Compensation Plans and Pay Schedules

The County Compensation Plans (C, E, F, L, O, P, and S) for FY 2007 are included on the following pages.

- The E, L, and S Compensation Plans have been adjusted by 4.25 percent for FY 2007 to include the impact of the annual market index and the E Plan has also been adjusted to reflect the results of the market survey which indicated that many classifications were behind the market. Consistent with the transition from cost of living increases completed in FY 2002, the adjustment impacts the minimum, midpoint, and maximum of the pay plans but does not impact individual employee salaries. This market index is calculated based on data from the Consumer Price Index, the Federal Wage adjustment, and the Employment Cost Index, which includes state, local and private sector salaries. The E Plan designates pay grades for positions appointed by the County Executive, including Department Heads, the L Plan provides pay grades for attorneys in the County, and the S Plan provides the pay grades for the majority of non-public safety employees.

- The C, F, O, and P Compensation Plans are used for the various Public Safety classifications in the County. They include steps for public safety employees who will continue to be evaluated under the public safety merit evaluation system. The C Plan is used for Sheriff's Deputies, the F Plan for the Fire and Rescue Department, the O Plan for Police Officers and the P Plan for Animal Control Officers, Public Safety Communicators, Police Communication Assistants, and Traffic Enforcement Officers. Each of the pay grades on these Plans have also been adjusted for FY 2007 by 4.25 percent resulting in increases for these public safety employees to reflect the impact of the annual market index. In addition the F Plan includes an adjustment of 2.0 percent based on the annual compensation review and the O Plan includes adjustments for the O-31 and O-33 to align them to the corresponding levels on the F Plan.

The Job Classification Table includes an alphabetical listing of County job classes with the FY 2007 pay grade classification. This classification includes the impact of the market study of both core and supplemental job classes performed during FY 2006. As part of the market study system implemented in FY 2001, adjustments resulting from the market study are made to the pay grade but not to the individual pay of employees unless the minimum of the new pay grade is above the employee's current salary at which point the individual pay is are increased to the new minimum.

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – C
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
C-17	AN	40,699.78	42,733.81	44,871.42	47,114.91	49,470.93	54,418.62	57,268.43	60,132.38	63,137.78	66,294.80	69,609.49
	BW	1,565.38	1,643.61	1,725.82	1,812.11	1,902.73	2,093.02	2,202.63	2,312.78	2,428.38	2,549.80	2,677.29
	HR	19.5672	20.5451	21.5728	22.6514	23.7841	26.1628	27.5329	28.9098	30.3547	31.8725	33.4661
STEP	HOLD	1	1	1	1	1	1	1	2			
C-18	AN	44,687.14	46,920.64	49,267.30	51,730.02	54,317.12	57,032.35	59,884.66	62,880.27	66,025.44	69,325.78	72,792.10
	BW	1,718.74	1,804.64	1,894.90	1,989.62	2,089.12	2,193.55	2,303.26	2,418.47	2,539.44	2,666.38	2,799.70
	HR	21.4842	22.5580	23.6862	24.8702	26.1140	27.4194	28.7907	30.2309	31.7430	33.3297	34.9962
STEP	HOLD	1	1	1	1	1	1	1	2			
C-19	AN	46,818.51	49,159.76	51,618.11	54,199.39	56,910.05	59,755.70	62,744.03	65,879.84	69,174.35	72,633.39	76,265.28
	BW	1,800.71	1,890.76	1,985.31	2,084.59	2,188.85	2,298.30	2,413.23	2,533.84	2,660.55	2,793.59	2,933.28
	HR	22.5089	23.6345	24.8164	26.0574	27.3606	28.7287	30.1654	31.6730	33.2569	34.9199	36.6660
STEP	HOLD	1	1	1	1	1	1	1	2			
C-20	AN	49,159.55	51,617.70	54,199.60	56,909.01	59,755.49	62,743.82	65,880.88	69,173.94	72,633.18	76,265.28	80,078.34
	BW	1,890.75	1,985.30	2,084.60	2,188.81	2,298.29	2,413.22	2,533.88	2,660.54	2,793.58	2,933.28	3,079.94
	HR	23.6344	24.8162	26.0575	27.3601	28.7286	30.1653	31.6735	33.2567	34.9198	36.6660	38.4992
STEP	HOLD	1	1	1	1	1	1	1	2			
C-21	AN	51,616.86	54,196.69	56,907.76	59,752.58	62,739.87	65,877.34	69,170.61	72,629.86	76,260.91	80,075.42	84,079.01
	BW	1,985.26	2,084.49	2,188.76	2,298.18	2,413.07	2,533.74	2,660.41	2,793.46	2,933.11	3,079.82	3,233.81
	HR	24.8158	26.0561	27.3595	28.7272	30.1634	31.6718	33.2551	34.9182	36.6639	38.4978	40.4226
STEP	HOLD	1	1	1	1	1	1	1	2			
C-25	AN	57,317.73	60,182.93	63,192.69	66,352.62	69,670.64	73,153.18	76,811.07	80,653.04	84,684.50	88,919.17	93,365.38
	BW	2,204.53	2,314.73	2,430.49	2,552.02	2,679.64	2,813.58	2,954.27	3,102.04	3,257.10	3,419.97	3,590.98
	HR	27.5566	28.9341	30.3811	31.9003	33.4955	35.1698	36.9284	38.7755	40.7137	42.7496	44.8872
STEP	HOLD	1	1	1	1	1	1	1				

