

RESOLUTION NO. 4266

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING THE CITY OF SOLEDAD'S
COMPENSATION AND BENEFIT PLAN FOR
FISCAL YEAR 2008-09**

WHEREAS, the City's Compensation and Benefit Plan is adopted each fiscal year to include the changes to employees' benefits and compensation resulting from adoption of labor contracts when completed, as well as other City Council approved changes to compensation and benefits affecting new employees; and

WHEREAS, funding for the changes is incorporated in the adopted FY 2008-09 Budget; and

WHEREAS, the City desires to adopt the FY 2008-09 Compensation and Benefit Plan, commensurate with the adoption of the FY 2008-09 Budget.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the City Council of the City of Soledad hereby approves the "Compensation and Benefit Plan for Employees of the City of Soledad" in the form attached hereto as Exhibit "A", and by this reference, incorporated herein.

PASSED AND ADOPTED by the City Council of the City of Soledad at a regular meeting duly held on the 6th day of August, 2008, by the following vote:

AYES, and in favor thereof, Councilmembers: Martha Camacho, Juan Saavedra, Patricia Stephens, Mayor Pro Tem Christopher Bourke, Mayor Richard Ortiz

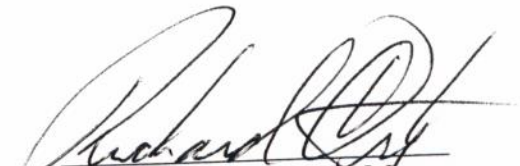
NOES, Councilmembers: None

ABSENT, Councilmembers: None

ABSTAIN, Councilmembers: None

ATTEST:


ADELA P. GONZALEZ, City Clerk


RICHARD V. ORTIZ, Mayor

COMPENSATION & BENEFIT PLAN
Section One – Exhibit “A”

Fiscal Year 2008-09
(July 1, 2008 – June 30, 2009)

SECTION ONE

Exhibit "A"

CITY OF SOLEDAD COMPENSATION AND BENEFIT PLAN FOR FISCAL YEAR 2008-09

Pursuant to the provisions of Section 2.24.030 of the Municipal Code and the Memorandum of Understanding (MOU) with the City's recognized bargaining units, the following compensation and benefits plan is established for all employees of the City. This Plan shall remain in effect until amended by the further action by the City Council.

This plan does not include the position of City Manager, a position appointed directly by the City Council, with compensation and benefits established pursuant to a separate contract. *This plan also does not include the position of Police Chief for which compensation and benefits are established in a separate agreement.*

The City Council approved a wage adjustment effective July 1, 2007 for the *Police Lieutenant classification* of 15% above the *Step 5 Police Sergeant* salary range effective upon approval of the Compensation and Benefit Plan. *In addition, the Police Lieutenant will receive a 5% increase effective July 1, 2008 in order to avoid compaction.*

Section 1. COMPENSATION PLAN FOR ALL EMPLOYEES

A. Employee Complement, Classifications and Pay Ranges

The total number of employee positions shall be authorized by the City Council through the Annual Pay and Classification Plan. Included will be identification of all Regular full time and regular part time sworn or civilian employees, as well as all seasonal or temporary part time employees. The Annual Pay and Classification Plan shall also authorize the City's job classification titles (Exhibit I) and corresponding pay ranges and merit step schedules (Exhibit II). The Annual Pay and Classification Plan shall be set forth in Exhibit II.

B. Employee Performance Evaluation and Merit Increase Policy

With approval from the City Manager, and when recommended by an employee's Department Manager, an employee following a positive evaluation of job performance and in accordance with the provisions of Section 2.24.090 of the Municipal Code, shall be eligible for a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto referred to in the Annual Pay and Classification Plan.

Executive Management employees who have reached the top step of their range and having met defined performance measures are eligible for a one time annual merit pay, typically from 0-5% of base salary.

Section 2. OVERTIME COMPENSATION

** Executive Management and other exempt personnel*

Executive Management are exempt pursuant to FLSA and all other exempt employee are not entitled to overtime.

** Fire Captains, Fire Engineers and Firefighters*

Pursuant to "Fair Labor Standards Act" Section 207(k), overtime compensation will be paid based on hours worked in excess of 106 hours in a 14-day cycle. Time worked in excess of 106 hours in a 14 day period shall constitute overtime and is compensable at the rate of one and one half times the employee's regular rate of pay.

**Non-Exempt Professional/Mid-Management and Confidential*

Any time worked in excess of the established forty (40) hour work week by a **non-exempt, non-safety** employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative **or** compensatory during the same 40 hour work week period of which overtime is earned, the overtime will be paid at the straight time rate. **Council approved holidays, except floating holidays, will be considered work days for purposes of calculating overtime.** The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act".

** Sworn Police Officers, Police Sergeant and Investigator*

Pursuant to "Fair Labor Standards Act" Section 207(k), overtime compensation will be paid based on hours worked in excess of 160 hours in a 28-day cycle. Time worked in excess of 160 hours in a 28-day period shall constitute overtime and is compensable at the rate of one and one half times the sergeant's **or Investigator's** regular rate of pay. Compensatory time off taken during a given 28-day period will be counted in calculating overtime hours. **Court time shall be compensable at the overtime rate when it is determined the 160 hours has been met within the present work cycle.**

** Classified*

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative **or** compensatory during the same 40 hour work week period of which overtime is earned, the overtime will be paid at the straight time rate. Council approved holidays, except floating holidays, will be considered work days for purposes of calculating overtime. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act."

For the Maintenance Worker position(s) that are assigned to work in the park systems, and any other duties assigned and the Utility Operator position(s) assigned to work at the wastewater and water systems, and any other duties assigned shall be paid by the City one and one-half (1-1/2) times the employee's regular rate of pay for scheduled mandatory work outside the regular working hours, regardless of the hours worked within the work week.

Section 3.

OTHER COMPENSATION

A. Call Back Pay

****Executive Management***

Executive Management shall not be entitled to Call Back Pay.

**** Professional/Mid-Management and Confidential***

Professional/Mid-Management and Confidential Classifications shall not be entitled to Call Back Pay.

**** Fire Captain, Fire Engineer and Firefighter***

Fire Captain, Fire Engineer and Firefighter Classifications are entitled to Call Back Pay in accordance with their MOU.

**** Classified***

Call Back Pay will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of two (2) hours, except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Call **Back** time shall be computed from the time the employee reports to work to the time he or she leaves work except as provided above.

**** Sworn Police Officers, Sergeants, and Investigator***

Sworn **Police Officers, Sergeants, and Investigator** called back to work on a scheduled day off or for an emergency, will be paid at one and one half (1½) times the employees regular rate of pay at a minimum of three (3) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Court appearances shall be considered as call back. For court call back, time will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of four (4) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift.

B. Graveyard Shift

**** Sworn Police Officers and Sergeants***

Assignment to the "graveyard shift" (7 p.m. to 7 a.m.) shall be mandatory for all Sworn Police Officers and Sergeants. As far as practical, and subject to the rights of Management to make duty assignments as circumstances may require, assignment to a graveyard shift shall be on a rotation basis in order to distribute such duty assignment equitably among such officers. Each December, the City shall pay each officer who has been scheduled to work at least 36 graveyard shifts during the year, the sum of \$250.

C. Health Club Membership

**** Sworn Police Officers, Sergeants and Investigator***

To ensure that all **Sworn Police Officers, Sergeants and the Investigator** meet the physical agility test requirements established in the City's job description and specified for all Sworn **Police Officers**,

Sergeants *and Investigator* the City will provide an additional stipend of \$15 per month for health club membership. The stipend is at the discretion of the City Manager upon submittal of a signed annual membership contract or a receipt for such membership.

D. Medical and Physical Agility Examination

**** Sworn Police Officers, Sergeants and Investigator***

The City requires all Sworn *Police* Officers, Sergeants and *the Investigator* to submit to an annual medical examination and an annual physical agility test. The medical examination shall test for tuberculosis, which is to be completed no later than the officers' annual anniversary. The Police Chief will administer the annual agility test. The test will be undertaken as on-duty time.

Each Sworn *Police* Officer, Sergeant *and Investigator*, who successfully passes the annual physical agility test, shall receive a one-time stipend of \$150. Sworn *Police* Officers, Sergeants *and Investigator* failing the test will not be eligible for the stipend until the following year.

Section 4. COMPENSATORY TIME-OFF

****Executive Management and Exempt Professional/Mid-Management***

Executive Management and Exempt Professional/Mid-Management shall not be entitled to compensatory time off.

**** Non-Exempt Professional/Mid-Management, Fire Captain, Fire Engineer, Firefighter, Confidential and Classified***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Department Manager, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime. Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Department Manager without reasonable cause. Compensatory time-off may be accumulated to a maximum of 48 hours.

Any employee working overtime such that the overtime worked if converted to compensatory time off would put his or her cumulative total at over 48 hours may only convert up to the 48 hours maximum and the remaining overtime will be compensated at the normal overtime rate. For purposes of computing overtime in any such week, anytime off during a week shall be treated as a non-work time.

For Fire Personnel, compensatory time will be earned after exceeding the maximum hours set under FLSA 207(k) plan.

**** Sworn Police Officers, Sergeants and Investigator***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Police Chief, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime.

Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Police Chief without reasonable cause. Sworn Police Officers, Sergeants *and Investigator* may accumulate a maximum of eighty (80) hours of compensatory time. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act". Sworn Police Officers, *Sergeants and Investigator* may elect to cash in a maximum of 40 accumulated compensatory hours once a year with approval of the City Manager. Sworn *Police Officers, Sergeants and Investigator* must notify *the* Police Chief prior to preparation of the annual budget of his/her intention of cashing in the 40 hours.

Section 5. BENEFIT PLANS

A. Retirement Plan

In addition to the compensation provided for in Sections 2 and 3 all regular full time employees shall be added to the roll of employees covered by the City's retirement plans on the first entry date provided for in said plan.

**** Executive Management, Professional/Mid Management, Confidential and Classified***

The City shall enroll each employee in this classification in the Public Employees Retirement System and each employee is entitled to the benefits offered by said system. The approved PERS plan is 2% @ 60. The City shall pay the employers share to said plan, and 3.5% of the employees 7% normal contribution. Employee shall contribute through payroll deduction 3.5% of his or her salary to the plan. As a component of the "Pay for Performance Plan for Management Personnel", the City will pick up the remaining 3.5% of the management employees contribution over the next two years. Specifically, the City will pick up 1.5% in FY 2006-07 and the remaining 2% in FY 2007-08.

**** Lieutenant, Fire Chief, Fire Captain, Fire Engineer and Firefighter***

Effective November 16, 2007, the City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "3% @ 55 modified formula" offered by said system. The City shall pay the employer's share to said plan, and 3.5% of the Fire Captain's, Fire Engineer's and Firefighter's 9% normal contribution. Employee shall contribute through payroll deduction 5.5% of his or her salary to the plan. The City shall pay the employer's share to said plan for the Lieutenant and for the Fire Chief classifications and 7% of their 9% normal contribution. The Lieutenant and the Fire Chief shall contribute through payroll deduction 2% of their salary to the Plan.

**** Sworn Police Officers, Sergeants and Investigator***

Effective November 16, 2007, the City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "3% @ 55 modified formula" offered by said system. The City shall pay the employer's share to said plan, and 7% of the employees 9% normal contribution. Employee shall contribute through payroll deduction 2% of his or her salary to the plan.

B. Health Insurance Plan

In addition to compensation's provided all employees shall be added to the roll of employees covered by the City's health, eye care and dental plan on the first entry date provided for in said plan. This is contingent upon, an employee being approved and deemed physically eligible for coverage for insurance purposes. Upon said approval, an employee may be enrolled in said health, eye care and dental plan as provided by the City.

** Professional/Mid Management, Confidential, Classified, Fire Captain, Fire Engineer and Firefighters*

The City shall contribute the full cost of coverage under said plan for the employee. The City will also pay up to \$250 per month towards the cost of said employee's dependents under said plan. If the employee has no dependents, the City shall contribute to the employee as other income 5.5% of salary or \$95.00, whichever is less, in lieu of health, eye, and dental benefits for dependents.

** Executive Management, Sworn Police Officers, Sergeants and Investigator*

The City shall contribute the full cost of coverage under said plan for the employee. The City will pay 100% of the cost of said employee's dependents under said plan.

Section 6. OTHER BENEFITS

A. Uniform Maintenance Allowance

In addition to compensation provided, the City may provide uniforms or additional compensation for uniform allowance. The City Manager shall designate all employee job classifications that may be eligible.

** Classified*

For those employee classifications in the public works, parks, and utility operations, the City shall provide a uniform for daily wear and is responsible for maintenance of said uniform. In addition, the City shall provide an annual reimbursement of up to \$100 for the purchase of safety shoes by each of the employees in the public works, parks, and utility operations.

**Police Lieutenant, Sergeants, Investigator, Sworn Police Officers, Fire Chief, Fire Captain, Fire Engineer, and Firefighter*

The aforementioned classifications shall receive the sum of sixty (\$60) dollars per month for uniform maintenance allowance. The City shall provide Sworn Police Officers on an annual basis, with uniforms, including footwear, for daily wear. Sworn Police Officers shall turn in used uniforms to the Police Chief at the time of replacement, or at the time of separation from service. The City will also furnish each Reserve Officer with one uniform from this source.

B. Incentive Pay Programs

** Classified*

In addition to compensation, certain classifications or positions authorized by the City Manager, will receive a total of \$60 for each eligible incentive, up to a maximum of 4 incentives or \$240 per month. The City will pay employees a Bilingual Premium of \$65 a month. The City will pay no more than two (2) employees currently receiving a bilingual premium \$100 per month when assigned to both interpret and translate and who demonstrate a high level of both oral and written bilingual proficiency as measured by appropriate skill tests.

- Professional Secretary Certification
- City Clerk Certification
- Professional Notary Public Certification

- Water Operator II or III Certificate
- (only for Utility Operator Classifications and unless required in job description)
- Wastewater Operator II or III Certificate
- (only for Utility Operator Classifications and unless required in job description)
- Pesticide Operators License (unless required in job description)
- Associate of Arts Degree
- Bachelors of Arts/Science Degree
- Master of Arts/Science Degree

*** Confidential**

In addition to compensation, the **Executive Assistant** to the City Manager, as authorized by the City Manager, may receive a total of \$60 per month for obtaining a Professional Notary Public certificate.

*** Sworn Police Officers**

In addition to compensation, Sworn Police Officers who qualify will receive \$55 **per month**, unless otherwise indicated below, for each eligible incentive, up to a maximum of 6 incentives.

- \$100 per month for Bilingual Pay (based on successful passing of an oral and written test). Count as one incentive.
- School Resource Officer as assigned by the Police Chief
- Medical Responder (proof of certification is required)
- Certificate in Substance Abuse Detection and with a written recommendation to the City Manager from the Police Chief.
- **\$100 per month for** Field Training Officer duty assignment as assigned by Police Chief.
- Educational and Post Certifications shall be considered progressive and only one incentive is allowed at a time. A POST Intermediate Certificate or an Associates Degree is worth two and one half percent of the employee's base rate of pay per month. A POST Advanced Certificate or a Bachelors Degree is worth five percent of the employee's base rate of pay per month.

Assignments for Sworn Police Officers as outlined above shall be made by the City from among qualified officers. Such assignments will be rotated among qualified Sworn **Police** Officers at a minimum of nine (9) to twelve (12) month basis.

*** Sergeants and Investigator**

In addition to compensation, Sworn Sergeants **and Investigator** who qualify, will receive \$55 per month, unless otherwise indicated below, for each eligible incentive, up to a maximum of 3 incentives.

- \$100 per month for Bilingual Pay (based on successful passing of an oral and written test). Count as one incentive.
- Certificate in Substance Abuse Detection and with a written recommendation to the City Manager from the Police Chief
- Medical Responder (proof of certification is required)
- Educational and Post Certifications shall be considered progressive and only one incentive is allowed at a time. A POST Intermediate Certificate or an Associates Degree is worth two and one half percent of the employee's base rate of pay per month. A POST Advanced Certificate or a Bachelors Degree is worth five percent of the employee's base rate of pay per month.

- \$100 per month for a POST Supervisory Certificate for police sergeants with at least two years of service at the rank of Sergeant and an above satisfactory performance rating.

C. Deferred Compensation

The City shall make a Deferred Compensation Plan available to all employees. Participation in the deferred compensation plan shall be strictly voluntary.

