

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

PAY GRADE	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	ANNUAL	30,454.11	31,976.46	33,575.36	35,253.92	37,016.51	38,867.71	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09
	BIWEEKLY	1,171.31	1,229.86	1,291.36	1,355.92	1,423.71	1,494.91	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89
	HOURLY	14.6414	15.3733	16.1420	16.9490	17.7964	18.6864	19.6203	20.6016	21.6317	22.7132	23.8486
	Step Hold	1	1	1	1	1	1	1	1	2		
P-12	ANNUAL	31,976.46	33,575.36	35,253.92	37,016.51	38,867.71	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28
	BIWEEKLY	1,229.86	1,291.36	1,355.92	1,423.71	1,494.91	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28
	HOURLY	15.3733	16.1420	16.9490	17.7964	18.6864	19.6203	20.6016	21.6317	22.7132	23.8486	25.0410
	Step Hold	1	1	1	1	1	1	1	1	2		
P-13	ANNUAL	33,575.36	35,253.92	37,016.51	38,867.71	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27
	BIWEEKLY	1,291.36	1,355.92	1,423.71	1,494.91	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47
	HOURLY	16.1420	16.9490	17.7964	18.6864	19.6203	20.6016	21.6317	22.7132	23.8486	25.0410	26.2934
	Step Hold	1	1	1	1	1	1	1	1	2		
P-14	ANNUAL	35,253.92	37,016.51	38,867.71	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27	57,424.22
	BIWEEKLY	1,355.92	1,423.71	1,494.91	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47	2,208.62
	HOURLY	16.9490	17.7964	18.6864	19.6203	20.6016	21.6317	22.7132	23.8486	25.0410	26.2934	27.6078
	Step Hold	1	1	1	1	1	1	1	1	2		
P-15	ANNUAL	37,016.51	38,867.71	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27	57,424.43	60,295.87
	BIWEEKLY	1,423.71	1,494.91	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47	2,208.63	2,319.07
	HOURLY	17.7964	18.6864	19.6203	20.6016	21.6317	22.7132	23.8486	25.0410	26.2934	27.6079	28.9884
	Step Hold	1	1	1	1	1	1	1	1	2		
P-16	ANNUAL	38,867.71	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21
	BIWEEKLY	1,494.91	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01
	HOURLY	18.6864	19.6203	20.6016	21.6317	22.7132	23.8486	25.0410	26.2934	27.6079	28.9883	30.4376
	Step Hold	1	1	1	1	1	1	1	1	2		
P-17	ANNUAL	40,810.22	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97
	BIWEEKLY	1,569.62	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77
	HOURLY	19.6203	20.6016	21.6317	22.7132	23.8486	25.0410	26.2934	27.6079	28.9883	30.4376	31.9596
	Step Hold	1	1	1	1	1	1	1	1	2		
P-18	ANNUAL	42,851.33	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97	69,799.39
	BIWEEKLY	1,648.13	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77	2,684.59
	HOURLY	20.6016	21.6317	22.7132	23.8486	25.0410	26.2934	27.6079	28.9883	30.4376	31.9596	33.5574
	Step Hold	1	1	1	1	1	1	1	1	2		
P-19	ANNUAL	44,993.94	47,243.46	49,605.09	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97	69,799.81	73,289.63
	BIWEEKLY	1,730.54	1,817.06	1,907.89	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77	2,684.61	2,818.83
	HOURLY	21.6317	22.7132	23.8486	25.0410	26.2934	27.6079	28.9883	30.4376	31.9596	33.5576	35.2354
	Step Hold	1	1	1	1	1	1	1	1	2		

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PAY GRADE	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-20	ANNUAL	47,243.46	49,605.09	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97	69,799.81	73,289.22	76,954.38
	BIWEEKLY	1,817.06	1,907.89	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78
	HOURLY	22.7132	23.8486	25.0410	26.2934	27.6079	28.9883	30.4376	31.9596	33.5576	35.2352	36.9973
	Step Hold	1	1	1	1	1	1	1	1	2		
P-21	ANNUAL	49,605.09	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18
	BIWEEKLY	1,907.89	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78
	HOURLY	23.8486	25.0410	26.2934	27.6079	28.9883	30.4376	31.9596	33.5576	35.2352	36.9972	38.8472
	Step Hold	1	1	1	1	1	1	1	1	2		
P-22	ANNUAL	52,085.28	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18	84,841.12
	BIWEEKLY	2,003.28	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78	3,263.12
	HOURLY	25.0410	26.2934	27.6079	28.9883	30.4376	31.9596	33.5576	35.2352	36.9972	38.8472	40.7890
	Step Hold	1	1	1	1	1	1	1	1	2		
P-23	ANNUAL	54,690.27	57,424.43	60,295.66	63,310.21	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18	84,841.54	89,084.32
	BIWEEKLY	2,103.47	2,208.63	2,319.06	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78	3,263.14	3,426.32
	HOURLY	26.2934	27.6079	28.9883	30.4376	31.9596	33.5576	35.2352	36.9972	38.8472	40.7892	42.8290
	Step Hold	1	1	1	1	1	1	1	1	2		
P-24	ANNUAL	57,424.43	60,295.66	63,310.21	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18	84,841.54	89,084.32	93,538.43
	BIWEEKLY	2,208.63	2,319.06	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78	3,263.14	3,426.32	3,597.63
	HOURLY	27.6079	28.9883	30.4376	31.9596	33.5576	35.2352	36.9972	38.8472	40.7892	42.8290	44.9704
	Step Hold	1	1	1	1	1	1	1	1	2		
P-25	ANNUAL	60,295.66	63,310.21	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18	84,841.54	89,084.32	93,538.64	98,215.10
	BIWEEKLY	2,319.06	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78	3,263.14	3,426.32	3,597.64	3,777.50
	HOURLY	28.9883	30.4376	31.9596	33.5576	35.2352	36.9972	38.8472	40.7892	42.8290	44.9705	47.2188
	Step Hold	1	1	1	1	1	1	1	1	2		
P-26	ANNUAL	63,310.21	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18	84,841.54	89,084.32	93,538.64	98,214.69	103,125.78
	BIWEEKLY	2,435.01	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78	3,263.14	3,426.32	3,597.64	3,777.49	3,966.38
	HOURLY	30.4376	31.9596	33.5576	35.2352	36.9972	38.8472	40.7892	42.8290	44.9705	47.2186	49.5797
	Step Hold	1	1	1	1	1	1	1	1	2		
P-27	ANNUAL	66,475.97	69,799.81	73,289.22	76,954.18	80,802.18	84,841.54	89,084.32	93,538.64	98,214.69	103,125.78	108,282.10
	BIWEEKLY	2,556.77	2,684.61	2,818.82	2,959.78	3,107.78	3,263.14	3,426.32	3,597.64	3,777.49	3,966.38	4,164.70
	HOURLY	31.9596	33.5576	35.2352	36.9972	38.8472	40.7892	42.8290	44.9705	47.2186	49.5797	52.0587
	Step Hold	1	1	1	1	1	1	1	1	2		