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – C
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
C-26	AN	60,182.93	63,192.69	66,352.62	69,670.64	73,153.18	76,811.07	80,653.04	84,684.50	88,919.17	93,364.54	98,032.69
	BW	2,314.73	2,430.49	2,552.02	2,679.64	2,813.58	2,954.27	3,102.04	3,257.10	3,419.97	3,590.94	3,770.49
	HR	28.9341	30.3811	31.9003	33.4955	35.1698	36.9284	38.7755	40.7137	42.7496	44.8868	47.1311
STEP	HOLD	1	1	1	1	1	1	1				
C-27	AN	62,900.03	66,043.33	69,346.16	72,813.52	76,453.52	80,275.73	84,290.13	88,504.00	92,929.82	97,576.34	102,455.18
	BW	2,419.23	2,540.13	2,667.16	2,800.52	2,940.52	3,087.53	3,241.93	3,404.00	3,574.22	3,752.94	3,940.58
	HR	30.2404	31.7516	33.3395	35.0065	36.7565	38.5941	40.5241	42.5500	44.6778	46.9117	49.2573
STEP	HOLD	1	1	1	1	1	1	1				
C-28	AN	65,918.11	69,213.46	72,672.50	76,307.92	80,122.22	84,129.14	88,335.31	92,751.78	97,390.59	102,260.50	107,373.34
	BW	2,535.31	2,662.06	2,795.10	2,934.92	3,081.62	3,235.74	3,397.51	3,567.38	3,745.79	3,933.10	4,129.74
	HR	31.6914	33.2757	34.9387	36.6865	38.5203	40.4467	42.4689	44.5922	46.8224	49.1637	51.6218
STEP	HOLD	1	1	1	1	1	1	1				
C-31	AN	73,724.35	77,410.32	81,280.37	85,343.65	89,611.39	94,091.71	98,797.50	103,736.26	108,923.98	114,370.26	120,089.01
	BW	2,835.55	2,977.32	3,126.17	3,282.45	3,446.59	3,618.91	3,799.90	3,989.86	4,189.38	4,398.86	4,618.81
	HR	35.4444	37.2165	39.0771	41.0306	43.0824	45.2364	47.4988	49.8732	52.3673	54.9857	57.7351
STEP	HOLD	1	1	1	1	1	1	1				
C-33	AN	81,106.27	85,162.69	89,420.45	93,891.41	98,585.97	103,514.94	108,690.61	114,126.90	119,833.38	125,824.61	132,115.98
	BW	3,119.47	3,275.49	3,439.25	3,611.21	3,791.77	3,981.34	4,180.41	4,389.50	4,608.98	4,839.41	5,081.38
	HR	38.9934	40.9436	42.9906	45.1401	47.3971	49.7668	52.2551	54.8687	57.6122	60.4926	63.5173
STEP	HOLD	1	1	1	1	1	1	1				

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – E
Effective July 8, 2006 through June 30, 2007

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
E-01	ANNUAL	56,876.98	75,836.38	94,795.17
	BIWEEKLY	2,187.58	2,916.78	3,645.97
	HOURLY	27.3447	36.4598	45.5746
E-02	ANNUAL	59,618.62	79,491.57	99,364.51
	BIWEEKLY	2,293.02	3,057.37	3,821.71
	HOURLY	28.6628	38.2171	47.7714
E-03	ANNUAL	62,502.13	83,336.24	104,170.56
	BIWEEKLY	2,403.93	3,205.24	4,006.56
	HOURLY	30.0491	40.0655	50.0820
E-04	ANNUAL	65,538.30	87,384.34	109,230.37
	BIWEEKLY	2,520.70	3,360.94	4,201.17
	HOURLY	31.5088	42.0117	52.5146
E-05	ANNUAL	66,845.38	89,127.17	111,409.17
	BIWEEKLY	2,570.98	3,427.97	4,284.97
	HOURLY	32.1372	42.8496	53.5621
E-06	ANNUAL	68,375.22	93,446.70	113,959.04
	BIWEEKLY	2,629.82	3,594.10	4,383.04
	HOURLY	32.8727	44.9263	54.7880
E-07	ANNUAL	70,084.77	98,053.07	122,566.08
	BIWEEKLY	2,695.57	3,771.27	4,714.08
	HOURLY	33.6946	47.1409	58.9260

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – E
Effective July 8, 2006 through June 30, 2007

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
E-08	ANNUAL	77,071.90	102,762.19	128,452.48
	BIWEEKLY	2,964.30	3,952.39	4,940.48
	HOURLY	37.0538	49.4049	61.7560
E-09	ANNUAL	82,780.26	110,373.74	137,967.02
	BIWEEKLY	3,183.86	4,245.14	5,306.42
	HOURLY	39.7982	53.0643	66.3303
E-10	ANNUAL	86,909.47	115,878.46	144,848.08
	BIWEEKLY	3,342.67	4,456.86	5,571.08
	HOURLY	41.7834	55.7108	69.6385
E-11	ANNUAL	91,149.76	121,532.74	151,915.92
	BIWEEKLY	3,505.76	4,674.34	5,842.92
	HOURLY	43.8220	58.4292	73.0365
E-12	ANNUAL	95,166.86	126,889.15	158,611.86
	BIWEEKLY	3,660.26	4,880.35	6,100.46
	HOURLY	45.7533	61.0044	76.2557
E-13	ANNUAL	99,861.84	133,149.12	166,435.98
	BIWEEKLY	3,840.84	5,121.12	6,401.38
	HOURLY	48.0105	64.0140	80.0173
E-14	ANNUAL	110,434.90	147,246.11	184,057.95
	BIWEEKLY	4,247.50	5,663.31	7,079.15
	HOURLY	53.0937	70.7914	88.4894