D. Life Insurance, Long Term Disability and Accidental Death and Dismemberment

** Executive Management, Professional/Mid-Management, Confidential, Classified, Fire Captain, Fire Engineer and Firefighter*

In addition to benefits provided, *Executive Management, Professional/Mid-Management, Confidential, Classified, Fire Captain, Fire Engineer and Firefighter* shall be added to the roll of employees covered by the City's Life, A D & D and LTD insurance. The current rate of 60% of an employee's annual salary will be designated for long term disability insurance annually for each employee. City shall also provide life insurance at a rate of 1.5 times each employee's annual salary.

** Police Chief, Police Lieutenant, Sergeant, Investigator and Sworn Police Officers*

In addition to benefits provided, the Police Chief, Police Lieutenant, Sergeant, Investigator and Sworn Police Officers shall be added to the roll of employees covered by the City's Life, A D & D and LTD insurance. The current rate of 66 2/3% of an employee's annual salary will be designated for long term disability insurance annually for each employee. City shall also provide life insurance at a rate of 1.5 times each employee's annual salary.

Section 7. TYPES OF EMPLOYEE LEAVE

A. Vacation

1. Regular Full Time Employee Vacation Leave

Each regular, full-time employee of the City shall be entitled to a vacation each year based upon his or her hire date and length of service as follows:

- Six Months to 36 Months

After continuous service of more than six (6) months, but not more than thirty-six (36) months, up to ten (10) working days of vacation will be earned each year, computed from the date of hiring at the rate of 6.67 hours per month (*3.08 hours bi-weekly*).

Upon employment and continuous service of not more than thirty-six (36) months, Executive Management employees will earn up to fifteen (15) working days of vacation each year, computed from the date of hiring at the rate of 10 hours per month (*4.62 hours bi-weekly*).

- 37 Months to 120 Months

For continuous service of thirty-seven (37) months, but not more than one hundred and twenty (120) months, up to fifteen (15) working days vacation will be earned each year, computed at the rate of ten (10) hours per month (*4.62 hours bi-weekly*).

For continuous service of thirty-seven (37) months, but not more than one hundred and twenty (120) months, Executive Management employees will earn up to twenty (20) working days of vacation each year, computed from the date of hiring at the rate of 13.33 hours per month (*6.15 hours bi-weekly*).

- 121 Months to 180 Months

For continuous service of more than one hundred and twenty-one (121) months, but not more than one hundred and eighty (180) months, up to seventeen (17) working days vacation will be earned each year, computed at the rate of 11.333 hours per month (*5.23 hours bi-weekly*).

For continuous service of more than one hundred and twenty-one (121) months, but not more than one hundred and eighty (180) months, Executive Management employees will earn up to twenty-two (22) working days of vacation each year, computed from the date of hiring at the rate of 14.67 hours per month (*6.77 hours bi-weekly*).

- 181 Months and Over

For continuous service of more than one hundred and eighty-one (181) months, up to twenty (20) working days vacation will be earned each year, computed at the rate of 13.333 hours per month (*6.15 hours bi-weekly*).

For continuous service of more than one hundred and eighty-one (181) months, Executive Management employees will earn up to twenty-five (25) working days of vacation each year, computed from the date of hiring at the rate of 16.67 hours per month (*7.7 hours bi-weekly*).

2. Regular Part Time Employee Vacation Leave

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to a vacation each year on the same basis, and are subject to the same minimum requirement for continuous service, except that the number of days and maximum accumulation of vacation time shall be proportionately reduced so that, for example, a one-third-time employee shall be entitled to one-third of the vacation of a full-time employee with equivalent service and a one-half-time employee shall be entitled to one-half of the vacation of a full-time employee with equivalent service.

3. Limited Accumulation of Vacation Leave

When it is impractical for any reason to schedule any vacation within any year, vacations may be accumulated up to two (2) calendar years. Employees shall be paid for accumulated vacation leave at their regular rate of pay upon termination of employment.

B. Sick Leave

1. Accruing Sick Leave-Regular Full Time Employee

Every regular, full-time employee of the City who has been employed for at least six (6) full months is entitled to and shall be allowed one (1) day Sick Leave with pay for each month of service (computed from date of hiring), up to a maximum of ninety (90) days. Time off is dependent on bona fide illness, physical injury, or physical disability for the employee.

Executive Management employees shall not be required to serve a probationary period and shall accrue sick leave upon employment with the City.

Use of Sick Leave shall be allowed only in the case of necessity and actual personal sickness and in accordance with City Policy #313, section IV or by state and federal law, disability, medical or dental treatment. The City Manager may require proof thereof by the certificate of a physician or surgeon duly licensed to practice medicine in the state, or by the declaration of the employee under penalty of perjury, or by other evidence satisfactory to the City Manager.

2. Accruing Sick Leave-Regular Part Time Employee

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to Sick Leave. Each year on the same basis as regular full time employees, a regular part time employee may accrue Sick Leave under the same minimum requirements for regular full time employees except that the number of days and maximum accumulation of Sick Leave time shall be proportionately reduced. An example is that, a one-third-time employee shall be entitled to one-third of the Sick Leave of a regular full-time employee. A one-half-time employee shall be entitled to one-half of the Sick Leave of a regular full-time employee.

3. Compensation for Sick Leave While On Disability

There shall be deducted from the compensation of a regular full time employee on Sick Leave, or on leave for physical injury or physical disability, any sum received by such employee by way of industrial or worker's compensation.

Sick leave or leave for disability or injury is not allowed when the disability results from self-inflicted sickness or injury or willful misconduct, or in the event the disability or injury is sustained while the employee is on leave of absence.

4. Sick Leave Buy Back

Upon an employee's resignation or retirement, the CITY shall compensate *employees of all classifications*, a portion of their accumulated sick leave *if leaving in good standing*. *Employees who are terminated are not considered in good standing.*

In case of resignation, each employee shall be compensated up to but not exceeding fifteen (15) days or 120 Hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay.

In case of retirement, each Management employee shall be compensated up to but not exceeding thirty (30) days or 240 hours. Retirement shall be defined as meeting service and age requirements necessary to qualify for pension payments.

5. Sick Leave Reduction Incentive

** Sworn Police Officers, Sergeants and Investigator*

Each employee who in the course of each calendar year, uses four (4) eight hour days or less of sick or emergency leave, will have the option to convert 25% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the

cumulative total.

** Executive Management, Professional/Mid-Management, Confidential, Classified, Fire Captain, Fire Engineer, Firefighter*

Each employee who in the course of each calendar year, uses four (4) days or less of sick or emergency leave, will have the option to convert 41.66% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the cumulative total.

6. Sick Leave Bank Incentive

** Executive Management, Professional/Mid-Management, Confidential, Fire Captain, Fire Engineer, Firefighter, Sworn Police Officers, Sergeants and Investigator*

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential.

** Classified*

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential. Any donation of sick leave shall be deducted from that years calendar year sick leave accruals, as it applies to Section 18 (g) of the CALPRO contract. The adjusted sick leave will be the basis used to calculate the 41.66% conversion formula. Deduction shall not exclude benefits unless that employee has exceeded the leave requirement addressed in Section 18 (g) of the CALPRO contract. This section shall not affect any requirements in Section 13, of the CALPRO contract, nor cause any overtime loss due to the donation.

C. Emergency Family Leave

Every regular, full-time employee of the City shall be entitled to three (3) days of emergency family leave in case of illness of a close family member or hospitalization of a close family member. Such leave shall be deducted from the employees' sick leave.

The term "close family" means those closely related to the employee by blood, by adoption, or by marriage, and specifically include only the mother, the father, a grandparent, a son, a daughter, the husband, the wife, the brother and the sister of the employee, and the spouse of a son, daughter, brother or sister, mother-in-law and father-in-law.

D. Bereavement Leave

The City shall provide employees with bereavement leave as follows:

** Executive Management, Professional/Mid Management, Fire Captain, Fire Engineer, Firefighter, Confidential, and Classified*

Three (3) days or five (5) days, if travel is required over a 600 mile radius (300 miles one-way), paid leave is permitted in case of the death of an immediate family member, meaning spouse, a parent, grandparent, child, brother, sister, aunt, uncle, mother-in-law, father-in-law, brother-in-law or sister-in-law of an employee, step-mother, step-father, and spouse's grandparent.

** Sworn Police Officers, Sergeants and Investigator*

Four (4) days paid leave is permitted in case of the death of an immediate family member meaning those closely related to the officer by blood, by adoption, or by marriage, and specifically include on the mother, the father, a grandparent, mother or father in law, son, daughter, the husband, the wife, the brother or the sister of the officer, and the spouse of a son, daughter, brother or sister. Said leave is to be deducted from his or her sick leave.

E. Administrative Leave

The City shall grant Administrative Leave on an annual basis to employees within the *Executive* Management and Professional/Mid Management units.

Said leave is in addition to any other leave such as sick, vacation, or compensatory leave which is earned independently by each employee based on time of service. Administrative Leave may not be accumulated and carried forward from one fiscal year to next fiscal year.

** Executive Management*

Executive Management employees shall be entitled to three quarters (3/4) day or six (6) hours executive leave per calendar month, which shall be in lieu of any other form of compensation for overtime hours worked. This shall be in addition to the year for the incoming year. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

** Professional/ Mid Management*

Professional/Mid-Management employees shall be entitled to three eighths (3/8) day or three (3) hours per calendar month, to accumulate to a maximum of four and a half (4.5) days. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

** Sergeants and Investigator*

Sergeants *and Investigator* shall be entitled to one fourth (1/4) day per calendar month, to accumulate to a maximum of three days. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

F. Holiday Leave

As a part of the annual budget process, the City Council shall adopt by resolution a list of legal holidays for each incoming calendar year. Said list will be included in the Annual Pay and Classification Plan and all MOU agreements.

** Professional/Mid Management, Confidential, Fire Captain, Fire Engineer, and Firefighter*

Under its management rights, the City may require employees to work on a designated holiday, in which case equivalent time off may be taken in lieu of pay for the eight-hours worked on a holiday shift. Said equivalent time off shall be taken within thirty (30) days after it is earned; provided, that if management

cannot schedule such time off within said thirty (30) day period, the employee shall receive one day's pay at his or her regular pay rate, in lieu of holiday time off.

G. Miscellaneous Leave

*** Voting**

The City shall grant an employee time off to vote at any general, direct primary, or presidential primary election in accordance with the California Elections Code. Notification in advance must be made to each employee's Department Manager or Supervisor.

*** Jury Duty**

A regular full time employee who has been served with a summons to report for jury duty shall be granted a leave of absence with pay from his or her assigned duty until released by the court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty.

*** Subpoenas**

A regular full time employee who *has* been subpoenaed to appear as a witness on behalf of the State of California to any of its agencies, shall be granted a leave of absence with pay from his or her assigned duty until released by the Court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty.

*** Maternity Leave**

All maternity leave will be granted in accordance with the Family Medical Leave Act requirements and/or as specified in a specific memorandum of understanding.

*** Steward Leave**

Steward Leave will be granted in accordance to the specified language outlined in the respective recognized bargaining units Memorandum of Understanding (MOU).

Section 8. TRAVEL AND MEETING EXPENSE ALLOWANCE

The Executive Management unit including the Assistant City Manager, Community Development Director, Finance Director, Economic Development Director, Fire Chief, Lieutenant, and Public Works Director shall receive a travel and meeting expense allowance of \$100 per calendar month. Such expense allowance is as reimbursement for out of pocket expenses incurred in the normal conduct of official City business.

Section 9. NEGOTIATED LABOR AGREEMENTS

In the event of any conflict or inconsistency between the provisions of any existing Memorandum of Understanding between the City and any recognized employee organization, and the provisions of this resolution, the provisions of the Memorandum of Understanding shall supersede.

COMPENSATION & BENEFIT PLAN
Section Two – Exhibit I

Fiscal Year 2008-09
(July 1, 2008 – June 30, 2009)

Section Two "Exhibit I"

City of Seward Summary of Job Classification

FY 2008 - 2009

Classification	FLSA Exempt Status	See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
MANAGEMENT										
City Manager	exempt		N/A							1.00
Police Chief	exempt		N/A							1.00
Assistant City Manager	exempt		81	9,567.06	9,997.58	10,447.47	10,917.61	11,408.90		1.00
Public Works Director	exempt	(1)	76/79	8,471.00	8,852.19	9,250.54	9,666.82	10,101.82		1.00
Fire Chief	exempt		79	9,111.49	9,521.51	9,949.97	10,397.72	10,865.62		1.00
Economic Development Director	exempt		77	8,677.61	9,068.10	9,476.17	9,902.59	10,348.21		1.00
Community Development Director	exempt		77	8,677.61	9,068.10	9,476.17	9,902.59	10,348.21		1.00
Finance Director	exempt		74	8,067.62	8,430.66	8,810.04	9,206.49	9,620.78		1.00
Police Lieutenant	exempt	(2)	71	9,109.71	9,519.65	9,948.04	10,395.70	10,863.50	11,352.36	1.00
PROFESSIONAL/MID-MGMT										
Senior Civil Engineer	exempt		65	6,226.33	6,506.51	6,799.30	7,105.27	7,425.01		1.00
Management Analyst	exempt		43	3,640.40	3,804.21	3,975.40	4,154.30	4,341.24		1.00
Econ. Develop./Housing Coord.	exempt		52	4,535.55	4,739.65	4,952.93	5,175.81	5,408.72		1.00
Building Official	exempt		69	6,864.52	7,173.43	7,496.23	7,833.56	8,186.07		1.00
Senior Planner	exempt		53	4,646.18	4,855.26	5,073.74	5,302.06	5,540.66		1.00
Assistant Engineer			48	4,113.87	4,299.00	4,492.45	4,694.61	4,905.87		1.00
Utility Supervisor			60	5,512.99	5,761.07	6,020.32	6,291.23	6,574.34		1.00
Public Works Supervisor			52	4,535.55	4,739.65	4,952.93	5,175.81	5,408.72		1.00
Public Works Inspector			46	3,917.98	4,094.29	4,278.53	4,471.06	4,672.26		1.00
Associate Planner			51	4,424.92	4,624.05	4,832.13	5,049.57	5,276.80		1.00
Accountant			61	5,647.45	5,901.58	6,167.16	6,444.68	6,734.69		1.00
Accountant (proposed)		(3)	61	5,647.45	5,901.58	6,167.16	6,444.68	6,734.69		1.00
Fleet Manager (proposed)		(3)								1.00
Public Works Superintendent (proposed)		(3)								1.00
Water Resources Manager (proposed)		(3)								1.00
Water Systems Supervisor (proposed)		(3)								1.00
Water Reclamation Chief Operator (proposed)		(3)								1.00
Police Records Supervisor			47	4,013.54	4,194.15	4,382.89	4,580.12	4,786.23		1.00

Classification	See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CONFIDENTIAL									
Executive Assistant to the City Manager		41	3,605.73	3,767.98	3,937.54	4,114.73	4,299.89		1.00
Deputy City Clerk	(4)	46	4,074.70	4,258.06	4,449.67	4,649.90	4,859.15		1.00
Human Resources Technician	(4)	40	3,519.87	3,678.27	3,873.79	4,076.76	4,197.52		1.00
CLASSIFIED									
Administrative Secretary		39	3,347.45	3,498.08	3,655.49	3,819.99	3,991.89		2.00
Administrative Secretary (proposed)	(3)	39	3,347.45	3,498.08	3,655.49	3,819.99	3,991.89		2.00
Building Technician		36	3,112.14	3,252.19	3,398.54	3,551.47	3,711.29		1.00
Accounting Assistant		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		2.00
Office Specialist		34	2,963.94	3,097.32	3,236.70	3,382.35	3,534.55		5.00
Office Assistant		28	2,560.36	2,675.58	2,795.98	2,921.80	3,053.28		1.75
Mechanic/Maintenance Worker		43	3,690.56	3,856.63	4,030.18	4,211.54	4,401.06		3.00
Maintenance Worker		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		7.00
Utility Operator		51	4,485.90	4,687.76	4,898.71	5,119.15	5,349.52		2.00
Utility Operator in Training		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		2.00
Utility Operator Intern		3	1,390.94	1,453.52	1,518.93	1,587.29	1,658.71		2.00
Code Enforcement Officer		40	3,431.13	3,585.53	3,746.88	3,915.49	4,091.69		1.00
Animal Control Officer		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		1.00
Para Transit Driver		34	2,963.94	3,097.32	3,236.70	3,382.35	3,534.55		1.00
Custodian (2-part time) (proposed)	(3)								1.00
Water Systems Operator (proposed)	(3)								1.00
Water Reclamation Operator 2 (proposed)	(3)								2.00
Water Reclamation Operator 1 (proposed)	(3)								1.00
FIRE CLASSIFICATIONS-SWORN									
Fire Captain		62	5,788.64	6,049.12	6,321.33	6,605.79	6,903.06		3.00
Fire Engineer		59	5,378.52	5,620.56	5,873.48	6,137.79	6,413.99		3.00
Firefighter		48	4,113.87	4,299.00	4,492.45	4,694.61	4,905.87		3.00
Part-Time Firefighter		14	1,794.87	1,875.64	1,960.04	2,048.24	2,140.42		12.00
SERGEANTS, INVESTIGATOR									
Police Sergeant		63	7,494.58	7,831.84	8,184.27	8,552.57	8,937.43	9,339.62	4.00
Investigator	(5)	59	6,797.81	7,103.71	7,423.38	7,757.43	8,106.51	8,471.31	1.00
POLICE OFFICERS									
Police Officer		48	5,323.16	5,562.70	5,813.02	6,074.61	6,347.96	6,633.62	18.00
Total									111.75

- (1) The Public Works Director position may be allowed a 7.5% increase to range 79, if the incumbent possesses a CA Professional Engineer certification
- (2) SPSA pay schedule utilized to calculate salary range of the Lieutenant classification-step 6 does not apply to Lt. classification
- (3) Position proposed in 2008-09 Budget
- (4) Designated as confidential classification pursuant to the City's Employee Relation Policy, Reso. No. 1005
- (5) SPSA pay schedule utilized to calculate salary range of the Investigator classification; salary range approved 10/3/07

COMPENSATION & BENEFIT PLAN
Section Three – Exhibit II

Fiscal Year 2008-09
(July 1, 2008 – June 30, 2009)

SECTION THREE

"Exhibit II"

CITY OF SOLEDAD

Summary of FY 2008-09

Pay and Classification Plan

Salary Merit Pay - Time Intervals

Policy: The steps of each salary range outlined in the City's Annual Pay and Classification Plan will be interpreted and applied as follows:

Step 1 - Payable during probationary period. The first step in an assigned range is normally the minimum rate at the initial hiring for a specific classification.

