereavement leave, not charged to the employee's accrued paid leave balances, per occurrence for bereavement due to the death of persons in the immediate family, or domestic partner as defined by California Family Code Section 297. For the purposes of this Section 2, immediate family is defined in Section 1(a) of this Article.

One (1) additional day shall be granted if the employee travels over one thousand (1,000) miles from his/her residence to the bereavement service(s). This additional day shall not be charged to the employee's personal leave balances.

Section 3 – Vacation Leave

- (a) <u>Definition</u> Vacation is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon a special request of the employee and with the approval of the appointing authority.
- (b) <u>Accumulation</u> Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for each pay period. Except as provided in Section 5 of this Article, employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive vacation leave accumulation on a pro-rata basis; provided, however, that there shall be no prorating of the maximum accumulations.

Such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided an employee has completed 1,600 hours of continuous service from the employee's hire date.

Length of Service From Hire Date	Annual Vacation Allowance	Maximum Allowed Unused Balance
From Hire Date through 8,320 service hours	80 hours	160 hours
Over 8,320 and through 18,720 service hours	120 hours	240 hours
Over 18,720 service hours	160 hours	320 hours

(c) Administration

(1) <u>Scheduling</u> – Vacation periods should be taken annually with the approval of the appointing authority at such time as will not impair the work schedule or efficiency of the department but with consideration given to the well-being of the employee. No employee shall lose earned vacation leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take vacation leave because of work urgency, the appointing authority will notify the Auditor-Controller/Treasurer/Tax Collector's office of the situation and approve a waiver of the maximum allowed unused balance for a period not to exceed one (1) thirteen (13) pay period waiver per calendar year.

Written request for vacation leave shall receive a written response from the appointing authority within two (2) weeks of submission. In instances where a vacation leave request has received written, advance approval and is rescinded due to work urgency by the supervisor, that decision may be appealed to the Department Head for an immediate review. In those instances where the direct supervisor is the Department Head the rescission due to work urgency may be appealed to the Director of Human Resources for immediate review. In those instances where a financial hardship would occur because pre-approval resulted in prepayment by the employee, a vacation would only be canceled under the most extreme work emergency.

- (2) <u>Minimum Charge</u> The minimum charge against accumulated vacation leave shall be fifteen (15) minutes. Vacation leave shall be compensated at the employee's base rate of pay, except as otherwise provided in this Memorandum of Understanding.
- (3) <u>Holiday During Vacation</u> When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits.
- (4) <u>Vacation Leave and Termination Date</u> Employees not planning to return to County employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation at the employee's then base rate of pay and shall not be carried on the payroll. Retiring employees may elect to use vacation leave or be compensated in a lump sum payment for accrued vacation leave, provided that each pay period the employee charges the number of his/her regularly scheduled hours.
- (5) Vacation Cash-Out On one occasion each calendar year until the expiration of this contract, an employee who had used eighty (80) or more hours of vacation leave during the preceding calendar year may elect to convert up to sixty (60) hours of accrued vacation leave into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back vacation leave, an employee must make an irrevocable election (i.e., pre-designation) during the month of December (beginning in December of 2016), specifying the number of hours to be sold back from the next year's vacation leave accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the vacation leave in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out vacation leave hours accrued up to the preceding pay period in which he/she requested the cashout. For example, an employee who requests a cash-out in pay period 15 can only cash-out the vacation leave accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2016 makes a pre-designation to cash-out 25 hours. The employee accrues 4.61 hours of vacation leave per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of vacation leave that she had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of vacation leave. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26. The vacation leave cash-out shall sunset upon the expiration of the agreement.
- (d) <u>Prior Service</u> New employees hired into the County in regular positions who have been employed in a public jurisdiction or in a private hospital in a comparable position may receive credit for up to four (4) years (full time equivalent) previous experience in the former agency(s) in determining their vacation accrual rate. Private hospital experience shall only be considered for positions assigned to the Arrowhead Regional Medical Center. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter but in no event later than one (1) year from the employee's hire date.

Section 4 – Holiday Leave

(a) <u>Fixed Holidays</u> – All employees in regular positions shall be entitled to the following holidays:

January 1st Third Monday in January Third Monday in February Last Monday in May July 4th First Monday in September November 11th Thanksgiving Day Day after Thanksgiving December 24th December 25th December 31st

Second Monday in October

(b) <u>Floating Holidays</u> – Employees in regular positions shall be entitled to accrue one floating holiday (eight (8) hours holiday time) during the first pay period prior to the third Monday in January, provided that the employee is not on unpaid leave for the entire pay period and is in a paid status on the payroll.

Floating holidays accrued shall be available for use on the first day following the pay period in which they are accrued, with the approval of the appointing authority. Appointing authorities have the right to schedule employees' time off for accrued holidays to meet the needs of the service but with consideration given to the well-being of the employee. Employees in regular positions budgeted less than eighty (80) hours per pay period or job-shared positions shall receive floating holiday accruals on a pro-rata basis.

- (c) <u>Eligibility for Holiday Pay</u> Except as provided in Section 5 of this Article, to receive holiday pay for a fixed holiday, each of the following conditions must be met during the pay period in which the fixed holiday fell:
 - (1) The employee must have been hired prior to or at the start of the pay period and not have separated prior to the end of the pay period in which such fixed holiday fell; and,
 - (2) The employee must be paid for at least one-half (1/2) of his/her regularly scheduled hours; and,
 - (3) The employee must have been on an approved leave of absence for any unpaid hours; and,
 - (4) The employee must have not had any unauthorized leave.
- (d) <u>Holiday During Vacation</u> When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits. As such, the employee shall receive holiday pay for any fixed holiday that falls within a vacation period, provided the employee is eligible for that fixed holiday pay. For example, an employee has approved vacation leave from Tuesday through Thursday and Wednesday is a fixed holiday. Tuesday and Thursday would be coded as vacation leave but Wednesday would be coded as holiday leave.
- (e) <u>Holiday Falling on a Scheduled Day Off</u> Whenever a fixed holiday falls on an employee's regularly scheduled day off the employee shall accrue, on an hour for hour basis, up to a total of eight (8) hours floating holiday time. At the request of the employee, and with approval of the appointing authority, straight time payment can be made in lieu of accrual provided such compensation is approved during the pay period in which it is worked.
- (f) <u>Working on a Holiday</u> Whenever an employee is required to work on a fixed holiday the employee shall be compensated at straight time, up to a total of eight (8) hours, at the employee's base rate of pay. Such hours shall not be considered as time actually worked.
- (g) <u>Weekend Holidays</u> When a fixed holiday falls on a Saturday, the previous Friday will be observed as the fixed holiday except that when the preceding Friday is also a fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a fixed holiday falls on a Sunday, the following Monday will be observed as the fixed holiday except that when the following Monday is also a fixed holiday, the following Tuesday will be observed as the fixed holiday.

For those County department operations which operate six (6) and seven (7) days per week facilities, fixed holidays which fall on either a Saturday or Sunday shall be observed on those days by employees of those operations scheduled to work.

- (h) Holiday Time Accrual
 - (1) Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.

- (2) An employee may code vacation or other appropriate accrued paid leave time on a fixed holiday only under the following circumstances:
 - (i) An employee on an alternate work schedule such as a 9/80 or 4/10 may code accrued vacation hours on a fixed holiday that falls on a workday up to an amount that if combined with his/her fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee on a 4/10 work schedule normally works ten (10) hours on Mondays, when the fixed holiday falls on a Monday the employee codes eight (8) hours of holiday and may code up to two (2) hours of vacation).
 - (ii) An employee in a regular part-time or job share position who does not accrue eight (8) hours of holiday leave due to the employee's reduced work schedule may code accrued vacation leave hours on a fixed holiday that falls on a normal workday up to an amount that if combined with the employee's fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee due to his/her reduced work schedule accrued four (4) hours of holiday, but normally would have worked eight (8) hours on the day in which the holiday occurred, may code four (4) hours of accrued vacation leave in addition to the four (4) hours of holiday.

Section 5 – Leave Accruals While on Disability Leave

Employees on short-term disability, Workers' Compensation, or other disability leaves may choose to fully integrate, partially integrate, or not integrate accrued paid leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed 100% of the employee's base bi-weekly salary. Accrued paid leave time coded on the employee's time sheet will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be required to repay that amount in accordance with the Payroll Adjustments Article. Employees who knowingly receive payment in excess of their regular base bi-weekly salary are required to report it to their Departmental payroll clerk.

Employees who are fully integrating accrued leave time with disability benefits shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating accrued leave time with disability benefits shall only earn prorated vacation and sick leave accruals based upon the amount of paid leave time coded on their time sheet.

Employees who are fully integrating paid leave time with disability benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not integrating paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions in Section 4 of this Article.

Section 6 – Compulsory Leave

If, in the opinion of the appointing authority, employees are unable to perform the duties of their position for physical or psychological reasons, they may be removed from duty without pay, unless the employee is permitted to use appropriate accrued paid leave for which he/she is eligible. In addition, such employees may be required to submit to an examination by either a physician or other competent authority designated by the Director of Human Resources or by their own physician or other practitioner, as appropriate. If the examination report of the competent authority (e.g., physician, appropriate practitioner) shows the employee to be in an unfit condition to perform the duties required of the position, the appointing authority shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to unrestricted duty. An employee who has been removed from duty for physical or psychological

reasons by the appointing authority, and the employee was required to submit to an examination, may not return to duty until such time as medical clearance has been obtained.

Additionally, if an employee is otherwise determined to be ineligible to work for any reason (e.g., fails to maintain required licensure/certification), said employee shall be removed from duty without pay, unless the employee is permitted to use appropriate accrued paid leave for which the employee is eligible. Nothing herein is intended to preclude the employer from taking appropriate administrative action with regard to the employee.

Section 7 – Political Leave

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay contained under section 8 of this Article.

Section 8 – Special Leaves of Absence Without Pay

(a) General Provisions

A special leave of absence without pay for a period not exceeding one (1) year may be granted to an employee who:

- (1) Is medically incapacitated to perform the duties of the position.
- (2) Desires to engage in a relevant course of study, which will enhance the employee's value to the County.
- (3) Takes a leave of absence pursuant to the federal Family Medical Leave Act, the California Family Rights Act, and/or Pregnancy Disability Leave provisions under the Fair Employment and Housing Act (FEHA).
- (4) For any reason considered appropriate by the appointing authority and the Director of Human Resources.

(b) Types of Leaves of Absence

There are four (4) types of leaves of absences. All requests must be in writing and require the approval of the appointing authority and the Director of Human Resources. Upon request, the appointing authority and the Director of Human Resources may grant successive leaves of absence. All benefits shall be administered in accordance with the appropriate Article of this Agreement.

(1) Leaves of Absence With Right to Return

Leaves of absence with right to return may be granted to employees in regular positions for a period not exceeding one (1) year. The employee remains in his/her position.

(2) Family Leave

Leaves of absence will be granted in accordance with the federal Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or Pregnancy Disability Leave (PDL) provision under Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

An employee on an approved leave of absence without pay under this provision will continue to receive the health benefits as provided by applicable law. Certification from a health care provider is

required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least thirty (30) days before commencement where possible.

In instances where the leave is for the birth or placement of a child and both parents are County employees, both employees are limited to a total of twelve (12) weeks between them.

- (3) Leaves of Absence Without Right to Return
 - (i) <u>Definition</u> Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one (1) year. Employees without right to return shall be removed from their position but not separated from County service. As such, the employee's accrued paid leave, if any, shall not be cashed out to the employee. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase medical benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).
 - (ii) <u>Return Process</u> An employee may return to the same department in the classification from which the employee took the leave of absence with the approval of the appointing authority and the Director of Human Resources. Alternatively, the employee may apply through Human Resources by the last day of the leave of absence. The employee will be placed on the eligible list for the classification from which he/she took the leave of absence with the requalification provisions of the Personnel Rules. If the employee does not return to a regular position within ninety (90) calendar days of the expiration of such a leave the employee shall be terminated from County service, unless the approval is granted by the Director of Human Resources to extend such leave.
 - (iii) <u>Benefits Upon Return</u> An employee who returns to a regular position within ninety (90) days after the expiration of the leave of absence without right to return shall retain hire date for purposes of leave accruals and step advances.

To retain the above benefits, the employee must return to a position no later than ninety (90) calendar days after the date of expiration of the leave of absence. The ninety (90) days shall run concurrently with the first ninety (90) days of the one (1) year period provided in the Reemployment Article.

(4) Long-Term Medical Leave of Absence

(i) <u>Definition</u> – An employee with regular status who suffers from a serious condition may be placed on a medical leave of absence for up to one (1) year, only after FMLA, CFRA and/or PDL have been exhausted. However, if an employee meets the service requirements for eligibility for a disability retirement, the Long-Term Medical Leave of Absence shall be extended. The employee is responsible for providing documentation from a qualified health practitioner prior to approval. The County retains the right to request medical documentation regarding the employee's continued incapacity to return to work.

The employee will be removed from his/her position so that the department may fill behind the employee. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase medical benefits pursuant to the federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Upon the employee's ability to return to work or the expiration of the leave of absence, whichever comes first, the employee will have the right to return to the classification within the department from which he/she took a leave of absence when a funded vacancy for which the employee meets the qualifications is available. If a funded vacancy for which the employee meets the

qualifications is unavailable, the Long-Term Medical Leave of Absence may be extended for up to ninety (90) days.

If the employee is unable or unwilling to return to work by the expiration date of the leave, or the soonest date after that for which the department has a vacancy (but in no event later than ninety (90) days following the expiration of the medical leave of absence), the employee relinquishes the right to return.

(ii) Upon return from a medical leave of absence, the employee shall retain hire date for purposes of leave accruals and step advances.

Section 9 – Jury Duty Leave

Employees in regular positions who are ordered/summoned to serve jury duty including Federal Grand Jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Jury Duty Leave for those hours. When practicable, the appointing authority will convert an employee's regular shift to a day shift during the period of jury duty. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after the employee has completed jury duty and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank." Employees volunteering to serve on a Grand Jury shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury, in the same manner as provided in Section 7 of this Article.

Section 10 – Examination Time

Employees having regular status in regular positions at the time of application shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes required for selection to a different County position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. Employees must report to work before and after examination time provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after Examination Time and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank." Employees having probationary status, including those who have previously held regular status in another classification, are not entitled to examination time off with pay.

Section 11 – Blood Donations

Employees in regular positions who donate blood without receiving compensation for such donation, may have up to a total of two (2) hours off with pay to donate blood and to recover, if necessary, from such blood donation with prior approval of the immediate supervisor for each such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of two (2) hours for the blood donation and recovery may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the appointing authority to receive this benefit.

Employees in regular positions who are apheresis donors may have up to a total of four (4) hours off with pay for the apheresis donation and to recover, if necessary, from such apheresis donation with prior approval of the immediate supervisor for each such donation, provided no compensation is received for such donation.

This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of four (4) hours for the apheresis donation and recovery may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each apheresis donation must be presented to the appointing authority to receive this benefit.

Section 12 – Time Off for Voting

- (a) If an employee does not have sufficient time outside of working hours to vote at a statewide election, the employee may, without loss of pay, take off enough working time that, when added to the voting time available outside of working hours, will enable the employee to vote.
- (b) No more than two (2) hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.
- (c) If the employee on the third working day prior to the day of election knows or has reason to believe that time off will be necessary to be able to vote on Election Day, the employee shall give the employer at least two (2) working days' notice that time off for voting is desired, in accordance with this section.

Section 13 - Witness Leave

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen out of the employee's scope of employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to the County.

LIFE INSURANCE

(a) The County agrees to pay the premium for a term life insurance policy for each employee based on scheduled work hours according to the table below. Life insurance will become effective on the first day of the pay period following the employee's first pay period in which the employee works and receives pay for one half plus one of his/her regularly scheduled hours and shall continue for each pay period in which the employee receives pay for one half plus one of his/her regularly scheduled hours. For example, an employee scheduled for eighty (80) hours must be paid for a minimum of forty-one (41) hours. For pay periods in which the employee does not meet the paid hours requirement, the employee shall have the option of continuing life insurance coverage at the employee's expense.

Amount of Life Insurance		
Scheduled Hours Scheduled Hours		
from 40 to 60 from 61 to 80		
\$17,000 \$35,000		

- (b) The County further agrees to make available to each employee a group term life insurance program wherein the employee may purchase additional term life insurance in the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in this program on the first day of the pay period following the pay period in which the employee works and receives pay for one half plus one of his/her regularly scheduled hours.
- (c) The County agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance.

LOCAL 721 JOINT LABOR-MANAGEMENT TASK FORCES

The parties recognize that delivery of public services in the most efficient and effective manner is of paramount importance and interest to the County and SEIU. Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities.

To this end, the parties agree that Labor-Management Task Forces comprised of equal numbers of management and employees shall be created as necessary to address issues which affect the efficient and effective delivery of public services appropriate to each department and Unit employees. The purpose of such task force shall be to:

- (a) Review and provide input on proposed departmental policies and procedures;
- (b) Develop, review, and prioritize work simplification project proposals;
- (c) Develop and review solutions to specific program problems;
- (d) Training;
- (e) Technological training/advancements;
- (f) Workload Distribution;
- (g) Work processes and efficiencies;
- (h) Safety;
- (i) Discuss any other ongoing matters.

The composition of each task force shall be determined by the appointing authority in conjunction with the Employee Relations Division of Human Resources and the Union. The chairperson(s) of each task force shall be selected by the appointing authority. Meetings will be held as often as necessary to discharge the functions of each task force. Each task force will establish reasonable time frames for the accomplishment of its charges.

Each task force shall have the authority to develop its own internal procedures, including the scheduling of meetings and use of consultants. Management shall provide pertinent information to the Union as requested as issues are discussed.

Recommendations of each task force will be arrived at by consensus and shall be submitted in writing to the appointing authority for final action, subject to review and approval. The task forces shall not have any right or authority to abrogate representation rights of SEIU or County Management Rights.

LOW CENSUS TIME OFF

If during the term of this agreement the County determines that conditions exist that, due to low patient census, would require the County to implement measures to deal with such conditions, the parties shall meet and confer in good faith regarding the impact of addressing those conditions.

If the parties are unable to reach agreement on ways to address the impact of such conditions, either party may request the assistance of a mediator to bring final resolution to the matter.

MAINTENANCE OF MEMBERSHIP

In the event the Supreme Court, or other Court of competent jurisdiction, rules that Agency Shop is unlawful, this Memorandum of Understanding shall be amended to provide for a Maintenance of Membership Provision which shall read as follows:

Employees who have authorized Union dues deductions at such time of a Supreme Court decision, or other Court of competent jurisdiction's decision, shall continue to have dues deductions or any time subsequent to a Supreme Court decision, or other Court of competent jurisdiction's decision, shall continue to have such dues deduction made by the County during the term of this MOU; provided, however, that any

employee in this Unit may terminate such Union dues during the thirty-day period commencing ninety days before the expiration of the MOU by notifying the Union of their termination of Union dues deduction. Such notification shall be by certified mail and should be in the form of a letter containing the following information: employee name, employee number, job classification, department name and which dues deductions are to be cancelled. The Union will provide to the County with the appropriate documentation to process these membership dues cancellations within ten (10) business days after the close of the withdrawal period.

MEAL AND BREAK PERIODS

MEAL PERIODS

Meal periods are nonpaid and nonworking time and shall not be less than one-half (1/2) hour, or greater than one (1) hour when scheduled. Every effort will be made to schedule such meal period during the middle of the shift when possible. If a regularly scheduled tour of duty does not include a duty-free meal period, appointing authorities shall allow employees a maximum of twenty (20) minutes per shift to eat a meal. Such time shall be considered work time.

BREAK PERIODS

Employees shall be entitled to rest periods in accordance with the schedule contained herein. Rest periods shall be scheduled in accordance with the requirements of the department, but in no instance shall rest periods be scheduled within one (1) hour of the beginning or ending of a tour of duty or meal period, nor shall such time be accumulative or used to report to work late or leave early. Rest periods shall be considered as time worked. Employees required to work beyond their regular tour of duty shall be granted a ten (10) minute rest period for each two (2) hours of such work. Rest periods may not be divided so as to increase the total number of rest periods taken. For example, a twenty (20) minute rest period may not be divided by the employee into two rest periods of ten (10) minutes duration.

Regularly Scheduled Tour of Duty	Number and Limit of Rest Period
After 3 hours and through 6 hours	One - 15 Minute Rest Period
After 6 hours and through 8 hours	Two - 15 Minute Rest Periods
After 8 hours and through 10 hours	Two - 20 Minute Rest Periods
After 10 hours	One - 25 Minute Rest Period and
	One - 20 Minute Rest Period

MEDICAL, DENTAL AND VISION COVERAGE

Section 1 – Medical and Dental Coverage

- (a) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by the County. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is scheduled to work for forty (40) hours or more and received pay for at least one-half plus one hour of scheduled hours.
- (b) To continue enrollment in a County-sponsored medical and dental plan, an employee must remain in a regular position scheduled to work for a minimum of forty (40) hours per pay period and have received pay for at least one-half plus one hour of scheduled hours, or be on approved leave for which continuation of medical and dental coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.

- (c) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption, or marriage.
- (d) A dependent must be removed mid-Plan year when the dependent becomes ineligible for coverage under the insurance plan eligibility rules (e.g., divorce or over age dependent). Employees are responsible for notifying the County within sixty (60) days of a dependent's change in eligibility for the County plans.
- (e) Enrollment elections must remain in effect for the remainder of the Plan year unless an employee experiences a mid-year qualifying event.
- (f) Notification of a mid-year qualifying event must be submitted to the Human Resources Employee Benefits and Services Division in accordance with procedures adopted by the County. Employees are responsible for notifying the County within sixty (60) days of any change in eligibility for the County's plans.
- (g) Premiums for coverage will be automatically deducted from the employee's pay warrant. In specific circumstances, in the absence of sufficient earnings to cover the deduction for premiums, the employee may be given another payment option. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents

Section 2 – Opt-out and Waive

- (a) Employees eligible for medical and dental plan coverage who are also enrolled in a comparable group medical and/or dental plan sponsored by their spouse's, domestic partner's, or parent's employer may elect to opt-out of County-sponsored medical and/or dental coverage (opt-out).
- (b) Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed by the County may elect to waive their County-sponsored medical and/or dental plan (waive).
- (c) To receive the opt-out or waive amounts of this Section the employee must be paid for a minimum of one-half plus one of his/her scheduled hours. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid for a minimum of forty-one (41) hours during a pay period to receive the opt-out or waive amounts.

Employees scheduled to work 61 to 80 hours per pay period who prior to fiscal year 2005 elected to opt-out of County-sponsored medical plan coverage and continue to opt-out during the term of this MOU will receive one hundred thirty-three dollars and eighty-five cents (\$133.85) per pay period; employees scheduled for 40 to 60 hours per pay period who prior to fiscal year 2005 elected to opt-out of County-sponsored medical coverage and continue to opt-out during the term of this MOU, shall receive sixty-six dollars and ninety-three cents (\$66.93) per pay period.

- (d) Employees scheduled to work 61 to 80 hours per pay period who prior to fiscal year 2005 elected to waive County-sponsored medical coverage and continue to waive during the term of this MOU will receive one hundred ninety dollars (\$190.00) per pay period; employees scheduled for 40 to 60 hours who prior to fiscal year 2005 elected to waive County-sponsored medical coverage and continue to waive during the term of this MOU, shall receive ninety-five dollars (\$95.00) per pay period.
- (e) Employees who opt-out or waive County-sponsored medical coverage effective beginning with the fiscal year in 2005 and any time thereafter and are scheduled for 61 to 80 hours per pay period will receive forty dollars (\$40.00) per pay period; employees who opt-out or waive County-sponsored medical coverage and are scheduled for 40 to 60 hours shall receive twenty dollars (\$20.00) per pay period.

The rules and procedures for electing to opt-out or waive County-sponsored medical and dental plan coverage are established and administered by the Employee Benefits and Services Division.

- (1) Employees may elect to opt-out or waive County-sponsored medical and/or dental plan(s) coverage within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other employer group coverage is required at the time the optout or waive is elected.
- (2) Employees may also elect to opt-out or waive County-sponsored medical and/or dental plan(s) coverage during an annual open enrollment period. All employees who are newly opting-out or waiving during an open enrollment period must provide verification of other employer group coverage.
- (3) Employees who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a County-sponsored medical and/or dental plan within sixty (60) calendar days. Enrollment in the County-sponsored medical and/or dental plan will be provided in accordance with the requirements of the applicable plan. If the employee elects not to enroll his/her eligible dependents, the dependents may only be added at a subsequent annual open enrollment period or within sixty (60) calendar days from a mid-year qualifying event.
- (4) There must be no break in the employee's medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a County-sponsored medical and/or dental plan. The retroactive enrollment period and premiums required to implement coverage are subject to the terms and conditions of the applicable plan. Failure to notify the County of loss of group coverage within sixty (60) calendar days will require the employee to pay his/her insurance premiums retroactively on an after-tax basis.

Section 3 – Medical and Dental Premium Subsidies

- (1) The County has established a Medical Premium Subsidy (MPS) in an amount that shall offset a portion of the cost of medical plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental insurance premiums. The applicable MPS amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case shall the MPS exceed the cost of the medical insurance premium for the coverage selected.
- (2) The County has established a Dental Premium Subsidy (DPS) in an amount that would offset a portion of the cost of dental plan premiums charged to eligible employees. The DPS shall be applied to dental insurance premiums only and shall not be applicable to medical insurance premiums. The applicable DPS amount shall be paid directly to the provider of the County-sponsored dental plan in which the eligible employee has enrolled. The DPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case, shall the DPS exceed the cost of the dental insurance premium for the coverage selected.
- (3) <u>Eligibility</u> Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be paid for at least one-half plus one hour of their scheduled hours in order to actually receive the benefits of this Section. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid at least forty-one (41) hours to actually receive the benefits of this Section.

For purposes of this Sub-section (3), paid hours shall not include disability payments such as short-term disability and workers' compensation.

(4) Employees shall receive a Medical Premium Subsidy in the following amounts per pay period as provided below:

Employees hired on or after July 12, 2014:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$97.45	\$194.90
Employee + 1	\$162.42	\$324.83
Employee + 2	\$229.82	\$459.64

Employees hired prior to July 12, 2014:

Coverage Type	Scheduled for	Scheduled for
Coverage Type	40 to 60 Hours	61 to 80 Hours
Employee Only	\$97.45	\$194.90
Grandfathered Employee Only *	\$115.12	\$230.25
Employee + 1	\$162.42	\$324.83
Employee + 2	\$229.82	\$459.64

*Grandfathered Employee Only – Only those employees who prior to Board approval of this MOU elected the Employee Only – Highest Cost HMO coverage and continue to elect the Employee Only – Highest Cost HMO coverage will continue to receive either \$115.12 or \$230.25 per pay period, as applicable. However, those employees who prior to Board approval of this MOU elected the Employee Only – Highest Cost HMO coverage who subsequently elect another plan option shall no longer be eligible to receive the grand-fathered amounts of either \$115.12 or \$230.25 per pay period, as applicable, and shall receive the applicable amount listed in the chart above.

Only those employees who prior to Board approval of this MOU elected the PPO coverage shall receive the same MPS amounts as the Grandfathered Employee Only. However, those employees who prior to Board approval of the MOU elected the PPO coverage who subsequently elect another plan option shall no longer be eligible to receive the grand-fathered amounts, and shall receive the applicable amount listed in the chart above.

Effective July 23, 2016, the County proposes to increase the MPS amounts for the Employee +1 and Employee +2 levels for all employees as follows:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$97.45	\$194.90
Grandfathered Employee Only *	\$115.12	\$230.25
Employee + 1	\$167.28	\$334.57
Employee + 2	\$236.72	\$473.43

Effective July 21, 2018, the MPS amounts for employees in the Unit, shall increase to the following amounts per pay period:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$99.42	\$198.82
Grandfathered Employee Only *	\$115.12	\$230.25
Employee + 1	\$170.64	\$341.30
Employee + 2	\$241.48	\$482.94

(5) Employees covered by this MOU shall receive a Dental Premium Subsidy in the following amounts per pay period:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only Employee + 1 Employee + 2	\$4.73	\$9.46

Section 4 – Needles Medical Premium Subsidy

- (a) For employees assigned to work in the Needles, Trona, and Baker work locations, the County will establish a "Needles Subsidy." To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The Needles Subsidy will be paid by the employee's Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the lowest cost medical plan provided by the County. The applicable Subsidy amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. This Subsidy will be established each year when premiums change for the County-sponsored medical plans. The Subsidy will be discontinued when the lowest cost medical plan becomes available to the employees.
- (b) Employees assigned to work in Needles, Trona, or Baker work locations who are subsequently reassigned to a different work location, but whose eligible dependents do not relocate from the Needles, Trona, or Baker locations, shall be eligible to continue to receive the Needles Subsidy until the next open enrollment period or until the employee's eligible dependents relocate whichever occurs sooner.

Employees who do not relocate their primary residence after being assigned to work in Needles, Trona, or Baker work locations will not be eligible for the Needles Subsidy.

Section 5 – Eligibility for MPS and DPS While on Leave

(a) <u>FMLA/CFRA</u> - Employees who are on approved leave, pursuant to FMLA/CFRA and whose paid hours in a pay period are less than the required number of hours designated in Sub-section 3(c) above will continue to be enrolled in a County-sponsored medical plan and receive MPS and DPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS and DPS as provided by law, shall not be eligible for continuation of the MPS and DPS in the subsequent year. For example, an employee who is off work continuously for two years, and received the MPS and DPS as provided by law, shall not be eligible for the continuation of the MPS and DPS in the next rolling year.

- (b) <u>Pregnancy Disability Leave</u> (PDL) An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS and DPS in accordance with PDL law.
- (c) <u>Workers' Compensation</u> Employees who are on an approved leave based on an approved workers' compensation claim shall continue to receive the MPS and DPS for up to twenty (20) pay periods while off work due to that work injury, inclusive of any FMLA leave, providing the employee has been receiving MPS and DPS immediately prior to the leave of absence and as long as the employee pays his/her portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS eligibility from the original claim shall run concurrent with any additional approved workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods.
- (d) <u>Short Term Disability</u> Employees who are fully integrating paid leave time with Short-Term Disability (STD) insurance provided by the County shall continue to receive the MPS and DPS. "Fully integrating paid leave time" means that the total amount of the STD and the employee's paid hours (i.e., paid leave and/or regular time) equals 100% of the employee's pay.

Section 6 – Vision Care Insurance

Subject to carrier requirements, the County will pay the premiums for vision care insurance for all employees (employee-only coverage) in regular positions scheduled and paid at least forty-one (41) hours per pay period or if the County is required to continue such paid coverage pursuant to applicable law (e.g., FMLA). If an employee is no longer eligible for County-paid vision care insurance, the employee will have the option of enrolling in COBRA continuation coverage.

MEDICAL EMERGENCY LEAVE

The particulars of this Medical Emergency Leave policy are as follows:

- (a) The employee must have regular status with the County or one (1) year of continuous service in a regular position with the County.
- (b) The employee must meet all of the following criteria before he or she becomes eligible for Medical Emergency Leave donation: (1) be on an approved medical leave of absence for at least thirty (30) consecutive calendar days (160 working hours) exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (160 working hours); (3) have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations subsequent accruals will not affect eligibility; and (4) have also recorded at least forty (40) hours of sick leave without pay during the current period of disability.
- (c) An employee is not eligible for Medical Emergency Leave if he or she is receiving Workers' Compensation benefits. An employee eligible for State Disability and/or Short-Term Disability must agree to integrate these benefits with Medical Emergency Leave.
- (d) Vacation or holiday leave as well as compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours (or in the case of holiday leave only four (4) hours) not to exceed a total of fifty percent (50%) of an employee's annual vacation, holiday, or compensatory time accrual per employee. The donation may be made for a specific employee on the time frames established by the Human Resources Department. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.

- (e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of 1,040 hours per fiscal year. The maximum of 1,040 hours shall be prorated for those scheduled less than 40 hours per week. Example: An employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave.
- (f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of a diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the Center for Employee Health and Wellness or medical designee, is required. The County retains the right to request medical documentation regarding the employee's continued incapacity to return to work. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.
- (g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours (i.e., one-half plus one hours) per pay period requirement of the Medical and Dental Plan Article, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.
- (h) An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation leave, sick leave or retirement credit.
- (i) Medical Emergency Leave hours will count towards the accountable hours used to determine holiday leave eligibility.
- (j) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.
- (k) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals or shall be returned to the donor employee(s) as follows:
 - (1) Employees who resign while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of their base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. In the case of employees who die while on Medical Emergency Leave, the employee's spouse, unless otherwise specified on the Beneficiary Designation For Last Warrant form on file with ATC, shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at the time of employee's death in accordance with payroll procedures established by the County Auditor/Controller. Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s), in accordance with procedures established by the County.
 - (2) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to full time work shall be eligible to retain up to 176 hours unused Medical Emergency Leave. Such hours shall only be used for the same purpose and in the same manner as Sick Leave and in accordance with the applicable Sick Leave provision of the Agreement, however, such hours shall not be eligible for conversion (e.g., cash-out). Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s) in accordance with procedures established by the County.
 - (3) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to work on a part-time basis (less than the

employee's normally scheduled hours of work per pay period) may record a combined total of work time and Medical Emergency Leave not to exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work. However, should the employee accrue sick leave while working part-time on Medical Emergency Leave, the employee is required to use those sick leave accruals before utilizing Medical Emergency Leave hours (i.e., Medical Emergency Leave hours may not be used in place of accrued sick leave).

- (I) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.
- (m) Solicitation of donors shall be regulated by the Human Resources Department, names of donors are to be confidential, the privacy rights of the donee upheld per legal requirements.
- (n) All donors and donee shall sign release forms designed, retained and effected by the Human Resources Department.

MERIT ADVANCEMENTS

Section 1 – General

Employees receiving an overall rating on their evaluation of "Meets Job Standards" or "Exceeds Job Standards" shall receive merit advancements within their base salary range, as provided below and in the Salary Rates and Step Advancements Article.

Section 2 – Probationary Employees and Other Employees Without Regular Status

- (a) Upon initial appointment to a job classification, the employee shall receive a merit advancement following 1,040 service hours, provided the employee receives a probationary progress report with an overall rating of at least "Meets Job Standards" within two (2) pay periods of the employee's step advance eligibility date.
- (b) Probationary employees and other employees without regular status shall receive subsequent merit advancements following 2,080 service hours at the new step, provided that the employee receives an evaluation with an overall rating of at least "Meets Job Standards" within six (6) pay periods of the employee's step advance eligibility date.
- (c) If no evaluation is filed within the appropriate period, the employee shall not receive the merit advancement until their performance is evaluated. Once evaluated, if the employee's overall performance is rated as at least "Meets Job Standards," the employee's merit advancement will be retroactive to the original step advance eligibility date.
- (d) If the employee receives an overall rating of "Below Job Standards" or "Unsatisfactory," the step will not be granted until the pay period in which the employee receives an overall evaluation of at least "Meets Job Standards."

Section 3 – Regular Employees

- (a) Regular employees shall be evaluated within six (6) pay periods prior to the step advance eligibility date. If the employee receives an evaluation with an overall rating of at least "Meets Job Standards," the employee shall receive the step advance on their step advance eligibility date.
- (b) If the employee receives an evaluation after the step advance eligibility date and the overall rating is at least "Meets Job Standards," the employee shall receive the merit advancement retroactive to the original step advance eligibility date.

- (c) If the employee receives an evaluation with an overall rating of "Below Job Standards" or "Unsatisfactory," the step advance may be denied or suspended as follows:
 - (1) If the supervisor had given the employee written notice of inadequate work performance at least three (3) pay periods prior to the employee's receipt of the Work Performance Evaluation and the employee received an overall rating of "Below Job Standards" or "Unsatisfactory," the employee's merit advancement shall be denied.
 - (2) If the supervisor had not given the employee such notice, the merit advancement shall be held in abeyance. In this case, the supervisor must re-evaluate the employee after three (3) pay periods following the original evaluation. If the new evaluation indicates the employee is "Below Job Standards" or "Unsatisfactory," the step shall be denied. If the new evaluation indicates the employee is "Meeting" or "Exceeding Job Standards," the step shall be granted, retroactive to the original advance eligibility date. If the employee is not re-evaluated by the end of the fourth (4th) complete pay period following the original "Below Job Standards" (or "Unsatisfactory") evaluation, the employee shall be deemed to be meeting job standards and shall be granted the merit advancement retroactive to the original step advance eligibility date.
- (d) In cases where no Work Performance Evaluation is filed, an employee should contact the supervisor, who must complete and file the evaluation within five (5) working days. If the employee is rated as "Meets Job Standards" or better, the employee will be granted the step advancement, retroactive to the employee's step advance eligible date. If the employee is rated as "Below Job Standards" or "Unsatisfactory," the employee's step advancement will be denied or suspended in accordance with Subsection (c) above.

Section 4 – Denied Steps

If an employee's step is denied, the employee may be re-evaluated after three (3) or more pay periods after receiving a "Below Job Standards" (or "Unsatisfactory") evaluation. Upon receiving a "Meets Standards" evaluation (or better), the employee shall be granted the merit advancement, effective at the beginning of the pay period in which said evaluation was administered.

Section 5 – Disputes

An employee with regular status may appeal the content of a Work Performance Evaluation with an overall rating of "Below Job Standards" or "Unsatisfactory" in accordance with the appeal procedure in the Personnel Rules.

MILITARY LEAVE

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, bargaining unit employees may be entitled to the following rights concerning military leave:

- (a) <u>Definition</u> Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.
- (b) <u>Notice and Orders</u> All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.
- (c) <u>Temporary Active Duty</u> Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of

active military training provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the County for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive his/her regular salary or compensation, pursuant to Section (e) of this Article.

(d) <u>Full-Time Active Duty</u> – Employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the appointing authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire date, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued vacation, sick leave, or other benefit while absent from County employment, except as provided in the temporary duty provision.

- (e) <u>Compensation</u> This provision does not include an employee's attendance for inactive duty, commonly referred to as weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (c) and (d) shall be entitled to receive his/her regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the thirty (30) calendar days.
- (f) Extension of Benefits The County recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are called to active duty as a result of the activation of military reservists beginning in September 2001, and who are eligible to receive the thirty (30) calendar day military leave compensation, and meet the requirements established by the Board shall receive the difference between their base County salary and their military salary starting on the 31st calendar day of military leave. The difference in salary shall continue for the period approved by the Board of Supervisors. During this period, the County will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement contributions and credit will be granted if the employee had enough pay to cover the entire contribution. If the employee does not get enough pay to cover the retirement contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full County payment for the first thirty (30) days of military leave provided in (c) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the 30 days compensation has been completed.

No compensation shall be paid beyond the thirty (30) day leave period, unless such compensation is expressly approved by the Board of Supervisors. The County may unilaterally extend the benefits of this subsection upon the approval of the Board of Supervisors.

- (g) <u>Vacation and Military Leave</u> Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Section (c) of the Article. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Article under the following conditions:
 - (1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which he/she is declining the benefit.
 - (2) The employee must use accrued leave time for the entire pay period (i.e., County pay will not be integrated with military pay for partial pay periods).
 - (3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.
 - (4) Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this Article will be available. Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

MODIFIED BENEFIT OPTION

Section 1 – General Provisions

- (a) At the next annual open enrollment, all regular classified full-time employees in the classification of Respiratory Care Practitioner III; Laboratory Technologist I, II, and III; Dietician; Physical Therapist I, II, and Lead; Speech Therapist and Lead Speech Therapist; and Occupational Therapist I, II, and Lead; and any other agreed upon classifications shall be provided an opportunity to convert from a regular positon with full benefits to a regular position with modified benefits.
- (b) Employees who convert to a Modified Benefit Option shall receive an additional \$1.25 per hour above the base rate of pay. Such additional pay shall be included as part of the base rate of pay.
- (c) Employees who select the Modified Benefit Option must commit to work a minimum of 1,560 hours per calendar year.
- (d) Regular positions with modified benefits shall be regular classified positions and employees in those positions shall retain or attain civil service rights in the position.
- (e) Employees who choose this Modified Benefit Option will only be eligible to return to the full benefit option during an open enrollment period, and only after remaining in this Modified Benefit Option through two (2) consecutive benefit plan years. Full-time regular employees who do not exercise the option during the annual open enrollment period specified following Board approval of this MOU may exercise the modified benefit option during the next open enrollment period and must remain in that option through at least two (2) consecutive benefit plan years.

External candidates hired into a regular position after Board approval of this MOU may be given the option of either modified or full benefits and must remain in that option through at least two (2) consecutive benefit plan years.

EXAMPLE 1:

An employee hired in November 2016 must remain in that option through the benefit plan year 2016/17 and 2017/18 and may change the option during the annual open enrollment in June 2018.

EXAMPLE 2:

An employee who exercises the option during the annual open enrollment in June 2016 must remain in that option through benefit plan year 2016/17 and 2017/18 and may change the option during open enrollment in June 2018.

(f) Provided below are the only benefits an employee who selects the Modified Benefit Option is eligible to receive.

Section 2 – Medical and Dental Coverage

- (a) <u>Coverage</u>
 - All employees who select the Modified Benefit Option must enroll in a medical plan (which includes the PPO Bronze Plan) and dental plan offered by the County, unless they opt-out or waive as provided in (b) below.
 - (2) Initial and continued enrollment in the medical and dental plans, for employees and dependent(s) require that an employee is scheduled to work sixty (60) hours or more per pay period and requires that an employee is paid for at least one half plus one of their scheduled hours.
- (b) Opt-out and Waive
 - (1) Employees who select the Modified Benefit Option shall be eligible to opt-out or waive Countysponsored medical coverage in the same manner as the full benefit option.
 - (2) Employees who select the Modified Benefit Option shall be eligible to receive the same opt-out or waive amounts as the full benefit option (i.e., forty dollars (\$40.00) per pay period) provided that the employee is scheduled to work sixty (60) hours or more per pay period and requires that an employee is paid for at least one half plus one of their scheduled hours..
 - (3) The rules and procedures for electing to opt-out or waive County-sponsored medical and dental plan coverage are established and administered by the Employee Benefits and Services Division.

(c) Medical and Dental Premium Subsidies

- (1) <u>Medical Premium Subsidy</u>: Employees who select the Modified Benefit Option shall be eligible to receive a Medical Premium Subsidy (MPS) in an amount that would offset a portion of the cost of medical plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental insurance premiums. The applicable MPS amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case shall the MPS exceed the cost of the medical insurance premium for the coverage selected.
- (2) <u>Dental Premium Subsidy</u>: Employees who select the Modified Benefit Option shall be eligible to receive a Dental Premium Subsidy (DPS) in an amount that would offset a portion of the cost of dental plan premiums charged to eligible employees. The DPS shall be applied to dental insurance

premiums only and shall not be applicable to medical insurance premiums. The applicable DPS amount shall be paid directly to the provider of the County-sponsored dental plan in which the eligible employee has enrolled. The DPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case, shall the DPS exceed the cost of the dental insurance premium for the coverage selected.

- (3) <u>Eligibility</u> Employees who select the Modified Benefit Option who are enrolled in a Countysponsored medical plan are eligible to receive the MPS towards the cost of medical coverage and DPS towards the cost of dental coverage if an employee is scheduled to work sixty (60) hours or more per pay period and requires that an employee is paid for at least one half plus one of their scheduled hours.
- (4) Employees who select the Modified Benefit Option shall be eligible to receive Medical Premium Subsidy in the following amounts per pay period:

Coverage Type	MPS
Employee Only	\$138.72
Employee + 1	\$275.54
Employee + 2	\$389.09

(5) Employees who select the Modified Benefit Option shall be eligible to receive Dental Premium Subsidy in the following amounts per pay period:

Coverage Type	DPS
Employee Only	
Employee + 1	\$9.46
Employee + 2	

(d) Eligibility for MPS and DPS While on Leave

Employees who select a Modified Benefit Option shall be eligible to receive MPS and DPS while on leave (e.g., FMLA/CFRA, Pregnancy Disability Leave, Short-Term Disability) in the same manner as the fully benefitted option.

Section 3 – Paid Time Off (PTO)

(a) Definition

Paid Time Off (PTO) is granted to employees who select the Modified Benefit Option in lieu of any other Vacation, Sick, or Holiday leave provisions.

(b) Accumulation

(1) Employees who select the Modified Benefit Option and have 10,400 services hours or less shall accrue PTO each payroll period, prorated on the basis of 6.92 hours per pay period. Such PTO shall be available for use on the first day following the pay period in which it is earned.

Employees who select the Modified Benefit Option and have more than 10,400 service hours shall accrue PTO each payroll period, prorated on the basis of 8.31 hours per pay period. Such PTO shall be available for use on the first day following the pay period in which it is earned.

Employees who work less than eighty (80) hours per pay period shall accumulate PTO on a prorata basis.

Length of Service from Hire Date	PTO Allowance	Maximum Allowed Unused PTO Balance	Maximum Allowed Combined Unused Vacation, Holiday, and PTO Balance for Employees Who Convert to the Modified Benefit Option
From Hire Date through 10,400 service hours	180 hours	270 hours	320 hours**
Over 10,400 service hours	216 hours	324 hours	404 hours**

**The employee's maximum allowed PTO balance may not exceed either 270 hours or 324 hours, as applicable.

(2) <u>Working on Holiday Pay</u> – Employees who select the Modified Benefit Option shall be paid twice their base hourly rate for hours worked on the following holidays, and shall not accrue any holiday leave:

January 1st	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
July 4th	December 24th
First Monday in September	December 25th
November 11th	December 31st

(c) Administration

- (1) <u>Scheduling</u> PTO shall be taken annually at the discretion of the appointing authority, and at such times as will not impair the work schedule or efficiency of the department. The parties recognize that it is employees' responsibility to keep track of their own leave balances and to endeavor to keep the leave balance within the maximum allowable unused balance. Every effort will be made to enable employees to take time off to remain below the maximum balance; however, to facilitate scheduling the employee should provide at least six (6) pay periods advance notice of reaching the maximum balance to the appointing authority or designee. No employee, however, shall lose earned PTO because of work urgency. If an employee has reached the maximum allowed unused balance due to work urgency and is unable to take PTO, the appointing authority will notify the Auditor-Controller/Treasurer/Tax Collector of the situation and approve one (1) waiver per calendar year of the maximum allowed unused balance for a period not to exceed thirteen (13) pay periods.
- (2) <u>Minimum Charge</u> The minimum charge against accumulated PTO shall be fifteen (15) minutes or multiples thereof. PTO shall be compensated at the employee's base rate of pay.
- (3) <u>Separation</u> Employees not planning to return to County employment at the expiration of PTO, except those retiring, shall be compensated at their base rate of pay in a lump sum payment for accrued PTO and shall not be carried on the payroll. Retiring employees may elect to use PTO or be compensated in a lump sum payment for accrued time, provided that each pay period the employee charges the number of hours he/she is regularly scheduled to work. Terminating employees not covered by the above provisions shall be compensated at their base rate of pay for accrued PTO that they were entitled to use as of the date of separation from County employment.
- (4) Employees who are hired into a position in a bargaining unit that does not contain the Modified Benefit Option, shall carry over their existing PTO balance and begin accruing vacation, holiday, and sick leave immediately; provided, however, that the employee must exhaust his/her PTO balance first before he/she is eligible to use Vacation and Sick Leave.

(5) Accrual Carryover Following Benefit Change

- (a) Full Benefit Option to Modified Benefit Option Employees who go from the full benefit option to a Modified Benefit Option shall carry over and may utilize their existing vacation, holiday, and sick leave balances; provided, however, that the employee shall no longer accrue vacation, holiday, and sick leave after converting to the Modified Benefit Option. After converting to the Modified Benefit Option the employee shall be immediately eligible to accrue PTO; however, the employee's combined Vacation, Holiday Leave, and PTO balance shall not exceed the applicable cap established in the chart above. For example, if an employee with less than 10,400 service hours carries over 200 Vacation Leave hours and 100 Holiday Leave hours, the employee shall only be eligible to accrue up to 20 PTO hours. If such employee uses Vacation or Holiday Leave then the employee shall be eligible to accrue additional PTO hours, the combined total of such PTO, Vacation Leave, and Holiday Leave hours may not exceed the established caps. For example, an employee with less than 10,400 service hours carries over 150 Vacation Leave hours, 100 Holiday Leave hours, and then accrues 70 PTO hours. The employee then uses 40 Vacation Leave hours. The employee shall be eligible to accrue 40 additional PTO hours, which would leave the employee with a balance of 110 Vacation Leave hours, 100 Holiday Leave hours, and 110 PTO hours, the combined total of which is at the employee's maximum cap of 320 combined PTO, Holiday, and Vacation Leave hours. An employee who carries over Vacation and/or Holiday Leave hours shall be eligible to accrue the maximum amount of PTO (i.e., either 270 or 324 hours) once the employee has exhausted all of his/her carried over Vacation and/or Holiday Leave hours.
- (b) <u>Modified Benefit Option to Full Benefit Option</u> Employees who go from the Modified Benefit Option to the full benefit option shall carry over and may utilize their existing PTO balance and begin accruing vacation, holiday, and sick leave immediately; provided, however, that the employee must exhaust his/her PTO balance first before he/she is eligible to use Vacation and Sick Leave.

Section 4 – Retirement System Contributions

Employees who select the Modified Benefit Option shall participate in the County's retirement system with the Employee and the County paying their share of contributions as established by SBCERA, and pursuant to applicable law (e.g., PEPRA).

Section 5 – Retirement Medical Trust

- (1) <u>County Contribution</u> The County will contribute, on behalf of employees with more than ten (10) years of continuous County service in a regular position, an amount equal to one percent (1.0%) of such employees' base biweekly salary to the Trust. Employees who have completed more than fifteen (15) years of continuous County service in a regular position shall have an amount equal to one and one-quarter percent (1.25%) of their base biweekly salary contributed to the Trust by the County. Employees who have completed more than twenty (20) years of continuous County service in a regular position shall have an amount equal to one and one-half percent (1.5%) of their base biweekly salary contributed to the Trust by the County. Service in a regular position shall have an amount equal to one and one-half percent (1.5%) of their base biweekly salary contributed to the Trust by the County. Contributions to the Trust shall not be considered earnable compensation.
- (2) <u>Sick Leave Conversion</u> Employees who converted to the Modified Benefit Option and carried over a sick leave balance must meet the eligibility requirements as established in the full benefit option.

Eligible employees will be required to contribute the cash value of their unused sick leave balances (if any) to the Trust, upon separation from employment with the County for reasons, other than death, in accordance with the conversion formula tables below:

Amount of Remaining Sick Leave Hours	Cash Formula Value
480 or less	30%
481 to 600 hours	35%
601 to 720 hours	40%
721 to 840 hours	45%
841 to 1,200 hours	60%

Upon the death of an active employee who converted to the Modified benefit Option and carried over a sick leave balance, and who has at least ten (10) years of continuous service from the most recent date of hire in a regular position, the estate of a deceased employee will be paid for unused sick leave balances (if any) according to the sick leave conversion formula table above.

(3) <u>Paid Time Off</u> (PTO) – Employees who have any unused PTO balance upon separation from County employment shall not be eligible to convert such PTO balance to the Trust, and the employee shall be compensated for such unused PTO hours pursuant to Section 3(c)(3) of this article.

Section 6 – Deferred Compensation 457(b)

Employees shall be eligible to participate in the County's 457(b) Deferred Compensation Plan, but shall not receive a County match.

Section 7 – Vision Care Insurance

Employees who select the Modified Benefit Option shall be eligible for Vision Care Insurance in the same manner as the full benefit option.

Section 8 – Life Insurance

Employees who select the Modified Benefit Option shall be eligible for Life Insurance in the same manner as the full benefit option.

Section 9 – Short-Term Disability

Employees who select the Modified Benefit Option shall be eligible for Short-Term Disability in the same manner as the full benefit option.

Section 10 – Dependent Care Assistance Plan and Flexible Spending Account

Employees who select the Modified Benefit Option shall be eligible to participate in the Dependent Care Assistance Plan and Flexible Spending Account in the same manner as the full benefit option.

Section 11 – Accidental Death & Dismemberment

Employees who select the Modified Benefit Option shall be eligible to participate in the Accidental Death & Dismemberment Plan in the same manner as the full benefit option.

Section 12 – Section 125 Premium Conversion Plan

Employees who select the Modified Benefit Option shall be eligible to participate in the Section 125 Premium Conversion Plan in the same manner as the full benefit option.

Section 13 – Tuition Reimbursement

Employees who select the Modified Benefit Option shall be eligible for tuition reimbursement and membership dues in the same manner as the full benefit option.

NON-DISCRIMINATION

SEIU agrees to represent all employees in this Unit in their employer-employee relations with the County.

Neither the County nor the Union shall discriminate against any employee because of race, color, ancestry, sex, sexual orientation, age, physical or mental disability, medical condition, national origin, political, religion, or labor organization affiliations, or other basis as required by federal, state, or local law.

The parties agree to support and promote the objectives of the County's Equal Employment Opportunity program.

OBLIGATION TO SUPPORT

The parties agree that, subsequent to the execution of this Agreement and during the period of time any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement is before the Board of Supervisors (i.e., after ratification by the Union but before the Board of Supervisors take action), neither SEIU nor County Administration, nor their authorized representatives, will appear before the Board of Supervisors individually or collectively to advocate any further amendment, addition or deletion to the terms and conditions of this Agreement. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement in its entirety.

OVERTIME

- (a) <u>Policy</u> It is the policy of the County to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of the appointing authority to arrange for the accomplishment of workload under their jurisdiction within a reasonable period of time. The County has the right to require overtime to be worked as necessary.
- (b) <u>Definition</u> Unless otherwise provided herein, overtime shall be defined as all hours actually worked in excess of eighty (80) hours during a pay period. For employees in classifications covered by the Fair Labor Standards Act, overtime shall be defined as all hours actually worked in excess of forty (40) hours during a work week. For purposes of overtime, paid leave time, excluding sick leave as provided in part "(c)" below, shall be considered as time actually worked; provided, however, that for employees exempt from the Fair Labor Standards Act, time spent attending conferences, seminars and training programs shall not be considered as time actually worked.

Overtime shall be reported in increments of full fifteen (15) minutes and is non-accumulative and non-payable when incurred in units of less than fifteen (15) minutes. Employees shall not accrue leave on overtime.

- (c) Sick leave that is not pre-approved and sick leave used by employees on leave restriction shall not be considered as time actually worked for the purpose of calculating overtime. "Pre-approved" shall mean notice (e.g., prescheduled doctor's appointment or sick leave for bereavement purposes) to management at least forty-eight (48) hours prior to the appointment.
- (d) Employees who have scheduled a pre-approved medical or dental appointment must report to work before and after the medical or dental appointment if there is an opportunity for at least one (1) hour of actual work time.

(e) Overtime Compensation

Except as provided below, any employee authorized by the appointing authority or authorized representative to work overtime shall be compensated at straight time at the employee's base rate of pay compensating time off. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of eighty (80) hours, or immediately prior to promotion, demotion or termination of employment. Employees covered by the Fair Labor Standards Act shall be compensated for overtime at one and one-half (1-1/2) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

(f) <u>Variable Work Schedule</u>

The appointing authority shall have the right to direct an employee to take such time off as is necessary to insure that an employee's actual time worked does not exceed eighty (80) hours within any given work period, or in the case of Social Service Practitioners and employees covered by the Fair Labor Standards Act, forty (40) hours within a given work week.

(g) Special Provisions

(1) Social Service Practitioners

- (i) Employees in the classification of Social Service Practitioner authorized by the appointing authority or authorized representative to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Overtime shall be defined as all hours worked in excess of forty (40) hours in a work week. For purposes of overtime, paid leave time, excluding sick leave as provided in "(c)" above, shall be considered as time actually worked. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.
- (ii) In lieu of cash payment, upon request of the employee and approval of the appointing authority, an employee may accrue compensating time off at premium hours. Except as provided below, cash payment at the employee's base rate of pay shall automatically be paid for any compensating time, which exceeds eighty (80) hours, or for any hours on record immediately prior to promotion, demotion or termination of employment.
- (2) <u>Medical Support</u> Employees assigned to the hospital, mental or correctional institutions and who are laboratory technologists, physical therapists, occupational therapists, clinical biochemists, dieticians, or respiratory care practitioners shall be compensated for time worked in excess of their regularly scheduled tour of duty or eighty (80) hours per pay period at premium rates, i.e., one and one-half (1-1/2) times the employee's base hourly rate. Further, such employees shall be compensated for time worked in excess of four (4) hours over and above their regularly scheduled shift at double time rates, i.e., two (2) times the employee's base hourly rate.

In lieu of cash payment, and upon mutual agreement of the appointing authority and the employee, an employee may accrue compensating time off at premium hours. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of eighty (80) hours, or immediately prior to said employee being promoted.

(3) Notwithstanding any other provisions of this Agreement, the Chief Executive Officer may authorize overtime compensation at time and one-half rates for those classifications which receive straight time overtime (including retroactively for emergencies as defined in Section 13.0202 of the County Code) to be paid to any employee in order to carry out the intent of a Board-approved program, to respond to an emergency, or to compensate for hours of work performed above that normally expected of such employee.

PAY PERIOD

A pay period shall be comprised of fourteen (14) calendar days. The first pay period under this Agreement shall commence July 9, 2016, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter. Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:01 a.m. and shall end at midnight on the second Friday thereafter. The pay period and work week may be adjusted in accordance with FLSA requirements, as applicable. Paychecks shall be issued on the second Wednesday following the end of the preceding pay period.

PAYROLL ADJUSTMENTS

If an overpayment is made to a County employee, the employee is obligated to repay the amount of overpayment within the time frame the overpayment was received by the employee. In the event of an overpayment totaling twenty-five dollars (\$25) or less, the overpayment will be recovered in one pay period. Extensions to the period for repayment of the overage may be requested by the employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will generally not be longer than one and one-half times as long as the overpayment period. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax Collector shall initiate a process to collect the overpayment from the employee.

In situations involving underpayment to an employee by the County, the employee shall receive the balance due in the next pay period the adjustment can be made, following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector's Office, including necessary approval of the appointing authority and the Director of Human Resources.

If an employee has been underpaid by seven and one-half percent (7-1/2%) or more of his/her base pay in the immediately preceding pay period, through no fault of his/her own, the employee may request an ondemand warrant to correct the error. Base pay shall be determined by multiplying the employee's base rate of pay by the number or hours in his/her usual work schedule.

The Director of Human Resources must authorize payroll adjustments to correct any payroll errors occurring more than thirteen (13) pay periods prior to the request for payroll adjustment.

PREHEARING DISCUSSIONS

The parties agree that prior to submitting any matter within the appeal jurisdiction of the Civil Service Commission for adjudication, other than disciplinary matters, both parties shall discuss such matters at the earliest moment.

All parties agree to provide full disclosure and to extend good faith efforts to resolve disputes through these discussions.

Upon declaration of impasse by either or both parties, the matter may be submitted to the Civil Service Commission within five (5) working days of such declaration.

Nothing in this Article shall serve to waive the rights of the appellants or their representatives to the appeal procedure due to a lapse of time resulting from such prehearing discussions.

PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS

Section 1 – Probationary Period

Employees in this unit in non-trainee classifications shall serve a probationary period. The probationary period for employees in such non-trainee classifications shall be 1,600 hours.

The probationary period ends at the end of the day in which the employee has completed the required number of service hours.

The probationary period will be automatically extended for each hour during which the employee is on military leave or is on leave without pay, including absences while receiving disability payments. In situations where the employee is temporarily performing the duties of a higher level classification, is on modified duty, or is continuously absent for eighty (80) or more consecutive hours while coding sick leave, the probationary period may be extended at the discretion of the appointing authority. Such extension is in addition to the fifteen (15) pay period extension allowed by the Personnel Rules.

Section 2 – Trainee Appointments

A trainee appointment is an underfill appointment to a regular position made from an appropriate eligible list of a lower classification for a prescribed period, as provided at the time of appointment, during which the employee must qualify for the higher classification or be terminated.

The original trainee appointment must be made on a competitive basis. During the period of a trainee appointment, the trainee shall be in an at-will status. Appointments to the higher classification are subject to a probationary period.

PROFESSIONAL ENGINEER BONUS

Public Works Engineer II's who possess, or subsequently obtain, a Professional Engineer Certification during the term of this MOU shall be eligible to receive a one-time one thousand dollar (\$1,000) Professional Engineer Bonus, subject to withholdings.

To receive the Bonus eligible employees shall be required to submit a written request for the Bonus with an attached copy of the Professional Engineer Certification to the Appointing Authority. The Bonus shall be payable as soon as practicable following the Appointing Authorities verification of such written request.

An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours.

A Public Works Engineer II who has separated from County employment or the Professional Unit for any reason prior to submitting a written request for the Bonus, or who fails to submit a written request for the Bonus prior to the expiration of the MOU, shall not be eligible to receive the Bonus.

PROFESSIONAL EXPENSE ALLOWANCE

The County shall make a one-time Professional Expense Allowance payment of one-thousand dollars (\$1,000.00) to full-time employees in regular positions who are in paid status in pay period 26/2017. Employees who are not in paid status shall receive the full allowance upon their return to paid status, provided, however, that the employee returns to paid status during the term of the MOU. An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours.

PROMOTIONS

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or mathematically closest to a five percent (5%) salary increase, whichever is greater; provided that no employee is thereby advanced above the top step of the higher base salary range. At the discretion of the appointing authority and with the approval of the Director of Human Resources, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the Director of Human Resources.

PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all applicable Federal and State laws and regulations and the provisions of the Charter of the County of San Bernardino. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of those Federal, State, or County enactments or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be affected thereby. If any part or provision of this Memorandum of Understanding is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation to employees under this Agreement shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action or taking individual or collective action that would invalidate Articles of this Memorandum of Understanding that are not in conflict or inconsistent with applicable provisions of Federal, State, or County enactments.

RECRUITMENT AND REFERRAL BONUS PROGRAMS

- (a) <u>General</u> The County shall make available to appointing authorities Recruitment and Referral Incentive Programs to assist in the recruitment and appointment of qualified individuals into hard-to-recruit regular positions in this Unit, in accordance with the guidelines established herein.
- (b) <u>Program Applicability</u> Appointing authorities may request authorization to apply the Recruitment and/or Referral Bonus Program(s) to assist in filling regular positions in their departments. To apply, said position/classification must have had historical/demonstrable recruitment difficulty. The Human Resources Director shall have the sole authority to determine the applicability amount and duration of these program(s) to each requested position/classification and shall certify applicability of the Program(s) for each position, by assignment, department, and beginning and ending dates. Such determinations shall not be subject to the Grievance Procedure, or any other review or appeal.
- (c) <u>Recruitment Bonus</u> An employee hired into a regular position/classification certified for participation in this Program shall be eligible to receive recruitment bonuses in accordance with the following:
 - (1) <u>Bonus Amount and Method of Payment</u> The eligible employee hired into a position/classification certified for participation in the Program shall receive no less than five hundred dollars (\$500.00) and no more than one thousand dollars (\$1000.00) upon hire. An additional one thousand dollars (\$1,000.00) shall be paid to the employee upon completion of 2,080 service hours in the position/classification for which the original bonus was granted. Each bonus payment shall be considered taxable income and subject to withholding.
 - (2) Limitations and Exclusions
 - (i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior to the beginning date certified by the Director of Human Resources

for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program.

- (ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.
- (iii) The appointing authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review or appeal.
- (d) <u>Referral Bonus</u> Any employee in a regular position who refers a qualified candidate for a position/classification in this bargaining Unit that has been certified for participation in this Program who is subsequently hired into the regular position may receive a referral bonus in accordance with the following:
 - (1) <u>Method of Referral</u> To be eligible for the referral bonus, the County Application for Employment must contain the name of the referring employee in the appropriate area of the application.
 - (2) <u>Bonus Amount and Method of Payment</u> The referring employee shall receive a bonus of two hundred and fifty dollars (\$250.00) for each referred candidate actually hired into an eligible regular position. An additional five hundred dollars (\$500.00) shall be paid upon that new employee's completion of 2,080 service hours. Said bonus shall be considered taxable income and subject to withholding.
 - (3) Limitations and Exclusions
 - (i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior to the beginning date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program.
 - (ii) Individuals assigned to employee recruitment as a primary function of their position shall not be eligible to receive this Bonus.
 - (iii) In cases where more than one employee is named as a "referring party," the recruitment bonus shall be equally split between the referring employees.
 - (iv) In cases where the referred employee resigns, transfers out of the eligible position, or is terminated prior to completion of 2,080 service hours, the additional five hundred dollars (\$500.00) shall not be paid.
 - (v) The referral bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.
 - (vi) The appointing authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review or appeal.
- (e) This Article may be deleted by the County at the conclusion of this Agreement.

RECRUITMENT/RETENTION SALARY ADJUSTMENT

The Director of Human Resources shall have the sole authority to recommend application of a recruitment/retention salary adjustment for increased compensation only in situations where the Director of Human Resources has determined such a need exists. Such recommendation is at the sole discretion of the Director of Human Resources not to exceed the term of the existing Memorandum of Understanding, subject to the Board of Supervisors review and approval.

REEMPLOYMENT

(a) A regular employee who has separated County employment, and who is subsequently rehired in the same classification in a regular position within one (1) year (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of salary step, vacation accrual rate, seniority for the purposes of layoff, and sick leave balance (in accordance with the Retirement Medical Trust Fund article) subject to the approval and conditions established by the appointing authority and the Director of Human Resources. Such employees begin accruing vacation and sick leave and may utilize the same immediately.

Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources. The employee shall be provided a new date of hire.

- (b) A regular employee who has separated County employment and who is subsequently rehired to a regular position in the same job family within one (1) year (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of vacation accrual rate, sick leave, seniority for the purposes of layoff, and retirement contribution rate in the same manner as described above. Such employees begin immediately accruing vacation and sick leaves and may utilize the same immediately. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources. The employee shall be provided a new date of hire.
- (c) For purposes of this Article, a regular employee shall mean an employee in a regular position who held regular status in any classification during the previous period of County employment.

RELOCATION ASSISTANCE

(a) In-Service Relocation Assistance

Employees in regular positions who are required by order of their appointing authority to change their principle place of residence because of a reassignment to meet the needs of the service or because of layoff will be granted time off with pay not to exceed two (2) working days and up to four hundred dollars (\$400.00) reimbursement towards the actual cost of relocating their personal furnishings and belongings.

(b) <u>Recruitment Relocation Assistance</u>

To assist with the recruitment and appointment of qualified individuals to hard-to-recruit positions/classifications, upon request of the appointing authority, the Human Resources Director may authorize reimbursement of a new employee's relocation-related expenses incurred as a result of accepting employment with the County as follows:

Miles Relocated	Maximum Reimbursement
500 - 1,000 miles	\$1,000
1,001 - 2,000 miles	\$2,000
More than 2,000 miles	\$2,500

Such reimbursement may be provided to employees upon initial employment with the County, provided that the employee (1) is appointed to a regular position; (2) submits original receipts documenting expenses incurred; and (3) agrees to remain employed in the regular position for at least twelve (12) months.

If the employee voluntarily resigns employment prior to completion of twelve (12) months service, the employee shall be required to reimburse the County for any payment made under this Article. If the employee fails to reimburse the County, action shall be taken to recover the amount owed via payroll recovery from the employee's final pay.

REMOTE ASSIGNMENT INCENTIVE

- (a) <u>General</u> The Appointing Authority may request a Remote Assignment Incentive to assist in the recruitment, appointment, and retention of qualified individuals into position/classifications in remote assignments that have been determined by the County to have historical/demonstrable recruitment and/or retention difficulty.
- (b) <u>Program Applicability</u> The Appointing Authority may request authorization to apply the Remote Assignment Incentive to assist in filling regular positions in remote assignments in their department. The position/classification must be in a remote location and has been determined by the County to have historical/demonstrable recruitment and/or retention difficulty. The Human Resources Director shall have sole authority to determine the applicability, amount, and duration of this incentive program to each requested position/classification in the remote assignment, and shall certify applicability of the incentive program for each position, by assignment, department, and beginning and ending dates. Such determinations shall not be subject to the Grievance Procedure, or any other review or appeal.
- (c) <u>Remote Assignment Bonus</u> An employee hired into a regular position/classification in a remote assignment certified for participation in this program shall be eligible to receive recruitment bonuses in accordance with the following:
 - (1) Bonus Amount and Method of Payment Eligible employees who are hired into a position/classification in a remote area certified for participation in the program shall receive five hundred dollars (\$500.00) upon hire and an additional five hundred dollars (\$500.00) upon completion of 2,080 hours in the position/classification at the remote location. Each bonus payment shall be considered taxable income and subject to withholding.
 - (2) Limitations and Exclusions
 - (i) No incentive will be paid to any candidate whose name was placed on the eligible list for positions/classifications in the remote assignment prior to the beginning date certified by the Director of Human Resources for that position/classification in the remote assignment to be eligible for participation in the Remote Assignment Incentive Bonus Program. Similarly, no bonus will be paid to any candidate whose name was placed on the eligible list for positions/classifications in the remote assignment after the ending date certified by the Director of Human Resources for that position/classification in the remote assignment to be eligible for participation in the Remote Assignment Incentive Bonus Program.
 - (ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation.
 - (iii) In cases where the eligible employee resigns, transfers out of the eligible position/classification in the remote assignment, or is terminated prior to completion of the 2,080 service hour period, any unpaid remote assignment bonuses shall not be paid.

- (iv) For the purposes of SSP positions, remote assignments may include locations in the high-desert, low-desert, and Needles.
- (d) This Article may be deleted by the County at the conclusion of this Agreement.

RESTRUCTURE AND RANGE ADJUSTMENTS

Section 1 - Social Service Practitioner (SSP) Structure and Range Advancement

- (a) <u>Range and Level Advancement The pay period following Board approval of the MOU the County</u> <u>shall establish the following SSP Levels:</u>
 - SSP I Level: Trainee level

Employees shall advance from the SSP I to the SSP II after successfully completing the required trainee period, and such advancement shall be considered a promotion. Completed service hours at the SSP I Trainee Level shall not count toward the service hour requirement to advance from the SSP II Level to the SSP III Level.

• **SSP II Level**: 0 years of County service as a SSP but less than 3 full years of completed County service (i.e., less than 6,240 service hours) as a SSP (or County-approved equivalent classification).

Employees shall automatically advance from the SSP II to the SSP III after completion of 3 full years of completed County service (i.e., completion of 6,240 service hours) as a SSP (or County-approved equivalent classification). The pay period following completion of the required service hours, employees shall advance to the step in the SSP III range that represents an approximate two and one-half percent (2.50%) increase.

SSP III Level: At least three (3) full years of completed County service (i.e., completion of at least 6,240 service hours) as a SSP (or County-approved equivalent classification) but less than eight (8) full years of completed County service (i.e., less than 16,640 service hours) as a SSP (or County-approved equivalent classification).

Employees shall automatically advance from the SSP III to the SSP IV upon completion of eight (8) full years of County service (i.e., completion of 16,640 service hours) as a SSP (or County-approved equivalent classification) and having a Master of Social Work Degree or County-approved equivalent. The pay period following completion of the required service hours and verification of the employee's possession of a MSW or County-approved equivalent, employees shall advance to the step in the SSP IV range that represents approximate two and one-half percent (2.50%) increase.

 SSP IV Level: At least eight (8) full years of completed County service (i.e., completion of at least 16,640 service hours) as a SSP (or County-approved equivalent classification) AND a Master of Social Work Degree or County-approved equivalent.

Movement from the SSP IV to the SSP V shall be done through a merit-based competitive process, and shall be considered a promotion.

SSP V Level (Senior SSP): At least two (2) full years of completed County service (i.e., at least 4,160 service hours) as a SSP (or County-approved equivalent classification) AND a Master of Social Work Degree or County approved equivalent.

As noted above, movement from the SSP IV to the SSP V shall be done through a merit-based competitive process, and shall be considered a promotion.