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – F
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-17	**AN**	42,009.34	44,109.10	46,315.15	48,630.82	51,063.38	56,169.36	59,111.52	62,066.99	65,169.94	68,428.26	71,849.44
	BW	1,615.74	1,696.50	1,781.35	1,870.42	1,963.98	2,160.36	2,273.52	2,387.19	2,506.54	2,631.86	2,763.44
	HR	20.1968	21.2063	22.2669	23.3802	24.5497	27.0045	28.419	29.8399	31.3317	32.8982	34.543
	H3	14.4263	15.1474	15.9049	16.7001	17.5355	19.2889	20.2993	21.3142	22.3798	23.4987	24.6736
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
F-18	**AN**	46,125.66	48,430.93	50,853.30	53,394.64	56,065.15	58,867.74	61,811.98	64,903.49	68,149.95	71,556.78	75,135.22
	BW	1,774.06	1,862.73	1,955.90	2,053.64	2,156.35	2,264.14	2,377.38	2,496.29	2,621.15	2,752.18	2,889.82
	HR	22.1758	23.2841	24.4487	25.6705	26.9544	28.3018	29.7173	31.2036	32.7644	34.4023	36.1227
	H3	15.8399	16.6315	17.4634	18.3361	19.2531	20.2156	21.2266	22.2883	23.4031	24.5731	25.8019
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
F-19	**AN**	48,325.89	50,742.02	53,279.62	55,943.26	58,741.49	61,678.66	64,762.88	67,999.78	71,400.37	74,970.69	78,719.06
	BW	1,858.69	1,951.62	2,049.22	2,151.66	2,259.29	2,372.26	2,490.88	2,615.38	2,746.17	2,883.49	3,027.66
	HR	23.2336	24.3952	25.6152	26.8958	28.2411	29.6532	31.136	32.6922	34.3271	36.0436	37.8457
	H3	16.5954	17.4251	18.2966	19.2113	20.1722	21.1809	22.2400	23.3516	24.5194	25.7454	27.0326
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
F-20	**AN**	50,740.77	53,278.16	55,940.98	58,738.99	61,675.33	64,759.34	67,997.28	71,396.83	74,966.74	78,715.31	82,651.30
	BW	1,951.57	2,049.16	2,151.58	2,259.19	2,372.13	2,490.74	2,615.28	2,746.03	2,883.34	3,027.51	3,178.90
	HR	24.3946	25.6145	26.8947	28.2399	29.6516	31.1343	32.691	34.3254	36.0417	37.8439	39.7362
	H3	17.4247	18.2961	19.2105	20.1714	21.1797	22.2388	23.3507	24.5181	25.7441	27.0314	28.3830
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
F-21	**AN**	52,233.58	54,844.40	57,587.30	60,466.43	63,489.09	66,664.42	69,997.41	73,496.80	77,171.74	81,031.60	85,082.82
	BW	2,008.98	2,109.40	2,214.90	2,325.63	2,441.89	2,564.02	2,692.21	2,826.80	2,968.14	3,116.60	3,272.42
	HR	25.1123	26.3675	27.6862	29.0704	30.5236	32.0502	33.6526	35.335	37.1018	38.9575	40.9052
	H3	17.9374	18.8339	19.7759	20.7646	21.8026	22.8930	24.0376	25.2393	26.5013	27.8268	29.2180
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – F
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-22	AN	55,577.39	58,356.69	61,273.89	64,337.52	67,554.24	70,932.58	74,480.43	78,203.01	82,113.62	86,219.33	90,530.75
	BW	2,137.59	2,244.49	2,356.69	2,474.52	2,598.24	2,728.18	2,864.63	3,007.81	3,158.22	3,316.13	3,481.95
	HR	26.7199	28.0561	29.4586	30.9315	32.478	34.1022	35.8079	37.5976	39.4777	41.4516	43.5244
	H3	19.0856	20.0401	21.0419	22.0939	23.1986	24.3587	25.5771	26.8554	28.1984	29.6083	31.0889
STEP	HOLD	1	1	1	1	1	1	1	2			
F-23	AN	58,355.44	61,273.26	64,336.90	67,553.41	70,931.74	74,478.56	78,201.97	82,111.95	86,218.50	90,527.84	95,054.96
	BW	2,244.44	2,356.66	2,474.50	2,598.21	2,728.14	2,864.56	3,007.77	3,158.15	3,316.10	3,481.84	3,655.96
	HR	28.0555	29.4583	30.9312	32.4776	34.1018	35.807	37.5971	39.4769	41.4512	43.523	45.6995
	H3	20.0396	21.0416	22.0937	23.1983	24.3584	25.5764	26.8551	28.1978	29.6080	31.0879	32.6425
STEP	HOLD	1	1	1	1	1	1	1	2			
F-24	AN	61,273.26	64,336.90	67,553.41	70,931.74	74,478.56	78,201.97	82,111.95	86,218.50	90,527.84	95,056.00	99,808.59
	BW	2,356.66	2,474.50	2,598.21	2,728.14	2,864.56	3,007.77	3,158.15	3,316.10	3,481.84	3,656.00	3,838.79
	HR	29.4583	30.9312	32.4776	34.1018	35.807	37.5971	39.4769	41.4512	43.523	45.7	47.9849
	H3	21.0416	22.0937	23.1983	24.3584	25.5764	26.8551	28.1978	29.6080	31.0879	32.6429	34.2749
STEP	HOLD	1	1	1	1	1	1	1	2			
F-25	AN	64,191.50	67,400.11	70,770.96	74,309.46	78,025.17	81,925.17	86,022.56	90,324.00	94,839.89	99,582.91	104,562.02
	BW	2,468.90	2,592.31	2,721.96	2,858.06	3,000.97	3,150.97	3,308.56	3,474.00	3,647.69	3,830.11	4,021.62
	HR	30.8613	32.4039	34.0245	35.7257	37.5121	39.3871	41.357	43.425	45.5961	47.8764	50.2702
	H3	22.0438	23.1456	24.3032	25.5184	26.7944	28.1336	29.5407	31.0179	32.5686	34.1974	35.9073
STEP	HOLD	1	1	1	1	1	1	1	2			
F-26	AN	67,400.11	70,770.96	74,309.46	78,025.17	81,925.17	86,022.56	90,324.00	94,839.89	99,582.91	104,560.56	109,788.43
	BW	2,592.31	2,721.96	2,858.06	3,000.97	3,150.97	3,308.56	3,474.00	3,647.69	3,830.11	4,021.56	4,222.63
	HR	32.4039	34.0245	35.7257	37.5121	39.3871	41.357	43.425	45.5961	47.8764	50.2695	52.7829
	H3	23.1456	24.3032	25.5184	26.7944	28.1336	29.5407	31.0179	32.5686	34.1974	35.9068	37.7021
STEP	HOLD	1	1	1	1	1	1	1	2			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – F
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-27	AN	70,443.15	73,963.14	77,661.79	81,544.74	85,622.16	89,902.18	94,397.68	99,117.20	104,073.84	109,277.17	114,741.74
	BW	2,709.35	2,844.74	2,986.99	3,136.34	3,293.16	3,457.78	3,630.68	3,812.20	4,002.84	4,202.97	4,413.14
	HR	33.8669	35.5592	37.3374	39.2042	41.1645	43.2222	45.3835	47.6525	50.0355	52.5371	55.1643
	H3	24.1906	25.3994	26.6696	28.0030	29.4032	30.8730	32.4168	34.0375	35.7396	37.5265	39.4031
STEP	HOLD	1	1	1	1	1	1	1	2			
F-29	AN	78,622.75	82,552.50	86,681.09	91,014.35	95,566.02	100,344.61	105,361.78	110,629.58	116,097.28	121,903.60	127,998.62
	BW	3,023.95	3,175.10	3,333.89	3,500.55	3,675.62	3,859.41	4,052.38	4,254.98	4,465.28	4,688.60	4,923.02
	HR	37.7994	39.6887	41.6736	43.7569	45.9452	48.2426	50.6547	53.1873	55.816	58.6075	61.5378
	H3	26.9996	28.3491	29.7669	31.2549	32.8180	34.4590	36.1819	37.9909	39.8686	41.8625	43.9556
STEP	HOLD	1	1	1	1	1	1	1	2			
F-31	AN	86,543.39	90,870.83	95,413.34	100,183.41	105,193.30	110,452.78	115,977.06	121,774.22	127,864.46	134,257.55	140,970.13
	BW	3,328.59	3,495.03	3,669.74	3,853.21	4,045.90	4,248.18	4,460.66	4,683.62	4,917.86	5,163.75	5,421.93
	HR	41.6074	43.6879	45.8718	48.1651	50.5737	53.1023	55.7582	58.5453	61.4733	64.5469	67.7741
	H3	29.7196	31.2056	32.7656	34.4036	36.1241	37.9302	39.8273	41.8181	43.9095	46.1049	48.4101
STEP	HOLD	1	1	1	1	1	1	1	2			
F-33	AN	95,209.92	99,970.83	104,969.28	110,217.54	115,729.12	121,514.22	127,590.74	133,971.14	140,669.98	147,703.50	155,088.54
	BW	3,661.92	3,845.03	4,037.28	4,239.14	4,451.12	4,673.62	4,907.34	5,152.74	5,410.38	5,680.90	5,964.94
	HR	45.774	48.0629	50.466	52.9892	55.639	58.4203	61.3417	64.4092	67.6298	71.0113	74.5618
	H3	32.6957	34.3306	36.0471	37.8494	39.7421	41.7288	43.8155	46.0066	48.3070	50.7224	53.2584
STEP	HOLD	1	1	1	1	1	1	1	2			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – L
Effective July 8, 2006 through June 30, 2007