Step 2 - Payable after six (6) months of services and eighteen (18) months for Sworn Officers at the Step 1, and successful completion of probation.

Step 3 - Payable after one year of service at Step "2" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 4 - Payable after one year of service at Step "3" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 5 - Payable after one year of service at Step "4" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Note: Because it is sometimes difficult to secure qualified personnel at the normal hiring rate, or a person of unusually high qualifications is available, the City Manager may hire or promote at a higher range and step at his/her discretion. If the City Manager exercises his/her discretion to hire or promote a person at a step higher than that set forth in the "Salary Merit Pay-Time Intervals Plan", said person shall be eligible for a step increase upon successful completion of probationary period.

CITY OF SOLEDAD

MANAGEMENT
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2008 - 09

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 16,307.52	\$ 17,041.36	\$ 17,808.22	\$ 18,609.59	\$ 19,447.02
	MONTHLY	\$ 1,358.96	\$ 1,420.11	\$ 1,484.02	\$ 1,550.80	\$ 1,620.59
	BI-WEEKLY	\$ 627.21	\$ 655.44	\$ 684.93	\$ 715.75	\$ 747.96
	HOURLY	\$ 7.84	\$ 8.19	\$ 8.56	\$ 8.95	\$ 9.35
2	YEARLY	\$ 16,715.21	\$ 17,467.39	\$ 18,253.43	\$ 19,074.83	\$ 19,933.20
	MONTHLY	\$ 1,392.93	\$ 1,455.62	\$ 1,521.12	\$ 1,589.57	\$ 1,661.10
	BI-WEEKLY	\$ 642.89	\$ 671.82	\$ 702.05	\$ 733.65	\$ 766.66
	HOURLY	\$ 8.04	\$ 8.40	\$ 8.78	\$ 9.17	\$ 9.58
3	YEARLY	\$ 17,122.90	\$ 17,893.43	\$ 18,698.63	\$ 19,540.07	\$ 20,419.37
	MONTHLY	\$ 1,426.91	\$ 1,491.12	\$ 1,558.22	\$ 1,628.34	\$ 1,701.61
	BI-WEEKLY	\$ 658.57	\$ 688.21	\$ 719.18	\$ 751.54	\$ 785.36
	HOURLY	\$ 8.23	\$ 8.60	\$ 8.99	\$ 9.39	\$ 9.82
4	YEARLY	\$ 17,550.97	\$ 18,340.76	\$ 19,166.10	\$ 20,028.57	\$ 20,929.86
	MONTHLY	\$ 1,462.58	\$ 1,528.40	\$ 1,597.17	\$ 1,669.05	\$ 1,744.15
	BI-WEEKLY	\$ 675.04	\$ 705.41	\$ 737.16	\$ 770.33	\$ 804.99
	HOURLY	\$ 8.44	\$ 8.82	\$ 9.21	\$ 9.63	\$ 10.06
5	YEARLY	\$ 17,979.04	\$ 18,788.10	\$ 19,633.56	\$ 20,517.07	\$ 21,440.34
	MONTHLY	\$ 1,498.25	\$ 1,565.67	\$ 1,636.13	\$ 1,709.76	\$ 1,786.70
	BI-WEEKLY	\$ 691.50	\$ 722.62	\$ 755.14	\$ 789.12	\$ 824.63
	HOURLY	\$ 8.64	\$ 9.03	\$ 9.44	\$ 9.86	\$ 10.31
6	YEARLY	\$ 18,428.52	\$ 19,257.80	\$ 20,124.40	\$ 21,030.00	\$ 21,976.35
	MONTHLY	\$ 1,535.71	\$ 1,604.82	\$ 1,677.03	\$ 1,752.50	\$ 1,831.36
	BI-WEEKLY	\$ 708.79	\$ 740.68	\$ 774.02	\$ 808.85	\$ 845.24
	HOURLY	\$ 8.86	\$ 9.26	\$ 9.68	\$ 10.11	\$ 10.57
7	YEARLY	\$ 18,877.99	\$ 19,727.50	\$ 20,615.24	\$ 21,542.93	\$ 22,512.36
	MONTHLY	\$ 1,573.17	\$ 1,643.96	\$ 1,717.94	\$ 1,795.24	\$ 1,876.03
	BI-WEEKLY	\$ 726.08	\$ 758.75	\$ 792.89	\$ 828.57	\$ 865.86
	HOURLY	\$ 9.08	\$ 9.48	\$ 9.91	\$ 10.36	\$ 10.82
8	YEARLY	\$ 19,349.94	\$ 20,220.69	\$ 21,130.62	\$ 22,081.50	\$ 23,075.17
	MONTHLY	\$ 1,612.50	\$ 1,685.06	\$ 1,760.89	\$ 1,840.12	\$ 1,922.93
	BI-WEEKLY	\$ 744.23	\$ 777.72	\$ 812.72	\$ 849.29	\$ 887.51
	HOURLY	\$ 9.30	\$ 9.72	\$ 10.16	\$ 10.62	\$ 11.09
9	YEARLY	\$ 19,821.89	\$ 20,713.88	\$ 21,646.00	\$ 22,620.07	\$ 23,637.98
	MONTHLY	\$ 1,651.82	\$ 1,726.16	\$ 1,803.83	\$ 1,885.01	\$ 1,969.83
	BI-WEEKLY	\$ 762.38	\$ 796.69	\$ 832.54	\$ 870.00	\$ 909.15
	HOURLY	\$ 9.53	\$ 9.96	\$ 10.41	\$ 10.88	\$ 11.36

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
10	YEARLY	\$	20,317.44	\$	21,231.72	\$	22,187.15	\$	23,185.57	\$	24,228.93
	MONTHLY	\$	1,693.12	\$	1,769.31	\$	1,848.93	\$	1,932.13	\$	2,019.08
	BI-WEEKLY	\$	781.44	\$	816.60	\$	853.35	\$	891.75	\$	931.88
	HOURLY	\$	9.77	\$	10.21	\$	10.67	\$	11.15	\$	11.65
11	YEARLY	\$	20,812.99	\$	21,749.57	\$	22,728.30	\$	23,751.08	\$	24,819.87
	MONTHLY	\$	1,734.42	\$	1,812.46	\$	1,894.03	\$	1,979.26	\$	2,068.32
	BI-WEEKLY	\$	800.50	\$	836.52	\$	874.17	\$	913.50	\$	954.61
	HOURLY	\$	10.01	\$	10.46	\$	10.93	\$	11.42	\$	11.93
12	YEARLY	\$	21,333.31	\$	22,293.31	\$	23,296.51	\$	24,344.85	\$	25,440.37
	MONTHLY	\$	1,777.78	\$	1,857.78	\$	1,941.38	\$	2,028.74	\$	2,120.03
	BI-WEEKLY	\$	820.51	\$	857.44	\$	896.02	\$	936.34	\$	978.48
	HOURLY	\$	10.26	\$	10.72	\$	11.20	\$	11.70	\$	12.23
13	YEARLY	\$	21,853.64	\$	22,837.05	\$	23,864.72	\$	24,938.63	\$	26,060.87
	MONTHLY	\$	1,821.14	\$	1,903.09	\$	1,988.73	\$	2,078.22	\$	2,171.74
	BI-WEEKLY	\$	840.52	\$	878.35	\$	917.87	\$	959.18	\$	1,002.34
	HOURLY	\$	10.51	\$	10.98	\$	11.47	\$	11.99	\$	12.53
14	YEARLY	\$	22,399.98	\$	23,407.98	\$	24,461.34	\$	25,562.10	\$	26,712.39
	MONTHLY	\$	1,866.66	\$	1,950.66	\$	2,038.44	\$	2,130.17	\$	2,226.03
	BI-WEEKLY	\$	861.54	\$	900.31	\$	940.82	\$	983.16	\$	1,027.40
	HOURLY	\$	10.77	\$	11.25	\$	11.76	\$	12.29	\$	12.84
15	YEARLY	\$	22,946.32	\$	23,978.90	\$	25,057.95	\$	26,185.56	\$	27,363.91
	MONTHLY	\$	1,912.19	\$	1,998.24	\$	2,088.16	\$	2,182.13	\$	2,280.33
	BI-WEEKLY	\$	882.55	\$	922.27	\$	963.77	\$	1,007.14	\$	1,052.46
	HOURLY	\$	11.03	\$	11.53	\$	12.05	\$	12.59	\$	13.16
16	YEARLY	\$	23,519.98	\$	24,578.38	\$	25,684.40	\$	26,840.20	\$	28,048.01
	MONTHLY	\$	1,960.00	\$	2,048.20	\$	2,140.37	\$	2,236.68	\$	2,337.33
	BI-WEEKLY	\$	904.61	\$	945.32	\$	987.86	\$	1,032.32	\$	1,078.77
	HOURLY	\$	11.31	\$	11.82	\$	12.35	\$	12.90	\$	13.48
17	YEARLY	\$	24,093.63	\$	25,177.85	\$	26,310.85	\$	27,494.84	\$	28,732.11
	MONTHLY	\$	2,007.80	\$	2,098.15	\$	2,192.57	\$	2,291.24	\$	2,394.34
	BI-WEEKLY	\$	926.68	\$	968.38	\$	1,011.96	\$	1,057.49	\$	1,105.08
	HOURLY	\$	11.58	\$	12.10	\$	12.65	\$	13.22	\$	13.81
18	YEARLY	\$	24,695.98	\$	25,807.29	\$	26,968.62	\$	28,182.21	\$	29,450.41
	MONTHLY	\$	2,058.00	\$	2,150.61	\$	2,247.39	\$	2,348.52	\$	2,454.20
	BI-WEEKLY	\$	949.85	\$	992.59	\$	1,037.25	\$	1,083.93	\$	1,132.71
	HOURLY	\$	11.87	\$	12.41	\$	12.97	\$	13.55	\$	14.16
19	YEARLY	\$	25,298.32	\$	26,436.74	\$	27,626.39	\$	28,869.58	\$	30,168.71
	MONTHLY	\$	2,108.19	\$	2,203.06	\$	2,302.20	\$	2,405.80	\$	2,514.06
	BI-WEEKLY	\$	973.01	\$	1,016.80	\$	1,062.55	\$	1,110.37	\$	1,160.34
	HOURLY	\$	12.16	\$	12.71	\$	13.28	\$	13.88	\$	14.50

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
20	YEARLY	\$	25,930.77	\$	27,097.66	\$	28,317.05	\$	29,591.32	\$	30,922.93
	MONTHLY	\$	2,160.90	\$	2,258.14	\$	2,359.75	\$	2,465.94	\$	2,576.91
	BI-WEEKLY	\$	997.34	\$	1,042.22	\$	1,089.12	\$	1,138.13	\$	1,189.34
	HOURLY	\$	12.47	\$	13.03	\$	13.61	\$	14.23	\$	14.87
21	YEARLY	\$	26,563.23	\$	27,758.58	\$	29,007.71	\$	30,313.06	\$	31,677.15
	MONTHLY	\$	2,213.60	\$	2,313.21	\$	2,417.31	\$	2,526.09	\$	2,639.76
	BI-WEEKLY	\$	1,021.66	\$	1,067.64	\$	1,115.68	\$	1,165.89	\$	1,218.35
	HOURLY	\$	12.77	\$	13.35	\$	13.95	\$	14.57	\$	15.23
22	YEARLY	\$	27,227.31	\$	28,452.54	\$	29,732.91	\$	31,070.89	\$	32,469.08
	MONTHLY	\$	2,268.94	\$	2,371.05	\$	2,477.74	\$	2,589.24	\$	2,705.76
	BI-WEEKLY	\$	1,047.20	\$	1,094.33	\$	1,143.57	\$	1,195.03	\$	1,248.81
	HOURLY	\$	13.09	\$	13.68	\$	14.29	\$	14.94	\$	15.61
23	YEARLY	\$	27,891.39	\$	29,146.51	\$	30,458.10	\$	31,828.71	\$	33,261.01
	MONTHLY	\$	2,324.28	\$	2,428.88	\$	2,538.17	\$	2,652.39	\$	2,771.75
	BI-WEEKLY	\$	1,072.75	\$	1,121.02	\$	1,171.47	\$	1,224.18	\$	1,279.27
	HOURLY	\$	13.41	\$	14.01	\$	14.64	\$	15.30	\$	15.99
24	YEARLY	\$	28,588.68	\$	29,875.17	\$	31,219.55	\$	32,624.43	\$	34,092.53
	MONTHLY	\$	2,382.39	\$	2,489.60	\$	2,601.63	\$	2,718.70	\$	2,841.04
	BI-WEEKLY	\$	1,099.56	\$	1,149.04	\$	1,200.75	\$	1,254.79	\$	1,311.25
	HOURLY	\$	13.74	\$	14.36	\$	15.01	\$	15.68	\$	16.39
25	YEARLY	\$	29,285.96	\$	30,603.83	\$	31,981.00	\$	33,420.15	\$	34,924.06
	MONTHLY	\$	2,440.50	\$	2,550.32	\$	2,665.08	\$	2,785.01	\$	2,910.34
	BI-WEEKLY	\$	1,126.38	\$	1,177.07	\$	1,230.04	\$	1,285.39	\$	1,343.23
	HOURLY	\$	14.08	\$	14.71	\$	15.38	\$	16.07	\$	16.79
26	YEARLY	\$	30,018.11	\$	31,368.93	\$	32,780.53	\$	34,255.65	\$	35,797.16
	MONTHLY	\$	2,501.51	\$	2,614.08	\$	2,731.71	\$	2,854.64	\$	2,983.10
	BI-WEEKLY	\$	1,154.54	\$	1,206.50	\$	1,260.79	\$	1,317.53	\$	1,376.81
	HOURLY	\$	14.43	\$	15.08	\$	15.76	\$	16.47	\$	17.21
27	YEARLY	\$	30,750.26	\$	32,134.02	\$	33,580.05	\$	35,091.16	\$	36,670.26
	MONTHLY	\$	2,562.52	\$	2,677.84	\$	2,798.34	\$	2,924.26	\$	3,055.85
	BI-WEEKLY	\$	1,182.70	\$	1,235.92	\$	1,291.54	\$	1,349.66	\$	1,410.39
	HOURLY	\$	14.78	\$	15.45	\$	16.14	\$	16.87	\$	17.63
28	YEARLY	\$	31,519.02	\$	32,937.37	\$	34,419.56	\$	35,968.44	\$	37,587.02
	MONTHLY	\$	2,626.58	\$	2,744.78	\$	2,868.30	\$	2,997.37	\$	3,132.25
	BI-WEEKLY	\$	1,212.27	\$	1,266.82	\$	1,323.83	\$	1,383.40	\$	1,445.65
	HOURLY	\$	15.15	\$	15.84	\$	16.55	\$	17.29	\$	18.07
29	YEARLY	\$	32,287.77	\$	33,740.72	\$	35,259.06	\$	36,845.71	\$	38,503.77
	MONTHLY	\$	2,690.65	\$	2,811.73	\$	2,938.25	\$	3,070.48	\$	3,208.65
	BI-WEEKLY	\$	1,241.84	\$	1,297.72	\$	1,356.12	\$	1,417.14	\$	1,480.91
	HOURLY	\$	15.52	\$	16.22	\$	16.95	\$	17.71	\$	18.51

