

**COMPENSATION PLAN - FISCAL YEAR 2013  
PAY PLAN - F**

<b>PAY GRADE</b>	<b>RATE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
<b>F-17</b>	<b>ANNUAL</b>	46,395.86	48,714.85	51,151.36	53,708.93	56,395.66	62,034.54	65,283.92	68,548.06	71,975.07	75,573.47	79,352.00
	<b>BIWEEKLY</b>	1,784.46	1,873.65	1,967.36	2,065.73	2,169.06	2,385.94	2,510.92	2,636.46	2,768.27	2,906.67	3,052.00
	<b>HOURLY</b>	22.3057	23.4206	24.5920	25.8216	27.1133	29.8243	31.3865	32.9558	34.6034	36.3334	38.1500
	<b>H3</b>	15.9326	16.7290	17.5657	18.4440	19.3666	21.3031	22.4189	23.5399	24.7167	25.9524	27.2500
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-18</b>	<b>ANNUAL</b>	50,942.11	53,488.03	56,163.33	58,970.08	61,919.52	65,014.77	68,266.22	71,680.54	75,266.05	79,028.56	82,981.18
	<b>BIWEEKLY</b>	1,959.31	2,057.23	2,160.13	2,268.08	2,381.52	2,500.57	2,625.62	2,756.94	2,894.85	3,039.56	3,191.58
	<b>HOURLY</b>	24.4914	25.7154	27.0016	28.3510	29.7690	31.2571	32.8203	34.4618	36.1856	37.9945	39.8948
	<b>H3</b>	17.4939	18.3681	19.2869	20.2507	21.2636	22.3265	23.4431	24.6156	25.8469	27.1389	28.4963
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-19</b>	<b>ANNUAL</b>	53,371.97	56,040.40	58,843.41	61,784.94	64,874.99	68,119.38	71,525.38	75,100.27	78,856.13	82,799.18	86,938.80
	<b>BIWEEKLY</b>	2,052.77	2,155.40	2,263.21	2,376.34	2,495.19	2,619.98	2,750.98	2,888.47	3,032.93	3,184.58	3,343.80
	<b>HOURLY</b>	25.6596	26.9425	28.2901	29.7043	31.1899	32.7497	34.3872	36.1059	37.9116	39.8073	41.7975
	<b>H3</b>	18.3283	19.2446	20.2072	21.2174	22.2785	23.3926	24.5623	25.7899	27.0797	28.4338	29.8554
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-20</b>	<b>ANNUAL</b>	56,039.15	58,841.33	61,782.24	64,872.50	68,115.42	71,521.42	75,097.57	78,852.18	82,794.61	86,934.64	91,281.63
	<b>BIWEEKLY</b>	2,155.35	2,263.13	2,376.24	2,495.10	2,619.82	2,750.82	2,888.37	3,032.78	3,184.41	3,343.64	3,510.83
	<b>HOURLY</b>	26.9419	28.2891	29.7030	31.1887	32.7478	34.3853	36.1046	37.9097	39.8051	41.7955	43.8854
	<b>H3</b>	19.2442	20.2065	21.2164	22.2776	23.3913	24.5609	25.7890	27.0784	28.4322	29.8539	31.3467
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-21</b>	<b>ANNUAL</b>	57,687.76	60,571.26	63,600.58	66,780.48	70,118.67	73,625.76	77,306.53	81,171.58	85,230.08	89,492.83	93,966.91
	<b>BIWEEKLY</b>	2,218.76	2,329.66	2,446.18	2,568.48	2,696.87	2,831.76	2,973.33	3,121.98	3,278.08	3,442.03	3,614.11
	<b>HOURLY</b>	27.7345	29.1208	30.5772	32.1060	33.7109	35.3970	37.1666	39.0248	40.9760	43.0254	45.1764
	<b>H3</b>	19.8104	20.8006	21.8409	22.9329	24.0792	25.2836	26.5476	27.8749	29.2686	30.7324	32.2689
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-22</b>	<b>ANNUAL</b>	61,380.80	64,450.26	67,671.97	71,055.50	74,608.35	78,339.25	82,257.76	86,368.88	90,688.00	95,222.40	99,983.94
	<b>BIWEEKLY</b>	2,360.80	2,478.86	2,602.77	2,732.90	2,869.55	3,013.05	3,163.76	3,321.88	3,488.00	3,662.40	3,845.54
	<b>HOURLY</b>	29.5100	30.9857	32.5346	34.1613	35.8694	37.6631	39.5470	41.5235	43.6000	45.7800	48.0692
	<b>H3</b>	21.0786	22.1326	23.2390	24.4009	25.6210	26.9022	28.2479	29.6596	31.1429	32.7000	34.3351
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-23</b>	<b>ANNUAL</b>	64,449.01	67,671.34	71,054.88	74,607.31	78,338.42	82,255.68	86,367.84	90,685.92	95,221.57	99,980.82	104,980.51
	<b>BIWEEKLY</b>	2,478.81	2,602.74	2,732.88	2,869.51	3,013.02	3,163.68	3,321.84	3,487.92	3,662.37	3,845.42	4,037.71
	<b>HOURLY</b>	30.9851	32.5343	34.1610	35.8689	37.6627	39.5460	41.5230	43.5990	45.7796	48.0677	50.4714
	<b>H3</b>	22.1322	23.2388	24.4007	25.6206	26.9019	28.2471	29.6593	31.1421	32.6997	34.3341	36.0510
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		