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
L-01	ANNUAL	47,801.94	63,736.19	79,670.24
	BIWEEKLY	1,838.54	2,451.39	3,064.24
	HOURLY	22.9817	30.6424	38.3030
L-02	ANNUAL	54,639.52	72,852.42	91,065.52
	BIWEEKLY	2,101.52	2,802.02	3,502.52
	HOURLY	26.2690	35.0252	43.7815
L-03	ANNUAL	61,475.65	81,967.60	102,459.76
	BIWEEKLY	2,364.45	3,152.60	3,940.76
	HOURLY	29.5556	39.4075	49.2595
L-04	ANNUAL	68,312.82	91,083.20	113,854.00
	BIWEEKLY	2,627.42	3,503.20	4,379.00
	HOURLY	32.8427	43.7900	54.7375
L-05	ANNUAL	75,149.36	100,199.22	125,248.66
	BIWEEKLY	2,890.36	3,853.82	4,817.26
	HOURLY	36.1295	48.1727	60.2157
L-06	ANNUAL	79,614.70	106,153.22	132,691.94
	BIWEEKLY	3,062.10	4,082.82	5,103.54
	HOURLY	38.2763	51.0352	63.7942
L-07	ANNUAL	82,923.57	110,564.27	138,205.18
	BIWEEKLY	3,189.37	4,252.47	5,315.58
	HOURLY	39.8671	53.1559	66.4448