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5			
30	YEARLY	\$	33,094.97	\$	34,584.24	\$	36,140.53	\$	37,766.86	\$	39,466.37		
	MONTHLY	\$	2,757.91	\$	2,882.02	\$	3,011.71	\$	3,147.24	\$	3,288.86		
	BI-WEEKLY	\$	1,272.88	\$	1,330.16	\$	1,390.02	\$	1,452.57	\$	1,517.94		
	HOURLY	\$	15.91	\$	16.63	\$	17.38	\$	18.16	\$	18.97		
	YEARLY	\$	33,902.16	\$	35,427.76	\$	37,022.01	\$	38,688.00	\$	40,428.96		
31	MONTHLY	\$	2,825.18	\$	2,952.31	\$	3,085.17	\$	3,224.00	\$	3,369.08		
	BI-WEEKLY	\$	1,303.93	\$	1,362.61	\$	1,423.92	\$	1,488.00	\$	1,554.96		
	HOURLY	\$	16.30	\$	17.03	\$	17.80	\$	18.60	\$	19.44		
32	YEARLY	\$	34,749.72	\$	36,313.45	\$	37,947.56	\$	39,655.20	\$	41,439.68		
	MONTHLY	\$	2,895.81	\$	3,026.12	\$	3,162.30	\$	3,304.60	\$	3,453.31		
	BI-WEEKLY	\$	1,336.53	\$	1,396.67	\$	1,459.52	\$	1,525.20	\$	1,593.83		
	HOURLY	\$	16.71	\$	17.46	\$	18.24	\$	19.07	\$	19.92		
33	YEARLY	\$	35,597.27	\$	37,199.15	\$	38,873.11	\$	40,622.40	\$	42,450.41		
	MONTHLY	\$	2,966.44	\$	3,099.93	\$	3,239.43	\$	3,385.20	\$	3,537.53		
	BI-WEEKLY	\$	1,369.13	\$	1,430.74	\$	1,495.12	\$	1,562.40	\$	1,632.71		
	HOURLY	\$	17.11	\$	17.88	\$	18.69	\$	19.53	\$	20.41		
34	YEARLY	\$	36,487.20	\$	38,129.13	\$	39,844.94	\$	41,637.96	\$	43,511.67		
	MONTHLY	\$	3,040.60	\$	3,177.43	\$	3,320.41	\$	3,469.83	\$	3,625.97		
	BI-WEEKLY	\$	1,403.35	\$	1,466.50	\$	1,532.50	\$	1,601.46	\$	1,673.53		
	HOURLY	\$	17.54	\$	18.33	\$	19.16	\$	20.02	\$	20.92		
35	YEARLY	\$	37,377.14	\$	39,059.11	\$	40,816.77	\$	42,653.52	\$	44,572.93		
	MONTHLY	\$	3,114.76	\$	3,254.93	\$	3,401.40	\$	3,554.46	\$	3,714.41		
	BI-WEEKLY	\$	1,437.58	\$	1,502.27	\$	1,569.88	\$	1,640.52	\$	1,714.34		
	HOURLY	\$	17.97	\$	18.78	\$	19.62	\$	20.51	\$	21.43		
36	YEARLY	\$	38,311.56	\$	40,035.58	\$	41,837.19	\$	43,719.86	\$	45,687.25	\$	47,743.18
	MONTHLY	\$	3,192.63	\$	3,336.30	\$	3,486.43	\$	3,643.32	\$	3,807.27	\$	3,978.60
	BI-WEEKLY	\$	1,473.52	\$	1,539.83	\$	1,609.12	\$	1,681.53	\$	1,757.20	\$	1,836.28
	HOURLY	\$	18.42	\$	19.25	\$	20.11	\$	21.02	\$	21.97	\$	22.95
37	YEARLY	\$	39,245.99	\$	41,012.06	\$	42,857.60	\$	44,786.20	\$	46,801.58		
	MONTHLY	\$	3,270.50	\$	3,417.67	\$	3,571.47	\$	3,732.18	\$	3,900.13		
	BI-WEEKLY	\$	1,509.46	\$	1,577.39	\$	1,648.37	\$	1,722.55	\$	1,800.06		
	HOURLY	\$	18.87	\$	19.72	\$	20.60	\$	21.53	\$	22.50		
38	YEARLY	\$	40,227.14	\$	42,037.36	\$	43,929.04	\$	45,905.85	\$	47,971.61		
	MONTHLY	\$	3,352.26	\$	3,503.11	\$	3,660.75	\$	3,825.49	\$	3,997.63		
	BI-WEEKLY	\$	1,547.20	\$	1,616.82	\$	1,689.58	\$	1,765.61	\$	1,845.06		
	HOURLY	\$	19.34	\$	20.21	\$	21.12	\$	22.07	\$	23.06		
39	YEARLY	\$	41,208.29	\$	43,062.66	\$	45,000.48	\$	47,025.51	\$	49,141.65		
	MONTHLY	\$	3,434.02	\$	3,588.56	\$	3,750.04	\$	3,918.79	\$	4,095.14		
	BI-WEEKLY	\$	1,584.93	\$	1,656.26	\$	1,730.79	\$	1,808.67	\$	1,890.06		
	HOURLY	\$	19.81	\$	20.70	\$	21.63	\$	22.61	\$	23.63		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
40	YEARLY	\$	42,238.50	\$	44,139.23	\$	46,125.50	\$	48,201.14	\$	50,370.20
	MONTHLY	\$	3,519.87	\$	3,678.27	\$	3,843.79	\$	4,016.76	\$	4,197.52
	BI-WEEKLY	\$	1,624.56	\$	1,697.66	\$	1,774.06	\$	1,853.89	\$	1,937.32
	HOURLY	\$	20.31	\$	21.22	\$	22.18	\$	23.17	\$	24.22
42	YEARLY	\$	44,350.42	\$	46,346.19	\$	48,431.77	\$	50,611.20	\$	52,888.71
	MONTHLY	\$	3,695.87	\$	3,862.18	\$	4,035.98	\$	4,217.60	\$	4,407.39
	BI-WEEKLY	\$	1,705.79	\$	1,782.55	\$	1,862.76	\$	1,946.58	\$	2,034.18
	HOURLY	\$	21.32	\$	22.28	\$	23.28	\$	24.33	\$	25.43
43	YEARLY	\$	45,432.14	\$	47,476.59	\$	49,613.03	\$	51,845.62	\$	54,178.67
	MONTHLY	\$	3,786.01	\$	3,956.38	\$	4,134.42	\$	4,320.47	\$	4,514.89
	BI-WEEKLY	\$	1,747.39	\$	1,826.02	\$	1,908.19	\$	1,994.06	\$	2,083.80
	HOURLY	\$	21.84	\$	22.83	\$	23.85	\$	24.93	\$	26.05
44	YEARLY	\$	46,567.94	\$	48,663.50	\$	50,853.36	\$	53,141.76	\$	55,533.14
	MONTHLY	\$	3,880.66	\$	4,055.29	\$	4,237.78	\$	4,428.48	\$	4,627.76
	BI-WEEKLY	\$	1,791.07	\$	1,871.67	\$	1,955.90	\$	2,043.91	\$	2,135.89
	HOURLY	\$	22.39	\$	23.40	\$	24.45	\$	25.55	\$	26.70
45	YEARLY	\$	47,703.75	\$	49,850.42	\$	52,093.69	\$	54,437.90	\$	56,887.61
	MONTHLY	\$	3,975.31	\$	4,154.20	\$	4,341.14	\$	4,536.49	\$	4,740.63
	BI-WEEKLY	\$	1,834.76	\$	1,917.32	\$	2,003.60	\$	2,093.77	\$	2,187.98
	HOURLY	\$	22.93	\$	23.97	\$	25.05	\$	26.17	\$	27.35
46	YEARLY	\$	48,896.34	\$	51,096.68	\$	53,396.03	\$	55,798.85	\$	58,309.80
	MONTHLY	\$	4,074.70	\$	4,258.06	\$	4,449.67	\$	4,649.90	\$	4,859.15
	BI-WEEKLY	\$	1,880.63	\$	1,965.26	\$	2,053.69	\$	2,146.11	\$	2,242.68
	HOURLY	\$	23.51	\$	24.57	\$	25.67	\$	26.83	\$	28.03
47	YEARLY	\$	50,088.94	\$	52,342.94	\$	54,698.37	\$	57,159.80	\$	59,731.99
	MONTHLY	\$	4,174.08	\$	4,361.91	\$	4,558.20	\$	4,763.32	\$	4,977.67
	BI-WEEKLY	\$	1,926.50	\$	2,013.19	\$	2,103.78	\$	2,198.45	\$	2,297.38
	HOURLY	\$	24.08	\$	25.16	\$	26.30	\$	27.48	\$	28.72
48	YEARLY	\$	51,341.16	\$	53,651.51	\$	56,065.83	\$	58,588.79	\$	61,225.29
	MONTHLY	\$	4,278.43	\$	4,470.96	\$	4,672.15	\$	4,882.40	\$	5,102.11
	BI-WEEKLY	\$	1,974.66	\$	2,063.52	\$	2,156.38	\$	2,253.42	\$	2,354.82
	HOURLY	\$	24.68	\$	25.79	\$	26.95	\$	28.17	\$	29.44
49	YEARLY	\$	52,593.38	\$	54,960.08	\$	57,433.29	\$	60,017.79	\$	62,718.59
	MONTHLY	\$	4,382.78	\$	4,580.01	\$	4,786.11	\$	5,001.48	\$	5,226.55
	BI-WEEKLY	\$	2,022.82	\$	2,113.85	\$	2,208.97	\$	2,308.38	\$	2,412.25
	HOURLY	\$	25.29	\$	26.42	\$	27.61	\$	28.85	\$	30.15
50	YEARLY	\$	53,908.22	\$	56,334.09	\$	58,869.12	\$	61,518.23	\$	64,286.55
	MONTHLY	\$	4,492.35	\$	4,694.51	\$	4,905.76	\$	5,126.52	\$	5,357.21
	BI-WEEKLY	\$	2,073.39	\$	2,166.70	\$	2,264.20	\$	2,366.09	\$	2,472.56
	HOURLY	\$	25.92	\$	27.08	\$	28.30	\$	29.58	\$	30.91

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
51	YEARLY	\$	55,223.05	\$	57,708.09	\$	60,304.95	\$	63,018.68	\$	65,854.52
	MONTHLY	\$	4,601.92	\$	4,809.01	\$	5,025.41	\$	5,251.56	\$	5,487.88
	BI-WEEKLY	\$	2,123.96	\$	2,219.54	\$	2,319.42	\$	2,423.80	\$	2,532.87
	HOURLY	\$	26.55	\$	27.74	\$	28.99	\$	30.30	\$	31.66
52	YEARLY	\$	56,603.63	\$	59,150.79	\$	61,812.58	\$	64,594.14	\$	67,500.88
	MONTHLY	\$	4,716.97	\$	4,929.23	\$	5,151.05	\$	5,382.85	\$	5,625.07
	BI-WEEKLY	\$	2,177.06	\$	2,275.03	\$	2,377.41	\$	2,484.39	\$	2,596.19
	HOURLY	\$	27.21	\$	28.44	\$	29.72	\$	31.05	\$	32.45
53	YEARLY	\$	57,984.20	\$	60,593.49	\$	63,320.20	\$	66,169.61	\$	69,147.24
	MONTHLY	\$	4,832.02	\$	5,049.46	\$	5,276.68	\$	5,514.13	\$	5,762.27
	BI-WEEKLY	\$	2,230.16	\$	2,330.52	\$	2,435.39	\$	2,544.98	\$	2,659.51
	HOURLY	\$	27.88	\$	29.13	\$	30.44	\$	31.81	\$	33.24
54	YEARLY	\$	59,433.81	\$	62,108.33	\$	64,903.21	\$	67,823.85	\$	70,875.92
	MONTHLY	\$	4,952.82	\$	5,175.69	\$	5,408.60	\$	5,651.99	\$	5,906.33
	BI-WEEKLY	\$	2,285.92	\$	2,388.78	\$	2,496.28	\$	2,608.61	\$	2,726.00
	HOURLY	\$	28.57	\$	29.86	\$	31.20	\$	32.61	\$	34.07
55	YEARLY	\$	60,883.41	\$	63,623.17	\$	66,486.21	\$	69,478.09	\$	72,604.60
	MONTHLY	\$	5,073.62	\$	5,301.93	\$	5,540.52	\$	5,789.84	\$	6,050.38
	BI-WEEKLY	\$	2,341.67	\$	2,447.04	\$	2,557.16	\$	2,672.23	\$	2,792.48
	HOURLY	\$	29.27	\$	30.59	\$	31.96	\$	33.40	\$	34.91
56	YEARLY	\$	62,405.50	\$	65,213.75	\$	68,148.37	\$	71,215.04	\$	74,419.72
	MONTHLY	\$	5,200.46	\$	5,434.48	\$	5,679.03	\$	5,934.59	\$	6,201.64
	BI-WEEKLY	\$	2,400.21	\$	2,508.22	\$	2,621.09	\$	2,739.04	\$	2,862.30
	HOURLY	\$	30.00	\$	31.35	\$	32.76	\$	34.24	\$	35.78
57	YEARLY	\$	63,927.59	\$	66,804.33	\$	69,810.52	\$	72,951.99	\$	76,234.83
	MONTHLY	\$	5,327.30	\$	5,567.03	\$	5,817.54	\$	6,079.33	\$	6,352.90
	BI-WEEKLY	\$	2,458.75	\$	2,569.40	\$	2,685.02	\$	2,805.85	\$	2,932.11
	HOURLY	\$	30.73	\$	32.12	\$	33.56	\$	35.07	\$	36.65
58	YEARLY	\$	65,525.77	\$	68,474.43	\$	71,555.78	\$	74,775.79	\$	78,140.71
	MONTHLY	\$	5,460.48	\$	5,706.20	\$	5,962.98	\$	6,231.32	\$	6,511.73
	BI-WEEKLY	\$	2,520.22	\$	2,633.63	\$	2,752.15	\$	2,875.99	\$	3,005.41
	HOURLY	\$	31.50	\$	32.92	\$	34.40	\$	35.95	\$	37.57
59	YEARLY	\$	67,123.96	\$	70,144.54	\$	73,301.05	\$	76,599.59	\$	80,046.58
	MONTHLY	\$	5,593.66	\$	5,845.38	\$	6,108.42	\$	6,383.30	\$	6,670.55
	BI-WEEKLY	\$	2,581.69	\$	2,697.87	\$	2,819.27	\$	2,946.14	\$	3,078.71
	HOURLY	\$	32.27	\$	33.72	\$	35.24	\$	36.83	\$	38.48
60	YEARLY	\$	68,802.06	\$	71,898.16	\$	75,133.57	\$	78,514.58	\$	82,047.74
	MONTHLY	\$	5,733.51	\$	5,991.51	\$	6,261.13	\$	6,542.88	\$	6,837.31
	BI-WEEKLY	\$	2,646.23	\$	2,765.31	\$	2,889.75	\$	3,019.79	\$	3,155.68
	HOURLY	\$	33.08	\$	34.57	\$	36.12	\$	37.75	\$	39.45

