## Pay Scale

GRADE	MIN	%CHANGE	1	2	3	4	5	6	7	8	9	10 (CALC MID)	MID	%CHANGE2	11	12	13	14	15 1	6 17		18	19 2	0 (CALC MAX)	MAX
20	\$9.94			L \$10.48	\$10.75							\$12.93	\$12.93						\$14.34 \$					\$15.91	\$15.91
					\$0.28			\$0.30				\$0.33			\$0.27				\$0.29					\$0.33	
21	\$10.44	2.80%			\$11.31							\$13.57	\$13.57	2.24%					\$15.07 \$					\$16.71	\$16.71
22	\$10.96	2 81%		9 \$0.29 7 \$11.57	\$0.29	\$0.30						\$0.34 \$14.25	\$14.25	2 20%	\$0.30		\$0.30		\$0.31 \$15.83 \$	\$0.32 \$				\$0.33 \$17.54	\$17.54
	<i>Ş</i> 10.50	2.01/0	\$0.3					\$0.33				\$0.36	<i>Ş14.23</i>	2.20%	\$0.31		\$0.31					\$0.34	\$0.35	\$0.35	<i>J17.J</i> 4
23	\$11.51	2.73%			\$12.46	· ·	· ·	· ·	· ·			\$14.96	\$14.96	2.24%					\$16.61 \$					\$18.42	\$18.42
			\$0.3	L \$0.31	\$0.33	\$0.33	\$0.34	\$0.35	\$0.36	\$0.37	\$0.37	\$0.38			\$0.34	\$0.32	\$0.33	\$0.33	\$0.34	\$0.35 \$	0.36	\$0.36	\$0.36	\$0.37	
24	\$12.09	2.74%			\$13.09							\$15.71	\$15.71	2.21%					\$17.45 \$					\$19.34	\$19.34
	410.00		\$0.3				\$0.36	\$0.36				\$0.40	4.0.00	0.054	\$0.35		\$0.34	\$0.35	\$0.36		0.37	\$0.38	\$0.38	\$0.39	400.04
25	\$12.69	2.84%	\$13.0		\$13.75 \$0.35		\$14.49 \$0.37		· · ·		· · ·	\$16.50 \$0.41	\$16.50	2.25%	\$16.87		\$17.58	\$17.95 \$0.37	\$18.32 \$0.37				\$19.90	\$20.31 \$0.41	\$20.31
26	\$13.33	2.92%	•		\$14.51					-		\$17.66	\$17.66	2.30%					\$19.72				•	\$21.99	\$21.99
	,		\$0.3				\$0.43					\$0.48	,		\$0.41				\$0.42					\$0.46	7
27	\$13.99	3.00%	\$14.4	\$14.82	\$15.24	\$15.68	\$16.13	\$16.58	\$17.06	\$17.55	\$18.05	\$18.54	\$18.54	2.33%	\$18.97	\$19.39	\$19.83	\$20.26	\$20.71 \$	21.18 \$2	1.64	\$22.12	\$22.60	\$23.09	\$23.09
					\$0.42		\$0.45		\$0.47	-		\$0.49			\$0.43	-	\$0.43			\$0.46 \$				\$0.49	
28	\$14.69	3.00%			\$16.01							\$19.47	\$19.47	2.31%					\$21.74 \$					\$24.24	\$24.24
20	¢15 43	2.02%	\$0.4		· ·	· ·	\$0.47		-	\$0.52		\$0.53 \$20.44	\$20.44	2 20%	\$0.45		\$0.45							\$0.51	625 AF
29	\$15.43	2.95%	\$15.8		\$16.80 \$0.46			\$0.50				\$20.44	<i>Ş</i> 20.44	2.29%	\$0.47			\$0.48	\$22.82 \$0.49			\$0.53	\$0.53	\$25.45 \$0.54	\$25.45
30	\$16.20	2.94%	•		\$17.64					-		\$21.46	\$21.46	2.33%					\$23.98				•	\$26.73	\$26.73
			\$0.4				\$0.52		\$0.55			\$0.58			\$0.50		\$0.49			\$0.53 \$				\$0.57	
31	\$17.01	2.94%	\$17.5	l \$18.01	\$18.53	\$19.06	\$19.60	\$20.16	\$20.73	\$21.33	\$21.93	\$22.53	\$22.53	2.36%	\$23.06			\$24.63	\$25.17 \$	25.73 \$2	5.30	\$26.88	\$27.47	\$28.06	\$28.06
	41		\$0.5					\$0.56		· ·		\$0.60	4		\$0.53		\$0.53	\$0.54	\$0.55		0.57	\$0.59	\$0.59	\$0.59	4