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – L
Effective July 8, 2006 through June 30, 2007

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
L-08	ANNUAL	89,594.75	119,459.81	149,324.86
	BIWEEKLY	3,445.95	4,594.61	5,743.26
	HOURLY	43.0744	57.4326	71.7908
L-09	ANNUAL	98,213.44	130,951.18	163,689.14
	BIWEEKLY	3,777.44	5,036.58	6,295.74
	HOURLY	47.2180	62.9573	78.6967

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – O
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
O-17	AN	42,327.79	44,443.15	46,666.05	48,999.60	51,449.84	56,595.34	59,559.14	62,537.49	65,663.31	68,946.38	72,393.98
	BW	1,627.99	1,709.35	1,794.85	1,884.60	1,978.84	2,176.74	2,290.74	2,405.29	2,525.51	2,651.78	2,784.38
	HR	20.3499	21.3669	22.4356	23.5575	24.7355	27.2093	28.6342	30.0661	31.5689	33.1473	34.8048
STEP	HOLD	1	1	1	1	1	1	1	2			
O-18	AN	46,474.48	48,797.42	51,237.89	53,799.41	56,489.89	59,313.70	62,280.19	65,395.41	68,666.42	72,098.62	75,703.89
	BW	1,787.48	1,876.82	1,970.69	2,069.21	2,172.69	2,281.30	2,395.39	2,515.21	2,641.02	2,773.02	2,911.69
	HR	22.3435	23.4603	24.6336	25.8651	27.1586	28.5162	29.9424	31.4401	33.0127	34.6628	36.3961
STEP	HOLD	1	1	1	1	1	1	1	2			
O-19	AN	48,691.34	51,126.19	53,682.93	56,367.38	59,186.40	62,145.82	65,253.76	68,515.20	71,941.17	75,538.74	79,315.81
	BW	1,872.74	1,966.39	2,064.73	2,167.98	2,276.40	2,390.22	2,509.76	2,635.20	2,766.97	2,905.34	3,050.61
	HR	23.4093	24.5799	25.8091	27.0997	28.4550	29.8778	31.3720	32.9400	34.5871	36.3167	38.1326
STEP	HOLD	1	1	1	1	1	1	1	2			
O-20	AN	51,125.98	53,682.51	56,367.58	59,185.36	62,145.62	65,253.34	68,516.24	71,940.75	75,538.32	79,315.81	83,281.54
	BW	1,966.38	2,064.71	2,167.98	2,276.36	2,390.22	2,509.74	2,635.24	2,766.95	2,905.32	3,050.61	3,203.14
	HR	24.5798	25.8089	27.0998	28.4545	29.8777	31.3718	32.9405	34.5869	36.3165	38.1326	40.0392
STEP	HOLD	1	1	1	1	1	1	1	2			
O-21	AN	53,681.47	56,364.67	59,184.11	62,142.70	65,249.39	68,512.29	71,937.63	75,535.20	79,311.44	83,278.21	87,442.16
	BW	2,064.67	2,167.87	2,276.31	2,390.10	2,509.59	2,635.09	2,766.83	2,905.20	3,050.44	3,203.01	3,363.16
	HR	25.8084	27.0984	28.4539	29.8763	31.3699	32.9386	34.5854	36.3150	38.1305	40.0376	42.0395
STEP	HOLD	1	1	1	1	1	1	1	2			
O-25	AN	59,610.30	62,590.11	65,720.30	69,006.70	72,457.42	76,079.12	79,883.44	83,879.12	88,071.98	92,475.97	97,100.02
	BW	2,292.70	2,407.31	2,527.70	2,654.10	2,786.82	2,926.12	3,072.44	3,226.12	3,387.38	3,556.77	3,734.62
	HR	28.6588	30.0914	31.5963	33.1763	34.8353	36.5765	38.4055	40.3265	42.3423	44.4596	46.6827
STEP	HOLD	1	1	1	1	1	1	1	2			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – O
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
O-26	**AN**	62,590.11	65,720.30	69,006.70	72,457.42	76,079.12	79,883.44	83,879.12	88,071.98	92,475.97	97,099.18	101,954.11
	BW	2,407.31	2,527.70	2,654.10	2,786.82	2,926.12	3,072.44	3,226.12	3,387.38	3,556.77	3,734.58	3,921.31
	HR	30.0914	31.5963	33.1763	34.8353	36.5765	38.4055	40.3265	42.3423	44.4596	46.6823	49.0164
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
O-27	**AN**	65,416.00	68,685.14	72,119.84	75,726.14	79,511.54	83,486.62	87,661.60	92,043.95	96,647.20	101,479.46	106,553.41
	BW	2,516.00	2,641.74	2,773.84	2,912.54	3,058.14	3,211.02	3,371.60	3,540.15	3,717.20	3,903.06	4,098.21
	HR	31.4500	33.0217	34.6730	36.4068	38.2267	40.1378	42.1450	44.2519	46.4650	48.7882	51.2276
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
O-28	**AN**	68,554.93	71,981.94	75,579.30	79,360.11	83,327.09	87,494.37	91,868.82	96,461.87	101,286.22	106,350.82	111,668.34
	BW	2,636.73	2,768.54	2,906.90	3,052.31	3,204.89	3,365.17	3,533.42	3,710.07	3,895.62	4,090.42	4,294.94
	HR	32.9591	34.6067	36.3362	38.1539	40.0611	42.0646	44.1677	46.3759	48.6953	51.1302	53.6867
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
O-31	**AN**	86,543.39	90,870.83	95,413.34	100,183.41	105,193.30	110,452.78	115,977.06	121,774.22	127,864.46	134,257.55	140,970.13
	BW	3,328.59	3,495.03	3,669.74	3,853.21	4,045.90	4,248.18	4,460.66	4,683.62	4,917.86	5,163.75	5,421.93
	HR	41.6074	43.6879	45.8718	48.1651	50.5737	53.1023	55.7582	58.5453	61.4733	64.5469	67.7741
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
O-33	**AN**	95,209.92	99,970.83	104,969.28	110,217.54	115,729.12	121,514.22	127,590.74	133,971.14	140,669.98	147,703.50	155,088.54
	BW	3,661.92	3,845.03	4,037.28	4,239.14	4,451.12	4,673.62	4,907.34	5,152.74	5,410.38	5,680.90	5,964.94