- (b) <u>Step Advancement Within Each Level</u> Employees who automatically advance to a higher level and range (i.e., from SSP II to SSP III and from SSP III to SSP IV) shall be eligible to advance to the next step, if applicable, following completion of 2,080 service hours from their most recent merit advancement (i.e., service hours will not reset for the purposes of receiving the next merit advancement).
- (c) Advancement from the SSP I to SSP II and from the SSP IV to SSP V shall be considered a promotion and made in accordance with the Promotions article (e.g., approximate five percent increase, etc.).

Section 2 - Initial Placement of SSPs Following the SSP Restructure

- (a) SSPs in the Professional Unit on the date of Board approval of the MOU shall be placed at the following Levels effective the pay period following Board approval of the MOU:
 - <u>SSPs Without a Master of Social Work on the Date of Board Approval of the MOU</u>
 - SSPs without a MSW or County-approved equivalent and less than three (3) full years of combined completed County service as an SSP shall be initially placed at the SSP II Level and maintain their current hourly rate.
 - SSPs without a MSW or County-approved equivalent and more than three (3) full years of combined completed County service as an SSP shall be initially placed at the SSP III Level on a step that represents an approximate 2.5% increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable).
 - <u>SSPs With a Master of Social Work on the Date of Board Approval of the MOU</u>
 - SSPs with a MSW or County-approved equivalent and less than three (3) full years of combined completed County service as an SSP shall be initially placed at the SSP II Level and maintain their current rate.
 - SSPs with a MSW or a County-approved equivalent and more than three (3) full years of combined completed County service as an SSP but less than 8 full years of completed service as an SSP shall be initially placed at the SSP III Level on a step that represents an approximate 2.5% increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable).
 - SSPs with a MSW or a County-approved equivalent and more than eight (8) full years of combined completed County service as an SSP shall be initially placed at the SSP IV Level on a step that represents an approximate five percent (5.0%) increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable).
 - Senior SSPs
 - Senior SSPs shall maintain their current step placement (but inclusive of the 7% salary restoration, if applicable) in the Senior SSP classification (SSP V Level).
- (b) Following an employee's initial placement as provided in section 2(a) above, employees shall be eligible to advance to the next step, if applicable, following completion of 2,080 service hours from their most recent merit advancement (i.e., service hours will not reset for the purposes of receiving the next merit advancement). Employees shall be eligible to advance to the next Level, if applicable, as provided in section 1 of this Article. For example, the pay period following Board approval of the MOU an SSP with a MSW who has completed seven and one-quarter (7.25) years of County service as an SSP (i.e.,

15,080 service hours) shall be initially placed at the SSP III Level on a step that represents an approximate 2.5% increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable). Following the employee's initial placement at the SSP III Level, the employee shall advance to the SSP IV Level upon completion of an additional 1,560 service hours at the SSP III Level because the employee has a MSW and now has the required eight (8) full years of service as an SSP (i.e., 16,640 service hours). The employee shall advance to the SSP IV range that represents an approximate 2.5% increase.

Section 3 - Range Adjustments

Effective July 21, 2018 the County proposes to eliminate the current step 1 of the Ranges for the SSP III, SSP IV, SSP V, Dietitian, Occupational Therapist II, Physical Therapist II, Pediatric Rehab Therapist, and Speech Therapist, and then add a new top step to each range. The new top step for the SSP III and SSP IV shall be approximately one and one-quarter percent (1.25%), and the new top step for the SSP V, Dietitian, Occupational Therapist II, Physical Therapist II, Pediatric Rehab Therapist, and Speech Therapist II, Physical Therapist II, Pediatric Rehab Therapist, and Speech Therapist shall be approximately two and one-half percent (2.50%).

Employees who are at the existing top step on that date and have completed 2,080 service hours at that step and received a "Meets Job Standards" or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on July 21, 2018.

All other employees shall be placed on the step in the range that represents their then-current hourly rate. Following placement at that step the employee shall be eligible to advance to the next step, if applicable, upon completion of 2,080 service hours from their most recent merit advancement (i.e., service hours will not reset for the purposes of receiving the next merit advancement).

Section 4 – Telecommuting

Any CFS SSP who has completed his or her probationary period may request to telecommute in accordance with County policy. Management will select those persons to participate in the telecommuting program, and determine the parameters of the program. All employees will be deemed eligible to participate in telecommuting unless management determines that the individual employee cannot effectively telecommute because of his/her skills, experience or prior performance. It is agreed that telecommuting is a voluntary program and participation can be terminated at any time by either management or the participating employee.

Section 5 – Children and Family Services Labor Management Committee

Preamble: It is the goal of the parties during the term of this Agreement to: 1) increase the overall number of case-carrying SSPs within CFS, 2) reduce the average level of cases and referrals assigned to CFS SSPs, and 3) to assign caseloads more equitably so that SSPs will not have significantly higher caseloads than other workers on the same type of assignment performing similar tasks.

Therefore, the County shall establish a CFS Labor Management Committee.

Committee: The Committee shall consist of up to seven (7) labor representatives and up to seven (7) management representatives.

Meetings: The Committee shall meet up to once monthly at the request of either party to discuss the issues related to CFS and child welfare.

Data: The County shall provide to SEIU at the beginning of each month in excel format the following information: 1) a list of vacant, unfilled CFS SSP positions, 2) a list of case carrying CFS SSPs who have separated their employment from the County, including the reason for the separation (if known), and 3) the

total number of cases and referrals assigned to each CFS SSP.

Reopener: Between six (6) months and one (1) year following Board approval of the MOU SEIU shall have the sole authority to re-open this article to meet and confer with management on caseloads and workloads.

Section 6 - Psychiatrist Series

The pay period following Board approval of the MOU, the County shall establish a Psychiatrist series with the base salary ranges and rates as provided below:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Psychiatrist I	\$ 106.98	\$ 109.11	\$ 112.16	\$ 115.03	\$ 117.76	\$ 120.78	\$ 123.87
Psychiatrist II	\$ 112.16	\$ 115.03	\$ 117.76	\$ 120.78	\$ 123.87	\$ 126.89	\$ 130.15
Child Psychiatrist	\$ 120.78	\$ 123.87	\$ 126.89	\$ 130.15	\$ 133.23	\$ 136.65	\$ 140.15
Psychiatrist III	\$ 123.87	\$ 126.89	\$ 130.15	\$ 133.23	\$ 136.65	\$ 140.15	\$ 143.16

*Note: The above salary ranges do not include the initial two percent (2%) across the board wage increase.

The County and SEIU shall meet and confer to establish the job descriptions of Psychiatrists.

Effective July 23, 2016 Psychiatrists shall be placed on a step of one of the above ranges that represents at least an approximate five percent (5.0%) increase above their base hourly rate prior to Board approval of the MOU (but inclusive of the 7% salary restoration, if applicable) in lieu of receiving SAC Pay.

Following placement at that step the employee shall be eligible to advance to the next step, if applicable, upon completion of 2,080 service hours from their most recent merit advancement (i.e., service hours will not reset for the purposes of receiving the next merit advancement).

RETENTION INCENTIVE

Eligibility

Employees who are in one of the classifications listed below on the date of Board approval of the MOU, continuously remain in the Unit in such classification or classification series for three years following Board approval of the MOU, and are in paid status in pay period 15/2019, shall receive a lump-sum payment of one thousand dollars (\$1,000.00) on or about July 17, 2019.

- Social Service Practitioners
- Psychiatrists
- Clinical Therapist I / II
- Environmental Health Specialists I / II / III, who were in the Unit prior to January 1, 2016

Special Provisions

- (i) Eligible employees who are part-time or job-sharing shall receive a prorated retention incentive payment based on regularly scheduled hours.
- (ii) An eligible employee who is not in paid status in the pay period for which the incentive payment is paid shall not be eligible to receive the one-time incentive.

(iii) An employee who has separated from County employment for any reason, who does not continuously remain in the classification or classification series, or who is no longer in a Professional Unit position for any reason, prior to the pay period for which an incentive payment is paid shall not be eligible to receive the payment.

RETIREMENT MEDICAL TRUST FUND

A Retirement Medical Trust Fund has been established for eligible employees.

The Trust is administered by a Board of Trustees who manages resources of the Trust and determines applicable administrative fees for managing the Trust Fund. The Trustees insure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed. The Trust will establish individual accounts for each participant who will be credited with earnings/losses based on the investment performance of the participant's individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for the County. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Codes (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree's eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

Section 1 – Sick Leave Conversion Eligibility

Eligible employees are those employees with 1) ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA) or 2) those who receive a disability retirement.

Participation in other public sector retirement system(s) may also be counted towards the ten (10) year requirement provided that the employee is also a participant in SBCERA and did not withdraw their contributions from the retirement system(s). Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must complete a Prior Service Credit Request form and submit it to the Retirement Medical Trust Plan Administrator for approval. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the form.

Section 2 – Sick Leave Conversion Formula

All eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, upon separation from employment with the County for reasons, other than death, in accordance with the conversion formula table below:

Amount of Remaining Sick Leave Hours	<u>Cash Formula Value</u>
480 or less	30%
481 to 600 hours	35%
601 to 720 hours	40%
721 to 840 hours	45%
841 to 1,200 hours	60%

Section 3 – County Contributions

The County will contribute, on behalf of employees with more than ten (10) years of continuous County service in a regular position, an amount equal to one percent (1.0%) of such employees' base biweekly salary to the Trust. Employees who have completed more than fifteen (15) years of continuous County service in a regular position shall have an amount equal to one and one-quarter percent (1.25%) of their

base biweekly salary contributed to the Trust by the County. Employees who have completed more than twenty (20) years of continuous County service in a regular position shall have an amount equal to one and one-half percent (1.5%) of their base biweekly salary contributed to the Trust by the County. Contributions to the Trust shall not be considered earnable compensation.

Section 4 – Death

Upon the death of an active employee with ten (10) years of continuous service from the most recent date of hire in a regular position, the estate of a deceased employee will be paid for unused sick leave balances according to the sick leave conversion formula tables of Section 2 of this Article.

RETIREMENT SYSTEM CONTRIBUTIONS

Section 1 – Eligibility

Under the provisions of the County Employee's Retirement Law of 1937, all employees in regular positions who are scheduled to work for a minimum of forty (40) hours per pay period shall become members of the San Bernardino County Employees' Retirement Association (SBCERA).

Exception: Employees first hired at age 60 or over may choose not to become a member of SBCERA at the time of hire. If this election is made, the employee will participate in the County's PST Deferred Compensation Retirement Plan. Said employee shall contribute seven and one-half percent (7.5%) of the employee's biweekly gross earnings. The employee's contributions to the PST Deferred Compensation Retirement Plan shall be automatically deducted from employee's earnings. Employees shall be automatically enrolled in the Plan upon notification from the Board of Retirement that the employee has opted out of SBCERA membership.

Section 2 – Employee Contributions

Employees shall pay all required employee retirement system contributions to the San Bernardino County Employees' Retirement Association.

The County shall restore the 7% salary reduction for those employees in the Professional Unit who, prior to Board approval of the MOU, were receiving the 7% County pick-up of the employee share of retirement contributions, effective upon the elimination of such County retirement pick-up.

Employee Retirement System contributions shall be "picked up" for tax purposes only pursuant to this Section. The Auditor-Controller/Treasurer/Tax Collector has implemented the pick-up of such Retirement System contributions under Internal Revenue Code Section 414(h)(2).

The employee must choose to have the contributions designated as all employer or all employee contributions for retirement purposes. If the employee designates the pick-up as employer contributions, then for each dollar applied, the employee's retirement obligation shall be satisfied in the amount of the actuarial value of that dollar to the Retirement Association as determined by the Board of Retirement; and the employee may not withdraw this contribution from the Retirement Association.

If the employee designates the pick-up as employee contributions, then for each dollar applied, the employee's retirement obligation shall be satisfied in the amount of one dollar; and upon separation without retirement, an employee may withdraw this contribution from the Retirement Association. Upon retirement or separation, all contributions applied under this Section will be considered for tax purposes as employer-paid contributions.

If the employee does not file a designation, the contributions shall be made as employee contributions. However, if the employee made a designation at a previous open enrollment then that designation shall continue to be applied. Employees hired on or after January 1, 2013 cannot choose to designate retirement system contributions as employer contributions. For such employees, all contributions shall be designated as employee contributions.

The County shall make member contributions under this Section on behalf of the employee, which shall be in lieu of the employee's contributions, and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom the County picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by the County under this Section shall be treated as compensation paid to County employees for all other purposes. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the County Retirement System.

Contributions under this Section shall be applied (as all employer or all employee contributions with the same value and restrictions) for Retirement System purposes in the same manner as the contributions under Section 1 of this Article.

Section 3 – Special Provisions

Employees with at least twenty-five (25) years of service as set forth in Government Code section 31625.3 as of June 28, 2014 who either had or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 and no longer make retirement contributions under the provisions of the County Employees' Retirement Law of 1937, shall have one opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty-six (26) consecutive pay periods. Such payments may begin no sooner than the pay period following Board of Supervisors approval of this agreement.

The provisions of this Article shall be applied each pay period.

Section 4 – Survivor Benefits for General Retirement Members Administered by San Bernardino County Employees Retirement Association (SBCERA)

Survivor benefits are payable to employed general retirement members with at least 18 months continuous retirement membership pursuant to Section 31855.12 of the County Employees Retirement Law of 1937. An equal, non-refundable employer and employee biweekly contribution will be paid to SBCERA as provided in annual actuarial study.

RETURN-TO-WORK COMPENSATION

Section 1 – Purpose

Return-to-work compensation is designed to compensate employees for being available to return to work with limited notice and for hours not previously regularly scheduled. There are two (2) types of return-to-work compensation covered by this Article: standby and call-back. Assignment and approval of return to work compensation shall be made by the appointing authority or designee based upon the needs of the service.

Section 2 – Standby Compensation

- (a) Standby duty requires the employee to return a call or page as soon as practicable but not to exceed ten (10) minutes.
- (b) Employees assigned to standby duty shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) after being told to report to work, the employee shall arrive at the

work site no later than the time it takes to commute between the employee's home and the work site. Employees can also be given a designated time to report by the appointing authority or designee.

- (c) Except as otherwise provided herein, employees shall be compensated at the rate of \$3.50 for each full hour of duty or portion thereof. Standby duty shall not count as hours worked.
- d) Social Service Practitioners shall be compensated at the rate of \$3.50 for each full hour of standby duty or portion thereof, except when required to respond to a "critical incident." "Critical incidents" are those incidents which require the employee to report immediately to the field upon being called to perform a service which could not be delayed until the next normal working day and is so critical as to frequently mean the difference between life and death. When called to respond to a "critical incident," the employee shall receive "critical shift" standby compensation at the rate of \$5.15 for each full hour of standby duty or portion thereof. For example, if a Social Service Practitioner is assigned a 13 hour standby shift and responds to a critical incident in the field where he/she performs 4 hours of work, the employee would code 9 hours of "critical shift" standby duty, 1 occurrence of call-back (i.e., 1CBK) and 4 hours of call-back worked (i.e., 4 CBW) in accordance with Section 3(b) of this Article. "Critical shift" standby duty shall not count as hours worked.
- (e) For classifications covered by the Fair Labor Standards Act (FLSA) standby duty shall be compensated at the Federal minimum wage for each full hour of standby duty or portion thereof. Standby hours under this provision shall count as hours worked for overtime purposes.
- (f) The employee shall not receive standby compensation once the employee begins work.

Section 3 – Call-Back Compensation

- (a) Call-back pay is used when an employee in a regular position returns to active duty and the work site at the request of the appointing authority or designee after said employee has been released from active duty and has left the work site. An employee need not be assigned to standby duty to receive call-back compensation.
- (b) An employee who is eligible for call-back compensation should code the call-back occurrence(s) when submitting his/her time sheet (e.g., eTime) and any hours worked after being called back. For example, if an employee is called back to work one (1) time and worked three (3) hours after returning to work, the employee would code one (1) occurrence of call-back (i.e., 1CBK) and three (3) hours of call-back worked (i.e., 3 CBW).
- (c) Call-back compensation shall be paid in the following manner. The employee shall be paid for two (2) hours at one-time the base hourly rate of pay for each call-back occurrence. Said compensation shall be in lieu of any travel time and expense to and from home and the first or last work contact point. All time actually worked shall be considered as time actually worked for purposes of the Article on "Overtime."
- (d) Employees shall not be eligible for call-back pay in the following situations: (1) special shifts scheduled in advance; (2) the employee is called back within two (2) hours of the beginning of a scheduled shift; or (3) the employee is not required to leave home. The employee shall report all time actually worked within a pay period. Such time shall be accumulative and shall be considered as time actually worked for the purposes of the Article on "Overtime."

SALARY ADJUSTMENTS

Restoration of Salary

Effective July 9, 2016, the County shall restore the 7% salary reduction for those employees in the Professional Unit who, prior to Board approval of the MOU, were receiving the 7% County pick-up of the employee share of retirement contributions, effective upon the elimination of such County retirement pick-up.

New Top Step

Effective the first pay period following Board approval of the MOU, the County shall add a new top step at approximately two and one-half percent (2.5%) above the current top step for journey level and above classifications, excluding trainee and Psychiatrist classifications. Employees who are at the existing top step on that date and have completed 2,080 service hours at that step and received a "Meets Job Standards" or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on that date.

Employees who would have otherwise met the eligibility requirement (i.e., completed 2,080 service hours at the top step) who did not receive a "Meets Job Standards" or above on their most recent WPE in the 12 consecutive months prior to the effective date of the new top step, will advance to the new top step when they receive a "Meets Job Standards" on the WPE following the creation of the new top step.

Employees who are at the existing top step on the date of Board approval of the MOU, who have completed 2,080 service hours at that step, and who have not received a WPE in the previous 12 consecutive months prior to the effective date of the new top step, but who subsequently receive at least a "Meets Job Standards" WPE, shall be eligible to advance to the new top step retroactive to the designated step advance eligibility date.

Across-the-Board Salary Increases

- 2.00% Effective July 9, 2016 the County shall provide all classifications covered by the MOU with a two percent (2.00%) across the board salary increase.
- 2.00% Effective July 22, 2017 the County shall provide all classifications covered by the MOU with a two percent (2.00%) across the board salary increase.
- 3.00% Effective July 21, 2018 the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase.

SALARY RATES AND STEP ADVANCEMENTS

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs through step 7 with the approval of the appointing authority and through top step with the approval of the Director of Human Resources.

Within the base salary range, all step advancements will be made at the beginning of the pay period following the pay period in which the employee completes the required number of service hours. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and appointing authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, "Merit Advancements."

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to eighty (80) hours per pay period. Overtime hours, disability payments, Medical Emergency Leave, and time without pay shall not count toward step advancements.

Step Advancements - Step advancements within a base salary range shall be based upon one (1) step increment. The employee shall be eligible for the first step advancement after completion of 1,040 service hours and subsequent step advancements after completion of 2,080 service hours.

EXAMPLE:

STEP ADVANCEMENT	Step	Range
Hire Step	1	
After 1040 hours*	2	R60
After additional 2080 hours*	3	
Promotion to higher classification** (mathematically closest to. 5% or step 1 of		
new range whichever is greater)	2	
After 1040 hours*	3	R63
After additional 2080 hours*	4	

*Assumes satisfactory work performance and appointing authority recommendation **Pursuant to Promotions Article

The Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity. The Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

(a) Classifications on Extended Ranges – The classifications of Clinical Therapist Pre-Licensed, Clinical Therapist I, Clinical Therapist II, Medical Therapy Specialist, Pediatric Rehabilitation Therapist, and Pre-Registered Pediatric Rehabilitation Therapist are currently on extended ranges. Effective the pay period following Board approval of this Memorandum of Understanding, the salary range placement for those classifications will be as follows:

Clinical Therapist Pre-Licensed* (MFT1, ASW, PCC)	Range 50T
Clinical Therapist I (LMFT, LCSW, LPCC)	Range 55
Clinical Therapist II (LMFT, LCSW, LPCC)	Range 57
Medical Therapy Specialist	Range 68
Pediatric Rehabilitation Therapist	Range 62C
Pre-Registered Pediatric Rehabilitation Therapist	Range 51T

Employees in these classifications shall be placed on the step in the numbered range that is closest to their current salary rate. However, if the rate that is closest to their current salary rate is less than their current salary rate, the employees shall be X-stepped until their next scheduled Work Performance Evaluation which reflects at least a "Meets Standards" at which time the employees shall advance to the next step of the range.

Following placement at that step the employee shall be eligible to advance to the next step, if applicable, upon completion of 2,080 service hours from their most recent merit advancement (i.e., service hours will not reset for the purposes of receiving the next merit advancement).

SECTION 125 PREMIUM CONVERSION PLAN

- (a) Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Unit employees or any other program(s) mutually agreed upon by the parties. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.
- (b) Benefit Plan elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association.
- (c) To be eligible for the Section 125 Premium Conversion Plan, an employee must be eligible to participate in medical, dental, vision, AD&D, and/or life insurance and have a premium deduction for any of the benefit plans.
- (d) Election of pre-tax salary reductions and after-tax payroll deductions shall be made within sixty (60) days of the initial eligibility period in a manner and on such forms designated by the Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax payroll deductions for all eligible premiums for the remainder of the Plan year.
- (e) Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Section 125 Plan Document. The employee must submit request for a change due to a mid-year qualifying event within sixty (60) days of the qualifying event. The Employee Benefits and Services Division will authorize changes as long as the change is made on account of and consistent with an employee's change in status.

SHORT-TERM DISABILITY

- (a) The County agrees to pay the premium for short-term disability insurance for the plan selected and administered by the County for all employees in regular positions budgeted for forty (40) or more hours per pay period who have completed at least two (2) pay periods of continuous service, each with a minimum of one-half plus one hour of scheduled hours of regular paid time.
- (b) The short-term disability insurance plan benefit coverage shall include a provision for a seven (7) consecutive calendar day waiting period from the first day of disability before benefits begin. Following the waiting period, benefits would begin on the eighth day and shall be fifty-five percent (55%) of base salary up to a weekly maximum established by the State of California for the State Disability Insurance fund. Benefit payments terminate as specified in the certificate of insurance.
- (c) The County agrees to provide these benefits subject to carrier requirements as specified in the Short-Term Disability Policy.

TEMPORARY PERFORMANCE OF HIGHER LEVEL DUTIES

Section 1 – General

Employees may be temporarily assigned to continuously perform the duties of a vacant higher level classification or be assigned a project involving the performance of more difficult duties and requiring a greater level of skill(s). Temporary is defined as no less than six (6) weeks up to one (1) year in duration. Additional compensation shall not be provided in any situation related to a vacation, short-term illness, or other temporary relief with a duration of six (6) weeks or less.

Section 2 - Eligibility Criteria

Employees will normally have regular status and not be in a probationary or trainee status; and there must be evidence of the employee's ability to competently perform the new assignment as determined by the Director of Human Resources and the employee must currently be meeting performance standards.

Section 3 - Assignment Criteria

- (a) <u>Vacant Higher Level Position</u> For the purposes of this Article, a vacant position is defined as a budgeted regular position for which funds have been appropriated and which may be:
 - (1) an unoccupied position due to attrition;
 - (2) a position from which the incumbent is on extended leave of absence; or
 - (3) a new position authorized by the Board of Supervisors.

The appointing authority shall certify that the employee is assigned and held responsible to fully perform all of the higher level duties without limitation as to difficulty or complexity of assignments or consequence of action. This provision shall not be used to circumvent the merit system of promotion and approval of such a request shall initiate the appropriate recruitment/selection process where applicable.

(b) <u>Project Compensation</u> - Compensation related to project assignments requires the temporary assignment of more difficult duties involving a greater level of skills or the assignment of additional duties of a higher level. Such assignment may be made to allow for employee rotation, enhance upward mobility, or to determine the impact of potential operational/organizational changes. The specific temporary duties must be identified in writing.

Section 4 - Compensation

- (a) Vacant Higher Level Position Employees performing the duties of a vacant higher level regular position shall be entitled to a salary rate increase to the higher level for the time actually worked. The amount of the increase shall be determined as if the assignment had been a promotion. The employee shall be eligible for step advances in the higher level position in accordance with the Salary Rate and Step Advancement and Merit Advancement Articles. The employee shall continue to receive leave and benefits associated with his/her pre-assignment Unit. Differentials and other compensation shall be paid only if applicable to the higher level position assignment. Overtime compensation shall be administered according to the FLSA-status of the higher level position. Upon completion of assignment, the employee shall be returned to his/her former position classification and pre-assignment salary step. If, while on the temporary assignment, the employee's step due date occurs, the employee shall receive their salary step effective the pay period they are returned to their former classification; provided, however, that the employee received a Work Performance Evaluation of at least "Meets Job Standards" while on the temporary assignment. If the employee was due a step advance while on the temporary assignment and no evaluation has been completed or if the employee was not rated at least "Meets Job Standards," the employee shall be evaluated within three (3) pay periods of return to former classification, and if rated at least "Meets Job Standards," the employee shall receive his/her step advance retroactive to the date of return to former classification. Under no circumstances will the step advancement be retroactive beyond the date of the return to former classification. Step placement upon promotion to the same or other higher level position following completion of the temporary assignment will be determined based upon salary rate in the pre-assignment position in accordance with the Promotions Article.
- (b) <u>Project compensation</u> Project compensation shall be in the form of a specified percentage of the employee's base pay paid each pay period. The Director of Human Resources will determine the amount in increments of one-half percent (0.5%) from a minimum of two and one-half percent (2.5%) up to a maximum of seven and one-half percent (7.5%). The project compensation will be computed at the specified percentage of the current base pay of the employee for each pay period. The compensation

shall be considered part of the employee's regular rate of pay for purposes of calculating overtime, if applicable. Such increases in pay shall not affect the employee's step advancement in the base range pursuant to the Article on "Salary Rates and Step Advancements."

Section 5 – Administration

Requests for Temporary Performance Compensation may be initiated by the appointing authority or an employee via the appointing authority. The appointing authority and the employee bear mutual responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this Article. Requests for Temporary Performance Compensation shall be reviewed by the Director of Human Resources. It is important to obtain Human Resources Department review of the request in advance of the date the employee begins the assignment, because there is no guarantee the request will be approved. Temporary Performance Compensation is to be effective only with the Director of Human Resources written approval, assignment of the greater level of duties, and signed acceptance by the employee.

Section 6 – Limitations/Exclusions

- (a) The provisions of this Article shall not be utilized to circumvent the provisions of or provide additional compensation over and above that which may be provided in the classification procedures specified in the County Personnel Rules. The Articles, "Temporary Performance of Higher Level Duties" and classification procedures are mutually exclusive concepts and as such there shall be no dual or multiple requests and/or appeals, where the latter is applicable for a single situation.
- (b) Under no circumstances will Temporary Performance Compensation be granted retroactively.
- (c) Denial of compensation shall not be subject to review, appeal, or the grievance procedure.
- (d) Employees may be temporarily assigned higher or lower duties without a change in pay and such action not be deemed as a basis for transfer, demotion, promotion, or reclassification. In all cases where periodic or regular variations in assignments occur because of seasonal needs or because of the nature of the duties or the work schedule, such variations shall be considered as incidental to the position.

TERM

The term of this Agreement shall commence upon approval by the Board of Supervisors, and this Agreement shall expire and otherwise be fully terminated at 12:00 a.m. (midnight) of June 30, 2019.

TIME AND LABOR REPORTS

Employees' electronic time sheets (e.g., eTime) will normally be completed and required to be electronically signed and submitted by the employee each pay period. By signing, the employee acknowledges that the information provided in the time sheet is accurate. In cases where the employee is on leave (e.g., medical leave, vacation, etc.) and has not submitted his/her time sheet, the department shall submit the employee's time sheet. Unless otherwise provided in this Agreement, time shall be reported in increments of full fifteen (15) minutes actually worked for pay purposes. If errors result from the improper or unclear preparation of an employee's time sheet by the employee, the employee shall hold harmless the County for any delays in warrant processing.

TUITION REIMBURSEMENT AND MEMBERSHIP DUES

In conjunction with SEIU, the County has established for the Professional Unit a tuition reimbursement and membership dues procedure to encourage all employees to pursue educational opportunities and involvement in organizations to enhance their contribution as County employees and assist in their career development. Both parties recognize the importance of continued quality improvement and strongly encourage the utilization of opportunities assisted by this Article. Tuition funding and reimbursement programs shall be administered by the Performance, Education and Resource Center (PERC). Beginning with fiscal year 1996-97, and each fiscal year thereafter, the Human Resources Department shall receive from such funding administration costs not to exceed the salary-only portion of a Secretary I, step 11.

The County agrees to establish an individual departmental fund in the amount of four hundred dollars (\$400.00) each fiscal year, for each employee in a regular position regularly scheduled more than forty (40) hours per pay period to reimburse employees for tuition costs incurred for job-related education or career development, for Continuing Education Units (CEU) and/or training in alternate mediums (such as on-line or CD-ROM) to maintain professional licensure, certification and/or registration that is a condition of employment, or to reimburse membership dues in professional organization(s); provided such expenditure enhances furtherance of County or continuing education goals.

Requests for reimbursement must be approved in advance by the appointing authority and shall not be paid in increments less than ten dollars (\$10.00) per fiscal year. Employee initiated education or career development shall not be considered as time actually worked for purposes of computing overtime and normally shall not occur during regular work hours except that which has the prior approval of the appointing authority.

No Unit member shall receive tuition reimbursement in excess of the limitation determined by the Internal Revenue Service. Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

Training activities performed in alternate mediums will take place off County time.

UNIFORMS

Section 1 – General

Prior to the establishment of a new uniform requirement, employees will be given full opportunity to discuss the form, nature, style, and quality of such uniform requirement. If the County establishes a new uniform requirement for employees who are not currently required to wear uniforms, the County shall provide such uniforms. The cost of uniforms required for employees in new programs shall be borne by the employee, provided the uniform requirement is specified as a condition of employment and included in the examination announcement.

UNION LEAVE

Section 1 – Purpose

The County shall establish a Union Leave bank of 100 hours per calendar year that may be used by designated members for the purpose of attending periodic union-sponsored training, seminars and conferences. Union Leave shall not be granted for members to engage in political and organizing activities.

If the Union Leave bank is exhausted, employees may use their own appropriate leave time with the prior approval of the appointing authority. Additionally, the County may consider allowing release time for this purpose, subject to prior approval from the County and SEIU reimbursing the County for the costs of the release time.

It is expressly agreed and understood that the County shall not be obligated or responsible for any of the expenses or costs of member attendance at such training, seminars or conferences.

Section 2 – Release Time

Members who wish to utilize Union Leave shall notify their immediate supervisor as far in advance as possible prior to the date they wish to use such Leave. The release time for Union Leave shall not be counted as hours worked for purposes of calculating overtime, and the work schedules of members who use Union Leave shall not be adjusted to provide paid release time that would otherwise be off duty time. The use of Union Leave shall not unduly interfere with operations of County departments nor shall the County unreasonably deny any request for use of Union Leave. SEIU shall maintain records of the amount of Union Leave used by its members. These amounts shall be kept current by SEIU and shall be provided to the County upon request.

Section 3 – Executive Board Release Time

Employees who are authorized Executive Board members of SEIU Local 721 shall be released one (1) regularly scheduled workday per month for the purpose of traveling to and attending the monthly Executive Board meeting. The Union agrees to provide the County with a minimum of a one (1) month advance notice for release under this provision.

USE OF COUNTY RESOURCES AND BULLETIN BOARDS

Section 1 – Use of County Resources

SEIU may be granted permission to use County facilities (e.g., conference rooms, offices, etc.) during business hours to meet with employees for representation purposes during the employees' non-work time, provided space for such meetings can be made available without interfering with County needs. Permission to use County facilities must be obtained by SEIU from the County. SEIU shall be held fully responsible for any damages to and the security of any County facilities that are used by SEIU. No County vehicles, equipment, computers, time, or supplies may be used in connection with any activity of SEIU, except as may be otherwise provided in this Agreement.

Section 2 – Use of Bulletin Boards

The County will furnish a reasonable portion of existing bulletin board space for SEIU notices. Only areas designated by the appointing authority may be used for posting of notices. Bulletin boards shall only be used for the following notices of Union business:

- (a) Scheduled SEIU meetings, agenda and minutes.
- (b) Information on SEIU elections and the results.
- (c) Information regarding SEIU social, recreational, and related news bulletins.
- (d) Reports of official business of SEIU, including reports of committees or the Executive Board.

County time, equipment, materials, supplies, or mail systems (e.g., interdepartmental, electronic, etc.) shall not be used for the preparation, reproduction, or distribution of notices

The content of notices shall not:

- (a) Incite employees to cause interference with County operations; or
- (b) Be derogatory, offensive, obscene, controversial, defamatory, of a political nature, or directed at any employee or official in the County; or
- (c) Nor shall they pertain to boycotts, solicitations, terms and conditions of employment for employees at outside agencies, public issues which do not involve the County or its relations with County employees, or other internal or external work disruptions (e.g., work stoppages, slowdowns, etc.).

All notices to be posted must be dated and signed by an authorized representative of SEIU and submitted (electronically, by mail, or by fax) to the Human Resources Employee Relations Division for review and approval prior to posting. Notices to employees that have not received prior review and approval from the Employee Relations Division shall be subject to immediate removal.

VOLUNTARY TIME OFF

Voluntary Time Off (VTO) Program is intended to provide employees a means of taking unpaid (e.g., noncompensated) time off work without losing benefits (e.g., Medical Premium Subsidy, Opt-out/Waive amount, vision insurance, RMT contribution, and life insurance) which depend on the employee being in a paid status. The following conditions apply:

- (a) VTO may be taken in the same manner as vacation time except that the increment is one (1) hour and is limited to eighty (80) hours per calendar year.
- (b) When VTO is taken, leave accruals continue as if the employee were on paid time. Vacation maximum accrual limits will be extended by the amount of VTO taken provided that the employee takes the vacation time off during the first thirteen (13) pay periods of the following calendar year. VTO time counts toward satisfying the minimum hour requirement to receive benefits, such as Medical Premium Subsidy, Opt-out/Waive amount, County-paid life insurance, and County-paid vision care.
- (c) VTO does not count as hours worked for purposes of computing overtime. County contributions to the retirement system under the Retirement System Contributions Article will only be paid if the employee is in a paid status in any pay period in which VTO is used and the employee receives enough earnings to pay his/her retirement contribution in that pay period.

Pursuant to applicable law, Tier 1 system members are eligible for full service credit for the pay period in which VTO is used and the employer contribution would be based on the employees' normal compensation earnable.

Pursuant to applicable law, Tier 2 members are eligible for a reduced service credit amount for the pay period in which VTO was used and the employer contribution would be based on the employees' actual earnings for that pay period.

- (d) VTO may not be used for situations that would otherwise require leave without pay, or in conjunction with leave without pay. VTO may be used only by an employee who is otherwise on paid status.
- (e) VTO is an entirely voluntary program. No employee may be required to take VTO.
- (f) VTO may be taken by request of the employee and upon approval of the appointing authority.

WORK DISRUPTION

The parties agree that adequate processes are in place to address and/or remedy concerns that may arise during the term of this Memorandum of Understanding and any agreed-upon extensions of the Memorandum of Understanding. As such, no work disruptions shall be caused or sanctioned by SEIU or any Unit employees, individually or collectively, during the term of this Memorandum of Understanding. Work disruptions include: sit-down, stay-in, speed-up, sick out, a work stoppage in sympathy for any other group, or slowdown in any operation of the County of San Bernardino, or any curtailment of work, disruption, or interference with the operations of the County of San Bernardino. SEIU shall endeavor to discourage any such work disruptions and take affirmative steps to return employees to their jobs. The parties acknowledge that participation of any employee in a prohibited work action against the County shall result in denial of pay, disciplinary action up to and including termination, and the sole issue before a hearing officer and/or arbitrator shall be whether or not the employee participated in such action. The parties agree that no lockout of employees shall be instituted by the County during the term of this Agreement.

Nothing herein constitutes a waiver of either party's right to seek appropriate legal relief in the event of a violation of this Article.

APPENDIX A

APPROVAL BY BOARD OF SUPERVISORS

This Agreement is subject to approval by the Board of Supervisors. The parties hereto agree to perform whatever acts are necessary, both jointly, and separately, to urge the Board to approve and enforce this Agreement.

Following approval of this Agreement by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

DATED:_

JUL 0 1 2016

COUNTY OF SAN BERNARDINO

BOB WINDLE Assistant Director of Human Resources SERVICE EMPLOYEES INTERNATIONAL UNION

ESMIE GRUBBS

Inland Area Regional Director

ELOY ALVAREZ Chief Negotiator Oracio Diaz Darren Guentert Hal Houser thy Christopher McCormick Maugu Ma Thuy Nguyen Rachel Padilla dyth Scott Connie Tong

RECOMMENDED FOR BOARD OF SUPERVISORS APPROVAL:

DENA M. SMITH County Chief Operating Officer

werkauf

GREGORY C. DEVEREAUX Chief Executive Officer

BOARD OF SUPERVISORS

JAMES RAMOS, Chairman

Date

APPENDIX B CLASSIFICATIONS AND SALARY RANGES

Social Service Practitioner Salary Ranges

Job Code	Classification Title	Current Range	7/9/2016	7/23/2016	7/22/2017	7/21/2018
19617	Social Service Practitioner I ¹	52T	S1	S1	S1	S1
19620	Social Service Practitioner II	N/A	S2	S2	S2	S2
19621	Social Service Practitioner III	N/A	S3	S3	S3	S3
19622	Social Service Practitioner IV	N/A	S4	S4	S4	S4
03281	Social Service Practitioner V ²	56	S5	S5	S5	S5

¹ Former title: Social Service Practitioner Trainee.

² Former title: Children and Family Services Senior Social Service Practitioner.

Psychiatrist Salary Ranges

Job Code	Classification Title	Current Range	7/9/2016	7/23/2016	7/22/2017	7/21/2018
19664	Child Psychiatrist	N/A	CP	СР	CP	CP
19667	Psychiatrist I	N/A	P1	P1	P1	P1
19668	Psychiatrist II	N/A	P2	P2	P2	P2
19669	Psychiatrist III	N/A	P3	P3	P3	P3

Salary Ranges

Job Code	Classification Title	Current Range	7/9/2016	7/23/2016	7/22/2017	7/21/2018
01123	Agricultural Biologist III	45	45	45	45	45
01129	Agricultural Pest Exclusion Officer	45	45	45	45	45
01116	Agricultural/Standards Officer I	40T	40T	40T	40T	40T
01117	Agricultural/Standards Officer II	43T	43T	43T	43T	43T
01118	Agricultural/Standards Officer III	46	46	46	46	46
01124	Agricultural/Standards Officer IV	49	49	49	49	49
02045	Building and Safety Engineer	70	70	70C	70C	70C
16359	CCS Physician Consultant I	83	83	83	83	83
16366	CCS Physician Consultant II	88	88	88C	88C	88C
03330	Clinical Biochemist	67	67	67	67	67
13131	Clinical Therapist I	XG	XG	55	56	56A
13133	Clinical Therapist II	XI	XI	57	58	58A
13128	Clinical Therapist I-Psychologist	60	60	61	62	62
13129	Clinical Therapist II-Psychologist	62	62	63	64	64
13132	Clinical Therapist Pre-License	XE	XE	50T	50T	50T
13127	Clinical Therapist Pre-Licensed Psychologist	56T	56T	56T	56T	56T
16391	Cultural Resources Specialist	68	68	68	68	68
03570	Cytotechnologist	59	59	59	59	59
04220	Dietitian	49	49	49C	49C	50C ²
05141	Emergency Medical Services Specialist	54	54	54	54	54

Job Code	Classification Title	Current Range	7/9/2016	7/23/2016	7/22	/2017	7/21/2018
05132	Engineering Geologist	70	70	70		70	70
05147	Environmental Health Specialist I	52T	52T	52T	5	2T	52T
05148	Environmental Health Specialist II	54	54	55		55	55
05149	Environmental Health Specialist III	57	57	58		58	58
05146	Environmental Health Specialist Trainee	44T	44T	44T	4	4T	44T
15042	Investment Analyst	62	62	62	(62	62
15041	Investment Analyst Trainee	53T	53T	53T	5	3T	53T
16140	Lab Response Network Coordinator	58	58	58	Į	58	58
12020	Laboratory Technologist I	56T	56T	57T	58T 1	59T	59T
12021	Laboratory Technologist II	58	58	59	60 ¹	61	61
12022	Laboratory Technologist III	62	62	63	(54	64
12056	Land Surveyor	63	63	64		64	64
04221	Lead Dietician	51	51	51		51	51
19291	Lead Occupational Therapist	65	65	65C		5C	65C
19301	Lead Physical Therapist	65	65	65C		5C	65C
19292	Lead Speech Therapist	65	65	65		65	65
12125	Librarian I	46	46	46	4	46	46
12126	Librarian II	51	51	51		51	51
12128	Librarian III	56	56	56		56	56
12132	Library Associate	42	42	42	4	12	42
13030	Managed Care Research Analyst	63	63	63	(53	63
20023	Medical Therapy Specialist	XK	ХК	68	(58	68
13268	Multimedia Coordinator	45	45	45	4	45	45
13291	Museum Artist	43	43	43	4	43	43
13306	Museum Associate Curator	43	43	43	43		43
13292	Museum Curator	50	50	50	50		50
13290	Museum Exhibits Specialist	50	50	50	50		50
04261	Museum Research Biologist	56	56	56	56		56
14058	Nutritionist	50	50	50		50	50
15005	Occupational Therapist I	60	60	60	60		60
19290	Occupational Therapist II	63	63	63C	6	3C	64C ²
20022	Pediatric Rehabilitation Therapist	XH	ХН	62C	6	2C	63C ²
16145	Physical Therapist I	60	60	60		50	60
19300	Physical Therapist II	63	63	63C	6	3C	64C ²
16187	Plant Pathologist/Entomologist	54	54	54		54	54
10016	Pre-Registered Nutritionist	46T	46T	46T		6T	46T
16197	Pre-Registered Pediatric Rehabilitation Therapist	XD	XD	51T		1T	51T
13311	Professional Biologist	45	45	45		45	45
16362	Public Health Epidemiologist	56	56	56	56		56
16368	Public Health Microbiologist I	50T	50T	50T	5	0T	50T
16369	Public Health Microbiologist II	54	54	54		54	54
16371	Public Health Microbiologist III	58	58	58	58		58
	Public Health Physician I	86	86	86		36	86

Job Code	Classification Title	Current Range	7/9/2016	7/23/2016	7/22/2017	7/21/2018
16387	Public Health Physician II	88	88	88C	88C	88C
16405	Public Health Veterinarian	59	59	59	59	59
16449	Public Works Arborist	52	52	52	52	52
16446	Public Works Engineer I	55T	55T	55T	55T	55T
16447	Public Works Engineer II	63	63	63	63	63
18121	Respiratory Care Practitioner III	50	50	51	52	52
10017	Senior Curator	58	58	58	58	58
05143	Senior Emergency Medical Services Specialist	58	58	58	58	58
18208	Special Education Specialist	52	52	52	52	52
20024	Speech Therapist	64	64	64C	64C	65C ²
20001	Telecommunications Engineer I	52T	52T	52T	52T	52T
20003	Telecommunications Engineer II	58	58	58	58	58
22023	Vector Ecologist	61	61	61	61	61

¹ Laboratory Technologist I will move to range 58T effective 1/21/2017 and range 59T effective 7/22/17. Laboratory Technologist II will move to range 60 effective 1/21/2017 and range 61 effective 7/22/17.

² Range adjustments and step placements for employees in the classifications of Dietician, Occupational Therapist II, Physical Therapist II, Pediatric Rehabilitation Therapist, and Speech Therapist effective 7/21/2018 are pursuant to Section 3 of the Restructure and Range Adjustments article.

APPENDIX C
SOCIAL SERVICE PRACTITIONER SALARY SCHEDULE

Ranges E	Eff. 07/23/2016	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
S1	Hourly	23.64	24.24	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	
	Appx. Bi-wkly	1,891.20	1,939.20	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	
	Appx. Monthly	4,097.60	4,201.60	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	
	Appx. Annual	49,171.20	50,419.20	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	
S2	Hourly	24.82	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12
	Appx. Bi-wkly	1,985.60	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60
	Appx. Monthly	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13
	Appx. Annual	51,625.60	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60
S3	Hourly	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97
	Appx. Bi-wkly	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60
	Appx. Monthly	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47
	Appx. Annual	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60
S4	Hourly	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.84
	Appx. Bi-wkly	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,867.20
	Appx. Monthly	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,212.27
	Appx. Annual	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,547.20
S5	Hourly	26.70	27.37	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.72
	Appx. Bi-wkly	2,136.00	2,189.60	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,937.60
	Appx. Monthly	4,628.00	4,744.13	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,364.80
	Appx. Annual	55,536.00	56,929.60	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,377.60
Ranges E	Eff. 07/22/2017	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
S1	Hourly	24.11	24.72	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	
	Appx, Bi-wkly	1.928.80	1.977.60	2.027.20	2.079.20	2.127.20	2.180.00	2.236.00	2.288.80	2.348.00	2.404.00	2.462.40	2.523.20	2,586.40	

S1	Hourly	24.11	24.72	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	
	Appx. Bi-wkly	1,928.80	1,977.60	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	
	Appx. Monthly	4,179.07	4,284.80	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	
	Appx. Annual	50,148.80	51,417.60	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	
S2	Hourly	25.32	25.95	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80
	Appx. Bi-wkly	2,025.60	2,076.00	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00
	Appx. Monthly	4,388.80	4,498.00	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00
	Appx. Annual	52,665.60	53,976.00	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00
S3	Hourly	25.95	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67
	Appx. Bi-wkly	2,076.00	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60
	Appx. Monthly	4,498.00	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80
	Appx. Annual	53,976.00	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60
S4	Hourly	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.56
	Appx. Bi-wkly	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,924.80
	Appx. Monthly	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,337.07
	Appx. Annual	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,044.80
S5	Hourly	27.23	27.92	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.45
	Appx. Bi-wkly	2,178.40	2,233.60	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,996.00
	Appx. Monthly	4,719.87	4,839.47	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,491.33
	Appx. Annual	56,638.40	58,073.60	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,896.00

Ranges Ef	f. 07/21/2018	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
S1	Hourly	24.83	25.46	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	
	Appx. Bi-wkly	1,986.40	2,036.80	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	
	Appx. Monthly	4,303.87	4,413.07	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	
	Appx. Annual	51,646.40	52,956.80	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	
S2	Hourly	26.08	26.73	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	34.13	34.98	35.84
	Appx. Bi-wkly	2,086.40	2,138.40	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20
	Appx. Monthly	4,520.53	4,633.20	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27
	Appx. Annual	54,246.40	55,598.40	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20
S3	Hourly	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.20
	Appx. Bi-wkly	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	2,976.00
	Appx. Monthly	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,448.00
	Appx. Annual	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	77,376.00
S4	Hourly	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.66	38.13
	Appx. Bi-wkly	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,012.80	3,050.40
	Appx. Monthly	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,527.73	6,609.20
	Appx. Annual	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,332.80	79,310.40
S5	Hourly	28.76	29.47	30.23	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.64	38.57	39.53
	Appx. Bi-wkly	2,300.80	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,085.60	3,162.40
	Appx. Monthly	4,985.07	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,685.47	6,851.87
	Appx. Annual	59,820.80	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,225.60	82,222.40

APPENDIX C PSYCHIATRIST SALARY SCHEDULE

Ranges	Eff. 7/23/2016	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P1	Hourly	109.12	111.29	114.40	117.33	120.11	123.19	126.35
	Appx. Bi-wkly	8,729.60	8,903.20	9,152.00	9,386.40	9,608.80	9,855.20	10,108.00
	Appx. Monthly	18,914.13	19,290.27	19,829.33	20,337.20	20,819.07	21,352.93	21,900.67
	Appx. Annual	226,969.60	231,483.20	237,952.00	244,046.40	249,828.80	256,235.20	262,808.00
P2	Hourly	114.40	117.33	120.12	123.20	126.35	129.43	132.75
	Appx. Bi-wkly	9,152.00	9,386.40	9,609.60	9,856.00	10,108.00	10,354.40	10,620.00
	Appx. Monthly	19,829.33	20,337.20	20,820.80	21,354.67	21,900.67	22,434.53	23,010.00
	Appx. Annual	237,952.00	244,046.40	249,849.60	256,256.00	262,808.00	269,214.40	276,120.00
CP	Hourly	123.20	126.35	129.43	132.75	135.89	139.38	142.95
	Appx. Bi-wkly	9,856.00	10,108.00	10,354.40	10,620.00	10,871.20	11,150.40	11,436.00
	Appx. Monthly	21,354.67	21,900.67	22,434.53	23,010.00	23,554.27	24,159.20	24,778.00
	Appx. Annual	256,256.00	262,808.00	269,214.40	276,120.00	282,651.20	289,910.40	297,336.00
P3	Hourly	126.35	129.43	132.75	135.89	139.38	142.95	146.02
	Appx. Bi-wkly	10,108.00	10,354.40	10,620.00	10,871.20	11,150.40	11,436.00	11,681.60
	Appx. Monthly	21,900.67	22,434.53	23,010.00	23,554.27	24,159.20	24,778.00	25,310.13
	Appx. Annual	262,808.00	269,214.40	276,120.00	282,651.20	289,910.40	297,336.00	303,721.60

Ranges	Eff. 7/22/2017	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P1	Hourly	111.30	113.52	116.69	119.68	122.51	125.65	128.88
	Appx. Bi-wkly	8,904.00	9,081.60	9,335.20	9,574.40	9,800.80	10,052.00	10,310.40
	Appx. Monthly	19,292.00	19,676.80	20,226.27	20,744.53	21,235.07	21,779.33	22,339.20
	Appx. Annual	231,504.00	236,121.60	242,715.20	248,934.40	254,820.80	261,352.00	268,070.40
P2	Hourly	116.69	119.68	122.52	125.66	128.88	132.02	135.41
	Appx. Bi-wkly	9,335.20	9,574.40	9,801.60	10,052.80	10,310.40	10,561.60	10,832.80
	Appx. Monthly	20,226.27	20,744.53	21,236.80	21,781.07	22,339.20	22,883.47	23,471.07
	Appx. Annual	242,715.20	248,934.40	254,841.60	261,372.80	268,070.40	274,601.60	281,652.80
СР	Hourly	125.66	128.88	132.02	135.41	138.61	142.17	145.81
	Appx. Bi-wkly	10,052.80	10,310.40	10,561.60	10,832.80	11,088.80	11,373.60	11,664.80
	Appx. Monthly	21,781.07	22,339.20	22,883.47	23,471.07	24,025.73	24,642.80	25,273.73
	Appx. Annual	261,372.80	268,070.40	274,601.60	281,652.80	288,308.80	295,713.60	303,284.80
P3	Hourly	128.88	132.02	135.41	138.61	142.17	145.81	148.94
	Appx. Bi-wkly	10,310.40	10,561.60	10,832.80	11,088.80	11,373.60	11,664.80	11,915.20
	Appx. Monthly	22,339.20	22,883.47	23,471.07	24,025.73	24,642.80	25,273.73	25,816.27
	Appx. Annual	268,070.40	274,601.60	281,652.80	288,308.80	295,713.60	303,284.80	309,795.20

Ranges	Eff. 7/21/2018	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P1	Hourly	114.64	116.93	120.19	123.27	126.19	129.42	132.75
	Appx. Bi-wkly	9,171.20	9,354.40	9,615.20	9,861.60	10,095.20	10,353.60	10,620.00
	Appx. Monthly	19,870.93	20,267.87	20,832.93	21,366.80	21,872.93	22,432.80	23,010.00
	Appx. Annual	238,451.20	243,214.40	249,995.20	256,401.60	262,475.20	269,193.60	276,120.00
P2	Hourly	120.19	123.27	126.20	129.43	132.75	135.98	139.47
	Appx. Bi-wkly	9,615.20	9,861.60	10,096.00	10,354.40	10,620.00	10,878.40	11,157.60
	Appx. Monthly	20,832.93	21,366.80	21,874.67	22,434.53	23,010.00	23,569.87	24,174.80
	Appx. Annual	249,995.20	256,401.60	262,496.00	269,214.40	276,120.00	282,838.40	290,097.60
СР	Hourly	129.43	132.75	135.98	139.47	142.77	146.44	150.18
	Appx. Bi-wkly	10,354.40	10,620.00	10,878.40	11,157.60	11,421.60	11,715.20	12,014.40
	Appx. Monthly	22,434.53	23,010.00	23,569.87	24,174.80	24,746.80	25,382.93	26,031.20
	Appx. Annual	269,214.40	276,120.00	282,838.40	290,097.60	296,961.60	304,595.20	312,374.40
P3	Hourly	132.75	135.98	139.47	142.77	146.44	150.18	153.41
	Appx. Bi-wkly	10,620.00	10,878.40	11,157.60	11,421.60	11,715.20	12,014.40	12,272.80
	Appx. Monthly	23,010.00	23,569.87	24,174.80	24,746.80	25,382.93	26,031.20	26,591.0
	Appx. Annual	276,120.00	282,838.40	290,097.60	296,961.60	304,595.20	312,374.40	319,092.80

30 H	s Eff. 7/9/16	Step 1	Step 2	Step 3			Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
A		13.80	14.15	14.50	Step 4 14.89	Step 5 15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51
	ppx. Bi-wkly	1,104.00	1,132.00	1,160.00	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80
A	ppx. Monthly	2,392.00	2,452.67	2,513.33	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40
	ppx. Annual	28,704.00	29,432.00	30,160.00	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80
30T H	lourly	13.80	14.15	14.50	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51
A	ppx. Bi-wkly	1,104.00	1,132.00	1,160.00	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80
	ppx. Monthly	2,392.00	2,452.67	2,513.33	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40
A	ppx. Annual	28,704.00	29,432.00	30,160.00	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80
31 H	lourly	14.17	14.52	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98
A	ppx. Bi-wkly	1,133.60	1,161.60	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40
A	ppx. Monthly	2,456.13	2,516.80	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87
A	ppx. Annual	29,473.60	30,201.60	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40
31T H	lourly	14.17	14.52	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98
A	ppx. Bi-wkly	1,133.60	1,161.60	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40
A	ppx. Monthly	2,456.13	2,516.80	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87
A	ppx. Annual	29,473.60	30,201.60	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40
32 H	lourly	14.51	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46
A	ppx. Bi-wkly	1,160.80	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80
A	ppx. Monthly	2,515.07	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07
A	ppx. Annual	30,180.80	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80
32T H	lourly	14.51	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46
A	ppx. Bi-wkly	1,160.80	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80
A	ppx. Monthly	2,515.07	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07
A	ppx. Annual	30,180.80	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80
33 H	lourly	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94
A	ppx. Bi-wkly	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20
A	ppx. Monthly	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27
A	ppx. Annual	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20
33T H	lourly	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94
A	ppx. Bi-wkly	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20
A	ppx. Monthly	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27
A	ppx. Annual	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20
34 H	lourly	15.21	15.59	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43
A	ppx. Bi-wkly	1,216.80	1,247.20	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40
A	ppx. Monthly	2,636.40	2,702.27	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20
A	ppx. Annual	31,636.80	32,427.20	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40
34T H	lourly	15.21	15.59	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43
A	ppx. Bi-wkly	1,216.80	1,247.20	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40
A	ppx. Monthly	2,636.40	2,702.27	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20
A	ppx. Annual	31,636.80	32,427.20	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40
35 H	lourly	15.63	16.01	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93
	ppx. Bi-wkly	1,250.40	1,280.80	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40
	ppx. Monthly	2,709.20	2,775.07	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87
	ppx. Annual	32,510.40	33,300.80	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40
35T H		15.63	16.01	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93
	ppx. Bi-wkly	1,250.40	1,280.80	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40
	ppx. Monthly	2,709.20	2,775.07	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87
	ppx. Annual	32,510.40	33,300.80	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40
36 H		16.02	16.42	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46
	ppx. Bi-wkly	1,281.60	1,313.60	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80
	ppx. Monthly	2,776.80	2,846.13	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73
	ppx. Annual	33,321.60	34,153.60	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80
36T H	5	16.02	16.42	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46
	ppx. Bi-wkly	1,281.60	1,313.60	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80
	ppx. Monthly	2,776.80	2,846.13	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73
-	ppx. Annual	33,321.60	34,153.60	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80
37 H	5	16.40	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01
	ppx. Bi-wkly	1,312.00	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80
	ppx. Monthly	2,842.67	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07
A	ppx. Annual	34,112.00	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80

Rang	es Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
37T	Hourly	16.40	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01
	Appx. Bi-wkly	1,312.00	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80
	Appx. Monthly	2,842.67	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07
	Appx. Annual	34,112.00	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80
38	Hourly	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52
	Appx. Bi-wkly	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60
	Appx. Monthly	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47
	Appx. Annual	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60
38T	Hourly	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52
	Appx. Bi-wkly	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60
	Appx. Monthly	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47
	Appx. Annual	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60
39	Hourly	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10
	Appx. Bi-wkly	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00
	Appx. Monthly	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00
	Appx. Annual	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00
39T	Hourly	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10
	Appx. Bi-wkly	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00
	Appx. Monthly	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00
	Appx. Annual	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00
40	Hourly	17.63	18.06	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65
	Appx. Bi-wkly	1,410.40	1,444.80	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00
	Appx. Monthly	3,055.87	3,130.40	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33
	Appx. Annual	36,670.40	37,564.80	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00
40T	Hourly	17.63	18.06	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65
	Appx. Bi-wkly	1,410.40	1,444.80	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00
	Appx. Monthly	3,055.87	3,130.40	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33
	Appx. Annual	36,670.40	37,564.80	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00
41	Hourly	18.07	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25
	Appx. Bi-wkly	1,445.60	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00
	Appx. Monthly	3,132.13	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33
	Appx. Annual	37,585.60	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00
41T	Hourly	18.07	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25
	Appx. Bi-wkly	1,445.60	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00
	Appx. Monthly	3,132.13	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33
	Appx. Annual	37,585.60	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00
42	Hourly	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84
	Appx. Bi-wkly	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20
	Appx. Monthly	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60
	Appx. Annual	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20
42T	Hourly	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84
	Appx. Bi-wkly	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20
	Appx. Monthly	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60
	Appx. Annual	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20
43	Hourly	18.97	19.45	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48
	Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40
	Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53
	Appx. Annual	39,457.60	40,456.00	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40
43T	Hourly	18.97	19.45	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48
	Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40
	Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53
	Appx. Annual	39,457.60	40,456.00	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40
44	Hourly	19.44	19.93	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07
	Appx. Bi-wkly	1,555.20	1,594.40	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60
	Appx. Monthly	3,369.60	3,454.53	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80
	Appx. Annual	40,435.20	41,454.40	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60
44T	Hourly	19.44	19.93	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07
	Appx. Bi-wkly	1,555.20	1,594.40	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60
	Appx. Monthly	3,369.60	3,454.53	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80
	Appx. Annual	40,435.20	41,454.40	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60

Rang	es Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
45	Hourly	19.92	20.42	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72
	Appx. Bi-wkly	1,593.60	1,633.60	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60
	Appx. Monthly	3,452.80	3,539.47	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47
	Appx. Annual	41,433.60	42,473.60	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60
45T	Hourly	19.92	20.42	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72
	Appx. Bi-wkly	1,593.60	1,633.60	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60
	Appx. Monthly	3,452.80	3,539.47	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47
	Appx. Annual	41,433.60	42,473.60	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60
46	Hourly	20.43	20.94	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40
	Appx. Bi-wkly	1,634.40	1,675.20	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00
	Appx. Monthly	3,541.20	3,629.60	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33
	Appx. Annual	42,494.40	43,555.20	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00
46T	Hourly	20.43	20.94	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40
	Appx. Bi-wkly	1,634.40	1,675.20	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00
	Appx. Monthly	3,541.20	3,629.60	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33
	Appx. Annual	42,494.40	43,555.20	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00
47	Hourly	20.95	21.47	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05
	Appx. Bi-wkly	1,676.00	1,717.60	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00
	Appx. Monthly	3,631.33	3,721.47	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00
	Appx. Annual	43,576.00	44,657.60	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00
47T	Hourly	20.95	21.47	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05
	Appx. Bi-wkly	1,676.00	1,717.60	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00
	Appx. Monthly	3,631.33	3,721.47	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00
	Appx. Annual	43,576.00	44,657.60	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00
48	Hourly	21.43	21.97	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77
	Appx. Bi-wkly	1,714.40	1,757.60	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60
	Appx. Monthly	3,714.53	3,808.13	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80
	Appx. Annual	44,574.40	45,697.60	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60
48T	Hourly	21.43	21.97	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77
	Appx. Bi-wkly	1,714.40	1,757.60	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60
	Appx. Monthly	3,714.53	3,808.13	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80
	Appx. Annual	44,574.40	45,697.60	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60
49	Hourly	21.99	22.54	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46
	Appx. Bi-wkly	1,759.20	1,803.20	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80
	Appx. Monthly	3,811.60	3,906.93	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40
	Appx. Annual	45,739.20	46,883.20	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80
49T	Hourly	21.99	22.54	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46
	Appx. Bi-wkly	1,759.20	1,803.20	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80
	Appx. Monthly	3,811.60	3,906.93	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40
	Appx. Annual	45,739.20	46,883.20	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80
50	Hourly	22.51	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18
	Appx. Bi-wkly	1,800.80	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40
	Appx. Monthly	3,901.73	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20
	Appx. Annual	46,820.80	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40
50T	Hourly	22.51	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18
	Appx. Bi-wkly	1,800.80	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40
	Appx. Monthly	3,901.73	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20
	Appx. Annual	46,820.80	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40
51	Hourly	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92
	Appx. Bi-wkly	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60
	Appx. Monthly	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47
	Appx. Annual	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60
51T	Hourly	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92
	Appx. Bi-wkly	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60
	Appx. Di-wkiy Appx. Monthly	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	2,330.80 5,106.40	5,231.20	2,473.00 5,359.47
	Appx. Monuly Appx. Annual	47,985.60	4,099.33	4,203.33 50,440.00	4,303.00 51,667.20	4,410.55 52,998.40	4,318.80 54,225.60	55,577.60	56,992.00	4,802.00 58,344.00	4,900.00 59,841.60	61,276.80	62,774.40	64,313.60
52	Hourly	23.64	24.24	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70
JZ	Appx. Bi-wkly	23.04 1,891.20	24.24 1,939.20	24.04 1,987.20	2,038.40	20.07	20.72	27.40	28.05	2,301.60	29.40	2,414.40	2,473.60	2,536.00
	Appx. Monthly Appx. Annual	4,097.60 49,171.20	4,201.60	4,305.60 51,667.20	4,416.53 52,998.40	4,518.80 54,225.60	4,631.47	4,749.33 56,992.00	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67 65,936.00
	лүүл. Анниан	47,171.2U	50,419.20	J1,007.20	JZ,770.4U	J4,ZZJ.0U	55,577.60	JU,772.UU	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	00,700.00

Ranç	jes Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
52T	Hourly	23.64	24.24	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70
	Appx. Bi-wkly	1,891.20	1,939.20	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00
	Appx. Monthly	4,097.60	4,201.60	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67
	Appx. Annual	49,171.20	50,419.20	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00
53	Hourly	24.26	24.86	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49
	Appx. Bi-wkly	1,940.80	1,988.80	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20
	Appx. Monthly	4,205.07	4,309.07	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60
	Appx. Annual	50,460.80	51,708.80	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20
53T	Hourly	24.26	24.86	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49
	Appx. Bi-wkly	1,940.80	1,988.80	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20
	Appx. Monthly	4,205.07	4,309.07	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60
	Appx. Annual	50,460.80	51,708.80	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20
54	Hourly	24.82	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29
	Appx. Bi-wkly	1,985.60	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20
	Appx. Monthly	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27
	Appx. Annual	51,625.60	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20
54T	Hourly	24.82	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29
	Appx. Bi-wkly	1,985.60	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20
	Appx. Monthly	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27
	Appx. Annual	51,625.60	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20
55	Hourly	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12
	Appx. Bi-wkly	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60
	Appx. Monthly	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13
FET	Appx. Annual	52,915.20 25.44	54,225.60 26.07	55,577.60 26.72	56,992.00 27.40	58,344.00 28.05	59,841.60 28.77	61,276.80 29.46	62,774.40 30.18	64,313.60 30.92	65,936.00 31.70	67,579.20 32.49	69,243.20 33.29	70,969.60 34.12
221	Hourly	25.44 2,035.20	26.07	20.72	27.40 2,192.00	28.05	28.77	29.40	2,414.40	2,473.60	2,536.00	32.49 2,599.20	2,663.20	34.12 2,729.60
	Appx. Bi-wkly	2,035.20 4,409.60	2,085.80 4,518.80	2,137.60 4,631.47	2,192.00 4,749.33	2,244.00 4,862.00	2,301.80 4,986.80	2,356.80 5,106.40	2,414.40 5,231.20	2,473.60 5,359.47	2,536.00 5,494.67	2,599.20 5,631.60	2,003.20 5,770.27	2,729.60 5,914.13
	Appx. Monthly Appx. Annual	4,409.00	4,518.80 54,225.60	55,577.60	4,749.33	4,802.00	4,980.80 59,841.60	61,276.80	62,774.40	64,313.60	5,494.07 65,936.00	67,579.20	69,243.20	70,969.60
56	Hourly	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97
50	Appx. Bi-wkly	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60
	Appx. Monthly	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47
	Appx. Annual	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60
56T	Hourly	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97
	Appx. Bi-wkly	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60
	Appx. Monthly	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47
	Appx. Annual	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60
57	Hourly	26.70	27.37	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82
	Appx. Bi-wkly	2,136.00	2,189.60	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60
	Appx. Monthly	4,628.00	4,744.13	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80
	Appx. Annual	55,536.00	56,929.60	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60
57T	Hourly	26.70	27.37	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82
	Appx. Bi-wkly	2,136.00	2,189.60	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60
	Appx. Monthly	4,628.00	4,744.13	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80
	Appx. Annual	55,536.00	56,929.60	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60
58	Hourly	27.39	28.07	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74
	Appx. Bi-wkly	2,191.20	2,245.60	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20
	Appx. Monthly	4,747.60	4,865.47	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27
	Appx. Annual	56,971.20	58,385.60	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20
581	Hourly	27.39	28.07	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74
	Appx. Bi-wkly	2,191.20	2,245.60	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20
	Appx. Monthly	4,747.60	4,865.47	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27
E0	Appx. Annual	56,971.20	58,385.60	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20
27	Hourly Appx. Bi-wkly	28.04 2,243.20	28.74 2,299.20	29.46 2,356.80	30.18 2,414.40	30.92 2,473.60	31.70 2,536.00	32.49 2,599.20	33.29 2,663.20	34.12 2,729.60	34.97 2,797.60	35.82 2,865.60	36.74 2,939.20	37.63 3,010.40
	Appx. BI-WKIY Appx. Monthly	2,243.20 4,860.27	2,299.20 4,981.60	2,356.80 5,106.40	2,414.40 5,231.20	2,473.60 5,359.47	2,536.00 5,494.67	2,599.20 5,631.60	2,663.20 5,770.27	2,729.60 5,914.13	2,797.60 6,061.47	2,865.60 6,208.80	2,939.20 6,368.27	6,522.53
	Appx. Monuly Appx. Annual	4,860.27 58,323.20	4,981.00 59,779.20	5,106.40 61,276.80	5,231.20 62,774.40	5,359.47 64,313.60	5,494.67 65,936.00	5,631.60 67,579.20	5,770.27 69,243.20	5,914.13 70,969.60	72,737.60	6,208.80 74,505.60	0,308.27 76,419.20	0,522.53 78,270.40
507	Hourly	28.04	28.74	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63
571	Appx. Bi-wkly	28.04 2,243.20	28.74 2,299.20	29.46 2,356.80	2,414.40	2,473.60	2,536.00	32.49 2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	37.63 3,010.40
	Appx. Di-wkiy Appx. Monthly	2,243.20 4,860.27	2,299.20 4,981.60	2,350.80 5,106.40	2,414.40 5,231.20	2,473.00 5,359.47	2,530.00 5,494.67	2,399.20 5,631.60	2,003.20 5,770.27	2,729.00 5,914.13	6,061.47	6,208.80	2,939.20 6,368.27	6,522.53
	Appx. Monuly Appx. Annual	4,800.27 58,323.20	4,981.00 59,779.20	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	5,914.13 70,969.60	72,737.60	74,505.60	76,419.20	0,522.55 78,270.40
	·	55,525.20	57,117.20	0.00	52,114.40	01,010.00	55,750.00	01,017.20	07,270.20	, 0, 707.00	12,131.00	, 1,303.00	, _{0,} , , , , 20	10,210.40

Ranc	jes Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
	Hourly	28.73	29.45	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60
	Appx. Bi-wkly	2,298.40	2,356.00	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00
	Appx. Monthly	4,979.87	5,104.67	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67
	Appx. Annual	59,758.40	61,256.00	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00
60T	Hourly	28.73	29.45	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60
	Appx. Bi-wkly	2,298.40	2,356.00	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00
	Appx. Monthly	4,979.87	5,104.67	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67
	Appx. Annual	59,758.40	61,256.00	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00
61	Hourly	29.43	30.16	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51
	Appx. Bi-wkly	2,354.40	2,412.80	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80
	Appx. Monthly	5,101.20	5,227.73	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40
	Appx. Annual	61,214.40	62,732.80	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80
61T	Hourly	29.43	30.16	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51
	Appx. Bi-wkly	2,354.40	2,412.80	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80
	Appx. Monthly	5,101.20	5,227.73	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40
	Appx. Annual	61,214.40	62,732.80	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80
62	Hourly	30.17	30.93	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53
	Appx. Bi-wkly	2,413.60	2,474.40	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40
	Appx. Monthly	5,229.47	5,361.20	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20
	Appx. Annual	62,753.60	64,334.40	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40
62T	Hourly	30.17	30.93	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53
	Appx. Bi-wkly	2,413.60	2,474.40	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40
	Appx. Monthly	5,229.47	5,361.20	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20
	Appx. Annual	62,753.60	64,334.40	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40
63	Hourly	30.92	31.69	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50
	Appx. Bi-wkly	2,473.60	2,535.20	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00
	Appx. Monthly	5,359.47	5,492.93	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33
	Appx. Annual	64,313.60	65,915.20	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00
63T	Hourly	30.92	31.69	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50
	Appx. Bi-wkly	2,473.60	2,535.20	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00
	Appx. Monthly	5,359.47	5,492.93	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33
	Appx. Annual	64,313.60	65,915.20	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00
64	Hourly	31.68	32.48	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50
	Appx. Bi-wkly	2,534.40	2,598.40	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00
	Appx. Monthly	5,491.20	5,629.87	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67
	Appx. Annual	65,894.40	67,558.40	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00
64T	Hourly	31.68	32.48	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50
	Appx. Bi-wkly	2,534.40	2,598.40	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00
	Appx. Monthly	5,491.20	5,629.87	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67
	Appx. Annual	65,894.40	67,558.40	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00
65	Hourly	32.47	33.28	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61
	Appx. Bi-wkly	2,597.60	2,662.40	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80
	Appx. Monthly	5,628.13	5,768.53	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07
457	Appx. Annual	67,537.60	69,222.40	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80
001	Hourly	32.47 2,597.60	33.28	34.12	34.97	35.82	36.74 2,939.20	37.63	38.60	39.51	40.53	41.50	42.50	43.61
	Appx. Bi-wkly Appx. Monthly	2,597.60 5,628.13	2,662.40 5,768.53	2,729.60 5,914.13	2,797.60 6,061.47	2,865.60 6,208.80	2,939.20 6,368.27	3,010.40 6,522.53	3,088.00 6,690.67	3,160.80 6,848.40	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	3,488.80 7,559.07
	Appx. Monuniy Appx. Annual	5,628.13 67,537.60	5,768.53 69,222.40	5,914.13 70,969.60	6,061.47 72,737.60	6,208.80 74,505.60	6,368.27 76,419.20	6,522.53 78,270.40	6,690.67 80,288.00	6,848.40 82,180.80	7,025.20 84,302.40	7,193.33 86,320.00	7,366.67 88,400.00	7,559.07 90,708.80
64	Hourly	33.27	69,222.40 34.11	70,969.60 34.97	35.82	74,505.60 36.74	37.63	38.60	80,288.00 39.51	40.53	41.50	42.50	43.61	44.70
00	Appx. Bi-wkly	2,661.60	2,728.80	2,797.60	35.82 2,865.60	2,939.20	37.63 3,010.40	38.00	39.51 3,160.80	40.53 3,242.40	41.50 3,320.00	42.50 3,400.00	43.01 3,488.80	44.70 3,576.00
	Appx. Di-wkiy Appx. Monthly	5,766.80	2,728.80 5,912.40	6,061.47	6,208.80	2,939.20 6,368.27	6,522.53	5,088.00 6,690.67	6,848.40	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	3,468.60 7,559.07	7,748.00
	Appx. Monuly Appx. Annual	69,201.60	70,948.80	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00
66T	Hourly	33.27	34.11	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70
001	Appx. Bi-wkly	2,661.60	2,728.80	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	43.01 3,488.80	3,576.00
	Appx. Di-wkiy Appx. Monthly	5,766.80	2,728.80 5,912.40	6,061.47	6,208.80	2,939.20 6,368.27	6,522.53	5,088.00 6,690.67	6,848.40	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	3,468.60 7,559.07	3,378.00 7,748.00
	Appx. Monuly Appx. Annual	69,201.60	70,948.80	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00
67	Hourly	34.09	34.95	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80
07	Appx. Bi-wkly	2,727.20	2,796.00	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00
	Appx. Di-wkiy Appx. Monthly	5,908.93	6,058.00	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67
	Appx. Monuly Appx. Annual	5,908.93 70,907.20	72,696.00	74,505.60	76,419.20	0,522.55 78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00
	Ahhv. Allingi	10,701.20	12,090.00	74,505.00	10,419.20	10,210.40	00,200.00	02,100.00	04,JUZ.4U	00,320.00	00,400.00	70,100.00	72,7/0.00	73,204.00