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
61	YEARLY	\$	70,480.16	\$	73,651.77	\$	76,966.10	\$	80,429.57	\$	84,048.91
	MONTHLY	\$	5,873.35	\$	6,137.65	\$	6,413.84	\$	6,702.46	\$	7,004.08
	BI-WEEKLY	\$	2,710.78	\$	2,832.76	\$	2,960.23	\$	3,093.45	\$	3,232.65
	HOURLY	\$	33.88	\$	35.41	\$	37.00	\$	38.67	\$	40.41
62	YEARLY	\$	72,242.17	\$	75,493.06	\$	78,890.25	\$	82,440.31	\$	86,150.13
	MONTHLY	\$	6,020.18	\$	6,291.09	\$	6,574.19	\$	6,870.03	\$	7,179.18
	BI-WEEKLY	\$	2,778.54	\$	2,903.58	\$	3,034.24	\$	3,170.78	\$	3,313.47
	HOURLY	\$	34.73	\$	36.29	\$	37.93	\$	39.63	\$	41.42
63	YEARLY	\$	74,004.17	\$	77,334.36	\$	80,814.40	\$	84,451.05	\$	88,251.35
	MONTHLY	\$	6,167.01	\$	6,444.53	\$	6,734.53	\$	7,037.59	\$	7,354.28
	BI-WEEKLY	\$	2,846.31	\$	2,974.40	\$	3,108.25	\$	3,248.12	\$	3,394.28
	HOURLY	\$	35.58	\$	37.18	\$	38.85	\$	40.60	\$	42.43
64	YEARLY	\$	75,854.28	\$	79,267.72	\$	82,834.76	\$	86,562.33	\$	90,457.63
	MONTHLY	\$	6,321.19	\$	6,605.64	\$	6,902.90	\$	7,213.53	\$	7,538.14
	BI-WEEKLY	\$	2,917.47	\$	3,048.76	\$	3,185.95	\$	3,329.32	\$	3,479.14
	HOURLY	\$	36.47	\$	38.11	\$	39.82	\$	41.62	\$	43.49
65	YEARLY	\$	77,704.38	\$	81,201.08	\$	84,855.12	\$	88,673.61	\$	92,663.92
	MONTHLY	\$	6,475.36	\$	6,766.76	\$	7,071.26	\$	7,389.47	\$	7,721.99
	BI-WEEKLY	\$	2,988.63	\$	3,123.12	\$	3,263.66	\$	3,410.52	\$	3,564.00
	HOURLY	\$	37.36	\$	39.04	\$	40.80	\$	42.63	\$	44.55
66	YEARLY	\$	79,646.99	\$	83,231.10	\$	86,976.50	\$	90,890.45	\$	94,980.52
	MONTHLY	\$	6,637.25	\$	6,935.93	\$	7,248.04	\$	7,574.20	\$	7,915.04
	BI-WEEKLY	\$	3,063.35	\$	3,201.20	\$	3,345.25	\$	3,495.79	\$	3,653.10
	HOURLY	\$	38.29	\$	40.01	\$	41.82	\$	43.70	\$	45.66
67	YEARLY	\$	81,589.60	\$	85,261.13	\$	89,097.88	\$	93,107.29	\$	97,297.11
	MONTHLY	\$	6,799.13	\$	7,105.09	\$	7,424.82	\$	7,758.94	\$	8,108.09
	BI-WEEKLY	\$	3,138.06	\$	3,279.27	\$	3,426.84	\$	3,581.05	\$	3,742.20
	HOURLY	\$	39.23	\$	40.99	\$	42.84	\$	44.76	\$	46.78
68	YEARLY	\$	83,629.34	\$	87,392.66	\$	91,325.33	\$	95,434.97	\$	99,729.54
	MONTHLY	\$	6,969.11	\$	7,282.72	\$	7,610.44	\$	7,952.91	\$	8,310.80
	BI-WEEKLY	\$	3,216.51	\$	3,361.26	\$	3,512.51	\$	3,670.58	\$	3,835.75
	HOURLY	\$	40.21	\$	42.02	\$	43.91	\$	45.88	\$	47.95
69	YEARLY	\$	85,669.08	\$	89,524.19	\$	93,552.78	\$	97,762.65	\$	102,161.97
	MONTHLY	\$	7,139.09	\$	7,460.35	\$	7,796.06	\$	8,146.89	\$	8,513.50
	BI-WEEKLY	\$	3,294.96	\$	3,443.24	\$	3,598.18	\$	3,760.10	\$	3,929.31
	HOURLY	\$	41.19	\$	43.04	\$	44.98	\$	47.00	\$	49.12
70	YEARLY	\$	87,810.81	\$	91,762.29	\$	95,891.59	\$	100,206.72	\$	104,716.02
	MONTHLY	\$	7,317.57	\$	7,646.86	\$	7,990.97	\$	8,350.56	\$	8,726.33
	BI-WEEKLY	\$	3,377.34	\$	3,529.32	\$	3,688.14	\$	3,854.10	\$	4,027.54
	HOURLY	\$	42.22	\$	44.12	\$	46.10	\$	48.18	\$	50.34

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
71	YEARLY	\$	89,952.53	\$	94,000.40	\$	98,230.41	\$	102,650.78	\$	107,270.07
	MONTHLY	\$	7,496.04	\$	7,833.37	\$	8,185.87	\$	8,554.23	\$	8,939.17
	BI-WEEKLY	\$	3,459.71	\$	3,615.40	\$	3,778.09	\$	3,948.11	\$	4,125.77
	HOURLY	\$	43.25	\$	45.19	\$	47.23	\$	49.35	\$	51.57
72	YEARLY	\$	92,201.35	\$	96,350.41	\$	100,686.17	\$	105,217.05	\$	109,951.82
	MONTHLY	\$	7,683.45	\$	8,029.20	\$	8,390.51	\$	8,768.09	\$	9,162.65
	BI-WEEKLY	\$	3,546.21	\$	3,705.78	\$	3,872.55	\$	4,046.81	\$	4,228.92
	HOURLY	\$	44.33	\$	46.32	\$	48.41	\$	50.59	\$	52.86
73	YEARLY	\$	94,450.16	\$	98,700.42	\$	103,141.93	\$	107,783.32	\$	112,633.57
	MONTHLY	\$	7,870.85	\$	8,225.03	\$	8,595.16	\$	8,981.94	\$	9,386.13
	BI-WEEKLY	\$	3,632.70	\$	3,796.17	\$	3,967.00	\$	4,145.51	\$	4,332.06
	HOURLY	\$	45.41	\$	47.45	\$	49.59	\$	51.82	\$	54.15
74	YEARLY	\$	96,811.41	\$	101,167.93	\$	105,720.48	\$	110,477.90	\$	115,449.41
	MONTHLY	\$	8,067.62	\$	8,430.66	\$	8,810.04	\$	9,206.49	\$	9,620.78
	BI-WEEKLY	\$	3,723.52	\$	3,891.07	\$	4,066.17	\$	4,249.15	\$	4,440.36
	HOURLY	\$	46.54	\$	48.64	\$	50.83	\$	53.11	\$	55.50
75	YEARLY	\$	99,172.67	\$	103,635.44	\$	108,299.03	\$	113,172.49	\$	118,265.25
	MONTHLY	\$	8,264.39	\$	8,636.29	\$	9,024.92	\$	9,431.04	\$	9,855.44
	BI-WEEKLY	\$	3,814.33	\$	3,985.98	\$	4,165.35	\$	4,352.79	\$	4,548.66
	HOURLY	\$	47.68	\$	49.82	\$	52.07	\$	54.41	\$	56.86
76	YEARLY	\$	101,651.98	\$	106,226.32	\$	111,006.51	\$	116,001.80	\$	121,221.88
	MONTHLY	\$	8,471.00	\$	8,852.19	\$	9,250.54	\$	9,666.82	\$	10,101.82
	BI-WEEKLY	\$	3,909.69	\$	4,085.63	\$	4,269.48	\$	4,461.61	\$	4,662.38
	HOURLY	\$	48.87	\$	51.07	\$	53.37	\$	55.77	\$	58.28
77	YEARLY	\$	104,131.30	\$	108,817.21	\$	113,713.98	\$	118,831.11	\$	124,178.51
	MONTHLY	\$	8,677.61	\$	9,068.10	\$	9,476.17	\$	9,902.59	\$	10,348.21
	BI-WEEKLY	\$	4,005.05	\$	4,185.28	\$	4,373.61	\$	4,570.43	\$	4,776.10
	HOURLY	\$	50.06	\$	52.32	\$	54.67	\$	57.13	\$	59.70
78	YEARLY	\$	106,734.58	\$	111,537.64	\$	116,556.83	\$	121,801.89	\$	127,282.98
	MONTHLY	\$	8,894.55	\$	9,294.80	\$	9,713.07	\$	10,150.16	\$	10,606.91
	BI-WEEKLY	\$	4,105.18	\$	4,289.91	\$	4,482.96	\$	4,684.69	\$	4,895.50
	HOURLY	\$	51.31	\$	53.62	\$	56.04	\$	58.56	\$	61.19
79	YEARLY	\$	109,337.87	\$	114,258.07	\$	119,399.68	\$	124,772.67	\$	130,387.44
	MONTHLY	\$	9,111.49	\$	9,521.51	\$	9,949.97	\$	10,397.72	\$	10,865.62
	BI-WEEKLY	\$	4,205.30	\$	4,394.54	\$	4,592.30	\$	4,798.95	\$	5,014.90
	HOURLY	\$	52.57	\$	54.93	\$	57.40	\$	59.99	\$	62.69
80	YEARLY	\$	112,071.31	\$	117,114.52	\$	122,384.67	\$	127,891.98	\$	133,647.12
	MONTHLY	\$	9,339.28	\$	9,759.54	\$	10,198.72	\$	10,657.67	\$	11,137.26
	BI-WEEKLY	\$	4,310.44	\$	4,504.40	\$	4,707.10	\$	4,918.92	\$	5,140.27
	HOURLY	\$	53.88	\$	56.31	\$	58.84	\$	61.49	\$	64.25

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
31	YEARLY	\$	114,804.76	\$	119,970.97	\$	125,369.67	\$	131,011.30	\$	136,906.81
	MONTHLY	\$	9,567.06	\$	9,997.58	\$	10,447.47	\$	10,917.61	\$	11,408.90
	BI-WEEKLY	\$	4,415.57	\$	4,614.27	\$	4,821.91	\$	5,038.90	\$	5,265.65
	HOURLY	\$	55.19	\$	57.68	\$	60.27	\$	62.99	\$	65.82
82	YEARLY	\$	117,674.88	\$	122,970.25	\$	128,503.91	\$	134,286.58	\$	140,329.48
	MONTHLY	\$	9,806.24	\$	10,247.52	\$	10,708.66	\$	11,190.55	\$	11,694.12
	BI-WEEKLY	\$	4,525.96	\$	4,729.62	\$	4,942.46	\$	5,164.87	\$	5,397.29
	HOURLY	\$	56.57	\$	59.12	\$	61.78	\$	64.56	\$	67.47
83	YEARLY	\$	120,545.00	\$	125,969.52	\$	131,638.15	\$	137,561.87	\$	143,752.15
	MONTHLY	\$	10,045.42	\$	10,497.46	\$	10,969.85	\$	11,463.49	\$	11,979.35
	BI-WEEKLY	\$	4,636.35	\$	4,844.98	\$	5,063.01	\$	5,290.84	\$	5,528.93
	HOURLY	\$	57.95	\$	60.56	\$	63.29	\$	66.14	\$	69.11
84	YEARLY	\$	123,558.62	\$	129,118.76	\$	134,929.10	\$	141,000.91	\$	147,345.95
	MONTHLY	\$	10,296.55	\$	10,759.90	\$	11,244.09	\$	11,750.08	\$	12,278.83
	BI-WEEKLY	\$	4,752.25	\$	4,966.11	\$	5,189.58	\$	5,423.11	\$	5,667.15
	HOURLY	\$	59.40	\$	62.08	\$	64.87	\$	67.79	\$	70.84
85	YEARLY	\$	126,572.25	\$	132,268.00	\$	138,220.06	\$	144,439.96	\$	150,939.76
	MONTHLY	\$	10,547.69	\$	11,022.33	\$	11,518.34	\$	12,036.66	\$	12,578.31
	BI-WEEKLY	\$	4,868.16	\$	5,087.23	\$	5,316.16	\$	5,555.38	\$	5,805.38
	HOURLY	\$	60.85	\$	63.59	\$	66.45	\$	69.44	\$	72.57
86	YEARLY	\$	129,736.55	\$	135,574.70	\$	141,675.56	\$	148,050.96	\$	154,713.25
	MONTHLY	\$	10,811.38	\$	11,297.89	\$	11,806.30	\$	12,337.58	\$	12,892.77
	BI-WEEKLY	\$	4,989.87	\$	5,214.41	\$	5,449.06	\$	5,694.27	\$	5,950.51
	HOURLY	\$	62.37	\$	65.18	\$	68.11	\$	71.18	\$	74.38
87	YEARLY	\$	132,900.86	\$	138,881.40	\$	145,131.06	\$	151,661.96	\$	158,486.75
	MONTHLY	\$	11,075.07	\$	11,573.45	\$	12,094.25	\$	12,638.50	\$	13,207.23
	BI-WEEKLY	\$	5,111.57	\$	5,341.59	\$	5,581.96	\$	5,833.15	\$	6,095.64
	HOURLY	\$	63.89	\$	66.77	\$	69.77	\$	72.91	\$	76.20
88	YEARLY	\$	136,223.38	\$	142,353.43	\$	148,759.34	\$	155,453.51	\$	162,448.91
	MONTHLY	\$	11,351.95	\$	11,862.79	\$	12,396.61	\$	12,954.46	\$	13,537.41
	BI-WEEKLY	\$	5,239.36	\$	5,475.13	\$	5,721.51	\$	5,978.98	\$	6,248.04
	HOURLY	\$	65.49	\$	68.44	\$	71.52	\$	74.74	\$	78.10

CITY OF SOLEDAD

**MID-MANAGEMENT EMPLOYEES
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2007-08
EFFECTIVE DECEMBER 29, 2007**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 15,680.34	\$ 16,385.96	\$ 17,123.32	\$ 17,893.87	\$ 18,699.10
	MONTHLY	\$ 1,306.70	\$ 1,365.50	\$ 1,426.94	\$ 1,491.16	\$ 1,558.26
	BI-WEEKLY	\$ 603.09	\$ 630.23	\$ 658.59	\$ 688.23	\$ 719.20
	HOURLY	\$ 7.5386	\$ 7.8779	\$ 8.2324	\$ 8.6028	\$ 8.9900
2	YEARLY	\$ 16,072.35	\$ 16,795.60	\$ 17,551.41	\$ 18,341.22	\$ 19,166.57
	MONTHLY	\$ 1,339.36	\$ 1,399.63	\$ 1,462.62	\$ 1,528.43	\$ 1,597.21
	BI-WEEKLY	\$ 618.17	\$ 645.98	\$ 675.05	\$ 705.43	\$ 737.18
	HOURLY	\$ 7.7271	\$ 8.0748	\$ 8.4382	\$ 8.8179	\$ 9.2147
3	YEARLY	\$ 16,464.36	\$ 17,205.25	\$ 17,979.49	\$ 18,788.57	\$ 19,634.05
	MONTHLY	\$ 1,372.03	\$ 1,433.77	\$ 1,498.29	\$ 1,565.71	\$ 1,636.17
	BI-WEEKLY	\$ 633.24	\$ 661.74	\$ 691.52	\$ 722.64	\$ 755.16
	HOURLY	\$ 7.9156	\$ 8.2718	\$ 8.6440	\$ 9.0330	\$ 9.4394
4	YEARLY	\$ 16,875.97	\$ 17,635.38	\$ 18,428.98	\$ 19,258.28	\$ 20,124.90
	MONTHLY	\$ 1,406.33	\$ 1,469.62	\$ 1,535.75	\$ 1,604.86	\$ 1,677.08
	BI-WEEKLY	\$ 649.08	\$ 678.28	\$ 708.81	\$ 740.70	\$ 774.03
	HOURLY	\$ 8.1134	\$ 8.4786	\$ 8.8601	\$ 9.2588	\$ 9.6754
5	YEARLY	\$ 17,287.57	\$ 18,065.52	\$ 18,878.46	\$ 19,727.99	\$ 20,615.75
	MONTHLY	\$ 1,440.63	\$ 1,505.46	\$ 1,573.21	\$ 1,644.00	\$ 1,717.98
	BI-WEEKLY	\$ 664.91	\$ 694.83	\$ 726.09	\$ 758.77	\$ 792.91
	HOURLY	\$ 8.3113	\$ 8.6853	\$ 9.0762	\$ 9.4846	\$ 9.9114
6	YEARLY	\$ 17,719.76	\$ 18,517.15	\$ 19,350.43	\$ 20,221.19	\$ 21,131.15
	MONTHLY	\$ 1,476.65	\$ 1,543.10	\$ 1,612.54	\$ 1,685.10	\$ 1,760.93
	BI-WEEKLY	\$ 681.53	\$ 712.20	\$ 744.25	\$ 777.74	\$ 812.74
	HOURLY	\$ 8.5191	\$ 8.9025	\$ 9.3031	\$ 9.7217	\$ 10.1592
7	YEARLY	\$ 18,151.95	\$ 18,968.79	\$ 19,822.39	\$ 20,714.39	\$ 21,646.54
	MONTHLY	\$ 1,512.66	\$ 1,580.73	\$ 1,651.87	\$ 1,726.20	\$ 1,803.88
	BI-WEEKLY	\$ 698.15	\$ 729.57	\$ 762.40	\$ 796.71	\$ 832.56
	HOURLY	\$ 8.7269	\$ 9.1196	\$ 9.5300	\$ 9.9588	\$ 10.4070