	HR	45.7740	48.0629	50.4660	52.9892	55.6390	58.4203	61.3417	64.4092	67.6298	71.0113	74.5618
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – P
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-11	**AN**	27,574.56	28,952.98	30,400.66	31,920.93	33,516.70	35,192.77	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31
	BW	1,060.56	1,113.58	1,169.26	1,227.73	1,289.10	1,353.57	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51
	HR	13.2570	13.9197	14.6157	15.3466	16.1138	16.9196	17.7653	18.6538	19.5865	20.5657	21.5939
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-12	**AN**	28,952.98	30,400.66	31,920.93	33,516.70	35,192.77	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88
	BW	1,113.58	1,169.26	1,227.73	1,289.10	1,353.57	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88
	HR	13.9197	14.6157	15.3466	16.1138	16.9196	17.7653	18.6538	19.5865	20.5657	21.5939	22.6735
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-13	**AN**	30,400.66	31,920.93	33,516.70	35,192.77	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18
	BW	1,169.26	1,227.73	1,289.10	1,353.57	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58
	HR	14.6157	15.3466	16.1138	16.9196	17.7653	18.6538	19.5865	20.5657	21.5939	22.6735	23.8073
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-14	**AN**	31,920.93	33,516.70	35,192.77	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18	51,995.01
	BW	1,227.73	1,289.10	1,353.57	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58	1,999.81
	HR	15.3466	16.1138	16.9196	17.7653	18.6538	19.5865	20.5657	21.5939	22.6735	23.8073	24.9976
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-15	**AN**	33,516.70	35,192.77	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18	51,995.22	54,595.01
	BW	1,289.10	1,353.57	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58	1,999.82	2,099.81
	HR	16.1138	16.9196	17.7653	18.6538	19.5865	20.5657	21.5939	22.6735	23.8073	24.9977	26.2476
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-16	**AN**	35,192.77	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38
	BW	1,353.57	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78
	HR	16.9196	17.7653	18.6538	19.5865	20.5657	21.5939	22.6735	23.8073	24.9977	26.2475	27.5598
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – P
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-17	**AN**	36,951.82	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62
	BW	1,421.22	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02
	HR	17.7653	18.6538	19.5865	20.5657	21.5939	22.6735	23.8073	24.9977	26.2475	27.5598	28.9378
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-18	**AN**	38,799.90	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62	63,200.18
	BW	1,492.30	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78
	HR	18.6538	19.5865	20.5657	21.5939	22.6735	23.8073	24.9977	26.2475	27.5598	28.9378	30.3847
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-19	**AN**	40,739.92	42,776.66	44,915.31	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62	63,200.38	66,360.32
	BW	1,566.92	1,645.26	1,727.51	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78	2,552.32
	HR	19.5865	20.5657	21.5939	22.6735	23.8073	24.9977	26.2475	27.5598	28.9378	30.3848	31.9040
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-20	**AN**	42,776.66	44,915.31	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62	63,200.38	66,360.11	69,678.54
	BW	1,645.26	1,727.51	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94
	HR	20.5657	21.5939	22.6735	23.8073	24.9977	26.2475	27.5598	28.9378	30.3848	31.9039	33.4993
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-21	**AN**	44,915.31	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62	63,200.38	66,360.11	69,678.34	73,162.34
	BW	1,727.51	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94	2,813.94
	HR	21.5939	22.6735	23.8073	24.9977	26.2475	27.5598	28.9378	30.3848	31.9039	33.4992	35.1742
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-22	**AN**	47,160.88	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62	63,200.38	66,360.11	69,678.34	73,162.34	76,819.81
	BW	1,813.88	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94	2,813.94	2,954.61
	HR	22.6735	23.8073	24.9977	26.2475	27.5598	28.9378	30.3848	31.9039	33.4992	35.1742	36.9326
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			

