

**COMPENSATION PLAN - FY2016  
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>	48,936.58	51,382.66	53,952.50	56,650.05	59,484.26	65,431.81	68,859.02	72,302.05	75,916.67	79,712.26	83,697.54
	<b>BIWEEKLY</b>	1,882.18	1,976.26	2,075.10	2,178.85	2,287.86	2,516.61	2,648.42	2,780.85	2,919.87	3,065.86	3,219.14
	<b>HOURLY</b>	23.5272	24.7032	25.9387	27.2356	28.5982	31.4576	33.1053	34.7606	36.4984	38.3232	40.2392
	<b>H3</b>	16.8051	17.6451	18.5276	19.4540	20.4273	22.4697	23.6466	24.8290	26.0703	27.3737	28.7423
	<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>	53,732.02	56,417.09	59,239.02	62,199.49	65,310.34	68,575.10	72,004.82	75,605.92	79,387.98	83,356.42	87,525.36
	<b>BIWEEKLY</b>	2,066.62	2,169.89	2,278.42	2,392.29	2,511.94	2,637.50	2,769.42	2,907.92	3,053.38	3,206.02	3,366.36
	<b>HOURLY</b>	25.8327	27.1236	28.4803	29.9036	31.3992	32.9688	34.6177	36.3490	38.1673	40.0752	42.0795
	<b>H3</b>	18.4519	19.3740	20.3431	21.3597	22.4280	23.5491	24.7269	25.9636	27.2624	28.6251	30.0568
	<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>	56,294.78	59,109.44	62,065.95	65,168.48	68,427.63	71,849.65	75,442.22	79,213.06	83,174.62	87,333.38	91,699.92
	<b>BIWEEKLY</b>	2,165.18	2,273.44	2,387.15	2,506.48	2,631.83	2,763.45	2,901.62	3,046.66	3,199.02	3,358.98	3,526.92
	<b>HOURLY</b>	27.0648	28.4180	29.8394	31.3310	32.8979	34.5431	36.2703	38.0832	39.9878	41.9872	44.0865
	<b>H3</b>	19.3320	20.2986	21.3139	22.3793	23.4985	24.6736	25.9074	27.2023	28.5627	29.9909	31.4904
	<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>	59,107.98	62,063.87	65,165.78	68,425.14	71,845.70	75,438.06	79,210.14	83,170.46	87,328.59	91,695.55	96,280.50
	<b>BIWEEKLY</b>	2,273.38	2,387.07	2,506.38	2,631.74	2,763.30	2,901.46	3,046.54	3,198.86	3,358.79	3,526.75	3,703.10
	<b>HOURLY</b>	28.4173	29.8384	31.3297	32.8967	34.5412	36.2683	38.0818	39.9858	41.9849	44.0844	46.2887
	<b>H3</b>	20.2981	21.3131	22.3784	23.4976	24.6723	25.9059	27.2013	28.5613	29.9892	31.4889	33.0634
	<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>	60,846.86	63,888.45	67,083.54	70,437.74	73,958.56	77,657.63	81,539.95	85,616.96	89,897.39	94,393.73	99,113.04
	<b>BIWEEKLY</b>	2,340.26	2,457.25	2,580.14	2,709.14	2,844.56	2,986.83	3,136.15	3,292.96	3,457.59	3,630.53	3,812.04
	<b>HOURLY</b>	29.2533	30.7156	32.2517	33.8643	35.5570	37.3354	39.2019	41.1620	43.2199	45.3816	47.6505
	<b>H3</b>	20.8952	21.9397	23.0369	24.1888	25.3979	26.6681	28.0014	29.4014	30.8714	32.4154	34.0361
	<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>	64,742.29	67,979.81	71,377.90	74,946.56	78,694.10	82,629.25	86,762.42	91,098.59	95,654.42	100,437.17	105,459.54
	<b>BIWEEKLY</b>	2,490.09	2,614.61	2,745.30	2,882.56	3,026.70	3,178.05	3,337.02	3,503.79	3,679.02	3,862.97	4,056.14
	<b>HOURLY</b>	31.1261	32.6826	34.3163	36.0320	37.8337	39.7256	41.7127	43.7974	45.9877	48.2871	50.7017
	<b>H3</b>	22.2329	23.3447	24.5116	25.7371	27.0241	28.3754	29.7948	31.2839	32.8484	34.4908	36.2155
	<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>	67,978.56	71,377.28	74,945.94	78,693.06	82,628.42	86,760.13	91,097.55	95,652.13	100,436.34	105,456.00	110,729.63
	<b>BIWEEKLY</b>	2,614.56	2,745.28	2,882.54	3,026.66	3,178.02	3,336.93	3,503.75	3,678.93	3,862.94	4,056.00	4,258.83
	<b>HOURLY</b>	32.6820	34.3160	36.0317	37.8332	39.7252	41.7116	43.7969	45.9866	48.2867	50.7000	53.2354
	<b>H3</b>	23.3443	24.5114	25.7369	27.0237	28.3751	29.7940	31.2835	32.8476	34.4905	36.2143	38.0253