Rang	es Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
67T	Hourly	34.09	34.95	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80
	Appx. Bi-wkly	2,727.20	2,796.00	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00
	Appx. Monthly	5,908.93	6,058.00	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67
	Appx. Annual	70,907.20	72,696.00	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00
68	Hourly	34.97	35.84	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95
	Appx. Bi-wkly	2,797.60	2,867.20	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00
	Appx. Monthly	6,061.47	6,212.27	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00
	Appx. Annual	72,737.60	74,547.20	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00
68T	Hourly	34.97	35.84	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95
	Appx. Bi-wkly	2,797.60	2,867.20	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00
	Appx. Monthly	6,061.47	6,212.27	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00
	Appx. Annual	72,737.60	74,547.20	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00
69	Hourly	35.81	36.71	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13
	Appx. Bi-wkly	2,864.80	2,936.80	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40
	Appx. Monthly	6,207.07	6,363.07	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53
	Appx. Annual	74,484.80	76,356.80	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40
69T	Hourly	35.81	36.71	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13
	Appx. Bi-wkly	2,864.80	2,936.80	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40
	Appx. Monthly	6,207.07	6,363.07	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53
	Appx. Annual	74,484.80	76,356.80	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40
70	Hourly	36.74	37.66	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36
	Appx. Bi-wkly	2,939.20	3,012.80	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80
	Appx. Monthly	6,368.27	6,527.73	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73
	Appx. Annual	76,419.20	78,332.80	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80
70T	Hourly	36.74	37.66	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36
	Appx. Bi-wkly	2,939.20	3,012.80	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80
	Appx. Monthly	6,368.27	6,527.73	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73
	Appx. Annual	76,419.20	78,332.80	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80
71	Hourly	37.62	38.56	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56
	Appx. Bi-wkly	3,009.60	3,084.80	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80
	Appx. Monthly	6,520.80	6,683.73	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73
	Appx. Annual	78,249.60	80,204.80	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80
71T	Hourly	37.62	38.56	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56
	Appx. Bi-wkly	3,009.60	3,084.80	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80
	Appx. Monthly	6,520.80	6,683.73	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73
	Appx. Annual	78,249.60	80,204.80	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80
72	Hourly	38.58	39.55	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83
	Appx. Bi-wkly	3,086.40	3,164.00	3,242.40	3,320.00	3.400.00	3,488,80	3,576.00	3,664.00	3.756.00	3.850.40	3.948.80	4.044.80	4,146.40
	Appx. Monthly	6,687.20	6,855.33	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87
	Appx. Annual	80,246.40	82,264.00	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40		105,164.80	
72T	Hourly	38.58	39.55	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83
/21	Appx. Bi-wkly	3,086.40	3,164.00	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40
	Appx. Monthly	6,687.20	6,855.33	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87
	Appx. Annual	80,246.40	82,264.00	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40
73	Hourly	39.50	40.49	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11
.5	Appx. Bi-wkly	3,160.00	3,239.20	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80
	Appx. Monthly	6,846.67	7,018.27	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73
	Appx. Monuly Appx. Annual	82,160.00	84,219.20	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80
727	Hourly	39.50	40.49	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11
, 51	Appx. Bi-wkly	3,160.00	3,239.20	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80
	Appx. Bi-wkiy Appx. Monthly	6,846.67	3,239.20 7,018.27	3,320.00 7,193.33	3,400.00 7,366.67	3,468.60 7,559.07	3,378.00 7,748.00	3,004.00 7,938.67	8,138.00	8,342.53	3,940.00 8,555.73	4,044.80 8,763.73	8,983.87	4,248.80 9,205.73
		82,160.00	84,219.20	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	0,342.55	102,668.80	105,164.80	0,903.07 107,806.40	9,205.75
74	Appx. Annual Hourly	40.45		42.50							50.56	51.83		54.42
74	5		41.46		43.61	44.70	45.80	46.95	48.13	49.36			53.11	
	Appx. Bi-wkly	3,236.00	3,316.80	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60
	Appx. Monthly	7,011.33	7,186.40	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80
	Appx. Annual	84,136.00	86,236.80	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60
74T	Hourly	40.45	41.46	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42
	Appx. Bi-wkly	3,236.00	3,316.80	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60
	Appx. Monthly	7,011.33	7,186.40	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80
	Appx. Annual	84,136.00	86,236.80	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60

Rang	es Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
75	Hourly	41.50	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78
	Appx. Bi-wkly	3,320.00	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40
	Appx. Monthly	7,193.33	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53
	Appx. Annual	86,320.00	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40
75T	Hourly	41.50	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78
	Appx. Bi-wkly	3,320.00	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40
	Appx. Monthly	7,193.33	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53
	Appx. Annual	86,320.00	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40
76	Hourly	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19
	Appx. Bi-wkly	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20
	Appx. Monthly	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93
	Appx. Annual	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20
76T	Hourly	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19
	Appx. Bi-wkly	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20
	Appx. Monthly	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93
	Appx. Annual	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20
77	Hourly	43.58	44.68	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64
	Appx. Bi-wkly	3,486.40	3,574.40	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20
	Appx. Monthly	7,553.87	7,744.53	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27
	Appx. Annual	90,646.40	92,934.40	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20
77T	Hourly	43.58	44.68	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64
	Appx. Bi-wkly	3,486.40	3,574.40	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20
	Appx. Monthly	7,553.87	7,744.53	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27
	Appx. Annual	90,646.40	92,934.40	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20
78	Hourly	44.69	45.81	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09
	Appx. Bi-wkly	3,575.20	3,664.80	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20
	Appx. Monthly	7,746.27	7,940.40	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60
	Appx. Annual	92,955.20	95,284.80	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20
78T	Hourly	44.69	45.81	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09
	Appx. Bi-wkly	3,575.20	3,664.80	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20
	Appx. Monthly	7,746.27	7,940.40	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60
	Appx. Annual	92,955.20	95,284.80	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20
79	Hourly	45.82	46.96	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61
	Appx. Bi-wkly	3,665.60	3,756.80	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80
	Appx. Monthly	7,942.13	8,139.73	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07
	Appx. Annual	95,305.60	97,676.80	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80
79T	Hourly	45.82	46.96	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61
	Appx. Bi-wkly	3,665.60	3,756.80	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4.353.60	4,462.40	4.575.20	4.691.20	4.807.20	4,928.80
	Appx. Monthly	7,942.13	8,139.73	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93			
	Appx. Annual	95,305.60	97,676.80		102,668.80			110,468.80				121,971.20		
80	Hourly	46.98	48.15	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15
00	Appx. Bi-wkly	3,758.40	3,852.00	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00
	Appx. Monthly	8,143.20	8,346.00	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00
	Appx. Annual	97,718.40	100,152.00	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00
807	Hourly	46.98	48.15	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15
001	Appx. Bi-wkly	3,758.40	3,852.00	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00
	Appx. Monthly	8,143.20	8,346.00	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00
	Appx. Monuly Appx. Annual	97,718.40	100,152.00	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00
<u>81</u>	Hourly	48.12	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71
01	Appx. Bi-wkly	48.12 3,849.60		4,044.80		4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80
	Appx. DI-WKIY Appx. Monthly	3,849.80 8,340.80	3,946.40 8,550.53	4,044.80 8,763.73	4,146.40 8,983.87	4,248.80 9,205.73	4,353.60 9,432.80	4,462.40 9,668.53	4,575.20 9,912.93	4,091.20	4,807.20	4,928.80	5,052.00 10,946.00	5,176.80 11,216.40
		0,340.80 100,089.60	102,606.40	105,164.80	0,903.07 107,806.40	9,205.75	9,432.60	9,008.55	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80
017	Appx. Annual													
011	Hourly	48.12	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15 5.052.00	64.71 5 176 90
	Appx. Bi-wkly	3,849.60	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80
	Appx. Monthly	8,340.80	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40
	Appx. Annual	100,089.60	102,606.40	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80
82	Hourly	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33
	Appx. Bi-wkly	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40
	Appx. Monthly	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20
	Appx. Annual	102,606.40	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40

Rang	es Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
82T	Hourly	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33
	Appx. Bi-wkly	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40
	Appx. Monthly	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20
	Appx. Annual	102,606.40	105,164.80	107,806.40		113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40
83	Hourly	50.55	51.82	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00
	Appx. Bi-wkly	4,044.00	4,145.60	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00
	Appx. Monthly	8,762.00	8,982.13	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67
	Appx. Annual	105,144.00	107,785.60	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00
83T	Hourly	50.55	51.82	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00
	Appx. Bi-wkly	4,044.00	4,145.60	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00
	Appx. Monthly	8,762.00	8,982.13	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67
	Appx. Annual	105,144.00	107,785.60	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00
84	Hourly	51.80	53.09	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70
	Appx. Bi-wkly	4,144.00	4,247.20	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00
	Appx. Monthly	8,978.67	9,202.27	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33
0.4T	Appx. Annual	107,744.00 51.80	110,427.20 53.09	113,193.60 54.42	116,022.40 55.78	118,955.20 57.19	121,971.20 58.64	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40 66.33	141,440.00	144,976.00 69.70
041	Hourly	4,144.00	4,247.20	4,353.60	4,462.40	4,575.20	58.64 4.691.20	60.09 4,807.20	61.61 4,928.80	63.15 5,052.00	64.71 5,176.80	5,306.40	68.00 5,440.00	5,576.00
	Appx. Bi-wkly	4,144.00 8,978.67	4,247.20 9,202.27	4,353.00 9,432.80	4,402.40 9,668.53	9.912.93	4,091.20	4,807.20	4,928.80	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33
	Appx. Monthly		9,202.27	9,432.60	9,000.55	9,912.93	121,971.20	124,987.20		131,352.00		137,966.40		12,001.33
95	Appx. Annual Hourly	107,744.00 53.10	54.43	55.78	57.19	58.64	60.09	61.61	128,148.80 63.15	64.71	134,596.80 66.33	68.00	141,440.00 69.70	71.43
05	Appx. Bi-wkly	4,248.00	4,354.40	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40
	Appx. Di-wkiy Appx. Monthly	9,204.00	9,434.53	9,668.53	9,912.93	10,164.27	10,415.60	4,920.00	10,946.00	11,216.40	11.497.20	11,786.67	12,081.33	12,381.20
	Appx. Annual	110,448.00	113,214.40	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40
85T	Hourly	53.10	54.43	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43
001	Appx. Bi-wkly	4,248.00	4,354.40	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40
	Appx. Monthly	9,204.00	9,434.53	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20
	Appx. Annual	110,448.00	113,214.40	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40
86	Hourly	54.44	55.79	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21
	Appx. Bi-wkly	4,355.20	4,463.20	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80
	Appx. Monthly	9,436.27	9,670.27	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73
	Appx. Annual	113,235.20	116,043.20	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80
86T	Hourly	54.44	55.79	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21
	Appx. Bi-wkly	4,355.20	4,463.20	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80
	Appx. Monthly	9,436.27	9,670.27	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73
	Appx. Annual	113,235.20	116,043.20	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80
87	Hourly	55.81	57.21	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06
	Appx. Bi-wkly	4,464.80	4,576.80	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80
	Appx. Monthly	9,673.73	9,916.40	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40
	Appx. Annual	116,084.80	118,996.80	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80
87T	Hourly	55.81	57.21	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06
	Appx. Bi-wkly	4,464.80	4,576.80	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80
	Appx. Monthly	9,673.73	9,916.40	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40
	Appx. Annual	116,084.80	118,996.80	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80
88	Hourly	57.19	58.62	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94
	Appx. Bi-wkly	4,575.20	4,689.60	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20
	Appx. Monthly	9,912.93	10,160.80	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27
	Appx. Annual	118,955.20	121,929.60	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20
88T	Hourly	57.19	58.62	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94
	Appx. Bi-wkly	4,575.20	4,689.60	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20
	Appx. Monthly	9,912.93	10,160.80	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27
00	Appx. Annual	118,955.20	121,929.60	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20
89	Hourly	58.64	60.11	61.61	63.15 5.052.00	64.71 5 176 90	66.33 5 206 40	68.00 5.440.00	69.70 5 576 00	71.43 5 714 40	73.21	75.06	76.94	78.84
	Appx. Bi-wkly	4,691.20	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20
	Appx. Monthly	10,164.27	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60
007	Appx. Annual	121,971.20	125,028.80	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20
841	Hourly	58.64	60.11	61.61	63.15 5.052.00	64.71 5 176 90	66.33 5 206 40	68.00 5.440.00	69.70 5 576 00	71.43 5 714 40	73.21	75.06	76.94	78.84
	Appx. Bi-wkly	4,691.20	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20
	Appx. Monthly	10,164.27	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60
	Appx. Annual	121,971.20	125,028.80	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20

Rang	es Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
90	Hourly	60.11	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84
	Appx. Bi-wkly	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20
	Appx. Monthly	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27
	Appx. Annual	125,028.80	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20
90T	Hourly	60.11	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84
	Appx. Bi-wkly	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20
	Appx. Monthly	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27
	Appx. Annual	125,028.80	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20
91	Hourly	61.59	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85
	Appx. Bi-wkly	4,927.20	5,050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00
	Appx. Monthly	10,675.60	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67
	Appx. Annual	128,107.20	131,310.40	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00
91T	Hourly	61.59	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85
	Appx. Bi-wkly	4,927.20	5,050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00
	Appx. Monthly	10,675.60	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67
	Appx. Annual	128,107.20	131,310.40	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00
92	Hourly	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92
	Appx. Bi-wkly	5,050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60
	Appx. Monthly	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47
	Appx. Annual	131,310.40	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60
92T	Hourly	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92
	Appx. Bi-wkly	5,050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60
	Appx. Monthly	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47
	Appx. Annual	131,310.40	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60
93	Hourly	64.72	66.34	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04
	Appx. Bi-wkly	5,177.60	5,307.20	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20
	Appx. Monthly	11,218.13	11,498.93	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93
	Appx. Annual	134,617.60	137,987.20	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20
93T	Hourly	64.72	66.34	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04
	Appx. Bi-wkly	5,177.60	5,307.20	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20
	Appx. Monthly	11,218.13	11,498.93	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93
	Appx. Annual	134,617.60	137,987.20	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20
94	Hourly	66.33	67.99	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21
	Appx. Bi-wkly	5,306.40	5,439.20	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80
	Appx. Monthly	11,497.20	11,784.93	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07
	Appx. Annual	137,966.40	141,419.20	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80
94T	Hourly	66.33	67.99	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21
	Appx. Bi-wkly	5,306.40	5,439.20	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80
	Appx. Monthly	11,497.20	11,784.93	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07
	Appx. Annual	137,966.40	141,419.20	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80
95	Hourly	67.98	69.69	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42
	Appx. Bi-wkly	5,438.40	5,575.20	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60
	Appx. Monthly	11,783.20	12,079.60	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13
_	Appx. Annual	141,398.40	144,955.20	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60
95T	Hourly	67.98	69.69	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42
	Appx. Bi-wkly	5,438.40	5,575.20	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60
	Appx. Monthly	11,783.20	12,079.60	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13
	Appx. Annual	141,398.40	144,955.20	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60
96	Hourly	69.68	71.42	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71
	Appx. Bi-wkly	5,574.40	5,713.60	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80
	Appx. Monthly	12,077.87	12,379.47	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07
	Appx. Annual	144,934.40	148,553.60	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80
96T	Hourly	69.68	71.42	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71
	Appx. Bi-wkly	5,574.40	5,713.60	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80
	Appx. Monthly	12,077.87	12,379.47	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07
	Appx. Annual	144,934.40	148,553.60	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80
97	Hourly	71.45	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06
	Appx. Bi-wkly	5,716.00	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80
	Appx. Monthly	12,384.67	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40
	Appx. Annual	148,616.00	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80
													.,.,,10.00	

Ran	ges Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
97T	Hourly	71.45	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06
	Appx. Bi-wkly	5,716.00	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80
	Appx. Monthly	12,384.67	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40
	Appx. Annual	148,616.00	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80
98	Hourly	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48
	Appx. Bi-wkly	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40
	Appx. Monthly	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87
	Appx. Annual	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	204,838.40
98T	Hourly	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48
	Appx. Bi-wkly	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40
	Appx. Monthly	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87
	Appx. Annual	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	204,838.40
99	Hourly	75.03	76.91	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48	100.91
	Appx. Bi-wkly	6,002.40	6,152.80	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40	8,072.80
	Appx. Monthly	13,005.20	13,331.07	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87	17,491.07
	Appx. Annual	156,062.40	159,972.80	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	204,838.40	209,892.80
99T	Hourly	75.03	76.91	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48	100.91
	Appx. Bi-wkly	6,002.40	6,152.80	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40	8,072.80
	Appx. Monthly	13,005.20	13,331.07	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87	17,491.07
	Appx. Annual	156,062.40	159,972.80	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	204,838.40	209,892.80

APPENDIX C
EXTENDED SALARY SCHEDULE

Ranges Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
XA Hourly	14.17	14.52	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01			
Appx. Bi-wkly	1,133.60	1,161.60	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1.634.40	1.674.40	1,716.80	1,760.80			
Appx. Monthly	2,456.13	2,516.80	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07			
Appx. Annual	29,473.60	30,201.60	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80			
XAT Hourly	14.17	14.52	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01			
Appx. Bi-wkly	1,133.60	1,161.60	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80			
Appx. Monthly	2,456.13	2,516.80	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07			
Appx. Annual	29,473.60	30,201.60	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80			
XB Hourly	16.40	16.81	17.23	17.67	18.09	18.53	18.99	19.44	19.93	20.43	20.94	21.45	21.98	22.53	23.11	23.65	24.26	24.83	25.46	26.08	26.74	
Appx. Bi-wkly	1,312.00	1,344.80	1,378.40	1,413.60	1,447.20	1,482.40	1,519.20	1,555.20	1,594.40	1,634.40	1,675.20	1,716.00	1,758.40	1,802.40	1,848.80	1,892.00	1,940.80	1,986.40	2,036.80	2,086.40	2,139.20	
Appx. Monthly	2,842.67	2,913.73	2,986.53	3,062.80	3,135.60	3,211.87	3,291.60	3,369.60	3,454.53	3,541.20	3,629.60	3,718.00	3,809.87	3,905.20	4,005.73	4,099.33	4,205.07	4,303.87	4,413.07	4,520.53	4,634.93	
Appx. Annual	34,112.00	34,964.80	35,838.40	36,753.60	37,627.20	38,542.40	39,499.20	40,435.20	41,454.40	42,494.40	43,555.20	44,616.00	45,718.40	46,862.40	48,068.80	49,192.00	50,460.80	51,646.40	52,956.80	54,246.40	55,619.20	
XBT Hourly	16.40	16.81	17.23	17.67	18.09	18.53	18.99	19.44	19.93	20.43	20.94	21.45	21.98	22.53	23.11	23.65	24.26	24.83	25.46	26.08	26.74	
Appx. Bi-wkly	1,312.00	1,344.80	1,378.40	1,413.60	1,447.20	1,482.40	1,519.20	1,555.20	1,594.40	1,634.40	1,675.20	1,716.00	1,758.40	1,802.40	1,848.80	1,892.00	1,940.80	1,986.40	2,036.80	2,086.40	2,139.20	
Appx. Monthly	2,842.67	2,913.73	2,986.53	3,062.80	3,135.60	3,211.87	3,291.60	3,369.60	3,454.53	3,541.20	3,629.60	3,718.00	3,809.87	3,905.20	4,005.73	4,099.33	4,205.07	4,303.87	4,413.07	4,520.53	4,634.93	
Appx. Annual	34,112.00	34,964.80	35,838.40	36,753.60	37,627.20	38,542.40	39,499.20	40,435.20	41,454.40	42,494.40	43,555.20	44,616.00	45,718.40	46,862.40	48,068.80	49,192.00	50,460.80	51,646.40	52,956.80	54,246.40	55,619.20	
XC Hourly	18.97	19.45	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18		
Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40		
Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20		
Appx. Annual	39,457.60	40,456.00	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40		
XCT Hourly	18.97	19.45	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18		
Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40		
Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20		
Appx. Annual	39,457.60	40,456.00	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40		
XD Hourly	18.97	19.45	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	
Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	
Appx. Monthly	3,288.13	3,371.33 40,456.00	3,456.27 41,475.20	3,541.20 42,494,40	3,627.87 43,534.40	3,719.73 44,636.80	3,815.07 45,780.80	3,903.47 46,841.60	4,004.00 48,048.00	4,099.33 49,192.00	4,203.33 50,440.00	4,305.60 51,667.20	4,416.53 52,998.40	4,518.80 54,225.60	4,631.47 55.577.60	4,749.33 56.992.00	4,862.00 58.344.00	4,986.80 59.841.60	5,106.40 61.276.80	5,231.20 62,774.40	5,359.47 64,313.60	
Appx. Annual XDT Hourly	39,457.60 18.97	40,458.00	41,475.20	42,494.40	43,534.40	44,030.80	45,780.80	40,841.60	48,048.00	49,192.00 23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	
Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	26.05	2,301.60	2,356.80	2,414.40	2,473.60	
Appx. Bi-wky Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	
Appx. Monuny Appx. Annual	39,457.60	40,456.00	41,475.20	42,494,40	43.534.40	44,636.80	45,780.80	46,841.60	48.048.00	49,192.00	50,440.00	51,667.20	52,998.40	54.225.60	55.577.60	56.992.00	58.344.00	59.841.60	61.276.80	62.774.40	64.313.60	
XE Hourly	20.95	21.47	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30,772.00	30,344.00	31.70	32.49	33.29	34.12	34.97
Appx. Bi-wkly	1,676.00	1,717.60	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60
Appx. Monthly	3,631.33	3.721.47	3,815.07	3,903,47	4.004.00	4,099.33	4,203,33	4,305.60	4,416.53	4,518.80	4.631.47	4,749,33	4,862.00	4,986,80	5.106.40	5.231.20	5.359.47	5.494.67	5.631.60	5.770.27	5,914,13	6.061.47
Appx. Annual	43,576.00	44,657.60	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774,40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60
XET Hourly	20.95	21.47	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97
Appx. Bi-wkly	1,676.00	1,717.60	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60
Appx. Monthly	3,631.33	3,721.47	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47
Appx. Annual	43,576.00	44,657.60	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60
XF Hourly	22.51	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97			
Appx. Bi-wkly	1,800.80	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60			
Appx. Monthly	3,901.73	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47			
Appx. Annual	46,820.80	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60			
XFT Hourly	22.51	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97			
Appx. Bi-wkly	1,800.80	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60			
Appx. Monthly	3,901.73	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47			
Appx. Annual	46,820.80	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60			
XG Hourly	24.26	24.86	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60		
Appx. Bi-wkly	1,940.80	1,988.80	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00		
Appx. Monthly	4,205.07	4,309.07	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67		
Appx. Annual	50,460.80	51,708.80	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00		

APPENDIX C
EXTENDED SALARY SCHEDULE

Ranges Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
XGT Hourly	24.26	24.86	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	5100 21	5100 22
Appx. Bi-wkly	1,940.80	1,988.80	2,038.40	2,085.60	2,137.60	2,192.00	2.244.00	2,301.60	2.356.80	2.414.40	2,473.60	2,536.00	2,599.20	2,663.20	2.729.60	2.797.60	2,865.60	2.939.20	3,010.40	3,088.00		
Appx. Monthly	4,205.07	4,309.07	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67		
Appx. Annual	50,460.80	51,708.80	52,998.40	54.225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65.936.00	67,579.20	69,243.20	70,969.60	72.737.60	74,505,60	76.419.20	78.270.40	80,288.00		
XH Hourly	24.82	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	
Appx. Bi-wkly	1,985.60	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	
Appx. Monthly	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	
Appx. Annual	51.625.60	52,915,20	54.225.60	55,577,60	56.992.00	58,344.00	59.841.60	61,276.80	62,774,40	64,313.60	65.936.00	67.579.20	69,243.20	70,969,60	72.737.60	74.505.60	76.419.20	78.270.40	80.288.00	82,180.80	84.302.40	
XHT Hourly	24.82	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	
Appx. Bi-wkly	1,985.60	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	
Appx. Monthly	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	
Appx. Annual	51,625.60	52,915,20	54.225.60	55.577.60	56,992.00	58,344,00	59.841.60	61,276.80	62,774,40	64,313.60	65.936.00	67.579.20	69,243.20	70,969.60	72.737.60	74.505.60	76.419.20	78.270.40	80.288.00	82,180,80	84.302.40	
XI Hourly	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53		
Appx. Bi-wkly	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40		
Appx. Monthly	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20		
Appx. Annual	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40		
XIT Hourly	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53		
Appx. Bi-wkly	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40		
Appx. Monthly	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20		
Appx. Annual	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40		
XJ Hourly	27.38	28.06	28.76	29.46	30.21	30.93	31.70	32.48	33.27	34.10	34.97	35.83	36.72	37.61	38.57	39.51	40.53	41.48	42.56	43.57	44.63	
Appx. Bi-wkly	2,190.40	2,244.80	2,300.80	2,356.80	2,416.80	2,474.40	2,536.00	2,598.40	2,661.60	2,728.00	2,797.60	2,866.40	2,937.60	3,008.80	3,085.60	3,160.80	3,242.40	3,318.40	3,404.80	3,485.60	3,570.40	
Appx. Monthly	4,745.87	4,863.73	4,985.07	5,106.40	5,236.40	5,361.20	5,494.67	5,629.87	5,766.80	5,910.67	6,061.47	6,210.53	6,364.80	6,519.07	6,685.47	6,848.40	7,025.20	7,189.87	7,377.07	7,552.13	7,735.87	
Appx. Annual	56,950.40	58,364.80	59,820.80	61,276.80	62,836.80	64,334.40	65,936.00	67,558.40	69,201.60	70,928.00	72,737.60	74,526.40	76,377.60	78,228.80	80,225.60	82,180.80	84,302.40	86,278.40	88,524.80	90,625.60	92,830.40	
XJT Hourly	27.38	28.06	28.76	29.46	30.21	30.93	31.70	32.48	33.27	34.10	34.97	35.83	36.72	37.61	38.57	39.51	40.53	41.48	42.56	43.57	44.63	
Appx. Bi-wkly	2,190.40	2,244.80	2,300.80	2,356.80	2,416.80	2,474.40	2,536.00	2,598.40	2,661.60	2,728.00	2,797.60	2,866.40	2,937.60	3,008.80	3,085.60	3,160.80	3,242.40	3,318.40	3,404.80	3,485.60	3,570.40	
Appx. Monthly	4,745.87	4,863.73	4,985.07	5,106.40	5,236.40	5,361.20	5,494.67	5,629.87	5,766.80	5,910.67	6,061.47	6,210.53	6,364.80	6,519.07	6,685.47	6,848.40	7,025.20	7,189.87	7,377.07	7,552.13	7,735.87	
Appx. Annual	56,950.40	58,364.80	59,820.80	61,276.80	62,836.80	64,334.40	65,936.00	67,558.40	69,201.60	70,928.00	72,737.60	74,526.40	76,377.60	78,228.80	80,225.60	82,180.80	84,302.40	86,278.40	88,524.80	90,625.60	92,830.40	
XK Hourly	28.76	29.48	30.21	30.93	31.70	32.48	33.27	34.10	34.97	35.83	36.72	37.61	38.57	39.51	40.53	41.48	42.56	43.57	44.63	45.78	46.93	
Appx. Bi-wkly	2,300.80	2,358.40	2,416.80	2,474.40	2,536.00	2,598.40	2,661.60	2,728.00	2,797.60	2,866.40	2,937.60	3,008.80	3,085.60	3,160.80	3,242.40	3,318.40	3,404.80	3,485.60	3,570.40	3,662.40	3,754.40	
Appx. Monthly	4,985.07	5,109.87	5,236.40	5,361.20	5,494.67	5,629.87	5,766.80	5,910.67	6,061.47	6,210.53	6,364.80	6,519.07	6,685.47	6,848.40	7,025.20	7,189.87	7,377.07	7,552.13	7,735.87	7,935.20	8,134.53	
Appx. Annual	59,820.80	61,318.40	62,836.80	64,334.40	65,936.00	67,558.40	69,201.60	70,928.00	72,737.60	74,526.40	76,377.60	78,228.80	80,225.60	82,180.80	84,302.40	86,278.40	88,524.80	90,625.60	92,830.40	95,222.40	97,614.40	
XKT Hourly	28.76	29.48	30.21	30.93	31.70	32.48	33.27	34.10	34.97	35.83	36.72	37.61	38.57	39.51	40.53	41.48	42.56	43.57	44.63	45.78	46.93	
Appx. Bi-wkly	2,300.80	2,358.40	2,416.80	2,474.40	2,536.00	2,598.40	2,661.60	2,728.00	2,797.60	2,866.40	2,937.60	3,008.80	3,085.60	3,160.80	3,242.40	3,318.40	3,404.80	3,485.60	3,570.40	3,662.40	3,754.40	
Appx. Monthly	4,985.07	5,109.87	5,236.40	5,361.20	5,494.67	5,629.87	5,766.80	5,910.67	6,061.47	6,210.53	6,364.80	6,519.07	6,685.47	6,848.40	7,025.20	7,189.87	7,377.07	7,552.13	7,735.87	7,935.20	8,134.53	
Appx. Annual	59,820.80	61,318.40	62,836.80	64,334.40	65,936.00	67,558.40	69,201.60	70,928.00	72,737.60	74,526.40	76,377.60	78,228.80	80,225.60	82,180.80	84,302.40	86,278.40	88,524.80	90,625.60	92,830.40	95,222.40	97,614.40	
XL Hourly	30.91	31.68	32.48	33.27	34.10	34.97	35.83	36.72	37.61	38.57	39.51	40.53	41.48	42.56	43.57	44.63	45.78	46.93	48.08	49.30	50.55	
Appx. Bi-wkly	2,472.80	2,534.40	2,598.40	2,661.60	2,728.00	2,797.60	2,866.40	2,937.60	3,008.80	3,085.60	3,160.80	3,242.40	3,318.40	3,404.80	3,485.60	3,570.40	3,662.40	3,754.40	3,846.40	3,944.00	4,044.00	
Appx. Monthly	5,357.73	5,491.20	5,629.87	5,766.80	5,910.67	6,061.47	6,210.53	6,364.80	6,519.07	6,685.47	6,848.40	7,025.20	7,189.87	7,377.07	7,552.13	7,735.87	7,935.20	8,134.53	8,333.87	8,545.33	8,762.00	
Appx. Annual	64,292.80	65,894.40	67,558.40	69,201.60	70,928.00	72,737.60	74,526.40	76,377.60	78,228.80	80,225.60	82,180.80	84,302.40	86,278.40	88,524.80	90,625.60	92,830.40	95,222.40				105,144.00	
XLT Hourly	30.91	31.68	32.48	33.27	34.10	34.97	35.83	36.72	37.61	38.57	39.51	40.53	41.48	42.56	43.57	44.63	45.78	46.93	48.08	49.30	50.55	
Appx. Bi-wkly	2,472.80	2,534.40	2,598.40	2,661.60	2,728.00	2,797.60	2,866.40	2,937.60	3,008.80	3,085.60	3,160.80	3,242.40	3,318.40	3,404.80	3,485.60	3,570.40	3,662.40	3,754.40	3,846.40	3,944.00	4,044.00	
Appx. Monthly	5,357.73	5,491.20	5,629.87	5,766.80	5,910.67	6,061.47	6,210.53	6,364.80	6,519.07	6,685.47	6,848.40	7,025.20	7,189.87	7,377.07	7,552.13	7,735.87	7,935.20	8,134.53	8,333.87	8,545.33	8,762.00	
Appx. Annual	64,292.80	65,894.40	67,558.40	69,201.60	70,928.00	72,737.60	74,526.40	76,377.60	78,228.80	80,225.60	82,180.80	84,302.40	86,278.40	88,524.80	90,625.60	92,830.40	95,222.40	97,614.40	100,006.40	102,544.00	105,144.00	
XM Hourly	82.22	84.28	86.39	88.62	90.89	93.22	95.60	98.05	100.57	103.15	105.79	108.51	111.29	114.40	117.33							
Appx. Bi-wkly	6,577.60	6,742.40	6,911.20	7,089.60	7,271.20	7,457.60	7,648.00	7,844.00	8,045.60	8,252.00	8,463.20	8,680.80	8,903.20	9,152.00	9,386.40							
Appx. Monthly	14,251.47	14,608.53	14,974.27	15,360.80	15,754.27	16,158.13	16,570.67	16,995.33	17,432.13	17,879.33	18,336.93	18,808.40	19,290.27	19,829.33	20,337.20							
Appx. Annual		175,302.40	179,691.20	184,329.60	189,051.20	193,897.60	198,848.00	203,944.00	209,185.60	214,552.00	220,043.20	225,700.80	231,483.20	237,952.00	244,046.40							
XMT Hourly	82.22	84.28	86.39	88.62	90.89	93.22	95.60	98.05	100.57	103.15	105.79	108.51	111.29	114.40	117.33							
Appx. Bi-wkly	6,577.60	6,742.40	6,911.20	7,089.60	7,271.20	7,457.60	7,648.00	7,844.00	8,045.60	8,252.00	8,463.20	8,680.80	8,903.20	9,152.00	9,386.40							
Appx. Monthly	14,251.47	14,608.53	14,974.27	15,360.80	15,754.27	16,158.13	16,570.67	16,995.33	17,432.13	17,879.33	18,336.93	18,808.40	19,290.27	19,829.33	20,337.20							
Appx. Annual	171,017.60	175,302.40	179,691.20	184,329.60	189,051.20	193,897.60	198,848.00	203,944.00	209,185.60	214,552.00	220,043.20	225,700.80	231,483.20	237,952.00	244,046.40							

APPENDIX C EXTENDED SALARY SCHEDULE

Ranges Eff. 7/9/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
XN Hourly	30.92	31.69	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13			
Appx. Bi-wkly	2,473.60	2,535.20	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40			
Appx. Monthly	5,359.47	5,492.93	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53			
Appx. Annual	64,313.60	65,915.20	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40			
XNT Hourly	30.92	31.69	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13			
Appx. Bi-wkly	2,473.60	2,535.20	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40			
Appx. Monthly	5,359.47	5,492.93	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53			
Appx. Annual	64,313.60	65,915.20	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40			

Ranges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
30 Hourly	13.80	14.15	14.50	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.97
Appx. Bi-wkly	1,104.00	1,132.00	1,160.00	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,517.60
Appx. Monthly	2,392.00	2,452.67	2,513.33	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,288.13
Appx. Annual	28,704.00	29,432.00	30,160.00	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,457.60
30T Hourly	13.80	14.15	14.50	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	
Appx. Bi-wkly	1,104.00	1,132.00	1,160.00	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	
Appx. Monthly	2,392.00	2,452.67	2,513.33	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	
Appx. Annual	28,704.00	29,432.00	30,160.00	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	
30C Hourly	14.04	14.40	14.75	15.15	15.52	15.90	16.25	16.70	17.12	17.53	17.97	18.41	18.83	19.30
Appx. Bi-wkly	1,123.20	1,152.00	1,180.00	1,212.00	1,241.60	1,272.00	1,300.00	1,336.00	1,369.60	1,402.40	1,437.60	1,472.80	1,506.40	1,544.00
Appx. Monthly	2,433.60	2,496.00	2,556.67	2,626.00	2,690.13	2,756.00	2,816.67	2,894.67	2,967.47	3,038.53	3,114.80	3,191.07	3,263.87	3,345.33
Appx. Annual	29,203.20	29,952.00	30,680.00	31,512.00	32,281.60	33,072.00	33,800.00	34,736.00	35,609.60	36,462.40	37,377.60	38,292.80	39,166.40	40,144.00
31 Hourly	14.17	14.52	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.45
Appx. Bi-wkly	1,133.60	1,161.60	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.00
Appx. Monthly	2,456.13	2,516.80	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,371.33
Appx. Annual	29,473.60	30,201.60	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,456.00
31T Hourly	14.17	14.52	14.89	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	
Appx. Bi-wkly	1,133.60	1,161.60	1,191.20	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	
Appx. Monthly	2,456.13	2,516.80	2,580.93	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	
Appx. Annual	29,473.60	30,201.60	30,971.20	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	10.70
31C Hourly	14.42	14.77	15.15	15.52	15.90	16.25	16.70	17.12	17.53	17.97	18.41	18.83	19.31	19.79
Appx. Bi-wkly	1,153.60	1,181.60	1,212.00	1,241.60	1,272.00	1,300.00	1,336.00	1,369.60	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,583.20
Appx. Monthly	2,499.47	2,560.13	2,626.00	2,690.13	2,756.00	2,816.67	2,894.67	2,967.47	3,038.53	3,114.80	3,191.07	3,263.87	3,347.07	3,430.27
Appx. Annual	29,993.60	30,721.60	31,512.00	32,281.60	33,072.00	33,800.00	34,736.00	35,609.60	36,462.40	37,377.60	38,292.80	39,166.40	40,164.80	41,163.20
32 Hourly	14.51	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.95
Appx. Bi-wkly	1,160.80	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,596.00
Appx. Monthly	2,515.07	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,458.00
Appx. Annual	30,180.80	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,496.00
32T Hourly	14.51	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	
Appx. Bi-wkly	1,160.80	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	
Appx. Monthly	2,515.07	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	
Appx. Annual	30,180.80	30,950.40	31,720.00 15.52	32,510.40	33,217.60 16.25	34,132.80 16.70	35,006.40 17.12	35,838.40 17.53	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80 19.80	20.20
32C Hourly	14.76 1,180.80	15.14 1,211.20	1,241.60	15.90 1,272.00	1,300.00	1,336.00	1,369.60	1,402.40	17.97 1,437.60	18.41 1,472.80	18.83 1,506.40	19.31 1,544.80	1,584.00	20.30 1,624.00
Appx. Bi-wkly							2,967.47							
Appx. Monthly Appx. Annual	2,558.40 30,700.80	2,624.27 31,491.20	2,690.13 32,281.60	2,756.00 33,072.00	2,816.67 33,800.00	2,894.67 34,736.00	2,967.47 35,609.60	3,038.53 36,462.40	3,114.80 37,377.60	3,191.07 38,292.80	3,263.87 39,166.40	3,347.07 40,164.80	3,432.00 41,184.00	3,518.67 42,224.00
	14.88	15.25	15.63	15.97		16.83	17.23	17.66	18.09	18.51	18.98	40,104.80	19.94	20.44
33 Hourly Appx. Bi-wkly	1,190.40	1,220.00	1,250.40	1,277.60	16.41 1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,635.20
Appx. Bi-wikiy Appx. Monthly	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,542.93
Appx. Monaly Appx. Annual	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	3,200.40	39,478.40	40,476.80	41,475.20	42,515.20
33T Hourly	14.88	15.25	15.63	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	42,010.20
Appx. Bi-wkly	1,190.40	1,220.00	1,250.40	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	
Appx. Brwikiy	2,579.20	2,643.33	2,709.20	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	
Appx. Montaly Appx. Annual	30,950.40	31,720.00	32,510.40	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	
33C Hourly	15.14	15.52	15.90	16.25	16.70	17.12	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.80
Appx. Bi-wkly	1,211.20	1,241.60	1,272.00	1,300.00	1,336.00	1,369.60	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,584.00	1,623.20	1,664.00
Appx. Brwikiy	2,624.27	2,690.13	2,756.00	2,816.67	2,894.67	2,967.47	3,038.53	3,114.80	3,191.07	3,263.87	3,347.07	3,432.00	3,516.93	3,605.33
Appx. Annual	31,491.20	32,281.60	33,072.00	33,800.00	34,736.00	35,609.60	36,462.40	37,377.60	38,292.80	39,166.40	40,164.80	41,184.00	42,203.20	43,264.00
34 Hourly	15.21	15.59	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.94
Appx. Bi-wkly	1,216.80	1,247.20	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,675.20
Appx. Monthly	2,636.40	2,702.27	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,629.60
Appx. Annual	31,636.80	32,427.20	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,555.20
34T Hourly	15.21	15.59	15.97	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	
Appx. Bi-wkly	1,216.80	1,247.20	1,277.60	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	
Appx. Monthly	2,636.40	2,702.27	2,768.13	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	
Appx. Annual	31,636.80	32,427.20	33,217.60	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	
34C Hourly	15.48	15.86	16.25	16.70	17.12	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.79	21.31
Appx. Bi-wkly	1,238.40	1,268.80	1,300.00	1,336.00	1,369.60	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,584.00	1,623.20	1,663.20	1,704.80
Appx. Monthly	2,683.20	2,749.07	2,816.67	2,894.67	2,967.47	3,038.53	3,114.80	3,191.07	3,263.87	3,347.07	3,432.00	3,516.93	3,603.60	3,693.73
Appx. Annual	32,198.40	32,988.80	33,800.00	34,736.00	35,609.60	36,462.40	37,377.60	38,292.80	39,166.40	40,164.80	41,184.00	42,203.20	43,243.20	44,324.80
	52,170.10	32,730.00	30,000.00	5.1. 50.00	00,007.00	30, 132, 10	5.1011.00	501272.00	57,100.10				1012 10.20	

Rang	jes Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
35	Hourly	15.63	16.01	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.45
	Appx. Bi-wkly	1,250.40	1,280.80	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.00
	Appx. Monthly	2,709.20	2,775.07	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,718.00
	Appx. Annual	32,510.40	33,300.80	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,616.00
35T	Hourly	15.63	16.01	16.41	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	
	Appx. Bi-wkly	1,250.40	1,280.80	1,312.80	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	
	Appx. Monthly	2,709.20	2,775.07	2,844.40	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	
05.0	Appx. Annual	32,510.40	33,300.80	34,132.80	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	01.00
35C	Hourly	15.90	16.29	16.70	17.12	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.79	21.30	21.83
	Appx. Bi-wkly	1,272.00	1,303.20	1,336.00	1,369.60	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,584.00	1,623.20	1,663.20	1,704.00	1,746.40
	Appx. Monthly	2,756.00 33,072.00	2,823.60 33,883.20	2,894.67 34,736.00	2,967.47 35,609.60	3,038.53	3,114.80 37,377.60	3,191.07 38,292.80	3,263.87 39,166.40	3,347.07 40,164.80	3,432.00 41,184.00	3,516.93 42,203.20	3,603.60 43,243.20	3,692.00 44,304.00	3,783.87 45,406.40
36	Appx. Annual Hourly	16.02	16.42	16.83	17.23	36,462.40 17.66	18.09	18.51	18.98	40,104.80	19.94	42,203.20	43,243.20	21.46	22.00
50	Appx. Bi-wkly	1,281.60	1,313.60	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.00
	Appx. Monthly	2,776.80	2,846.13	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,813.33
	Appx. Annual	33,321.60	34,153.60	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,760.00
36T	Hourly	16.02	16.42	16.83	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	10,700.00
	Appx. Bi-wkly	1,281.60	1,313.60	1,346.40	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	
	Appx. Monthly	2,776.80	2,846.13	2,917.20	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	
	Appx. Annual	33,321.60	34,153.60	35,006.40	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	
36C	Hourly	16.30	16.71	17.12	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.79	21.30	21.84	22.39
	Appx. Bi-wkly	1,304.00	1,336.80	1,369.60	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,584.00	1,623.20	1,663.20	1,704.00	1,747.20	1,791.20
	Appx. Monthly	2,825.33	2,896.40	2,967.47	3,038.53	3,114.80	3,191.07	3,263.87	3,347.07	3,432.00	3,516.93	3,603.60	3,692.00	3,785.60	3,880.93
	Appx. Annual	33,904.00	34,756.80	35,609.60	36,462.40	37,377.60	38,292.80	39,166.40	40,164.80	41,184.00	42,203.20	43,243.20	44,304.00	45,427.20	46,571.20
37	Hourly	16.40	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.56
	Appx. Bi-wkly	1,312.00	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,804.80
	Appx. Monthly	2,842.67	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,910.40
	Appx. Annual	34,112.00	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,924.80
37T	Hourly	16.40	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	
	Appx. Bi-wkly	1,312.00	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	
	Appx. Monthly	2,842.67	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	
070	Appx. Annual	34,112.00	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	00.05
370	Hourly	16.69	17.10	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.79	21.30	21.84	22.40 1,792.00	22.95 1,836.00
	Appx. Bi-wkly	1,335.20	1,368.00	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,584.00	1,623.20	1,663.20	1,704.00	1,747.20		1,836.00 3,978.00
	Appx. Monthly Appx. Annual	2,892.93 34,715.20	2,964.00 35,568.00	3,038.53 36,462.40	3,114.80 37,377.60	3,191.07 38,292.80	3,263.87 39,166.40	3,347.07 40,164.80	3,432.00 41,184.00	3,516.93 42,203.20	3,603.60 43,243.20	3,692.00 44,304.00	3,785.60 45,427.20	3,882.67 46,592.00	3,978.00 47,736.00
38	Hourly	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.08
50	Appx. Bi-wkly	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,846.40
	Appx. Monthly	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3.719.73	3,815.07	3,903.47	4,000.53
	Appx. Annual	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,006.40
38T	Hourly	16.81	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	
	Appx. Bi-wkly	1,344.80	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	
	Appx. Monthly	2,913.73	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	
	Appx. Annual	34,964.80	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	
38C	Hourly	17.10	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.79	21.30	21.84	22.40	22.91	23.48
	Appx. Bi-wkly	1,368.00	1,402.40	1,437.60	1,472.80	1,506.40	1,544.80	1,584.00	1,623.20	1,663.20	1,704.00	1,747.20	1,792.00	1,832.80	1,878.40
	Appx. Monthly	2,964.00	3,038.53	3,114.80	3,191.07	3,263.87	3,347.07	3,432.00	3,516.93	3,603.60	3,692.00	3,785.60	3,882.67	3,971.07	4,069.87
	Appx. Annual	35,568.00	36,462.40	37,377.60	38,292.80	39,166.40	40,164.80	41,184.00	42,203.20	43,243.20	44,304.00	45,427.20	46,592.00	47,652.80	48,838.40
39	Hourly	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.68
	Appx. Bi-wkly	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,894.40
	Appx. Monthly	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,104.53
	Appx. Annual	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,254.40
39T	Hourly	17.23	17.66	18.09	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	
	Appx. Bi-wkly	1,378.40	1,412.80	1,447.20	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	
	Appx. Monthly	2,986.53	3,061.07	3,135.60	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	
200	Appx. Annual	35,838.40	36,732.80	37,627.20	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	24.00
390	Hourly Appy Ri wkly	17.53	17.97	18.41	18.83	19.31	19.80	20.29	20.79	21.30	21.84	22.40	22.91	23.50	24.09
	Appx. Bi-wkly	1,402.40 3,038.53	1,437.60 3 114 80	1,472.80 3,191.07	1,506.40 3,263.87	1,544.80 3 347 07	1,584.00 3,432.00	1,623.20 3,516.93	1,663.20	1,704.00 3,692.00	1,747.20 3,785.60	1,792.00 3,882.67	1,832.80 3,971.07	1,880.00 4,073.33	1,927.20 4,175.60
	Appx. Monthly Appx. Annual	36,462.40	3,114.80 37,377.60	3,191.07 38,292.80	3,203.87 39,166.40	3,347.07 40,164.80	3,432.00 41,184.00	42,203.20	3,603.60 43,243.20	3,892.00 44,304.00	3,785.60 45,427.20	3,882.07 46,592.00	3,971.07 47,652.80	4,073.33	4,175.00 50,107.20
	npps. Annual	30,402.40	31,311.00	JU,272.0U	37,100.40	40,104.00	41,104.00	42,203.20	43,243.20	44,304.00	40,427.20	40,072.00	47,0JZ.0U	40,000.00	JU, IU7.20

Ranç	jes Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
40	Hourly	17.63	18.06	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.24
	Appx. Bi-wkly	1,410.40	1,444.80	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,939.20
	Appx. Monthly	3,055.87	3,130.40	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,201.60
	Appx. Annual	36,670.40	37,564.80	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,419.20
40T	Hourly	17.63	18.06	18.51	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	
	Appx. Bi-wkly	1,410.40	1,444.80	1,480.80	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	
	Appx. Monthly	3,055.87	3,130.40	3,208.40	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	
	Appx. Annual	36,670.40	37,564.80	38,500.80	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	
40C	Hourly	17.94	18.38	18.83	19.31	19.80	20.29	20.79	21.30	21.84	22.40	22.91	23.50	24.06	24.66
	Appx. Bi-wkly	1,435.20	1,470.40	1,506.40	1,544.80	1,584.00	1,623.20	1,663.20 3,603.60	1,704.00	1,747.20	1,792.00 3,882.67	1,832.80	1,880.00 4,073.33	1,924.80 4,170.40	1,972.80
	Appx. Monthly	3,109.60 37,315.20	3,185.87 38,230.40	3,263.87 39,166.40	3,347.07 40,164.80	3,432.00 41,184.00	3,516.93 42,203.20	3,603.60	3,692.00 44,304.00	3,785.60 45,427.20	3,882.07 46,592.00	3,971.07 47,652.80	4,073.33	4,170.40 50,044.80	4,274.40 51,292.80
41	Appx. Annual Hourly	18.07	18.52	18.98	40,104.80	19.94	42,203.20	20.93	21.46	22.01	40,592.00	23.10	48,880.00	24.25	24.86
41	Appx. Bi-wkly	1,445.60	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,988.80
	Appx. Monthly	3,132.13	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,309.07
	Appx. Annual	37,585.60	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,708.80
41T	Hourly	18.07	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	01,700.00
	Appx. Bi-wkly	1,445.60	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	
	Appx. Monthly	3,132.13	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	
	Appx. Annual	37,585.60	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	
41C	Hourly	18.39	18.84	19.31	19.80	20.29	20.79	21.30	21.84	22.40	22.91	23.50	24.06	24.67	25.30
	Appx. Bi-wkly	1,471.20	1,507.20	1,544.80	1,584.00	1,623.20	1,663.20	1,704.00	1,747.20	1,792.00	1,832.80	1,880.00	1,924.80	1,973.60	2,024.00
	Appx. Monthly	3,187.60	3,265.60	3,347.07	3,432.00	3,516.93	3,603.60	3,692.00	3,785.60	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,385.33
	Appx. Annual	38,251.20	39,187.20	40,164.80	41,184.00	42,203.20	43,243.20	44,304.00	45,427.20	46,592.00	47,652.80	48,880.00	50,044.80	51,313.60	52,624.00
42	Hourly	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.46
	Appx. Bi-wkly	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,036.80
	Appx. Monthly	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,413.07
	Appx. Annual	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,956.80
42T	Hourly	18.52	18.98	19.46	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	
	Appx. Bi-wkly	1,481.60	1,518.40	1,556.80	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	
	Appx. Monthly	3,210.13	3,289.87	3,373.07	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	
	Appx. Annual	38,521.60	39,478.40	40,476.80	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	
42C	Hourly	18.84	19.31	19.80	20.29	20.79	21.30	21.84	22.40	22.91	23.50	24.06	24.67	25.27	25.91
	Appx. Bi-wkly	1,507.20	1,544.80	1,584.00	1,623.20	1,663.20	1,704.00	1,747.20	1,792.00	1,832.80	1,880.00	1,924.80	1,973.60	2,021.60	2,072.80
	Appx. Monthly	3,265.60	3,347.07	3,432.00	3,516.93	3,603.60	3,692.00	3,785.60	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,491.07
42	Appx. Annual	39,187.20 18.97	40,164.80	41,184.00 19.94	42,203.20 20.43	43,243.20 20.93	44,304.00 21.46	45,427.20	46,592.00 22.52	47,652.80 23.10	48,880.00	50,044.80 24.25	51,313.60 24.84	52,561.60 25.48	53,892.80 26.12
43	Hourly Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	20.43	20.93 1,674.40	21.40 1,716.80	22.01 1,760.80	22.52 1,801.60	23.10 1,848.00	23.65 1,892.00	24.25 1,940.00	24.84 1,987.20	25.48 2,038.40	20.12
	Appx. Di-wkiy Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,527.47
	Appx. Monuny Appx. Annual	39,457.60	40,456.00	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	4,203.33 50,440.00	4,303.00 51,667.20	52,998.40	54,329.60
43T	Hourly	18.97	19.45	19.94	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	0 1/02 / 100
	Appx. Bi-wkly	1,517.60	1,556.00	1,595.20	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	
	Appx. Monthly	3,288.13	3,371.33	3,456.27	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	
	Appx. Annual	39,457.60	40,456.00	41,475.20	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	
43C	Hourly	19.30	19.79	20.29	20.79	21.30	21.84	22.40	22.91	23.50	24.06	24.67	25.27	25.93	26.58
	Appx. Bi-wkly	1,544.00	1,583.20	1,623.20	1,663.20	1,704.00	1,747.20	1,792.00	1,832.80	1,880.00	1,924.80	1,973.60	2,021.60	2,074.40	2,126.40
	Appx. Monthly	3,345.33	3,430.27	3,516.93	3,603.60	3,692.00	3,785.60	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,494.53	4,607.20
	Appx. Annual	40,144.00	41,163.20	42,203.20	43,243.20	44,304.00	45,427.20	46,592.00	47,652.80	48,880.00	50,044.80	51,313.60	52,561.60	53,934.40	55,286.40
44	Hourly	19.44	19.93	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72
	Appx. Bi-wkly	1,555.20	1,594.40	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60
	Appx. Monthly	3,369.60	3,454.53	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47
	Appx. Annual	40,435.20	41,454.40	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60
44T	Hourly	19.44	19.93	20.43	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	
	Appx. Bi-wkly	1,555.20	1,594.40	1,634.40	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	
	Appx. Monthly	3,369.60	3,454.53	3,541.20	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	
440	Appx. Annual	40,435.20	41,454.40	42,494.40	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	07.40
44C	Hourly	19.78	20.28	20.79	21.30	21.84	22.40	22.91	23.50	24.06	24.67	25.27	25.93	26.53	27.19
	Appx. Bi-wkly	1,582.40	1,622.40	1,663.20	1,704.00	1,747.20	1,792.00	1,832.80	1,880.00	1,924.80	1,973.60	2,021.60	2,074.40	2,122.40	2,175.20
	Appx. Monthly	3,428.53	3,515.20	3,603.60	3,692.00	3,785.60	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93
	Appx. Annual	41,142.40	42,182.40	43,243.20	44,304.00	45,427.20	46,592.00	47,652.80	48,880.00	50,044.80	51,313.60	52,561.60	53,934.40	55,182.40	56,555.20

Ranges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
45 Hourly	19.92	20.42	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.39
Appx. Bi-wkly	1,593.60	1,633.60	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,191.20
Appx. Monthly	3,452.80	3,539.47	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,747.60
Appx. Annual	41,433.60	42,473.60	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,971.20
45T Hourly	19.92	20.42	20.93	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	
Appx. Bi-wkly	1,593.60	1,633.60	1,674.40	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	
Appx. Monthly	3,452.80	3,539.47	3,627.87	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	
Appx. Annual	41,433.60	42,473.60	43,534.40	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	
45C Hourly	20.27	20.78	21.30	21.84	22.40	22.91	23.50	24.06	24.67	25.27	25.93	26.53	27.19	27.87
Appx. Bi-wkly	1,621.60	1,662.40	1,704.00	1,747.20	1,792.00	1,832.80	1,880.00	1,924.80	1,973.60	2,021.60	2,074.40	2,122.40	2,175.20	2,229.60
Appx. Monthly	3,513.47	3,601.87	3,692.00	3,785.60	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93	4,830.80
Appx. Annual	42,161.60	43,222.40	44,304.00	45,427.20	46,592.00	47,652.80	48,880.00	50,044.80	51,313.60	52,561.60	53,934.40	55,182.40	56,555.20	57,969.60
46 Hourly	20.43	20.94	21.46	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.09
Appx. Bi-wkly	1,634.40	1,675.20	1,716.80	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,247.20
Appx. Monthly	3,541.20	3,629.60	3,719.73	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,868.93
Appx. Annual	42,494.40	43,555.20	44,636.80	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,427.20
46T Hourly	20.43	20.94	21.46	22.01	22.52	23.10	23.65	24.25	24.84 1,987.20	25.48	26.07	26.72	27.40	
Appx. Bi-wkly	1,634.40	1,675.20 3,629.60	1,716.80 3,719.73	1,760.80 3,815.07	1,801.60 3,903.47	1,848.00 4,004.00	1,892.00 4,099.33	1,940.00 4,203.33	1,987.20 4,305.60	2,038.40 4,416.53	2,085.60 4,518.80	2,137.60 4,631.47	2,192.00 4,749.33	
Appx. Monthly Appx. Annual	3,541.20 42,494.40	3,629.60	3,719.73 44,636.80	3,815.07 45,780.80	3,903.47 46,841.60	4,004.00	4,099.33 49,192.00	4,203.33	4,305.60 51,667.20	4,416.53 52,998.40	4,518.80 54,225.60	4,631.47 55,577.60	4,749.33 56,992.00	
46C Hourly	42,494.40	43,555.20	21.84	43,780.80	22.91	23.50	24.06	24.67	25.27	25.93	26.53	27.19	27.88	28.58
Appx. Bi-wkly	20.79 1,663.20	21.31 1,704.80	21.84 1,747.20	22.40 1,792.00	1,832.80	23.50 1,880.00	24.06 1,924.80	24.67 1,973.60	25.27 2,021.60	25.93 2.074.40	20.53	27.19	27.88	28.58
Appx. Browny Appx. Monthly	3,603.60	3,693.73	3,785.60	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93	4,832.53	4,953.87
Appx. Monuny Appx. Annual	43,243.20	44,324.80	45,427.20	46,592.00	47,652.80	48,880.00	50,044.80	4,270.13 51,313.60	52,561.60	53,934.40	4,378.33 55,182.40	56,555.20	4,032.33 57,990.40	4, <i>7</i> 33.07 59,446.40
47 Hourly	20.95	21.47	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.75
Appx. Bi-wkly	1,676.00	1,717.60	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,300.00
Appx. Monthly	3,631.33	3,721.47	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,983.33
Appx. Annual	43,576.00	44,657.60	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,800.00
47T Hourly	20.95	21.47	22.01	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	07,000.00
Appx. Bi-wkly	1,676.00	1,717.60	1,760.80	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	
Appx. Monthly	3,631.33	3,721.47	3,815.07	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	
Appx. Annual	43,576.00	44,657.60	45,780.80	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	
47C Hourly	21.32	21.85	22.40	22.91	23.50	24.06	24.67	25.27	25.93	26.53	27.19	27.88	28.54	29.25
Appx. Bi-wkly	1,705.60	1,748.00	1,792.00	1,832.80	1,880.00	1,924.80	1,973.60	2,021.60	2,074.40	2,122.40	2,175.20	2,230.40	2,283.20	2,340.00
Appx. Monthly	3,695.47	3,787.33	3,882.67	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93	4,832.53	4,946.93	5,070.00
Appx. Annual	44,345.60	45,448.00	46,592.00	47,652.80	48,880.00	50,044.80	51,313.60	52,561.60	53,934.40	55,182.40	56,555.20	57,990.40	59,363.20	60,840.00
48 Hourly	21.43	21.97	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.49
Appx. Bi-wkly	1,714.40	1,757.60	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,359.20
Appx. Monthly	3,714.53	3,808.13	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,111.60
Appx. Annual	44,574.40	45,697.60	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,339.20
48T Hourly	21.43	21.97	22.52	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	
Appx. Bi-wkly	1,714.40	1,757.60	1,801.60	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	
Appx. Monthly	3,714.53	3,808.13	3,903.47	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	
Appx. Annual	44,574.40	45,697.60	46,841.60	48,048.00	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	
48C Hourly	21.81	22.35	22.91	23.50	24.06	24.67	25.27	25.93	26.53	27.19	27.88	28.54	29.27	30.01
Appx. Bi-wkly	1,744.80	1,788.00	1,832.80	1,880.00	1,924.80	1,973.60	2,021.60	2,074.40	2,122.40	2,175.20	2,230.40	2,283.20	2,341.60	2,400.80
Appx. Monthly	3,780.40	3,874.00	3,971.07	4,073.33	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	5,201.73
Appx. Annual	45,364.80	46,488.00	47,652.80	48,880.00	50,044.80	51,313.60	52,561.60	53,934.40	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,420.80
49 Hourly	21.99	22.54	23.10	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.20
Appx. Bi-wkly	1,759.20	1,803.20	1,848.00	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,416.00
Appx. Monthly	3,811.60	3,906.93	4,004.00	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,234.67
Appx. Annual 49T Hourly	45,739.20 21.99	46,883.20 22.54	48,048.00 23.10	49,192.00 23.65	50,440.00 24.25	51,667.20 24.84	52,998.40 25.48	54,225.60 26.07	55,577.60 26.72	56,992.00 27.40	58,344.00 28.05	59,841.60 28.77	61,276.80 29.46	62,816.00
3		22.54 1,803.20	23.10 1,848.00	23.65 1,892.00	24.25 1,940.00	24.84 1,987.20	25.48 2,038.40		26.72 2,137.60	27.40 2,192.00		28.77 2,301.60	29.46 2,356.80	
Appx. Bi-wkly	1,759.20 3 811 60	1,803.20 3,906.93	4,004.00	1,892.00		4,305.60	2,038.40 4,416.53	2,085.60		2,192.00 4,749.33	2,244.00 4,862.00	2,301.60 4,986.80		
Appx. Monthly Appx. Annual	3,811.60 45 739 20	3,906.93 46,883.20			4,203.33		4,416.53 52,998.40	4,518.80	4,631.47	4,749.33 56,992.00			5,106.40 61,276.80	
49C Hourly	45,739.20 22.37	46,883.20	48,048.00 23.50	49,192.00 24.06	50,440.00 24.67	51,667.20 25.27	25.93	54,225.60 26.53	55,577.60 27.19	27.88	58,344.00 28.54	59,841.60 29.27	29.98	30.73
Appx. Bi-wkly	1,789.60	22.93 1,834.40	23.50 1,880.00	24.06 1,924.80	24.67 1,973.60	25.27 2,021.60	25.93 2,074.40	20.53 2,122.40	27.19 2,175.20	27.88 2,230.40	28.54 2,283.20	29.27 2,341.60	29.98 2,398.40	30.73 2,458.40
Appx. Bi-wkiy Appx. Monthly	3,877.47	1,834.40 3,974.53	4,073.33	4,170.40	4,276.13	2,021.00 4,380.13	2,074.40 4,494.53	2,122.40 4,598.53	2,175.20 4,712.93	2,230.40 4,832.53	2,283.20 4,946.93	2,341.60 5,073.47	2,398.40 5,196.53	2,458.40 5,326.53
Appx. Montaly Appx. Annual	46,529.60	3,974.33 47,694.40	4,073.33	4,170.40 50,044.80	4,270.13 51,313.60	4,360.13 52,561.60	4,494.55 53,934.40	4,598.55 55,182.40	4,712.93 56,555.20	4,832.33 57,990.40	4,940.93 59,363.20	60,881.60	5,190.55 62,358.40	63,918.40
прих. Анниан	40,029.00	41,074.40	40,000.00	JU,U44.0U	01,010.00	JZ,JU1.0U	JJ,7J4.4U	JJ, IUZ.4U	JU,JJJJ.2U	J1,77U.4U	J7,JUJ.ZU	00,001.00	02,300.40	03,710.40

Rang	es Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
	Hourly	22.51	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.93
	Appx. Bi-wkly	1,800.80	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,474.40
	Appx. Monthly	3,901.73	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,361.20
	Appx. Annual	46,820.80	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,334.40
	Hourly	22.51	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	
	Appx. Bi-wkly	1,800.80	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	
	Appx. Monthly	3,901.73	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	
	Appx. Annual	46,820.80	47,985.60	49,192.00	50,440.00	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	
	Hourly	22.90	23.47	24.06	24.67	25.27	25.93	26.53	27.19	27.88	28.54	29.27	29.98	30.71	31.47
	Appx. Bi-wkly	1,832.00	1,877.60	1,924.80	1,973.60	2,021.60	2,074.40	2,122.40	2,175.20	2,230.40	2,283.20	2,341.60	2,398.40	2,456.80	2,517.60
	Appx. Monthly	3,969.33	4,068.13	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	5,196.53	5,323.07	5,454.80
	Appx. Annual	47,632.00	48,817.60	50,044.80	51,313.60	52,561.60	53,934.40	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,358.40	63,876.80	65,457.60
	Hourly	23.07	23.65	24.25	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.69
	Appx. Bi-wkly	1,845.60	1,892.00	1,940.00	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,535.20
	Appx. Monthly	3,998.80	4,099.33	4,203.33	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,492.93
	Appx. Annual	47,985.60	49,192.00	50,440.00 24.25	51,667.20 24.84	52,998.40	54,225.60	55,577.60 26.72	56,992.00	58,344.00 28.05	59,841.60 28.77	61,276.80 29.46	62,774.40 30.18	64,313.60 30.92	65,915.20
	Hourly Appy Bi with	23.07	23.65 1,892.00	24.23 1,940.00		25.48	26.07 2,085.60		27.40 2,192.00					2,473.60	
	Appx. Bi-wkly Appx. Monthly	1,845.60 3,998.80	4,099.33	4,203.33	1,987.20 4,305.60	2,038.40 4,416.53	2,085.60 4,518.80	2,137.60 4,631.47	2,192.00 4,749.33	2,244.00 4,862.00	2,301.60 4,986.80	2,356.80 5,106.40	2,414.40 5,231.20	2,473.60 5,359.47	
	Appx. Monuly Appx. Annual		4,099.33		4,303.00 51,667.20	4,410.55 52,998.40	4,518.80 54,225.60	55,577.60	4,749.33 56,992.00	4,802.00 58,344.00		61,276.80	62,774.40	64,313.60	
-	Hourly	47,985.60 23.47	49,192.00 24.06	50,440.00 24.67	25.27	25.93	26.53	27.19	27.88	28.54	59,841.60 29.27	29.98	30.71	64,313.60 31.46	32.24
	Appx. Bi-wkly	1,877.60	1,924.80	1,973.60	2,021.60	2,074.40	20.55	2,175.20	2,230.40	2,283.20	2,341.60	2,398.40	2,456.80	2,516.80	2,579.20
	Appx. Monthly	4,068.13	4,170.40	4,276.13	4,380.13	4,494.53	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	2,390.40 5,196.53	2,430.00 5,323.07	2,310.00 5,453.07	5,588.27
	Appx. Annual	48,817.60	50,044.80	51,313.60	52,561.60	53,934.40	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,059.20
-	Hourly	23.64	24.24	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49
	Appx. Bi-wkly	1,891.20	1,939.20	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20
	Appx. Monthly	4,097.60	4,201.60	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60
	Appx. Annual	49,171.20	50,419.20	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20
	Hourly	23.64	24.24	24.84	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	
	Appx. Bi-wkly	1,891.20	1,939.20	1,987.20	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	
	Appx. Monthly	4,097.60	4,201.60	4,305.60	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	
	Appx. Annual	49,171.20	50,419.20	51,667.20	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	
52C	Hourly	24.05	24.66	25.27	25.93	26.53	27.19	27.88	28.54	29.27	29.98	30.71	31.46	32.25	33.06
	Appx. Bi-wkly	1,924.00	1,972.80	2,021.60	2,074.40	2,122.40	2,175.20	2,230.40	2,283.20	2,341.60	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80
	Appx. Monthly	4,168.67	4,274.40	4,380.13	4,494.53	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40
	Appx. Annual	50,024.00	51,292.80	52,561.60	53,934.40	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80
53	Hourly	24.26	24.86	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.30
	Appx. Bi-wkly	1,940.80	1,988.80	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,664.00
	Appx. Monthly	4,205.07	4,309.07	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,772.00
	Appx. Annual	50,460.80	51,708.80	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,264.00
	Hourly	24.26	24.86	25.48	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	
	Appx. Bi-wkly	1,940.80	1,988.80	2,038.40	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	
	Appx. Monthly	4,205.07	4,309.07	4,416.53	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	
	Appx. Annual	50,460.80	51,708.80	52,998.40	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	
	Hourly	24.68	25.30	25.93	26.53	27.19	27.88	28.54	29.27	29.98	30.71	31.46	32.25	33.06	33.88
	Appx. Bi-wkly	1,974.40	2,024.00	2,074.40	2,122.40	2,175.20	2,230.40	2,283.20	2,341.60	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80	2,710.40
	Appx. Monthly	4,277.87	4,385.33	4,494.53	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40	5,872.53
-	Appx. Annual	51,334.40	52,624.00	53,934.40	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,470.40
	Hourly	24.82	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12
	Appx. Bi-wkly	1,985.60	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60
	Appx. Monthly	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13
-	Appx. Annual Hourly	51,625.60	52,915.20 25.44	54,225.60 26.07	55,577.60 26.72	56,992.00 27.40	58,344.00 28.05	59,841.60 28.77	61,276.80 29.46	62,774.40 30.18	64,313.60 30.92	65,936.00	67,579.20 32.49	69,243.20 33.29	70,969.60
	3	24.82 1 985 60	25.44 2,035.20	26.07 2,085.60	26.72 2,137.60							31.70 2.536.00	32.49 2,599.20	33.29 2,663.20	
	Appx. Bi-wkly Appy Monthly	1,985.60				2,192.00	2,244.00	2,301.60	2,356.80	2,414.40 5 231 20	2,473.60 5 350 47	2,536.00			
	Appx. Monthly Appx. Annual	4,302.13	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20 62,774.40	5,359.47	5,494.67	5,631.60	5,770.27	
	Appx. Annual Hourly	51,625.60 25.25	52,915.20 25.89	54,225.60 26.53	55,577.60 27.19	56,992.00 27.88	58,344.00 28.54	59,841.60 29.27	61,276.80 29.98	30.71	64,313.60 31.46	65,936.00 32.25	67,579.20 33.06	69,243.20 33.87	34.72
	Appx. Bi-wkly	2,020.00	2,071.20	20.33	27.19	27.00	26.54 2,283.20	29.27 2,341.60	29.90	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60
	Appx. Di-wkiy Appx. Monthly	4,376.67	2,071.20 4,487.60	4,598.53	4,712.93	4,832.53	2,283.20 4,946.93	2,341.00 5,073.47	2,398.40 5,196.53	2,430.60 5,323.07	2,310.00 5,453.07	2,580.00 5,590.00	2,044.80 5,730.40	2,709.80 5,870.80	6,018.13
	Appx. Monuly Appx. Annual	4,370.07	53,851.20	4,398.33 55,182.40	4,712.73 56,555.20	4,832.55 57,990.40	4,940.93 59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60
	, ihhvi i i i innai	52,520.00	55,051.20	55,102.40	30,333.20	57,770.40	37,303.20	00,001.00	02,000.40	03,070.00	JJ, 7JU.00	57,000.00	00,704.00	10,447.00	12,211.00