COMPENSATION PLAN--FISCAL YEAR 2007
PAY PLAN – P
Effective July 8, 2006 through June 30, 2007

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-23	**AN**	49,519.18	51,995.22	54,594.80	57,324.38	60,190.62	63,200.38	66,360.11	69,678.34	73,162.34	76,820.22	80,661.36
	BW	1,904.58	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94	2,813.94	2,954.62	3,102.36
	HR	23.8073	24.9977	26.2475	27.5598	28.9378	30.3848	31.9039	33.4992	35.1742	36.9328	38.7795
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-24	**AN**	51,995.22	54,594.80	57,324.38	60,190.62	63,200.38	66,360.11	69,678.34	73,162.34	76,820.22	80,661.36	84,694.48
	BW	1,999.82	2,099.80	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94	2,813.94	2,954.62	3,102.36	3,257.48
	HR	24.9977	26.2475	27.5598	28.9378	30.3848	31.9039	33.4992	35.1742	36.9328	38.7795	40.7185
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-25	**AN**	54,594.80	57,324.38	60,190.62	63,200.38	66,360.11	69,678.34	73,162.34	76,820.22	80,661.36	84,694.69	88,929.15
	BW	2,099.80	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94	2,813.94	2,954.62	3,102.36	3,257.49	3,420.35
	HR	26.2475	27.5598	28.9378	30.3848	31.9039	33.4992	35.1742	36.9328	38.7795	40.7186	42.7544
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			
P-26	**AN**	57,324.38	60,190.62	63,200.38	66,360.11	69,678.34	73,162.34	76,820.22	80,661.36	84,694.69	88,928.74	93,375.57
	BW	2,204.78	2,315.02	2,430.78	2,552.31	2,679.94	2,813.94	2,954.62	3,102.36	3,257.49	3,420.34	3,591.37
	HR	27.5598	28.9378	30.3848	31.9039	33.4992	35.1742	36.9328	38.7795	40.7186	42.7542	44.8921
STEP	**HOLD**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**			

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PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-01	**ANNUAL**	14,411.07	20,429.76	26,449.07
	BIWEEKLY	554.27	785.76	1,017.27
	HOURLY	6.9284	9.8220	12.7159
S-02	**ANNUAL**	15,787.82	21,924.66	28,061.28
	BIWEEKLY	607.22	843.26	1,079.28
	HOURLY	7.5903	10.5407	13.4910
S-03	**ANNUAL**	17,452.45	23,725.94	29,999.63
	BIWEEKLY	671.25	912.54	1,153.83
	HOURLY	8.3906	11.4067	14.4229
S-04	**ANNUAL**	19,207.14	25,609.38	32,011.82
	BIWEEKLY	738.74	984.98	1,231.22
	HOURLY	9.2342	12.3122	15.3903
S-05	**ANNUAL**	20,069.71	26,759.62	33,449.52
	BIWEEKLY	771.91	1,029.22	1,286.52
	HOURLY	9.6489	12.8652	16.0815
S-06	**ANNUAL**	21,010.91	28,014.48	35,018.05
	BIWEEKLY	808.11	1,077.48	1,346.85
	HOURLY	10.1014	13.4685	16.8356
S-07	**ANNUAL**	21,951.28	29,268.93	36,586.37
	BIWEEKLY	844.28	1,125.73	1,407.17
	HOURLY	10.5535	14.0716	17.5896

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PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-08	**ANNUAL**	22,959.66	30,613.02	38,266.18
	BIWEEKLY	883.06	1,177.42	1,471.78
	HOURLY	11.0383	14.7178	18.3972
S-09	**ANNUAL**	24,047.09	32,062.37	40,078.48
	BIWEEKLY	924.89	1,233.17	1,541.48
	HOURLY	11.5611	15.4146	19.2685
S-10	**ANNUAL**	25,134.72	33,513.58	41,891.62
	BIWEEKLY	966.72	1,288.98	1,611.22
	HOURLY	12.0840	16.1123	20.1402
S-11	**ANNUAL**	26,360.46	35,147.01	43,933.76
	BIWEEKLY	1,013.86	1,351.81	1,689.76
	HOURLY	12.6733	16.8976	21.1220
S-12	**ANNUAL**	27,516.94	36,689.12	45,861.71
	BIWEEKLY	1,058.34	1,411.12	1,763.91
	HOURLY	13.2293	17.6390	22.0489
S-13	**ANNUAL**	28,888.29	38,517.86	48,147.63
	BIWEEKLY	1,111.09	1,481.46	1,851.83
	HOURLY	13.8886	18.5182	23.1479
S-14	**ANNUAL**	30,260.67	40,347.22	50,434.18
	BIWEEKLY	1,163.87	1,551.82	1,939.78
	HOURLY	14.5484	19.3977	24.2472