	<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>	71,377.28	74,945.94	78,693.06	82,628.42	86,760.13	91,097.55	95,652.13	100,436.34	105,456.00	110,730.67	116,267.42
	<b>BIWEEKLY</b>	2,745.28	2,882.54	3,026.66	3,178.02	3,336.93	3,503.75	3,678.93	3,862.94	4,056.00	4,258.87	4,471.82
	<b>HOURLY</b>	34.3160	36.0317	37.8332	39.7252	41.7116	43.7969	45.9866	48.2867	50.7000	53.2359	55.8978
	<b>H3</b>	24.5114	25.7369	27.0237	28.3751	29.7940	31.2835	32.8476	34.4905	36.2143	38.0256	39.9270
	<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>	74,777.04	78,514.38	82,441.01	86,563.15	90,891.63	95,434.77	100,207.95	105,218.46	110,479.20	116,004.30	121,804.38
	<b>BIWEEKLY</b>	2,876.04	3,019.78	3,170.81	3,329.35	3,495.83	3,670.57	3,854.15	4,046.86	4,249.20	4,461.70	4,684.78
	<b>HOURLY</b>	35.9505	37.7473	39.6351	41.6169	43.6979	45.8821	48.1769	50.5858	53.1150	55.7713	58.5598
	<b>H3</b>	25.6789	26.9624	28.3108	29.7264	31.2128	32.7729	34.4121	36.1327	37.9393	39.8366	41.8284
	<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>	78,514.38	82,441.01	86,563.15	90,891.63	95,434.77	100,207.95	105,218.46	110,479.20	116,004.30	121,802.72	127,892.75
	<b>BIWEEKLY</b>	3,019.78	3,170.81	3,329.35	3,495.83	3,670.57	3,854.15	4,046.86	4,249.20	4,461.70	4,684.72	4,918.95
	<b>HOURLY</b>	37.7473	39.6351	41.6169	43.6979	45.8821	48.1769	50.5858	53.1150	55.7713	58.5590	61.4869
	<b>H3</b>	26.9624	28.3108	29.7264	31.2128	32.7729	34.4121	36.1327	37.9393	39.8366	41.8279	43.9192
	<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>	82,059.33	86,159.84	90,468.56	94,991.73	99,740.99	104,726.96	109,964.19	115,461.84	121,235.71	127,297.04	133,662.67
	<b>BIWEEKLY</b>	3,156.13	3,313.84	3,479.56	3,653.53	3,836.19	4,027.96	4,229.39	4,440.84	4,662.91	4,896.04	5,140.87
	<b>HOURLY</b>	39.4516	41.4230	43.4945	45.6691	47.9524	50.3495	52.8674	55.5105	58.2864	61.2005	64.2609
	<b>H3</b>	28.1797	29.5879	31.0675	32.6208	34.2517	35.9639	37.7624	39.6504	41.6331	43.7146	45.9006
	<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>	91,587.81	96,165.47	100,975.06	106,022.80	111,324.93	116,891.63	122,736.22	128,872.43	135,241.81	142,005.34	149,105.84
	<b>BIWEEKLY</b>	3,522.61	3,698.67	3,883.66	4,077.80	4,281.73	4,495.83	4,720.62	4,956.63	5,201.61	5,461.74	5,734.84
	<b>HOURLY</b>	44.0326	46.2334	48.5457	50.9725	53.5216	56.1979	59.0078	61.9579	65.0201	68.2718	71.6855
	<b>H3</b>	31.4519	33.0239	34.6755	36.4089	38.2297	40.1414	42.1484	44.2556	46.4429	48.7656	51.2039
	<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>	100,814.48	105,855.57	111,147.50	116,703.81	122,540.08	128,666.51	135,101.62	141,854.96	148,949.42	156,397.07	164,216.42
	<b>BIWEEKLY</b>	3,877.48	4,071.37	4,274.90	4,488.61	4,713.08	4,948.71	5,196.22	5,455.96	5,728.82	6,015.27	6,316.02
	<b>HOURLY</b>	48.4685	50.8921	53.4363	56.1076	58.9135	61.8589	64.9527	68.1995	71.6103	75.1909	78.9502
	<b>H3</b>	34.6204	36.3515	38.1688	40.0769	42.0811	44.1849	46.3948	48.7139	51.1502	53.7078	56.3930
	<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>	110,910.38	116,456.08	122,278.62	128,392.78	134,813.12	141,551.90	148,630.77	156,063.23	163,866.77	172,059.89	180,662.98
	<b>BIWEEKLY</b>	4,265.78	4,479.08	4,703.02	4,938.18	5,185.12	5,444.30	5,716.57	6,002.43	6,302.57	6,617.69	6,948.58
	<b>HOURLY</b>	53.3223	55.9885	58.7878	61.7273	64.8140	68.0538	71.4571	75.0304	78.7821	82.7211	86.8572
	<b>H3</b>	38.0874	39.9918	41.9913	44.0909	46.2957	48.6099	51.0408	53.5931	56.2729	59.0865	62.0409
	<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>		