32	\$17.86	2.94%			\$19.45							\$23.66	\$23.66	2.30%					\$26.43 \$					\$29.47	\$29.47
33	\$18.75	3 00%	\$0.5		\$0.54 \$20.44	· ·	· ·		\$0.61			\$0.64 \$24.84	\$24.84	2 38%	\$0.55 \$25.43	· ·	\$0.55	\$0.57 \$27.15	\$0.58 \$27.76 \$			\$0.61	\$0.62	\$0.63 \$30.94	\$30.94
33	<i>Ş</i> 10.75	5.00%	\$0.5					\$0.62		\$0.65		\$0.67	<i>724.04</i>	2.50%	\$0.59		\$0.58	\$0.59			0.63	\$0.64	\$0.65	\$0.65	<i>\$</i> <b>50</b> . <b>54</b>
34	\$19.69	2.95%	\$20.2		\$21.44							\$26.09	\$26.09	2.29%					\$29.14 \$					\$32.49	\$32.49
			\$0.5	3 \$0.58	\$0.60	\$0.61	\$0.63	\$0.65	\$0.67	\$0.68	\$0.70	\$0.71			\$0.60	\$0.60	\$0.61	\$0.62	\$0.63	\$0.65 \$	0.66	\$0.68	\$0.68	\$0.68	
35	\$20.67	2.95%	\$21.2		\$22.52							\$27.39	\$27.39	2.29%	\$28.02				\$30.59					\$34.11	\$34.11
26	624 74	2.05%	\$0.6					\$0.68				\$0.75	620.70	2 200/	\$0.63		\$0.64	\$0.65	\$0.67	1	0.69	\$0.71	\$0.72	\$0.72	625 02
36	\$21.71	2.95%	\$22.3		\$23.64				\$26.45			\$28.76 \$0.79	\$28.76	2.28%	\$29.42		\$30.74	\$0.68	\$32.12 \$ \$0.70			\$0.74		\$35.82 \$0.76	\$35.82
37	\$22.79	2.95%			\$24.82							\$30.20	\$30.20	2.28%					\$33.72 \$					\$37.61	\$37.61
			\$0.6				\$0.72		\$0.77			\$0.82			\$0.69				\$0.73					\$0.80	
38	\$23.93	2.91%	\$24.6	\$25.34	\$26.06	\$26.80	\$27.57	\$28.36	\$29.17	\$29.99	\$30.85	\$31.71	\$31.71	2.29%	\$32.43	\$33.16	\$33.90	\$34.65	\$35.41 \$	36.19 \$3	7.00	\$37.82	\$38.65	\$39.49	\$39.49
			\$0.7				\$0.77	\$0.78	· ·	· ·		\$0.86			\$0.72		\$0.74		\$0.76		0.80	\$0.82	\$0.83	\$0.84	
39	\$25.13	2.92%			\$27.36							\$33.29	\$33.29	2.29%					\$37.17 \$					\$41.46	\$41.46
40	\$26.38	3 12%		3 \$0.73 3 \$28.03	\$0.76 \$28.88		\$0.80 \$30.67		\$0.84			\$0.91 \$35.62	\$35.62	2 39%		\$0.75 \$37 32			\$0.80 \$39.99 \$		).84 I 88	\$0.85 \$42.86		\$0.89 \$44.85	\$44.85
	<i>Ş</i> 20.30	5.1270	\$0.8					\$0.93		\$0.99		\$1.05	<i>\$33.0</i> 2	2.5570	\$0.85		\$0.88	\$0.89			).96	\$0.98	\$0.99	\$1.00	Ş44.05
41	\$27.70	3.11%			\$30.33	· ·	· ·	· ·	· ·	· ·	· ·	\$37.40	\$37.40	2.39%		· ·			\$41.99					\$47.09	\$47.09
			\$0.8				•	\$0.98		\$1.04		\$1.09			\$0.90							\$1.03	\$1.04	\$1.05	
42	\$29.09	3.11%			\$31.85							\$39.27	\$39.27	2.40%					\$44.09 \$					\$49.45	\$49.45
43	620 FA	2 100/	\$0.9				· ·		\$1.06			\$1.15	641 22	2 200/	\$0.94	· ·	\$0.96	\$0.98	\$1.01				\$1.09	\$1.11	¢E1.02
43	\$30.54	5.10%	\$0.9		\$33.43 \$0.99			\$36.59		\$38.85		\$41.23 \$1.20	\$41.23	2.36%	\$42.21			\$45.24	\$46.29 \$ \$1.05			\$1.12	\$1.15	\$51.92 \$1.17	\$51.92