Range	es Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
	Hourly	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97
1	Appx. Bi-wkly	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60
	Appx. Monthly	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47
	Appx. Annual	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60
55T I	Hourly	25.44	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	
1	Appx. Bi-wkly	2,035.20	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	
1	Appx. Monthly	4,409.60	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	
	Appx. Annual	52,915.20	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	
	Hourly	25.89	26.53	27.19	27.88	28.54	29.27	29.98	30.71	31.46	32.25	33.06	33.87	34.72	35.58
	Appx. Bi-wkly	2,071.20	2,122.40	2,175.20	2,230.40	2,283.20	2,341.60	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40
	Appx. Monthly	4,487.60	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20
	Appx. Annual	53,851.20	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40
	Hourly	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.84
	Appx. Bi-wkly	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,867.20
	Appx. Monthly	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,212.27
-	Appx. Annual	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,547.20
	Hourly	26.07	26.72	27.40	28.05	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	
	Appx. Bi-wkly	2,085.60	2,137.60	2,192.00	2,244.00	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	
	Appx. Monthly	4,518.80	4,631.47	4,749.33	4,862.00	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	
	Appx. Annual	54,225.60	55,577.60	56,992.00	58,344.00	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	2/ 47
	Hourly	26.53	27.19	27.88	28.54	29.27	29.98	30.71	31.46	32.25	33.06	33.87	34.72	35.58	36.47
	Appx. Bi-wkly	2,122.40	2,175.20	2,230.40	2,283.20	2,341.60	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40	2,917.60
	Appx. Monthly	4,598.53	4,712.93	4,832.53	4,946.93	5,073.47	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20	6,321.47
-	Appx. Annual	55,182.40	56,555.20	57,990.40	59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,857.60
	Hourly	26.70	27.37	28.05	28.77	29.46	30.18 2.414.40	30.92 2.473.60	31.70	32.49	33.29	34.12	34.97	35.82	36.72
	Appx. Bi-wkly	2,136.00	2,189.60	2,244.00	2,301.60 4,986.80	2,356.80		2,473.60 5,359.47	2,536.00 5,494.67	2,599.20	2,663.20	2,729.60 5,914.13	2,797.60 6,061.47	2,865.60 6,208.80	2,937.60
	Appx. Monthly	4,628.00	4,744.13	4,862.00		5,106.40	5,231.20			5,631.60	5,770.27				6,364.80
	Appx. Annual	55,536.00 26.70	56,929.60 27.37	58,344.00 28.05	59,841.60 28.77	61,276.80 29.46	62,774.40 30.18	64,313.60 30.92	65,936.00 31.70	67,579.20 32.49	69,243.20 33.29	70,969.60 34.12	72,737.60 34.97	74,505.60 35.82	76,377.60
	Hourly Appx. Bi-wkly	2,136.00	27.37 2,189.60	28.05	20.77	29.40	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	
	Appx. Di-wkiy Appx. Monthly	4,628.00	4,744.13	4,862.00	4,986.80	2,330.80 5,106.40	5,231.20	2,473.00 5,359.47	2,330.00 5,494.67	2,399.20 5,631.60	2,003.20 5,770.27	5,914.13	6,061.47	6,208.80	
	Appx. Monuny Appx. Annual	55,536.00	4,744.13 56,929.60	4,802.00 58,344.00	4,980.80 59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	
	Hourly	27.17	27.85	28.54	29.27	29.98	30.71	31.46	32.25	33.06	33.87	34.72	35.58	36.45	37.36
	Appx. Bi-wkly	2,173.60	2,228.00	2,283.20	2,341.60	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40	2,916.00	2,988.80
	Appx. Monthly	4,709.47	4,827.33	4,946.93	5,073.47	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20	6,318.00	6,475.73
	Appx. Annual	56,513.60	57,928.00	59,363.20	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,708.80
	Hourly	27.39	28.07	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.66
	Appx. Bi-wkly	2,191.20	2,245.60	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,012.80
	Appx. Monthly	4,747.60	4,865.47	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,527.73
	Appx. Annual	56,971.20	58,385.60	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,332.80
	Hourly	27.39	28.07	28.77	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	
	Appx. Bi-wkly	2,191.20	2,245.60	2,301.60	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	
	Appx. Monthly	4,747.60	4,865.47	4,986.80	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	
	Appx. Annual	56,971.20	58,385.60	59,841.60	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	
-	Hourly	27.87	28.56	29.27	29.98	30.71	31.46	32.25	33.06	33.87	34.72	35.58	36.45	37.38	38.32
	Appx. Bi-wkly	2,229.60	2,284.80	2,341.60	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40	2,916.00	2,990.40	3,065.60
	Appx. Monthly	4,830.80	4,950.40	5,073.47	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20	6,318.00	6,479.20	6,642.13
	Appx. Annual	57,969.60	59,404.80	60,881.60	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,705.60
59 I	Hourly	28.04	28.74	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.57
	Appx. Bi-wkly	2,243.20	2,299.20	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,085.60
	Appx. Monthly	4,860.27	4,981.60	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,685.47
/	Appx. Annual	58,323.20	59,779.20	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,225.60
59T I	Hourly	28.04	28.74	29.46	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	
1	Appx. Bi-wkly	2,243.20	2,299.20	2,356.80	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	
	Appx. Monthly	4,860.27	4,981.60	5,106.40	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	
/	Appx. Annual	58,323.20	59,779.20	61,276.80	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	
59C	Hourly	28.53	29.24	29.98	30.71	31.46	32.25	33.06	33.87	34.72	35.58	36.45	37.38	38.29	39.24
/	Appx. Bi-wkly	2,282.40	2,339.20	2,398.40	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40	2,916.00	2,990.40	3,063.20	3,139.20
/	Appx. Monthly	4,945.20	5,068.27	5,196.53	5,323.07	5,453.07	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20	6,318.00	6,479.20	6,636.93	6,801.60
	Appx. Annual	59,342.40	60,819.20	62,358.40	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,619.20

Rang	jes Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
60	Hourly	28.73	29.45	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.57
	Appx. Bi-wkly	2,298.40	2,356.00	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,165.60
	Appx. Monthly	4,979.87	5,104.67	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,858.80
	Appx. Annual	59,758.40	61,256.00	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,305.60
60T	Hourly	28.73	29.45	30.18	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	
	Appx. Bi-wkly	2,298.40	2,356.00	2,414.40	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	
	Appx. Monthly	4,979.87	5,104.67	5,231.20	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	
	Appx. Annual	59,758.40	61,256.00	62,774.40	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	
60C	Hourly	29.23	29.97	30.71	31.46	32.25	33.06	33.87	34.72	35.58	36.45	37.38	38.29	39.28	40.26
	Appx. Bi-wkly	2,338.40	2,397.60	2,456.80	2,516.80	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40	2,916.00	2,990.40	3,063.20	3,142.40	3,220.80
	Appx. Monthly	5,066.53	5,194.80	5,323.07	5,453.07	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20	6,318.00	6,479.20	6,636.93	6,808.53	6,978.40
	Appx. Annual	60,798.40	62,337.60	63,876.80	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,740.80
61	Hourly	29.43	30.16	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.50
	Appx. Bi-wkly	2,354.40	2,412.80	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,240.00
	Appx. Monthly	5,101.20	5,227.73	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,020.00
	Appx. Annual	61,214.40	62,732.80	64,313.60	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,240.00
611	Hourly	29.43	30.16	30.92	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	
	Appx. Bi-wkly	2,354.40	2,412.80	2,473.60	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	
	Appx. Monthly	5,101.20	5,227.73	5,359.47	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	
(10	Appx. Annual Hourly	61,214.40	62,732.80 30.69	64,313.60	65,936.00	67,579.20	69,243.20 33.87	70,969.60 34.72	72,737.60	74,505.60 36.45	76,419.20	78,270.40	80,288.00 39.28	82,180.80	41.21
010	,	29.95	30.69 2,455.20	31.46	32.25	33.06			35.58		37.38 2,990.40	38.29		40.20	
	Appx. Bi-wkly Appx. Monthly	2,396.00 5,191.33	2,455.20 5,319.60	2,516.80 5,453.07	2,580.00 5,590.00	2,644.80 5,730.40	2,709.60 5.870.80	2,777.60 6,018.13	2,846.40 6,167.20	2,916.00 6,318.00	2,990.40 6,479.20	3,063.20 6,636.93	3,142.40 6,808.53	3,216.00 6,968.00	3,296.80 7,143.07
	Appx. Monuny Appx. Annual	62,296.00	63,835.20	65,436.80	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,716.80
62	Hourly	30.17	30.93	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.54
02	Appx. Bi-wkly	2.413.60	2,474.40	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3.010.40	3,088.00	3,160.80	3,242.40	3,323.20
	Appx. Monthly	5,229.47	5,361.20	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,200.27
	Appx. Annual	62,753.60	64,334.40	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,403.20
62T	Hourly	30.17	30.93	31.70	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	00,100.20
	Appx. Bi-wkly	2,413.60	2,474.40	2,536.00	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	
	Appx. Monthly	5,229.47	5,361.20	5,494.67	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	
	Appx. Annual	62,753.60	64,334.40	65,936.00	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	
62C	Hourly	30.70	31.47	32.25	33.06	33.87	34.72	35.58	36.45	37.38	38.29	39.28	40.20	41.24	42.27
	Appx. Bi-wkly	2,456.00	2,517.60	2,580.00	2,644.80	2,709.60	2,777.60	2,846.40	2,916.00	2,990.40	3,063.20	3,142.40	3,216.00	3,299.20	3,381.60
	Appx. Monthly	5,321.33	5,454.80	5,590.00	5,730.40	5,870.80	6,018.13	6,167.20	6,318.00	6,479.20	6,636.93	6,808.53	6,968.00	7,148.27	7,326.80
	Appx. Annual	63,856.00	65,457.60	67,080.00	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,921.60
63	Hourly	30.92	31.69	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.54
	Appx. Bi-wkly	2,473.60	2,535.20	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,403.20
	Appx. Monthly	5,359.47	5,492.93	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,373.60
	Appx. Annual	64,313.60	65,915.20	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,483.20
63T	Hourly	30.92	31.69	32.49	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	
	Appx. Bi-wkly	2,473.60	2,535.20	2,599.20	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	
	Appx. Monthly	5,359.47	5,492.93	5,631.60	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	
	Appx. Annual	64,313.60	65,915.20	67,579.20	69,243.20	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	
63C	Hourly	31.46	32.24	33.06	33.87	34.72	35.58	36.45	37.38	38.29	39.28	40.20	41.24	42.23	43.28
	Appx. Bi-wkly	2,516.80	2,579.20	2,644.80	2,709.60	2,777.60	2,846.40	2,916.00	2,990.40	3,063.20	3,142.40	3,216.00	3,299.20	3,378.40	3,462.40
	Appx. Monthly	5,453.07	5,588.27	5,730.40	5,870.80	6,018.13	6,167.20	6,318.00	6,479.20	6,636.93	6,808.53	6,968.00	7,148.27	7,319.87	7,501.87
	Appx. Annual	65,436.80	67,059.20	68,764.80	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	90,022.40
64	Hourly	31.68	32.48	33.29	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.56
	Appx. Bi-wkly	2,534.40 5,401.20	2,598.40	2,663.20	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,484.80
	Appx. Monthly	5,491.20	5,629.87	5,770.27	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,550.40
617	Appx. Annual Hourly	65,894.40 31.68	67,558.40 32.48	69,243.20 33.29	70,969.60 34.12	72,737.60 34.97	74,505.60 35.82	76,419.20 36.74	78,270.40 37.63	80,288.00 38.60	82,180.80 39.51	84,302.40 40.53	86,320.00 41.50	88,400.00 42.50	90,604.80
041	Appx. Bi-wkly	2,534.40	32.48 2,598.40	33.29 2,663.20	34.12 2,729.60	34.97 2,797.60	35.82 2,865.60	36.74 2,939.20	37.03 3,010.40	38.00	39.51 3,160.80	40.53 3,242.40	41.50 3,320.00	42.50 3,400.00	
	Appx. BI-WKIY Appx. Monthly	2,534.40 5,491.20	2,598.40 5,629.87	2,003.20 5,770.27	2,729.60 5,914.13	2,797.60 6,061.47	2,805.00 6,208.80	2,939.20 6,368.27	3,010.40 6,522.53	3,088.00 6,690.67	3,160.80 6,848.40	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	
	Appx. Monuly Appx. Annual	65,894.40	5,029.87 67,558.40	69,243.20	5,914.13 70,969.60	72,737.60	0,208.80 74,505.60	0,300.27 76,419.20	0,522.55 78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	
640	Hourly	32.23	33.05	33.87	34.72	35.58	36.45	37.38	38.29	39.28	40.20	41.24	42.23	43.24	44.32
040	Appx. Bi-wkly	2,578.40	2,644.00	2,709.60	2,777.60	2,846.40	2,916.00	2,990.40	3,063.20	39.20 3,142.40	3,216.00	3,299.20	42.23 3,378.40	43.24 3,459.20	44.32 3,545.60
	Appx. BI-WKIY Appx. Monthly	2,578.40 5,586.53	2,044.00 5,728.67	2,709.80 5,870.80	6,018.13	2,840.40 6,167.20	2,918.00 6,318.00	2,990.40 6,479.20	5,003.20 6,636.93	6,808.53	6,968.00	3,299.20 7,148.27	3,378.40 7,319.87	3,439.20 7,494.93	3,545.00 7,682.13
	Appx. Monuly Appx. Annual	67,038.40	68,744.00	70,449.60	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,185.60
	пррл. линиан	07,030.40	00,744.00	10,777,00	12,211.00	ν τ,000.40	10,010.00	11,130.40	17,043.20	01,702.40	00,010.00	00,117.20	07,000.40	07,737.20	12,103.00

Ranges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
65 Hourly	32.47	33.28	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70
Appx. Bi-wkly	2,597.60	2,662.40	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00
Appx. Monthly	5,628.13	5,768.53	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00
Appx. Annual	67,537.60	69,222.40	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00
65T Hourly	32.47	33.28	34.12	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	
Appx. Bi-wkly	2,597.60	2,662.40	2,729.60	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	
Appx. Monthly	5,628.13	5,768.53	5,914.13	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	
Appx. Annual	67,537.60	69,222.40	70,969.60	72,737.60	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	
65C Hourly	33.04	33.86	34.72	35.58	36.45	37.38	38.29	39.28	40.20	41.24	42.23	43.24	44.37	45.48
Appx. Bi-wkly	2,643.20	2,708.80	2,777.60	2,846.40	2,916.00	2,990.40	3,063.20	3,142.40	3,216.00	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40
Appx. Monthly	5,726.93	5,869.07	6,018.13	6,167.20	6,318.00	6,479.20	6,636.93	6,808.53	6,968.00	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20
Appx. Annual	68,723.20	70,428.80	72,217.60	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40
66 Hourly	33.27	34.11	34.97	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.82
Appx. Bi-wkly	2,661.60	2,728.80	2,797.60	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,665.60
Appx. Monthly	5,766.80	5,912.40	6,061.47	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,942.13
Appx. Annual	69,201.60 33.27	70,948.80 34.11	72,737.60 34.97	74,505.60 35.82	76,419.20 36.74	78,270.40 37.63	80,288.00 38.60	82,180.80 39.51	84,302.40 40.53	86,320.00 41.50	88,400.00 42.50	90,708.80 43.61	92,976.00 44.70	95,305.60
66T Hourly	2,661.60	2,728.80	2,797.60	2,865.60	2,939.20	37.03	3,088.00	39.51	40.55 3,242.40	3,320.00	42.50 3,400.00	43.01 3,488.80	3,576.00	
Appx. Bi-wkly Appx. Monthly	2,001.00 5,766.80	2,728.80 5,912.40	2,797.60 6,061.47	2,865.60 6,208.80	2,939.20 6,368.27	3,010.40 6,522.53	3,088.00 6,690.67	3,160.80 6,848.40	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	3,488.80 7,559.07	3,578.00 7,748.00	
Appx. Monuny Appx. Annual	69,201.60	5,912.40 70,948.80	72,737.60	74,505.60	0,300.27 76,419.20	0,522.55 78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	
66C Hourly	33.85	34.71	35.58	36.45	37.38	38.29	39.28	40.20	41.24	42.23	43.24	44.37	45.48	46.62
Appx. Bi-wkly	2,708.00	2,776.80	2,846.40	2,916.00	2,990.40	3,063.20	3,142.40	3,216.00	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40	3,729.60
Appx. Monthly	5,867.33	6,016.40	6,167.20	6,318.00	6,479.20	6,636.93	6,808.53	6,968.00	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20	8,080.80
Appx. Annual	70,408.00	72,196.80	74,006.40	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40	96,969.60
67 Hourly	34.09	34.95	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95
Appx. Bi-wkly	2,727.20	2,796.00	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00
Appx. Monthly	5,908.93	6,058.00	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00
Appx. Annual	70,907.20	72,696.00	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00
67T Hourly	34.09	34.95	35.82	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	
Appx. Bi-wkly	2,727.20	2,796.00	2,865.60	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	
Appx. Monthly	5,908.93	6,058.00	6,208.80	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	
Appx. Annual	70,907.20	72,696.00	74,505.60	76,419.20	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	
67C Hourly	34.69	35.56	36.45	37.38	38.29	39.28	40.20	41.24	42.23	43.24	44.37	45.48	46.60	47.77
Appx. Bi-wkly	2,775.20	2,844.80	2,916.00	2,990.40	3,063.20	3,142.40	3,216.00	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60
Appx. Monthly	6,012.93	6,163.73	6,318.00	6,479.20	6,636.93	6,808.53	6,968.00	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13
Appx. Annual	72,155.20	73,964.80	75,816.00	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60
68 Hourly	34.97	35.84	36.74	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.12
Appx. Bi-wkly	2,797.60	2,867.20	2,939.20	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,849.60
Appx. Monthly	6,061.47	6,212.27	6,368.27	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,340.80
Appx. Annual 68T Hourly	72,737.60 34.97	74,547.20 35.84	76,419.20 36.74	78,270.40 37.63	80,288.00	82,180.80 39.51	84,302.40 40.53	86,320.00 41.50	88,400.00 42.50	90,708.80	92,976.00 44.70	95,264.00 45.80	97,656.00 46.95	100,089.60
					38.60 3,088.00					43.61		45.80 3.664.00		
Appx. Bi-wkly Appx. Monthly	2,797.60 6,061.47	2,867.20 6,212.27	2,939.20 6,368.27	3,010.40 6,522.53	3,088.00 6,690.67	3,160.80 6,848.40	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	3,488.80 7,559.07	3,576.00 7,748.00	3,664.00 7,938.67	3,756.00 8,138.00	
Appx. Monthly Appx. Annual	6,061.47 72,737.60	6,212.27 74,547.20	6,308.27 76,419.20	6,522.53 78,270.40	6,690.67 80,288.00	6,848.40 82,180.80	7,025.20 84,302.40	86,320.00	7,300.07 88,400.00	7,559.07 90,708.80	92,976.00	7,938.07 95,264.00	8,138.00 97,656.00	
68C Hourly	35.58	36.47	37.38	38.29	39.28	40.20	41.24	42.23	43.24	44.37	45.48	46.60	47.77	48.96
Appx. Bi-wkly	2,846.40	2,917.60	2,990.40	3,063.20	3,142.40	3,216.00	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60	3,916.80
Appx. Br wiky	6,167.20	6,321.47	6,479.20	6,636.93	6,808.53	6,968.00	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13	8,486.40
Appx. Monuny Appx. Annual	74,006.40	75,857.60	77,750.40	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60	101,836.80
69 Hourly	35.81	36.71	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.33
Appx. Bi-wkly	2,864.80	2,936.80	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,946.40
Appx. Monthly	6,207.07	6,363.07	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,550.53
Appx. Annual	74,484.80	76,356.80	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,606.40
69T Hourly	35.81	36.71	37.63	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	
Appx. Bi-wkly	2,864.80	2,936.80	3,010.40	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	
Appx. Monthly	6,207.07	6,363.07	6,522.53	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	
Appx. Annual	74,484.80	76,356.80	78,270.40	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	
69C Hourly	36.44	37.35	38.29	39.28	40.20	41.24	42.23	43.24	44.37	45.48	46.60	47.77	48.97	50.19
Appx. Bi-wkly	2,915.20	2,988.00	3,063.20	3,142.40	3,216.00	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,015.20
Appx. Monthly	6,316.27	6,474.00	6,636.93	6,808.53	6,968.00	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,699.60
Appx. Annual	75,795.20	77,688.00	79,643.20	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,395.20

Ranges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
70 Hourly	36.74	37.66	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.59
Appx. Bi-wkly	2,939.20	3,012.80	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,047.20
Appx. Monthly	6,368.27	6,527.73	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,768.93
Appx. Annual	76,419.20	78,332.80	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,227.20
70T Hourly	36.74	37.66	38.60	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	
Appx. Bi-wkly	2,939.20	3,012.80	3,088.00	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	
Appx. Monthly	6,368.27	6,527.73	6,690.67	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	
Appx. Annual	76,419.20	78,332.80	80,288.00	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	
70C Hourly	37.38	38.32	39.28	40.20	41.24	42.23	43.24	44.37	45.48	46.60	47.77	48.97	50.22	51.48
Appx. Bi-wkly	2,990.40	3,065.60	3,142.40	3,216.00	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,017.60	4,118.40
Appx. Monthly	6,479.20	6,642.13	6,808.53	6,968.00	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,704.80	8,923.20
Appx. Annual	77,750.40	79,705.60	81,702.40	83,616.00	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,457.60	107,078.40
71 Hourly	37.62	38.56	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.82
Appx. Bi-wkly	3,009.60	3,084.80	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,145.60
Appx. Monthly	6,520.80	6,683.73	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,982.13
Appx. Annual	78,249.60	80,204.80	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,785.60
71T Hourly	37.62	38.56	39.51	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	
Appx. Bi-wkly	3,009.60	3,084.80	3,160.80	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	
Appx. Monthly	6,520.80	6,683.73	6,848.40	7,025.20	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	
Appx. Annual 71C Hourly	78,249.60	80,204.80 39.23	82,180.80	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	52.73
5	38.28		40.20	41.24	42.23	43.24	44.37 3,549.60	45.48	46.60	47.77	48.97	50.22	51.44	
Appx. Bi-wkly	3,062.40 6,635.20	3,138.40 6,799.87	3,216.00 6,968.00	3,299.20 7,148.27	3,378.40 7,319.87	3,459.20 7,494.93	3,549.60 7,690.80	3,638.40 7,883.20	3,728.00 8,077.33	3,821.60 8,280.13	3,917.60 8,488.13	4,017.60 8,704.80	4,115.20 8,916.27	4,218.40 9,139.87
Appx. Monthly	79,622.40	0,799.87 81,598.40		85,779.20	87,838.40	7,494.93 89,939.20	92,289.60	94,598.40	96,928.00	-,		0,704.80 104,457.60	0,910.27 106,995.20	9,139.67
Appx. Annual 72 Hourly	38.58	39.55	83,616.00 40.53	41.50	42.50	43.61	44.70	45.80	46.95	99,361.60 48.13	49.36	50.56	51.83	53.13
Appx. Bi-wkly	3,086.40	39.55 3,164.00	3,242.40	3,320.00	42.50 3,400.00	43.01 3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,250.40
Appx. Bi-wkiy Appx. Monthly	5,080.40 6,687.20	6,855.33	3,242.40 7,025.20	3,320.00 7,193.33	3,400.00 7,366.67	3,488.80 7,559.07	7,748.00	3,004.00 7,938.67	8,138.00	8,342.53	3,940.00 8,555.73	4,044.80 8,763.73	4,140.40 8,983.87	4,230.40 9,209.20
Appx. Monally Appx. Annual	80,246.40	82,264.00	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40		105,164.80	107,806.40	
72T Hourly	38.58	39.55	40.53	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	110,310.40
Appx. Bi-wkly	3,086.40	3,164.00	3,242.40	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	
Appx. Monthly	6,687.20	6,855.33	7,025.20	7,193.33	7,366.67	3,400.00 7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	
Appx. Annual	80,246.40	82,264.00	84,302.40	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00		102,668.80	105,164.80	107,806.40	
72C Hourly	39.26	40.24	41.24	42.23	43.24	44.37	45.48	46.60	47.77	48.97	50.22	51.44	52.74	54.06
Appx. Bi-wkly	3,140.80	3,219.20	3,299.20	3,378.40	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,324.80
Appx. Monthly	6,805.07	6,974.93	7,148.27	7,319.87	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,370.40
Appx. Annual	81,660.80	83,699.20	85,779.20	87,838.40	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,457.60	106,995.20	109,699.20	112,444.80
73 Hourly	39.50	40.49	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.44
Appx. Bi-wkly	3,160.00	3,239.20	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,355.20
Appx. Monthly	6,846.67	7,018.27	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,436.27
Appx. Annual	82,160.00	84,219.20	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,235.20
73T Hourly	39.50	40.49	41.50	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	
Appx. Bi-wkly	3,160.00	3,239.20	3,320.00	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	
Appx. Monthly	6,846.67	7,018.27	7,193.33	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	
Appx. Annual	82,160.00	84,219.20	86,320.00	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	
73C Hourly	40.19	41.20	42.23	43.24	44.37	45.48	46.60	47.77	48.97	50.22	51.44	52.74	54.04	55.39
Appx. Bi-wkly	3,215.20	3,296.00	3,378.40	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,431.20
Appx. Monthly		7,141.33	7,319.87	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	9,600.93
Appx. Annual	83,595.20	85,696.00	87,838.40	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,457.60			112,403.20	
74 Hourly	40.45	41.46	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78
Appx. Bi-wkly	3,236.00	3,316.80	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40
Appx. Monthly		7,186.40	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53
Appx. Annual	84,136.00	86,236.80	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40
74T Hourly	40.45	41.46	42.50	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	
Appx. Bi-wkly	3,236.00	3,316.80	3,400.00	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	
Appx. Monthly		7,186.40	7,366.67	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	
Appx. Annual	84,136.00	86,236.80	88,400.00	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80		110,468.80		F / 7 /
74C Hourly	41.16	42.19	43.24	44.37	45.48	46.60	47.77	48.97	50.22	51.44	52.74	54.04	55.37	56.76
Appx. Bi-wkly	3,292.80	3,375.20	3,459.20	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80
Appx. Monthly		7,312.93	7,494.93	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40
Appx. Annual	85,612.80	87,755.20	89,939.20	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,457.60	106,995.20	109,699.20	112,403.20	115,169.60	118,060.80

	es Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
	Hourly	41.50	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.17
	Appx. Bi-wkly	3,320.00	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,573.60
	Appx. Monthly	7,193.33	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,909.47
	Appx. Annual	86,320.00	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,913.60
	Hourly	41.50	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	
	Appx. Bi-wkly	3,320.00	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	
	Appx. Monthly	7,193.33	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	
	Appx. Annual	86,320.00	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	
	Hourly	42.23	43.28	44.37	45.48	46.60	47.77	48.97	50.22	51.44	52.74	54.04	55.37	56.76	58.17
	Appx. Bi-wkly	3,378.40	3,462.40	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,653.60
	Appx. Monthly	7,319.87	7,501.87	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,082.80
	Appx. Annual	87,838.40	90,022.40	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,457.60	106,995.20	109,699.20	112,403.20	115,169.60	118,060.80	120,993.60
	Hourly	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.62
	Appx. Bi-wkly	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,689.60
	Appx. Monthly	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,160.80
-	Appx. Annual	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,929.60
	Hourly	42.54	43.61	44.70	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	
	Appx. Bi-wkly	3,403.20	3,488.80	3,576.00	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	
	Appx. Monthly	7,373.60	7,559.07	7,748.00	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	
	Appx. Annual	88,483.20	90,708.80	92,976.00	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	F0 / F
	Hourly	43.28	44.37	45.48	46.60	47.77	48.97	50.22	51.44	52.74	54.04	55.37	56.76	58.19	59.65
	Appx. Bi-wkly	3,462.40	3,549.60	3,638.40	3,728.00	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,655.20	4,772.00
	Appx. Monthly	7,501.87	7,690.80	7,883.20	8,077.33	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,086.27	10,339.33
-	Appx. Annual	90,022.40	92,289.60	94,598.40	96,928.00	99,361.60	101,857.60	104,457.60	106,995.20	109,699.20	112,403.20	115,169.60	118,060.80	121,035.20	124,072.00
	Hourly	43.58	44.68	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.11
	Appx. Bi-wkly	3,486.40	3,574.40	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,808.80
	Appx. Monthly	7,553.87	7,744.53	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,419.07
	Appx. Annual	90,646.40	92,934.40	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	125,028.80
	Hourly	43.58	44.68	45.80	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	
	Appx. Bi-wkly	3,486.40	3,574.40	3,664.00	3,756.00	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	
	Appx. Monthly	7,553.87	7,744.53	7,938.67	8,138.00	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	
-	Appx. Annual	90,646.40	92,934.40	95,264.00	97,656.00	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80		116,022.40		121,971.20	/1 1/
	Hourly	44.34	45.46	46.60	47.77	48.97	50.22	51.44	52.74	54.04	55.37	56.76	58.19 4,655.20	59.67	61.16
	Appx. Bi-wkly	3,547.20	3,636.80	3,728.00	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80		4,773.60	4,892.80
	Appx. Monthly	7,685.60	7,879.73	8,077.33	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,086.27	10,342.80	10,601.07
_	Appx. Annual	92,227.20	94,556.80	96,928.00	99,361.60	101,857.60	104,457.60	106,995.20	109,699.20	112,403.20	115,169.60	118,060.80	121,035.20	124,113.60	127,212.80
	Hourly	44.69 3,575.20	45.81 3,664.80	46.95 3,756.00	48.13 3,850.40	49.36 3,948.80	50.56 4,044.80	51.83 4,146.40	53.11 4,248.80	54.42 4,353.60	55.78 4,462.40	57.19 4,575.20	58.64 4,691.20	60.09 4,807.20	61.59 4,927.20
	Appx. Bi-wkly											4,575.20 9,912.93		4,607.20	4,927.20
	Appx. Monthly	7,746.27 92,955.20	7,940.40 95,284.80	8,138.00 97,656.00	8,342.53 100,110.40	8,555.73 102,668.80	8,763.73 105,164.80	8,983.87 107,806.40	9,205.73 110,468.80	9,432.80 113,193.60	9,668.53 116,022.40	9,912.93	10,164.27 121,971.20	124,987.20	128,107.20
-	Appx. Annual Hourly	44.69	45.81	46.95	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	120,107.20
		3,575.20	3,664.80		3,850.40	49.30 3,948.80	4,044.80		4,248.80				4,691.20	4,807.20	
	Appx. Bi-wkly Appx. Monthly	3,575.20 7,746.27	3,864.80 7,940.40	3,756.00 8,138.00	3,850.40 8,342.53	3,948.80 8,555.73	4,044.80 8,763.73	4,146.40 8,983.87	4,248.80 9,205.73	4,353.60 9,432.80	4,462.40 9,668.53	4,575.20 9,912.93	4,691.20	4,807.20	
	Appx. Monuniy Appx. Annual	92,955.20	95,284.80	97,656.00	0,342.33 100,110.40	8,555.75 102,668.80	0,703.73 105,164.80	0,903.07 107,806.40	9,205.73	9,432.60	9,008.55	9,912.93	121,971.20	124,987.20	
-	Hourly	45.47	46.61	47.77	48.97	50.22	51.44	52.74	54.04	55.37	56.76	58.19	59.67	61.14	62.67
	Appx. Bi-wkly	3,637.60	3,728.80	3,821.60	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,655.20	4,773.60	4,891.20	5,013.60
	Appx. Di-wkiy Appx. Monthly	7,881.47	8,079.07	8,280.13	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	4,429.00 9,597.47	9,838.40	4,035.20	10,342.80	10,597.60	10,862.80
	Appx. Monuniy Appx. Annual	94,577.60	96,948.80	99,361.60	101,857.60		106,995.20		^{9,300.93} 112,403.20	115,169.60		121,035.20	124,113.60	127,171.20	130,353.60
-	Hourly	45.82	46.96	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15
	Appx. Bi-wkly	3,665.60	3,756.80	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00
	Appx. Monthly	7,942.13	8,139.73	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00
	Appx. Monuny Appx. Annual	95,305.60	97,676.80	100,110.40	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00
	Hourly	45.82	46.96	48.13	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	.01,002.00
	Appx. Bi-wkly	3,665.60	3,756.80	3,850.40	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	
	Appx. Monthly	7,942.13	8,139.73	8,342.53	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	
	Appx. Annual	95,305.60		100,110.40			107,806.40			116,022.40		121,971.20	124,987.20		
-	Hourly	46.62	47.78	48.97	50.22	51.44	52.74	54.04	55.37	56.76	58.19	59.67	61.14	62.69	64.26
	Appx. Bi-wkly	3,729.60	3,822.40	3,917.60	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,655.20	4,773.60	4,891.20	5,015.20	5,140.80
	Appx. Monthly	8,080.80	8,281.87	8,488.13	8,704.80	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,086.27	10,342.80	10,597.60	10,866.27	11,138.40
	Appx. Annual	96,969.60		101,857.60				112,403.20		118,060.80			127,171.20	130,395.20	133,660.80
	- pp	.0,707.00	,,,002.70								.2.,000.20				

Rang	ges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
80	Hourly	46.98	48.15	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.73
	Appx. Bi-wkly	3,758.40	3,852.00	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,178.40
	Appx. Monthly	8,143.20	8,346.00	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,219.87
	Appx. Annual	97,718.40	100,152.00		105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,638.40
80T	Hourly	46.98	48.15	49.36	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	
	Appx. Bi-wkly	3,758.40	3,852.00	3,948.80	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	
	Appx. Monthly	8,143.20	8,346.00	8,555.73	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	
	Appx. Annual	97,718.40	100,152.00	102,668.80	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	
80C	Hourly	47.80	48.99	50.22	51.44	52.74	54.04	55.37	56.76	58.19	59.67	61.14	62.69	64.26	65.86
	Appx. Bi-wkly	3,824.00	3,919.20	4,017.60	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,655.20	4,773.60	4,891.20	5,015.20	5,140.80	5,268.80
	Appx. Monthly	8,285.33	8,491.60	8,704.80	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,086.27	10,342.80	10,597.60	10,866.27	11,138.40	11,415.73
	Appx. Annual	99,424.00	101,899.20	104,457.60	106,995.20	109,699.20	112,403.20	115,169.60	118,060.80	121,035.20	124,113.60	127,171.20	130,395.20	133,660.80	136,988.80
81	Hourly	48.12	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33
	Appx. Bi-wkly	3,849.60	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40
	Appx. Monthly	8,340.80	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20
	Appx. Annual	100,089.60	102,606.40		107,806.40		113,193.60	116,022.40		121,971.20	124,987.20	128,148.80	131,352.00		137,966.40
81T	Hourly	48.12	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	
	Appx. Bi-wkly	3,849.60	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	
	Appx. Monthly	8,340.80	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	
	Appx. Annual	100,089.60	102,606.40	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	
81C	Hourly	48.96	50.19	51.44	52.74	54.04	55.37	56.76	58.19	59.67	61.14	62.69	64.26	65.84	67.49
	Appx. Bi-wkly	3,916.80	4,015.20	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,655.20	4,773.60	4,891.20	5,015.20	5,140.80	5,267.20	5,399.20
	Appx. Monthly	8,486.40	8,699.60	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,086.27	10,342.80	10,597.60	10,866.27	11,138.40	11,412.27	11,698.27
	Appx. Annual	101,836.80	· · ·	106,995.20		112,403.20	115,169.60	118,060.80		124,113.60	127,171.20		133,660.80	136,947.20	
82	Hourly	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	67.99
	Appx. Bi-wkly	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,439.20
	Appx. Monthly	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,784.93
	Appx. Annual	102,606.40	105,164.80	107,806.40	110,468.80	113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80		141,419.20
821	Hourly	49.33	50.56	51.83	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	
	Appx. Bi-wkly	3,946.40	4,044.80	4,146.40	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	
	Appx. Monthly	8,550.53	8,763.73	8,983.87	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	
	Appx. Annual	102,606.40		107,806.40	110,468.80		116,022.40				128,148.80		134,596.80		
82C	Hourly	50.19	51.44	52.74	54.04	55.37	56.76	58.19	59.67	61.14	62.69	64.26	65.84	67.49	69.18
	Appx. Bi-wkly	4,015.20	4,115.20	4,219.20	4,323.20	4,429.60	4,540.80	4,655.20	4,773.60	4,891.20	5,015.20	5,140.80	5,267.20	5,399.20	5,534.40
	Appx. Monthly	8,699.60	8,916.27	9,141.60	9,366.93	9,597.47	9,838.40	10,086.27	10,342.80	10,597.60	10,866.27	11,138.40	11,412.27	11,698.27	11,991.20
	Appx. Annual	104,395.20	106,995.20	109,699.20	112,403.20	115,169.60	118,060.80	121,035.20	124,113.60	127,171.20	130,395.20	133,660.80	136,947.20		143,894.40
83	Hourly	50.55	51.82	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70
	Appx. Bi-wkly	4,044.00	4,145.60	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00
	Appx. Monthly	8,762.00	8,982.13	9,205.73	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33
0.07	Appx. Annual	105,144.00		110,468.80	113,193.60		118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40		144,976.00
831	Hourly	50.55	51.82	53.11	54.42	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	
	Appx. Bi-wkly	4,044.00	4,145.60	4,248.80	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	
	Appx. Monthly	8,762.00	8,982.13	9,205.73 110,468.80	9,432.80	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	
020	Appx. Annual	105,144.00			113,193.60	116,022.40	118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	70.92
030	Hourly Appy Bi wkly	51.43	52.73 4,218.40	54.04 4,323.20	55.37 4,429.60	56.76 4,540.80	58.19 4,655.20	59.67 4,773.60	61.14 4,891.20	62.69 5,015.20	64.26 5,140.80	65.84 5,267.20	67.49 5,399.20	69.19 5,535.20	70.92 5,673.60
	Appx. Bi-wkly	4,114.40	4,218.40 9,139.87	4,323.20 9,366.93	4,429.60 9,597.47	4,540.80 9,838.40	4,655.20	4,773.60 10,342.80	4,891.20	5,015.20 10,866.27	5,140.80		5,399.20 11,698.27	5,535.20 11,992.93	5,673.60 12,292.80
	Appx. Monthly Appx. Annual	8,914.53					10,086.27					11,412.27			
01	Hourly	106,974.40 51.80	53.09	54.42	115,169.60 55.78	118,060.80 57.19	58.64	124,113.60 60.09		130,395.20 63.15	133,660.80	136,947.20 66.33	68.00	143,915.20 69.70	71.44
04	2		53.09 4,247.20	4,353.60	4,462.40	4,575.20	58.64 4,691.20	4,807.20	61.61 4,928.80	5,052.00	64.71 5,176.80	5,306.40	5,440.00	5,576.00	5,715.20
	Appx. Bi-wkly Appx. Monthly	4,144.00 8,978.67	4,247.20 9,202.27	4,353.60 9,432.80	4,462.40 9,668.53	4,575.20 9,912.93	4,091.20	4,807.20	4,928.80	5,052.00 10,946.00	5,176.80	5,306.40 11,497.20	5,440.00	5,576.00	5,715.20 12,382.93
	11 2					9,912.93						11,497.20			
Q/T	Appx. Annual Hourly	107,744.00 51.80	53.09	113,193.60 54.42	116,022.40 55.78	57.19	121,971.20 58.64	124,987.20 60.09	128,148.80 61.61	131,352.00 63.15	134,596.80 64.71	66.33	141,440.00 68.00	144,976.00 69.70	140,070.20
041	Appx. Bi-wkly	4,144.00	4,247.20	4,353.60	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	
	Appx. BI-WKIY Appx. Monthly	4,144.00 8,978.67	4,247.20 9,202.27	4,353.60 9,432.80	4,462.40 9,668.53	4,575.20 9,912.93	4,091.20	4,807.20	4,928.80	5,052.00 10,946.00	5,176.80	5,306.40 11,497.20	5,440.00 11,786.67	5,576.00	
	Appx. Monuly Appx. Annual	0,978.07 107,744.00		9,432.60			121,971.20			131,352.00		137,966.40	141,440.00		
840	Hourly	52.71	54.02	55.37	56.76	58.19	59.67	61.14	62.69	64.26	65.84	67.49	69.19	70.92	72.69
040	Appx. Bi-wkly	4,216.80	4,321.60	4,429.60	4,540.80	4,655.20	4,773.60	4,891.20	5,015.20	5,140.80	5,267.20	5,399.20	5,535.20	5,673.60	5,815.20
	Appx. BI-WKIY Appx. Monthly	4,216.80 9,136.40	4,321.60 9,363.47	4,429.60 9,597.47	4,540.80 9,838.40	4,655.20	4,773.80	4,891.20	5,015.20 10,866.27	5,140.80 11,138.40	5,267.20	5,399.20 11,698.27	5,535.20 11,992.93	5,673.60	5,815.20 12,599.60
	Appx. Monully Appx. Annual		9,303.47							133,660.80					
	пррл. лишиан	107,030.00	112,301.00	113,107.00	10,000.00	121,033.20	124,113.00	127,171.20	130,373.20	100,000.00	130,747.20	140,377.20	140,710.20	147,515.00	131,173.20

Ran	ges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
85	Hourly	53.10	54.43	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.22
	Appx. Bi-wkly	4,248.00	4,354.40	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,857.60
	Appx. Monthly	9,204.00	9,434.53	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,691.47
	Appx. Annual	110,448.00	113,214.40		118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,297.60
85T	Hourly	53.10	54.43	55.78	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	
	Appx. Bi-wkly	4,248.00	4,354.40	4,462.40	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	
	Appx. Monthly	9,204.00	9,434.53	9,668.53	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	
	Appx. Annual	110,448.00	113,214.40		118,955.20	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40		144,976.00	148,574.40	
85C	Hourly	54.03	55.38	56.76	58.19	59.67	61.14	62.69	64.26	65.84	67.49	69.19	70.92	72.68	74.50
	Appx. Bi-wkly	4,322.40	4,430.40	4,540.80	4,655.20	4,773.60	4,891.20	5,015.20	5,140.80	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,960.00
	Appx. Monthly	9,365.20	9,599.20	9,838.40	10,086.27	10,342.80	10,597.60	10,866.27	11,138.40	11,412.27	11,698.27	11,992.93	12,292.80	12,597.87	12,913.33
	Appx. Annual	112,382.40	115,190.40	118,060.80	121,035.20	124,113.60	127,171.20	130,395.20	133,660.80	136,947.20	140,379.20	143,915.20	147,513.60	151,174.40	154,960.00
86	Hourly	54.44	55.79	57.19	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.04
	Appx. Bi-wkly	4,355.20	4,463.20	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,003.20
	Appx. Monthly	9,436.27	9,670.27	9,912.93	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,006.93
04T	Appx. Annual Hourly	113,235.20 54.44	116,043.20 55.79	118,955.20 57.19	121,971.20 58.64	124,987.20 60.09	128,148.80 61.61	131,352.00 63.15	134,596.80 64.71	137,966.40 66.33	141,440.00 68.00	144,976.00 69.70	148,574.40 71.43	152,276.80 73.21	156,083.20
001	Appx. Bi-wkly	4,355.20	4,463.20	4,575.20	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	
	Appx. Di-wkiy Appx. Monthly	4,355.20 9,436.27	4,403.20 9,670.27	4,575.20 9,912.93	4,091.20	4,607.20	4,920.00	10,946.00	11,216.40	5,300.40 11,497.20	5,440.00 11,786.67	12,081.33	12,381.20	12,689.73	
	11					124,987.20	128,148.80	131,352.00						152,276.80	
860	Appx. Annual Hourly	113,235.20 55.39	116,043.20 56.77	118,955.20 58.19	121,971.20 59.67	61.14	62.69	64.26	134,596.80 65.84	137,966.40 67.49	141,440.00 69.19	144,976.00 70.92	148,574.40 72.68	74.49	76.35
000	Appx. Bi-wkly	4,431.20	4,541.60	4.655.20	4,773.60	4,891.20	5,015.20	5.140.80	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,959.20	6.108.00
	Appx. Dr wky	9,600.93	9.840.13	10,086.27	10,342.80	10,597.60	10,866.27	11,138.40	11,412.27	11,698.27	11.992.93	12,292.80	12,597.87	12,911.60	13,234.00
	Appx. Annual	115,211.20	118,081.60		124,113.60	127,171.20	130,395.20	133,660.80	136,947.20	140,379.20	143,915.20		151,174.40	154,939.20	
87	Hourly	55.81	57.21	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94
07	Appx. Bi-wkly	4,464.80	4,576.80	4,691.20	4.807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20
	Appx. Monthly	9,673.73	9,916.40	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27
	Appx. Annual	116,084.80	118,996.80	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20
87T	Hourly	55.81	57.21	58.64	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	100,000.20
	Appx. Bi-wkly	4,464.80	4,576.80	4,691.20	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	
	Appx. Monthly	9,673.73	9,916.40	10,164.27	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	
	Appx. Annual	116,084.80	118,996.80	121,971.20	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	
87C	Hourly	56.79	58.21	59.67	61.14	62.69	64.26	65.84	67.49	69.19	70.92	72.68	74.49	76.37	78.29
	Appx. Bi-wkly	4,543.20	4,656.80	4,773.60	4,891.20	5,015.20	5,140.80	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,959.20	6,109.60	6,263.20
	Appx. Monthly	9,843.60	10,089.73	10,342.80	10,597.60	10,866.27	11,138.40	11,412.27	11,698.27	11,992.93	12,292.80	12,597.87	12,911.60	13,237.47	13,570.27
	Appx. Annual	118,123.20	121,076.80	124,113.60	127,171.20	130,395.20	133,660.80	136,947.20	140,379.20	143,915.20	147,513.60	151,174.40	154,939.20	158,849.60	162,843.20
88	Hourly	57.19	58.62	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.86
	Appx. Bi-wkly	4,575.20	4,689.60	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,308.80
	Appx. Monthly	9,912.93	10,160.80	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,669.07
	Appx. Annual	118,955.20	121,929.60	124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	164,028.80
88T	Hourly	57.19	58.62	60.09	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	
	Appx. Bi-wkly	4,575.20	4,689.60	4,807.20	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	
	Appx. Monthly	9,912.93	10,160.80	10,415.60	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	
	Appx. Annual	118,955.20		124,987.20	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40		156,124.80	160,035.20	
88C	Hourly	58.19	59.65	61.14	62.69	64.26	65.84	67.49	69.19	70.92	72.68	74.49	76.37	78.29	80.24
	Appx. Bi-wkly	4,655.20	4,772.00	4,891.20	5,015.20	5,140.80	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,959.20	6,109.60	6,263.20	6,419.20
	Appx. Monthly	10,086.27	10,339.33	10,597.60	10,866.27	11,138.40	11,412.27	11,698.27	11,992.93	12,292.80	12,597.87	12,911.60	13,237.47	13,570.27	13,908.27
	Appx. Annual	121,035.20		127,171.20	130,395.20	133,660.80	136,947.20			147,513.60			158,849.60		166,899.20
89	Hourly	58.64	60.11	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.81
	Appx. Bi-wkly	4,691.20	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,464.80
	Appx. Monthly	10,164.27	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,007.07
007	Appx. Annual	121,971.20		128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80		160,035.20	163,987.20	168,084.80
841	Hourly	58.64	60.11	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	
	Appx. Bi-wkly	4,691.20	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	
	Appx. Monthly	10,164.27	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	
000	Appx. Annual	121,971.20		128,148.80	131,352.00		137,966.40			148,574.40			160,035.20		01 11
890	Hourly Appy Ri wkly	59.67	61.16	62.69 5.015.20	64.26	65.84 5 267 20	67.49 5 200 20	69.19 5 525 20	70.92 5.672.60	72.68	74.49 5.050.20	76.37	78.29	80.22	82.22
	Appx. Bi-wkly Appx. Monthly	4,773.60	4,892.80	5,015.20 10,866.27	5,140.80 11,138.40	5,267.20 11,412.27	5,399.20 11,698.27	5,535.20 11,992.93	5,673.60 12,292.80	5,814.40 12,597.87	5,959.20 12,911.60	6,109.60 13,237.47	6,263.20 13,570.27	6,417.60 13,904.80	6,577.60 14,251.47
	11	10,342.80	10,601.07												
·	Appx. Annual	124,113.60	127,212.80	130,395.20	133,000.80	130,747.20	140,379.20	143,715.20	147,013.00	151,174.40	104,737.20	100,049.00	102,043.20	100,007.00	1/1,017.00

Ranç	ges Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
90	Hourly	60.11	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.86
	Appx. Bi-wkly	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.80
	Appx. Monthly	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,362.40
	Appx. Annual	125,028.80	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,348.80
90T	Hourly	60.11	61.61	63.15	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	
	Appx. Bi-wkly	4,808.80	4,928.80	5,052.00	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	
	Appx. Monthly	10,419.07	10,679.07	10,946.00	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	
	Appx. Annual	125,028.80	128,148.80	131,352.00	134,596.80	137,966.40	141,440.00		148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	
90C	Hourly	61.16	62.69	64.26	65.84	67.49	69.19	70.92	72.68	74.49	76.37	78.29	80.22	82.25	84.31
	Appx. Bi-wkly	4,892.80	5,015.20	5,140.80	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,959.20	6,109.60	6,263.20	6,417.60	6,580.00	6,744.80
	Appx. Monthly	10,601.07	10,866.27	11,138.40	11,412.27	11,698.27	11,992.93	12,292.80	12,597.87	12,911.60	13,237.47	13,570.27	13,904.80	14,256.67	14,613.73
- 01	Appx. Annual	127,212.80	130,395.20	133,660.80	136,947.20	140,379.20	143,915.20	147,513.60	151,174.40	154,939.20	158,849.60	162,843.20	166,857.60	171,080.00	175,364.80
91	Hourly Appx. Bi-wkly	61.59 4,927.20	63.13 5,050.40	64.71 5,176.80	66.33 5,306.40	68.00 5,440.00	69.70 5,576.00	71.43 5,714.40	73.21 5,856.80	75.06 6,004.80	76.94 6,155.20	78.84 6,307.20	80.84 6,467.20	82.85 6,628.00	84.92 6,793.60
	Appx. Di-wkiy Appx. Monthly	4,927.20	10,942.53	11,216.40	5,300.40 11,497.20	5,440.00 11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	0,793.00 14,719.47
	Appx. Monuly Appx. Annual	128,107.20	10,942.55	134,596.80	137,966.40	141,440.00	12,061.33	12,301.20	12,009.73	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60
01T	Hourly	61.59	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	170,033.00
711	Appx. Bi-wkly	4,927.20	5.050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	
	Appx. Dr withy	10,675.60	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	
	Appx. Annual	128,107.20	131,310.40		137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	
91C	Hourly	62.67	64.23	65.84	67.49	69.19	70.92	72.68	74.49	76.37	78.29	80.22	82.25	84.30	86.41
	Appx. Bi-wkly	5,013.60	5,138.40	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,959.20	6,109.60	6,263.20	6,417.60	6,580.00	6,744.00	6,912.80
	Appx. Monthly	10,862.80	11,133.20	11,412.27	11.698.27	11,992.93	12,292.80	12,597.87	12,911.60	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73
	Appx. Annual	130,353.60		136,947.20	140,379.20	143,915.20	147,513.60	151,174.40		158,849.60	162,843.20	166,857.60	171,080.00	175,344.00	
92	Hourly	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04
	Appx. Bi-wkly	5,050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20
	Appx. Monthly	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93
	Appx. Annual	131,310.40	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20
92T	Hourly	63.13	64.71	66.33	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	
	Appx. Bi-wkly	5,050.40	5,176.80	5,306.40	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	
	Appx. Monthly	10,942.53	11,216.40	11,497.20	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	
	Appx. Annual	131,310.40	134,596.80	137,966.40	141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	
92C	Hourly	64.23	65.84	67.49	69.19	70.92	72.68	74.49	76.37	78.29	80.22	82.25	84.30	86.41	88.56
	Appx. Bi-wkly	5,138.40	5,267.20	5,399.20	5,535.20	5,673.60	5,814.40	5,959.20	6,109.60	6,263.20	6,417.60	6,580.00	6,744.00	6,912.80	7,084.80
	Appx. Monthly	11,133.20	11,412.27	11,698.27	11,992.93	12,292.80	12,597.87	12,911.60	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40
	Appx. Annual	133,598.40	136,947.20	140,379.20	143,915.20	147,513.60	151,174.40	154,939.20	158,849.60	162,843.20	166,857.60	171,080.00	175,344.00	179,732.80	184,204.80
93	Hourly	64.72	66.34	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.22
	Appx. Bi-wkly	5,177.60	5,307.20	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,137.60
	Appx. Monthly	11,218.13	11,498.93	11,786.67	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,464.80
	Appx. Annual	134,617.60			144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,577.60
93T	Hourly	64.72	66.34	68.00	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	
	Appx. Bi-wkly	5,177.60	5,307.20	5,440.00	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	
	Appx. Monthly	11,218.13	11,498.93		12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	
020	Appx. Annual	134,617.60		141,440.00	144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20		172,328.00	176,633.60	181,043.20	00.70
93C	Hourly Appy Ri wkly	65.85 5 268 00	67.50 5.400.00	69.19 5 525 20	70.92 5.672.60	72.68	74.49 5 050 20	76.37	78.29	80.22	82.25	84.30 6 744 00	86.41	88.56	90.78 7.262.40
	Appx. Bi-wkly	5,268.00	5,400.00	5,535.20 11,992.93	5,673.60 12,292.80	5,814.40	5,959.20	6,109.60 13,237.47	6,263.20 13,570.27	6,417.60	6,580.00	6,744.00	6,912.80 14,977.73	7,084.80 15,350.40	7,262.40
	Appx. Monthly Appx. Annual	11,414.00 136,968.00	11,700.00 140,400.00		12,292.80	12,597.87 151,174.40	12,911.60 154,939.20	13,237.47 158,849.60	13,570.27	13,904.80 166,857.60	14,256.67 171,080.00	14,612.00 175,344.00	14,977.73	15,350.40	15,735.20 188,822.40
0/	Hourly	66.33	67.99	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.44
74	Appx. Bi-wkly	5,306.40	5,439.20	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,315.20
	Appx. Di-wkiy Appx. Monthly	11,497.20	11,784.93	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,849.60
	Appx. Monuny Appx. Annual	137,966.40		144,976.00	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20			176,633.60	181,043.20	185,556.80	190,195.20
94T	Hourly	66.33	67.99	69.70	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	
	Appx. Bi-wkly	5,306.40	5,439.20	5,576.00	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	
	Appx. Monthly	11,497.20	11,784.93	12,081.33	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	
	Appx. Annual	137,966.40		144,976.00	148,574.40		156,124.80				172,328.00		181,043.20		
94C	Hourly	67.49	69.18	70.92	72.68	74.49	76.37	78.29	80.22	82.25	84.30	86.41	88.56	90.77	93.04
	Appx. Bi-wkly	5,399.20	5,534.40	5,673.60	5,814.40	5,959.20	6,109.60	6,263.20	6,417.60	6,580.00	6,744.00	6,912.80	7,084.80	7,261.60	7,443.20
	Appx. Monthly	11,698.27	11,991.20	12,292.80	12,597.87	12,911.60	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40	15,733.47	16,126.93
	Appx. Annual		143,894.40		151,174.40					171,080.00			184,204.80	188,801.60	
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Rang	es Eff. 7/23/16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
95	Hourly	67.98	69.69	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71
	Appx. Bi-wkly	5,438.40	5,575.20	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80
	Appx. Monthly	11,783.20	12,079.60	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07
	Appx. Annual	141,398.40	144,955.20	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80
95T	Hourly	67.98	69.69	71.43	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	
	Appx. Bi-wkly	5,438.40	5,575.20	5,714.40	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	
	Appx. Monthly	11,783.20	12,079.60	12,381.20	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	
	Appx. Annual	141,398.40	144,955.20	148,574.40	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	
95C	Hourly	69.17	70.91	72.68	74.49	76.37	78.29	80.22	82.25	84.30	86.41	88.56	90.77	93.02	95.35
	Appx. Bi-wkly	5,533.60	5,672.80	5,814.40	5,959.20	6,109.60	6,263.20	6,417.60	6,580.00	6,744.00	6,912.80	7,084.80	7,261.60	7,441.60	7,628.00
	Appx. Monthly	11,989.47	12,291.07	12,597.87	12,911.60	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40	15,733.47	16,123.47	16,527.33
- 0/	Appx. Annual	143,873.60	147,492.80	151,174.40	154,939.20	158,849.60	162,843.20		171,080.00	175,344.00	179,732.80	184,204.80	188,801.60	193,481.60	198,328.00
90	Hourly Appx. Bi-wkly	69.68 5,574.40	71.42 5,713.60	73.21 5,856.80	75.06 6,004.80	76.94 6,155.20	78.84 6,307.20	80.84 6,467.20	82.85 6,628.00	84.92 6,793.60	87.04 6,963.20	89.21 7,136.80	91.42 7,313.60	93.71 7,496.80	96.05 7,684.00
	Appx. Monthly	12,077.87	12,379.47	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,648.67
	Appx. Monully Appx. Annual	144,934.40	148,553.60	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,784.00
96T	Hourly	69.68	71.42	73.21	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	177,704.00
701	Appx. Bi-wkly	5,574.40	5,713.60	5,856.80	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	
	Appx. Monthly	12,077.87	12,379.47	12,689.73	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	
	Appx. Annual	144,934.40	148,553.60	152,276.80	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	
96C	Hourly	70.90	72.67	74.49	76.37	78.29	80.22	82.25	84.30	86.41	88.56	90.77	93.02	95.35	97.73
	Appx. Bi-wkly	5,672.00	5,813.60	5,959.20	6,109.60	6,263.20	6,417.60	6,580.00	6,744.00	6,912.80	7,084.80	7,261.60	7,441.60	7,628.00	7,818.40
	Appx. Monthly	12,289.33	12,596.13	12,911.60	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40	15,733.47	16,123.47	16,527.33	16,939.87
	Appx. Annual	147,472.00			158,849.60	162,843.20	166,857.60	171,080.00	175,344.00	179,732.80	184,204.80	188,801.60	193,481.60	198,328.00	203,278.40
97	Hourly	71.45	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.46
	Appx. Bi-wkly	5,716.00	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,876.80
	Appx. Monthly	12,384.67	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,066.40
	Appx. Annual	148,616.00	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	204,796.80
97T	Hourly	71.45	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	
	Appx. Bi-wkly	5,716.00	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	
	Appx. Monthly	12,384.67	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	
	Appx. Annual	148,616.00	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	
97C	Hourly	72.70	74.52	76.37	78.29	80.22	82.25	84.30	86.41	88.56	90.77	93.02	95.35	97.74	100.18
	Appx. Bi-wkly	5,816.00	5,961.60	6,109.60	6,263.20	6,417.60	6,580.00	6,744.00	6,912.80	7,084.80	7,261.60	7,441.60	7,628.00	7,819.20	8,014.40
	Appx. Monthly	12,601.33	12,916.80	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40	15,733.47	16,123.47	16,527.33	16,941.60	17,364.53
	Appx. Annual	151,216.00	155,001.60	158,849.60	162,843.20	166,857.60	171,080.00	175,344.00	179,732.80	184,204.80	188,801.60	193,481.60	198,328.00	203,299.20	208,374.40
98	Hourly	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48	100.94
	Appx. Bi-wkly	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40	8,075.20
	Appx. Monthly	12,694.93	13,010.40	13,336.27	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87	17,496.27
	Appx. Annual	152,339.20	156,124.80	160,035.20	163,987.20	168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60	194,916.80	199,804.80	204,838.40	209,955.20
981	Hourly	73.24	75.06	76.94	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48	
	Appx. Bi-wkly	5,859.20	6,004.80	6,155.20	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40	
	Appx. Monthly	12,694.93	13,010.40		13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07 194,916.80	16,650.40	17,069.87	
000	Appx. Annual	152,339.20	156,124.80 76.37	78.29	163,987.20 80.22	168,147.20 82.25	172,328.00	176,633.60 86.41	181,043.20	185,556.80 90.77	190,153.60 93.02	· · ·	199,804.80 97.74	204,838.40	102.71
90U	Hourly Appx. Bi-wkly	74.52 5,961.60	6,109.60	6,263.20	80.22 6,417.60	82.25 6,580.00	84.30 6,744.00	6,912.80	88.56 7,084.80	90.77 7,261.60	93.02 7,441.60	95.35 7,628.00	97.74 7,819.20	100.20 8,016.00	8,216.80
	Appx. Di-wkiy Appx. Monthly	12,916.80	13,237.47	13,570.27	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40	15,733.47	16,123.47	16,527.33	16,941.60	17,368.00	0,210.00 17,803.07
	Appx. Monuly Appx. Annual	155,001.60	158,849.60		166,857.60	171,080.00	175,344.00	14,977.73	184,204.80	188,801.60	193,481.60	198,328.00	203,299.20	208,416.00	213,636.80
99	Hourly	75.03	76.91	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48	100.91	103.43
.,	Appx. Bi-wkly	6,002.40	6,152.80	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40	8,072.80	8,274.40
	Appx. Monthly	13,005.20	13,331.07	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87	17,491.07	17,927.87
	Appx. Annual	156,062.40			168,147.20	172,328.00	176,633.60	181,043.20	185,556.80	190,153.60		199,804.80	204,838.40		215,134.40
99T	Hourly	75.03	76.91	78.84	80.84	82.85	84.92	87.04	89.21	91.42	93.71	96.06	98.48	100.91	<u> </u>
	Appx. Bi-wkly	6,002.40	6,152.80	6,307.20	6,467.20	6,628.00	6,793.60	6,963.20	7,136.80	7,313.60	7,496.80	7,684.80	7,878.40	8,072.80	
	Appx. Monthly	13,005.20	13,331.07	13,665.60	14,012.27	14,360.67	14,719.47	15,086.93	15,463.07	15,846.13	16,243.07	16,650.40	17,069.87	17,491.07	
	Appx. Annual	156,062.40		163,987.20	168,147.20		176,633.60	181,043.20	185,556.80	190,153.60		199,804.80	204,838.40		
99C	Hourly	76.34	78.26	80.22	82.25	84.30	86.41	88.56	90.77	93.02	95.35	97.74	100.20	102.68	105.24
	Appx. Bi-wkly	6,107.20	6,260.80	6,417.60	6,580.00	6,744.00	6,912.80	7,084.80	7,261.60	7,441.60	7,628.00	7,819.20	8,016.00	8,214.40	8,419.20
	Appx. Monthly	13,232.27	13,565.07	13,904.80	14,256.67	14,612.00	14,977.73	15,350.40	15,733.47	16,123.47	16,527.33	16,941.60	17,368.00	17,797.87	18,241.60
	Appx. Annual	158,787.20	162,780.80	166,857.60	171,080.00	175,344.00	179,732.80	184,204.80	188,801.60	193,481.60	198,328.00	203,299.20	208,416.00	213,574.40	218,899.20

Range	s Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
30 H	lourly	14.08	14.43	14.79	15.19	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.35
A	Appx. Bi-wkly	1,126.40	1,154.40	1,183.20	1,215.20	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.00
A	Appx. Monthly	2,440.53	2,501.20	2,563.60	2,632.93	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,354.00
	Appx. Annual	29,286.40	30,014.40	30,763.20	31,595.20	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,248.00
30T H	lourly	14.08	14.43	14.79	15.19	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	
A	Appx. Bi-wkly	1,126.40	1,154.40	1,183.20	1,215.20	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	
A	Appx. Monthly	2,440.53	2,501.20	2,563.60	2,632.93	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	
A	Appx. Annual	29,286.40	30,014.40	30,763.20	31,595.20	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	
30C H	lourly	14.32	14.69	15.05	15.45	15.83	16.22	16.58	17.03	17.46	17.88	18.33	18.78	19.21	19.69
A	Appx. Bi-wkly	1,145.60	1,175.20	1,204.00	1,236.00	1,266.40	1,297.60	1,326.40	1,362.40	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,575.20
A	Appx. Monthly	2,482.13	2,546.27	2,608.67	2,678.00	2,743.87	2,811.47	2,873.87	2,951.87	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,412.93
A	Appx. Annual	29,785.60	30,555.20	31,304.00	32,136.00	32,926.40	33,737.60	34,486.40	35,422.40	36,316.80	37,190.40	38,126.40	39,062.40	39,956.80	40,955.20
31 H	lourly	14.45	14.81	15.19	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.84
A	Appx. Bi-wkly	1,156.00	1,184.80	1,215.20	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,587.20
A	Appx. Monthly	2,504.67	2,567.07	2,632.93	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,438.93
A	Appx. Annual	30,056.00	30,804.80	31,595.20	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,267.20
31T H	lourly	14.45	14.81	15.19	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	
A	Appx. Bi-wkly	1,156.00	1,184.80	1,215.20	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	
A	Appx. Monthly	2,504.67	2,567.07	2,632.93	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	
A	Appx. Annual	30,056.00	30,804.80	31,595.20	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	
31C H	lourly	14.71	15.07	15.45	15.83	16.22	16.58	17.03	17.46	17.88	18.33	18.78	19.21	19.70	20.19
A	Appx. Bi-wkly	1,176.80	1,205.60	1,236.00	1,266.40	1,297.60	1,326.40	1,362.40	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,615.20
A	Appx. Monthly	2,549.73	2,612.13	2,678.00	2,743.87	2,811.47	2,873.87	2,951.87	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,499.60
A	Appx. Annual	30,596.80	31,345.60	32,136.00	32,926.40	33,737.60	34,486.40	35,422.40	36,316.80	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	41,995.20
32 H	lourly	14.80	15.18	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.35
A	Appx. Bi-wkly	1,184.00	1,214.40	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,628.00
A	Appx. Monthly	2,565.33	2,631.20	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,527.33
A	Appx. Annual	30,784.00	31,574.40	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,328.00
32T H	lourly	14.80	15.18	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	
A	Appx. Bi-wkly	1,184.00	1,214.40	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	
A	Appx. Monthly	2,565.33	2,631.20	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	
A	Appx. Annual	30,784.00	31,574.40	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	
32C H	lourly	15.06	15.44	15.83	16.22	16.58	17.03	17.46	17.88	18.33	18.78	19.21	19.70	20.20	20.71
A	Appx. Bi-wkly	1,204.80	1,235.20	1,266.40	1,297.60	1,326.40	1,362.40	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.80
A	Appx. Monthly	2,610.40	2,676.27	2,743.87	2,811.47	2,873.87	2,951.87	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,589.73
A	Appx. Annual	31,324.80	32,115.20	32,926.40	33,737.60	34,486.40	35,422.40	36,316.80	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,076.80
33 H	lourly	15.18	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.85
A	Appx. Bi-wkly	1,214.40	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,668.00
A	Appx. Monthly	2,631.20	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,614.00
A	Appx. Annual	31,574.40	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,368.00
33T H	2	15.18	15.56	15.94	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	
A	Appx. Bi-wkly	1,214.40	1,244.80	1,275.20	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	
A	Appx. Monthly	2,631.20	2,697.07	2,762.93	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	
A	Appx. Annual	31,574.40	32,364.80	33,155.20	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	
33C H	lourly	15.44	15.83	16.22	16.58	17.03	17.46	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.22
A	Appx. Bi-wkly	1,235.20	1,266.40	1,297.60	1,326.40	1,362.40	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,697.60
A	Appx. Monthly	2,676.27	2,743.87	2,811.47	2,873.87	2,951.87	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,678.13
A	Appx. Annual	32,115.20	32,926.40	33,737.60	34,486.40	35,422.40	36,316.80	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,137.60
34 H	lourly	15.51	15.90	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.36
A	Appx. Bi-wkly	1,240.80	1,272.00	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.80
	Appx. Monthly	2,688.40	2,756.00	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,702.40
	Appx. Annual	32,260.80	33,072.00	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,428.80
34T H	lourly	15.51	15.90	16.29	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	
A	Appx. Bi-wkly	1,240.80	1,272.00	1,303.20	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	
A	Appx. Monthly	2,688.40	2,756.00	2,823.60	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	
A	Appx. Annual	32,260.80	33,072.00	33,883.20	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	
34C H	lourly	15.79	16.18	16.58	17.03	17.46	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.21	21.74
A	Appx. Bi-wkly	1,263.20	1,294.40	1,326.40	1,362.40	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,739.20
^	Appx. Monthly	2,736.93	2,804.53	2,873.87	2,951.87	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,768.27
A							37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,219.20

Ranges Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
35 Hourly	15.94	16.33	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.88
Appx. Bi-wkly	1,275.20	1,306.40	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,750.40
Appx. Monthly	2,762.93	2,830.53	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,792.53
Appx. Annual	33,155.20	33,966.40	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,510.40
35T Hourly	15.94	16.33	16.74	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	
Appx. Bi-wkly	1,275.20	1,306.40	1,339.20	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	
Appx. Monthly	2,762.93	2,830.53	2,901.60	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	
Appx. Annual	33,155.20	33,966.40	34,819.20	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	
35C Hourly	16.22	16.62	17.03	17.46	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.21	21.73	22.27
Appx. Bi-wkly	1,297.60	1,329.60	1,362.40	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,781.60
Appx. Monthly	2,811.47	2,880.80	2,951.87	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,860.13
Appx. Annual	33,737.60	34,569.60	35,422.40	36,316.80	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,321.60
36 Hourly	16.34	16.75	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.44
Appx. Bi-wkly	1,307.20	1,340.00	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,795.20
Appx. Monthly	2,832.27	2,903.33	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,889.60
Appx. Annual	33,987.20	34,840.00	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,675.20
36T Hourly	16.34	16.75	17.17	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	
Appx. Bi-wkly	1,307.20	1,340.00	1,373.60	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	
Appx. Monthly	2,832.27	2,903.33	2,976.13	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	
Appx. Annual	33,987.20	34,840.00	35,713.60	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	
36C Hourly	16.63	17.04	17.46	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.21	21.73	22.28	22.84
Appx. Bi-wkly	1,330.40	1,363.20	1,396.80	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,827.20
Appx. Monthly	2,882.53	2,953.60	3,026.40	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,958.93
Appx. Annual	34,590.40	35,443.20	36,316.80	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,507.20
37 Hourly	16.73	17.15	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	23.01
Appx. Bi-wkly	1,338.40	1,372.00	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,840.80
Appx. Monthly	2,899.87	2,972.67	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,988.40
Appx. Annual	34,798.40	35,672.00	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,860.80
37T Hourly	16.73	17.15	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	
Appx. Bi-wkly	1,338.40	1,372.00	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	
Appx. Monthly	2,899.87	2,972.67	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	
Appx. Annual	34,798.40	35,672.00	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	
37C Hourly	17.02	17.44	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.21	21.73	22.28	22.85	23.41
Appx. Bi-wkly	1,361.60	1,395.20	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,872.80
Appx. Monthly	2,950.13	3,022.93	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,057.73
Appx. Annual	35,401.60	36,275.20	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,692.80
38 Hourly	17.15	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.54
Appx. Bi-wkly	1,372.00	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,883.20
Appx. Monthly	2,972.67	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,080.27
Appx. Annual	35,672.00	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	48,963.20
38T Hourly	17.15	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	
Appx. Bi-wkly	1,372.00	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	
Appx. Monthly	2,972.67	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	
Appx. Annual	35,672.00	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	
38C Hourly	17.44	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.21	21.73	22.28	22.85	23.37	23.95
Appx. Bi-wkly	1,395.20	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,916.00
Appx. Monthly	3,022.93	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,151.33
Appx. Annual	36,275.20	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,816.00
39 Hourly	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.15
Appx. Bi-wkly	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,932.00
Appx. Monthly	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,186.00
Appx. Annual	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,232.00
39T Hourly	17.57	18.01	18.45	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	
Appx. Bi-wkly	1,405.60	1,440.80	1,476.00	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	
Appx. Monthly	3,045.47	3,121.73	3,198.00	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	
Appx. Annual	36,545.60	37,460.80	38,376.00	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	
39C Hourly	17.88	18.33	18.78	19.21	19.70	20.20	20.70	21.21	21.73	22.28	22.85	23.37	23.97	24.57
Appx. Bi-wkly	1,430.40	1,466.40	1,502.40	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,965.60
Appx. Monthly	3,099.20	3,177.20	3,255.20	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,258.80
Appx. Annual	37,190.40	38,126.40	39,062.40	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,105.60
	2.,.,.,	,-20.10		2.,.00.00		,		, . 10.00			,=_0.00		,257.00	