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 18,605.75	\$ 19,443.01	\$ 20,317.95	\$ 21,232.25	\$ 22,187.71
	MONTHLY	\$ 1,550.48	\$ 1,620.25	\$ 1,693.16	\$ 1,769.35	\$ 1,848.98
	BI-WEEKLY	\$ 715.61	\$ 747.81	\$ 781.46	\$ 816.63	\$ 853.37
	HOURLY	\$ 8.9451	\$ 9.3476	\$ 9.7682	\$ 10.2078	\$ 10.6672
9	YEARLY	\$ 19,059.55	\$ 19,917.23	\$ 20,813.51	\$ 21,750.11	\$ 22,728.87
	MONTHLY	\$ 1,588.30	\$ 1,659.77	\$ 1,734.46	\$ 1,812.51	\$ 1,894.07
	BI-WEEKLY	\$ 733.06	\$ 766.05	\$ 800.52	\$ 836.54	\$ 874.19
	HOURLY	\$ 9.1632	\$ 9.5756	\$ 10.0065	\$ 10.4568	\$ 10.9273
10	YEARLY	\$ 19,536.04	\$ 20,415.16	\$ 21,333.84	\$ 22,293.87	\$ 23,297.09
	MONTHLY	\$ 1,628.00	\$ 1,701.26	\$ 1,777.82	\$ 1,857.82	\$ 1,941.42
	BI-WEEKLY	\$ 751.39	\$ 785.20	\$ 820.53	\$ 857.46	\$ 896.04
	HOURLY	\$ 9.3923	\$ 9.8150	\$ 10.2567	\$ 10.7182	\$ 11.2005
11	YEARLY	\$ 20,012.53	\$ 20,913.09	\$ 21,854.18	\$ 22,837.62	\$ 23,865.31
	MONTHLY	\$ 1,667.71	\$ 1,742.76	\$ 1,821.18	\$ 1,903.13	\$ 1,988.78
	BI-WEEKLY	\$ 769.71	\$ 804.35	\$ 840.55	\$ 878.37	\$ 917.90
	HOURLY	\$ 9.6214	\$ 10.0544	\$ 10.5068	\$ 10.9796	\$ 11.4737
12	YEARLY	\$ 20,512.84	\$ 21,435.92	\$ 22,400.54	\$ 23,408.56	\$ 24,461.95
	MONTHLY	\$ 1,709.40	\$ 1,786.33	\$ 1,866.71	\$ 1,950.71	\$ 2,038.50
	BI-WEEKLY	\$ 788.96	\$ 824.46	\$ 861.56	\$ 900.33	\$ 940.84
	HOURLY	\$ 9.8619	\$ 10.3057	\$ 10.7695	\$ 11.2541	\$ 11.7606
13	YEARLY	\$ 21,013.16	\$ 21,958.75	\$ 22,946.89	\$ 23,979.50	\$ 25,058.58
	MONTHLY	\$ 1,751.10	\$ 1,829.90	\$ 1,912.24	\$ 1,998.29	\$ 2,088.21
	BI-WEEKLY	\$ 808.20	\$ 844.57	\$ 882.57	\$ 922.29	\$ 963.79
	HOURLY	\$ 10.1025	\$ 10.5571	\$ 11.0322	\$ 11.5286	\$ 12.0474
14	YEARLY	\$ 21,538.48	\$ 22,507.72	\$ 23,520.56	\$ 24,578.99	\$ 25,685.04
	MONTHLY	\$ 1,794.87	\$ 1,875.64	\$ 1,960.05	\$ 2,048.25	\$ 2,140.42
	BI-WEEKLY	\$ 828.40	\$ 865.68	\$ 904.64	\$ 945.35	\$ 987.89
	HOURLY	\$ 10.3550	\$ 10.8210	\$ 11.3080	\$ 11.8168	\$ 12.3486
15	YEARLY	\$ 22,063.81	\$ 23,056.68	\$ 24,094.24	\$ 25,178.48	\$ 26,311.51
	MONTHLY	\$ 1,838.65	\$ 1,921.39	\$ 2,007.85	\$ 2,098.21	\$ 2,192.63
	BI-WEEKLY	\$ 848.61	\$ 886.80	\$ 926.70	\$ 968.40	\$ 1,011.98
	HOURLY	\$ 10.6076	\$ 11.0849	\$ 11.5838	\$ 12.1050	\$ 12.6498
16	YEARLY	\$ 22,615.41	\$ 23,633.10	\$ 24,696.59	\$ 25,807.94	\$ 26,969.30
	MONTHLY	\$ 1,884.62	\$ 1,969.43	\$ 2,058.05	\$ 2,150.66	\$ 2,247.44
	BI-WEEKLY	\$ 869.82	\$ 908.97	\$ 949.87	\$ 992.61	\$ 1,037.28
	HOURLY	\$ 10.8728	\$ 11.3621	\$ 11.8734	\$ 12.4077	\$ 12.9660

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 23,167.00	\$ 24,209.52	\$ 25,298.95	\$ 26,437.40	\$ 27,627.08
	MONTHLY	\$ 1,930.58	\$ 2,017.46	\$ 2,108.25	\$ 2,203.12	\$ 2,302.26
	BI-WEEKLY	\$ 891.04	\$ 931.14	\$ 973.04	\$ 1,016.82	\$ 1,062.58
	HOURLY	\$ 11.1380	\$ 11.6392	\$ 12.1630	\$ 12.7103	\$ 13.2823
18	YEARLY	\$ 23,746.18	\$ 24,814.76	\$ 25,931.42	\$ 27,098.33	\$ 28,317.76
	MONTHLY	\$ 1,978.85	\$ 2,067.90	\$ 2,160.95	\$ 2,258.19	\$ 2,359.81
	BI-WEEKLY	\$ 913.31	\$ 954.41	\$ 997.36	\$ 1,042.24	\$ 1,089.14
	HOURLY	\$ 11.4164	\$ 11.9302	\$ 12.4670	\$ 13.0280	\$ 13.6143
19	YEARLY	\$ 24,325.35	\$ 25,419.99	\$ 26,563.89	\$ 27,759.27	\$ 29,008.44
	MONTHLY	\$ 2,027.11	\$ 2,118.33	\$ 2,213.66	\$ 2,313.27	\$ 2,417.37
	BI-WEEKLY	\$ 935.59	\$ 977.69	\$ 1,021.69	\$ 1,067.66	\$ 1,115.71
	HOURLY	\$ 11.6949	\$ 12.2212	\$ 12.7711	\$ 13.3458	\$ 13.9464
20	YEARLY	\$ 24,933.49	\$ 26,055.49	\$ 27,227.99	\$ 28,453.25	\$ 29,733.65
	MONTHLY	\$ 2,077.79	\$ 2,171.29	\$ 2,269.00	\$ 2,371.10	\$ 2,477.80
	BI-WEEKLY	\$ 958.98	\$ 1,002.13	\$ 1,047.23	\$ 1,094.36	\$ 1,143.60
	HOURLY	\$ 11.9873	\$ 12.5267	\$ 13.0904	\$ 13.6794	\$ 14.2950
21	YEARLY	\$ 25,541.62	\$ 26,690.99	\$ 27,892.09	\$ 29,147.23	\$ 30,458.86
	MONTHLY	\$ 2,128.47	\$ 2,224.25	\$ 2,324.34	\$ 2,428.94	\$ 2,538.24
	BI-WEEKLY	\$ 982.37	\$ 1,026.58	\$ 1,072.77	\$ 1,121.05	\$ 1,171.49
	HOURLY	\$ 12.2796	\$ 12.8322	\$ 13.4097	\$ 14.0131	\$ 14.6437
22	YEARLY	\$ 26,180.16	\$ 27,358.27	\$ 28,589.39	\$ 29,875.91	\$ 31,220.33
	MONTHLY	\$ 2,181.68	\$ 2,279.86	\$ 2,382.45	\$ 2,489.66	\$ 2,601.69
	BI-WEEKLY	\$ 1,006.93	\$ 1,052.24	\$ 1,099.59	\$ 1,149.07	\$ 1,200.78
	HOURLY	\$ 12.5866	\$ 13.1530	\$ 13.7449	\$ 14.3634	\$ 15.0098
23	YEARLY	\$ 26,818.70	\$ 28,025.54	\$ 29,286.69	\$ 30,604.59	\$ 31,981.80
	MONTHLY	\$ 2,234.89	\$ 2,335.46	\$ 2,440.56	\$ 2,550.38	\$ 2,665.15
	BI-WEEKLY	\$ 1,031.49	\$ 1,077.91	\$ 1,126.41	\$ 1,177.10	\$ 1,230.07
	HOURLY	\$ 12.8936	\$ 13.4738	\$ 14.0801	\$ 14.7137	\$ 15.3759
24	YEARLY	\$ 27,489.17	\$ 28,726.18	\$ 30,018.86	\$ 31,369.71	\$ 32,781.35
	MONTHLY	\$ 2,290.76	\$ 2,393.85	\$ 2,501.57	\$ 2,614.14	\$ 2,731.78
	BI-WEEKLY	\$ 1,057.28	\$ 1,104.85	\$ 1,154.57	\$ 1,206.53	\$ 1,260.82
	HOURLY	\$ 13.2159	\$ 13.8107	\$ 14.4321	\$ 15.0816	\$ 15.7603
25	YEARLY	\$ 28,159.64	\$ 29,426.82	\$ 30,751.03	\$ 32,134.82	\$ 33,580.89
	MONTHLY	\$ 2,346.64	\$ 2,452.24	\$ 2,562.59	\$ 2,677.90	\$ 2,798.41
	BI-WEEKLY	\$ 1,083.06	\$ 1,131.80	\$ 1,182.73	\$ 1,235.95	\$ 1,291.57
	HOURLY	\$ 13.5383	\$ 14.1475	\$ 14.7841	\$ 15.4494	\$ 16.1447

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 28,863.63	\$ 30,162.49	\$ 31,519.80	\$ 32,938.20	\$ 34,420.41
	MONTHLY	\$ 2,405.30	\$ 2,513.54	\$ 2,626.65	\$ 2,744.85	\$ 2,868.37
	BI-WEEKLY	\$ 1,110.14	\$ 1,160.10	\$ 1,212.30	\$ 1,266.85	\$ 1,323.86
	HOURLY	\$ 13.8767	\$ 14.5012	\$ 15.1538	\$ 15.8357	\$ 16.5483
27	YEARLY	\$ 29,567.62	\$ 30,898.16	\$ 32,288.58	\$ 33,741.57	\$ 35,259.94
	MONTHLY	\$ 2,463.97	\$ 2,574.85	\$ 2,690.71	\$ 2,811.80	\$ 2,938.33
	BI-WEEKLY	\$ 1,137.22	\$ 1,188.39	\$ 1,241.87	\$ 1,297.75	\$ 1,356.15
	HOURLY	\$ 14.2152	\$ 14.8549	\$ 15.5234	\$ 16.2219	\$ 16.9519
28	YEARLY	\$ 30,306.81	\$ 31,670.62	\$ 33,095.79	\$ 34,585.11	\$ 36,141.43
	MONTHLY	\$ 2,525.57	\$ 2,639.22	\$ 2,757.98	\$ 2,882.09	\$ 3,011.79
	BI-WEEKLY	\$ 1,165.65	\$ 1,218.10	\$ 1,272.92	\$ 1,330.20	\$ 1,390.06
	HOURLY	\$ 14.5706	\$ 15.2263	\$ 15.9114	\$ 16.6275	\$ 17.3757
29	YEARLY	\$ 31,046.00	\$ 32,443.07	\$ 33,903.01	\$ 35,428.64	\$ 37,022.93
	MONTHLY	\$ 2,587.17	\$ 2,703.59	\$ 2,825.25	\$ 2,952.39	\$ 3,085.24
	BI-WEEKLY	\$ 1,194.08	\$ 1,247.81	\$ 1,303.96	\$ 1,362.64	\$ 1,423.96
	HOURLY	\$ 14.9260	\$ 15.5976	\$ 16.2995	\$ 17.0330	\$ 17.7995
30	YEARLY	\$ 31,822.15	\$ 33,254.15	\$ 34,750.58	\$ 36,314.36	\$ 37,948.51
	MONTHLY	\$ 2,651.85	\$ 2,771.18	\$ 2,895.88	\$ 3,026.20	\$ 3,162.38
	BI-WEEKLY	\$ 1,223.93	\$ 1,279.01	\$ 1,336.56	\$ 1,396.71	\$ 1,459.56
	HOURLY	\$ 15.2991	\$ 15.9876	\$ 16.7070	\$ 17.4588	\$ 18.2445
31	YEARLY	\$ 32,598.30	\$ 34,065.22	\$ 35,598.16	\$ 37,200.08	\$ 38,874.08
	MONTHLY	\$ 2,716.53	\$ 2,838.77	\$ 2,966.51	\$ 3,100.01	\$ 3,239.51
	BI-WEEKLY	\$ 1,253.78	\$ 1,310.20	\$ 1,369.16	\$ 1,430.77	\$ 1,495.16
	HOURLY	\$ 15.6723	\$ 16.3775	\$ 17.1145	\$ 17.8847	\$ 18.6895
32	YEARLY	\$ 33,413.26	\$ 34,916.85	\$ 36,488.11	\$ 38,130.08	\$ 39,845.93
	MONTHLY	\$ 2,784.44	\$ 2,909.74	\$ 3,040.68	\$ 3,177.51	\$ 3,320.49
	BI-WEEKLY	\$ 1,285.13	\$ 1,342.96	\$ 1,403.39	\$ 1,466.54	\$ 1,532.54
	HOURLY	\$ 16.0641	\$ 16.7869	\$ 17.5424	\$ 18.3318	\$ 19.1567
33	YEARLY	\$ 34,228.22	\$ 35,768.49	\$ 37,378.07	\$ 39,060.08	\$ 40,817.78
	MONTHLY	\$ 2,852.35	\$ 2,980.71	\$ 3,114.84	\$ 3,255.01	\$ 3,401.48
	BI-WEEKLY	\$ 1,316.47	\$ 1,375.71	\$ 1,437.62	\$ 1,502.31	\$ 1,569.91
	HOURLY	\$ 16.4559	\$ 17.1964	\$ 17.9702	\$ 18.7789	\$ 19.6239
34	YEARLY	\$ 35,083.92	\$ 36,662.70	\$ 38,312.52	\$ 40,036.58	\$ 41,838.23
	MONTHLY	\$ 2,923.66	\$ 3,055.22	\$ 3,192.71	\$ 3,336.38	\$ 3,486.52
	BI-WEEKLY	\$ 1,349.38	\$ 1,410.10	\$ 1,473.56	\$ 1,539.87	\$ 1,609.16
	HOURLY	\$ 16.8673	\$ 17.6263	\$ 18.4195	\$ 19.2484	\$ 20.1145