44	\$32.07	3.10%			\$35.11							\$43.29	\$43.29	2.41%		· ·			\$48.62 \$					\$54.52	\$54.52
			\$0.9			•	•	\$1.13	-			\$1.26			\$1.04				\$1.11					\$1.23	
45	\$33.67	3.12%			\$36.86							\$45.46	\$45.46	2.37%					\$51.04 \$					\$57.24	\$57.24
	607.00		\$1.0					· ·				\$1.33	A 4		\$1.08				\$1.16					\$1.28	Acr. 1 :
46	\$35.36	3.09%			\$38.71							\$47.73 \$1.40	\$47.73						\$53.59 \$ \$1.23					\$60.11 \$1.35	\$60.11
47	\$37.12	3.11%			\$1.15 \$40.64							\$50.12	\$50.12						\$56.27 \$					\$63.11	\$63.11
	,	5.11/0			\$1.21							\$1.46	,	2.0070					\$1.29					\$1.41	,
48	\$38.98	3.05%			\$42.66							\$52.62	\$52.62	2.35%					\$59.07 \$					\$66.27	\$66.27
					\$1.27							\$1.55							\$1.35					\$1.50	
49	\$40.93	3.05%			\$44.78							\$55.25	\$55.25	2.33%					\$62.01 \$					\$69.58	\$69.58
50	¢42.09	2 00%			\$1.32							\$1.63	659.07	2 200/					\$1.42					\$1.59	\$72 OC
50	\$42.98	3.00%			\$47.01 \$1.39							\$58.02 \$1.73	\$58.02	2.29%					\$65.09 \$ \$1.48					\$73.06 \$1.69	\$73.06
			Υ <b>1.</b> Ζ	.د.ب ،		¥1.43	¥1.4/	21.JZ	γ1.J/	Ψ1.0Z	Ψ1.07				ΥT.33	ور.يې	¥1.41	Υ <b>1.</b> 43	Y1.40	ςς γ		Υ <b>1.</b> .))	ŶŦ.0J	Ş1.05	

GRADE	MIN	1	2	3	4	5	6	7	8	9	MID	11	12	13	14	15	16	17	18	19	MAX
20	\$9.94	\$10.21	\$10.48	\$10.75	\$11.04	\$11.34	\$11.64	\$11.95	\$12.27	\$12.60	\$12.93	\$13.19	\$13.47	\$13.76	\$14.05	\$14.34	\$14.65	\$14.96	\$15.26	\$15.58	\$15.91
21	\$10.44	\$10.73	\$11.02	\$11.31	\$11.61	\$11.92	\$12.24	\$12.57	\$12.90	\$13.23	\$13.57	\$13.87	\$14.16	\$14.46	\$14.76	\$15.07	\$15.39	\$15.72	\$16.05	\$16.38	\$16.71
22	\$10.96	\$11.27	\$11.57	\$11.88	\$12.20	\$12.51	\$12.84	\$13.18	\$13.53	\$13.89	\$14.25	\$14.56	\$14.87	\$15.18	\$15.50	\$15.83	\$16.16	\$16.50	\$16.84	\$17.19	\$17.54
23	\$11.51	\$11.82	\$12.13	\$12.46	\$12.79	\$13.13	\$13.48	\$13.84	\$14.21	\$14.58	\$14.96	\$15.30	\$15.61	\$15.94	\$16.27	\$16.61	\$16.96	\$17.32	\$17.69	\$18.05	\$18.42
24	\$12.09	\$12.42	\$12.75	\$13.09	\$13.44	\$13.80	\$14.16	\$14.54	\$14.92	\$15.31	\$15.71	\$16.06	\$16.40	\$16.74	\$17.09	\$17.45	\$17.82	\$18.19	\$18.57	\$18.95	\$19.34
25	\$12.69	\$13.05	\$13.40	\$13.75	\$14.12	\$14.49	\$14.88	\$15.27	\$15.68	\$16.09	\$16.50	\$16.87	\$17.22	\$17.58	\$17.95	\$18.32	\$18.70	\$19.11	\$19.50	\$19.90	\$20.31
26	\$1 <b>3.</b> 33	\$13.72	\$14.11	\$14.51	\$14.92	\$15.36	\$15.79	\$16.24	\$16.71	\$17.18	\$17.66	\$18.07	\$18.47	\$18.88	\$19.30	\$19.72	\$20.17	\$20.61	\$21.07	\$21.53	\$21.99
27	\$13.99	\$14.41	\$14.82	\$15.24	\$15.68	\$16.13	\$16.58	\$17.06	\$17.55	\$18.05	\$18.54	\$18.97	\$19.39	\$19.83	\$20.26	\$20.71	\$21.18	\$21.64	\$22.12	\$22.60	\$23.09