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<b>PAY GRADE</b>	<b>RATE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
<b>F-24</b>	<b>ANNUAL</b>	67,671.34	71,054.88	74,607.31	78,338.42	82,255.68	86,367.84	90,685.92	95,221.57	99,980.82	104,981.55	110,230.85
	<b>BIWEEKLY</b>	2,602.74	2,732.88	2,869.51	3,013.02	3,163.68	3,321.84	3,487.92	3,662.37	3,845.42	4,037.75	4,239.65
	<b>HOURLY</b>	32.5343	34.1610	35.8689	37.6627	39.5460	41.5230	43.5990	45.7796	48.0677	50.4719	52.9956
	<b>H3</b>	23.2388	24.4007	25.6206	26.9019	28.2471	29.6593	31.1421	32.6997	34.3341	36.0514	37.8540
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-25</b>	<b>ANNUAL</b>	70,894.51	74,438.00	78,160.78	82,068.90	86,172.74	90,479.79	95,005.04	99,755.55	104,743.18	109,981.46	115,480.35
	<b>BIWEEKLY</b>	2,726.71	2,863.00	3,006.18	3,156.50	3,314.34	3,479.99	3,654.04	3,836.75	4,028.58	4,230.06	4,441.55
	<b>HOURLY</b>	34.0839	35.7875	37.5773	39.4562	41.4292	43.4999	45.6755	47.9594	50.3573	52.8757	55.5194
	<b>H3</b>	24.3456	25.5625	26.8409	28.1830	29.5923	31.0714	32.6254	34.2567	35.9695	37.7684	39.6567
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-26</b>	<b>ANNUAL</b>	74,438.00	78,160.78	82,068.90	86,172.74	90,479.79	95,005.04	99,755.55	104,743.18	109,981.46	115,478.90	121,252.56
	<b>BIWEEKLY</b>	2,863.00	3,006.18	3,156.50	3,314.34	3,479.99	3,654.04	3,836.75	4,028.58	4,230.06	4,441.50	4,663.56
	<b>HOURLY</b>	35.7875	37.5773	39.4562	41.4292	43.4999	45.6755	47.9594	50.3573	52.8757	55.5187	58.2945
	<b>H3</b>	25.5625	26.8409	28.1830	29.5923	31.0714	32.6254	34.2567	35.9695	37.7684	39.6562	41.6389
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-27</b>	<b>ANNUAL</b>	77,798.86	81,686.38	85,771.50	90,059.84	94,562.62	99,289.63	104,254.80	109,467.07	114,941.22	120,687.84	126,722.96
	<b>BIWEEKLY</b>	2,992.26	3,141.78	3,298.90	3,463.84	3,637.02	3,818.83	4,009.80	4,210.27	4,420.82	4,641.84	4,873.96
	<b>HOURLY</b>	37.4033	39.2723	41.2363	43.2980	45.4628	47.7354	50.1225	52.6284	55.2602	58.0230	60.9245
	<b>H3</b>	26.7166	28.0516	29.4545	30.9271	32.4734	34.0967	35.8018	37.5917	39.4716	41.4450	43.5175
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-29</b>	<b>ANNUAL</b>	86,832.51	91,172.64	95,732.42	100,518.08	105,545.02	110,822.61	116,363.73	122,181.49	128,220.14	134,632.58	141,364.29
	<b>BIWEEKLY</b>	3,339.71	3,506.64	3,682.02	3,866.08	4,059.42	4,262.41	4,475.53	4,699.29	4,931.54	5,178.18	5,437.09
	<b>HOURLY</b>	41.7464	43.8330	46.0252	48.3260	50.7428	53.2801	55.9441	58.7411	61.6443	64.7272	67.9636
	<b>H3</b>	29.8189	31.3093	32.8751	34.5186	36.2449	38.0572	39.9601	41.9579	44.0316	46.2337	48.5454
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-31</b>	<b>ANNUAL</b>	95,580.16	100,359.58	105,376.75	110,644.56	116,177.78	121,986.18	128,087.23	134,489.89	141,215.98	148,276.96	155,690.29
	<b>BIWEEKLY</b>	3,676.16	3,859.98	4,052.95	4,255.56	4,468.38	4,691.78	4,926.43	5,172.69	5,431.38	5,702.96	5,988.09
	<b>HOURLY</b>	45.9520	48.2498	50.6619	53.1945	55.8547	58.6472	61.5804	64.6586	67.8923	71.2870	74.8511
	<b>H3</b>	32.8229	34.4641	36.1871	37.9961	39.8962	41.8909	43.9860	46.1847	48.4945	50.9193	53.4651
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>F-33</b>	<b>ANNUAL</b>	105,151.90	110,409.73	115,930.05	121,726.59	127,813.71	134,202.64	140,913.76	147,960.38	155,358.74	163,126.70	171,283.01
	<b>BIWEEKLY</b>	4,044.30	4,246.53	4,458.85	4,681.79	4,915.91	5,161.64	5,419.76	5,690.78	5,975.34	6,274.10	6,587.81
	<b>HOURLY</b>	50.5538	53.0816	55.7356	58.5224	61.4489	64.5205	67.7470	71.1348	74.6917	78.4263	82.3476
	<b>H3</b>	36.1099	37.9154	39.8111	41.8017	43.8921	46.0861	48.3907	50.8106	53.3512	56.0188	58.8197
	<b>Step Hold</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		