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
35	YEARLY	\$ 35,939.63	\$ 37,556.91	\$ 39,246.97	\$ 41,013.08	\$ 42,858.67	
	MONTHLY	\$ 2,994.97	\$ 3,129.74	\$ 3,270.58	\$ 3,417.76	\$ 3,571.56	
	BI-WEEKLY	\$ 1,382.29	\$ 1,444.50	\$ 1,509.50	\$ 1,577.43	\$ 1,648.41	
	HOURLY	\$ 17.2787	\$ 18.0562	\$ 18.8687	\$ 19.7178	\$ 20.6051	
36	YEARLY	\$ 36,838.12	\$ 38,495.83	\$ 40,228.14	\$ 42,038.41	\$ 43,930.14	\$ 45,907.00
	MONTHLY	\$ 3,069.84	\$ 3,207.99	\$ 3,352.35	\$ 3,503.20	\$ 3,660.84	\$ 3,825.58
	BI-WEEKLY	\$ 1,416.85	\$ 1,480.61	\$ 1,547.24	\$ 1,616.86	\$ 1,689.62	\$ 1,765.65
	HOURLY	\$ 17.7106	\$ 18.5076	\$ 19.3405	\$ 20.2108	\$ 21.1203	\$ 22.0707
37	YEARLY	\$ 37,736.61	\$ 39,434.76	\$ 41,209.32	\$ 43,063.74	\$ 45,001.61	
	MONTHLY	\$ 3,144.72	\$ 3,286.23	\$ 3,434.11	\$ 3,588.64	\$ 3,750.13	
	BI-WEEKLY	\$ 1,451.41	\$ 1,516.72	\$ 1,584.97	\$ 1,656.30	\$ 1,730.83	
	HOURLY	\$ 18.1426	\$ 18.9590	\$ 19.8122	\$ 20.7037	\$ 21.6354	
38	YEARLY	\$ 38,680.02	\$ 40,420.62	\$ 42,239.55	\$ 44,140.33	\$ 46,126.65	
	MONTHLY	\$ 3,223.34	\$ 3,368.39	\$ 3,519.96	\$ 3,678.36	\$ 3,843.89	
	BI-WEEKLY	\$ 1,487.69	\$ 1,554.64	\$ 1,624.60	\$ 1,697.71	\$ 1,774.10	
	HOURLY	\$ 18.5962	\$ 19.4330	\$ 20.3075	\$ 21.2213	\$ 22.1763	
39	YEARLY	\$ 39,623.44	\$ 41,406.49	\$ 43,269.79	\$ 45,216.93	\$ 47,251.69	
	MONTHLY	\$ 3,301.95	\$ 3,450.54	\$ 3,605.82	\$ 3,768.08	\$ 3,937.64	
	BI-WEEKLY	\$ 1,523.98	\$ 1,592.56	\$ 1,664.22	\$ 1,739.11	\$ 1,817.37	
	HOURLY	\$ 19.0497	\$ 19.9070	\$ 20.8028	\$ 21.7389	\$ 22.7172	
40	YEARLY	\$ 40,614.02	\$ 42,441.66	\$ 44,351.53	\$ 46,347.35	\$ 48,432.98	
	MONTHLY	\$ 3,384.50	\$ 3,536.80	\$ 3,695.96	\$ 3,862.28	\$ 4,036.08	
	BI-WEEKLY	\$ 1,562.08	\$ 1,632.37	\$ 1,705.83	\$ 1,782.59	\$ 1,862.81	
	HOURLY	\$ 19.5260	\$ 20.4046	\$ 21.3229	\$ 22.2824	\$ 23.2851	
41	YEARLY	\$ 41,604.61	\$ 43,476.82	\$ 45,433.27	\$ 47,477.77	\$ 49,614.27	
	MONTHLY	\$ 3,467.05	\$ 3,623.07	\$ 3,786.11	\$ 3,956.48	\$ 4,134.52	
	BI-WEEKLY	\$ 1,600.18	\$ 1,672.19	\$ 1,747.43	\$ 1,826.07	\$ 1,908.24	
	HOURLY	\$ 20.0022	\$ 20.9023	\$ 21.8429	\$ 22.8259	\$ 23.8530	
42	YEARLY	\$ 42,644.73	\$ 44,563.74	\$ 46,569.11	\$ 48,664.72	\$ 50,854.63	
	MONTHLY	\$ 3,553.73	\$ 3,713.64	\$ 3,880.76	\$ 4,055.39	\$ 4,237.89	
	BI-WEEKLY	\$ 1,640.18	\$ 1,713.99	\$ 1,791.12	\$ 1,871.72	\$ 1,955.95	
	HOURLY	\$ 20.5023	\$ 21.4249	\$ 22.3890	\$ 23.3965	\$ 24.4493	
43	YEARLY	\$ 43,684.84	\$ 45,650.66	\$ 47,704.94	\$ 49,851.66	\$ 52,094.99	
	MONTHLY	\$ 3,640.40	\$ 3,804.22	\$ 3,975.41	\$ 4,154.31	\$ 4,341.25	
	BI-WEEKLY	\$ 1,680.19	\$ 1,755.79	\$ 1,834.81	\$ 1,917.37	\$ 2,003.65	
	HOURLY	\$ 21.0023	\$ 21.9474	\$ 22.9351	\$ 23.9671	\$ 25.0457	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARLY	\$ 44,776.96	\$ 46,791.92	\$ 48,897.56	\$ 51,097.95	\$ 53,397.36
	MONTHLY	\$ 3,731.41	\$ 3,899.33	\$ 4,074.80	\$ 4,258.16	\$ 4,449.78
	BI-WEEKLY	\$ 1,722.19	\$ 1,799.69	\$ 1,880.68	\$ 1,965.31	\$ 2,053.74
	HOURLY	\$ 21.5274	\$ 22.4961	\$ 23.5084	\$ 24.5663	\$ 25.6718
45	YEARLY	\$ 45,869.08	\$ 47,933.19	\$ 50,090.19	\$ 52,344.24	\$ 54,699.73
	MONTHLY	\$ 3,822.42	\$ 3,994.43	\$ 4,174.18	\$ 4,362.02	\$ 4,558.31
	BI-WEEKLY	\$ 1,764.20	\$ 1,843.58	\$ 1,926.55	\$ 2,013.24	\$ 2,103.84
	HOURLY	\$ 22.0524	\$ 23.0448	\$ 24.0818	\$ 25.1655	\$ 26.2979
46	YEARLY	\$ 47,015.81	\$ 49,131.52	\$ 51,342.44	\$ 53,652.85	\$ 56,067.23
	MONTHLY	\$ 3,917.98	\$ 4,094.29	\$ 4,278.54	\$ 4,471.07	\$ 4,672.27
	BI-WEEKLY	\$ 1,808.30	\$ 1,889.67	\$ 1,974.71	\$ 2,063.57	\$ 2,156.43
	HOURLY	\$ 22.6038	\$ 23.6209	\$ 24.6839	\$ 25.7946	\$ 26.9554
47	YEARLY	\$ 48,162.54	\$ 50,329.85	\$ 52,594.69	\$ 54,961.46	\$ 57,434.72
	MONTHLY	\$ 4,013.54	\$ 4,194.15	\$ 4,382.89	\$ 4,580.12	\$ 4,786.23
	BI-WEEKLY	\$ 1,852.41	\$ 1,935.76	\$ 2,022.87	\$ 2,113.90	\$ 2,209.03
	HOURLY	\$ 23.1551	\$ 24.1970	\$ 25.2859	\$ 26.4238	\$ 27.6128
48	YEARLY	\$ 49,366.60	\$ 51,588.10	\$ 53,909.56	\$ 56,335.49	\$ 58,870.59
	MONTHLY	\$ 4,113.88	\$ 4,299.01	\$ 4,492.46	\$ 4,694.62	\$ 4,905.88
	BI-WEEKLY	\$ 1,898.72	\$ 1,984.16	\$ 2,073.44	\$ 2,166.75	\$ 2,264.25
	HOURLY	\$ 23.7339	\$ 24.8020	\$ 25.9181	\$ 27.0844	\$ 28.3032
49	YEARLY	\$ 50,570.66	\$ 52,846.34	\$ 55,224.43	\$ 57,709.53	\$ 60,306.46
	MONTHLY	\$ 4,214.22	\$ 4,403.86	\$ 4,602.04	\$ 4,809.13	\$ 5,025.54
	BI-WEEKLY	\$ 1,945.03	\$ 2,032.55	\$ 2,124.02	\$ 2,219.60	\$ 2,319.48
	HOURLY	\$ 24.3128	\$ 25.4069	\$ 26.5502	\$ 27.7450	\$ 28.9935
50	YEARLY	\$ 51,834.93	\$ 54,167.50	\$ 56,605.04	\$ 59,152.27	\$ 61,814.12
	MONTHLY	\$ 4,319.58	\$ 4,513.96	\$ 4,717.09	\$ 4,929.36	\$ 5,151.18
	BI-WEEKLY	\$ 1,993.65	\$ 2,083.37	\$ 2,177.12	\$ 2,275.09	\$ 2,377.47
	HOURLY	\$ 24.9206	\$ 26.0421	\$ 27.2140	\$ 28.4386	\$ 29.7183
51	YEARLY	\$ 53,099.20	\$ 55,488.66	\$ 57,985.65	\$ 60,595.00	\$ 63,321.78
	MONTHLY	\$ 4,424.93	\$ 4,624.06	\$ 4,832.14	\$ 5,049.58	\$ 5,276.81
	BI-WEEKLY	\$ 2,042.28	\$ 2,134.18	\$ 2,230.22	\$ 2,330.58	\$ 2,435.45
	HOURLY	\$ 25.5285	\$ 26.6772	\$ 27.8777	\$ 29.1322	\$ 30.4432
52	YEARLY	\$ 54,426.68	\$ 56,875.88	\$ 59,435.29	\$ 62,109.88	\$ 64,904.82
	MONTHLY	\$ 4,535.56	\$ 4,739.66	\$ 4,952.94	\$ 5,175.82	\$ 5,408.74
	BI-WEEKLY	\$ 2,093.33	\$ 2,187.53	\$ 2,285.97	\$ 2,388.84	\$ 2,496.34
	HOURLY	\$ 26.1667	\$ 27.3442	\$ 28.5747	\$ 29.8605	\$ 31.2042

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARLY	\$ 55,754.16	\$ 58,263.09	\$ 60,884.93	\$ 63,624.75	\$ 66,487.87
	MONTHLY	\$ 4,646.18	\$ 4,855.26	\$ 5,073.74	\$ 5,302.06	\$ 5,540.66
	BI-WEEKLY	\$ 2,144.39	\$ 2,240.89	\$ 2,341.73	\$ 2,447.11	\$ 2,557.23
	HOURLY	\$ 26.8049	\$ 28.0111	\$ 29.2716	\$ 30.5888	\$ 31.9653
54	YEARLY	\$ 57,148.01	\$ 59,719.67	\$ 62,407.06	\$ 65,215.37	\$ 68,150.07
	MONTHLY	\$ 4,762.33	\$ 4,976.64	\$ 5,200.59	\$ 5,434.61	\$ 5,679.17
	BI-WEEKLY	\$ 2,198.00	\$ 2,296.91	\$ 2,400.27	\$ 2,508.28	\$ 2,621.16
	HOURLY	\$ 27.4750	\$ 28.7114	\$ 30.0034	\$ 31.3535	\$ 32.7645
55	YEARLY	\$ 58,541.86	\$ 61,176.25	\$ 63,929.18	\$ 66,805.99	\$ 69,812.26
	MONTHLY	\$ 4,878.49	\$ 5,098.02	\$ 5,327.43	\$ 5,567.17	\$ 5,817.69
	BI-WEEKLY	\$ 2,251.61	\$ 2,352.93	\$ 2,458.81	\$ 2,569.46	\$ 2,685.09
	HOURLY	\$ 28.1451	\$ 29.4117	\$ 30.7352	\$ 32.1183	\$ 33.5636
56	YEARLY	\$ 60,005.41	\$ 62,705.65	\$ 65,527.41	\$ 68,476.14	\$ 71,557.57
	MONTHLY	\$ 5,000.45	\$ 5,225.47	\$ 5,460.62	\$ 5,706.35	\$ 5,963.13
	BI-WEEKLY	\$ 2,307.90	\$ 2,411.76	\$ 2,520.28	\$ 2,633.70	\$ 2,752.21
	HOURLY	\$ 28.8488	\$ 30.1469	\$ 31.5036	\$ 32.9212	\$ 34.4027
57	YEARLY	\$ 61,468.96	\$ 64,235.06	\$ 67,125.64	\$ 70,146.29	\$ 73,302.88
	MONTHLY	\$ 5,122.41	\$ 5,352.92	\$ 5,593.80	\$ 5,845.52	\$ 6,108.57
	BI-WEEKLY	\$ 2,364.19	\$ 2,470.58	\$ 2,581.76	\$ 2,697.93	\$ 2,819.34
	HOURLY	\$ 29.5524	\$ 30.8822	\$ 32.2719	\$ 33.7242	\$ 35.2418
58	YEARLY	\$ 63,005.68	\$ 65,840.94	\$ 68,803.78	\$ 71,899.95	\$ 75,135.45
	MONTHLY	\$ 5,250.47	\$ 5,486.74	\$ 5,733.65	\$ 5,991.66	\$ 6,261.29
	BI-WEEKLY	\$ 2,423.30	\$ 2,532.34	\$ 2,646.30	\$ 2,765.38	\$ 2,889.82
	HOURLY	\$ 30.2912	\$ 31.6543	\$ 33.0787	\$ 34.5673	\$ 36.1228
59	YEARLY	\$ 64,542.41	\$ 67,446.81	\$ 70,481.92	\$ 73,653.61	\$ 76,968.02
	MONTHLY	\$ 5,378.53	\$ 5,620.57	\$ 5,873.49	\$ 6,137.80	\$ 6,414.00
	BI-WEEKLY	\$ 2,482.40	\$ 2,594.11	\$ 2,710.84	\$ 2,832.83	\$ 2,960.31
	HOURLY	\$ 31.0300	\$ 32.4264	\$ 33.8855	\$ 35.4104	\$ 37.0039
60	YEARLY	\$ 66,155.97	\$ 69,132.98	\$ 72,243.97	\$ 75,494.95	\$ 78,892.22
	MONTHLY	\$ 5,513.00	\$ 5,761.08	\$ 6,020.33	\$ 6,291.25	\$ 6,574.35
	BI-WEEKLY	\$ 2,544.46	\$ 2,658.96	\$ 2,778.61	\$ 2,903.65	\$ 3,034.32
	HOURLY	\$ 31.8058	\$ 33.2370	\$ 34.7327	\$ 36.2956	\$ 37.9290
61	YEARLY	\$ 67,769.53	\$ 70,819.15	\$ 74,006.02	\$ 77,336.29	\$ 80,816.42
	MONTHLY	\$ 5,647.46	\$ 5,901.60	\$ 6,167.17	\$ 6,444.69	\$ 6,734.70
	BI-WEEKLY	\$ 2,606.52	\$ 2,723.81	\$ 2,846.39	\$ 2,974.47	\$ 3,108.32
	HOURLY	\$ 32.5815	\$ 34.0477	\$ 35.5798	\$ 37.1809	\$ 38.8540

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
62	YEARLY	\$	69,463.76	\$	72,589.63	\$	75,856.17	\$	79,269.69	\$	82,836.83
	MONTHLY	\$	5,788.65	\$	6,049.14	\$	6,321.35	\$	6,605.81	\$	6,903.07
	BI-WEEKLY	\$	2,671.68	\$	2,791.91	\$	2,917.54	\$	3,048.83	\$	3,186.03
	HOURLY	\$	33.3960	\$	34.8989	\$	36.4693	\$	38.1104	\$	39.8254
63	YEARLY	\$	71,158.00	\$	74,360.11	\$	77,706.32	\$	81,203.10	\$	84,857.24
	MONTHLY	\$	5,929.83	\$	6,196.68	\$	6,475.53	\$	6,766.93	\$	7,071.44
	BI-WEEKLY	\$	2,736.85	\$	2,860.00	\$	2,988.70	\$	3,123.20	\$	3,263.74
	HOURLY	\$	34.2106	\$	35.7501	\$	37.3588	\$	39.0400	\$	40.7968
64	YEARLY	\$	72,936.95	\$	76,219.12	\$	79,648.98	\$	83,233.18	\$	86,978.67
	MONTHLY	\$	6,078.08	\$	6,351.59	\$	6,637.41	\$	6,936.10	\$	7,248.22
	BI-WEEKLY	\$	2,805.27	\$	2,931.50	\$	3,063.42	\$	3,201.28	\$	3,345.33
	HOURLY	\$	35.0658	\$	36.6438	\$	38.2928	\$	40.0160	\$	41.8167
65	YEARLY	\$	74,715.90	\$	78,078.12	\$	81,591.63	\$	85,263.26	\$	89,100.10
	MONTHLY	\$	6,226.33	\$	6,506.51	\$	6,799.30	\$	7,105.27	\$	7,425.01
	BI-WEEKLY	\$	2,873.69	\$	3,003.00	\$	3,138.14	\$	3,279.36	\$	3,426.93
	HOURLY	\$	35.9211	\$	37.5376	\$	39.2267	\$	40.9920	\$	42.8366
66	YEARLY	\$	76,583.80	\$	80,030.07	\$	83,631.42	\$	87,394.84	\$	91,327.61
	MONTHLY	\$	6,381.98	\$	6,669.17	\$	6,969.29	\$	7,282.90	\$	7,610.63
	BI-WEEKLY	\$	2,945.53	\$	3,078.08	\$	3,216.59	\$	3,361.34	\$	3,512.60
	HOURLY	\$	36.8191	\$	38.4760	\$	40.2074	\$	42.0167	\$	43.9075
67	YEARLY	\$	78,451.70	\$	81,982.02	\$	85,671.21	\$	89,526.42	\$	93,555.11
	MONTHLY	\$	6,537.64	\$	6,831.84	\$	7,139.27	\$	7,460.53	\$	7,796.26
	BI-WEEKLY	\$	3,017.37	\$	3,153.15	\$	3,295.05	\$	3,443.32	\$	3,598.27
	HOURLY	\$	37.7172	\$	39.4144	\$	41.1881	\$	43.0415	\$	44.9784
68	YEARLY	\$	80,412.99	\$	84,031.57	\$	87,813.00	\$	91,764.58	\$	95,893.99
	MONTHLY	\$	6,701.08	\$	7,002.63	\$	7,317.75	\$	7,647.05	\$	7,991.17
	BI-WEEKLY	\$	3,092.81	\$	3,231.98	\$	3,377.42	\$	3,529.41	\$	3,688.23
	HOURLY	\$	38.6601	\$	40.3998	\$	42.2178	\$	44.1176	\$	46.1029
69	YEARLY	\$	82,374.28	\$	86,081.12	\$	89,954.78	\$	94,002.74	\$	98,232.86
	MONTHLY	\$	6,864.52	\$	7,173.43	\$	7,496.23	\$	7,833.56	\$	8,186.07
	BI-WEEKLY	\$	3,168.24	\$	3,310.81	\$	3,459.80	\$	3,615.49	\$	3,778.19
	HOURLY	\$	39.6030	\$	41.3852	\$	43.2475	\$	45.1936	\$	47.2273
70	YEARLY	\$	84,433.64	\$	88,233.15	\$	92,203.65	\$	96,352.81	\$	100,688.69
	MONTHLY	\$	7,036.14	\$	7,352.76	\$	7,683.64	\$	8,029.40	\$	8,390.72
	BI-WEEKLY	\$	3,247.45	\$	3,393.58	\$	3,546.29	\$	3,705.88	\$	3,872.64
	HOURLY	\$	40.5931	\$	42.4198	\$	44.3287	\$	46.3235	\$	48.4080