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PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-15	ANNUAL	31,710.22	42,279.74	52,849.89
	BIWEEKLY	1,219.62	1,626.14	2,032.69
	HOURLY	15.2453	20.3268	25.4086
S-16	ANNUAL	33,150.62	44,201.04	55,251.04
	BIWEEKLY	1,275.02	1,700.04	2,125.04
	HOURLY	15.9378	21.2505	26.5630
S-17	ANNUAL	34,747.02	46,329.50	57,911.78
	BIWEEKLY	1,336.42	1,781.90	2,227.38
	HOURLY	16.7053	22.2738	27.8422
S-18	ANNUAL	36,335.52	48,446.94	60,559.20
	BIWEEKLY	1,397.52	1,863.34	2,329.20
	HOURLY	17.4690	23.2918	29.1150
S-19	ANNUAL	38,068.78	50,758.24	63,447.90
	BIWEEKLY	1,464.18	1,952.24	2,440.30
	HOURLY	18.3023	24.4030	30.5038
S-20	ANNUAL	39,872.98	53,164.18	66,454.75
	BIWEEKLY	1,533.58	2,044.78	2,555.95
	HOURLY	19.1697	25.5597	31.9494
S-21	ANNUAL	41,831.50	55,775.41	69,719.10
	BIWEEKLY	1,608.90	2,145.21	2,681.50
	HOURLY	20.1113	26.8151	33.5188

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PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-22	ANNUAL	43,780.88	58,374.37	72,968.48
	BIWEEKLY	1,683.88	2,245.17	2,806.48
	HOURLY	21.0485	28.0646	35.0810
S-23	ANNUAL	45,877.73	61,169.89	76,462.46
	BIWEEKLY	1,764.53	2,352.69	2,940.86
	HOURLY	22.0566	29.4086	36.7608
S-24	ANNUAL	48,189.86	64,253.28	80,317.12
	BIWEEKLY	1,853.46	2,471.28	3,089.12
	HOURLY	23.1682	30.8910	38.6140
S-25	ANNUAL	50,537.55	67,383.47	84,229.39
	BIWEEKLY	1,943.75	2,591.67	3,239.59
	HOURLY	24.2969	32.3959	40.4949
S-26	ANNUAL	52,884.21	70,512.42	88,140.42
	BIWEEKLY	2,034.01	2,712.02	3,390.02
	HOURLY	25.4251	33.9002	42.3752
S-27	ANNUAL	55,489.82	73,986.64	92,483.04
	BIWEEKLY	2,134.22	2,845.64	3,557.04
	HOURLY	26.6778	35.5705	44.4630
S-28	ANNUAL	58,164.50	77,552.80	96,940.90
	BIWEEKLY	2,237.10	2,982.80	3,728.50
	HOURLY	27.9637	37.2850	46.6062

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PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-29	ANNUAL	60,977.70	81,303.66	101,629.84
	BIWEEKLY	2,345.30	3,127.06	3,908.84
	HOURLY	29.3162	39.0883	48.8605
S-30	ANNUAL	63,939.82	85,252.96	106,566.30
	BIWEEKLY	2,459.22	3,278.96	4,098.70
	HOURLY	30.7403	40.9870	51.2338
S-31	ANNUAL	65,215.07	86,953.36	108,691.86
	BIWEEKLY	2,508.27	3,344.36	4,180.46
	HOURLY	31.3534	41.8045	52.2557
S-32	ANNUAL	68,375.42	91,167.44	113,959.66
	BIWEEKLY	2,629.82	3,506.44	4,383.06
	HOURLY	32.8728	43.8305	54.7883
S-33	ANNUAL	71,745.86	95,661.49	119,576.70
	BIWEEKLY	2,759.46	3,679.29	4,599.10
	HOURLY	34.4932	45.9911	57.4888
S-34	ANNUAL	75,192.00	100,255.79	125,319.58
	BIWEEKLY	2,892.00	3,855.99	4,819.98
	HOURLY	36.1500	48.1999	60.2498
S-35	ANNUAL	78,838.24	105,117.79	131,397.14
	BIWEEKLY	3,032.24	4,042.99	5,053.74
	HOURLY	37.9030	50.5374	63.1717

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PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-36	**ANNUAL**	82,770.90	110,360.43	137,950.59
	BIWEEKLY	3,183.50	4,244.63	5,305.79
	HOURLY	39.7937	53.0579	66.3224
S-37	**ANNUAL**	86,809.22	115,745.55	144,681.89
	BIWEEKLY	3,338.82	4,451.75	5,564.69
	HOURLY	41.7352	55.6469	69.5586
S-38	**ANNUAL**	88,527.30	118,036.46	147,545.84
	BIWEEKLY	3,404.90	4,539.86	5,674.84
	HOURLY	42.5612	56.7483	70.9355
S-39	**ANNUAL**	92,894.67	123,859.63	154,824.18
	BIWEEKLY	3,572.87	4,763.83	5,954.78
	HOURLY	44.6609	59.5479	74.4347
S-40	**ANNUAL**	100,395.36	133,860.06	167,325.39
	BIWEEKLY	3,861.36	5,148.46	6,435.59
	HOURLY	48.2670	64.3558	80.4449