Ranges Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
40 Hourly	17.98	18.42	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.72
Appx. Bi-wkly	1,438.40	1,473.60	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,977.60
Appx. Monthly	3,116.53	3,192.80	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,284.80
Appx. Annual	37,398.40	38,313.60	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,417.60
40T Hourly	17.98	18.42	18.88	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	
Appx. Bi-wkly	1,438.40	1,473.60	1,510.40	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	
Appx. Monthly	3,116.53	3,192.80	3,272.53	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	
Appx. Annual	37,398.40	38,313.60	39,270.40	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	
40C Hourly	18.30	18.75	19.21	19.70	20.20	20.70	21.21	21.73	22.28	22.85	23.37	23.97	24.54	25.15
Appx. Bi-wkly	1,464.00	1,500.00	1,536.80	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.00
Appx. Monthly	3,172.00	3,250.00	3,329.73	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,359.33
Appx. Annual	38,064.00	39,000.00	39,956.80	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,312.00
41 Hourly	18.43	18.89	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.36
Appx. Bi-wkly	1,474.40	1,511.20	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,028.80
Appx. Monthly	3,194.53	3,274.27	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,395.73
Appx. Annual	38,334.40	39,291.20	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,748.80
41T Hourly	18.43	18.89	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	
Appx. Bi-wkly	1,474.40	1,511.20	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	
Appx. Monthly	3,194.53	3,274.27	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	
Appx. Annual	38,334.40	39,291.20	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	
41C Hourly	18.76	19.22	19.70	20.20	20.70	21.21	21.73	22.28	22.85	23.37	23.97	24.54	25.16	25.81
Appx. Bi-wkly	1,500.80	1,537.60	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,064.80
Appx. Monthly	3,251.73	3,331.47	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,473.73
Appx. Annual	39,020.80	39,977.60	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,684.80
42 Hourly	18.89	19.36	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.97
Appx. Bi-wkly	1,511.20	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,077.60
Appx. Monthly	3,274.27	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,501.47
Appx. Annual	39,291.20	40,268.80	41,288.00	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	4,200.27 51,459.20	52,707.20	54,017.60
42T Hourly	18.89	40,208.80	19.85	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	54,017.00
Appx. Bi-wkly	1,511.20	1,548.80	1,588.00	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	
Appx. BI-WKIY Appx. Monthly	3,274.27	3,355.73	3,440.67	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	
Appx. Annual	39,291.20 19.22	40,268.80 19.70	41,288.00	42,307.20	43,347.20 21.21	44,408.00 21.73	45,531.20 22.28	46,696.00 22.85	47,777.60 23.37	49,004.80 23.97	50,169.60 24.54	51,459.20 25.16	52,707.20 25.78	26.43
42C Hourly			20.20	20.70										
Appx. Bi-wkly	1,537.60	1,576.00	1,616.00	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,062.40	2,114.40
Appx. Monthly	3,331.47	3,414.67	3,501.33	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,468.53	4,581.20
Appx. Annual	39,977.60	40,976.00	42,016.00	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,622.40	54,974.40
43 Hourly	19.35	19.84	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.64
Appx. Bi-wkly	1,548.00	1,587.20	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,131.20
Appx. Monthly	3,354.00	3,438.93	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,617.60
Appx. Annual	40,248.00	41,267.20	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,411.20
43T Hourly	19.35	19.84	20.34	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	
Appx. Bi-wkly	1,548.00	1,587.20	1,627.20	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	
Appx. Monthly	3,354.00	3,438.93	3,525.60	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	
Appx. Annual	40,248.00	41,267.20	42,307.20	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	
43C Hourly	19.69	20.19	20.70	21.21	21.73	22.28	22.85	23.37	23.97	24.54	25.16	25.78	26.45	27.11
Appx. Bi-wkly	1,575.20	1,615.20	1,656.00	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,062.40	2,116.00	2,168.80
Appx. Monthly	3,412.93	3,499.60	3,588.00	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,468.53	4,584.67	4,699.07
Appx. Annual	40,955.20	41,995.20	43,056.00	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,622.40	55,016.00	56,388.80
44 Hourly	19.83	20.33	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25
Appx. Bi-wkly	1,586.40	1,626.40	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00
Appx. Monthly	3,437.20	3,523.87	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33
Appx. Annual	41,246.40	42,286.40	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00
44T Hourly	19.83	20.33	20.84	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	
Appx. Bi-wkly	1,586.40	1,626.40	1,667.20	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	
Appx. Monthly	3,437.20	3,523.87	3,612.27	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	
Appx. Annual	41,246.40	42,286.40	43,347.20	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	
44C Hourly	20.18	20.69	21.21	21.73	22.28	22.85	23.37	23.97	24.54	25.16	25.78	26.45	27.06	27.73
Appx. Bi-wkly	1,614.40	1,655.20	1,696.80	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,062.40	2,116.00	2,164.80	2,218.40
Appx. Monthly	3,497.87	3,586.27	3,676.40	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,468.53	4,584.67	4,690.40	4,806.53
Appx. Annual	41,974.40	43,035.20	44,116.80	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,622.40	55,016.00	56,284.80	57,678.40
FF														

Rang	es Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
45	Hourly	20.32	20.83	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25	27.94
	Appx. Bi-wkly	1,625.60	1,666.40	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,235.20
	Appx. Monthly	3,522.13	3,610.53	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,842.93
-	Appx. Annual	42,265.60	43,326.40	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,115.20
45T	Hourly	20.32	20.83	21.35	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25	
	Appx. Bi-wkly	1,625.60	1,666.40	1,708.00	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	
	Appx. Monthly	3,522.13	3,610.53	3,700.67	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	
	Appx. Annual	42,265.60	43,326.40	44,408.00	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	
	Hourly	20.68	21.20	21.73	22.28	22.85	23.37	23.97	24.54	25.16	25.78	26.45	27.06	27.73	28.43
	Appx. Bi-wkly	1,654.40	1,696.00	1,738.40	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,062.40	2,116.00	2,164.80	2,218.40	2,274.40
	Appx. Monthly	3,584.53	3,674.67	3,766.53	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,468.53	4,584.67	4,690.40	4,806.53	4,927.87
	Appx. Annual	43,014.40	44,096.00	45,198.40	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,622.40	55,016.00	56,284.80	57,678.40	59,134.40
46	Hourly	20.84	21.36	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.65
	Appx. Bi-wkly	1,667.20	1,708.80	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,292.00
	Appx. Monthly	3,612.27	3,702.40	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,966.00
	Appx. Annual	43,347.20	44,428.80	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,592.00
	Hourly	20.84	21.36	21.89	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25	27.95	
	Appx. Bi-wkly	1,667.20	1,708.80	1,751.20	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	
	Appx. Monthly	3,612.27	3,702.40	3,794.27	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	
	Appx. Annual	43,347.20	44,428.80	45,531.20	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	
	Hourly	21.21	21.74	22.28	22.85	23.37	23.97	24.54	25.16	25.78	26.45	27.06	27.73	28.44	29.15
	Appx. Bi-wkly	1,696.80	1,739.20	1,782.40	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,062.40	2,116.00	2,164.80	2,218.40	2,275.20	2,332.00
	Appx. Monthly	3,676.40	3,768.27	3,861.87	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,468.53	4,584.67	4,690.40	4,806.53	4,929.60	5,052.67
	Appx. Annual	44,116.80	45,219.20	46,342.40	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,622.40	55,016.00	56,284.80	57,678.40	59,155.20	60,632.00
	Hourly	21.37	21.90	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	29.33
	Appx. Bi-wkly	1,709.60	1,752.00	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,346.40
	Appx. Monthly	3,704.13	3,796.00	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,083.87
-	Appx. Annual	44,449.60	45,552.00	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,006.40
	Hourly	21.37	21.90	22.45	22.97	23.56	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	
	Appx. Bi-wkly	1,709.60	1,752.00	1,796.00	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	
	Appx. Monthly	3,704.13	3,796.00	3,891.33	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	
-	Appx. Annual	44,449.60	45,552.00	46,696.00	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	20.04
	Hourly	21.75	22.29	22.85	23.37	23.97	24.54	25.16	25.78	26.45	27.06	27.73	28.44	29.11	29.84
	Appx. Bi-wkly	1,740.00	1,783.20	1,828.00	1,869.60	1,917.60	1,963.20	2,012.80	2,062.40	2,116.00	2,164.80	2,218.40	2,275.20	2,328.80	2,387.20
	Appx. Monthly	3,770.00	3,863.60	3,960.67	4,050.80	4,154.80	4,253.60	4,361.07	4,468.53	4,584.67	4,690.40	4,806.53	4,929.60	5,045.73	5,172.27
	Appx. Annual	45,240.00	46,363.20	47,528.00	48,609.60	49,857.60	51,043.20	52,332.80	53,622.40	55,016.00	56,284.80	57,678.40	59,155.20	60,548.80	62,067.20
	Hourly	21.86	22.41	22.97	23.56	24.12	24.74	25.34	25.99 2.079.20	26.59	27.25	27.95	28.61	29.35	30.08
	Appx. Bi-wkly	1,748.80	1,792.80	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20		2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,406.40
	Appx. Monthly	3,789.07	3,884.40	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,213.87
_	Appx. Annual	45,468.80	46,612.80	47,777.60 22.97	49,004.80	50,169.60 24.12	51,459.20 24.74	52,707.20	54,059.20 25.99	55,307.20 26.59	56,680.00	58,136.00	59,508.80	61,048.00	62,566.40
	Hourly	21.86	22.41		23.56			25.34			27.25	27.95	28.61	29.35	
	Appx. Bi-wkly	1,748.80	1,792.80	1,837.60	1,884.80	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	
	Appx. Monthly	3,789.07	3,884.40	3,981.47	4,083.73	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	
	Appx. Annual	45,468.80	46,612.80	47,777.60	49,004.80	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	20 / 1
	Hourly Appy Biwkly	22.25 1,780.00	22.80 1.824.00	23.37	23.97 1 917 60	24.54 1 963 20	25.16 2,012.80	25.78 2,062.40	26.45 2,116.00	27.06	27.73	28.44 2,275.20	29.11 2,328.80	29.86 2,388.80	30.61 2.448.80
	Appx. Bi-wkly		1,824.00 3,952.00	1,869.60 4,050.80	1,917.60	1,963.20		2,062.40 4,468.53		2,164.80 4,690.40	2,218.40 4,806.53		2,328.80 5,045.73	2,388.80 5,175.73	2,448.80 5,305.73
	Appx. Monthly Appx. Annual	3,856.67 46,280.00	3,952.00 47,424.00	4,050.80 48,609.60	4,154.80 49,857.60	4,253.60 51,043.20	4,361.07 52,332.80	4,468.53 53,622.40	4,584.67 55,016.00	4,690.40 56,284.80	4,806.53 57,678.40	4,929.60 59,155.20	5,045.73 60,548.80	5,175.73 62,108.80	5,305.73 63,668.80
	Appx. Annual Hourly	46,280.00	22.99	48,609.60 23.56	49,857.60		25.34	25.99		27.25	27.95		29.35	30.05	30.80
	Appx. Bi-wkly	22.43 1,794.40	22.99 1,839.20	23.50 1,884.80	24.12 1,929.60	24.74 1,979.20	25.34 2,027.20	25.99 2,079.20	26.59 2,127.20	27.25 2,180.00	27.95 2,236.00	28.61 2,288.80	29.35 2,348.00	2,404.00	2,464.00
	Appx. Di-wkiy Appx. Monthly	3,887.87	3,984.93	4,083.73	4,180.80	4,288.27	2,027.20 4,392.27	2,079.20 4,504.93	4,608.93	4,723.33	2,230.00 4,844.67	2,200.00 4,959.07	2,348.00	2,404.00 5,208.67	2,404.00 5,338.67
	Appx. Monuly Appx. Annual	3,887.87 46,654.40	3,984.93 47,819.20	4,083.73 49,004.80	4,180.80 50,169.60	4,288.27 51,459.20	4,392.27 52,707.20	4,504.93 54,059.20	4,608.93 55,307.20	4,723.33 56,680.00	4,844.67 58,136.00	4,959.07 59,508.80	5,087.33 61,048.00	5,208.67 62,504.00	5,338.07 64,064.00
	Hourly	22.43	22.99	23.56	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	04,004.00
	Appx. Bi-wkly	22.43 1,794.40	1,839.20	23.30 1,884.80	1,929.60	1,979.20	25.34 2,027.20	23.99 2,079.20	20.39 2,127.20	27.23	27.95 2,236.00	2,288.80	29.33 2,348.00	2,404.00	
	Appx. Di-wkiy Appx. Monthly	3,887.87	1,639.20 3,984.93	4,083.73	4,180.80	4,288.27	2,027.20 4,392.27	2,079.20 4,504.93	4,608.93	4,723.33	2,230.00 4,844.67	2,200.00 4,959.07	2,348.00	2,404.00 5,208.67	
	Appx. Monuniy Appx. Annual	3,887.87 46,654.40	3,984.93 47,819.20	4,083.73 49,004.80	4,180.80 50,169.60	4,288.27 51,459.20	4,392.27 52,707.20	4,504.93 54,059.20	4,608.93 55,307.20	4,723.33 56,680.00	4,844.67 58,136.00	4,959.07 59,508.80	5,087.33 61,048.00	5,208.67 62,504.00	
	Hourly	22.82	23.39	23.97	24.54	25.16	25.78	26.45	27.06	27.73	28.44	29.11	29.86	30.58	31.34
	Appx. Bi-wkly	1,825.60	23.39 1,871.20	23.97 1,917.60	24.54 1,963.20	25.16 2,012.80	25.78 2,062.40	20.45 2,116.00	27.06 2,164.80	27.73 2,218.40	28.44 2,275.20	29.11	29.80 2,388.80	30.58 2,446.40	31.34 2,507.20
		3,955.47	4,054.27	4,154.80	4,253.60	4,361.07	2,002.40 4,468.53	2,110.00 4,584.67	4,690.40	4,806.53	4,929.60	2,328.80 5,045.73	2,300.00 5,175.73	2,440.40 5,300.53	2,307.20 5,432.27
	Appx. Monthly Appx. Annual	3,955.47 47,465.60	4,054.27 48,651.20	4,154.80 49,857.60	4,253.60 51,043.20	4,361.07 52,332.80	4,468.53 53,622.40	4,584.67 55,016.00	4,690.40 56,284.80	4,806.53 57,678.40	4,929.60 59,155.20	5,045.73 60,548.80	5,175.73 62,108.80	5,300.53 63,606.40	5,432.27 65,187.20
	hpph. Annual	47,400.00	40,00 I.ZU	ч7,007.0U	J1,043.20	JZ,JJZ.0U	JJ,UZZ.4U	55,010.00	JU,204.0U	J1,010.4U	J7, IJJ.ZU	00,040.00	02,100.00	00,000.40	00,107.20

	Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
50 Hou	2	22.96	23.53	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.55
	ıx. Bi-wkly	1,836.80	1,882.40	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,524.00
	x. Monthly	3,979.73	4,078.53	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,468.67
	ix. Annual	47,756.80	48,942.40	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,624.00
50T Hou	2	22.96	23.53	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	
App	ıx. Bi-wkly	1,836.80	1,882.40	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	
App	ox. Monthly	3,979.73	4,078.53	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	
App	ox. Annual	47,756.80	48,942.40	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	
50C Hou	ırly	23.36	23.94	24.54	25.16	25.78	26.45	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.10
	ıx. Bi-wkly	1,868.80	1,915.20	1,963.20	2,012.80	2,062.40	2,116.00	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,568.00
App	ox. Monthly	4,049.07	4,149.60	4,253.60	4,361.07	4,468.53	4,584.67	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,564.00
	ox. Annual	48,588.80	49,795.20	51,043.20	52,332.80	53,622.40	55,016.00	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,768.00
51 Hou	5	23.53	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.32
	ix. Bi-wkly	1,882.40	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,585.60
	x. Monthly	4,078.53	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,602.13
	ix. Annual	48,942.40	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,225.60
51T Hou	2	23.53	24.12	24.74	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	
	ix. Bi-wkly	1,882.40	1,929.60	1,979.20	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	
	x. Monthly	4,078.53	4,180.80	4,288.27	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	
	ix. Annual	48,942.40	50,169.60	51,459.20	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	
51C Hou	5	23.94	24.54	25.16	25.78	26.45	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.09	32.88
	ix. Bi-wkly	1,915.20	1,963.20	2,012.80	2,062.40	2,116.00	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,630.40
	x. Monthly	4,149.60	4,253.60	4,361.07	4,468.53	4,584.67	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,699.20
	ix. Annual	49,795.20	51,043.20	52,332.80	53,622.40	55,016.00	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,390.40
52 Hou	2	24.11	24.72	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14
	ix. Bi-wkly	1,928.80	1,977.60	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20
	x. Monthly	4,179.07	4,284.80	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27
	ix. Annual	50,148.80	51,417.60	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20
52T Hou	2	24.11	24.72	25.34	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	
	ix. Bi-wkly	1,928.80	1,977.60	2,027.20	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	
	x. Monthly	4,179.07	4,284.80	4,392.27	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	
	ix. Annual	50,148.80	51,417.60	52,707.20	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	
52C Hou	2	24.53	25.15	25.78	26.45	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.09	32.90	33.72
	x. Bi-wkly	1,962.40	2,012.00	2,062.40	2,116.00	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60
	x. Monthly	4,251.87	4,359.33	4,468.53	4,584.67	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,702.67	5,844.80
	x. Annual	51,022.40	52,312.00	53,622.40	55,016.00	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,432.00	70,137.60
53 Hou	2	24.75	25.36	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.97
	x. Bi-wkly	1,980.00	2,028.80	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,717.60
	x. Monthly	4,290.00	4,395.73	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,888.13
	ix. Annual	51,480.00	52,748.80	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,657.60
53T Hou	2	24.75	25.36	25.99	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	
	x. Bi-wkly	1,980.00	2,028.80	2,079.20	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	
	x. Monthly	4,290.00	4,395.73	4,504.93	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	
	ix. Annual	51,480.00	52,748.80	54,059.20	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	04.57
53C Hou	5	25.17	25.81	26.45	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.09	32.90	33.72	34.56
	x. Bi-wkly	2,013.60	2,064.80	2,116.00	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60	2,764.80
	x. Monthly	4,362.80	4,473.73	4,584.67	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,702.67	5,844.80	5,990.40
	ix. Annual	52,353.60	53,684.80	55,016.00	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,432.00	70,137.60	71,884.80
54 Hou	2	25.32	25.95	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80
	x. Bi-wkly	2,025.60	2,076.00	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00
	x. Monthly	4,388.80	4,498.00	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00
	ox. Annual	52,665.60	53,976.00	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00
54T Hou	5	25.32	25.95	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	
	ix. Bi-wkly	2,025.60	2,076.00	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	
	x. Monthly	4,388.80	4,498.00	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	
	ox. Annual	52,665.60	53,976.00	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	DF 41
54C Hou	5	25.76	26.41	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.09	32.90	33.72	34.55	35.41
	ix. Bi-wkly	2,060.80	2,112.80	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80
	x. Monthly	4,465.07	4,577.73	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,702.67	5,844.80	5,988.67	6,137.73
Арр	ix. Annual	53,580.80	54,932.80	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,432.00	70,137.60	71,864.00	73,652.80

Ranges Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
55 Hourly	25.95	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67
Appx. Bi-wkly	2,076.00	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60
Appx. Monthly	4,498.00	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80
Appx. Annual	53,976.00	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60
55T Hourly	25.95	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	
Appx. Bi-wkly	2,076.00	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	
Appx. Monthly	4,498.00	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	
Appx. Annual	53,976.00	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	
55C Hourly	26.41	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.09	32.90	33.72	34.55	35.41	36.29
Appx. Bi-wkly	2,112.80	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20
Appx. Monthly	4,577.73	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,702.67	5,844.80	5,988.67	6,137.73	6,290.27
Appx. Annual	54,932.80	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,432.00	70,137.60	71,864.00	73,652.80	75,483.20
56 Hourly	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.56
Appx. Bi-wkly	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,924.80
Appx. Monthly	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,337.07
Appx. Annual	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,044.80
56T Hourly	26.59	27.25	27.95	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	
Appx. Bi-wkly	2,127.20	2,180.00	2,236.00	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	
Appx. Monthly	4,608.93	4,723.33	4,844.67	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	
Appx. Annual	55,307.20	56,680.00	58,136.00	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	
56C Hourly	27.06	27.73	28.44	29.11	29.86	30.58	31.32	32.09	32.90	33.72	34.55	35.41	36.29	37.20
Appx. Bi-wkly	2,164.80	2,218.40	2,275.20	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20	2,976.00
Appx. Monthly	4,690.40	4,806.53	4,929.60	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,702.67	5,844.80	5,988.67	6,137.73	6,290.27	6,448.00
Appx. Annual	56,284.80	57,678.40	59,155.20	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,432.00	70,137.60	71,864.00	73,652.80	75,483.20	77,376.00
57 Hourly	27.23	27.92	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.45
Appx. Bi-wkly	2,178.40	2,233.60	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,996.00
Appx. Monthly	4,719.87	4,839.47	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,491.33
Appx. Annual	56,638.40	58,073.60	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,896.00
57T Hourly	27.23	27.92	28.61	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	
Appx. Bi-wkly	2,178.40	2,233.60	2,288.80	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	
Appx. Monthly	4,719.87	4,839.47	4,959.07	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	
Appx. Annual	56,638.40	58,073.60	59,508.80	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	
57C Hourly	27.71	28.41	29.11	29.86	30.58	31.32	32.09	32.90	33.72	34.55	35.41	36.29	37.18	38.11
Appx. Bi-wkly	2,216.80	2,272.80	2,328.80	2,388.80	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20	2,974.40	3,048.80
Appx. Monthly	4,803.07	4,924.40	5,045.73	5,175.73	5,300.53	5,428.80	5,562.27	5,702.67	5,844.80	5,988.67	6,137.73	6,290.27	6,444.53	6,605.73
Appx. Annual	57,636.80	59,092.80	60,548.80	62,108.80	63,606.40	65,145.60	66,747.20	68,432.00	70,137.60	71,864.00	73,652.80	75,483.20	77,334.40	79,268.80
58 Hourly	27.94	28.63	29.35	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.41
Appx. Bi-wkly	2,235.20	2,290.40	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,072.80
Appx. Monthly	4,842.93	4,962.53	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,657.73
Appx. Annual	58,115.20	59,550.40	61,048.00	62,504.00	64,022.40 30.78	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,892.80
58T Hourly	27.94	28.63	29.35	30.05		31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	
Appx. Bi-wkly	2,235.20	2,290.40	2,348.00	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	
Appx. Monthly	4,842.93	4,962.53	5,087.33	5,208.67	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	
Appx. Annual	58,115.20	59,550.40	61,048.00	62,504.00	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	20.00
58C Hourly	28.43	29.13	29.86 2 388 80	30.58	31.32	32.09 2.567.20	32.90	33.72	34.55 2 764 00	35.41	36.29	37.18 2 974 40	38.13 3.050.40	39.09 3 127 20
Appx. Bi-wkly	2,274.40 4,927.87	2,330.40	2,388.80 5 175 73	2,446.40 5,300.53	2,505.60	2,567.20	2,632.00	2,697.60 5.844.80	2,764.00 5 988 67	2,832.80	2,903.20	2,974.40	3,050.40	3,127.20
Appx. Monthly Appx. Annual		5,049.20 60,590.40	5,175.73 62,108.80		5,428.80	5,562.27 66,747.20	5,702.67 68,432.00	5,844.80 70,137.60	5,988.67 71,864.00	6,137.73 73,652.80	6,290.27 75,483.20	6,444.53 77,334.40	6,609.20 79.310.40	6,775.60 81,307.20
59 Hourly	59,134.40 28.60	29.31	30.05	63,606.40 30.78	65,145.60 31.54	32.33	33.14	33.96	34.80	35.67	75,483.20 36.54	37.47	79,310.40 38.38	39.34
Appx. Bi-wkly	28.60	29.31 2,344.80	2,404.00	30.78 2,462.40	2,523.20	32.33 2,586.40	2,651.20	33.96 2,716.80	34.80 2,784.00	35.67 2,853.60	30.54 2,923.20	37.47 2,997.60	38.38 3,070.40	39.34 3,147.20
Appx. Bi-wkiy Appx. Monthly	4,957.33	2,344.80 5,080.40	2,404.00 5,208.67	2,402.40 5,335.20	2,323.20 5,466.93	2,580.40 5,603.87	2,031.20 5,744.27	5,886.40	6,032.00	2,853.80 6,182.80	6,333.60	2,997.00 6,494.80	6,652.53	6,818.93
Appx. Monthly Appx. Annual	4,937.33 59,488.00	60,964.80	62,504.00	5,335.20 64,022.40	5,400.93 65,603.20	5,003.87 67,246.40	5,744.27 68,931.20	5,880.40 70,636.80	72,384.00	0,102.00 74,193.60	76,003.20	0,494.80 77,937.60	79,830.40	81,827.20
59T Hourly	28.60	29.31	30.05	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	01,021.20
Appx. Bi-wkly	2,288.00	2,344.80	2,404.00	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	
Appx. Blowky	4,957.33	2,344.80 5,080.40	2,404.00 5,208.67	2,402.40 5,335.20	2,323.20 5,466.93	2,580.40 5,603.87	2,031.20 5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	
Appx. Monuny Appx. Annual	4,937.33 59,488.00	60,964.80	62,504.00	5,335.20 64,022.40	5,400.93 65,603.20	5,003.87 67,246.40	5,744.27 68,931.20	5,880.40 70,636.80	72,384.00	0,102.00 74,193.60	76,003.20	0,494.80 77,937.60	79,830.40	
59C Hourly	29.10	29.82	30.58	31.32	32.09	32.90	33.72	34.55	35.41	36.29	37.18	38.13	39.06	40.02
Appx. Bi-wkly	2,328.00	2,385.60	2,446.40	2,505.60	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,201.60
Appx. Blowkly	5,044.00	2,385.00 5,168.80	2,440.40 5,300.53	2,303.00 5,428.80	5,562.27	2,032.00 5,702.67	2,097.00 5,844.80	2,704.00 5,988.67	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,936.80
Appx. Monuny Appx. Annual	60,528.00	62,025.60	63,606.40	5,428.60 65,145.60	66,747.20	68,432.00	5,844.80 70,137.60	5,988.07 71,864.00	73,652.80	0,290.27 75,483.20	0,444.55 77,334.40	79,310.40	81,244.80	83,241.60
, ippr. / innudi	00,020.00	02,020.00	00,000.40	55,175.00	55,777.20	30, 132.00	10,101.00	, 1,007.00	10,002.00	/0,100.20	07.70	77,010.10	51,2 17.00	3012 11.00

Rang	jes Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
60	Hourly	29.30	30.04	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.36
	Appx. Bi-wkly	2,344.00	2,403.20	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,228.80
	Appx. Monthly	5,078.67	5,206.93	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,995.73
	Appx. Annual	60,944.00	62,483.20	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,948.80
60T	Hourly	29.30	30.04	30.78	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	
	Appx. Bi-wkly	2,344.00	2,403.20	2,462.40	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	
	Appx. Monthly	5,078.67	5,206.93	5,335.20	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	
	Appx. Annual	60,944.00	62,483.20	64,022.40	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	
60C	Hourly	29.81	30.57	31.32	32.09	32.90	33.72	34.55	35.41	36.29	37.18	38.13	39.06	40.07	41.07
	Appx. Bi-wkly	2,384.80	2,445.60	2,505.60	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,205.60	3,285.60
	Appx. Monthly	5,167.07	5,298.80	5,428.80	5,562.27	5,702.67	5,844.80	5,988.67	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,945.47	7,118.80
_	Appx. Annual	62,004.80	63,585.60	65,145.60	66,747.20	68,432.00	70,137.60	71,864.00	73,652.80	75,483.20	77,334.40	79,310.40	81,244.80	83,345.60	85,425.60
61	Hourly	30.02	30.76	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.31
	Appx. Bi-wkly	2,401.60	2,460.80	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,304.80
	Appx. Monthly	5,203.47	5,331.73	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,160.40
	Appx. Annual	62,441.60	63,980.80	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,924.80
61T	Hourly	30.02	30.76	31.54	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	
	Appx. Bi-wkly	2,401.60	2,460.80	2,523.20	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	
	Appx. Monthly	5,203.47	5,331.73	5,466.93	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	
	Appx. Annual	62,441.60	63,980.80	65,603.20	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	
61C	Hourly	30.55	31.30	32.09	32.90	33.72	34.55	35.41	36.29	37.18	38.13	39.06	40.07	41.00	42.03
	Appx. Bi-wkly	2,444.00	2,504.00	2,567.20	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,205.60	3,280.00	3,362.40
	Appx. Monthly	5,295.33	5,425.33	5,562.27	5,702.67	5,844.80	5,988.67	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,945.47	7,106.67	7,285.20
_	Appx. Annual	63,544.00	65,104.00	66,747.20	68,432.00	70,137.60	71,864.00	73,652.80	75,483.20	77,334.40	79,310.40	81,244.80	83,345.60	85,280.00	87,422.40
62	Hourly	30.77	31.55	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.37
	Appx. Bi-wkly	2,461.60	2,524.00	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,389.60
	Appx. Monthly	5,333.47	5,468.67	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,344.13
	Appx. Annual	64,001.60	65,624.00	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,129.60
62T	Hourly	30.77	31.55	32.33	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	
	Appx. Bi-wkly	2,461.60	2,524.00	2,586.40	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	
	Appx. Monthly	5,333.47	5,468.67	5,603.87	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	
	Appx. Annual	64,001.60	65,624.00	67,246.40	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	
62C	Hourly	31.31	32.10	32.90	33.72	34.55	35.41	36.29	37.18	38.13	39.06	40.07	41.00	42.06	43.12
	Appx. Bi-wkly	2,504.80	2,568.00	2,632.00	2,697.60	2,764.00	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,205.60	3,280.00	3,364.80	3,449.60
	Appx. Monthly	5,427.07	5,564.00	5,702.67	5,844.80	5,988.67	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,945.47	7,106.67	7,290.40	7,474.13
	Appx. Annual	65,124.80	66,768.00	68,432.00	70,137.60	71,864.00	73,652.80	75,483.20	77,334.40	79,310.40	81,244.80	83,345.60	85,280.00	87,484.80	89,689.60
63	Hourly	31.54	32.32	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.39
	Appx. Bi-wkly	2,523.20	2,585.60	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,471.20
	Appx. Monthly	5,466.93	5,602.13	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,520.93
	Appx. Annual	65,603.20	67,225.60	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,251.20
63T	Hourly	31.54	32.32	33.14	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	
	Appx. Bi-wkly	2,523.20	2,585.60	2,651.20	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	
	Appx. Monthly	5,466.93	5,602.13	5,744.27	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	
	Appx. Annual	65,603.20	67,225.60	68,931.20	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	
63C	Hourly	32.09	32.88	33.72	34.55	35.41	36.29	37.18	38.13	39.06	40.07	41.00	42.06	43.07	44.15
	Appx. Bi-wkly	2,567.20	2,630.40	2,697.60	2,764.00	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,205.60	3,280.00	3,364.80	3,445.60	3,532.00
	Appx. Monthly	5,562.27	5,699.20	5,844.80	5,988.67	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,945.47	7,106.67	7,290.40	7,465.47	7,652.67
	Appx. Annual	66,747.20	68,390.40	70,137.60	71,864.00	73,652.80	75,483.20	77,334.40	79,310.40	81,244.80	83,345.60	85,280.00	87,484.80	89,585.60	91,832.00
64	Hourly	32.31	33.13	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.43
	Appx. Bi-wkly	2,584.80	2,650.40	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,554.40
	Appx. Monthly	5,600.40	5,742.53	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,701.20
	Appx. Annual	67,204.80	68,910.40	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,414.40
64T	Hourly	32.31	33.13	33.96	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	
	Appx. Bi-wkly	2,584.80	2,650.40	2,716.80	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	
	Appx. Monthly	5,600.40	5,742.53	5,886.40	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	
_	Appx. Annual	67,204.80	68,910.40	70,636.80	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	
64C	Hourly	32.87	33.71	34.55	35.41	36.29	37.18	38.13	39.06	40.07	41.00	42.06	43.07	44.10	45.21
	Appx. Bi-wkly	2,629.60	2,696.80	2,764.00	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,205.60	3,280.00	3,364.80	3,445.60	3,528.00	3,616.80
	Appx. Monthly	5,697.47	5,843.07	5,988.67	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,945.47	7,106.67	7,290.40	7,465.47	7,644.00	7,836.40
	Appx. Annual	68,369.60	70,116.80	71,864.00	73,652.80	75,483.20	77,334.40	79,310.40	81,244.80	83,345.60	85,280.00	87,484.80	89,585.60	91,728.00	94,036.80

Ranges Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
65 Hourly	33.12	33.95	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59
Appx. Bi-wkly	2,649.60	2,716.00	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20
Appx. Monthly	5,740.80	5,884.67	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27
Appx. Annual	68,889.60	70,616.00	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20
65T Hourly	33.12	33.95	34.80	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	
Appx. Bi-wkly	2,649.60	2,716.00	2,784.00	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	
Appx. Monthly	5,740.80	5,884.67	6,032.00	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	
Appx. Annual	68,889.60	70,616.00	72,384.00	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	
65C Hourly	33.70	34.54	35.41	36.29	37.18	38.13	39.06	40.07	41.00	42.06	43.07	44.10	45.26	46.39
Appx. Bi-wkly	2,696.00	2,763.20	2,832.80	2,903.20	2,974.40	3,050.40	3,124.80	3,205.60	3,280.00	3,364.80	3,445.60	3,528.00	3,620.80	3,711.20
Appx. Monthly	5,841.33	5,986.93	6,137.73	6,290.27	6,444.53	6,609.20	6,770.40	6,945.47	7,106.67	7,290.40	7,465.47	7,644.00	7,845.07	8,040.93
Appx. Annual	70,096.00	71,843.20	73,652.80	75,483.20	77,334.40	79,310.40	81,244.80	83,345.60	85,280.00	87,484.80	89,585.60	91,728.00	94,140.80	96,491.20
66 Hourly	33.94	34.79	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.74
Appx. Bi-wkly	2,715.20	2,783.20	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,739.20
Appx. Monthly	5,882.93	6,030.27	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,101.60
Appx. Annual	70,595.20	72,363.20	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,219.20
66T Hourly	33.94	34.79	35.67	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	
Appx. Bi-wkly	2,715.20	2,783.20	2,853.60	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	
Appx. Monthly	5,882.93	6,030.27	6,182.80	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	
Appx. Annual	70,595.20	72,363.20	74,193.60	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	47 55
66C Hourly	34.53 2,762.40	35.40 2,832.00	36.29 2,903.20	37.18 2,974.40	38.13 3,050.40	39.06 3,124.80	40.07 3,205.60	41.00 3,280.00	42.06	43.07 3,445.60	44.10 3,528.00	45.26 3,620.80	46.39 3,711.20	47.55 3,804.00
Appx. Bi-wkly	2,782.40 5,985.20								3,364.80					
Appx. Monthly	5,985.20 71,822.40	6,136.00 73,632.00	6,290.27 75,483.20	6,444.53 77,334.40	6,609.20 79,310.40	6,770.40 81,244.80	6,945.47 83,345.60	7,106.67 85,280.00	7,290.40 87,484.80	7,465.47 89,585.60	7,644.00 91,728.00	7,845.07 94,140.80	8,040.93 96,491.20	8,242.00 98,904.00
Appx. Annual 67 Hourly	34.77	35.65	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89
Appx. Bi-wkly	2,781.60	2,852.00	2,923.20	2,997.60	30.30 3,070.40	39.37 3,149.60	40.30 3,224.00	3,307.20	42.33 3,386.40	43.33 3,468.00	3,558.40	45.59 3,647.20	3,737.60	3,831.20
Appx. BI-WKIY Appx. Monthly	6,026.80	2,852.00 6,179.33	6,333.60	2,997.00 6,494.80	6,652.53	5,149.00 6,824.13	5,224.00 6,985.33	3,307.20 7,165.60	3,380.40 7,337.20	3,408.00 7,514.00	3,558.40 7,709.87	3,047.20 7,902.27	8,098.13	3,831.20 8,300.93
Appx. Annual	72,321.60	74,152.00	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20
67T Hourly	34.77	35.65	36.54	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	77,011.20
Appx. Bi-wkly	2,781.60	2,852.00	2,923.20	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	
Appx. Monthly	6,026.80	6,179.33	6,333.60	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	
Appx. Annual	72,321.60	74,152.00	76,003.20	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	
67C Hourly	35.38	36.27	37.18	38.13	39.06	40.07	41.00	42.06	43.07	44.10	45.26	46.39	47.53	48.73
Appx. Bi-wkly	2,830.40	2,901.60	2,974.40	3,050.40	3,124.80	3,205.60	3,280.00	3,364.80	3,445.60	3,528.00	3,620.80	3,711.20	3,802.40	3,898.40
Appx. Monthly	6,132.53	6,286.80	6,444.53	6,609.20	6,770.40	6,945.47	7,106.67	7,290.40	7,465.47	7,644.00	7,845.07	8,040.93	8,238.53	8,446.53
Appx. Annual	73,590.40	75,441.60	77,334.40	79,310.40	81,244.80	83,345.60	85,280.00	87,484.80	89,585.60	91,728.00	94,140.80	96,491.20	98,862.40	101,358.40
68 Hourly	35.67	36.56	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.08
Appx. Bi-wkly	2,853.60	2,924.80	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,926.40
Appx. Monthly	6,182.80	6,337.07	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,507.20
Appx. Annual	74,193.60	76,044.80	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,086.40
68T Hourly	35.67	36.56	37.47	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	
Appx. Bi-wkly	2,853.60	2,924.80	2,997.60	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	
Appx. Monthly	6,182.80	6,337.07	6,494.80	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	
Appx. Annual	74,193.60	76,044.80	77,937.60	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	
68C Hourly	36.29	37.20	38.13	39.06	40.07	41.00	42.06	43.07	44.10	45.26	46.39	47.53	48.73	49.94
Appx. Bi-wkly	2,903.20	2,976.00	3,050.40	3,124.80	3,205.60	3,280.00	3,364.80	3,445.60	3,528.00	3,620.80	3,711.20	3,802.40	3,898.40	3,995.20
Appx. Monthly	6,290.27	6,448.00	6,609.20	6,770.40	6,945.47	7,106.67	7,290.40	7,465.47	7,644.00	7,845.07	8,040.93	8,238.53	8,446.53	8,656.27
Appx. Annual	75,483.20	77,376.00	79,310.40	81,244.80	83,345.60	85,280.00	87,484.80	89,585.60	91,728.00	94,140.80	96,491.20		101,358.40	103,875.20
69 Hourly	36.53	37.44	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.32
Appx. Bi-wkly	2,922.40	2,995.20	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,025.60
Appx. Monthly	6,331.87	6,489.60	6,652.53	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,722.13
Appx. Annual	75,982.40	77,875.20	79,830.40	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,665.60
69T Hourly	36.53	37.44	38.38	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	
Appx. Bi-wkly	2,922.40	2,995.20	3,070.40	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	
Appx. Monthly	6,331.87	6,489.60	6,652.53 79,830.40	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	
Appx. Annual 69C Hourly	75,982.40 37.17	77,875.20 38.10	79,830.40 39.06	81,889.60 40.07	83,824.00 41.00	85,987.20 42.06	88,046.40 43.07	90,168.00	92,518.40 45.26	94,827.20 46.39	97,177.60 47.53	48.73	102,107.20 49.95	51.19
Appx. Bi-wkly	2,973.60	38.10	39.06 3,124.80	40.07 3,205.60	41.00 3,280.00	42.06 3,364.80	43.07 3,445.60	44.10 3,528.00	45.26 3,620.80	40.39 3,711.20	47.53 3,802.40	48.73 3,898.40	49.95 3,996.00	4,095.20
Appx. Monthly	2,973.00 6,442.80	6,604.00	6,770.40	5,205.00 6,945.47	3,280.00 7,106.67	3,304.80 7,290.40	3,445.00 7,465.47	3,528.00 7,644.00	3,820.80 7,845.07	8,040.93	3,802.40 8,238.53	3,898.40 8,446.53	8,658.00	4,095.20 8,872.93
Appx. Monuniy Appx. Annual	77,313.60	79,248.00	81,244.80	83,345.60	85,280.00	7,290.40 87,484.80	7,405.47 89,585.60	91,728.00	94,140.80	6,040.93 96,491.20		0,440.55 101,358.40		0,072.93 106,475.20
пррл. Анниа	11,313.00	11,240.00	51,244.00	33,343.00	00,200.00	J1,7J4.00	07,303.00	/1,/20.00	77,140.00	70, Ŧ71.2U	70,002.40	101,000.40	100,070.00	100,713.20

Ranges Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
70 Hourly	37.47	38.41	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.60
Appx. Bi-wkly	2,997.60	3,072.80	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,128.00
Appx. Monthly	6,494.80	6,657.73	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,944.00
Appx. Annual	77,937.60	79,892.80	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	107,328.00
70T Hourly	37.47	38.41	39.37	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	
Appx. Bi-wkly	2,997.60	3,072.80	3,149.60	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	
Appx. Monthly	6,494.80	6,657.73	6,824.13	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	
Appx. Annual	77,937.60	79,892.80	81,889.60	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	
70C Hourly	38.13	39.09	40.07	41.00	42.06	43.07	44.10	45.26	46.39	47.53	48.73	49.95	51.22	52.51
Appx. Bi-wkly	3,050.40	3,127.20	3,205.60	3,280.00	3,364.80	3,445.60	3,528.00	3,620.80	3,711.20	3,802.40	3,898.40	3,996.00	4,097.60	4,200.80
Appx. Monthly	6,609.20	6,775.60	6,945.47	7,106.67	7,290.40	7,465.47	7,644.00	7,845.07	8,040.93	8,238.53	8,446.53	8,658.00	8,878.13	9,101.73
Appx. Annual	79,310.40	81,307.20	83,345.60	85,280.00	87,484.80	89,585.60	91,728.00	94,140.80	96,491.20	98,862.40	101,358.40	103,896.00	106,537.60	109,220.80
71 Hourly	38.37	39.33	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.86
Appx. Bi-wkly	3,069.60	3,146.40	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,228.80
Appx. Monthly	6,650.80	6,817.20	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,162.40
Appx. Annual	79,809.60	81,806.40	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60		102,107.20	104,728.00	107,265.60	109,948.80
71T Hourly	38.37	39.33	40.30	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.57	
Appx. Bi-wkly	3,069.60	3,146.40	3,224.00	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	
Appx. Monthly	6,650.80	6,817.20	6,985.33	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	
Appx. Annual	79,809.60	81,806.40	83,824.00	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00		
71C Hourly	39.05	40.01	41.00	42.06	43.07	44.10	45.26	46.39	47.53	48.73	49.95	51.22	52.47	53.78
Appx. Bi-wkly	3,124.00	3,200.80	3,280.00	3,364.80	3,445.60	3,528.00	3,620.80	3,711.20	3,802.40	3,898.40	3,996.00	4,097.60	4,197.60	4,302.40
Appx. Monthly	6,768.67	6,935.07	7,106.67	7,290.40	7,465.47	7,644.00	7,845.07	8,040.93	8,238.53	8,446.53	8,658.00	8,878.13	9,094.80	9,321.87
Appx. Annual	81,224.00	83,220.80	85,280.00	87,484.80	89,585.60	91,728.00	94,140.80	96,491.20	98,862.40		103,896.00	106,537.60		
72 Hourly	39.35	40.34	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.19
Appx. Bi-wkly	3,148.00	3,227.20	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,335.20
Appx. Monthly	6,820.67	6,992.27	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,392.93
Appx. Annual	81,848.00	83,907.20	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	107,265.60	109,969.60	112,715.20
72T Hourly	39.35	40.34	41.34	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	
Appx. Bi-wkly	3,148.00	3,227.20	3,307.20	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	
Appx. Monthly	6,820.67	6,992.27	7,165.60	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	
Appx. Annual	81,848.00	83,907.20	85,987.20	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	107,265.60	109,969.60	
72C Hourly	40.05	41.04	42.06	43.07	44.10	45.26	46.39	47.53	48.73	49.95	51.22	52.47	53.79	55.14
Appx. Bi-wkly	3,204.00	3,283.20	3,364.80	3,445.60	3,528.00	3,620.80	3,711.20	3,802.40	3,898.40	3,996.00	4,097.60	4,197.60	4,303.20	4,411.20
Appx. Monthly	6,942.00	7,113.60	7,290.40	7,465.47	7,644.00	7,845.07	8,040.93	8,238.53	8,446.53	8,658.00	8,878.13	9,094.80	9,323.60	9,557.60
Appx. Annual	83,304.00	85,363.20	87,484.80	89,585.60	91,728.00	94,140.80	96,491.20	98,862.40	101,358.40	103,896.00	106,537.60	109,137.60	111,883.20	114,691.20
73 Hourly	40.29	41.30	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.17	55.53
Appx. Bi-wkly	3,223.20	3,304.00	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,442.40
Appx. Monthly	6,983.60	7,158.67	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,625.20
Appx. Annual	83,803.20	85,904.00	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20		107,265.60		112,673.60	115,502.40
73T Hourly	40.29	41.30	42.33	43.35	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.17	
Appx. Bi-wkly	3,223.20	3,304.00	3,386.40	3,468.00	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	
Appx. Monthly	6,983.60	7,158.67	7,337.20	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	
Appx. Annual	83,803.20	85,904.00	88,046.40	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20		104,728.00	107,265.60	109,969.60		E/ F0
73C Hourly	40.99	42.02	43.07	44.10	45.26	46.39	47.53	48.73	49.95	51.22	52.47	53.79	55.12	56.50
Appx. Bi-wkly	3,279.20	3,361.60	3,445.60	3,528.00	3,620.80	3,711.20	3,802.40	3,898.40	3,996.00	4,097.60	4,197.60	4,303.20	4,409.60	4,520.00
Appx. Monthly	7,104.93	7,283.47	7,465.47	7,644.00	7,845.07	8,040.93	8,238.53	8,446.53	8,658.00	8,878.13	9,094.80	9,323.60	9,554.13	9,793.33
Appx. Annual	85,259.20 41.26	87,401.60	89,585.60 43.35	91,728.00	94,140.80	96,491.20 46.72	98,862.40 47.89		103,896.00 50.35	106,537.60 51.57	109,137.60 52.87	54.17	114,649.60 55.51	117,520.00 56.90
74 Hourly		42.29 3,383.20	43.35 3,468.00	44.48 3,558.40	45.59 3,647.20	46.72 3,737.60	47.89 3,831.20	49.09 3,927.20	4,028.00		4,229.60	4,333.60	4,440.80	56.90 4,552.00
Appx. Bi-wkly	3,300.80								4,028.00	4,125.60		4,333.00 9,389.47		
Appx. Monthly Appx. Annual	7,151.73	7,330.27	7,514.00	7,709.87	7,902.27 94,827.20	8,098.13 97,177.60	8,300.93 99,611.20	8,508.93	8,727.33	8,938.80	9,164.13		9,621.73	9,862.67 118,352.00
74T Hourly	85,820.80	87,963.20	90,168.00	92,518.40				102,107.20		107,265.60 51.57	109,969.60		115,460.80 55.51	110,332.00
,	41.26 3 300 80	42.29	43.35	44.48 3 558 40	45.59 3,647.20	46.72 3,737.60	47.89	49.09	50.35 4,028.00		52.87	54.17 4 333 60	4,440.80	
Appx. Bi-wkly	3,300.80	3,383.20	3,468.00	3,558.40			3,831.20	3,927.20		4,125.60	4,229.60	4,333.60		
Appx. Monthly	7,151.73	7,330.27	7,514.00	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	
Appx. Annual	85,820.80	87,963.20	90,168.00	92,518.40	94,827.20	97,177.60	99,611.20			107,265.60	109,969.60	112,673.60		E7 00
74C Hourly	41.98 3,358.40	43.03	44.10 3,528.00	45.26 3,620.80	46.39 3 711 20	47.53 3,802.40	48.73 3,898.40	49.95 3,996.00	51.22 4,097.60	52.47 4,197.60	53.79 4,303.20	55.12 4,409.60	56.48 4,518.40	57.90 4,632.00
Appx. Bi-wkly		3,442.40			3,711.20	3,802.40 8,238.53			4,097.60 8,878.13	4,197.60 9,094.80		4,409.60 9,554.13		
Appx. Monthly Appx. Annual	7,276.53	7,458.53 89,502.40	7,644.00 91,728.00	7,845.07	8,040.93		8,446.53 101,358.40	8,658.00 103,896.00			9,323.60	9,554.13 114,649.60	9,789.87	10,036.00 120,432.00
пррл. Анниан	87,318.40	07,302.40	71,120.00	94,140.80	96,491.20	70,002.40	101,330.40	103,070.00	100,007.00	107,137.00	111,003.20	114,049.00	117,470.40	120,432.00

Ranges Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
75 Hourly	42.33	43.39	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.31
Appx. Bi-wkly	3,386.40	3,471.20	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,664.80
Appx. Monthly	7,337.20	7,520.93	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,107.07
Appx. Annual	88,046.40	90,251.20	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	107,265.60	109,969.60	112,673.60		118,352.00	121,284.80
75T Hourly	42.33	43.39	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	
Appx. Bi-wkly	3,386.40	3,471.20	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	
Appx. Monthly	7,337.20	7,520.93	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	
Appx. Annual	88,046.40	90,251.20	92,518.40	94,827.20	97,177.60	99,611.20		104,728.00	107,265.60		112,673.60	115,460.80		
75C Hourly	43.07	44.15	45.26	46.39	47.53	48.73	49.95	51.22	52.47	53.79	55.12	56.48	57.90	59.33
Appx. Bi-wkly	3,445.60	3,532.00	3,620.80	3,711.20	3,802.40	3,898.40	3,996.00	4,097.60	4,197.60	4,303.20	4,409.60	4,518.40	4,632.00	4,746.40
Appx. Monthly	7,465.47	7,652.67	7,845.07	8,040.93	8,238.53	8,446.53	8,658.00	8,878.13	9,094.80	9,323.60	9,554.13	9,789.87	10,036.00	10,283.87
Appx. Annual	89,585.60	91,832.00	94,140.80	96,491.20	98,862.40	101,358.40	103,896.00	106,537.60		111,883.20	114,649.60	117,478.40	120,432.00	123,406.40
76 Hourly	43.39	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.79
Appx. Bi-wkly	3,471.20	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,783.20
Appx. Monthly	7,520.93	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	10,363.60
Appx. Annual	90,251.20	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	107,265.60	109,969.60		115,460.80	118,352.00	121,326.40	124,363.20
76T Hourly	43.39	44.48	45.59	46.72	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	
Appx. Bi-wkly	3,471.20	3,558.40	3,647.20	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	
Appx. Monthly	7,520.93	7,709.87	7,902.27	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	
Appx. Annual	90,251.20	92,518.40	94,827.20	97,177.60	99,611.20	102,107.20	104,728.00	107,265.60	109,969.60	112,673.60	115,460.80	118,352.00	121,326.40	(0.04
76C Hourly	44.15	45.26	46.39	47.53	48.73	49.95	51.22	52.47	53.79	55.12	56.48	57.90	59.35	60.84
Appx. Bi-wkly	3,532.00	3,620.80	3,711.20	3,802.40	3,898.40 8,446.53	3,996.00	4,097.60	4,197.60 9,094.80	4,303.20	4,409.60 9,554.13	4,518.40 9,789.87	4,632.00	4,748.00	4,867.20
Appx. Monthly	7,652.67	7,845.07	8,040.93	8,238.53		8,658.00	8,878.13		9,323.60			10,036.00	10,287.33	10,545.60
Appx. Annual	91,832.00	94,140.80	96,491.20			103,896.00	106,537.60		111,883.20			120,432.00		126,547.20
77 Hourly	44.45	45.57	46.72	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.31
Appx. Bi-wkly	3,556.00	3,645.60	3,737.60	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60 9,389.47	4,440.80	4,552.00	4,666.40	4,784.80	4,904.80
Appx. Monthly	7,704.67	7,898.80	8,098.13	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13		9,621.73	9,862.67	10,110.53	10,367.07	10,627.07
Appx. Annual	92,456.00	94,785.60 45.57	97,177.60 46.72	99,611.20 47.89	102,107.20 49.09	104,728.00 50.35	107,265.60	109,969.60	112,673.60 54.17		118,352.00 56.90	121,326.40 58.33	124,404.80 59.81	127,524.80
77T Hourly	44.45	45.57 3,645.60					51.57	52.87		55.51	4,552.00	58.33 4,666.40		
Appx. Bi-wkly Appx. Monthly	3,556.00 7,704.67	3,645.60 7,898.80	3,737.60 8,098.13	3,831.20 8,300.93	3,927.20 8,508.93	4,028.00 8,727.33	4,125.60 8,938.80	4,229.60 9,164.13	4,333.60 9,389.47	4,440.80 9,621.73	4,552.00 9,862.67	4,000.40	4,784.80 10,367.07	
Appx. Monuniy Appx. Annual	92,456.00	94,785.60	97,177.60	8,300.93 99,611.20		0,727.33		9,104.13			9,802.07	121,326.40		
77C Hourly	45.23	46.37	47.53	48.73	49.95	51.22	52.47	53.79	55.12	56.48	57.90	59.35	60.86	62.38
Appx. Bi-wkly	3,618.40	3,709.60	3,802.40	3,898.40	3,996.00	4,097.60	4,197.60	4,303.20	4,409.60	4,518.40	4,632.00	4,748.00	4,868.80	4,990.40
Appx. Monthly	7,839.87	3,707.00 8,037.47	8,238.53	8,446.53	8,658.00	8,878.13	9,094.80	9,323.60	9,554.13	9,789.87	4,032.00	10,287.33	4,808.80	10,812.53
Appx. Monual	94,078.40	96,449.60	98,862.40	101,358.40	103,896.00	106,537.60		111,883.20		117,478.40	120,432.00	123,448.00	126,588.80	129,750.40
78 Hourly	45.58	46.73	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.29	62.82
Appx. Bi-wkly	3,646.40	3,738.40	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	5.025.60
Appx. Monthly	7,900.53	3,730.40 8,099.87	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	10,367.07	10,623.60	10,888.80
Appx. Annual	94,806.40	97,198.40	99,611.20			107,265.60			115,460.80		121,326.40	124,404.80		130,665.60
78T Hourly	45.58	46.73	47.89	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.29	130,003.00
Appx. Bi-wkly	3,646.40	3,738.40	3,831.20	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	
Appx. Monthly	7,900.53	8,099.87	8,300.93	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53		10,623.60	
Appx. Annual	94,806.40	97,198.40	99,611.20		104,728.00	107,265.60	109,969.60			118,352.00	121,326.40	124,404.80	127,483.20	
78C Hourly	46.38	47.54	48.73	49.95	51.22	52.47	53.79	55.12	56.48	57.90	59.35	60.86	62.36	63.92
Appx. Bi-wkly	3,710.40	3,803.20	3,898.40	3,996.00	4,097.60	4,197.60	4,303.20	4,409.60	4,518.40	4,632.00	4,748.00	4,868.80	4,988.80	5,113.60
Appx. Monthly	8,039.20	8,240.27	8,446.53	8,658.00	8,878.13	9,094.80	9,323.60	9,554.13	9,789.87	10,036.00	10,287.33	10,549.07	10,809.07	11,079.47
Appx. Annual	96,470.40	98,883.20	101,358.40	103,896.00	106,537.60		111,883.20				123,448.00	126,588.80		132,953.60
79 Hourly	46.74	47.90	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.29	62.84	64.41
Appx. Bi-wkly	3,739.20	3,832.00	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80
Appx. Monthly	8,101.60	8,302.67	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40
Appx. Annual	97,219.20	99,632.00	102,107.20	104,728.00	107,265.60	109,969.60	112,673.60	115,460.80	118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80
79T Hourly	46.74	47.90	49.09	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.29	62.84	
Appx. Bi-wkly	3,739.20	3,832.00	3,927.20	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	
Appx. Monthly	8,101.60	8,302.67	8,508.93	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	
Appx. Annual	97,219.20	99,632.00	102,107.20		107,265.60		112,673.60					127,483.20		
79C Hourly	47.55	48.74	49.95	51.22	52.47	53.79	55.12	56.48	57.90	59.35	60.86	62.36	63.94	65.55
Appx. Bi-wkly	3,804.00	3,899.20	3,996.00	4,097.60	4,197.60	4,303.20	4,409.60	4,518.40	4,632.00	4,748.00	4,868.80	4,988.80	5,115.20	5,244.00
Appx. Monthly	8,242.00	8,448.27	8,658.00	8,878.13	9,094.80	9,323.60	9,554.13	9,789.87	10,036.00	10,287.33	10,549.07	10,809.07	11,082.93	11,362.00
Appx. Annual		101,379.20			109,137.60								132,995.20	

- Apex. (berly Apex. (berly App.	Rang	jes Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
App. Arrow US011 ES12.0 EV72.00 P/22.00 <	80	Hourly	47.92	49.11	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.29	62.84	64.41	66.02
Apps. Arrani 99.72 00 102.145 00 102.405 01 123.246 124.364 01 124.246 03 137.72 01 137.210 137.200		Appx. Bi-wkly	3,833.60	3,928.80	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	5,281.60
eff fail		Appx. Monthly	8,306.13	8,512.40	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	11,443.47
App: Merity 383.00 392.80 4 0200 4 432.00 4 448.00 4 428.00 4 464.00 4 784.00 7 027.00 5 027.20 5 102.90 App: Merity 383.03 8 03.03 10 23.04 0 102.04.00 10 22.04.00 10 22.04.00 12 23.4.01		Appx. Annual	99,673.60		104,728.00	107,265.60		112,673.60	115,460.80	118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80	137,321.60
Appe. Numity 3.8.1.2 3.9.8.2.0 9.86.2.7 9.86.2.7 10.110.5.1 10.36.0.7 10.23.0.7 <	80T	Hourly	47.92	49.11	50.35	51.57	52.87	54.17	55.51	56.90	58.33	59.81	61.29	62.84	64.41	
Apper Averal 99.07-00 102.426.00 102.426.00 112.473.00 112.473.00 112.473.00 112.473.00 112.473.00 112.473.00 112.473.00 112.473.00 112.473.00 12.478.00 <td></td> <td>Appx. Bi-wkly</td> <td>3,833.60</td> <td>3,928.80</td> <td>4,028.00</td> <td>4,125.60</td> <td>4,229.60</td> <td>4,333.60</td> <td>4,440.80</td> <td>4,552.00</td> <td>4,666.40</td> <td>4,784.80</td> <td>4,903.20</td> <td>5,027.20</td> <td>5,152.80</td> <td></td>		Appx. Bi-wkly	3,833.60	3,928.80	4,028.00	4,125.60	4,229.60	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	
DC Houny 48.76 49.97 51.22 52.47 55.12 55.46 73.70 93.25 60.23 60.35 61.73 55.24 63.74 Agrus Having 8.461.7 8.3781.1 0.904.80 9.533.0 9.234.0 9.534.0 9.234.0 9.234.0 9.534.1 9.292.30 11.335.00 11.464.00 11.748.30 11.299.5 11.335.00 11.464.00 11.747.3 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.335.00 11.299.50 11.379.50 11.299.50 11.2		Appx. Monthly	8,306.13	8,512.40	8,727.33	8,938.80	9,164.13	9,389.47	9,621.73	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	
Apps: Bindly 200000 3977.00 4077.00 4177.00 4302.00 4574.30 4482.00 517.30 524.00 537.40 1017.00 1102.90 <		Appx. Annual	99,673.60	102,148.80	104,728.00	107,265.60	109,969.60	112,673.60	115,460.80	118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80	
Anges, Kenning 8,461-73 269413 0.948.80 0.923.40 0.9547.10 1.02.00 1.10.200	80C	Hourly	48.76	49.97		52.47		55.12	56.48	57.90	59.35	60.86	62.36	63.94	65.55	67.18
Age, Annual 017.4288 03.971.60 09.971.60 01.971.74		Appx. Bi-wkly	3,900.80	3,997.60	4,097.60	4,197.60	4,303.20	4,409.60	4,518.40	4,632.00		4,868.80	4,988.80	5,115.20	5,244.00	5,374.40
61 Learly 40/0 50/12 51/7 52/1 56/1 66/0 56/13 59/81 61/2 62/84 64/41 66/00 67/8 Apps: Kindly 52/00 42/260		11 3														11,644.53
Argus Brindly 329x.04 4.025.60 4.125.60 4.228.04 4.338.00 4.4408 4.520.01 5.057.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 5.122.00 1.144.000 1.127.23 BTI Thorly 4406 50.52 51.51 5.57 54.11 55.55 56.00 56.33 59.81 61.72 62.92 64.64.4 66.00 Appx. Khemby 8.272.00 8.25.60 1.25.66 1.25.66 1.25.66 1.25.66 1.25.66 1.25.66 1.25.66 1.25.66 1.25.66 1.25.26 1.25.66 1.25.26 1.25.66 1.25.26 1.25.26 1.25.26 1.25.26 1.25.26 1.25.26 1.25.26 1.26.26 1.25.26 1.26.26 1.25.26 1.25.26 1.25.26 1.26.26 1.27.28.00 1.26.25 5.57.16 5.52.7 5.57.15 5.57 5.57.0 5.58.15 5.59.0 5.58.00 1.26.25 1.26.26 4.27.28 4.28																139,734.40
Apper Monthy B37270 B37270 B372711 B33880 P1(4113 B378477 P362457 D1(2406 D102216 D100216 D100216 <thd10016< th=""> <</thd10016<>	81	2														67.66
Appx Annual 102086 40 107.265 60 172.673 40 173.872.00 172.123.40 172.483.20 127.48																
Filt Houry 40/08 50/32 51/57 52/27 54/17 55/51 56/90 93/33 96/81 61/29 62/24 64/41 66/00 Appx Bindly 3/26/40 40/25.60 4/12/80 4/33/80 4/44/80 4/55/20 4/66/40 4/78/80 5/115 5/64 6/76 6/78 4/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/78/80 1/12/80 4/9/82 4/11/8 4/9/82 4/11/8		11 3														
Appx Einekly 39:24:00 4.002:60 4.125:60 4.240:80 94:440:80 4.962:70 5.13:280 5.15:280 5.16:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280 5.12:280																140,/32.80
Apper Ammual 102,084 40 104,465 40 107,265 40 109,996 40 112,454 00 112,354 00 127,483 20 130,702 20 133,972 80 137,280 10 Bit Hunty 499 40 11,19 5247 53.70 55.12 55.64 65.70 59.35 66.88 4,298 00 51.12 0 52.471 53.70 53.71 55.64 67.90 59.35 66.88 4,298 00 51.12 0 52.441 00 53.72 50.64 64.84 4,898 00 51.12 0 52.441 00 53.72 50.67 10.02.97 10.12.97 20 11.20.20 11.61.41 0 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.61.40 1 11.92.20 11.22.80 12.92.80 12.92.80 12.92.80 12.92.80 12.92.80	811															
Appc Annual 102.086.40 107.465.60 107.265.00 172.450.00 172.450.00 127.450.20 120.707.20 133.972.20 13.262.00 14.11.0 11.911.01 11.92.20 143.972.20 13.262.00 13.972.20 13.262.00 13.262.00 13.262.00 13.262.00 13.262.00 13.262.00 13.262.00 13.262.00 13.262.00 14.22.20 23.972.20 13.262.00 14.22.20 23.972.20 13.262.00 14.22.20 23.972.20 13.262.00 14.22.20 24.984.41 44.000 <td></td>																
BTC Heury 49.94 51.17 52.47 55.17 56.48 57.90 99.25 60.36 6.25.6 6.31.44 66.55 67.16 68.88 Appx. Brunkly 3.995.20 4.095.00 4.197.60 4.303.20 4.409.60 4.518.40 4.528.20 127.438.20 15.47.57 10.829.01 11.641.07 11.922.23 Appx. Annual 105.87.20 106.475.20 109.137.400 11.788.20 11.4.440.0 11.747.84 127.448.20 122.448.20 122.448.40 123.2995.20 13.32.400.11.64.10 11.440.23 Appx. Brunkly 50.752.5 55.80 55.80 58.88 129.708.20 15.200.5 55.48.0 Appx. Envikly 40.756.60 11.273.60 11.264.20 121.264.01 124.404.80 127.483.20 17.200.64.00 40.722.20 12.200.6 Appx. Envikly 4.256.00 12.560 12.560 12.560 12.73.50 121.32.64.01 124.404.80 127.433.20 17.200.64.00 4.712.20 12.200.6 4.712.80 5.200.05 5.112.50		,														
App: Benkly 3 998/20 4 098.60 4 098.60 4 498.60 4 498.60 5 15.20 5 24.00 5 372.80 5 507.2 App: Numal 103.87.50 106.47.50 101.807.30 11.802.90 11.802.90 11.802.90 11.802.90 11.802.90 11.802.90 11.802.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.872.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873.80 12.873	010	11														/0.04
Appx. Monthy 8.656.27 8.72.93 9.944.80 9.323.60 9.554.13 9.794.87 10.036.00 10.287.33 10.549.07 11.082.93 11.362.00 11.641.07 11.932.2 Appx. Annual 103.72.00 106,475.20 109,475.00 117.488.00 12.448.00 12.448.00 12.448.00 12.945.20 13.64.04 10.829.25 11.64.14 61.00 67.66 68.33 Appx. Binwiky 40.256.00 4.125.60 4.228.00 4.448.00 4.552.00 4.664.04 7.748.80 10.632.00 10.822.20 11.777.73 12.006 Appx. Enwiky 4.025.60 17.256.20 12.673.60 11.5.60.80 118.352.00 121.326.40 124.40.80 127.483.20 10.707.20 133.972.80 52.80 54.80 Appx. Enwiky 4.025.60 17.265.60 126.374.00 116.460.00 116.352.00 121.326.40 124.404.80 127.483.00 130,772.70 133.972.80 52.80 54.12 55.7 56.97 56.33 59.81 56.12 56.448 64.14	810	2														
Apps. Annual 103375 20 106,475 20 101,3760 111,883.20 114,649.60 117,478.40 120,422.00 123,448.00 129,952.00 136,344.00 139,992.20 136,344.00 139,992.20 136,344.00 139,992.20 136,344.00 139,992.20 133,187.20 Apps. Birkky 4.025.60 112,564 122,926.40 133,360 4,440.80 152,520 5,202.00 151,270.20 151,270.20 5,177.20 127,200.01 139,722.00 139,722.00 141,220.00 147,220.00 147,220.00 147,722.00 147,		11 9														
B2 Hourly 90.32 51.57 52.87 54.17 55.51 56.90 58.33 99.81 61.29 62.84 64.41 66.00 67.66 69.33 Appr. Momthy 8.978.00 14.13 3.98.40 14.14 3.98.40 14.164.13 3.98.40 14.164.41 14.404.40 5.54.00 5.44.10 5.44.00 5.44.10 5.44.00 5.44.28.0 11.27.27.32.28.0 14.24.42.0 11.27.27.32.28.0 14.24.42.0 11.27.27.32.28.0 14.24.42.0 6.4.1 6.60.0 67.66 69.3 5.412.80 67.17.3 55.15 5.69.0 58.33 59.81 61.29 62.84 64.41 66.00 67.66 67.83 69.83 59.81 61.29 62.84 64.41 66.00 67.68 67.37 8.82.67 10.105.25 10.327.02 11.27.10 12.44.24.00 12.44.80 19.372.80 17.28.40 19.372.80 17.28.40 13.27.280 17.28.240 10.372.20 12.44.40 14.44.40 14.44.40 14.44.40 14.44.40 14.44.4		11 5														
App: Bi-widy 4.025.60 4.125.60 4.229.60 4.333.60 4.440.80 4.552.00 4.666.40 4.784.80 4.903.20 5.07.20 5.152.80 5.280.00 5.412.80 5.548.00 App: Annul 104.665.60 07.265.01 09.960 112.673.00 113.52.00 121.326.40 124.428.0 4.004.80 127.83.20 121.326.20 121.326.40 124.248.0 4.003.20 5.027.20 5.152.80 5.280.00 6.76.6 App: Annul 104.665.60 107.265.01 19.964.01 13.852.00 121.326.40 124.340.01 10.727.03 13.972.80 13.728.00 10.707.20 13.972.80 13.728.00 10	00	11														
Appr. Monthly 8,722 13 8,938.0 9,161.13 9,389.47 9,621.73 9,862.67 10,105.37 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,202.64 B2T Houry 50.32 51.57 55.287 55.47 55.57 55.69 58.33 59.81 61.29 62.244 64.41 60.00 67.66 Appr. Monthly 8,722.13 8,938.80 9,164.13 9,389.47 9,621.73 9,862.67 10,110.53 10,67.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 20.200 Appr. Annual 104.665.60 107.265.01 109.660 112,473.60 115,400.01 11,852.00 112,426.40 12,443.00 10,682.27 11,164.40 11,440.00 11,727.73 20.200 4,073.20 Appr. Monthly 8,972.13 3,938.47 9,621.73 9,862.67 10,105.30 10,073.20 13,072.20 13,072.20 13,072.20 13,072.20 12,022.40 5,97.20 5,644.8 4,092.40 11,02.27 <td>82</td> <td>5</td> <td></td>	82	5														
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83T Hourly 51.56 52.86 54.17 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 Appx. Bi-wkly 4,124.80 4,228.80 4,333.60 4,440.80 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,548.80 Appx. Monthly 8,937.07 9,162.40 9,389.47 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10.892.27 11,164.40 11,440.00 11,727.73 12,022.40 Appx. Annual 107,244.80 109,948.80 112,673.60 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 Bit wkly 4,196.80 4,302.40 4,409.60 4,518.40 4,632.00 4,748.00 126,588.80 5,115.20 5,244.00 13,642.00 11,641.07 11,932.27 12,328.13 12,588.9 Appx. Monthly 9,9307																12,322.27
Appx. Bi-wkly4,124.804,228.804,333.604,440.804,552.004,666.404,784.804,903.205,072.205,152.805,280.005,412.805,548.80Appx. Monthly8,937.079,162.409,389.479,621.739,862.6710,110.5310,367.0710,623.6010,892.2711,164.4011,440.0011,727.7312,022.40Appx. Annual107,244.80109,948.80112,673.60115,460.80118,352.00121,326.40124,404.80127,483.20130,077.20133,972.80137,280.00140,732.80144,268.80Bi-wkly4,196.804,302.404,409.604,518.404,632.004,748.004,868.804,988.805,115.205,641.005,372.805,507.205,645.605,787.20Appx. Annual109,91.6811,862.40114,649.6017,478.40120,432.00123,448.00126,588.80129,708.80132,992.0113,632.00143,187.2014,678.6071.0972.8Appx. Annual109,116.8011,862.40114,649.6017,478.40120,432.00123,448.00126,588.80129,708.80132,992.0113,632.00143,187.20146,785.605,687.20Appx. Annual109,91.6811,862.40114,649.6017,478.40120,432.00123,448.00120,932.005,277.205,518.805,280.005,412.805,488.805,488.70Appx. Bi-wkly4,227.204,332.004,440.804,552.004,666.404,784.804,903.205,077.205,158.		Appx. Annual	107,244.80	109,948.80	112,673.60	115,460.80	118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	147,867.20
Appx. Monthly Appx. Annual8,937.079,162.409,389.479,621.739,862.6710,110.5310,367.0710,623.6010,892.2711,164.4011,440.0011,727.7312,022.40Appx. Annual107,244.80109,948.80112,673.60115,460.80118,352.00121,326.40124,404.80127,483.20130,707.20133,972.80137,280.00140,732.80144,268.8083CHourly52.4653.7855.1256.4857.9059.3560.8662.3663.9465.5567.1668.8470.5772.3Appx. Bi-wkly4,196.804,302.404,409.604,518.404,632.004,748.004,868.804,988.805,115.205,244.005,372.805,507.205,645.605,787.2Appx. Annual109,116.80111,862.40114,649.60117,478.40120,432.00123,448.00126,588.80129,708.80132,995.20136,344.00139,692.80143,187.20146,785.60150,467.2084Hourly52.8454.1555.5156.9058.3359.8161.2962.8464.4166.0067.6669.3671.0972.88Appx. Monthly9,158.939,386.009,621.739,862.6710,110.5310,367.0710,623.6010,892.2711,164.4011,40.0011,727.7312,022.4012,322.2712,632.83Appx. Bi-wkly4,227.204,332.004,440.804,552.002,646.404,784.804,903.205,027.205,152.80<	83T	Hourly	51.56	52.86	54.17	55.51	56.90	58.33	59.81	61.29	62.84	64.41	66.00	67.66	69.36	
Appx. Annual 107,244.80 109,948.80 112,673.60 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 83C Hourly 52.46 53.78 55.12 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.3 Appx. Bi-wkly 4,196.80 4,302.40 4,409.60 4,518.40 4,632.00 4,748.00 4,868.80 4,988.80 5,115.20 5,244.00 5,372.80 5,507.20 5,645.60 5,787.2 Appx. Monthly 9,093.07 9,321.87 9,554.13 9,789.87 10,036.00 10,287.33 10,549.07 10,809.07 11,862.00 144,785.60 150.47.2 Appx. Monthly 9,093.07 9,321.87 9,554.13 9,789.87 10,036.00 10,287.33 10,549.07 10,809.07 11,862.00 146,785.60 150.47.2 Appx. Bi-wkly 4,227.20 4,338.20 444.08.0 10,232.00		Appx. Bi-wkly	4,124.80	4,228.80	4,333.60	4,440.80	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	
B3C Hourly 52.46 53.78 55.12 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.3 Appx. Bi-wkly 4,196.80 4,302.40 4,409.60 4,518.40 4,632.00 4,748.00 4,868.80 4,988.80 5,115.20 5,244.00 5,372.80 5,507.20 5,645.60 5,787.2 Appx. Monthly 9,093.07 9,321.87 9,554.13 9,789.87 10,036.00 10,287.33 10,549.07 10,809.07 11,682.00 11,641.07 11,932.27 12,232.13 12,538.9 Appx. Annual 109,116.80 111,862.40 114,649.60 117,478.40 120,432.00 126,588.80 129,708.80 132,995.20 136,344.00 139,692.80 143,187.20 146,785.60 150,467.20 Appx. Bi-wkly 4,227.20 4,332.00 4,408.00 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,687.20 5,829.6 Appx. Monthly 9,158.93		Appx. Monthly	8,937.07	9,162.40	9,389.47	9,621.73	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	
App. Bi-wkly4,196.804,302.404,409.604,518.404,632.004,748.004,868.804,988.805,115.205,244.005,372.805,507.205,645.605,787.2App. Monthly9,093.079,321.879,554.139,789.8710,036.0010,287.3310,549.0710,809.0711,862.9311,642.0011,461.0711,932.2712,232.1312,538.97App. Annual109,116.80111,862.40111,464.60117,478.40120,432.00123,448.00126,588.80129,708.80132,995.20136,344.00139,692.80143,187.20146,785.60150,467.284Hourly52.8454.1555.5156.9058.3359.8161.2962.8464.4166.0067.6669.3671.0972.88Appx. Monthly9,158.939,386.009,621.739,862.6710,110.5310,367.0710,623.6010,892.2711,164.0011,727.7312,022.4012,322.2712,630.88Appx. Annual109,97.20112,632.00115,460.80118,352.00121,326.40124,404.80127,483.2030,707.20133,972.80140,732.80144,268.80147,867.20151,569.6584THourly52.8454.1555.5156.9058.3359.8161.2962.8464.4166.0067.6669.3671.09Appx. Bi-wkly4,227.204,332.0014,408.804,552.005,182.8359.8161.2962.8464.4166.0067.6669.36	_	Appx. Annual	107,244.80	109,948.80	112,673.60	115,460.80	118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	
Appx. Monthly Appx. Annual9,093.079,321.879,554.139,789.8710,036.0010,287.3310,549.0710,809.0711,082.9311,362.0011,641.0711,932.2712,232.1312,538.9Appx. Annual109,116.80111,862.40114,649.60117,478.40120,432.00123,448.00126,588.80129,708.80132,995.20136,344.00139,692.80143,187.20146,785.60150,467.2084Hourly52.8454.1555.5156.9058.3359.8161.2962.8464.4166.0067.6669.3671.0972.8Appx. Bi-wkly4,227.204,332.004,440.804,552.004,666.404,784.804,903.205,027.205,152.805,280.005,412.805,548.805,687.205,829.60Appx. Annual109,907.20112,632.00115,460.80118,352.00121,326.40124,404.80127,483.20130,707.20133,972.80137,280.00140,732.80144,268.80147,867.20151,569.6084THourly52.8454.1555.5156.9058.3359.8161.2962.8464.4166.0067.6669.3671.09Appx. Bi-wkly4,227.204,332.004,440.804,552.004,666.404,784.804,903.205,027.205,152.805,280.005,412.805,48.805,687.2015,569.6684THourly52.8454.1555.5156.9058.3359.8161.2962.8464.4166.0	83C	Hourly	52.46	53.78	55.12	56.48	57.90	59.35	60.86	62.36	63.94	65.55	67.16	68.84	70.57	72.34
Appx. Annual 109,116.80 111,862.40 114,649.60 117,478.40 120,432.00 123,448.00 126,588.80 129,708.80 132,995.20 136,344.00 139,692.80 143,187.20 146,785.60 150,467.20 84 Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 72.8 Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 4,666.40 4,784.80 4903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,548.80 12,322.27 12,630.8 Appx. Annual 109,907.20 112,632.00 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 144,058.80 147,867.20 151,569.66 84T Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 12,322.27 12,632.00 1		Appx. Bi-wkly	4,196.80	4,302.40	4,409.60	4,518.40	4,632.00	4,748.00	4,868.80	4,988.80	5,115.20	5,244.00	5,372.80	5,507.20	5,645.60	5,787.20
84 Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 72.8 Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,548.80 5,687.20 5,829.6 Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,400.00 11,727.73 12,022.40 12,322.27 12,630.8 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 144,268.80 147,867.20 151,569.6 84T Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 Appx. Bi-wkly 4,227.20		Appx. Monthly	9,093.07	9,321.87	9,554.13	9,789.87	10,036.00	10,287.33	10,549.07	10,809.07	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93
Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,548.80 5,687.20 5,828.60 Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,022.40 12,322.27 12,630.80 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 147,867.20 151,566.80 Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 56.83 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 Appx. Bi-wkly 4,227.20 4,332.00 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,401.00 11,727.73 12,022.40 12,322.27 Appx. Monthl		Appx. Annual	109,116.80	111,862.40	114,649.60	117,478.40	120,432.00	123,448.00			132,995.20	136,344.00			146,785.60	150,467.20
Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,022.40 12,322.27 12,303.83 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 133,972.80 137,280.00 140,732.80 144,268.80 147,867.20 151,569.66 84T Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 71.09 Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 5,512.80 5,280.00 5,412.80 5,548.80 5,687.20 72.32 72.322.27 72.32 72.322.27 72.322.27 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32 72.32	84															72.87
Appx. Annual 109,907.20 112,632.00 115,460.80 121,326.40 124,404.80 127,483.20 133,972.80 137,280.00 140,732.80 144,268.80 147,867.20 151,569.6 84T Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,687.20 12,322.27 Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,022.40 12,322.27 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 47,867.20 Appx. Annual 109,907.20 112,632.00		Appx. Bi-wkly														5,829.60
B4T Hourly 52.84 54.15 55.51 56.90 58.33 59.81 61.29 62.84 64.41 66.00 67.66 69.36 71.09 Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,548.80 5,687.20 Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,022.40 12,322.27 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 144,268.80 147,867.20 84C Hourly 53.76 55.10 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.34 74.1 Appx. Bi-wkly 4,300.80 4,408.00 4,518.40		11 3														12,630.80
Appx. Bi-wkly 4,227.20 4,332.00 4,440.80 4,552.00 4,666.40 4,784.80 4,903.20 5,027.20 5,152.80 5,280.00 5,412.80 5,548.80 5,687.20 Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,022.40 12,322.27 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 124,404.80 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 147,867.20 84C Hourly 53.76 55.10 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.34 74.1 Appx. Bi-wkly 4,300.80 4,408.00 4,518.40 4,632.00 4,748.00 4,868.80 5,115.20 5,244.00 5,372.80 5,507.20 5,645.60 5,787.20 5,931.2																151,569.60
Appx. Monthly 9,158.93 9,386.00 9,621.73 9,862.67 10,110.53 10,367.07 10,623.60 10,892.27 11,164.40 11,440.00 11,727.73 12,022.40 12,322.27 Appx. Annual 109,907.20 112,632.00 115,460.80 118,352.00 121,326.40 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 147,867.20 84C Hourly 53.76 55.10 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.34 74.1 Appx. Bi-wkly 4,300.80 4,408.00 4,518.40 4,632.00 4,748.00 4,988.80 5,115.20 5,244.00 5,372.80 5,645.60 5,787.20 5,931.2	84T	5														
Appx. Annual 109,907.20 112,632.00 115,460.80 121,326.40 121,404.80 127,483.20 130,707.20 133,972.80 137,280.00 140,732.80 144,268.80 147,867.20 84C Hourly 53.76 55.10 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.34 74.1 Appx. Bi-wkly 4,300.80 4,518.40 4,632.00 4,748.00 4,868.80 4,988.80 5,115.20 5,244.00 5,372.80 5,507.20 5,645.60 5,787.20 5,931.2																
84C Hourly 53.76 55.10 56.48 57.90 59.35 60.86 62.36 63.94 65.55 67.16 68.84 70.57 72.34 74.1 Appx. Bi-wkly 4,300.80 4,518.40 4,632.00 4,748.00 4,868.80 4,988.80 5,115.20 5,244.00 5,372.80 5,507.20 5,645.60 5,787.20 5,931.2		11 3														
Appx. Bi-wkly 4,300.80 4,408.00 4,518.40 4,632.00 4,748.00 4,868.80 4,988.80 5,115.20 5,244.00 5,372.80 5,507.20 5,645.60 5,787.20 5,931.2																
	84C	2														74.14
Appx. Monthly 9,318.40 9,550.67 9,789.87 10,036.00 10,287.33 10,549.07 10,809.07 11,082.93 11,362.00 11,641.07 11,932.27 12,232.13 12,538.93 12,850.9																5,931.20
																12,850.93
Appx. Annual 111,820.80 114,608.00 117,478.40 120,432.00 123,448.00 126,588.80 129,708.80 132,995.20 136,344.00 139,692.80 143,187.20 146,785.60 150,467.20 154,211.2		Appx. Annual	111,820.80	114,608.00	117,478.40	120,432.00	123,448.00	126,588.80	129,/08.80	132,995.20	136,344.00	139,692.80	143,187.20	146,/85.60	150,467.20	154,211.20