28	\$14.69	\$15.13	\$15.56	\$16.01	\$16.46	\$16.93	\$17.42	\$17.91	\$18.43	\$18.94	\$19.47	\$19.92	\$20.36	\$20.82	\$21.28	\$21.74	\$22.23	\$22.72	\$23.23	\$23.73	\$24.24
29	\$15.43	\$15.88	\$16.34	\$16.80	\$17.28	\$17.78	\$18.28	\$18.80	\$19.34	\$19.89	\$20.44	\$20.91	\$21.37	\$21.85	\$22.33	\$22.82	\$23.33	\$23.85	\$24.38	\$24.91	\$25.45
30	\$16.20	\$16.68	\$17.15	\$17.64	\$18.15	\$18.66	\$19.20	\$19.75	\$20.31	\$20.88	\$21.46	\$21.96	\$22.45	\$22.95	\$23.45	\$23.98	\$24.50	\$25.05	\$25.61	\$26.16	\$26.73
31	\$17.01	\$17.51	\$18.01	\$18.53	\$19.06	\$19.60	\$20.16	\$20.73	\$21.33	\$21.93	\$22.53	\$23.06	\$23.57	\$24.09	\$24.63	\$25.17	\$25.73	\$26.30	\$26.88	\$27.47	\$28.06
32	•	\$18.39	•	•			•		\$22.38	\$23.02	\$23.66	\$24.21				•		\$27.61	\$28.22	\$28.84	\$29.47
33	\$18.75	\$19.31				•	•		\$23.51		\$24.84			\$26.56					\$29.64	\$30.29	\$30.94
34	\$19.69	\$20.27			\$22.05	•	•				\$26.09			\$27.89					\$31.13		\$32.49
35	\$20.67				•	•			\$25.90		\$27.39			\$29.27	•		•		\$32.67		\$34.11
36	· · ·	\$22.35	•			•					•	\$29.42			•		•	\$33.56	•	· ·	\$35.82
37	\$22.79		\$24.13			•					•	\$30.89		•	•		•		\$36.02		\$37.61
38	\$23.93		•		\$26.80	•				\$30.85	•	\$32.43		•	•		•		\$37.82		\$39.49
39	\$25.13		\$26.59				-	-	-	\$32.38	\$33.29			\$35.58				\$38.84	•	· ·	\$41.46
40	\$26.38			•	\$29.77		•	•	•			\$36.47		\$38.19	•		•		\$42.86	· ·	\$44.85
41	\$27.70	•	\$29.43			•	•				·. ·	\$38.30									\$47.09
42	\$29.09	\$29.99			\$32.82	•	•				\$39.27			\$42.11					\$47.25		\$49.45
43	\$30.54		\$32.45 \$34.07		\$34.45	•				\$40.03	\$41.23			\$44.21 \$46.42	•		•	\$48.48 \$50.90			\$51.92 \$54.52
44 45	\$32.07 \$33.67								\$40.80	\$42.03 \$44.13	\$43.29 \$45.46							\$50.90 \$53.44			\$54.52 \$57.24
-			\$35.77				-	-	-		· · · ·	\$46.54	-					\$55.44 \$56.11			\$57.24 \$60.11
46 47	\$35.36 \$37.12	\$30.45 \$38.27	\$37.55		\$39.88 \$41.88	•				\$46.33 \$48.66	\$47.73 \$50.12	\$48.80 \$51.31		\$51.17 \$52.74	•		•		\$57.42 \$60.30		\$63.11 \$63.11
47 48	\$37.12 \$38.98	\$38.27 \$40.17			\$41.88 \$43.96	•	•				•	\$53.86						\$58.93 \$61.85			\$63.11 \$66.27
48 49	\$38.98 \$40.93		\$41.40 \$43.47		•	•					•	\$55.80 \$56.54		•	•		•	\$64.93	•	1.5	\$69.58
49 50	\$40.93 \$42.98	•	\$45.62			•	•				•	\$59.35									\$09.58 \$73.06
50	<i>342.3</i> 8	/ 44.2	45.02	γ47.01	ə40.44	ə49.91	ə51.44	322.00	¢54.02	30.29	330.0Z	228.22	¢00.74	<i>φ</i> 02.15	J03.00	202.09	J00.00	200.10	J09.74	\$/1.5/	\$75.00