Rang	es Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
85	Hourly	54.16	55.52	56.90	58.33	59.81	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.68
	Appx. Bi-wkly	4,332.80	4,441.60	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,974.40
	Appx. Monthly	9,387.73	9,623.47	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,944.53
	Appx. Annual	112,652.80	115,481.60	118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,334.40
85T	Hourly	54.16	55.52	56.90	58.33	59.81	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	
	Appx. Bi-wkly	4,332.80	4,441.60	4,552.00	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	
	Appx. Monthly	9,387.73	9,623.47	9,862.67	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	
	Appx. Annual	112,652.80		118,352.00	121,326.40	124,404.80	127,483.20	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	
85C	Hourly	55.11	56.49	57.90	59.35	60.86	62.36	63.94	65.55	67.16	68.84	70.57	72.34	74.13	75.99
	Appx. Bi-wkly	4,408.80	4,519.20	4,632.00	4,748.00	4,868.80	4,988.80	5,115.20	5,244.00	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,079.20
	Appx. Monthly	9,552.40	9,791.60	10,036.00	10,287.33	10,549.07	10,809.07	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,171.60
	Appx. Annual	114,628.80	117,499.20	120,432.00	123,448.00	126,588.80	129,708.80	132,995.20	136,344.00	139,692.80	143,187.20	146,785.60	150,467.20	154,190.40	158,059.20
86	Hourly	55.53	56.91	58.33	59.81	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.54
	Appx. Bi-wkly	4,442.40	4,552.80	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,123.20
	Appx. Monthly	9,625.20	9,864.40	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,266.93
0/T	Appx. Annual	115,502.40		121,326.40	124,404.80		130,707.20	133,972.80	137,280.00	140,732.80		147,867.20	151,548.80	155,313.60	159,203.20
801	Hourly	55.53	56.91	58.33	59.81	61.29	62.84	64.41	66.00	67.66	69.36	71.09 5,687.20	72.86	74.67 5,973.60	
	Appx. Bi-wkly	4,442.40	4,552.80	4,666.40	4,784.80	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80		5,828.80		
	Appx. Monthly	9,625.20	9,864.40	10,110.53	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	
040	Appx. Annual Hourly	115,502.40 56.50	118,372.80 57.91	121,326.40 59.35	124,404.80 60.86	127,483.20 62.36	130,707.20 63.94	133,972.80 65.55	137,280.00 67.16	140,732.80 68.84	144,268.80 70.57	147,867.20 72.34	151,548.80 74.13	155,313.60 75.98	77.88
000	Appx. Bi-wkly	4,520.00	57.91 4,632.80	59.35 4,748.00	60.86 4,868.80	62.36 4,988.80	5,115.20	5,244.00	5,372.80	68.84 5,507.20	70.57 5,645.60	72.34 5,787.20	74.13 5,930.40	6,078.40	6,230.40
	Appx. Di-wkiy Appx. Monthly	9,793.33	10,037.73	10,287.33	4,000.00	4,900.00	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,499.20
	Appx. Monuny Appx. Annual	117,520.00		123,448.00	126,588.80				139,692.80	143,187.20	146,785.60			158,038.40	
87	Hourly	56.93	58.35	59.81	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48
07	Appx. Bi-wkly	4,554.40	4,668.00	4,784.80	4,903.20	5.027.20	5,152.80	5.280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40
	Appx. Monthly	9,867.87	10,114.00	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20
	Appx. Annual	118,414.40		124,404.80	127,483.20	130,707.20			140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40
87T	Hourly	56.93	58.35	59.81	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.56	100,200.10
	Appx. Bi-wkly	4,554.40	4,668.00	4,784.80	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	
	Appx. Monthly	9,867.87	10,114.00	10,367.07	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	
	Appx. Annual	118,414.40	121,368.00	124,404.80	127,483.20	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80			
87C	Hourly	57.93	59.37	60.86	62.36	63.94	65.55	67.16	68.84	70.57	72.34	74.13	75.98	77.90	79.86
	Appx. Bi-wkly	4,634.40	4,749.60	4,868.80	4,988.80	5,115.20	5,244.00	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80
	Appx. Monthly	10,041.20	10,290.80	10,549.07	10,809.07	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40
	Appx. Annual	120,494.40	123,489.60	126,588.80	129,708.80	132,995.20	136,344.00	139,692.80	143,187.20	146,785.60	150,467.20	154,190.40	158,038.40	162,032.00	166,108.80
88	Hourly	58.33	59.79	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.44
	Appx. Bi-wkly	4,666.40	4,783.20	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,435.20
	Appx. Monthly	10,110.53	10,363.60	10,623.60	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,942.93
	Appx. Annual	121,326.40		127,483.20	130,707.20	133,972.80		140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80		167,315.20
88T	Hourly	58.33	59.79	61.29	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	
	Appx. Bi-wkly	4,666.40	4,783.20	4,903.20	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	
	Appx. Monthly	10,110.53		10,623.60	10,892.27	11,164.40		11,727.73	12,022.40		12,629.07	12,942.80	13,270.40	13,603.20	
	Appx. Annual	121,326.40							144,268.80		151,548.80	155,313.60			
88C	Hourly	59.35	60.84	62.36	63.94	65.55	67.16	68.84	70.57	72.34	74.13	75.98	77.90	79.86	81.84
	Appx. Bi-wkly	4,748.00	4,867.20	4,988.80	5,115.20	5,244.00	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,547.20
	Appx. Monthly	10,287.33	10,545.60	10,809.07	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,185.60
- 00	Appx. Annual	123,448.00		129,708.80	132,995.20	136,344.00	139,692.80		146,785.60	150,467.20	154,190.40		162,032.00	166,108.80	170,227.20
89	Hourly	59.81 4 794 90	61.31	62.84 5.027.20	64.41 5 152 90	66.00 5 280 00	67.66 5.412.90	69.36	71.09 5,687.20	72.86	74.67 5 072 60	76.56	78.48	80.42	82.43
	Appx. Bi-wkly	4,784.80	4,904.80	5,027.20 10,892.27	5,152.80	5,280.00	5,412.80 11,727.73	5,548.80	5,687.20	5,828.80 12,629.07	5,973.60 12,942.80	6,124.80 13,270.40	6,278.40 13,603.20	6,433.60	6,594.40 14,287.87
	Appx. Monthly	10,367.07	10,627.07		11,164.40	11,440.00		12,022.40 144,268.80						13,939.47	
<u>807</u>	Appx. Annual Hourly	124,404.80 59.81	127,524.80 61.31	130,707.20 62.84	133,972.80 64.41	137,280.00 66.00	67.66	69.36	147,867.20 71.09	151,548.80 72.86	155,313.60 74.67	159,244.80 76.56	78.48	167,273.60 80.42	171,404.40
071	Appx. Bi-wkly	4,784.80	4,904.80	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	
	Appx. DI-WKIY Appx. Monthly	4,764.00	4,904.80	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	
	Appx. Monuny Appx. Annual		127,524.80	130,707.20		137,280.00			147,867.20		155,313.60		163,238.40		
89C	Hourly	60.86	62.38	63.94	65.55	67.16	68.84	70.57	72.34	74.13	75.98	77.90	79.86	81.82	83.86
270	Appx. Bi-wkly	4,868.80	4,990.40	5,115.20	5,244.00	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,708.80
	Appx. Monthly	10,549.07	10,812.53	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,535.73
	Appx. Annual					139,692.80			150,467.20					170,185.60	
	11.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,.00.10	,. ,0120	,- 1100	,-,2,2,00	,			2 ., . , . , 0		,-02.00		,	, .20100

Range	es Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
90 H	lourly	61.31	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.52
ŀ	Appx. Bi-wkly	4,904.80	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,761.60
ŀ	Appx. Monthly	10,627.07	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,650.13
ļ	Appx. Annual	127,524.80	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80	175,801.60
90T ⊦	lourly	61.31	62.84	64.41	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	
ŀ	Appx. Bi-wkly	4,904.80	5,027.20	5,152.80	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	
ŀ	Appx. Monthly	10,627.07	10,892.27	11,164.40	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	
ŀ	Appx. Annual	127,524.80	130,707.20	133,972.80	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80	
90C H	lourly	62.38	63.94	65.55	67.16	68.84	70.57	72.34	74.13	75.98	77.90	79.86	81.82	83.90	86.00
ŀ	Appx. Bi-wkly	4,990.40	5,115.20	5,244.00	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6,880.00
ŀ	Appx. Monthly	10,812.53	11,082.93	11,362.00	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,906.67
-	Appx. Annual	129,750.40	132,995.20	136,344.00	139,692.80	143,187.20	146,785.60	150,467.20	154,190.40	158,038.40	162,032.00	166,108.80	170,185.60	174,512.00	178,880.00
91 ⊦	lourly	62.82	64.39	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62
ļ	Appx. Bi-wkly	5,025.60	5,151.20	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60
ŀ	Appx. Monthly	10,888.80	11,160.93	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13
4	Appx. Annual	130,665.60	133,931.20	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80	175,780.80	180,169.60
91T ⊦	lourly	62.82	64.39	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	
ļ	Appx. Bi-wkly	5,025.60	5,151.20	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	
ŀ	Appx. Monthly	10,888.80	11,160.93	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	
4	Appx. Annual	130,665.60	133,931.20	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80	175,780.80	
91C	lourly	63.92	65.51	67.16	68.84	70.57	72.34	74.13	75.98	77.90	79.86	81.82	83.90	85.99	88.14
A	Appx. Bi-wkly	5,113.60	5,240.80	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20
ļ	Appx. Monthly	11,079.47	11,355.07	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60
4	Appx. Annual		136,260.80	139,692.80	143,187.20	146,785.60	150,467.20	154,190.40	158,038.40	162,032.00	166,108.80	170,185.60	174,512.00	178,859.20	183,331.20
92 H	lourly	64.39	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78
ŀ	Appx. Bi-wkly	5,151.20	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40
ŀ	Appx. Monthly	11,160.93	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53
4	Appx. Annual	133,931.20	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80	175,780.80	180,169.60	184,662.40
92T ⊦	lourly	64.39	66.00	67.66	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	
ļ	Appx. Bi-wkly	5,151.20	5,280.00	5,412.80	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	
ŀ	Appx. Monthly	11,160.93	11,440.00	11,727.73	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	
4	Appx. Annual	133,931.20	137,280.00	140,732.80	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80		167,273.60	171,516.80	175,780.80	180,169.60	
92C +	lourly	65.51	67.16	68.84	70.57	72.34	74.13	75.98	77.90	79.86	81.82	83.90	85.99	88.14	90.33
ŀ	Appx. Bi-wkly	5,240.80	5,372.80	5,507.20	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20	7,226.40
ŀ	Appx. Monthly	11,355.07	11,641.07	11,932.27	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20
	Appx. Annual	136,260.80	139,692.80	143,187.20	146,785.60	150,467.20	154,190.40	158,038.40	162,032.00			174,512.00	178,859.20	183,331.20	187,886.40
93 H	lourly	66.01	67.67	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	91.00
ŀ	Appx. Bi-wkly	5,280.80	5,413.60	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,280.00
ŀ	Appx. Monthly	11,441.73	11,729.47	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,773.33
	Appx. Annual		140,753.60	144,268.80	147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60		175,780.80	180,169.60		189,280.00
93T ⊦	lourly	66.01	67.67	69.36	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	
	Appx. Bi-wkly	5,280.80	5,413.60	5,548.80	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	
	Appx. Monthly	11,441.73	11,729.47	12,022.40	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	
	Appx. Annual	137,300.80			147,867.20	151,548.80		159,244.80	163,238.40	167,273.60		175,780.80	180,169.60	184,662.40	
93C	5	67.17	68.85	70.57	72.34	74.13	75.98	77.90	79.86	81.82	83.90	85.99	88.14	90.33	92.60
	Appx. Bi-wkly	5,373.60	5,508.00	5,645.60	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20	7,226.40	7,408.00
	Appx. Monthly	11,642.80	11,934.00	12,232.13	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,050.67
	Appx. Annual	139,713.60		146,785.60		154,190.40	158,038.40	162,032.00	166,108.80		174,512.00	178,859.20	183,331.20	187,886.40	192,608.00
	lourly	67.66	69.35	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.27
	Appx. Bi-wkly	5,412.80	5,548.00	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,461.60
	Appx. Monthly	11,727.73	12,020.67	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,166.80
	Appx. Annual	140,732.80		147,867.20	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80		180,169.60	184,662.40	189,259.20	194,001.60
94T ⊦	5	67.66	69.35	71.09	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	
	Appx. Bi-wkly	5,412.80	5,548.00	5,687.20	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	
	Appx. Monthly	11,727.73	12,020.67	12,322.27	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	
	Appx. Annual		144,248.00		151,548.80		159,244.80		167,273.60	171,516.80		180,169.60	184,662.40	189,259.20	
94C H	2	68.84	70.56	72.34	74.13	75.98	77.90	79.86	81.82	83.90	85.99	88.14	90.33	92.59	94.90
	Appx. Bi-wkly	5,507.20	5,644.80	5,787.20	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20	7,226.40	7,407.20	7,592.00
ŀ	Appx. Monthly	11,932.27	12,230.40	12,538.93	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,048.93	16,449.33
	Appx. Annual		146,764.80			158,038.40							187,886.40	192,587.20	197,392.00

Rang	es Eff. 7/22/17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
95	Hourly	69.34	71.08	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58
	Appx. Bi-wkly	5,547.20	5,686.40	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40
	Appx. Monthly	12,018.93	12,320.53	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20
_	Appx. Annual	144,227.20	147,846.40	151,548.80	155,313.60	159,244.80	163,238.40	167,273.60	171,516.80	175,780.80	180,169.60	184,662.40	189,259.20	193,960.00	198,806.40
	Hourly	69.34	71.08	72.86	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	
	Appx. Bi-wkly	5,547.20	5,686.40	5,828.80	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	
	Appx. Monthly	12,018.93	12,320.53	12,629.07	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	
	Appx. Annual	144,227.20		151,548.80	155,313.60		163,238.40		171,516.80	175,780.80	180,169.60	184,662.40	189,259.20	193,960.00	
	Hourly	70.55	72.33	74.13	75.98	77.90	79.86	81.82	83.90	85.99	88.14	90.33	92.59	94.88	97.26
	Appx. Bi-wkly	5,644.00	5,786.40	5,930.40	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20	7,226.40	7,407.20	7,590.40	7,780.80
	Appx. Monthly	12,228.67	12,537.20	12,849.20	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,048.93	16,445.87	16,858.40
	Appx. Annual	146,744.00	150,446.40	154,190.40	158,038.40	162,032.00	166,108.80	170,185.60	174,512.00	178,859.20	183,331.20	187,886.40	192,587.20	197,350.40	202,300.80
	Hourly	71.07	72.85	74.67	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58	97.97
	Appx. Bi-wkly	5,685.60	5,828.00	5,973.60	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40	7,837.60
	Appx. Monthly	12,318.80	12,627.33	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,981.47
	Appx. Annual	147,825.60	151,528.00 72.85	155,313.60 74.67		163,238.40			175,780.80	180,169.60	184,662.40 88.78	90.99	193,960.00	198,806.40 95.58	203,777.00
	Hourly Appx. Bi-wkly	71.07 5,685.60	5,828.00	5,973.60	76.56 6,124.80	78.48 6,278.40	80.42 6,433.60	82.46 6,596.80	84.51 6,760.80	86.62 6,929.60	7,102.40	7,279.20	93.25 7,460.00	7,646.40	
	Appx. Di-wkiy Appx. Monthly	12,318.80	12,627.33	12,942.80	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	
	Appx. Monuniy Appx. Annual	12,318.80		12,942.80	159,244.80	163,238.40	167,273.60	14,293.07	175,780.80	15,014.13	15,388.53	189,259.20	193,960.00	198,806.40	
960	Hourly	72.32	74.12	75.98	77.90	79.86	81.82	83.90	85.99	88.14	90.33	92.59	94.88	97.26	99.68
	Appx. Bi-wkly	5,785.60	5,929.60	6,078.40	6,232.00	6,388.80	6,545.60	6,712.00	6.879.20	7,051.20	7,226.40	7,407.20	7,590.40	7,780.80	7,974.40
	Appx. Monthly	12,535.47	12,847.47	13,169.87	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,048.93	16,445.87	16,858.40	17,277.87
	Appx. Annual	150,425.60		158,038.40	162,032.00	166,108.80			178,859.20	183,331.20	187,886.40	192,587.20	197,350.40		-
	Hourly	72.88	74.70	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58	97.98	100.43
	Appx. Bi-wkly	5,830.40	5,976.00	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40	7,838.40	8,034.40
	Appx. Monthly	12,632.53	12,948.00	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,983.20	17,407.87
	Appx. Annual	151,590.40	155,376.00	159,244.80	163,238.40		171,516.80	175,780.80	180,169.60	184,662.40	189,259.20	193,960.00	198,806.40	203,798.40	208,894.40
97T	Hourly	72.88	74.70	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58	97.98	
	Appx. Bi-wkly	5,830.40	5,976.00	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40	7,838.40	
	Appx. Monthly	12,632.53	12,948.00	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,983.20	
	Appx. Annual	151,590.40	155,376.00	159,244.80	163,238.40	167,273.60	171,516.80	175,780.80	180,169.60	184,662.40	189,259.20	193,960.00	198,806.40	203,798.40	
97C	Hourly	74.15	76.01	77.90	79.86	81.82	83.90	85.99	88.14	90.33	92.59	94.88	97.26	99.69	102.18
	Appx. Bi-wkly	5,932.00	6,080.80	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20	7,226.40	7,407.20	7,590.40	7,780.80	7,975.20	8,174.40
	Appx. Monthly	12,852.67	13,175.07	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,048.93	16,445.87	16,858.40	17,279.60	17,711.20
	Appx. Annual	154,232.00	158,100.80	162,032.00	166,108.80	170,185.60	174,512.00	178,859.20	183,331.20	187,886.40	192,587.20	197,350.40	202,300.80	207,355.20	212,534.40
98	Hourly	74.70	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58	97.98	100.45	102.96
	Appx. Bi-wkly	5,976.00	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40	7,838.40	8,036.00	8,236.80
	Appx. Monthly	12,948.00	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,983.20	17,411.33	17,846.40
	Appx. Annual	155,376.00	159,244.80	163,238.40	167,273.60	171,516.80	175,780.80	180,169.60	184,662.40	189,259.20	193,960.00	198,806.40	203,798.40	208,936.00	214,156.80
98T	Hourly	74.70	76.56	78.48	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58	97.98	100.45	
	Appx. Bi-wkly	5,976.00	6,124.80	6,278.40	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40	7,838.40	8,036.00	
	Appx. Monthly	12,948.00	13,270.40	13,603.20	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,983.20	17,411.33	
	Appx. Annual	155,376.00	159,244.80	163,238.40		171,516.80	175,780.80	180,169.60	184,662.40	189,259.20	193,960.00	198,806.40	203,798.40	208,936.00	
	Hourly	76.01	77.90	79.86	81.82	83.90	85.99	88.14	90.33	92.59	94.88	97.26	99.69	102.20	104.76
	Appx. Bi-wkly	6,080.80	6,232.00	6,388.80	6,545.60	6,712.00	6,879.20	7,051.20	7,226.40	7,407.20	7,590.40	7,780.80	7,975.20	8,176.00	8,380.80
	Appx. Monthly	13,175.07	13,502.67	13,842.40	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,048.93	16,445.87	16,858.40	17,279.60	17,714.67	18,158.40
	Appx. Annual	158,100.80			170,185.60				187,886.40	192,587.20		202,300.80		212,576.00	
	Hourly	76.53	78.45	80.42	82.46	84.51	86.62	88.78	90.99	93.25	95.58	97.98	100.45	102.93	105.50
	Appx. Bi-wkly	6,122.40	6,276.00	6,433.60	6,596.80	6,760.80	6,929.60	7,102.40	7,279.20	7,460.00	7,646.40	7,838.40	8,036.00	8,234.40	8,440.00
	Appx. Monthly	13,265.20	13,598.00	13,939.47	14,293.07	14,648.40	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,983.20	17,411.33	17,841.20	18,286.67
	Appx. Annual		163,176.00		171,516.80	175,780.80	180,169.60		189,259.20	193,960.00	198,806.40	203,798.40		214,094.40	217,440.00
	Hourly Appy Bi-wkly	76.53	78.45	80.42 6.433.60	82.46 6 596 80	84.51 6 760 80	86.62 6,929.60	88.78 7,102.40	90.99 7,279.20	93.25 7,460.00	95.58 7.646.40	97.98 7 838 40	100.45	102.93 8,234.40	
	Appx. Bi-wkly	6,122.40	6,276.00	6,433.60	6,596.80	6,760.80					7,646.40	7,838.40	8,036.00		
	Appx. Monthly Appx. Annual	13,265.20	13,598.00	13,939.47	14,293.07 171 516 80	14,648.40 175 780 80	15,014.13	15,388.53	15,771.60	16,163.33	16,567.20	16,983.20	17,411.33	17,841.20	
-	Hourly	77.87	163,176.00 79.83	81.82	171,516.80 83.90	85.99	180,169.60 88.14	184,662.40 90.33	189,259.20 92.59	193,960.00 94.88	198,806.40 97.26	203,798.40 99.69	208,936.00 102.20	214,094.40	107.34
	Appx. Bi-wkly	6,229.60	6,386.40	6,545.60	6,712.00	6,879.20	7,051.20	90.33 7,226.40	92.39 7,407.20	7,590.40	7,780.80	7,975.20	8,176.00	8,378.40	8,587.20
	Appx. Di-wkiy Appx. Monthly	13,497.47	13,837.20	14,182.13	14,542.67	14,904.93	15,277.60	15,657.20	16,048.93	16,445.87	16,858.40	17,279.60	17,714.67	18,153.20	18,605.60
	Appx. Monuny Appx. Annual	161,969.60				178,859.20								217,838.40	
	түрл. тапаа	101,707.00	100,040.40	170,100.00	117,012.00	110,037.20	100,001.20	107,000.40	172,001.20	171,000.40	202,300.00	201,333.20	212,370.00	217,030.40	223,201.20

Ranges Ef	7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
30	Hourly	14.50	14.86	15.23	15.65	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.93
	Appx. Bi-wkly	1,160.00	1,188.80	1,218.40	1,252.00	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,594.40
	Appx. Drwiky	2,513.33	2,575.73	2,639.87	2,712.67	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,454.53
	Appx. Annual	30,160.00	30,908.80	31,678.40	32,552.00	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,454.40
30T	Hourly	14.50	14.86	15.23	15.65	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	11,101.10
501	Appx. Bi-wkly	1,160.00	1,188.80	1,218.40	1,252.00	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	
	Appx. Drwikly Appx. Monthl	2,513.33	2,575.73	2,639.87	2,712.67	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	
	Appx. Annual	30,160.00	30,908.80	31,678.40	32,552.00	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	
30A	Hourly	14.68	15.05	15.42	15.85	16.23	16.63	16.99	17.46	17.91	18.33	18.78	19.24	19.69	20.18
304	Appx. Bi-wkly	1,174.40	1,204.00	1,233.60	1,268.00	1,298.40	1,330.40	1,359.20	1,396.80	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,614.40
	Appx. Drwikly Appx. Monthl	2,544.53	2,608.67	2,672.80	2,747.33	2,813.20	2,882.53	2,944.93	3,026.40	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,497.87
	Appx. Monual	30,534.40	31,304.00	32,073.60	32,968.00	33,758.40	34,590.40	35,339.20	36,316.80	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,974.40
30C	Hourly	14.75	15.13	15.50	15.91	16.30	16.71	17.08	17.54	17.98	18.42	18.88	19.34	19.79	20.28
000	Appx. Bi-wkly	1,180.00	1,210.40	1,240.00	1,272.80	1,304.00	1,336.80	1,366.40	1,403.20	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,622.40
	Appx. Drwiky Appx. Monthl	2,556.67	2,622.53	2,686.67	2,757.73	2,825.33	2,896.40	2,960.53	3,040.27	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,515.20
	Appx. Annual	30,680.00	31,470.40	32,240.00	33,092.80	33,904.00	34,756.80	35,526.40	36,483.20	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,182.40
31	Hourly	14.88	15.25	15.65	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.44
01	Appx. Bi-wkly	1,190.40	1,220.00	1,252.00	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,635.20
	Appx. Dr with	2,579.20	2,643.33	2,712.67	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,542.93
	Appx. Annual	30,950.40	31,720.00	32,552.00	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,515.20
31T	Hourly	14.88	15.25	15.65	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	.2,010.20
	Appx. Bi-wkly	1,190.40	1,220.00	1,252.00	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	
	Appx. Monthl	2,579.20	2,643.33	2,712.67	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	
	Appx. Annual	30,950.40	31,720.00	32,552.00	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	
31A	Hourly	15.07	15.44	15.85	16.23	16.63	16.99	17.46	17.91	18.33	18.78	19.24	19.69	20.19	20.70
• • • •	Appx. Bi-wkly	1,205.60	1,235.20	1,268.00	1,298.40	1,330.40	1,359.20	1,396.80	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.00
	Appx. Monthl	2,612.13	2,676.27	2,747.33	2,813.20	2,882.53	2,944.93	3,026.40	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,588.00
	Appx. Annual	31,345.60	32,115.20	32,968.00	33,758.40	34,590.40	35,339.20	36,316.80	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,056.00
31C	Hourly	15.15	15.52	15.91	16.30	16.71	17.08	17.54	17.98	18.42	18.88	19.34	19.79	20.29	20.80
	Appx. Bi-wkly	1,212.00	1,241.60	1,272.80	1,304.00	1,336.80	1,366.40	1,403.20	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.00
	Appx. Monthl	2,626.00	2,690.13	2,757.73	2,825.33	2,896.40	2,960.53	3,040.27	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,605.33
	Appx. Annual	31,512.00	32,281.60	33,092.80	33,904.00	34,756.80	35,526.40	36,483.20	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,264.00
32	Hourly	15.24	15.64	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.96
	Appx. Bi-wkly	1,219.20	1,251.20	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.80
	Appx. Monthl	2,641.60	2,710.93	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,633.07
	Appx. Annual	31,699.20	32,531.20	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,596.80
32T	Hourly	15.24	15.64	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	
	Appx. Bi-wkly	1,219.20	1,251.20	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	
	Appx. Monthl	2,641.60	2,710.93	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	
	Appx. Annual	31,699.20	32,531.20	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	
32A	Hourly	15.43	15.84	16.23	16.63	16.99	17.46	17.91	18.33	18.78	19.24	19.69	20.19	20.71	21.22
	Appx. Bi-wkly	1,234.40	1,267.20	1,298.40	1,330.40	1,359.20	1,396.80	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,697.60
	Appx. Monthl	2,674.53	2,745.60	2,813.20	2,882.53	2,944.93	3,026.40	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,678.13
	Appx. Annual	32,094.40	32,947.20	33,758.40	34,590.40	35,339.20	36,316.80	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,137.60
32C	Hourly	15.51	15.90	16.30	16.71	17.08	17.54	17.98	18.42	18.88	19.34	19.79	20.29	20.81	21.33
	Appx. Bi-wkly	1,240.80	1,272.00	1,304.00	1,336.80	1,366.40	1,403.20	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,706.40
	Appx. Monthl	2,688.40	2,756.00	2,825.33	2,896.40	2,960.53	3,040.27	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,697.20
	Appx. Annual	32,260.80	33,072.00	33,904.00	34,756.80	35,526.40	36,483.20	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,366.40
33	Hourly	15.64	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.48
	Appx. Bi-wkly	1,251.20	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,718.40
	Appx. Monthl	2,710.93	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,723.20
	Appx. Annual	32,531.20	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,678.40
33T	Hourly	15.64	16.03	16.42	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	
	Appx. Bi-wkly	1,251.20	1,282.40	1,313.60	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	
	Appx. Monthl	2,710.93	2,778.53	2,846.13	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	
	Appx. Annual	32,531.20	33,342.40	34,153.60	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	
33A	Hourly	15.84	16.23	16.63	16.99	17.46	17.91	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.75
	Appx. Bi-wkly	1,267.20	1,298.40	1,330.40	1,359.20	1,396.80	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,740.00
	Appx. Monthl	2,745.60	2,813.20	2,882.53	2,944.93	3,026.40	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,770.00
	Appx. Annual	32,947.20	33,758.40	34,590.40	35,339.20	36,316.80	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,240.00
33C	Hourly	15.90	16.30	16.71	17.08	17.54	17.98	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.86
	Appx. Bi-wkly	1,272.00	1,304.00	1,336.80	1,366.40	1,403.20	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.80
	Appx. Monthl	2,756.00	2,825.33	2,896.40	2,960.53	3,040.27	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,789.07
	Appx. Annual	33,072.00	33,904.00	34,756.80	35,526.40	36,483.20	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,468.80

Ranges Ef	7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
34	Hourly	15.98	16.38	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	22.00
	Appx. Bi-wkly	1,278.40	1,310.40	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,760.00
	Appx. Monthl	2,769.87	2,839.20	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,813.33
	Appx. Annual	33,238.40	34,070.40	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,760.00
34T	Hourly	15.98	16.38	16.78	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	43,700.00
541	Appx. Bi-wkly	1,278.40	1,310.40	1,342.40	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	
	Appx. Drwkly Appx. Monthl	2,769.87	2,839.20	2,908.53	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	
	Appx. Annual	33,238.40	34,070.40	34,902.40	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	
34A	Hourly	16.18	16.58	16.99	17.46	17.91	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.74	22.28
0.17	Appx. Bi-wkly	1,294.40	1,326.40	1,359.20	1,396.80	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,782.40
	Appx. Monthl	2,804.53	2,873.87	2,944.93	3,026.40	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,861.87
	Appx. Annual	33,654.40	34,486.40	35,339.20	36,316.80	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,342.40
34C	Hourly	16.26	16.67	17.08	17.54	17.98	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.85	22.39
010	Appx. Bi-wkly	1,300.80	1,333.60	1,366.40	1,403.20	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,791.20
	Appx. Drwkly Appx. Monthl	2,818.40	2,889.47	2,960.53	3,040.27	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,880.93
	Appx. Annual	33,820.80	34,673.60	35,526.40	36,483.20	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,571.20
35	Hourly	16.42	16.82	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.54
00	Appx. Bi-wkly	1,313.60	1,345.60	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,803.20
	Appx. Monthl	2,846.13	2,915.47	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,906.93
	Appx. Monual	34,153.60	34,985.60	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,883.20
35T	Hourly	16.42	16.82	17.24	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	
	Appx. Bi-wkly	1,313.60	1,345.60	1,379.20	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	
	Appx. Monthl	2,846.13	2,915.47	2,988.27	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	
	Appx. Annual	34,153.60	34,985.60	35,859.20	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	
35A	Hourly	16.63	17.03	17.46	17.91	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.74	22.26	22.82
	Appx. Bi-wkly	1,330.40	1,362.40	1,396.80	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,825.60
	Appx. Monthl	2,882.53	2,951.87	3,026.40	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,955.47
	Appx. Annual	34,590.40	35,422.40	36,316.80	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,465.60
35C	Hourly	16.71	17.12	17.54	17.98	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.85	22.38	22.94
	Appx. Bi-wkly	1,336.80	1,369.60	1,403.20	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,835.20
	Appx. Monthl	2,896.40	2,967.47	3,040.27	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,976.27
	Appx. Annual	34,756.80	35,609.60	36,483.20	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,715.20
36	Hourly	16.83	17.25	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.11
	Appx. Bi-wkly	1,346.40	1,380.00	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,848.80
	Appx. Monthl	2,917.20	2,990.00	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,005.73
	Appx. Annual	35,006.40	35,880.00	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,068.80
36T	Hourly	16.83	17.25	17.69	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	
	Appx. Bi-wkly	1,346.40	1,380.00	1,415.20	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	
	Appx. Monthl	2,917.20	2,990.00	3,066.27	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	
	Appx. Annual	35,006.40	35,880.00	36,795.20	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	
36A	Hourly	17.04	17.47	17.91	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.74	22.26	22.83	23.40
	Appx. Bi-wkly	1,363.20	1,397.60	1,432.80	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.00
	Appx. Monthl	2,953.60	3,028.13	3,104.40	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,056.00
	Appx. Annual	35,443.20	36,337.60	37,252.80	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,672.00
36C	Hourly	17.13	17.55	17.98	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.85	22.38	22.95	23.53
	Appx. Bi-wkly	1,370.40	1,404.00	1,438.40	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,882.40
	Appx. Monthl	2,969.20	3,042.00	3,116.53	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,078.53
	Appx. Annual	35,630.40	36,504.00	37,398.40	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,942.40
37	Hourly	17.23	17.66	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.70
	Appx. Bi-wkly	1,378.40	1,412.80	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,896.00
	Appx. Monthl	2,986.53	3,061.07	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,108.00
	Appx. Annual	35,838.40	36,732.80	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,296.00
37T	Hourly	17.23	17.66	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	
	Appx. Bi-wkly	1,378.40	1,412.80	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	
	Appx. Monthl	2,986.53	3,061.07	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	
	Appx. Annual	35,838.40	36,732.80	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	
37A	Hourly	17.45	17.88	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.74	22.26	22.83	23.41	24.00
	Appx. Bi-wkly	1,396.00	1,430.40	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,920.00
	Appx. Monthl	3,024.67	3,099.20	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,160.00
	Appx. Annual	36,296.00	37,190.40	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,920.00
37C	Hourly	17.53	17.96	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.85	22.38	22.95	23.54	24.11
	Appx. Bi-wkly	1,402.40	1,436.80	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,928.80
	Appx. Monthl	3,038.53	3,113.07	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,179.07
	Appx. Annual	36,462.40	37,356.80	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,148.80
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Ranges Ef	f. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
38	Hourly	17.66	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.25
	Appx. Bi-wkly	1,412.80	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,940.00
	Appx. Monthl	3,061.07	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,203.33
	Appx. Annual	36,732.80	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,440.00
38T	Hourly	17.66	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	
	Appx. Bi-wkly	1,412.80	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	
	Appx. Monthl	3,061.07	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	
	Appx. Annual	36,732.80	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	
38A	Hourly	17.88	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.74	22.26	22.83	23.41	23.96	24.55
	Appx. Bi-wkly	1,430.40	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,964.00
	Appx. Monthl	3,099.20	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,255.33
	Appx. Annual	37,190.40	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,064.00
38C	Hourly	17.96	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.85	22.38	22.95	23.54	24.07	24.67
	Appx. Bi-wkly	1,436.80	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,973.60
	Appx. Monthl	3,113.07	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,276.13
	Appx. Annual	37,356.80	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,313.60
39	Hourly	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.87
	Appx. Bi-wkly	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,989.60
	Appx. Monthl	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,310.80
	Appx. Annual	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,729.60
39T	Hourly	18.10	18.55	19.00	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	
	Appx. Bi-wkly	1,448.00	1,484.00	1,520.00	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	
	Appx. Monthl	3,137.33	3,215.33	3,293.33	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	
	Appx. Annual	37,648.00	38,584.00	39,520.00	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	
39A	Hourly	18.33	18.78	19.24	19.69	20.19	20.71	21.21	21.74	22.26	22.83	23.41	23.96	24.57	25.18
	Appx. Bi-wkly	1,466.40	1,502.40	1,539.20	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,014.40
	Appx. Monthl	3,177.20	3,255.20	3,334.93	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,364.53
	Appx. Annual	38,126.40	39,062.40	40,019.20	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,374.40
39C	Hourly	18.42	18.88	19.34	19.79	20.29	20.81	21.32	21.85	22.38	22.95	23.54	24.07	24.69	25.31
	Appx. Bi-wkly	1,473.60	1,510.40	1,547.20	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,024.80
	Appx. Monthl	3,192.80	3,272.53	3,352.27	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,387.07
	Appx. Annual	38,313.60	39,270.40	40,227.20	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,644.80
40	Hourly	18.52	18.97	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.46
	Appx. Bi-wkly	1,481.60	1,517.60	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,036.80
	Appx. Monthl	3,210.13	3,288.13	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,413.07
	Appx. Annual	38,521.60	39,457.60	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,956.80
40T	Hourly	18.52	18.97	19.45	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	
	Appx. Bi-wkly	1,481.60	1,517.60	1,556.00	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	
	Appx. Monthl	3,210.13	3,288.13	3,371.33	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	
	Appx. Annual	38,521.60	39,457.60	40,456.00	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	
40A	Hourly	18.75	19.21	19.69	20.19	20.71	21.21	21.74	22.26	22.83	23.41	23.96	24.57	25.15	25.78
	Appx. Bi-wkly	1,500.00	1,536.80	1,575.20	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,062.40
	Appx. Monthl	3,250.00	3,329.73	3,412.93	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,468.53
	Appx. Annual	39,000.00	39,956.80	40,955.20	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,622.40
40C	Hourly	18.85	19.31	19.79	20.29	20.81	21.32	21.85	22.38	22.95	23.54	24.07	24.69	25.28	25.90
	Appx. Bi-wkly	1,508.00	1,544.80	1,583.20	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.00
	Appx. Monthl	3,267.33	3,347.07	3,430.27	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,489.33
	Appx. Annual	39,208.00	40,164.80	41,163.20	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,872.00
41	Hourly	18.98	19.46	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.12
	Appx. Bi-wkly	1,518.40	1,556.80	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,089.60
	Appx. Monthl	3,289.87	3,373.07	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,527.47
	Appx. Annual	39,478.40	40,476.80	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,329.60
41T	Hourly	18.98	19.46	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	
	Appx. Bi-wkly	1,518.40	1,556.80	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	
	Appx. Monthl	3,289.87	3,373.07	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	
	Appx. Annual	39,478.40	40,476.80	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	0/ 15
41A	Hourly	19.22	19.70	20.19	20.71	21.21	21.74	22.26	22.83	23.41	23.96	24.57	25.15	25.80	26.45
	Appx. Bi-wkly	1,537.60	1,576.00	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,064.00	2,116.00
	Appx. Monthl	3,331.47	3,414.67	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,472.00	4,584.67
	Appx. Annual	39,977.60	40,976.00	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,664.00	55,016.00
41C	Hourly	19.32	19.80	20.29	20.81	21.32	21.85	22.38	22.95	23.54	24.07	24.69	25.28	25.91	26.58
	Appx. Bi-wkly	1,545.60	1,584.00	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.80	2,126.40
	Appx. Monthl	3,348.80	3,432.00	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,607.20
	Appx. Annual	40,185.60	41,184.00	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,892.80	55,286.40

Ranges Eff	F 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
42	Hourly	19.46	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.75
12	Appx. Bi-wkly	1,556.80	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,140.00
	Appx. Drwikly Appx. Monthl	3,373.07	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,636.67
	Appx. Monual	40,476.80	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,640.00
42T	Hourly	19.46	19.94	20.45	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	00,010.00
721	Appx. Bi-wkly	1,556.80	1,595.20	1,636.00	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	
	Appx. Drwiky Appx. Monthl	3,373.07	3,456.27	3,544.67	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	
	Appx. Monual	40,476.80	41,475.20	42,536.00	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	
42A	Hourly	19.70	20.19	20.71	21.21	21.74	22.26	22.83	23.41	23.96	24.57	25.15	25.80	26.43	27.08
727	Appx. Bi-wkly	1,576.00	1,615.20	1,656.80	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,064.00	2,114.40	2,166.40
	Appx. Drwikly Appx. Monthl	3,414.67	3,499.60	3,589.73	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,472.00	4,581.20	4,693.87
	Appx. Annual	40,976.00	41,995.20	43,076.80	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,664.00	54,974.40	56,326.40
42C	Hourly	19.80	20.29	20.81	21.32	21.85	22.38	22.95	23.54	24.07	24.69	25.28	25.91	26.55	27.22
120	Appx. Bi-wkly	1,584.00	1,623.20	1,664.80	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.80	2,124.00	2,177.60
	Appx. Drwiky Appx. Monthl	3,432.00	3,516.93	3,607.07	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,718.13
	Appx. Monual	41,184.00	42,203.20	43,284.80	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,892.80	55,224.00	56,617.60
43	Hourly	19.93	20.44	20.95	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.44
-13	Appx. Bi-wkly	1,594.40	1,635.20	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,195.20
	Appx. Drwikly Appx. Monthl	3,454.53	3,542.93	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,756.27
	Appx. Monual	41,454.40	42,515.20	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	57,075.20
43T	Hourly	19.93	20.44	20.95	21.47	43,739.20	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	51,013.20
431	Appx. Bi-wkly	1,594.40	1,635.20	1,676.00	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	
	Appx. Drwkly Appx. Monthl	3,454.53	3,542.93	3,631.33	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	
	Appx. Monual	41,454.40	42,515.20	43,576.00	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	4,200.00 50,481.60	4,303.00 51,667.20	52,998.40	54,288.00	55,681.60	
43A	Hourly	20.18	20.70	21.21	21.74	22.26	22.83	23.41	23.96	24.57	25.15	25.80	26.43	27.10	27.78
10/1	Appx. Bi-wkly	1,614.40	1,656.00	1,696.80	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,064.00	2,114.40	2,168.00	2,222.40
	Appx. Drwikly Appx. Monthl	3,497.87	3,588.00	3,676.40	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,472.00	4,581.20	4,697.33	4,815.20
	Appx. Annual	41,974.40	43,056.00	44,116.80	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,664.00	54,974.40	56,368.00	57,782.40
43C	Hourly	20.28	20.80	21.32	21.85	22.38	22.95	23.54	24.07	24.69	25.28	25.91	26.55	27.24	27.92
100	Appx. Bi-wkly	1,622.40	1,664.00	1,705.60	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.80	2,124.00	2,179.20	2,233.60
	Appx. Monthl	3,515.20	3,605.33	3,695.47	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,721.60	4,839.47
	Appx. Annual	42,182.40	43,264.00	44,345.60	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,892.80	55,224.00	56,659.20	58,073.60
44	Hourly	20.42	20.94	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07
	Appx. Bi-wkly	1,633.60	1,675.20	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60
	Appx. Monthl	3,539.47	3,629.60	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47
	Appx. Annual	42,473.60	43,555.20	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60
44T	Hourly	20.42	20.94	21.47	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	
	Appx. Bi-wkly	1,633.60	1,675.20	1,717.60	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	
	Appx. Monthl	3,539.47	3,629.60	3,721.47	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	
	Appx. Annual	42,473.60	43,555.20	44,657.60	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	
44A	Hourly	20.68	21.20	21.74	22.26	22.83	23.41	23.96	24.57	25.15	25.80	26.43	27.10	27.73	28.42
	Appx. Bi-wkly	1,654.40	1,696.00	1,739.20	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60
	Appx. Monthl	3,584.53	3,674.67	3,768.27	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13
	Appx. Annual	43,014.40	44,096.00	45,219.20	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,664.00	54,974.40	56,368.00	57,678.40	59,113.60
44C	Hourly	20.79	21.31	21.85	22.38	22.95	23.54	24.07	24.69	25.28	25.91	26.55	27.24	27.87	28.56
	Appx. Bi-wkly	1,663.20	1,704.80	1,748.00	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.80	2,124.00	2,179.20	2,229.60	2,284.80
	Appx. Monthl	3,603.60	3,693.73	3,787.33	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40
	Appx. Annual	43,243.20	44,324.80	45,448.00	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,892.80	55,224.00	56,659.20	57,969.60	59,404.80
45	Hourly	20.93	21.45	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.78
	Appx. Bi-wkly	1,674.40	1,716.00	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,302.40
	Appx. Monthl	3,627.87	3,718.00	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,988.53
	Appx. Annual	43,534.40	44,616.00	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,862.40
45T	Hourly	20.93	21.45	21.99	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	
	Appx. Bi-wkly	1,674.40	1,716.00	1,759.20	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	
	Appx. Monthl	3,627.87	3,718.00	3,811.60	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	
	Appx. Annual	43,534.40	44,616.00	45,739.20	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	
45A	Hourly	21.19	21.72	22.26	22.83	23.41	23.96	24.57	25.15	25.80	26.43	27.10	27.73	28.42	29.14
	Appx. Bi-wkly	1,695.20	1,737.60	1,780.80	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,331.20
	Appx. Monthl	3,672.93	3,764.80	3,858.40	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13	5,050.93
	Appx. Annual	44,075.20	45,177.60	46,300.80	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,664.00	54,974.40	56,368.00	57,678.40	59,113.60	60,611.20
45C	Hourly	21.30	21.84	22.38	22.95	23.54	24.07	24.69	25.28	25.91	26.55	27.24	27.87	28.56	29.28
	Appx. Bi-wkly	1,704.00	1,747.20	1,790.40	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.80	2,124.00	2,179.20	2,229.60	2,284.80	2,342.40
	Appx. Monthl	3,692.00	3,785.60	3,879.20	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40	5,075.20
	Appx. Annual	44,304.00	45,427.20	46,550.40	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,892.80	55,224.00	56,659.20	57,969.60	59,404.80	60,902.40

Ranges Eff	f. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
46	Hourly	21.47	22.00	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.51
	Appx. Bi-wkly	1,717.60	1,760.00	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,360.80
	Appx. Monthl	3,721.47	3,813.33	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,115.07
	Appx. Annual	44,657.60	45,760.00	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,380.80
46T	Hourly	21.47	22.00	22.55	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	
	Appx. Bi-wkly	1,717.60	1,760.00	1,804.00	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	
	Appx. Monthl	3,721.47	3,813.33	3,908.67	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	
	Appx. Annual	44,657.60	45,760.00	46,904.00	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	
46A	Hourly	21.74	22.28	22.83	23.41	23.96	24.57	25.15	25.80	26.43	27.10	27.73	28.42	29.15	29.88
	Appx. Bi-wkly	1,739.20	1,782.40	1,826.40	1,872.80	1,916.80	1,965.60	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,390.40
	Appx. Monthl	3,768.27	3,861.87	3,957.20	4,057.73	4,153.07	4,258.80	4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13	5,052.67	5,179.20
	Appx. Annual	45,219.20	46,342.40	47,486.40	48,692.80	49,836.80	51,105.60	52,312.00	53,664.00	54,974.40	56,368.00	57,678.40	59,113.60	60,632.00	62,150.40
46C	Hourly	21.85	22.39	22.95	23.54	24.07	24.69	25.28	25.91	26.55	27.24	27.87	28.56	29.29	30.02
	Appx. Bi-wkly	1,748.00	1,791.20	1,836.00	1,883.20	1,925.60	1,975.20	2,022.40	2,072.80	2,124.00	2,179.20	2,229.60	2,284.80	2,343.20	2,401.60
	Appx. Monthl	3,787.33	3,880.93	3,978.00	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40	5,076.93	5,203.47
	Appx. Annual	45,448.00	46,571.20	47,736.00	48,963.20	50,065.60	51,355.20	52,582.40	53,892.80	55,224.00	56,659.20	57,969.60	59,404.80	60,923.20	62,441.60
47	Hourly	22.01	22.56	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.21
	Appx. Bi-wkly	1,760.80	1,804.80	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,416.80
	Appx. Monthl	3,815.07	3,910.40	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,236.40
	Appx. Annual	45,780.80	46,924.80	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,836.80
47T	Hourly	22.01	22.56	23.12	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	
	Appx. Bi-wkly	1,760.80	1,804.80	1,849.60	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	
	Appx. Monthl	3,815.07	3,910.40	4,007.47	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	
	Appx. Annual	45,780.80	46,924.80	48,089.60	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	20.50
47A	Hourly	22.29	22.84	23.41	23.96	24.57	25.15	25.80	26.43	27.10	27.73	28.42	29.15	29.84	30.59
	Appx. Bi-wkly	1,783.20	1,827.20	1,872.80	1,916.80	1,965.60 4,258.80	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,447.20
	Appx. Monthl	3,863.60	3,958.93 47,507.20	4,057.73	4,153.07		4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13	5,052.67	5,172.27	5,302.27
47C	Appx. Annual Hourly	46,363.20 22.40	47,507.20	48,692.80 23.54	49,836.80 24.07	51,105.60 24.69	52,312.00 25.28	53,664.00 25.91	54,974.40 26.55	56,368.00 27.24	57,678.40 27.87	59,113.60 28.56	60,632.00 29.29	62,067.20 29.98	63,627.20 30.74
470	Appx. Bi-wkly	1,792.00	22.90 1,836.80	23.34 1,883.20	1,925.60	24.09 1,975.20	23.28	23.91	20.55	27.24 2,179.20	27.87	28.30	29.29	29.90	2,459.20
	Appx. Bi-wkiy Appx. Monthl	3,882.67	3,979.73	4,080.27	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40	2,343.20 5,076.93	2,398.40 5,196.53	2,439.20 5,328.27
	Appx. Monuni Appx. Annual	46,592.00	47,756.80	48,963.20	4,172.13	4,279.00	4,381.87 52,582.40	53,892.80	4,002.00 55,224.00	4,721.00 56,659.20	4,830.80 57,969.60	4,930.40 59,404.80	60,923.20	62,358.40	63,939.20
48	Hourly	22.52	23.08	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.98
10	Appx. Bi-wkly	1,801.60	1,846.40	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,478.40
	Appx. Monthl	3,903.47	4,000.53	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,369.87
	Appx. Annual	46,841.60	48,006.40	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,438.40
48T	Hourly	22.52	23.08	23.66	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	
	Appx. Bi-wkly	1,801.60	1,846.40	1,892.80	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	
	Appx. Monthl	3,903.47	4,000.53	4,101.07	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	
	Appx. Annual	46,841.60	48,006.40	49,212.80	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	
48A	Hourly	22.80	23.37	23.96	24.57	25.15	25.80	26.43	27.10	27.73	28.42	29.15	29.84	30.61	31.37
	Appx. Bi-wkly	1,824.00	1,869.60	1,916.80	1,965.60	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,448.80	2,509.60
	Appx. Monthl	3,952.00	4,050.80	4,153.07	4,258.80	4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13	5,052.67	5,172.27	5,305.73	5,437.47
	Appx. Annual	47,424.00	48,609.60	49,836.80	51,105.60	52,312.00	53,664.00	54,974.40	56,368.00	57,678.40	59,113.60	60,632.00	62,067.20	63,668.80	65,249.60
48C	Hourly	22.92	23.48	24.07	24.69	25.28	25.91	26.55	27.24	27.87	28.56	29.29	29.98	30.76	31.53
	Appx. Bi-wkly	1,833.60	1,878.40	1,925.60	1,975.20	2,022.40	2,072.80	2,124.00	2,179.20	2,229.60	2,284.80	2,343.20	2,398.40	2,460.80	2,522.40
	Appx. Monthl	3,972.80	4,069.87	4,172.13	4,279.60	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40	5,076.93	5,196.53	5,331.73	5,465.20
	Appx. Annual	47,673.60	48,838.40	50,065.60	51,355.20	52,582.40	53,892.80	55,224.00	56,659.20	57,969.60	59,404.80	60,923.20	62,358.40	63,980.80	65,582.40
49	Hourly	23.10	23.68	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.72
	Appx. Bi-wkly	1,848.00	1,894.40	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,537.60
	Appx. Monthl	4,004.00	4,104.53	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,498.13
	Appx. Annual	48,048.00	49,254.40	50,481.60	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,977.60
49T	Hourly	23.10	23.68	24.27	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	
	Appx. Bi-wkly	1,848.00	1,894.40	1,941.60	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	
	Appx. Monthl	4,004.00	4,104.53	4,206.80	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	
49A	Appx. Annual	48,048.00 23.39	49,254.40 23.98	50,481.60 24.57	51,667.20	52,998.40 25.80	54,288.00 26.43	55,681.60 27.10	56,971.20	58,385.60 28.42	59,883.20 29.15	61,297.60	62,878.40 30.61	64,376.00	32.12
49A	Hourly				25.15				27.73			29.84		31.34	
	Appx. Bi-wkly	1,871.20	1,918.40	1,965.60	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,448.80	2,507.20	2,569.60
	Appx. Monthl Appx. Annual	4,054.27 48,651.20	4,156.53 49,878.40	4,258.80 51,105.60	4,359.33 52,312.00	4,472.00 53,664.00	4,581.20 54,974.40	4,697.33 56,368.00	4,806.53 57,678.40	4,926.13 59,113.60	5,052.67 60,632.00	5,172.27 62,067.20	5,305.73 63,668.80	5,432.27 65,187.20	5,567.47 66,809.60
49C	Hourly	46,031.20	24.09	24.69	25.28	25.91	26.55	27.24	27.87	28.56	29.29	29.98	30.76	31.50	32.28
470	Appx. Bi-wkly	23.50 1,880.00	24.09 1,927.20	24.69 1,975.20	25.20	23.91	20.55 2,124.00	27.24 2,179.20	27.87	28.30	29.29	29.90 2,398.40	2,460.80	2,520.00	2,582.40
	Appx. BI-WKIY Appx. Monthl	4,073.33	4,175.60	4,279.60	2,022.40 4,381.87	2,072.80 4,491.07	4,602.00	4,721.60	2,229.80 4,830.80	2,284.80 4,950.40	2,343.20 5,076.93	2,396.40 5,196.53	2,400.80 5,331.73	2,520.00 5,460.00	2,582.40 5,595.20
	Appx. Monuni Appx. Annual	48,880.00	4,175.00 50,107.20	4,279.00 51,355.20	4,381.87 52,582.40	4,491.07 53,892.80	4,002.00 55,224.00	56,659.20	4,830.80 57,969.60	4,950.40 59,404.80	60,923.20	62,358.40	63,980.80	65,520.00	67,142.40
	, pp., runudi	.0,000.00	55,107.20	5.,000.20	32,002.70	33,072.00	55122 1.00	55,007.20	37,707.00	57,101.00	55,725.20	32,000.70	33,700.00	55,020.00	57,112.70

Ranges Ef	f 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
50	Hourly	23.65	24.24	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.50
	Appx. Bi-wkly	1,892.00	1,939.20	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,600.00
	Appx. Monthl	4,099.33	4,201.60	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,633.33
	Appx. Annual	49,192.00	50,419.20	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,600.00
50T	Hourly	23.65	24.24	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	
	Appx. Bi-wkly	1,892.00	1,939.20	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	
	Appx. Monthl	4,099.33	4,201.60	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	
	Appx. Annual	49,192.00	50,419.20	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	
50A	Hourly	23.95	24.54	25.15	25.80	26.43	27.10	27.73	28.42	29.15	29.84	30.61	31.34	32.10	32.91
	Appx. Bi-wkly	1,916.00	1,963.20	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,448.80	2,507.20	2,568.00	2,632.80
	Appx. Monthl	4,151.33	4,253.60	4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13	5,052.67	5,172.27	5,305.73	5,432.27	5,564.00	5,704.40
	Appx. Annual	49,816.00	51,043.20	52,312.00	53,664.00	54,974.40	56,368.00	57,678.40	59,113.60	60,632.00	62,067.20	63,668.80	65,187.20	66,768.00	68,452.80
50C	Hourly	24.06	24.66	25.28	25.91	26.55	27.24	27.87	28.56	29.29	29.98	30.76	31.50	32.26	33.06
	Appx. Bi-wkly	1,924.80	1,972.80	2,022.40	2,072.80	2,124.00	2,179.20	2,229.60	2,284.80	2,343.20	2,398.40	2,460.80	2,520.00	2,580.80	2,644.80
	Appx. Monthl	4,170.40	4,274.40	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40	5,076.93	5,196.53	5,331.73	5,460.00	5,591.73	5,730.40
	Appx. Annual	50,044.80	51,292.80	52,582.40	53,892.80	55,224.00	56,659.20	57,969.60	59,404.80	60,923.20	62,358.40	63,980.80	65,520.00	67,100.80	68,764.80
51	Hourly	24.24	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.29
	Appx. Bi-wkly	1,939.20	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,663.20
	Appx. Monthl	4,201.60	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,770.27
	Appx. Annual	50,419.20	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,243.20
51T	Hourly	24.24	24.84	25.48	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	
	Appx. Bi-wkly	1,939.20	1,987.20	2,038.40	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	
	Appx. Monthl	4,201.60	4,305.60	4,416.53	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	
	Appx. Annual	50,419.20	51,667.20	52,998.40	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	
51A	Hourly	24.54	25.15	25.80	26.43	27.10	27.73	28.42	29.15	29.84	30.61	31.34	32.10	32.90	33.71
	Appx. Bi-wkly	1,963.20	2,012.00	2,064.00	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,448.80	2,507.20	2,568.00	2,632.00	2,696.80
	Appx. Monthl	4,253.60	4,359.33	4,472.00	4,581.20	4,697.33	4,806.53	4,926.13	5,052.67	5,172.27	5,305.73	5,432.27	5,564.00	5,702.67	5,843.07
	Appx. Annual	51,043.20	52,312.00	53,664.00	54,974.40	56,368.00	57,678.40	59,113.60	60,632.00	62,067.20	63,668.80	65,187.20	66,768.00	68,432.00	70,116.80
51C	Hourly	24.66	25.28	25.91	26.55	27.24	27.87	28.56	29.29	29.98	30.76	31.50	32.26	33.05	33.87
	Appx. Bi-wkly	1,972.80	2,022.40	2,072.80	2,124.00	2,179.20	2,229.60	2,284.80	2,343.20	2,398.40	2,460.80	2,520.00	2,580.80	2,644.00	2,709.60
	Appx. Monthl	4,274.40	4,381.87	4,491.07	4,602.00	4,721.60	4,830.80	4,950.40	5,076.93	5,196.53	5,331.73	5,460.00	5,591.73	5,728.67	5,870.80
	Appx. Annual	51,292.80	52,582.40	53,892.80	55,224.00	56,659.20	57,969.60	59,404.80	60,923.20	62,358.40	63,980.80	65,520.00	67,100.80	68,744.00	70,449.60
52	Hourly	24.83	25.46	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	34.13
	Appx. Bi-wkly	1,986.40	2,036.80	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40
	Appx. Monthl	4,303.87	4,413.07	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87
	Appx. Annual	51,646.40	52,956.80	54,288.00	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40
52T	Hourly	24.83	25.46	26.10	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	
	Appx. Bi-wkly	1,986.40	2,036.80	2,088.00	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	
	Appx. Monthl Appx. Annual	4,303.87	4,413.07	4,524.00	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60 67,579.20	5,772.00	
52A	Hourly	51,646.40 25.14	52,956.80 25.78	54,288.00 26.43	55,681.60 27.10	56,971.20 27.73	58,385.60 28.42	59,883.20 29.15	61,297.60 29.84	62,878.40 30.61	64,376.00 31.34	65,936.00 32.10	32.90	69,264.00 33.72	34.56
JZA	Appx. Bi-wkly	2,011.20	2,062.40	2,114.40	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,448.80	2,507.20	2,568.00	2,632.00	2,697.60	2,764.80
	Appx. Drwkly Appx. Monthl	4,357.60	4,468.53	4,581.20	4,697.33	4,806.53	4,926.13	5,052.67	5,172.27	5,305.73	5,432.27	5,564.00	5,702.67	5,844.80	5,990.40
	Appx. Annual	52,291.20	53,622.40	54,974.40	56,368.00	57,678.40	59,113.60	60,632.00	62,067.20	63,668.80	65,187.20	66,768.00	68,432.00	70,137.60	71,884.80
52C	Hourly	25.27	25.90	26.55	27.24	27.87	28.56	29.29	29.98	30.76	31.50	32.26	33.05	33.89	34.73
020	Appx. Bi-wkly	2,021.60	2,072.00	2,124.00	2,179.20	2,229.60	2,284.80	2,343.20	2,398.40	2,460.80	2,520.00	2,580.80	2,644.00	2,711.20	2,778.40
	Appx. Drwkly Appx. Monthl	4,380.13	4,489.33	4,602.00	4,721.60	4,830.80	4,950.40	5,076.93	5,196.53	5,331.73	5,460.00	5,591.73	5,728.67	5,874.27	6,019.87
	Appx. Monual	52,561.60	53,872.00	55,224.00	56,659.20	57,969.60	59,404.80	60,923.20	62,358.40	63,980.80	65,520.00	67,100.80	68,744.00	70,491.20	72,238.40
53	Hourly	25.49	26.12	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	34.13	34.99
	Appx. Bi-wkly	2,039.20	2,089.60	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,799.20
	Appx. Monthl	4,418.27	4,527.47	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,064.93
	Appx. Annual	53,019.20	54,329.60	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,779.20
53T	Hourly	25.49	26.12	26.77	27.39	28.07	28.79	29.47	30.23	30.95	31.70	32.49	33.30	34.13	
	Appx. Bi-wkly	2,039.20	2,089.60	2,141.60	2,191.20	2,245.60	2,303.20	2,357.60	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	
	Appx. Monthl	4,418.27	4,527.47	4,640.13	4,747.60	4,865.47	4,990.27	5,108.13	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	
	Appx. Annual	53,019.20	54,329.60	55,681.60	56,971.20	58,385.60	59,883.20	61,297.60	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	
53A	Hourly	25.81	26.45	27.10	27.73	28.42	29.15	29.84	30.61	31.34	32.10	32.90	33.72	34.56	35.43
	Appx. Bi-wkly	2,064.80	2,116.00	2,168.00	2,218.40	2,273.60	2,332.00	2,387.20	2,448.80	2,507.20	2,568.00	2,632.00	2,697.60	2,764.80	2,834.40
	Appx. Monthl	4,473.73	4,584.67	4,697.33	4,806.53	4,926.13	5,052.67	5,172.27	5,305.73	5,432.27	5,564.00	5,702.67	5,844.80	5,990.40	6,141.20
	Appx. Annual	53,684.80	55,016.00	56,368.00	57,678.40	59,113.60	60,632.00	62,067.20	63,668.80	65,187.20	66,768.00	68,432.00	70,137.60	71,884.80	73,694.40
53C	Hourly	25.93	26.58	27.24	27.87	28.56	29.29	29.98	30.76	31.50	32.26	33.05	33.89	34.73	35.60
	Appx. Bi-wkly	2,074.40	2,126.40	2,179.20	2,229.60	2,284.80	2,343.20	2,398.40	2,460.80	2,520.00	2,580.80	2,644.00	2,711.20	2,778.40	2,848.00
	Appx. Monthl	4,494.53	4,607.20	4,721.60	4,830.80	4,950.40	5,076.93	5,196.53	5,331.73	5,460.00	5,591.73	5,728.67	5,874.27	6,019.87	6,170.67
_	Appx. Annual	53,934.40	55,286.40	56,659.20	57,969.60	59,404.80	60,923.20	62,358.40	63,980.80	65,520.00	67,100.80	68,744.00	70,491.20	72,238.40	74,048.00

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		мррх. Анниан	U7,303.20	υυ,ουυ.δυ	UZ,300.4U	03,700.00	00,020.00	υ1,ΙΟΟ.δΟ	00,744.00	10,491.20	12,230.40	14,UZ1.ZU	10,007.00	11,100.40	17,004.UU	01,040.00

St Hody 20.8 27.4 27.0 2	Ranges Eff	. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
Agen. Alemi 4 (28): 5 51.1.40 5.7.0.6 5.8.7.0 5.7.0.5 7.8.7.0	58	Hourly	28.78	29.49	30.23	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.64	38.59	39.56
Appe. Actim 4/98/2 4/11/2 5/11/2 6/12/2 6/12/2 6/1		Appx. Bi-wkly	2,302.40	2,359.20	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	3,164.80
Apper Arma System Apper Arma System Apper Arma System			4,988.53	5,111.60	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,688.93	6,857.07
Appr Unit 2.000 2		Appx. Annual	59,862.40	61,339.20	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,267.20	82,284.80
qeya Manu System System <thsystem< th=""></thsystem<>	58T	Hourly	28.78	29.49	30.23	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.64	38.59	
App. Arrou Sign. Arroy App. Beval App. B		Appx. Bi-wkly	2,302.40	2,359.20	2,418.40	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	
State Isarty 2914 3121 3121 3291 3291 3272 3141 9772 3141 9767 4000 Apport Merth 55693 51373 53573 55273 55400 57024 54400 570247 54440 599244 62002 27700 03400 3125 5226 52600 27700 3138 3333 3323 3227 4526 713380 772408 124500 71370 77380 13738 3333 3333 3327 4026 4026 4026 4026 4026 4026 4026 4027 7770 1446 74270 71740 74700 7480 3338 3327 4026 4026 40274 4040 72710 71740 74700 74804 3421 4026 42717 47407 74400 7470 74804 74817 7474 7480 7483 3483 3421 74234 74803 74813 7480 748339 748339 748339 <th></th> <th>Appx. Monthl</th> <th>4,988.53</th> <th>5,111.60</th> <th>5,239.87</th> <th>5,364.67</th> <th>5,494.67</th> <th>5,631.60</th> <th>5,772.00</th> <th>5,915.87</th> <th>6,063.20</th> <th>6,212.27</th> <th>6,368.27</th> <th>6,524.27</th> <th>6,688.93</th> <th></th>		Appx. Monthl	4,988.53	5,111.60	5,239.87	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,688.93	
Appel B-wite 23132 238830 20020 248130 20020 248130 20020 244800 60030 51.5 Apper Amuti 600710 51.5 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 535.55 545.65 736.50 748.55 <th></th> <th>Appx. Annual</th> <th>59,862.40</th> <th>61,339.20</th> <th>62,878.40</th> <th>64,376.00</th> <th>65,936.00</th> <th>67,579.20</th> <th>69,264.00</th> <th>70,990.40</th> <th>72,758.40</th> <th>74,547.20</th> <th>76,419.20</th> <th>78,291.20</th> <th>80,267.20</th> <th></th>		Appx. Annual	59,862.40	61,339.20	62,878.40	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,267.20	
App. Mamil Song Val Sing Val	58A	Hourly	29.14	29.86	30.61	31.34	32.10	32.90	33.72	34.56	35.42	36.29	37.20	38.11	39.07	40.05
Appa, Arroul Outlog Version		Appx. Bi-wkly	2,331.20	2,388.80	2,448.80	2,507.20	2,568.00	2,632.00	2,697.60	2,764.80	2,833.60	2,903.20	2,976.00	3,048.80	3,125.60	3,204.00
Sec Isany Para Jono Jino Jino <th< th=""><th></th><th>Appx. Monthl</th><th>5,050.93</th><th>5,175.73</th><th>5,305.73</th><th>5,432.27</th><th>5,564.00</th><th>5,702.67</th><th>5,844.80</th><th>5,990.40</th><th>6,139.47</th><th>6,290.27</th><th>6,448.00</th><th>6,605.73</th><th>6,772.13</th><th>6,942.00</th></th<>		Appx. Monthl	5,050.93	5,175.73	5,305.73	5,432.27	5,564.00	5,702.67	5,844.80	5,990.40	6,139.47	6,290.27	6,448.00	6,605.73	6,772.13	6,942.00
Apps. Bewly 2.24.00 2.000.00 5.25.00 7.25.00		Appx. Annual	60,611.20	62,108.80	63,668.80	65,187.20	66,768.00	68,432.00	70,137.60	71,884.80	73,673.60	75,483.20	77,376.00	79,268.80	81,265.60	83,304.00
Apper. Mem 507.30 5.200.00 538.12 5.400.00 518.02 6.210.80 6.400.80 6.470.00 7.800.00 7.800.00 6.800.80 6.800.80 6.800.80 6.800.80 6.800.80 8.870.80 59 Houry 27.46 37.40 37.40 37.40 38.67 37.40	58C	Hourly	29.28	30.00	30.76	31.50	32.26	33.05	33.89	34.73	35.59	36.47	37.38	38.30	39.27	40.26
Appl. Kmml Absolutio 655000 671000 671000 671000 671000 671000 671000 671000 272440 1007200 755140 7570.40 7604.00 77144 3839 3931 4932 99 Rusky 225640 241500 22376.00 227840 2857.00 2578.00 2712.00 2879.00 2872.00 2872.00 2872.00 2872.00 2872.00 2872.00 2872.00 2872.00 2872.00 2872.00 2872.00 272.00		Appx. Bi-wkly	2,342.40	2,400.00	2,460.80	2,520.00	2,580.80	2,644.00	2,711.20	2,778.40	2,847.20	2,917.60	2,990.40	3,064.00	3,141.60	3,220.80
19 Houry 29/4 50.0 37.7 32.4 32.8 39.4 37.4 <th< th=""><th></th><th>Appx. Monthl</th><th>5,075.20</th><th>5,200.00</th><th>5,331.73</th><th>5,460.00</th><th>5,591.73</th><th>5,728.67</th><th>5,874.27</th><th>6,019.87</th><th>6,168.93</th><th>6,321.47</th><th>6,479.20</th><th>6,638.67</th><th>6,806.80</th><th>6,978.40</th></th<>		Appx. Monthl	5,075.20	5,200.00	5,331.73	5,460.00	5,591.73	5,728.67	5,874.27	6,019.87	6,168.93	6,321.47	6,479.20	6,638.67	6,806.80	6,978.40
Appr. Berkly 258.08 2.416.00 2.578.00 2.587.00 2.587.00 2.587.00 2.587.00 2.587.00 2.587.00 5.187.00 5.187.7 5.234.7 5.888.7 5.227.7 6.888.7 5.384.7 5.287.7 5.888.7 5.277.0 6.578.00 7.579.00 7.578.00 7.		Appx. Annual	60,902.40	62,400.00	63,980.80	65,520.00	67,100.80	68,744.00	70,491.20	72,238.40	74,027.20	75,857.60	77,750.40	79,664.00	81,681.60	83,740.80
Apps: Nomin 5128-08 5384.04 5474.04 5471.00 597120 6482.00 6482.17 623.82.07 623.80.01 623.80.01 623.80.01 643.80.01 843.80 843.80 843.80	59	Hourly	29.46	30.19	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.64	38.59	39.53	40.52
Agex Annual 61.278.00 61.278.00 61.278.00 72.784.00 72.784.00 72.784.00 74.473.00 78.271.20 82.412.00 S97 Hourhy 22.58.00 2.415.00 2.554.00 2.554.00 2.554.00 2.770.00 27.784.00 2.780.40 2.681.20 2.691.20 3.017.20 3.017.20 3.017.20 3.017.20 3.017.20 5.915.87 6.602.20 6.271.20 6.281.27 6.888.27 6.524.21 6.888.27 6.524.21 6.888.75 6.524.20 6.888.75 6.888		Appx. Bi-wkly	2,356.80	2,415.20	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	3,162.40	3,241.60
Synt Hunty 20:46 30:16 31:70 21:44 33:30 34:13 34:40 35:46 36:14 31:44 35:46 35:14 35:16 35:16 35:16 35:16 35:16 35:16 35:16 35:16 35:16 35:16 35:17 35:16 35:17 35:16 35:17 35:16 35:17		Appx. Monthl	5,106.40	5,232.93	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,688.93	6,851.87	7,023.47
Appx Binuth 5164.60 2246.60 2579.00 2578.40 2.87		Appx. Annual	61,276.80	62,795.20	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,267.20	82,222.40	84,281.60
Appx. Month 5104-40 52202 5344-67 5474-67 551720 55720 657800 757200 75720 757200 75720 75720 757200 757200 757200<	59T	Hourly	29.46	30.19	30.95	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.64	38.59	39.53	
Appx Annual 62/29:60 62/39:60 67/39:20 92/240 77/39:40 78/34:20 78/32:0		Appx. Bi-wkly	2,356.80	2,415.20	2,476.00	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	3,162.40	
Sign Hungy 298.3 20.7 31.4 32.10 32.90 33.72 34.56 35.40 24.93 37.20 38.11 99.07 40.00 41.03 Appx, Blewhly 23.86.40 2.445.60 2.506.00 2.507.20 5.564.00 5.507.20 5.564.00 5.507.20 5.564.00 5.507.20 5.564.00 5.507.20 5.564.00 5.507.20 5.564.00 5.507.20 5.564.00 5.577.20 5.566.00 8.322.40 8.592.40 8.559 3.647 3.738 3.330 3.323 3.330 3.227.40 2.264.00 2.507.00 2.586.00 5.597.13 5.772.10 5.778.40 5.247.01 5.660.00 5.977.20 7.586.760 7.7750.00 7.966.00 7.972.07 7.867.60 7.7750.00 7.964.00 8.577.20 7.586.760 7.7750.00 7.964.00 8.577.20 7.586.760 7.7750.00 7.964.00 3.256.00 3.772 3.867 3.577 3.62.40 3.256.40 3.727 3.62.40 3.727 3.62.40 3.772 3		Appx. Monthl	5,106.40	5,232.93	5,364.67	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,688.93	6,851.87	
App: Benkty 2,38x.40 2,487.40 2,487.20 2,594.80 2,487.20 2,594.80 3,128.40 3,028.40 App: Ammin 62.016.40 6,548.27 5,548.40 5,706.47 5,488.40 5,706.40 6,483.20 7,131.80 3,282.40 Spc Hourty 20.07 20.071 3,105 3,226 3,00 3,227 4,023.40 7,548.30 7,31.60 7,248.80 6,321.40 6,231.40 6,231.40 6,231.40 6,231.40 8,231.40 8,231.40 9,248.80 6,31.41.60 6,32.41.40 8,231.40 8,231.40 9,247.80 6,41.40 7,41.80 7,41.80 7,72.41 8,73.20 7,14.80 7,72.41 8,73.20 7,14.80 7,74.40 8,73.20 7,14.80 7,74.40 7,75.40 7,664.40 6,41.61 7,74.40 7,74.40 7,75.40 7,664.40 7,72.40 7,75.40 7,664.40 7,72.40 7,75.40 7,664.40 7,72.40 7,75.40 7,664.40 7,72.40 7,72.40 7,72.40 ,72.44 <th< td=""><td></td><td>Appx. Annual</td><td>61,276.80</td><td>62,795.20</td><td>64,376.00</td><td>65,936.00</td><td>67,579.20</td><td>69,264.00</td><td>70,990.40</td><td>72,758.40</td><td>74,547.20</td><td>76,419.20</td><td>78,291.20</td><td>80,267.20</td><td>82,222.40</td><td></td></th<>		Appx. Annual	61,276.80	62,795.20	64,376.00	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,267.20	82,222.40	
Appr. Momth 5,170.53 5,278.80 5,472.27 5,544.00 5,702.57 5,444.00 6,605.73 6,772.13 6,998.80 7,111.87 Appr. Annual 62,044.40 65,185.50 65,187.20 66,786.20 66,187.20 67,483.20 77,376.00 79,288.80 81,225.50 83,241.40 85,542.40 Appr. Bewkh 2,377.60 72,478.40 2,471.20 2,778.40 2,487.20 77,88.3 33.20 73.27.20 73.18.80 33.27.20 73.18.87 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 73.18.80 33.27.20 33.28.28 33.27.20 33.28.28 32.27.20 23.28.28 32.27.20	59A	Hourly	29.83	30.57	31.34	32.10	32.90	33.72	34.56	35.42	36.29	37.20	38.11	39.07	40.02	41.03
Apps, Annual 62,046.00 63,858.60 65,187.20 66,748.00 67,372.60 77,376.00 79,268.80 81,265.60 83,274.10 85,241.00 SPC Houry 29,97 30,01 31.15 32.26 32.26 32.26 32.27 40,02 31.16 32.26 32.27 40,23 41.22 27.17.160 2990.40 30.64.00 31.14 6.37.16 37.80 38.37 30.83 39.27 40.23 17.23 77.44 0.87.16 0.37.16 6.37.16 0.37.16 6.37.16 0.37.16 6.37.16 0.37.16 <th< th=""><th></th><th>Appx. Bi-wkly</th><th>2,386.40</th><th>2,445.60</th><th>2,507.20</th><th>2,568.00</th><th>2,632.00</th><th>2,697.60</th><th>2,764.80</th><th>2,833.60</th><th>2,903.20</th><th>2,976.00</th><th>3,048.80</th><th>3,125.60</th><th>3,201.60</th><th>3,282.40</th></th<>		Appx. Bi-wkly	2,386.40	2,445.60	2,507.20	2,568.00	2,632.00	2,697.60	2,764.80	2,833.60	2,903.20	2,976.00	3,048.80	3,125.60	3,201.60	3,282.40
SPC Huury 29.97 30.71 31.50 32.26 33.05 33.89 34.73 35.59 36.47 37.38 38.30 39.27 40.22 41.22 Appic. BHwkby 2.3971.60 2.456.80 2.2640.00 2.5681.00 2.2641.20 2.2178.40 2.2901.40 3.064.00 3.116.60 3.218.40 3.228.40 3.227.40 6.388.67 6.638.67 6.542.7 6.640.00 3.014.40 3.244.00 3.244.00 3.242.40 3.247.40 3.248.40 3.247.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67 7.026.67		Appx. Monthl	5,170.53	5,298.80	5,432.27	5,564.00	5,702.67	5,844.80	5,990.40	6,139.47	6,290.27	6,448.00	6,605.73	6,772.13	6,936.80	7,111.87
Appl. Brwhy, 2397.00 2,458.00 2,520.00 2,530.00 2,514.00 2,714.00 2,717.40 2,917.60 2,999.40 3,04.00 3,141.60 2,714.00 2,714.00 Appl. Annual 6,337.00 6,318.60 6,557.00 5,71.00.80 6,714.90 7,758.70 7,759.70 7,758.70 <td></td> <td>Appx. Annual</td> <td>62,046.40</td> <td>63,585.60</td> <td>65,187.20</td> <td>66,768.00</td> <td>68,432.00</td> <td>70,137.60</td> <td>71,884.80</td> <td>73,673.60</td> <td>75,483.20</td> <td>77,376.00</td> <td>79,268.80</td> <td>81,265.60</td> <td>83,241.60</td> <td>85,342.40</td>		Appx. Annual	62,046.40	63,585.60	65,187.20	66,768.00	68,432.00	70,137.60	71,884.80	73,673.60	75,483.20	77,376.00	79,268.80	81,265.60	83,241.60	85,342.40
Appr. Monthi 5194.40 5232.07 5.460.00 5917.3 5.728.67 5874.20 71.028.07 71.428.00 71.428.07 71.428	59C	Hourly	29.97	30.71	31.50	32.26	33.05	33.89	34.73	35.59	36.47	37.38	38.30	39.27	40.23	41.22
Appx Annual 62,337,60 63,876,80 65,2000 67,100,80 68,744,00 74,912.0 72,238,40 74,027.20 75,857,60 77,750,40 79,664,00 81,681,60 83,78,40 85,737,60 Appx Berkely 2,114 2,350,0 2,550,00 2,579,00 2,667,00 2,597,20 30,116,20 3,316,		Appx. Bi-wkly	2,397.60	2,456.80	2,520.00	2,580.80	2,644.00	2,711.20	2,778.40	2,847.20	2,917.60	2,990.40	3,064.00	3,141.60	3,218.40	3,297.60
60 Hourly 30.18 30.94 31.70 32.49 33.30 34.13 34.98 35.84 36.74 37.64 38.59 39.53 40.55 41.57 Appx. Bir.whp 2,414.40 2,475.20 2,554.00 2,592.00 2,017.20 2,992.20 3,017.20 3,162.40 3,256.00 3,255.60 Appx. Annual 62,774.40 64,355.20 65,996.00 67,579.20 69,264.00 7,2798.40 2,862.27 6,689.37 3,256.01 Appx. Monthl 5,231.20 5,364.07 5,574.20 6,641.00 2,7194.40 2,879.20 82,224.00 83.244.00 82,724.40 Appx. Monthl 5,231.20 5,536.00 2,599.20 2,644.00 7,2704.0 2,979.20 3,014.20 3,87.20 82,224.00 Appx. Annual 62,774.40 64,355.20 65,926.00 6,579.20 67,244.00 7,271.88.0 74,217.20 76,419.20 78,291.20 80,247.20 8,414.00 4,209 Appx. Annual 62,774.40 64,355.00 65,926.00		Appx. Monthl	5,194.80	5,323.07	5,460.00	5,591.73	5,728.67	5,874.27	6,019.87	6,168.93	6,321.47	6,479.20	6,638.67	6,806.80	6,973.20	7,144.80
App: B+wkby 2.414.40 2.475.20 2.536.00 2.599.20 2.664.00 2.730.40 2.798.40 2.867.20 2.999.20 3.011.20 3.087.20 3.162.40 3.244.00 3.325.60 Appx. Monthi 5.231.20 5.362.43 5.647.67 5.572.60 6.260.20 6.751.20 6.268.27 6.262.27 6.568.27 6.264.27 6.668.20 6.272.27 6.668.20 6.272.27 6.668.20 6.272.27 6.868.27 6.222.27 6.668.20 6.272.20 8.227.00 8.272.00 8.272.07 8.222.20 8.244.00 8.434.00 8.64.65.00 40px. Howthy 2.114.40 2.475.20 2.554.00 2.579.20 2.264.00 7.278.40 7.278.40 7.457.20 2.264.20 2.287.20 2.867.20 2.287.20 2.867		Appx. Annual			65,520.00	67,100.80		70,491.20	72,238.40			77,750.40	79,664.00		83,678.40	
Appx. Monthi 5,231.20 5,362.93 5,494.67 5,631.60 5,772.00 5,915.87 6,063.20 6,212.27 6,368.27 6,524.27 6,688.93 6,851.87 7,028.67 7,025.47 Appx. Annual 62,774.40 64,352.00 65,574.20 6,924.00 7,079.40 2,758.40 7,454.720 7,641.92 7,028.67 6,222.27 6,488.97 6,31.40 8,434.00 Appx. Monthi 5,231.20 5,362.93 5,494.67 5,31.60 5,772.00 5,915.87 6,063.20 6,212.27 6,368.27 6,524.27 6,688.93 6,851.87 7,028.67 Appx. Monthi 5,231.20 5,362.93 5,494.67 5,31.60 7,722.00 5,915.87 6,063.20 6,212.27 6,368.27 6,524.27 6,688.93 6,851.87 7,028.67 Appx. Annual 62,774.40 64,350.00 6,752.00 2,644.00 7,028.67 7,274.00 7,641.92 7,621.92 82,042.00 81,344.00 Appx. Brwhky 2,444.80 2,506.40 2,556.40 5,564.00 5	60	Hourly	30.18	30.94	31.70	32.49	33.30	34.13	34.98	35.84	36.74	37.64	38.59	39.53	40.55	41.57
Appx. Annual 62,774.40 64,355.20 65,936.00 67,792.00 69,264.00 72,758.40 74,547.20 76,419.20 78,219.20 80,267.20 82,222.40 84,344.00 86,656.00 Monthy 30.18 30.74 33.70 23.74 33.30 34.13 34.94 35.84 35.74 37.64 38.59 39.53 40.55 Appx. Belwky 24.144 2,523.20 5,362.93 5,494.67 5,631.60 5,772.00 5,915.87 6,063.20 6,212.27 6,368.27 6,524.27 6,688.93 6,851.87 7,028.67 Appx. Annual 62,774.40 64,355.20 65,960.00 2,572.00 2,697.60 2,764.80 2,833.60 2,903.20 2,976.00 3,048.80 3,125.60 3,201.60 3,284.80 3,567.20 Appx. Monthi 5,297.07 5,430.53 5,564.00 5,702.67 5,844.20 7,716.00 7,968.80 3,125.60 3,201.60 3,284.80 3,367.20 Appx. Monthi 5,297.07 5,430.20 7,117.07 7,275.40 </td <td></td> <td>Appx. Bi-wkly</td> <td>2,414.40</td> <td>2,475.20</td> <td>2,536.00</td> <td>2,599.20</td> <td>2,664.00</td> <td>2,730.40</td> <td>2,798.40</td> <td>2,867.20</td> <td>2,939.20</td> <td>3,011.20</td> <td>3,087.20</td> <td>3,162.40</td> <td>3,244.00</td> <td>3,325.60</td>		Appx. Bi-wkly	2,414.40	2,475.20	2,536.00	2,599.20	2,664.00	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	3,162.40	3,244.00	3,325.60
60T Hourly 30.18 30.94 31.70 32.49 33.30 34.13 34.98 35.84 36.74 37.64 38.59 39.53 40.55 Appx, Birwky 2.414.40 2.475.20 2.558.40 2.599.20 2.664.00 2.730.40 2.798.40 2.867.20 2.939.20 3.011.20 3.087.20 3.162.40 3.244.00 Appx, Monthi 5.231.20 5.324.20 5.542.10 5.772.00 5.971.85 7.6419.20 78.291.20 80.267.20 82.222.40 84.344.00 Appx, Annual 62.771.40 64.355.20 6.593.60 6.792.00 2.647.00 2.758.40 74.547.20 76.419.20 78.291.20 80.267.20 82.222.40 84.341.00 Appx, Monthi 5.2470.00 5.792.00 2.648.00 2.764.80 2.833.60 2.976.00 3.048.80 3.125.60 3.021.60 3.284.80 3.367.20 Appx, Monthi 5.379.07 5.430.53 5.564.00 6.702.67 5.448.00 70.60 79.202.7 6.448.00 2.641.00		Appx. Monthl	5,231.20	5,362.93	5,494.67	5,631.60	5,772.00	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,688.93	6,851.87	7,028.67	7,205.47
Appx. Bi-wkby 2.414.40 2.475.20 2.536.00 2.599.20 2.664.00 2.730.40 2.798.40 2.687.20 2.939.20 3.011.20 3.087.20 3.162.40 3.244.00 Appx. Annual 62.774.40 64.355.20 65.936.00 67.579.20 69.264.00 70.999.40 72.758.40 74.571.20 76.419.20 78.291.20 80.267.20 82.224.0 84.344.00 60A Hourly 30.56 31.33 32.10 32.00 3.72 34.56 35.42 36.29 3.72 34.61 3.07.20 3.811.30 3.01.00 3.284.80 3.367.20 Appx. Monthi 5.350.40 6.564.00 5.702.67 5.844.80 73.673.60 75.482.07 7.756.00 3.048.80 3.126.60 3.201.40 3.284.80 3.367.20 Appx. Monthi 5.350.70 3.149 3.22.6 3.305 3.47.3 3.55 3.64.7 3.73.8 3.83.0 3.92.7 40.23 41.27 42.30 Appx. Monthi 5.351.33 5.456.27 5.681.60		Appx. Annual	62,774.40	64,355.20	65,936.00	67,579.20	69,264.00	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,267.20	82,222.40	84,344.00	86,465.60
Appx. Monthi 5,231.20 5,362.93 5,494.67 5,631.60 5,772.00 5,915.87 6,083.20 6,212.27 6,368.27 6,524.27 6,688.93 6,851.87 7,028.67 Appx. Mnunit 62,774.40 64,355.20 65,930.00 77.792.00 92,246.00 70,990.40 72,784.00 74,547.20 76,291.20 82,227.20 82,324.00 70,208.67 Appx. Bi-wkb 2,444.80 2,566.40 2,564.00 5,262.00 2,632.00 2,632.00 2,764.80 2,897.00 3,048.80 3,125.60 3,201.60 3,284.80 3,67.20 Appx. Monthi 5,297.07 5,430.53 5,564.00 5,702.07 5,444.80 5,994.40 7,137.60 79,268.80 81,265.00 83,211.00 3,01.60 3,384.00 Appx. Monthi 5,270.70 5,430.80 2,711.20 2,778.40 2,847.20 2,990.40 3,064.00 3,114.00 3,218.40 3,301.60 3,384.00 Appx. Monthi 5,231.33 5,458.27 5,591.73 5,728.67 5,747.20 7,644.00	60T	Hourly	30.18		31.70	32.49	33.30	34.13	34.98	35.84		37.64	38.59	39.53	40.55	
Appx. Annual 62,774.0 64,355.20 65,936.00 67,579.20 69,964.00 70,990.40 72,758.40 74,547.20 76,419.20 78,291.20 80,267.20 82,222.40 84,344.00 60A Hourly 30.56 31.33 32.10 32.20 32.72 34.56 35.42 36.29 37.20 38.11 39.07 40.02 41.06 42.09 Appx. Bi-wkby 2,444.80 2,506.40 2,568.00 2,697.00 5,708.40 2,764.80 6,202.7 6,448.00 6,605.73 6,772.13 6,936.80 71.17.07 7.295.60 Appx. Annual 63,564.80 65,164.00 66,482.00 70.137.60 71.844.80 73.673.60 75.785.60 77.776.00 79.268.80 81.265.60 83.241.60 85.440.80 87.472.0 Appx. Bi-wkby 2,456.00 2,519.20 2,508.80 2,644.00 70.912.07 72.38.40 74.972.0 6,518.40 6,108.93 6,321.47 47.92.0 6,608.80 6,973.20 7,115.47 73.32.00 Appx. Bi-wkb		Appx. Bi-wkly			2,536.00	2,599.20			2,798.40			3,011.20			3,244.00	
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Appx Annual 6/12/10 67.247.20 72.97.20		Appx. Bi-wkly	2,599.20	2,663.20	2,730.40	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	
63A Hsunty 32.90 33.71 34.64 35.02 33.20 33.11 39.07 40.02 41.06 42.13 44.15 45.25 Appx, Blawki, 2.646.80 2.646.80 2.831.60 2.903.20 2.976.00 3.048.80 3.322.40 3.446.80 3.362.40 3.446.80 3.352.00 3.622.00 3.626.80 3.445.80 3.522.00 3.62.60 3.445.80 3.522.00 3.62.47 3.445.80 3.522.00 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40 7.626.80 7.472.40		Appx. Monthl	5,631.60	5,770.27	5,915.87	6,063.20	6,212.27	6,368.27	6,524.27	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	
Appr. Binuk 2,642.00 2,648.00 5,744.80 5,812.07 5,802.07 5,802.07 5,802.07 5,802.07 5,802.07 5,802.07 5,802.07 5,802.07 5,704.00 1,702.00 7,724.00		Appx. Annual	67,579.20	69,243.20	70,990.40	72,758.40	74,547.20	76,419.20	78,291.20	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	
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Apps. Annual 66.432.20 70.116.80 71.884.80 73.673.60 75.268.80 61.265.60 83.241.60 85.404.80 87.422.40 89.668.80 91.832.00 94.120.00 64C Houry 33.05 33.87 34.73 55.59 36.47 37.38 38.30 39.27 40.23 41.27 42.23 43.32 44.36 65.71 Apps. Momth 57.266.5 5.57.080 6.101.987 6.168.93 6.23.147 6.47.920 6.53.86.6 6.80.86.7 6.85.16.0 8.37.840 7.05.88.0 7.25.88.0 7.25.88.0 7.22.88.0 7.22.88.0 7.22.88.0 7.22.88.0 7.22.80 7.09.70 7.31.79 7.75.81.80 7.28.60 7.79.33 7.79.		Appx. Bi-wkly	2,632.00	2,696.80	2,764.80	2,833.60	2,903.20	2,976.00	3,048.80	3,125.60	3,201.60	3,284.80	3,362.40	3,448.80	3,532.00	3,620.00
63C Houry 33.05 33.77 33.78 35.79 34.71 37.38 38.30 39.27 40.22 41.27 42.22 44.32 44.38 64.57 Appx. Binkly 2.644.00 2.7078.40 2.9176.00 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 2.9071.60 3.916.40 3.301.60 3.3071.7033.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.7333.3 7.		Appx. Monthl	5,702.67	5,843.07	5,990.40	6,139.47	6,290.27	6,448.00	6,605.73	6,772.13	6,936.80	7,117.07	7,285.20	7,472.40	7,652.67	7,843.33
App: Bi-wiki 2,644.00 2,778.40 2,877.20 2,971.60 2,990.40 3,064.00 3,114.60 3,016.00 3,018.01 3,034.60 3,485.00 3,645.00 3,648.00 3,648.00 3,678.00 7,119.01		Appx. Annual	68,432.00	70,116.80	71,884.80	73,673.60	75,483.20	77,376.00	79,268.80	81,265.60	83,241.60	85,404.80	87,422.40	89,668.80	91,832.00	94,120.00
Appr. Momila 68,744 00 70,449 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 80,278 0 87,38 0 80,278 0 87,38 0 90,105 0 92,288 0 94,573 6 4H Morth 57,86 3 55,41 3 63,278 0 27,878 0 27,878 0 27,878 0 27,878 0 27,878 0 28,872 0 22,872 0 32,872 0 33,218 0 34,06 0 35,270 0 35,84 3 Appr. Momth 57,683 3 59,113 3 65,823 0 67,172 0 76,172 0 76,172 0 77,971 0 82,872 0 32,80 0 34,06 0 34,00 0 35,72 0 97,931 3 Appr. Momth 57,683 3 59,141 3 66,632 0 62,122 7 63,827 0 73,012 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,01 0 33,00 0 31,01 0 33,00 0 31,01 0 31,01 0	63C	Hourly	33.05	33.87	34.73	35.59	36.47	37.38	38.30	39.27	40.23	41.27	42.23	43.32	44.36	
Appr. Momila 68,744 00 70,449 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 70,238 0 80,278 0 87,38 0 80,278 0 87,38 0 90,105 0 92,288 0 94,573 6 4H Morth 57,86 3 55,41 3 63,278 0 27,878 0 27,878 0 27,878 0 27,878 0 27,878 0 28,872 0 22,872 0 32,872 0 33,218 0 34,06 0 35,270 0 35,84 3 Appr. Momth 57,683 3 59,113 3 65,823 0 67,172 0 76,172 0 76,172 0 77,971 0 82,872 0 32,80 0 34,06 0 34,00 0 35,72 0 97,931 3 Appr. Momth 57,683 3 59,141 3 66,632 0 62,122 7 63,827 0 73,012 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,02 0 31,01 0 33,00 0 31,01 0 33,00 0 31,01 0 31,01 0		Appx. Bi-wkly	2,644.00	2,709.60	2,778.40	2,847.20	2,917.60	2,990.40	3,064.00	3,141.60	3,218.40	3,301.60	3,378.40	3,465.60	3,548.80	3,637.60
Appx Annual 68,744.00 70,496.00 72,238.00 74,027.20 75,857.60 77,750.40 79,664.00 81,681.60 85,871.60 67,838.40 90,105.60 92,268.80 94,577.60 64 Hourly 33.28 34.12 34.98 35.74 35.74 35.75 <th< td=""><td></td><td></td><td></td><td>5,870.80</td><td>6,019.87</td><td>6,168.93</td><td>6,321.47</td><td>6,479.20</td><td>6,638.67</td><td>6,806.80</td><td>6,973.20</td><td>7,153.47</td><td>7,319.87</td><td>7,508.80</td><td>7,689.07</td><td>7,881.47</td></th<>				5,870.80	6,019.87	6,168.93	6,321.47	6,479.20	6,638.67	6,806.80	6,973.20	7,153.47	7,319.87	7,508.80	7,689.07	7,881.47
64 Hourly 33 28 34 12 34 88 35 44 36 74 37 64 38 95 34 055 41 51 42 58 44 60 44 65 45 70 Appx. Bi-why 2.662.40 2.779 40 2.867 20 2.999 20 3.011 20 3.087 20 3.162.40 3.240.00 3.320.80 3.466.40 3.486.00 3.757 33 7.973 33 7.975 33 7.773 33 7.975 33 7.773 33 7.975 33 7.773 33 7.975 33 7.753 33 7.753 33 7.753 33 7.753 33 7.753 33 7.753 33 7.753 33 7.753 33 7.753 33 7.753 33 7.720 33 8.18 300																
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Appx. Monthi 5,768.53 5,914.13 6,663.20 6,212.27 6,588.27 6,524.27 6,688.93 6,851.87 7,028.67 7,195.07 7,380.53 7,557.33 7,797.30 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,973.03 7,793.03 7,793.03 7,757.33 7,739.33		-	2,662.40	2,729.60	2,798.40	2,867.20	2,939.20	3,011.20	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,660.80
Appx. Annual 69.22.40 70,696.60 72,758.40 74,547.20 76,19.20 78,291.20 80,267.20 82,222.40 84,344.00 86,364.80 88,566.40 90,688.00 92,872.00 95,180.80 40ruty 33.28 34.12 34.49 55.84 36.74 37.64 33.29 34.105 41.55 42.58 43.00 44.65 Appx. Monthl 5,768.53 5,914.13 6.063.20 6.212.27 6.368.27 6.524.27 6.688.93 6.851.87 7.028.67 7.195.07 7.380.53 7.557.33 7.739.33 Appx. Monthl 5.764.53 5.914.13 6.063.20 2.272.00 8.291.20 8.222.40 08.241.20 8.304.00 8.656.40 09.668.00 9.267.20 64C North 5.841.33 5.988.67 6.194.47 6.290.27 6.448.00 0.645.73 6.773.40 7.652.67 7.636.40 8.033.20 3.616.80 8.332.00 3.646.80 8.322.00 3.616.80 8.332.00 3.646.40 8.332.00 3.646.40 8.332.00				5,914.13	6,063.20	6,212.27		6,524.27	6,688.93			7,195.07	7,380.53		7,739.33	
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Appx. Annual 70,948.80 72,737.60 74,547.20 76,419.20 78,291.20 80,267.20 82,222.40 84,344.00 86,340.80 88,566.40 90,688.00 92,872.00 95,284.80 65A Hourly 34.54 35.41 36.29 37.20 38.11 39.07 40.02 41.06 42.03 43.11 44.15 45.21 46.38 47.55 Appx. Bi-wkly 2,763.20 2,832.80 2,903.20 2,976.00 3,048.80 3,215.60 3,201.60 3,284.80 3,362.40 3,448.80 3,532.00 3,616.80 3,710.40 3,804.00 Appx. Monthl 5,986.93 6,137.73 6,290.27 6,448.00 6,605.73 6,772.13 6,936.80 7,117.07 7,285.20 7,472.40 7,652.67 7,836.40 80,392.00 8,242.00 Appx. Annual 71,843.20 73,652.80 75,483.20 77,376.00 79,268.80 81,265.60 83,241.60 85,404.80 87,422.40 89,668.80 91,832.00 94,036.80 96,470.40 98,904.00																
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Appx. Bi-wkly 2,763.20 2,832.80 2,903.20 2,976.00 3,048.80 3,125.60 3,284.80 3,362.40 3,448.80 3,532.00 3,616.80 3,710.40 3,804.00 Appx. Monthi 5,986.93 6,137.73 6,290.27 6,448.00 6,057.3 6,772.13 6,936.80 7,117.07 7,285.20 7,472.40 7,652.67 7,836.40 8,039.20 8,242.00 Appx. Annual 71,843.20 73,652.80 75,483.20 77,376.00 79,268.80 81,265.60 83,241.60 85,404.80 87,422.40 89,668.80 91,832.00 94,036.80 96,470.40 98,904.00 65C Hourly 34.71 35.58 36.47 37.38 38.30 39.27 40.23 41.27 42.23 43.32 44.36 45.42 46.62 47.78 Appx. Monthi 5,076.80 2,846.40 2,917.60 2,990.40 3,064.00 3,141.60 3,218.40 3,301.60 3,3465.60 3,548.80 3,645.60 3,548.80 3,645.60 3,548.80 3,645.60	۲۲ ۹															17 55
Appx. Monthi 5,986.93 6,137.73 6,290.27 6,448.00 6,605.73 6,77.13 6,936.80 7,117.07 7,285.20 7,472.40 7,652.67 7,836.40 8,039.20 8,242.00 Appx. Annual 71,843.20 73,652.80 75,483.20 77,376.00 79,268.80 81,265.60 83,241.60 85,404.80 87,422.40 89,668.80 91,832.00 94,036.80 96,470.40 98,904.00 65C Hourly 34.71 35.58 36.47 37.38 38.30 39.27 40.23 41.27 42.23 43.32 44.36 45.42 46.62 47.78 Appx. Bi-wkly 2,776.80 2,846.40 2,917.60 2,990.40 3,064.00 3,141.60 3,218.40 3,301.60 3,378.40 3,465.60 3,548.80 3,633.60 3,729.60 3,822.40 Appx. Monthi 6,016.40 6,167.20 6,321.47 6,479.20 6,638.67 6,806.80 6,973.20 7,153.47 7,319.87 7,508.80 7,689.07 7,872.80 8,080.80 8,282.40	ACO	-														
Appx. Annual 71,843.20 73,652.80 75,483.20 77,376.00 79,268.80 81,265.60 83,241.60 85,404.80 87,422.40 89,668.80 91,832.00 94,036.80 96,470.40 98,904.00 65C Hourly 34.71 35.58 36.47 37.38 38.30 39.27 40.23 41.27 42.23 43.32 44.36 45.42 46.62 47.78 Appx. Bi-wkly 2,776.80 2,846.40 2,917.60 2,990.40 3,064.00 3,141.60 3,218.40 3,301.60 3,346.50 3,548.80 3,633.60 3,729.60 3,822.40 Appx. Monthil 6,016.40 6,167.20 6,321.47 6,479.20 6,638.67 6,806.80 6,973.20 7,153.47 7,319.87 7,508.80 7,689.07 7,872.80 8,080.80 8,281.87																
65C Hourly 34.71 35.58 36.47 37.38 38.30 39.27 40.23 41.27 42.23 43.32 44.36 45.42 46.62 47.78 Appx. Bi-wkly 2,776.80 2,846.40 2,917.60 2,990.40 3,064.00 3,141.60 3,218.40 3,301.60 3,378.40 3,465.60 3,548.80 3,633.60 3,729.60 3,822.40 Appx. Monthi 6,016.40 6,167.20 6,321.47 6,479.20 6,638.67 6,806.80 6,973.20 7,153.47 7,319.87 7,508.80 7,689.07 7,872.80 8,080.80 8,281.87																
Appx. Bi-wkly 2,776.80 2,846.40 2,917.60 2,990.40 3,064.00 3,141.60 3,218.40 3,301.60 3,378.40 3,465.60 3,548.80 3,633.60 3,729.60 3,822.40 Appx. Monthl 6,016.40 6,167.20 6,321.47 6,479.20 6,638.67 6,806.80 6,973.20 7,153.47 7,319.87 7,508.80 7,689.07 7,872.80 8,080.80 8,281.87																
Appx. Monthl 6,016.40 6,167.20 6,321.47 6,479.20 6,638.67 6,806.80 6,973.20 7,153.47 7,319.87 7,508.80 7,689.07 7,872.80 8,080.80 8,281.87	65C	-														
Appx. Annual 72,196.80 74,006.40 75,857.60 77,750.40 79,664.00 81,681.60 83,678.40 85,841.60 87,838.40 90,105.60 92,268.80 94,473.60 96,969.60 99,382.40																
		Appx. Annual	72,196.80	74,006.40	75,857.60	77,750.40	79,664.00	81,681.60	83,678.40	85,841.60	87,838.40	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40

Ranges Ef	f 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
66	Hourly	34.96	35.83	36.74	37.64	38.59	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.14
	Appx. Bi-wkly	2,796.80	2,866.40	2,939.20	3,011.20	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,851.20
	Appx. Monthl	6,059.73	6,210.53	6,368.27	6,524.27	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,344.27
	Appx. Annual	72,716.80	74,526.40	76,419.20	78,291.20	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,131.20
66T	Hourly	34.96	35.83	36.74	37.64	38.59	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	
	Appx. Bi-wkly	2,796.80	2,866.40	2,939.20	3,011.20	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	
	Appx. Monthl	6,059.73	6,210.53	6,368.27	6,524.27	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	
	Appx. Annual	72,716.80	74,526.40	76,419.20	78,291.20	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	
66A	Hourly	35.40	36.28	37.20	38.11	39.07	40.02	41.06	42.03	43.11	44.15	45.21	46.38	47.55	48.74
	Appx. Bi-wkly	2,832.00	2,902.40	2,976.00	3,048.80	3,125.60	3,201.60	3,284.80	3,362.40	3,448.80	3,532.00	3,616.80	3,710.40	3,804.00	3,899.20
	Appx. Monthl	6,136.00	6,288.53	6,448.00	6,605.73	6,772.13	6,936.80	7,117.07	7,285.20	7,472.40	7,652.67	7,836.40	8,039.20	8,242.00	8,448.27
	Appx. Annual	73,632.00	75,462.40	77,376.00	79,268.80	81,265.60	83,241.60	85,404.80	87,422.40	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00	101,379.20
66C	Hourly	35.57	36.46	37.38	38.30	39.27	40.23	41.27	42.23	43.32	44.36	45.42	46.62	47.78	48.98
	Appx. Bi-wkly	2,845.60	2,916.80	2,990.40	3,064.00	3,141.60	3,218.40	3,301.60	3,378.40	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,918.40
	Appx. Monthl	6,165.47	6,319.73	6,479.20	6,638.67	6,806.80	6,973.20	7,153.47	7,319.87	7,508.80	7,689.07	7,872.80	8,080.80	8,281.87	8,489.87
	Appx. Annual	73,985.60	75,836.80	77,750.40	79,664.00	81,681.60	83,678.40	85,841.60	87,838.40	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40	101,878.40
67	Hourly	35.81	36.72	37.64	38.59	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33
	Appx. Bi-wkly	2,864.80	2,937.60	3,011.20	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40
	Appx. Monthl	6,207.07	6,364.80	6,524.27	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53
	Appx. Annual	74,484.80	76,377.60	78,291.20	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40
67T	Hourly	35.81	36.72	37.64	38.59	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	_
	Appx. Bi-wkly	2,864.80	2,937.60	3,011.20	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	
	Appx. Monthl	6,207.07	6,364.80	6,524.27	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	
	Appx. Annual	74,484.80	76,377.60	78,291.20	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	
67A	Hourly	36.26	37.18	38.11	39.07	40.02	41.06	42.03	43.11	44.15	45.21	46.38	47.55	48.72	49.95
	Appx. Bi-wkly	2,900.80	2,974.40	3,048.80	3,125.60	3,201.60	3,284.80	3,362.40	3,448.80	3,532.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00
	Appx. Monthl	6,285.07	6,444.53	6,605.73	6,772.13	6,936.80	7,117.07	7,285.20	7,472.40	7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00
	Appx. Annual	75,420.80	77,334.40	79,268.80	81,265.60	83,241.60	85,404.80	87,422.40	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00
67C	Hourly	36.44	37.36	38.30	39.27	40.23	41.27	42.23	43.32	44.36	45.42	46.62	47.78	48.96	50.19
	Appx. Bi-wkly	2,915.20	2,988.80	3,064.00	3,141.60	3,218.40	3,301.60	3,378.40	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20
	Appx. Monthl	6,316.27 75,795.20	6,475.73 77,708.80	6,638.67 79,664.00	6,806.80 81,681.60	6,973.20 83,678.40	7,153.47 85,841.60	7,319.87 87,838.40	7,508.80 90,105.60	7,689.07 92,268.80	7,872.80 94,473.60	8,080.80 96,969.60	8,281.87 99,382.40	8,486.40 101,836.80	8,699.60 104,395.20
68	Appx. Annual Hourly	36.74	37.66	38.59	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.55
00	Appx. Bi-wkly	2,939.20	3,012.80	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.00
	Appx. Monthl	6,368.27	6,527.73	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,762.00
	Appx. Annual	76,419.20	78,332.80	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,144.00
68T	Hourly	36.74	37.66	38.59	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	
	Appx. Bi-wkly	2,939.20	3,012.80	3,087.20	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	
	Appx. Monthl	6,368.27	6,527.73	6,688.93	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	
	Appx. Annual	76,419.20	78,332.80	80,267.20	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	
68A	Hourly	37.20	38.13	39.07	40.02	41.06	42.03	43.11	44.15	45.21	46.38	47.55	48.72	49.95	51.18
	Appx. Bi-wkly	2,976.00	3,050.40	3,125.60	3,201.60	3,284.80	3,362.40	3,448.80	3,532.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,094.40
	Appx. Monthl	6,448.00	6,609.20	6,772.13	6,936.80	7,117.07	7,285.20	7,472.40	7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,871.20
	Appx. Annual	77,376.00	79,310.40	81,265.60	83,241.60	85,404.80	87,422.40	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00	106,454.40
68C	Hourly	37.38	38.32	39.27	40.23	41.27	42.23	43.32	44.36	45.42	46.62	47.78	48.96	50.19	51.44
	Appx. Bi-wkly	2,990.40	3,065.60	3,141.60	3,218.40	3,301.60	3,378.40	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,115.20
	Appx. Monthl	6,479.20	6,642.13	6,806.80	6,973.20	7,153.47	7,319.87	7,508.80	7,689.07	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,916.27
	Appx. Annual	77,750.40	79,705.60	81,681.60	83,678.40	85,841.60	87,838.40	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	106,995.20
69	Hourly	37.63	38.56	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.83
	Appx. Bi-wkly	3,010.40	3,084.80	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,146.40
	Appx. Monthl	6,522.53	6,683.73	6,851.87	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,983.87
(AT	Appx. Annual	78,270.40	80,204.80	82,222.40	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,806.40
69T	Hourly Appy Bi with	37.63	38.56	39.53	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	
	Appx. Bi-wkly	3,010.40	3,084.80	3,162.40	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	
	Appx. Monthl	6,522.53 78,270.40	6,683.73 80,204.80	6,851.87 82,222.40	7,028.67 84,344.00	7,195.07 86,340.80	7,380.53	7,557.33 90,688.00	7,739.33 92,872.00	7,940.40 95,284.80	8,139.73 97.676.80	8,340.80 100,089.60	8,550.53 102,606.40	8,763.73 105 164 80	
69A	Appx. Annual Hourly	38.10	39.04	40.02	41.06	42.03	88,566.40 43.11	90,688.00 44.15	45.21	46.38	97,676.80 47.55	48.72	49.95	105,164.80 51.19	52.48
078	Appx. Bi-wkly	3,048.00	39.04	3,201.60	3,284.80	3,362.40	3,448.80	3,532.00	45.21 3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,198.40
	Appx. Bi-wkiy Appx. Monthl	6,604.00	6,766.93	6,936.80	3,284.80 7,117.07	7,285.20	7,472.40	3,552.00 7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,096.53
	Appx. Monual	79,248.00	81,203.20	83,241.60	85,404.80	87,422.40	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	9,090.55
69C	Hourly	38.29	39.24	40.23	41.27	42.23	43.32	44.36	45.42	46.62	47.78	48.96	50.19	51.45	52.73
0/0	Appx. Bi-wkly	3,063.20	3,139.20	3,218.40	3,301.60	3,378.40	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,218.40
	Appx. Drwiky Appx. Monthl	6,636.93	6,801.60	6,973.20	7,153.47	7,319.87	7,508.80	7,689.07	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,139.87
	Appx. Annual	79,643.20	81,619.20	83,678.40	85,841.60	87,838.40	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,678.40
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Ranges Eff	. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
70	Hourly	38.59	39.56	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.15
	Appx. Bi-wkly	3,087.20	3,164.80	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,252.00
	Appx. Monthl	6,688.93	6,857.07	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,212.67
	Appx. Annual	80,267.20	82,284.80	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,552.00
70T	Hourly	38.59	39.56	40.55	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	
	Appx. Bi-wkly	3,087.20	3,164.80	3,244.00	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	
	Appx. Monthl	6,688.93	6,857.07	7,028.67	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	
	Appx. Annual	80,267.20	82,284.80	84,344.00	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	
70A	Hourly	39.07	40.05	41.06	42.03	43.11	44.15	45.21	46.38	47.55	48.72	49.95	51.19	52.51	53.81
	Appx. Bi-wkly	3,125.60	3,204.00	3,284.80	3,362.40	3,448.80	3,532.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,304.80
	Appx. Monthl	6,772.13	6,942.00	7,117.07	7,285.20	7,472.40	7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,327.07
	Appx. Annual	81,265.60	83,304.00	85,404.80	87,422.40	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	109,220.80	111,924.80
70C	Hourly	39.27	40.26	41.27	42.23	43.32	44.36	45.42	46.62	47.78	48.96	50.19	51.45	52.76	54.09
	Appx. Bi-wkly	3,141.60	3,220.80	3,301.60	3,378.40	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,327.20
	Appx. Monthl	6,806.80	6,978.40	7,153.47	7,319.87	7,508.80	7,689.07	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,375.60
	Appx. Annual	81,681.60	83,740.80	85,841.60	87,838.40	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,507.20
71	Hourly	39.52	40.51	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.45
	Appx. Bi-wkly	3,161.60	3,240.80	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.00
	Appx. Monthl	6,850.13	7,021.73	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,438.00
	Appx. Annual	82,201.60	84,260.80	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,256.00
71T	Hourly	39.52	40.51	41.51	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	<u> </u>
	Appx. Bi-wkly	3,161.60	3,240.80	3,320.80	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	
	Appx. Monthl	6,850.13	7,021.73	7,195.07	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	
	Appx. Annual	82,201.60	84,260.80	86,340.80	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	
71A	Hourly	40.01	41.02	42.03	43.11	44.15	45.21	46.38	47.55	48.72	49.95	51.19	52.51	53.78	55.13
	Appx. Bi-wkly	3,200.80	3,281.60	3,362.40	3,448.80	3,532.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,410.40
	Appx. Monthl	6,935.07	7,110.13	7,285.20	7,472.40	7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,555.87
	Appx. Annual	83,220.80	85,321.60	87,422.40	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00		103,896.00	106,475.20	109,220.80	111,862.40	114,670.40
71C	Hourly	40.22	41.21	42.23	43.32	44.36	45.42	46.62	47.78	48.96	50.19	51.45	52.76	54.04	55.39
	Appx. Bi-wkly	3,217.60	3,296.80	3,378.40	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,431.20
	Appx. Monthl	6,971.47	7,143.07	7,319.87	7,508.80	7,689.07	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,600.93
	Appx. Annual	83,657.60	85,716.80	87,838.40	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,211.20
72	Hourly	40.53	41.55	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.82
	Appx. Bi-wkly	3,242.40	3,324.00	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,465.60
	Appx. Monthl	7,025.20	7,202.00	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,675.47
	Appx. Annual	84,302.40	86,424.00	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,105.60
72T	Hourly	40.53	41.55	42.58	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	
	Appx. Bi-wkly	3,242.40	3,324.00	3,406.40	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	
	Appx. Monthl	7,025.20	7,202.00	7,380.53	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	
	Appx. Annual	84,302.40	86,424.00	88,566.40	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	
72A	Hourly	41.04	42.07	43.11	44.15	45.21	46.38	47.55	48.72	49.95	51.19	52.51	53.78	55.14	56.52
	Appx. Bi-wkly	3,283.20	3,365.60	3,448.80	3,532.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,521.60
	Appx. Monthl	7,113.60	7,292.13	7,472.40	7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,796.80
	Appx. Annual	85,363.20	87,505.60	89,668.80	91,832.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,561.60
72C	Hourly	41.25	42.27	43.32	44.36	45.42	46.62	47.78	48.96	50.19	51.45	52.76	54.04	55.40	56.79
	Appx. Bi-wkly	3,300.00	3,381.60	3,465.60	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,543.20
	Appx. Monthl	7,150.00	7,326.80	7,508.80	7,689.07	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,843.60
	Appx. Annual	85,800.00	87,921.60	90,105.60	92,268.80	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,123.20
73	Hourly	41.50	42.54	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.20
	Appx. Bi-wkly	3,320.00	3,403.20	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,576.00
	Appx. Monthl	7,193.33	7,373.60	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,914.67
	Appx. Annual	86,320.00	88,483.20	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,976.00
73T	Hourly	41.50	42.54	43.60	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	
	Appx. Bi-wkly	3,320.00	3,403.20	3,488.00	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	
	Appx. Monthl	7,193.33	7,373.60	7,557.33	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	
	Appx. Annual	86,320.00	88,483.20	90,688.00	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	
73A	Hourly	42.02	43.07	44.15	45.21	46.38	47.55	48.72	49.95	51.19	52.51	53.78	55.14	56.50	57.92
	Appx. Bi-wkly	3,361.60	3,445.60	3,532.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,633.60
	Appx. Monthl	7,283.47	7,465.47	7,652.67	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,039.47
	Appx. Annual	87,401.60	89,585.60	91,832.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,473.60
73C	Hourly	42.22	43.28	44.36	45.42	46.62	47.78	48.96	50.19	51.45	52.76	54.04	55.40	56.77	58.20
	Appx. Bi-wkly	3,377.60	3,462.40	3,548.80	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,656.00
	Appx. Monthl	7,318.13	7,501.87	7,689.07	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,088.00
	Appx. Annual	87,817.60	90,022.40	92,268.80	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	121,056.00

Ranges Eff	f. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
74	Hourly	42.50	43.56	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61
	Appx. Bi-wkly	3,400.00	3,484.80	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80
	Appx. Monthl	7,366.67	7,550.40	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07
	Appx. Annual	88,400.00	90,604.80	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80
74T	Hourly	42.50	43.56	44.65	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	
	Appx. Bi-wkly	3,400.00	3,484.80	3,572.00	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	
	Appx. Monthl	7,366.67	7,550.40	7,739.33	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	
	Appx. Annual	88,400.00	90,604.80	92,872.00	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	
74A	Hourly	43.03	44.10	45.21	46.38	47.55	48.72	49.95	51.19	52.51	53.78	55.14	56.50	57.89	59.34
	Appx. Bi-wkly	3,442.40	3,528.00	3,616.80	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20
	Appx. Monthl	7,458.53	7,644.00	7,836.40	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60
	Appx. Annual	89,502.40	91,728.00	94,036.80	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20
74C	Hourly	43.24	44.32	45.42	46.62	47.78	48.96	50.19	51.45	52.76	54.04	55.40	56.77	58.17	59.64
	Appx. Bi-wkly	3,459.20	3,545.60	3,633.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20
	Appx. Monthl	7,494.93	7,682.13	7,872.80	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60
	Appx. Annual	89,939.20	92,185.60	94,473.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20
75	Hourly	43.60	44.69	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.06
	Appx. Bi-wkly	3,488.00	3,575.20	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,804.80
	Appx. Monthl	7,557.33	7,746.27	7,940.40	8,139.73	8,340.80	8.550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,410.40
	Appx. Annual	90,688.00	92,955.20	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,924.80
75T	Hourly	43.60	44.69	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	
	Appx. Bi-wkly	3,488.00	3,575.20	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	
	Appx. Monthl	7,557.33	7,746.27	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	
	Appx. Annual	90,688.00	92,955.20	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	
75A	Hourly	44.15	45.25	46.38	47.55	48.72	49.95	51.19	52.51	53.78	55.14	56.50	57.89	59.34	60.81
	Appx. Bi-wkly	3,532.00	3,620.00	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,864.80
	Appx. Monthl	7,652.67	7,843.33	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,540.40
	Appx. Annual	91,832.00	94,120.00	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,484.80
75C	Hourly	44.36	45.47	46.62	47.78	48.96	50.19	51.45	52.76	54.04	55.40	56.77	58.17	59.64	61.11
	Appx. Bi-wkly	3,548.80	3,637.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,888.80
	Appx. Monthl	7,689.07	7,881.47	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,592.40
	Appx. Annual	92,268.80	94,577.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,108.80
76	Hourly	44.69	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.58
	Appx. Bi-wkly	3,575.20	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,926.40
	Appx. Monthl	7,746.27	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,673.87
	Appx. Annual	92,955.20	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,086.40
76T	Hourly	44.69	45.81	46.96	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	
	Appx. Bi-wkly	3,575.20	3,664.80	3,756.80	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	
	Appx. Monthl	7,746.27	7,940.40	8,139.73	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	
	Appx. Annual	92,955.20	95,284.80	97,676.80	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	
76A	Hourly	45.25	46.38	47.55	48.72	49.95	51.19	52.51	53.78	55.14	56.50	57.89	59.34	60.83	62.35
	Appx. Bi-wkly	3,620.00	3,710.40	3,804.00	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,866.40	4,988.00
	Appx. Monthl	7,843.33	8,039.20	8,242.00	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,543.87	10,807.33
	Appx. Annual	94,120.00	96,470.40	98,904.00	101,337.60	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,526.40	129,688.00
76C	Hourly	45.47	46.62	47.78	48.96	50.19	51.45	52.76	54.04	55.40	56.77	58.17	59.64	61.13	62.67
	Appx. Bi-wkly	3,637.60	3,729.60	3,822.40	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,890.40	5,013.60
	Appx. Monthl	7,881.47	8,080.80	8,281.87	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,595.87	10,862.80
	Appx. Annual	94,577.60	96,969.60	99,382.40	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,150.40	130,353.60
77	Hourly	45.78	46.94	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.15
	Appx. Bi-wkly	3,662.40	3,755.20	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,052.00
	Appx. Monthl	7,935.20	8,136.27	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,946.00
	Appx. Annual	95,222.40	97,635.20	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,352.00
77T	Hourly	45.78	46.94	48.12	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	
	Appx. Bi-wkly	3,662.40	3,755.20	3,849.60	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	
	Appx. Monthl	7,935.20	8,136.27	8,340.80	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	
	Appx. Annual	95,222.40	97,635.20	100,089.60	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	
77A	Hourly	46.35	47.53	48.72	49.95	51.19	52.51	53.78	55.14	56.50	57.89	59.34	60.83	62.37	63.94
	Appx. Bi-wkly	3,708.00	3,802.40	3,897.60	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,866.40	4,989.60	5,115.20
	Appx. Monthl	8,034.00	8,238.53	8,444.80	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,543.87	10,810.80	11,082.93
	Appx. Annual	96,408.00	98,862.40	101,337.60	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,526.40	129,729.60	132,995.20
77C	Hourly	46.59	47.76	48.96	50.19	51.45	52.76	54.04	55.40	56.77	58.17	59.64	61.13	62.69	64.25
	Appx. Bi-wkly	3,727.20	3,820.80	3,916.80	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,890.40	5,015.20	5,140.00
	Appx. Monthl	8,075.60	8,278.40	8,486.40	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,595.87	10,866.27	11,136.67
	Appx. Annual	96,907.20	99,340.80	101,836.80	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,150.40	130,395.20	133,640.00

Ranges Eff	. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
78	Hourly	46.95	48.13	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.70
	Appx. Bi-wkly	3,756.00	3,850.40	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,176.00
	Appx. Monthl	8,138.00	8,342.53	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,214.67
	Appx. Annual	97,656.00	100,110.40	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,576.00
78T	Hourly	46.95	48.13	49.33	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	
	Appx. Bi-wkly	3,756.00	3,850.40	3,946.40	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	
	Appx. Monthl	8,138.00	8,342.53	8,550.53	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	
	Appx. Annual	97,656.00	100,110.40	102,606.40	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	
78A	Hourly	47.54	48.73	49.95	51.19	52.51	53.78	55.14	56.50	57.89	59.34	60.83	62.37	63.92	65.51
	Appx. Bi-wkly	3,803.20	3,898.40	3,996.00	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,866.40	4,989.60	5,113.60	5,240.80
	Appx. Monthl	8,240.27	8,446.53	8,658.00	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,543.87	10,810.80	11,079.47	11,355.07
	Appx. Annual	98,883.20	101,358.40	103,896.00	106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,526.40	129,729.60	132,953.60	136,260.80
78C	Hourly	47.77	48.97	50.19	51.45	52.76	54.04	55.40	56.77	58.17	59.64	61.13	62.69	64.23	65.84
	Appx. Bi-wkly	3,821.60	3,917.60	4,015.20	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,890.40	5,015.20	5,138.40	5,267.20
	Appx. Monthl	8,280.13	8,488.13	8,699.60	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,595.87	10,866.27	11,133.20	11,412.27
	Appx. Annual	99,361.60	101,857.60	104,395.20	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,150.40	130,395.20	133,598.40	136,947.20
79	Hourly	48.14	49.34	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.73	66.34
	Appx. Bi-wkly	3,851.20	3,947.20	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20
	Appx. Monthl	8,344.27	8,552.27	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93
	Appx. Annual		102,627.20	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20
79T	Hourly	48.14	49.34	50.56	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.73	
	Appx. Bi-wkly	3,851.20	3,947.20	4,044.80	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,178.40	
	Appx. Monthl	8,344.27	8,552.27	8,763.73	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,219.87	
		100,131.20	102,627.20	105,164.80	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,638.40	
79A	Hourly	48.74	49.96	51.19	52.51	53.78	55.14	56.50	57.89	59.34	60.83	62.37	63.92	65.54	67.17
	Appx. Bi-wkly	3,899.20	3,996.80	4,095.20	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,866.40	4,989.60	5,113.60	5,243.20	5,373.60
	Appx. Monthl	8,448.27	8,659.73	8,872.93	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,543.87	10,810.80	11,079.47	11,360.27	11,642.80
	Appx. Annual			106,475.20	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,526.40	129,729.60	132,953.60	136,323.20	139,713.60
79C	Hourly	48.98	50.20	51.45	52.76	54.04	55.40	56.77	58.17	59.64	61.13	62.69	64.23	65.86	67.52
	Appx. Bi-wkly	3,918.40	4,016.00	4,116.00	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,890.40	5,015.20	5,138.40	5,268.80	5,401.60
	Appx. Monthl	8,489.87	8,701.33	8,918.00	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,595.87	10,866.27	11,133.20	11,415.73	11,703.47
		101,878.40	104,416.00	107,016.00	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,150.40	130,395.20	133,598.40	136,988.80	140,441.60
80	Hourly	49.36	50.58	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.73	66.34	68.00
	Appx. Bi-wkly	3,948.80	4,046.40	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20	5,440.00
	Appx. Monthl	8,555.73	8,767.20	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93	11,786.67
	Appx. Annual	102,668.80	105,206.40	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20	141,440.00
80T	Hourly	49.36	50.58	51.86	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.73	66.34	
	Appx. Bi-wkly	3,948.80	4,046.40	4,148.80	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20	
	Appx. Monthl	8,555.73	8,767.20	8,989.07	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93	
	Appx. Annual	102,668.80	105,206.40	107,868.80	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20	
80A	Hourly	49.98	51.21	52.51	53.78	55.14	56.50	57.89	59.34	60.83	62.37	63.92	65.54	67.17	68.85
	Appx. Bi-wkly	3,998.40	4,096.80	4,200.80	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,866.40	4,989.60	5,113.60	5,243.20	5,373.60	5,508.00
	Appx. Monthl	8,663.20	8,876.40	9,101.73	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,543.87	10,810.80	11,079.47	11,360.27	11,642.80	11,934.00
	Appx. Annual	103,958.40	106,516.80	109,220.80	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,526.40	129,729.60	132,953.60	136,323.20	139,713.60	143,208.00
80C	Hourly	50.22	51.47	52.76	54.04	55.40	56.77	58.17	59.64	61.13	62.69	64.23	65.86	67.52	69.20
	Appx. Bi-wkly	4,017.60	4,117.60	4,220.80	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,890.40	5,015.20	5,138.40	5,268.80	5,401.60	5,536.00
	Appx. Monthl	8,704.80	8,921.47	9,145.07	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,595.87	10,866.27	11,133.20	11,415.73	11,703.47	11,994.67
	Appx. Annual	104,457.60	107,057.60	109,740.80	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,150.40	130,395.20	133,598.40	136,988.80	140,441.60	143,936.00
81	Hourly	50.55	51.83	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.73	66.34	67.98	69.69
	Appx. Bi-wkly	4,044.00	4,146.40	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20	5,438.40	5,575.20
	Appx. Monthl	8,762.00	8,983.87	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60
	Appx. Annual	105,144.00	107,806.40	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20	141,398.40	144,955.20
81T	Hourly	50.55	51.83	53.12	54.46	55.80	57.18	58.61	60.08	61.60	63.13	64.73	66.34	67.98	
	Appx. Bi-wkly	4,044.00	4,146.40	4,249.60	4,356.80	4,464.00	4,574.40	4,688.80	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20	5,438.40	
	Appx. Monthl	8,762.00	8,983.87	9,207.47	9,439.73	9,672.00	9,911.20	10,159.07	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93	11,783.20	
	Appx. Annual	105,144.00	107,806.40	110,489.60	113,276.80	116,064.00	118,934.40	121,908.80	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20	141,398.40	
81A	Hourly	51.18	52.48	53.78	55.14	56.50	57.89	59.34	60.83	62.37	63.92	65.54	67.17	68.83	70.56
	Appx. Bi-wkly	4,094.40	4,198.40	4,302.40	4,411.20	4,520.00	4,631.20	4,747.20	4,866.40	4,989.60	5,113.60	5,243.20	5,373.60	5,506.40	5,644.80
	Appx. Monthl	8,871.20	9,096.53	9,321.87	9,557.60	9,793.33	10,034.27	10,285.60	10,543.87	10,810.80	11,079.47	11,360.27	11,642.80	11,930.53	12,230.40
	Appx. Annual	106,454.40	109,158.40	111,862.40	114,691.20	117,520.00	120,411.20	123,427.20	126,526.40	129,729.60	132,953.60	136,323.20	139,713.60	143,166.40	146,764.80
81C	Hourly	51.44	52.73	54.04	55.40	56.77	58.17	59.64	61.13	62.69	64.23	65.86	67.52	69.17	70.91
	Appx. Bi-wkly	4,115.20	4,218.40	4,323.20	4,432.00	4,541.60	4,653.60	4,771.20	4,890.40	5,015.20	5,138.40	5,268.80	5,401.60	5,533.60	5,672.80
	Appx. Monthl	8,916.27	9,139.87	9,366.93	9,602.67	9,840.13	10,082.80	10,337.60	10,595.87	10,866.27	11,133.20	11,415.73	11,703.47	11,989.47	12,291.07
	Appx. Annual	106,995.20	109,678.40	112,403.20	115,232.00	118,081.60	120,993.60	124,051.20	127,150.40	130,395.20	133,598.40	136,988.80	140,441.60	143,873.60	147,492.80
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	·	аррх. Аппиаг	110,000.80	121,014.40	124,051.20	127,130.40	130,393.20	133,378.40	130,400.00	140,441.00	143,673.00	147,492.80	101,195.20	104,780.80	100,008.00	102,001.00

B Party Dir2 Dir3 Control Dir3 Control Dir3 Dir3 <thdir3< th=""> Dir3 <thdir3< th=""> <</thdir3<></thdir3<>	Ranges Eff	. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
μegn heart 991 600 112	86	Hourly	57.20	58.62	60.08	61.60	63.13	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.84
Acqu. Area Progr. Paret Progr. Paret <th></th> <th>Appx. Bi-wkly</th> <th>4,576.00</th> <th>4,689.60</th> <th>4,806.40</th> <th>4,928.00</th> <th>5,050.40</th> <th>5,178.40</th> <th>5,307.20</th> <th>5,438.40</th> <th>5,575.20</th> <th>5,715.20</th> <th>5,857.60</th> <th>6,004.00</th> <th>6,152.80</th> <th>6,307.20</th>		Appx. Bi-wkly	4,576.00	4,689.60	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,307.20
B6T Houring 17:10 19:20 10:00 <t< th=""><th></th><th>Appx. Monthl</th><th>9,914.67</th><th>10,160.80</th><th>10,413.87</th><th>10,677.33</th><th>10,942.53</th><th>11,219.87</th><th>11,498.93</th><th>11,783.20</th><th>12,079.60</th><th>12,382.93</th><th>12,691.47</th><th>13,008.67</th><th>13,331.07</th><th>13,665.60</th></t<>		Appx. Monthl	9,914.67	10,160.80	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,665.60
Appa Binary State State <th< th=""><th></th><th>Appx. Annual</th><th>118,976.00</th><th>121,929.60</th><th>124,966.40</th><th>128,128.00</th><th>131,310.40</th><th>134,638.40</th><th>137,987.20</th><th>141,398.40</th><th>144,955.20</th><th>148,595.20</th><th>152,297.60</th><th>156,104.00</th><th>159,972.80</th><th>163,987.20</th></th<>		Appx. Annual	118,976.00	121,929.60	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	163,987.20
App. Rovel 9910 Rovel 9910 Rovel 12300 1	86T	Hourly	57.20	58.62	60.08	61.60	63.13	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	
Age Ausset 11988.00 11988.01 1		Appx. Bi-wkly	4,576.00	4,689.60	4,806.40	4,928.00	5,050.40	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	
Biol Livary 15/47 64/37 64/37 64/37 64/37 64/37 7/167 7/82 Apps Memin 103/87 103/87 103/87 11/36/27 16/37 100/87 11/36/27 12/37/87		Appx. Monthl	9,914.67	10,160.80	10,413.87	10,677.33	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	
Appa Bendy Astab Appa Stable 0 Stable 0<		Appx. Annual	118,976.00	121,929.60	124,966.40	128,128.00	131,310.40	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	
Apps. Moret IO.2013 ID.5114 ID.000 ID.944 ID.2024 ID.2034	86A	Hourly	57.92	59.35	60.83	62.37	63.92	65.54	67.17	68.83	70.56	72.33	74.14	75.99	77.87	79.83
Age, Armal 126/1260 123/2360 </th <th></th> <th>Appx. Bi-wkly</th> <th>4,633.60</th> <th>4,748.00</th> <th>4,866.40</th> <th>4,989.60</th> <th>5,113.60</th> <th>5,243.20</th> <th>5,373.60</th> <th>5,506.40</th> <th>5,644.80</th> <th>5,786.40</th> <th>5,931.20</th> <th>6,079.20</th> <th>6,229.60</th> <th>6,386.40</th>		Appx. Bi-wkly	4,633.60	4,748.00	4,866.40	4,989.60	5,113.60	5,243.20	5,373.60	5,506.40	5,644.80	5,786.40	5,931.20	6,079.20	6,229.60	6,386.40
BMC Isady 94.50 0113 6/24 6/86 0.572 6/17 7091 77.04 77.81 77.85 77.86 67.82 Appa, Merrit 10.289.00 10.239.31 10.298.67 10.289.67 <th></th> <th>Appx. Monthl</th> <th>10,039.47</th> <th>10,287.33</th> <th>10,543.87</th> <th>10,810.80</th> <th>11,079.47</th> <th>11,360.27</th> <th>11,642.80</th> <th>11,930.53</th> <th>12,230.40</th> <th>12,537.20</th> <th>12,850.93</th> <th>13,171.60</th> <th>13,497.47</th> <th>13,837.20</th>		Appx. Monthl	10,039.47	10,287.33	10,543.87	10,810.80	11,079.47	11,360.27	11,642.80	11,930.53	12,230.40	12,537.20	12,850.93	13,171.60	13,497.47	13,837.20
App: Burley App: Burley App: Burley App:		Appx. Annual	120,473.60	123,448.00	126,526.40	129,729.60	132,953.60	136,323.20	139,713.60	143,166.40	146,764.80	150,446.40	154,211.20	158,059.20	161,969.60	166,046.40
Apps. Momit Tournal Displayer Displayer <thdisplayer< th=""> <thdisplayer< th=""> <thd< th=""><th>86C</th><th>Hourly</th><th>58.20</th><th>59.65</th><th>61.13</th><th>62.69</th><th>64.23</th><th>65.86</th><th>67.52</th><th>69.17</th><th>70.91</th><th>72.69</th><th>74.51</th><th>76.35</th><th>78.26</th><th>80.22</th></thd<></thdisplayer<></thdisplayer<>	86C	Hourly	58.20	59.65	61.13	62.69	64.23	65.86	67.52	69.17	70.91	72.69	74.51	76.35	78.26	80.22
Appe. Namul. 171.054.00 12.09.00 103.09.00 13.39.40 13.49.40 13.49.20 17.44 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.42 71.43 <th71.43< th=""></th71.43<>		Appx. Bi-wkly	4,656.00	4,772.00	4,890.40	5,015.20	5,138.40	5,268.80	5,401.60	5,533.60	5,672.80	5,815.20	5,960.80	6,108.00	6,260.80	6,417.60
IF Insuly State ADD Add State		Appx. Monthl	10,088.00	10,339.33	10,595.87	10,866.27	11,133.20	11,415.73	11,703.47	11,989.47	12,291.07	12,599.60	12,915.07	13,234.00	13,565.07	13,904.80
Appe: Ex-Wit 4.09/2.00 5.08/2.00 5.07/2.00 5.77/2.00 7.77/2.00 7.67/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 7.77/2.00 <th7.77 2.00<="" th=""> <th7.77 2.00<="" th=""> <</th7.77></th7.77>		Appx. Annual	121,056.00	124,072.00	127,150.40	130,395.20	133,598.40	136,988.80	140,441.60	143,873.60	147,492.80	151,195.20	154,980.80	158,808.00	162,780.80	166,857.60
Agec. Monthi 10164/27 1047/33 10267/30 1128/30	87	Hourly	58.64	60.10	61.60	63.13	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83
Apps: Annual 12971/20 128/1200 128/1200 128/1200 149/9520 149/9520 149/9520 156/1020 199/7220 16/0280 168/1200 156/1020 199/7220 16/02800 <		Appx. Bi-wkly	4,691.20	4,808.00	4,928.00	5,050.40	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40
Bit Insurity 56.44 Oth Oth Oth Oth Oth Tit Tit<		Appx. Monthl	10,164.27	10,417.33	10,677.33	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53
Ages Dirakly 4.691.20 4.801.40 5.572.40 5.752.40 <th< th=""><th></th><th>Appx. Annual</th><th>121,971.20</th><th>125,008.00</th><th>128,128.00</th><th>131,310.40</th><th>134,638.40</th><th>137,987.20</th><th>141,398.40</th><th>144,955.20</th><th>148,595.20</th><th>152,297.60</th><th>156,104.00</th><th>159,972.80</th><th>164,028.80</th><th>168,126.40</th></th<>		Appx. Annual	121,971.20	125,008.00	128,128.00	131,310.40	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40
Appx Momin 10.14-27 10.4733 10.24733 11.249.23 11.249.24 11.38.60 11.249.20 12.310.04 13.310.07 13.660.7 Appx Ampx Loop 12.310.04 13.240.00 13.310.07 13.600.7 13.310.07 13.600.7 13.310.07 13.600.7 Appx R-with 1.0740.0 13.240.01 1	87T	Hourly	58.64	60.10	61.60	63.13	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.86	
Appx Annual 121971.20 125,0000 1281,000 1231,020 1233,020 1239,020 1239,020 152,074 156,001,000 1597,220 164,028 00 BYA Haury 9377 6485 6437 6532 164,028 173,00 52,074 55,040 55,044 55,012 6,0732 6,272 6,278,00 6,272,00 128,464 13,340,07 14,342,01 11,340,03 12,323,01 11,340,03 12,323,01 11,340,03 12,323,01 11,340,03 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 12,323,01 13,340,0 13,990,27 14,353,40 13,445,41 14,444,40 15,444,41 15,444,41 15,444,41 15,444,41 15,444,41 15,444,41 15,444,41 15,444,41 13,447,41 13,946,21 13,346,21 13,346,21 13,346,21 13,346,21 13,346,21 14,342,22 15,456,01 13,946,21 14,338,24 13,941,21 13,940,21 14,1		Appx. Bi-wkly	4,691.20	4,808.00	4,928.00	5,050.40	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	
BitA Houry 99.37 0.05 6.217 6.534 6.177 648.83 70.56 72.33 74.14 75.99 77.87 79.85 81.84 Appx. Bitweby 4.749.60 4.866.00 5.131.60 5.537.60 5.564.40 5.564.40 5.781.40 5.529.003 11.11.01 1.347.47 1.340.67 1.146.20 1.102.03 1.11.04 1.01.074.31 1.01.04.07 1.146.20 1.102.03 1.217.140 1.347.47 1.340.67 1.146.20 1.102.03 1.217.140 1.347.47 1.340.67 1.146.20 1.102.03 1.217.40 1.259.07 1.228.00 1.215.07 1.224.00 1.136.60 1.44.74.80 1.521.20 5.162.00 5.172.00 5.373.60 5.672.80 5.172.00 1.356.00 1.369.00 1.147.51 1.102.01 1.299.07 1.224.00 1.556.00 5.972.80 5.872.60 6.010.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.00 6.018.0		Appx. Monthl	10,164.27	10,417.33	10,677.33	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	
Appr. Bivshy 4,749.00 4,899.00 5113.00 5244.20 5,758.00 5,644.30 5,644.30 5,647.20 62.890.31 6,172.20 62.890.31 6,172.20 62.890.31 6,172.20 12.897.30 12.898.30 10.897.41 12.997.30 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.897.41 12.898.30 10.898.30 12.899.31 12.898.30 12.898.30 12.898.30 12.898.30 12.898.30 12.898.		Appx. Annual	121,971.20	125,008.00	128,128.00	131,310.40	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	
Appu. Normit 10.290.80 10.290.80 10.290.80 10.297.80 12.230.61 12.230.61 14.165.00 Appu. Annual 122.469.60 126.568.00 129.739.60 129.739.60 123.923.00 137.12.00 150.929.20 161.994.20 161.994.20 162.927.20 Appu. Blweb, 4.773.60 4.892.00 150.52 5.913.80 5.268.80 5.014.60 5.572.80 5.915.20 5.948.80 6.108.00 6.126.80 6.135.80 7.82.80 8.808.80 12.550.71 7.23.80 8.808.80 12.550.71 7.82.80 8.808.80 12.550.71 7.82.80 16.869.20 7.11.00.80 Bit 40000 6.158.71 10.258.80 13.958.81 3.958.80 13.958.20 12.979.60 12.82.93 12.81.80 12.850.80 12.850.80 12.80.80 12.82.81 12.81.80 12.81.80 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81.81 12.81	87A	Hourly	59.37	60.85	62.37	63.92	65.54	67.17	68.83	70.56	72.33	74.14	75.99	77.87	79.85	81.84
Agps. Annual 123,489.40 126,2493.40 126,272.40 136,252.10 137,136.0 143,166.40 156,446.40 156,212.10 156,059.20 161,994.60 166,088.00 170,227.20 B7C Hourly 99.67 611.15 62.69 64.23 65.668 67.52 69.11 70.91 72.69 74.51 76.35 72.240 64.00 62.028.00 64.19.20 65.012.80 64.19.20 65.012.80 64.19.20 65.012.80 64.90.00 72.69 74.51 73.35 73.240 73.356.07 73.378.00 73.356.07 73.378.00 73.356.07 73.378.00 73.356.07 73.378.00 73.356.07 73.378.00 73.378.01 73.378.00 73.378.01		Appx. Bi-wkly	4,749.60	4,868.00	4,989.60	5,113.60	5,243.20	5,373.60	5,506.40	5,644.80	5,786.40	5,931.20	6,079.20	6,229.60	6,388.00	6,547.20
87C Hsury 59.67 61.15 62.69 64.22 65.86 67.52 69.17 77.97 77.66 74.51 77.82 78.26 80.24 82.26 Apps. Birwkhy 477.360 4,892.00 50715.20 51.184.00 52.868.80 5,612.80 5,612.80 5,960.80 6,108.00 6,419.20 6,590.20 6,190.20 6,590.20 12,291.07 12,399.40 12,452.84 0 12,421.13.60 13,324.00 13,552.01 13,398.40 13,598.40 14,474.94 13,375.40 14,452.84 0 14,472.92 15,195.20 5,587.50 6,587.50 6,587.50 6,587.50 6,587.50 6,507.40 6,512.80 6,318.80 6,466.40 6,808.30 14,430.13 14,450.13 14,328.20 12,297.60 15,614.00 13,331.07 13,649.07 14,410.15.3 14,238.40 13,797.20 14,384.40 13,797.20 14,384.40 13,797.20 14,384.40 13,797.20 15,512.00 5,518.20 5,518.20 5,518.20 5,518.20 5,518.20 5,518.20 <t< th=""><th></th><th>Appx. Monthl</th><th>10,290.80</th><th>10,547.33</th><th>10,810.80</th><th>11,079.47</th><th>11,360.27</th><th>11,642.80</th><th>11,930.53</th><th>12,230.40</th><th>12,537.20</th><th>12,850.93</th><th>13,171.60</th><th>13,497.47</th><th>13,840.67</th><th>14,185.60</th></t<>		Appx. Monthl	10,290.80	10,547.33	10,810.80	11,079.47	11,360.27	11,642.80	11,930.53	12,230.40	12,537.20	12,850.93	13,171.60	13,497.47	13,840.67	14,185.60
Apps. Bi-with 4.773.60 4.892.00 5.015.20 5.813.20 5.617.20 5.815.20 5.908.80 6.108.00 6.208.80 6.419.20 6.503.20 Apps. Monthi 10.342.80 10.279.20 11.333.20 11.113.23 11.219.81 11.113.23 11.219.81 11.139.80 11.219.81 11.339.80 12.237.50 5.715.20 5.875.40 6.00.00 6.152.86 6.308.80 6.46.40 Apps. Monthi 10.413.81 10.472.51 11.219.81 11.498.93 11.783.20 12.277.60		Appx. Annual	123,489.60	126,568.00	129,729.60	132,953.60	136,323.20	139,713.60	143,166.40	146,764.80	150,446.40	154,211.20	158,059.20	161,969.60	166,088.00	170,227.20
Appr. Month 10.342.20 10.399.30 10.866.27 11.332.00 11.415.73 11.703.47 11.704.74 11.294.70 12.291.00 13.256.07 13.258.04 13.098.27 14.288.03 88 Hourth 60.08 61.15 50.21 75.05 75.91 78.66 90.33 82.85 Appr. Birwish 4806.40 49.24.01 50.50.40 51.78.20 51.75.20 51.75.20 55.75.20 55.75.20 55.75.00 60.04.00 61.25.80 14.80.97.20 14.80.93 14.80.93 14.89.20 12.297.60 15.204.00 15.208.00 14.38.10 13.464.71 14.80.84 13.7987.20 14.89.520 12.297.80 15.104.00 15.28.60 14.38.03 14.38.20 12.297.80 15.209.00 15.208.00 16.102.80 16.102.80 16.102.80 16.102.80 16.102.80 16.102.80 16.102.80 16.33.10 13.464.71 14.38.37 Month 10.413.87 10.473.87 10.92.53 11.219.87 11.498.93 11.733.20 12.279.60 12.2297.60	87C	Hourly	59.67	61.15	62.69	64.23	65.86	67.52	69.17	70.91	72.69	74.51	76.35	78.26	80.24	82.26
Appx. Annual 124,113.60 127,192.00 130,952.01 133,984.01 136,988.80 144,416.0 143,873.60 147,492.80 151,1952.0 154,980.80 162,780.80 166,899.20 171,100.80 B8 Hourly 60.08 61.58 61.31 64.73 66.34 67.575.20 57.152.0 55.76.00 0.517.80 0.60.80 61.88 60.818 64.64 65.28 63.310 13.664.01 13.46.67 Appx. Annual 124,966.40 128,078.01 13.972.01 14.198.93 17.382.01 12.382.93 12.691.40 15.972.80 6.308.80 6.464.40 17.282.01 Appx. Binwhy 4.806.40 12.807.80 15.873.00 5.572.00 5.575.20 5.752.00 5.587.40 5.014.00 15.972.80 6.308.80 6.464.40 Appx. Binwhy 4.806.40 12.808.01 11.783.20 12.079.60 12.328.70 15.301.00 16.402.80 16.817.40 Appx. Binwhy 4.806.40 12.808.00 5.112.00 5.072.00 5.715.20 5.874.60 <t< th=""><th></th><th>Appx. Bi-wkly</th><th>4,773.60</th><th>4,892.00</th><th>5,015.20</th><th>5,138.40</th><th>5,268.80</th><th>5,401.60</th><th>5,533.60</th><th>5,672.80</th><th>5,815.20</th><th>5,960.80</th><th>6,108.00</th><th>6,260.80</th><th>6,419.20</th><th>6,580.80</th></t<>		Appx. Bi-wkly	4,773.60	4,892.00	5,015.20	5,138.40	5,268.80	5,401.60	5,533.60	5,672.80	5,815.20	5,960.80	6,108.00	6,260.80	6,419.20	6,580.80
88 Hourly 60.08 61.58 63.13 64.73 66.34 67.98 69.49 71.44 73.22 75.05 76.91 78.86 90.83 82.85 Apps: Bi-wkb 4806-40 4.922.40 5.050.40 5,178.40 5,578.20 5,587.40 6,004.00 6,152.80 6,208.80 6,404.40 6,628.00 Apps: Annual 124.966.40 128.098 10.942.53 11.719.87 11.498.94 144.955.20 146.126.14 13.03.66.71 1,506.70 156.104.00 159.97.28 164.028.90 164.126.40 172.328.00 B40 Hourly 60.08 4.926.40 5.05.04 5.178.40 5.575.20 5.715.20 5.876.40 6.04.00 159.72.80 6.40.28.90 164.126.40 Apps: Minual 10.438.64 137.987.20 14.398.40 144.955.20 152.976.0 156.104.00 159.72.80 6.40.4.40 Apps: Annual 124.966.40 132.966.20 131.310.40 134.638.40 137.987.20 12.079.60 12.297.60 156.104.00 1		Appx. Monthl	10,342.80	10,599.33	10,866.27	11,133.20	11,415.73	11,703.47	11,989.47	12,291.07	12,599.60	12,915.07	13,234.00	13,565.07	13,908.27	14,258.40
Appr. Bi-wkb 4,806.40 4,926.40 5,057.40 5,071.20 5,875.20 5,715.20 5,875.60 6,004.00 6,152.80 6,308.80 6,466.40 6,628.00 Appr. Monthi 10,473.87 10,942.53 11,219.87 11,398.20 12,2074.00 12,232.93 12,237.40 15,227.00 15,040.01 15,972.00 16,002.80 16,025.80 16,025.80 12,338.03 13,398.07 14,001.05 14,005.05 14,005.05 14,005.05 14,005.05 14,005.05 14,005.05 14,005.05 14,005.05 14,005.05 14,005.05 16,022.80 </th <th></th> <th>Appx. Annual</th> <th>124,113.60</th> <th>127,192.00</th> <th>130,395.20</th> <th>133,598.40</th> <th>136,988.80</th> <th>140,441.60</th> <th>143,873.60</th> <th>147,492.80</th> <th>151,195.20</th> <th>154,980.80</th> <th>158,808.00</th> <th>162,780.80</th> <th>166,899.20</th> <th>171,100.80</th>		Appx. Annual	124,113.60	127,192.00	130,395.20	133,598.40	136,988.80	140,441.60	143,873.60	147,492.80	151,195.20	154,980.80	158,808.00	162,780.80	166,899.20	171,100.80
Appx. Monthi 10,473.87 10,942.53 11,219.87 11,498.99 11,783.20 12,079.60 12,322.93 12,691.47 13,008.67 13,331.07 13,460.07 14,010.53 14,300.57 Appx. Annual 124,966.40 120,086.40 13,710.40 13,707.20 14,198.40 144,955.20 152,277.60 150.104.00 159,972.80 164,128.40 77.33 Appx. Hwnkh 4,806.40 4,926.40 5,007.20 5,438.40 5,575.20 5,715.20 5,857.40 6,004.00 6,152.80 6,308.80 6,466.40 Appx. Annual 124,966.40 128,068.40 13,110.40 134,638.41 137,987.20 141,978.40 144,955.20 182,879.10 15,117.40 13,310.71 13,460.07 14,101.05 Appx. Annual 124,966.40 128,068.00 5,173.40 13,108.01 13,469.42 14,915.20 12,079.60 15,827.20 15,227.60 15,327.01 14,308.40 14,010.53 41,010.53 41,010.53 41,010.53 41,010.53 41,010.53 41,010.53 41,010.53 41,010.53	88	Hourly	60.08	61.58	63.13	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.85
Appx Annual 124,964.0 131,310.0 134,638.0 137,97.20 141,995.20 152,277.60 156,104.00 159,772.80 164,028.00 164,028.00 172,232.80.0 B8T Hourly 60.08 6158 63.13 64.73 66.34 67.98 66.99 71.44 73.22 75.05 76.91 78.86 80.83 Appx Blwidy 60.04 45.75 77.20 57.38.0 55.75.0 57.15.20 55.75.00 15.297.60 156.010.00 169.028.00 14.010.53 Appx Annual 124.964.01 123.08.40 13.310.01 14.4038.01 13.98.40 144.955.20 152.974.00 156.104.00 159.712.80 164.028.80 164.028.80 14.010.53 Appx Annuti 10.64.387 10.94.33 10.974.31 13.097.31 13.797.40 13.498.40 144.955.20 152.976.01 158.970.01 158.970.01 158.980.01 150.972.80 160.028.00 164.028.00 172.477.00 12.987.01 13.717.10 13.469.77 14.717.		Appx. Bi-wkly	4,806.40	4,926.40	5,050.40	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,628.00
88T Hourty 60.08 61.58 63.13 64.73 66.34 67.98 69.69 71.44 73.22 75.05 76.91 78.86 80.83 Appx. Birwkly 4.806.40 4.926.40 5.050.40 5.178.40 5.307.20 5.438.40 5.575.20 5.715.20 5.857.60 6.004.00 6.152.80 6.308.80 6.466.40 Appx. Monthi 10.413.87 10.733.71 17.498.93 17.82.92 126.972.00 156.104.00 159.972.80 164.228.80 168.126.40 B8A Hourly 60.83 62.35 63.92 65.54 67.17 688.3 70.56 72.33 74.14 75.99 77.87 79.85 81.84 Appx. Monthi 10.543.87 10.807.33 11.079.47 11.360.27 11.42.80 119.305.3 12.237.01 128.957.20 158.059.20 161.96.960 166.088.00 17.02.22.00 174.41 70.45 78.26 80.24 82.26 84.30 Appx. Monthi 10.543.87 10.80.053 13.071.64 <th></th> <th>Appx. Monthl</th> <th>10,413.87</th> <th>10,673.87</th> <th>10,942.53</th> <th>11,219.87</th> <th>11,498.93</th> <th>11,783.20</th> <th>12,079.60</th> <th>12,382.93</th> <th>12,691.47</th> <th>13,008.67</th> <th>13,331.07</th> <th>13,669.07</th> <th>14,010.53</th> <th>14,360.67</th>		Appx. Monthl	10,413.87	10,673.87	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,360.67
Appr. Bl-wkby 4806.40 4,926.40 5,05.40 5,178.40 5,307.20 5,438.40 5,575.20 5,875.60 6,004.00 6,152.80 6,308.80 6,466.40 Appr. Monthi 10,473.87 10,073.87 10,074.53 11,219.87 11,498.93 11,498.93 11,498.93 12,691.47 13,008.07 13,310.10 134,684.00 134,638.40 134,957.20 148,955.20 152,297.60 155,104.00 159,972.80 164,028.80 168,126.40 B8A Hourly 603.8 25 63.22 65.54 67.17 688.37 156,040 5,981.40 5,978.40 5,978.40 5,978.40 159,972.00 6,272.96 6,388.00 6,547.20 6,711.20 Appr. Monthi 10,513.87 10,907.47 11,360.27 11,442.80 11,930.61 14,0164.40 152,412.01 158,092.01 16,996.90 16,988.00 6,574.20 5,741.00 Appr. Monthi 10,558.67 10,805.20 11,133.20 11,415.73 11,703.47 11,989.47 12,215.07 13,324.00 13,565.07 </th <th></th> <th>Appx. Annual</th> <th>124,966.40</th> <th>128,086.40</th> <th>131,310.40</th> <th>134,638.40</th> <th>137,987.20</th> <th>141,398.40</th> <th>144,955.20</th> <th>148,595.20</th> <th>152,297.60</th> <th>156,104.00</th> <th>159,972.80</th> <th>164,028.80</th> <th>168,126.40</th> <th>172,328.00</th>		Appx. Annual	124,966.40	128,086.40	131,310.40	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,328.00
Appx. Monthi 10.413.87 10.673.87 10.942.53 11.219.87 11.498.93 11.783.20 12.079.60 12.382.93 12.691.47 13.08.67 13.331.07 13.669.07 14.010.53 Appx. Annual 124.064.01 123.084.01 123.084.01 123.082.01 143.992.01 143.995.20 182.995.20 152.974.01 155.104.00 197.280 164.028.00 164.028.00 164.028.00 165.104.00 197.280 164.028.00 165.104.00 1597.280 164.028.00 165.104.00 1597.280 164.028.00 165.104.00 1597.20 6.257.40 6.587.20 6.587.20 12.857.20 12.857.93 13.171.00 13.477.47 13.806.07 14.185.00 14.308.01 12.230.40 12.557.20 12.850.93 13.171.00 13.477.47 13.806.07 14.185.00 14.308.01 14.238.01 14.238.01 12.230.40 12.557.20 12.850.92 16.196.00 16.088.00 16.278.00 16.196.00 16.088.00 16.278.00 16.196.00 16.278.00 16.278.00 16.272.00 17.4491.20 13.356.07	88T	Hourly	60.08	61.58	63.13	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	
Appx. Annual 124,966.40 128,086.40 131,310.40 134,638.40 137,972.0 141,398.40 144,955.20 152,297.60 156,104.00 159,972.80 164,028.80 168,126.40 88A Hourly 60.83 62.35 63.92 65.54 67.17 68.83 70.56 72.33 74.14 75.99 77.87 79.85 81.84 83.89 Appx. Bl-wkhy 4.866.40 4.998.00 5.113.60 5.237.30 5.506.40 5.644.80 5.504.40 5.258.70 6.229.50 6.279.40 6.328.00 6.547.20 6.711.20 Appx. Annual 126.526.40 129.988.00 132.953.20 139.713.60 144,753.03 12.280.91 12.171.60 13.497.47 13.80.67 14.185.80 164.620.80 6.714.00 Appx. Annual 126.556.7 10.087.30 11.315.30 11.415.73 11.703.47 11.998.47 12.291.71 12.241.20 158.050.01 16.08.80 6.64.74 6.744.00 Appx. Bl-wkhy 4.890.40 5.018.60 5.33.60 5.575.20 </td <th></th> <td>Appx. Bi-wkly</td> <td>4,806.40</td> <td>4,926.40</td> <td></td> <td>5,178.40</td> <td>5,307.20</td> <td>5,438.40</td> <td>5,575.20</td> <td>5,715.20</td> <td>5,857.60</td> <td>6,004.00</td> <td>6,152.80</td> <td></td> <td>6,466.40</td> <td></td>		Appx. Bi-wkly	4,806.40	4,926.40		5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80		6,466.40	
88A Hourly 60.83 62.25 63.92 65.54 67.17 68.83 70.56 72.33 74.14 75.99 77.87 79.85 81.84 83.89 Appx. Bi-wkly 4.866.40 4.988.00 5.113.60 5.243.20 5.373.60 5.506.40 5.978.40 5.978.40 5.978.40 5.978.40 5.978.40 5.979.06 6.239.60 6.388.00 6.547.20 6.717.20 6.717.20 6.717.20 6.717.20 6.712.00 16.099.00 16.099.60 166.088.00 170.277.01 174.491.093 Appx. Annual 126.524.40 129.688.00 132.958.40 136.5138.40 5.268.80 5.401.60 5.533.60 5.672.80 5.815.20 5.960.80 6.108.00 6.260.80 6.419.20 6.580.80 6.744.00 Appx. Monual 127,150.40 130.3558.40 130.498.80 140.441.60 143.873.60 151.498.20 152.998.80 158.800 162.790.80 168.899.20 171.100.80 175.344.00 Appx. Monual 127,150.40 130.3558.40 130.3598.40 136.978.40 147.		Appx. Monthl	10,413.87	10,673.87	10,942.53	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	
Appr. Bi-wkly 4,866.40 4,988.00 5,113.60 5,243.20 5,373.60 5,506.40 5,786.40 5,786.40 5,911.20 6,079.20 6,229.60 6,388.00 6,547.20 6,111.20 Appx. Annual 10,543.87 10,807.33 11,079.47 11,360.27 11,642.80 11,930.53 12,230.40 12,550.93 13,171.60 13,477.47 13,840.67 14,185.60 174,491.20 B8C Hourly 61.13 62.67 64.23 65.66.86 67.52 69.717 7091 72.69 74.51 76.35 78.26 80.24 832.68 84.30 Appx. Annual 12,750.40 5,031.60 5,138.40 5,268.80 5,401.60 5,533.60 5,672.80 5,815.20 5,960.80 6,108.00 6,260.80 6,419.20 6,580.80 14,402.00 Appx. Annual 12,7150.40 133.598.40 136,988.80 140.441.60 143.876.01 17,324.00 13,256.07 13,908.27 14,458.40 175,340.0 B Hourly 61.60 6.315		Appx. Annual														
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Apps. Bi-wkly 4,890.40 5,013.60 5,138.40 5,268.80 5,401.60 5,533.60 5,672.80 5,815.20 5,960.80 6,108.00 6,260.80 6,419.20 6,580.80 6,744.00 Apps. Monthi 10,595.87 10,862.80 11,133.20 11,415.73 11,703.47 11,989.47 12,291.07 12,599.60 12,915.07 13,234.00 13,556.07 13,908.27 14,258.40 14,612.00 Apps. Annual 127,150.40 130,353.60 133,598.40 136,988.80 140,414.60 143,873.60 147,492.80 151,195.20 154,980.80 162,780.80 166,899.20 171,100.80 175,344.00 Apps. Bi-wkly 4,928.00 5,052.00 5,178.40 5,307.20 5,575.20 5,715.20 5,857.60 60,040.00 6,152.80 6,308.80 6,466.40 6,626.40 6,792.00 Apps. Bi-wkly 4,928.00 13,352.00 131,352.00 134,638.40 137,987.20 141,398.40 142,955.20 152,977.60 156,104.00 159,972.80 164,028.80 6,866.40 6,626.40 6,722.00 Apps. Bi-wkly 4,928.00 5,052.00 5,178.40																
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Appx. Annual 127,150.40 133,353.60 133,598.40 136,988.80 140,441.60 143,873.60 147,492.80 151,195.20 154,980.80 162,780.80 166,899.20 177,100.80 175,344.00 89 Hourly 61.60 63.15 64.73 66.34 67.98 69.69 71.44 73.22 75.05 76.91 78.86 80.83 82.83 84.90 Appx. Bl-wkly 4,928.00 5,052.00 5,178.40 5,307.20 5,438.40 5,575.20 5,715.20 5,857.60 6,004.00 6,152.80 63.08.80 64.64.40 6,626.40 6,792.00 Appx. Annual 128,128.00 131,352.00 134,638.40 137,987.20 141,398.40 144,955.20 152,297.60 156,104.00 159,972.80 164,028.80 66,664.40 6,626.40 Appx. Bl-wkly 4,928.00 5,052.00 5,178.40 5,307.20 5,438.40 5,575.20 5,715.20 5,857.60 6,004.00 6,152.80 6,308.80 6,666.40 6,626.40 Appx. Bl-wkly 4,928.00 </th <th></th>																
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Appx. Annual 130,395.20 133,640.00 136,988.80 140,441.60 143,873.60 147,492.80 151,195.20 154,980.80 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,670.40		••														
		Appx. Annual	130,395.20	133,640.00	136,988.80	140,441.60	143,873.60	147,492.80	151,195.20	154,980.80	158,808.00	162,780.80	166,899.20	1/1,100.80	1/5,281.60	1/9,6/0.40

Ranges Eff	7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
90	Hourly	63.15	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.06
70	Appx. Bi-wkly	5,052.00	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.80
	Appx. Monthl	10,946.00	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,090.40
		131,352.00	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	181,084.80
90T	Hourly	63.15	64.73	66.34	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	101,001.00
701	Appx. Bi-wkly	5,052.00	5,178.40	5,307.20	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	
	Appx. Monthl	10,946.00	11,219.87	11,498.93	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	
		131,352.00	134,638.40	137,987.20	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	
90A	Hourly	63.94	65.54	67.17	68.83	70.56	72.33	74.14	75.99	77.87	79.85	81.84	83.87	85.99	88.15
JUR	Appx. Bi-wkly	5,115.20	5,243.20	5,373.60	5,506.40	5,644.80	5,786.40	5,931.20	6,079.20	6,229.60	6,388.00	6,547.20	6,709.60	6,879.20	7,052.00
	Appx. Monthl	11,082.93	11,360.27	11,642.80	11,930.53	12,230.40	12,537.20	12,850.93	13,171.60	13,497.47	13,840.67	14,185.60	14,537.47	14,904.93	15,279.33
		132,995.20	136,323.20	139,713.60	143,166.40	146,764.80	150,446.40	154,211.20	158,059.20	161,969.60	166,088.00	170,227.20	174,449.60	178,859.20	183,352.00
90C	Hourly	64.25	65.86	67.52	69.17	70.91	72.69	74.51	76.35	78.26	80.24	82.26	84.27	86.42	88.58
700	Appx. Bi-wkly	5,140.00	5,268.80	5,401.60	5,533.60	5,672.80	5,815.20	5,960.80	6,108.00	6,260.80	6,419.20	6,580.80	6,741.60	6,913.60	7,086.40
	Appx. Monthl	11,136.67	11,415.73	11,703.47	11,989.47	12,291.07	12,599.60	12,915.07	13,234.00	13,565.07	13,908.27	14,258.40	14,606.80	14,979.47	15,353.87
	Appx. Annual			140,441.60	143,873.60	147,492.80	151,195.20	154,980.80	158,808.00	162,780.80	166,899.20	171,100.80			184,246.40
91	Hourly	64.70	66.32	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.05	89.22
,,	Appx. Bi-wkly	5,176.00	5,305.60	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60
	Appx. Di-wkiy Appx. Monthl	11,214.67	11,495.47	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80
	Appx. Monuli Appx. Annual		137,945.60	141,398.40	144,955.20	12,362.93	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	185,577.60
91T	Hourly	64.70	66.32	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.05	.00,011.00
711	Appx. Bi-wkly	5,176.00	5,305.60	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	
	Appx. Drwkly Appx. Monthl	11,214.67	11,495.47	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	
		134,576.00	137,945.60	141,398.40	144,955.20	12,382.93	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	
91A	Hourly	65.51	67.15	68.83	70.56	72.33	74.14	75.99	77.87	79.85	81.84	83.87	85.99	88.14	90.34
716	Appx. Bi-wkly	5,240.80	5,372.00	5,506.40	5,644.80	5,786.40	5,931.20	6,079.20	6,229.60	6,388.00	6,547.20	6,709.60	6,879.20	7.051.20	7,227.20
	Appx. Di-wkiy Appx. Monthl	11,355.07	11,639.33	11,930.53	12,230.40	12,537.20	12,850.93	13,171.60	13,497.47	13,840.67	14,185.60	14,537.47	14,904.93	15,277.60	15,658.93
					146,764.80	150,446.40		158,059.20	161,969.60	166,088.00	170,227.20	174,449.60	178,859.20	183,331.20	187,907.20
91C	Appx. Annual Hourly	65.84	67.48	143,166.40 69.17	70.91	72.69	154,211.20 74.51	76.35	78.26	80.24	82.26	84.27	86.42	88.57	90.78
910	Appx. Bi-wkly	5,267.20	5,398.40	5,533.60	5,672.80	5,815.20	5,960.80	6,108.00	6,260.80	6,419.20	6,580.80	6,741.60	6,913.60	7,085.60	7,262.40
	,	11,412.27	11,696.53	11,989.47	12,291.07	12,599.60	12,915.07	13,234.00	13,565.07	13,908.27	14,258.40	14,606.80	14,979.47	15,352.13	15,735.20
	Appx. Monthl Appx. Annual		140,358.40	143,873.60	12,291.07	12,399.00	12,915.07	158,808.00	162,780.80	166,899.20	14,238.40	175,281.60	179,753.60	184,225.60	188,822.40
92	Hourly	66.32	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.05	89.22	91.44
72	Appx. Bi-wkly	5,305.60	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20
	Appx. Di-wkiy Appx. Monthl	11,495.47	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60
		137,945.60	141,398.40	144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	185,577.60	190,195.20
92T	Hourly	66.32	67.98	69.69	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.05	89.22	170,173.20
721	Appx. Bi-wkly	5,305.60	5,438.40	5,575.20	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60	
	Appx. Monthl	11,495.47	11,783.20	12,079.60	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80	
	Appx. Monuli Appx. Annual			144,955.20	148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	185,577.60	
92A	Hourly	67.15	68.83	70.56	72.33	74.14	75.99	77.87	79.85	81.84	83.87	85.99	88.14	90.34	92.58
728	Appx. Bi-wkly	5,372.00	5,506.40	5,644.80	5,786.40	5,931.20	6,079.20	6,229.60	6,388.00	6,547.20	6,709.60	6,879.20	7,051.20	7,227.20	7,406.40
	Appx. Monthl	11,639.33	11,930.53	12,230.40	12,537.20	12,850.93	13,171.60	13,497.47	13,840.67	14,185.60	14,537.47	14,904.93	15,277.60	15,658.93	16,047.20
	Appx. Monuli Appx. Annual												183,331.20		
92C	Hourly	67.48	69.17	70.91	72.69	74.51	76.35	78.26	80.24	82.26	84.27	86.42	88.57	90.78	93.04
120	Appx. Bi-wkly	5,398.40	5,533.60	5,672.80	5,815.20	5,960.80	6,108.00	6,260.80	6,419.20	6,580.80	6,741.60	6,913.60	7,085.60	7,262.40	7,443.20
	Appx. Di-wkiy Appx. Monthl	11,696.53	11,989.47	12,291.07	12,599.60	12,915.07	13,234.00	13,565.07	13,908.27	14,258.40	14,606.80	14,979.47	15,352.13	15,735.20	16,126.93
	Appx. Monuli Appx. Annual		143,873.60	147,492.80	151,195.20	154,980.80	158,808.00	162,780.80	166,899.20	171,100.80	175,281.60	179,753.60	184,225.60	188,822.40	193,523.20
93	Hourly	67.99	69.70	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.05	89.22	91.44	93.73
	Appx. Bi-wkly	5,439.20	5,576.00	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20	7,498.40
	Appx. Monthl	11,784.93	12,081.33	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60	16,246.53
		141,419.20		148,595.20	152,297.60	156,104.00	159,972.80	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	185,577.60	190,195.20	194,958.40
93T	Hourly	67.99	69.70	71.44	73.22	75.05	76.91	78.86	80.83	82.83	84.93	87.05	89.22	91.44	
	Appx. Bi-wkly	5,439.20	5,576.00	5,715.20	5,857.60	6,004.00	6,152.80	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20	
	Appx. Monthl	11,784.93	12,081.33	12,382.93	12,691.47	13,008.67	13,331.07	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60	
	Appx. Annual			148,595.20	152,297.60	156,104.00	159,972.80	164,028.80		172,286.40	176,654.40	181,064.00		190,195.20	
93A	Hourly	68.84	70.57	72.33	74.14	75.99	77.87	79.85	81.84	83.87	85.99	88.14	90.34	92.58	94.90
	Appx. Bi-wkly	5,507.20	5,645.60	5,786.40	5,931.20	6,079.20	6,229.60	6,388.00	6,547.20	6,709.60	6,879.20	7,051.20	7,227.20	7,406.40	7,592.00
	Appx. Drwkly Appx. Monthl	11,932.27	12,232.13	12,537.20	12,850.93	13,171.60	13,497.47	13,840.67	14,185.60	14,537.47	14,904.93	15,277.60	15,658.93	16,047.20	16,449.33
	Appx. Monuli Appx. Annual			150,446.40	154,211.20	158,059.20	161,969.60	166,088.00	170,227.20	174,449.60	178,859.20	183,331.20	187,907.20	192,566.40	197,392.00
93C	Hourly	69.19	70.92	72.69	74.51	76.35	78.26	80.24	82.26	84.27	86.42	88.57	90.78	93.04	95.38
730	riouty					6,108.00	6,260.80	6,419.20	6,580.80	6,741.60	6,913.60	7,085.60	90.78 7,262.40	7,443.20	95.38 7,630.40
	Anny Riwkle	5 6 26 30	ちんかんい												1,030.40
	Appx. Bi-wkly Appy Monthl	5,535.20 11 992 93	5,673.60 12 292 80	5,815.20 12 599 60	5,960.80 12 915 07										
	Appx. Bi-wkly Appx. Monthl Appx. Annual	11,992.93	12,292.80	5,815.20 12,599.60 151,195.20	5,960.80 12,915.07 154,980.80	13,234.00 158,808.00	13,565.07 162,780.80	13,908.27 166,899.20	14,258.40	14,606.80 175,281.60	14,979.47 179,753.60	15,352.13 184,225.60	15,735.20 188,822.40	16,126.93 193,523.20	16,532.53 198,390.40

94 Hourly 69.69 71.43 73.22 75.05 76.91 78.86 80.83 82.83 84.93 87.05 Appx. Bi-wkb 55.75.20 5.714.40 5.875.40 6.004.00 6.152.80 6.008.00 6.466.40 6.744.40 6.964.00 7 Appx. Monthil 12.079.60 12.381.20 12.691.41 130.066.71 133.107 13.669.07 144.101.05.3 14.357.20 147.212.00 15.088.67 15 Appx. Monthil 12.079.60 12.381.20 12.597.60 156.104.00 159.972.80 6.466.40 6.262.40 6.794.40 6.794.40 6.794.40 6.794.40 6.794.40 150.088.67 15 Appx. Annual 144.955.20 143.572.00 150.0160.10 159.972.80 164.028.80 168.126.40 172.286.40 16.04.60 169.972.80 164.028.80 168.126.40 172.864.40 18.04.60 16.972.80 Appx. Nomthi 12.200 150.866.7 15 Appx.14.40 152.276.00 153.10 13.1171.60 13.497.71 13.800.67 14.31	Step 11 Step 12 89.22 91.44 ,137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 89.22 91.44 ,137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 90.34 92,58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	Step 13 93.72 7,497.60 16,244.80 194,937.60 93.72 7,497.60 16,244.80 194,937.60 94.89 7,591.20	Step14 96.07 7,685.60 16,652.13 199,825.60 97.27
App: Bit widy 5575.20 5,714.40 5,857.60 6,004.00 6,152.80 6,308.80 6,466.40 6,426.40 6,944.00 7 Appx. Monthi 12,079.60 12,381.20 12,4671.47 13,008.67 13,331.07 13,466.07 14,057.20 14,172.10 15,086.67 15 Appx. Bit-widy 5,575.20 5,714.40 5,527.60 106.012 16,972.80 164.126.40 172.286.40 176.246.40 172.286.40 176.40 6,694.00 7 Appx. Monthi 12,079.60 12,817.40 5,557.60 6,004.00 6,152.80 5,088.80 6,466.40 6,626.40 6,747.40 6,941.00 176 Appx. Monthi 12,079.60 12,817.40 152,977.60 156,114.00 159.72.80 164,028.80 168,126.40 172,286.40 176,654.40 181,044.00 185 Appx. Monthi 12,204.00 12,553.47 12,850.93 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 152,276.00 70,523.20 70,712.00	137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 89.22 91.44 ,137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 ,464.80 15,849.60 ,577.60 190,195.20 90.34 92.58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	7,497.60 16,244.80 194,937.60 93.72 7,497.60 16,244.80 194,937.60 94.89 7,591.20	7,685.60 16,652.13 199,825.60
Appx. Monthi 12,079.60 12,381.20 12,691.47 13,080.67 13,331.07 13,669.07 14,101.053 14,357.20 14,721.20 15,088.67 15 Appx. Annual 144,955.20 148,274.40 152,277.60 15,014.00 159.972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,016.00 185 Appx. Monthi 12,079.60 12,381.20 12,674.41 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,084.67 15 Appx. Monthi 12,079.60 12,381.20 12,627.40 15,082.67 15 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,084.67 15 Appx. Monthi 12,079.60 7.237 7.01 75.85 71.285.07 15,075.00 6.372.00 7.079.65 81.84 83.87 85.99 88.14 Appx. Monthi 12,230.40 15,656.592 16,199.60 16,028.80 66,250.80 6,714.60 6,972.0 7,085.60 7,085.60 7,085.60 <t< th=""><th>,464.80 15,849,60 ,577.60 190,195.20 89.22 91.44 ,137.60 7,315.20 ,464.80 15,849,60 ,577.60 190,195.20 90.34 92.58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40</th><th>16,244.80 194,937.60 93.72 7,497.60 16,244.80 194,937.60 94.89 7,591.20</th><th>16,652.13 199,825.60</th></t<>	,464.80 15,849,60 ,577.60 190,195.20 89.22 91.44 ,137.60 7,315.20 ,464.80 15,849,60 ,577.60 190,195.20 90.34 92.58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	16,244.80 194,937.60 93.72 7,497.60 16,244.80 194,937.60 94.89 7,591.20	16,652.13 199,825.60
Appx Annual 144.952.20 148.574.40 152.977.60 156.104.00 159.972.80 164.028.80 168.126.40 172.286.40 176.654.40 181.064.00 182 901 Hourly 69.69 71.43 73.22 75.05 76.91 78.86 80.83 82.83 84.93 87.05 Appx Monthi 12.079.60 12.381.20 12.691.47 13.008.67 13.331.07 13.669.07 14.010.53 14.357.20 14.72.12.0 15.086.67 15. Appx Monthi 12.079.60 12.381.20 12.691.47 13.008.67 13.331.07 13.669.07 14.310.53 14.357.20 14.72.76 15 15. 64.00 152.276.0 15.07.60 15.07.60 15.07.60 15.07.60 15.07.760 15 34.07 13.840.67 14.384.67 14.384.67 14.384.67 14.384.67 14.384.67 14.384.67 14.584.0 14.904.93 15.77.60 15 Appx Monthi 12.291.01 70.51 76.35 78.26 802.	,577.60 190,195.20 89.22 91.44 ,137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 90.34 92.58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	194,937.60 93.72 7,497.60 16,244.80 194,937.60 94.89 7,591.20	199,825.60
94T Hourly 69.69 71.43 73.22 75.05 76.91 78.86 80.83 82.83 84.93 87.05 Appx. Blwkly 5.575.20 5.714.40 5.877.60 6.004.00 6.152.80 6.406.40 6.626.40 6.729.40 6.979.40 6.944.00 185.72 14.12.72 15.887.20 14.271.20 15.886.71 15.497.20 15.972.80 164.028.80 168.126.40 172.286.40 176.654.40 181.064.00 185 94A Hourly 70.55 72.32 74.14 75.99 77.87 79.85 81.84 83.87 85.99 88.14 Appx. Monthil 12.235.47 12.850.93 13.171.60 13.497.47 13.490.67 14.185.60 14.537.47 14.990.39 15.277.60 15 Appx. Monthil 12.297.07 12.289.03 13.171.60 13.497.47 13.490.67 14.513.67.47 14.999.30 15.277.60 15 45.26 80.24 82.26 84.27 86.42 88.57 P4 Hourly	89.22 91.44 ,137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 90.34 92.58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	93.72 7,497.60 16,244.80 194,937.60 94.89 7,591.20	
Appx. Bi-wkby 5,575 20 5,714 40 5,857.60 6,004 00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,694.00 7 Appx. Annual 144,955.20 148,574.40 152,297.60 156,104.00 159,972.80 164,028.80 168,126.40 172,664.40 172,664.40 181,064.00 185 94A Hourity 7055 72.32 74.14 75.99 77.87 77.85 81.84 83.87 85.99 88.14 Appx. Mourity 70.55 72.32 74.14 75.99 77.87 77.85 81.84 83.87 18.599 18.137 Appx. Mourity 70.97 72.68 74.51 76.35 78.26 63.024 82.26 84.27 86.42 88.57 Appx. Mourity 70.97 72.68 74.51 76.35 78.26 80.24 82.26 84.27 86.42 88.57 Appx. Mourith 12.971.07 12.979.87 12.979.87	,137.60 7,315.20 ,464.80 15,849.60 ,577.60 190,195.20 90.34 92.58 ,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	7,497.60 16,244.80 194,937.60 94.89 7,591.20	97.27
Appx. Monthi 12,079.60 12,381.20 12,914.71 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15 Appx. Annual 144,955.20 148,574.40 152,297.60 155,074.00 159,972.80 164,028.80 168,126.40 172,264.40 176,654.40 181,064.00 185 94A Hourly 70.56 7.23 74.14 75.99 77.87 79.85 81.84 83.87 65.99 81.31 Appx. Bi-wkly 5,644.80 15,055.60 5,931.20 6.079.920 6.229.60 6.638.00 172,272.0 174,496.49 158,275.00 158,059.20 161,969.60 160,880.0 14,212.01 158,059.20 161,969.60 160,880.0 172,272.0 174,449.60 178,859.20 183,31.07 13,264.71 14,904.93 152,77.60 15 94C Hourly 70.91 72.268 74,51 76.35 78.26 80.24 82.26 84.27 84.25 94C <thhourly< th=""> 71.42 73.21<</thhourly<>	.464.80 15,849.60 .577.60 190,195.20 90.34 92.58 .227.20 7,406.40 .658.93 16,047.20 .907.20 192,566.40	16,244.80 194,937.60 94.89 7,591.20	97.27
Appx. Annual 144,955.20 148,574.40 152.277.60 156,104.00 159,972.80 164,028.80 168,126.40 172.286.40 176,654.40 181,064.00 185 94A Hourly 70.56 72.32 74,14 75.59 77.87 79.85 81.84 83.87 85.99 88.14 Appx. Bl-wkly 5,644.80 5,785.60 5,931.20 6,079.20 6,292.60 6,388.00 6,572.00 154,277.60 154 Appx. Annual 146,764.80 150,425.60 154,211.20 158,059.20 161,969.60 166,088.00 170,227.20 174,490.49 152,77.60 15 Appx. Annual 147,752.80 5,814.40 5,960.80 6,108.00 6,260.80 6,411.20 6,580.80 6,711.60 6,913.60 7,085.60 7,035.60 7,035.60 7,035.60 7,037.60 7 Appx. Monthi 12,374.01 154,900.80 152,816.00 162,780.80 6,646.40 6,624.60 6,714.60 6,794.40 7,855.61 82.25 P3 Hourly	577.60190,195.2090.3492.58,227.207,406.40,658.9316,047.20,907.20192,566.40	194,937.60 94.89 7,591.20	97.27
94A Hourly 70.56 72.32 74.14 75.99 77.87 79.85 81.84 83.87 85.99 88.14 Appx. Brwikhy 5.644.80 5.785.60 5.931.20 6.079.20 6.229.60 6.388.00 16.547.20 6.709.60 6.879.20 7.051.20 7 Appx. Annual 146.764.80 150.425.60 154.211.20 158.059.20 161.969.60 160.608.00 170.227.20 174.419.60 178.859.20 183.331.20 187 94C Hourly 70.91 72.68 74.51 76.55 78.26 80.24 82.26 84.27 86.42 88.57 Appx. Binnkh 5.672.80 5.814.40 5.960.80 6.108.00 62.780.80 6.419.20 171.00.80 175.281.60 179.535.60 12.352.13 15 Appx. Annual 147.492.80 151.174.40 154.980.80 162.780.80 166.899.20 171.100.80 175.281.60 170.827.61 12.350.01 13.497.47 13.306.71 13.466.71 14.010.53 14.357.20 14.771.20 15.084.00<	90.3492.58,227.207,406.40,658.9316,047.20,907.20192,566.40	94.89 7,591.20	97.27
Appx. Bi-wkly 5,644.80 5,785.60 5,931.20 6,079.20 6,229.60 6,388.00 6,547.20 6,709.60 6,879.20 7,051.20 7 Appx. Monthl 12,230.40 12,555.47 12,850.93 13,171.60 13,497.47 13,840.67 14,185.60 14,185.20 174,449.60 178,859.20 183,331.20 187 94C Hourly 70.91 72.68 74.51 76.35 78.26 80.24 82.22 84.27 86.42 88.57 Appx. Monthl 12,291.07 12,975.07 13,294.00 13,665.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.0 184.225.60 188 95 Hourly 7.1142 151,174.40 154,980.80 158,808.00 6,646.90 14,357.20 14,721.20 15.088.67 15,644.80 157,756.0 189 95 Hourly 7.1142 173.21 75.05 76.91 18,680.01 14,357.20 14,721.20 15,088.67 15,644.80 15 74,646.40 16,228.40	,227.20 7,406.40 ,658.93 16,047.20 ,907.20 192,566.40	7,591.20	91.21
Appx. Monthi 12,233.47 12,850.93 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 15,277.60 15 Appx. Annual 146,764.80 150,425.60 154,211.20 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187 94C Hourly 70.91 72.68 74.51 76.35 78.26 80.24 82.26 84.27 86.42 88.57 Appx. Bi-wkly 5.672.80 5,81.440 5,960.80 161,80.80 6,419.20 6,580.80 14,006.80 14,974.71 15,352.13 15 Appx. Annual 147,492.80 151,174.40 154,980.80 152,880.01 162,898.80 66,689.20 171,100.80 175,281.60 179,753.60 184,225.60 188 95 Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Annual 148,553.60 152,276.80 156,104.00 159	,658.93 16,047.20 ,907.20 192,566.40		7,781.60
Appx. Annual 146,764.80 150,425.60 154,211.20 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,31.20 187 94C Hourly 70.91 72.68 74.51 76.35 78.26 80.24 82.26 84.27 86.42 88.57 Appx. Bi-wkly 5.672.80 5.814.40 5.960.80 6.108.00 6.260.80 6.419.20 6.528.40 4.60.80 4.711.60 7.085.60 7.085.60 7.085.60 7.085.60 7.085.60 7.071.232.13 15 Appx. Annual 147.492.80 151.714.40 154.980.80 158.808.00 162.780.80 166.899.20 171.100.80 175.281.60 179.753.60 184.225.60 188 95 Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Monthi 12.379.47 12.689.73 13.008.67 76.91 78.86 80.83 82.83 84.93 87.05 89.22	,907.20 192,566.40		
94C Houriy 70.91 72.68 74.51 76.35 78.26 80.24 82.26 84.27 86.42 88.57 Appx. Bi-wkby 5.672.80 5.814.40 5.960.80 6.108.00 6.260.80 6.419.20 6.580.80 6.741.60 6.913.60 7.085.60 7.0 Appx. Monthi 12.297.07 12.597.87 12.915.07 13.234.00 13.565.07 13.908.27 14.258.40 14.606.80 14.979.47 15.352.13 15 Appx. Annual 147.492.80 151.174.40 154.980.80 168.808.00 166.899.20 171.100.80 179.753.60 89.22 Appx. Bi-wkly 5.713.60 5.856.80 6.004.00 6.152.80 6.308.80 6.466.40 6.626.40 6.794.40 6.964.00 7.137.60 7 Appx. Monthi 12.379.47 12.689.73 13.008.67 13.331.07 13.669.07 14.010.53 14.357.20 14.721.20 15.088.67 15.464.80 15 Appx. Bi-wkly 5.713.60 5.856.60 6.004.00 155.280		16,447.60	16,860.13
Appx. Bi-wkly 5,672.80 5,814.40 5,960.80 6,108.00 6,260.80 6,419.20 6,580.80 6,711.60 6,913.60 7,085.60 7 Appx. Monthi 12,291.07 12,597.87 12,915.07 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.13 15 Appx. Annual 147,492.80 151,174.40 154,980.80 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188 95 Hourly 7.142 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,31.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,644.80 15 Appx. Bi-wkly 5,713.60 5,856.80 6,004.00 6,152.80 6,602.40 6,764.40 6,764.40 181.064.00 185,577.60 190 951 Hourly 71.42 <		197,371.20	202,321.60 97.75
Appx. Monthi 12,291.07 12,597.87 12,915.07 13,234.00 13,565.07 13,908.27 14,258.40 14,666.80 14,979.47 15,352.13 15 Appx. Annual 147,492.80 151,174.40 154,980.80 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188 95 Hourly 7,142 73.21 75.05 76.91 78.86 80.83 82.23 84.93 87.05 89.22 Appx. Blwkly 5,713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Annual 148,553.60 155,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 951 Hourly 71.42 73.21 75.05 7.691 7.88 80.83 82.83 84.93 87.05 89.22 Appx. Bl-wkly 5,718.60 155,276.80 156,104.00 <th>90.78 93.04</th> <th>95.37</th> <th></th>	90.78 93.04	95.37	
Appx. Annual 147,492.80 151,174.40 154,980.80 156,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188 95 Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Bi-wkly 5,713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95T Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Howth 5,713.60 5.856.80 6.004.00 6,122.80 6,802.60 172,286.40 167,624.40 181,064.00 185,577.60 190 95T Hourly 72.31 74.13 75.99	,262.40 7,443.20	7,629.60	7,820.00
95 Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Bi-wkly 5,713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Monthl 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95T Hourly 7.142 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Monthl 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,72.12.0 15,088.67 15,464.80 15 Appx. Monthl 12,379.47 12,689.73	,735.20 16,126.93	16,530.80	16,943.33
Appx. Bi-wkly 5,713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,572.0 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95T Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Bi-wkly 5,713.60 58.26.80 6,004.00 6,152.80 6,308.80 6,466.40 6,624.40 6,794.40 6,964.00 7,137.60 7 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,690.77 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Monthi 12,537.33	,822.40 193,523.20	198,369.60	203,320.00
Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95T Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Monthi 12,373.43 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,784.80 5,930.40 6,079.20	91.44 93.72	96.05	98.45
Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95T Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Bi-wkly 5,713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 166,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95A Hourly 72.31 74.13 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,818.40 5,974.60 </th <th>,315.20 7,497.60</th> <th>7,684.00</th> <th>7,876.00</th>	,315.20 7,497.60	7,684.00	7,876.00
95T Hourly 71.42 73.21 75.05 76.91 78.86 80.83 82.83 84.93 87.05 89.22 Appx. Bi-wkly 5.713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95A Hourly 72.31 74.13 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,784.80 5,930.40 6,079.20 6,229.60 6,388.00 16,577.20 70,51.20 7,227.20 7 Appx. Monthi 12,533.73 12,849.20 13,171.60 13,497.47 1	,849.60 16,244.80	16,648.67	17,064.67
Appx. Bi-wkly 5,713.60 5,856.80 6,004.00 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7 Appx. Monthi 12,379.47 12,689.73 13,008.67 13,311.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95A Hourly 72.31 74.13 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,784.80 5,930.40 6,079.20 6,229.60 6,388.00 14,57.20 6,709.60 6,879.20 7,051.20 7,227.20 7 Appx. Monthi 12,533.73 12,849.20 13,171.60 13,497.47 13,840.67 14,185.60 14,557.47 14,904.93 15,77.60 15,658.93 16 Appx. Annual 150,404.80 <th>,195.20 194,937.60</th> <th>199,784.00</th> <th>204,776.00</th>	,195.20 194,937.60	199,784.00	204,776.00
Appx. Monthi 12,379.47 12,689.73 13,008.67 13,31.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15 Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95A Hourly 72.31 74.13 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,784.80 5,930.40 6,079.20 6,229.60 6,388.00 6,547.20 6,709.60 6,879.20 7,051.20 7,227.20 7 Appx. Monthi 12,533.73 12,849.20 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 15,277.60 15,658.93 16 Appx. Annual 150,404.80 154,190.40 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192 95C Ho	91.44 93.72	96.05	
Appx. Annual 148,553.60 152,276.80 156,104.00 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190 95A Hourly 72.31 74.13 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,784.80 5,930.40 6,079.20 6,229.60 6,388.00 6,547.20 6,709.60 6,879.20 7,051.20 7,227.20 7 Appx. Monthl 12,533.73 12,849.20 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 15,277.60 15,658.93 16 Appx. Annual 150,404.80 154,190.40 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192 95C Hourly 72.67 74.50 76.35 78.26 80.24 82.26 84.27 86.42 88.57 90.78 Appx. Bi-wkly 5,813.60 5,960.00 </th <th>,315.20 7,497.60</th> <th>7,684.00</th> <th></th>	,315.20 7,497.60	7,684.00	
95A Hourly 72.31 74.13 75.99 77.87 79.85 81.84 83.87 85.99 88.14 90.34 Appx. Bi-wkly 5,784.80 5,930.40 6,079.20 6,229.60 6,388.00 6,547.20 6,709.60 6,879.20 7,051.20 7,227.20 7 Appx. Monthi 12,533.73 12,849.20 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 15,277.60 15,658.93 16 Appx. Annual 150,404.80 154,190.40 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192 95C Hourly 72.67 74.50 76.35 78.26 80.24 82.26 84.27 86.42 88.57 90.78 Appx. Bi-wkly 5,813.60 5,960.00 6,108.00 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,262.40 7 Appx. Monthi 12,596.13 12,913.33 13,2	,849.60 16,244.80	16,648.67	
Appx. Bi-wkly 5,784.80 5,930.40 6,079.20 6,229.60 6,388.00 6,547.20 6,709.60 6,879.20 7,051.20 7,227.20 7 Appx. Monthl 12,533.73 12,849.20 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 15,277.60 15,658.93 16 Appx. Annual 150,404.80 154,190.40 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192 95C Hourly 72.67 74.50 76.35 78.26 80.24 82.26 84.27 86.42 88.57 90.78 Appx. Bi-wkly 5,813.60 5,960.00 6,108.00 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,022.40 7 Appx. Monthl 12,596.13 12,913.33 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.13 15,735.20 16 Appx. Annual 151,153.60 <th>,195.20 194,937.60</th> <th>199,784.00</th> <th></th>	,195.20 194,937.60	199,784.00	
Appx. Monthi 12,533.73 12,849.20 13,171.60 13,497.47 13,840.67 14,185.60 14,537.47 14,904.93 15,277.60 15,658.93 16 Appx. Annual 150,404.80 154,190.40 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192 95C Hourly 72.67 74.50 76.35 78.26 80.24 82.26 84.27 86.42 88.57 90.78 Appx. Bi-wkly 5,813.60 5,960.00 6,108.00 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,262.40 7 Appx. Monthi 12,596.13 12,913.33 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.13 15,735.20 16 Appx. Annual 151,153.60 154,960.00 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193 96 Ho	92.58 94.89	97.25	99.68
Appx. Annual 150,404.80 154,190.40 158,059.20 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192 95C Hourly 72.67 74.50 76.35 78.26 80.24 82.26 84.27 86.42 88.57 90.78 Appx. Bi-wkly 5,813.60 5,960.00 6,108.00 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,262.40 7 Appx. Monthl 12,596.13 12,913.33 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 149.79.47 15,352.13 15,735.20 16 Appx. Annual 151,153.60 154,960.00 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193 96 Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 <th>,406.40 7,591.20</th> <th>7,780.00</th> <th>7,974.40</th>	,406.40 7,591.20	7,780.00	7,974.40
95C Hourly 72.67 74.50 76.35 78.26 80.24 82.26 84.27 86.42 88.57 90.78 Appx. Bi-wkly 5,813.60 5,960.00 6,108.00 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,262.40 7 Appx. Monthl 12,596.13 12,913.33 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.13 15,735.20 16 Appx. Annual 151,153.60 154,960.00 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193 96 Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7 Appx. Monthl 12,688.00 13,006.93 13,33	,047.20 16,447.60	16,856.67	17,277.87
Appx. Bi-wkly 5,813.60 5,960.00 6,108.00 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,262.40 7 Appx. Monthl 12,596.13 12,913.33 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.13 15,735.20 16 Appx. Annual 151,153.60 154,960.00 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193 96 Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7 Appx. Monthl 12,688.00 13,006.93 13,31.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15,849.60 16 Appx. Annual 152,256.00	,566.40 197,371.20	202,280.00	207,334.40
Appx. Monthi 12,596.13 12,913.33 13,234.00 13,565.07 13,908.27 14,258.40 14,606.80 14,979.47 15,352.13 15,735.20 16 Appx. Annual 151,153.60 154,960.00 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193 96 Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7 Appx. Monthi 12,688.00 13,006.93 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15,849.60 16 Appx. Annual 152,256.00 156,083.20 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194 96T Ho	93.04 95.37	97.73	100.18
Appx. Annual 151,153.60 154,960.00 158,808.00 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193 96 Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7 Appx. Monthi 12,688.00 13,006.93 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15,849.60 16 Appx. Annual 152,256.00 156,083.20 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194 96T Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00	,443.20 7,629.60	7,818.40	8,014.40
96 Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7 Appx. Monthl 12,688.00 13,006.93 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15,849.60 16 Appx. Annual 152,256.00 156,083.20 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194 96T Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7	,126.93 16,530.80	16,939.87	17,364.53
Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7 Appx. Monthl 12,688.00 13,006.93 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15,849.60 16 Appx. Annual 152,256.00 156,083.20 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194 96T Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7	,523.20 198,369.60	203,278.40	208,374.40
Appx. Monthl 12,688.00 13,006.93 13,331.07 13,669.07 14,010.53 14,357.20 14,721.20 15,088.67 15,464.80 15,849.60 16 Appx. Annual 152,256.00 156,083.20 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194 96T Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7	93.72 96.05	98.45	100.91
Appx. Annual 152,256.00 156,083.20 159,972.80 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194 96T Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7	,497.60 7,684.00	7,876.00	8,072.80
96T Hourly 73.20 75.04 76.91 78.86 80.83 82.83 84.93 87.05 89.22 91.44 Appx. Bi-wkly 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7	,244.80 16,648.67	17,064.67	17,491.07
Appx. Bi-wkły 5,856.00 6,003.20 6,152.80 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7	,937.60 199,784.00	204,776.00	209,892.80
	93.72 96.05	98.45	
Appx. Month 12,688.00 13.006.93 13.331.07 13.669.07 14.010.53 14.357.20 14.721.20 15.088.67 15.464.80 15.849.60 16	,497.60 7,684.00	7,876.00	
	,244.80 16,648.67	17,064.67	
	,937.60 199,784.00 94.89 97.25	204,776.00	100 17
96A Hourly 74.12 75.98 77.87 79.85 81.84 83.87 85.99 88.14 90.34 92.58		99.68	102.17
	,591.20 7,780.00	7,974.40	8,173.60
	,447.60 16,856.67	17,277.87	17,709.47
Appx. Annual 154,169.60 158,038.40 161,969.60 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192,566.40 197			212,513.60
96C Hourly 74.49 76.34 78.26 80.24 82.26 84.27 86.42 88.57 90.78 93.04 Appx. Bi-wkly 5,959.20 6,107.20 6,260.80 6,419.20 6,580.80 6,741.60 6,913.60 7,085.60 7,262.40 7,443.20 7	95.37 97.73	100.18	102.67
	,629.60 7,818.40 ,530.80 16,939.87	8,014.40 17,364.53	8,213.60
			17,796.13
Appx. Annual 154,939.20 158,787.20 162,780.80 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193,523.20 198 97 Hourly 75.07 76.94 78.86 80.83 82.83 84.93 87.05 89.22 91.44 93.72	,369.60 203,278.40 96.05 98.45	208,374.40 100.92	213,553.60 103.44
,	,684.00 7,876.00	8,073.60	8,275.20
	,648.67 17,064.67	17,492.80	17,929.60
	,784.00 204,776.00	209,913.60	
			215,155.20
97T Hourly 75.07 76.94 78.86 80.83 82.83 84.93 87.05 89.22 91.44 93.72 Appx. Bi-wkly 6,005.60 6,155.20 6,308.80 6,466.40 6,626.40 6,794.40 6,964.00 7,137.60 7,315.20 7,497.60 7	96.05 98.45 ,684.00 7,876.00	100.92 8,073.60	
	,684.00 7,876.00 ,648.67 17,064.67	8,073.60	
Appx. Annual 156,145.60 160,035.20 164,028.80 168,126.40 172,286.40 176,654.40 181,064.00 185,577.60 190,195.20 194,937.60 199 97A Hourly 76.01 77.90 79.85 81.84 83.87 85.99 88.14 90.34 92.58 94.89	784.00 204,776.00 97.25 99.68	209,913.60 102.18	104.73
	,780.00 7,974.40	8,174.40	8,378.40
	,780.00 7,974.40	17,711.20	0,378.40 18,153.20
		212,534.40	217,838.40
Appx. Annual 158,100.80 162,032.00 166,088.00 170,227.20 174,449.60 178,859.20 183,331.20 187,907.20 192,566.40 197,371.20 202 97C Hourly 76.37 78.29 80.24 82.26 84.27 86.42 88.57 90.78 93.04 95.37	,280.00 207,334.40 97.73 100.18	102.68	105.25
	,818.40 8,014.40	8,214.40	8,420.00
	,939.87 17,364.53	0,214.40	8,420.00 18,243.33
Appx. Molitin 15,237.47 15,370.27 15,908.27 14,238.40 14,000.60 14,979.47 15,332.15 15,733.20 16,126.95 16,350.60 16 Appx. Annual 158,849.60 162,843.20 166,899.20 171,100.80 175,281.60 179,753.60 184,225.60 188,822.40 193,523.20 198,369.60 203		213,574.40	
ημην. πιπιααι του,στετου τος,στο.ε.ο του,στετο ττι, του.σο ττο,ζεστ.σο ττο,του τοτ,ζεστ.σο του,σεε.το τος,3εο.ευ 193,309.00 203		ZIJ,J/4.40	210,720.00

Ranges Eff	. 7/21/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step14
98	Hourly	76.94	78.86	80.83	82.83	84.93	87.05	89.22	91.44	93.72	96.05	98.45	100.92	103.46	106.05
	Appx. Bi-wkly	6,155.20	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20	7,497.60	7,684.00	7,876.00	8,073.60	8,276.80	8,484.00
	Appx. Monthl	13,336.27	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60	16,244.80	16,648.67	17,064.67	17,492.80	17,933.07	18,382.00
	Appx. Annual	160,035.20	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	185,577.60	190,195.20	194,937.60	199,784.00	204,776.00	209,913.60	215,196.80	220,584.00
98T	Hourly	76.94	78.86	80.83	82.83	84.93	87.05	89.22	91.44	93.72	96.05	98.45	100.92	103.46	
	Appx. Bi-wkly	6,155.20	6,308.80	6,466.40	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20	7,497.60	7,684.00	7,876.00	8,073.60	8,276.80	
	Appx. Monthl	13,336.27	13,669.07	14,010.53	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60	16,244.80	16,648.67	17,064.67	17,492.80	17,933.07	
	Appx. Annual	160,035.20	164,028.80	168,126.40	172,286.40	176,654.40	181,064.00	185,577.60	190,195.20	194,937.60	199,784.00	204,776.00	209,913.60	215,196.80	
98A	Hourly	77.90	79.85	81.84	83.87	85.99	88.14	90.34	92.58	94.89	97.25	99.68	102.18	104.75	107.38
	Appx. Bi-wkly	6,232.00	6,388.00	6,547.20	6,709.60	6,879.20	7,051.20	7,227.20	7,406.40	7,591.20	7,780.00	7,974.40	8,174.40	8,380.00	8,590.40
	Appx. Monthl	13,502.67	13,840.67	14,185.60	14,537.47	14,904.93	15,277.60	15,658.93	16,047.20	16,447.60	16,856.67	17,277.87	17,711.20	18,156.67	18,612.53
	Appx. Annual	162,032.00	166,088.00	170,227.20	174,449.60	178,859.20	183,331.20	187,907.20	192,566.40	197,371.20	202,280.00	207,334.40	212,534.40	217,880.00	223,350.40
98C	Hourly	78.29	80.24	82.26	84.27	86.42	88.57	90.78	93.04	95.37	97.73	100.18	102.68	105.27	107.90
	Appx. Bi-wkly	6,263.20	6,419.20	6,580.80	6,741.60	6,913.60	7,085.60	7,262.40	7,443.20	7,629.60	7,818.40	8,014.40	8,214.40	8,421.60	8,632.00
	Appx. Monthl	13,570.27	13,908.27	14,258.40	14,606.80	14,979.47	15,352.13	15,735.20	16,126.93	16,530.80	16,939.87	17,364.53	17,797.87	18,246.80	18,702.67
	Appx. Annual	162,843.20	166,899.20	171,100.80	175,281.60	179,753.60	184,225.60	188,822.40	193,523.20	198,369.60	203,278.40	208,374.40	213,574.40	218,961.60	224,432.00
99	Hourly	78.83	80.80	82.83	84.93	87.05	89.22	91.44	93.72	96.05	98.45	100.92	103.46	106.02	108.67
	Appx. Bi-wkly	6,306.40	6,464.00	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20	7,497.60	7,684.00	7,876.00	8,073.60	8,276.80	8,481.60	8,693.60
	Appx. Monthl	13,663.87	14,005.33	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60	16,244.80	16,648.67	17,064.67	17,492.80	17,933.07	18,376.80	18,836.13
	Appx. Annual		168,064.00	172,286.40	176,654.40	181,064.00	185,577.60	190,195.20	194,937.60	199,784.00	204,776.00	209,913.60	215,196.80	220,521.60	226,033.60
99T	Hourly	78.83	80.80	82.83	84.93	87.05	89.22	91.44	93.72	96.05	98.45	100.92	103.46	106.02	
	Appx. Bi-wkly	6,306.40	6,464.00	6,626.40	6,794.40	6,964.00	7,137.60	7,315.20	7,497.60	7,684.00	7,876.00	8,073.60	8,276.80	8,481.60	
	Appx. Monthl	13,663.87	14,005.33	14,357.20	14,721.20	15,088.67	15,464.80	15,849.60	16,244.80	16,648.67	17,064.67	17,492.80	17,933.07	18,376.80	
	Appx. Annual		168,064.00	172,286.40	176,654.40	181,064.00	185,577.60	190,195.20	194,937.60	199,784.00	204,776.00	209,913.60	215,196.80	220,521.60	
99A	Hourly	79.82	81.81	83.87	85.99	88.14	90.34	92.58	94.89	97.25	99.68	102.18	104.75	107.35	110.03
	Appx. Bi-wkly	6,385.60	6,544.80	6,709.60	6,879.20	7,051.20	7,227.20	7,406.40	7,591.20	7,780.00	7,974.40	8,174.40	8,380.00	8,588.00	8,802.40
	Appx. Monthl	13,835.47	14,180.40	14,537.47	14,904.93	15,277.60	15,658.93	16,047.20	16,447.60	16,856.67	17,277.87	17,711.20	18,156.67	18,607.33	19,071.87
	Appx. Annual	166,025.60	170,164.80	174,449.60	178,859.20	183,331.20	187,907.20	192,566.40	197,371.20	202,280.00	207,334.40	212,534.40	217,880.00	223,288.00	228,862.40
99C	Hourly	80.21	82.22	84.27	86.42	88.57	90.78	93.04	95.37	97.73	100.18	102.68	105.27	107.87	110.56
	Appx. Bi-wkly	6,416.80	6,577.60	6,741.60	6,913.60	7,085.60	7,262.40	7,443.20	7,629.60	7,818.40	8,014.40	8,214.40	8,421.60	8,629.60	8,844.80
	Appx. Monthl	13,903.07	14,251.47	14,606.80	14,979.47	15,352.13	15,735.20	16,126.93	16,530.80	16,939.87	17,364.53	17,797.87	18,246.80	18,697.47	19,163.73
	Appx. Annual	166,836.80	171,017.60	175,281.60	179,753.60	184,225.60	188,822.40	193,523.20	198,369.60	203,278.40	208,374.40	213,574.40	218,961.60	224,369.60	229,964.80