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 86,493.00	\$ 90,385.18	\$ 94,452.51	\$ 98,702.88	\$ 103,144.51
	MONTHLY	\$ 7,207.75	\$ 7,532.10	\$ 7,871.04	\$ 8,225.24	\$ 8,595.38
	BI-WEEKLY	\$ 3,326.65	\$ 3,476.35	\$ 3,632.79	\$ 3,796.26	\$ 3,967.10
	HOURLY	\$ 41.5832	\$ 43.4544	\$ 45.4099	\$ 47.4533	\$ 49.5887
72	YEARLY	\$ 88,655.32	\$ 92,644.81	\$ 96,813.83	\$ 101,170.45	\$ 105,723.12
	MONTHLY	\$ 7,387.94	\$ 7,720.40	\$ 8,067.82	\$ 8,430.87	\$ 8,810.26
	BI-WEEKLY	\$ 3,409.82	\$ 3,563.26	\$ 3,723.61	\$ 3,891.17	\$ 4,066.27
	HOURLY	\$ 42.6228	\$ 44.5408	\$ 46.5451	\$ 48.6396	\$ 50.8284
73	YEARLY	\$ 90,817.65	\$ 94,904.44	\$ 99,175.14	\$ 103,638.02	\$ 108,301.73
	MONTHLY	\$ 7,568.14	\$ 7,908.70	\$ 8,264.60	\$ 8,636.50	\$ 9,025.14
	BI-WEEKLY	\$ 3,492.99	\$ 3,650.17	\$ 3,814.43	\$ 3,986.08	\$ 4,165.45
	HOURLY	\$ 43.6623	\$ 45.6271	\$ 47.6804	\$ 49.8260	\$ 52.0681
74	YEARLY	\$ 93,088.09	\$ 97,277.05	\$ 101,654.52	\$ 106,228.97	\$ 111,009.28
	MONTHLY	\$ 7,757.34	\$ 8,106.42	\$ 8,471.21	\$ 8,852.41	\$ 9,250.77
	BI-WEEKLY	\$ 3,580.31	\$ 3,741.43	\$ 3,909.79	\$ 4,085.73	\$ 4,269.59
	HOURLY	\$ 44.7539	\$ 46.7678	\$ 48.8724	\$ 51.0716	\$ 53.3698
75	YEARLY	\$ 95,358.53	\$ 99,649.66	\$ 104,133.90	\$ 108,819.92	\$ 113,716.82
	MONTHLY	\$ 7,946.54	\$ 8,304.14	\$ 8,677.82	\$ 9,068.33	\$ 9,476.40
	BI-WEEKLY	\$ 3,667.64	\$ 3,832.68	\$ 4,005.15	\$ 4,185.38	\$ 4,373.72
	HOURLY	\$ 45.8454	\$ 47.9085	\$ 50.0644	\$ 52.3173	\$ 54.6715
76	YEARLY	\$ 97,742.49	\$ 102,140.90	\$ 106,737.24	\$ 111,540.42	\$ 116,559.74
	MONTHLY	\$ 8,145.21	\$ 8,511.74	\$ 8,894.77	\$ 9,295.04	\$ 9,713.31
	BI-WEEKLY	\$ 3,759.33	\$ 3,928.50	\$ 4,105.28	\$ 4,290.02	\$ 4,483.07
	HOURLY	\$ 46.9916	\$ 49.1062	\$ 51.3160	\$ 53.6252	\$ 56.0383
77	YEARLY	\$ 100,126.45	\$ 104,632.15	\$ 109,340.59	\$ 114,260.92	\$ 119,402.66
	MONTHLY	\$ 8,343.87	\$ 8,719.35	\$ 9,111.72	\$ 9,521.74	\$ 9,950.22
	BI-WEEKLY	\$ 3,851.02	\$ 4,024.31	\$ 4,205.41	\$ 4,394.65	\$ 4,592.41
	HOURLY	\$ 48.1377	\$ 50.3039	\$ 52.5676	\$ 54.9331	\$ 57.4051
78	YEARLY	\$ 102,629.62	\$ 107,247.95	\$ 112,074.11	\$ 117,117.44	\$ 122,387.73
	MONTHLY	\$ 8,552.47	\$ 8,937.33	\$ 9,339.51	\$ 9,759.79	\$ 10,198.98
	BI-WEEKLY	\$ 3,947.29	\$ 4,124.92	\$ 4,310.54	\$ 4,504.52	\$ 4,707.22
	HOURLY	\$ 49.3412	\$ 51.5615	\$ 53.8818	\$ 56.3065	\$ 58.8403
79	YEARLY	\$ 105,132.78	\$ 109,863.75	\$ 114,807.62	\$ 119,973.96	\$ 125,372.79
	MONTHLY	\$ 8,761.06	\$ 9,155.31	\$ 9,567.30	\$ 9,997.83	\$ 10,447.73
	BI-WEEKLY	\$ 4,043.57	\$ 4,225.53	\$ 4,415.68	\$ 4,614.38	\$ 4,822.03
	HOURLY	\$ 50.5446	\$ 52.8191	\$ 55.1960	\$ 57.6798	\$ 60.2754

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
80	YEARLY	\$ 107,761.10	\$ 112,610.35	\$ 117,677.81	\$ 122,973.31	\$ 128,507.11
	MONTHLY	\$ 8,980.09	\$ 9,384.20	\$ 9,806.48	\$ 10,247.78	\$ 10,708.93
	BI-WEEKLY	\$ 4,144.66	\$ 4,331.17	\$ 4,526.07	\$ 4,729.74	\$ 4,942.58
	HOURLY	\$ 51.8082	\$ 54.1396	\$ 56.5759	\$ 59.1218	\$ 61.7823
81	YEARLY	\$ 110,389.42	\$ 115,356.94	\$ 120,548.00	\$ 125,972.66	\$ 131,641.43
	MONTHLY	\$ 9,199.12	\$ 9,613.08	\$ 10,045.67	\$ 10,497.72	\$ 10,970.12
	BI-WEEKLY	\$ 4,245.75	\$ 4,436.81	\$ 4,636.46	\$ 4,845.10	\$ 5,063.13
	HOURLY	\$ 53.0718	\$ 55.4601	\$ 57.9558	\$ 60.5638	\$ 63.2892
82	YEARLY	\$ 113,149.15	\$ 118,240.86	\$ 123,561.70	\$ 129,121.98	\$ 134,932.47
	MONTHLY	\$ 9,429.10	\$ 9,853.41	\$ 10,296.81	\$ 10,760.16	\$ 11,244.37
	BI-WEEKLY	\$ 4,351.89	\$ 4,547.73	\$ 4,752.37	\$ 4,966.23	\$ 5,189.71
	HOURLY	\$ 54.3986	\$ 56.8466	\$ 59.4047	\$ 62.0779	\$ 64.8714
83	YEARLY	\$ 115,908.89	\$ 121,124.79	\$ 126,575.40	\$ 132,271.30	\$ 138,223.50
	MONTHLY	\$ 9,659.07	\$ 10,093.73	\$ 10,547.95	\$ 11,022.61	\$ 11,518.63
	BI-WEEKLY	\$ 4,458.03	\$ 4,658.65	\$ 4,868.28	\$ 5,087.36	\$ 5,316.29
	HOURLY	\$ 55.7254	\$ 58.2331	\$ 60.8536	\$ 63.5920	\$ 66.4536
84	YEARLY	\$ 118,806.61	\$ 124,152.91	\$ 129,739.79	\$ 135,578.08	\$ 141,679.09
	MONTHLY	\$ 9,900.55	\$ 10,346.08	\$ 10,811.65	\$ 11,298.17	\$ 11,806.59
	BI-WEEKLY	\$ 4,569.48	\$ 4,775.11	\$ 4,989.99	\$ 5,214.54	\$ 5,449.20
	HOURLY	\$ 57.1186	\$ 59.6889	\$ 62.3749	\$ 65.1818	\$ 68.1149
85	YEARLY	\$ 121,704.33	\$ 127,181.03	\$ 132,904.17	\$ 138,884.86	\$ 145,134.68
	MONTHLY	\$ 10,142.03	\$ 10,598.42	\$ 11,075.35	\$ 11,573.74	\$ 12,094.56
	BI-WEEKLY	\$ 4,680.94	\$ 4,891.58	\$ 5,111.70	\$ 5,341.73	\$ 5,582.10
	HOURLY	\$ 58.5117	\$ 61.1447	\$ 63.8962	\$ 66.7716	\$ 69.7763
86	YEARLY	\$ 124,746.94	\$ 130,360.55	\$ 136,226.78	\$ 142,356.98	\$ 148,763.05
	MONTHLY	\$ 10,395.58	\$ 10,863.38	\$ 11,352.23	\$ 11,863.08	\$ 12,396.92
	BI-WEEKLY	\$ 4,797.96	\$ 5,013.87	\$ 5,239.49	\$ 5,475.27	\$ 5,721.66
	HOURLY	\$ 59.9745	\$ 62.6733	\$ 65.4936	\$ 68.4409	\$ 71.5207
87	YEARLY	\$ 127,789.55	\$ 133,540.08	\$ 139,549.38	\$ 145,829.10	\$ 152,391.41
	MONTHLY	\$ 10,649.13	\$ 11,128.34	\$ 11,629.12	\$ 12,152.43	\$ 12,699.28
	BI-WEEKLY	\$ 4,914.98	\$ 5,136.16	\$ 5,367.28	\$ 5,608.81	\$ 5,861.21
	HOURLY	\$ 61.4373	\$ 64.2020	\$ 67.0910	\$ 70.1101	\$ 73.2651
88	YEARLY	\$ 130,984.29	\$ 136,878.58	\$ 143,038.12	\$ 149,474.83	\$ 156,201.20
	MONTHLY	\$ 10,915.36	\$ 11,406.55	\$ 11,919.84	\$ 12,456.24	\$ 13,016.77
	BI-WEEKLY	\$ 5,037.86	\$ 5,264.56	\$ 5,501.47	\$ 5,749.03	\$ 6,007.74
	HOURLY	\$ 62.9732	\$ 65.8070	\$ 68.7683	\$ 71.8629	\$ 75.0967

CITY OF SOLEDAD

CONFIDENTIAL
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2008 - 09

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	YEARLY	\$ 16,307.52	\$ 17,041.36	\$ 17,808.22	\$ 18,609.59	\$ 19,447.02	
	MONTHLY	\$ 1,358.96	\$ 1,420.11	\$ 1,484.02	\$ 1,550.80	\$ 1,620.59	
	BI-WEEKLY	\$ 627.21	\$ 655.44	\$ 684.93	\$ 715.75	\$ 747.96	
	HOURLY	\$ 7.84	\$ 8.19	\$ 8.56	\$ 8.95	\$ 9.35	
2	YEARLY	\$ 16,715.21	\$ 17,467.39	\$ 18,253.43	\$ 19,074.83	\$ 19,933.20	
	MONTHLY	\$ 1,392.93	\$ 1,455.62	\$ 1,521.12	\$ 1,589.57	\$ 1,661.10	
	BI-WEEKLY	\$ 642.89	\$ 671.82	\$ 702.05	\$ 733.65	\$ 766.66	
	HOURLY	\$ 8.04	\$ 8.40	\$ 8.78	\$ 9.17	\$ 9.58	
3	YEARLY	\$ 17,122.90	\$ 17,893.43	\$ 18,698.63	\$ 19,540.07	\$ 20,419.37	
	MONTHLY	\$ 1,426.91	\$ 1,491.12	\$ 1,558.22	\$ 1,628.34	\$ 1,701.61	
	BI-WEEKLY	\$ 658.57	\$ 688.21	\$ 719.18	\$ 751.54	\$ 785.36	
	HOURLY	\$ 8.23	\$ 8.60	\$ 8.99	\$ 9.39	\$ 9.82	
4	YEARLY	\$ 17,550.97	\$ 18,340.76	\$ 19,166.10	\$ 20,028.57	\$ 20,929.86	
	MONTHLY	\$ 1,462.58	\$ 1,528.40	\$ 1,597.17	\$ 1,669.05	\$ 1,744.15	
	BI-WEEKLY	\$ 675.04	\$ 705.41	\$ 737.16	\$ 770.33	\$ 804.99	
	HOURLY	\$ 8.44	\$ 8.82	\$ 9.21	\$ 9.63	\$ 10.06	
5	YEARLY	\$ 17,979.04	\$ 18,788.10	\$ 19,633.56	\$ 20,517.07	\$ 21,440.34	
	MONTHLY	\$ 1,498.25	\$ 1,565.67	\$ 1,636.13	\$ 1,709.76	\$ 1,786.70	
	BI-WEEKLY	\$ 691.50	\$ 722.62	\$ 755.14	\$ 789.12	\$ 824.63	
	HOURLY	\$ 8.64	\$ 9.03	\$ 9.44	\$ 9.86	\$ 10.31	
6	YEARLY	\$ 18,428.52	\$ 19,257.80	\$ 20,124.40	\$ 21,030.00	\$ 21,976.35	
	MONTHLY	\$ 1,535.71	\$ 1,604.82	\$ 1,677.03	\$ 1,752.50	\$ 1,831.36	
	BI-WEEKLY	\$ 708.79	\$ 740.68	\$ 774.02	\$ 808.85	\$ 845.24	
	HOURLY	\$ 8.86	\$ 9.26	\$ 9.68	\$ 10.11	\$ 10.57	
7	YEARLY	\$ 18,877.99	\$ 19,727.50	\$ 20,615.24	\$ 21,542.93	\$ 22,512.36	
	MONTHLY	\$ 1,573.17	\$ 1,643.96	\$ 1,717.94	\$ 1,795.24	\$ 1,876.03	
	BI-WEEKLY	\$ 726.08	\$ 758.75	\$ 792.89	\$ 828.57	\$ 865.86	
	HOURLY	\$ 9.08	\$ 9.48	\$ 9.91	\$ 10.36	\$ 10.82	
8	YEARLY	\$ 19,349.94	\$ 20,220.69	\$ 21,130.62	\$ 22,081.50	\$ 23,075.17	
	MONTHLY	\$ 1,612.50	\$ 1,685.06	\$ 1,760.89	\$ 1,840.12	\$ 1,922.93	
	BI-WEEKLY	\$ 744.23	\$ 777.72	\$ 812.72	\$ 849.29	\$ 887.51	
	HOURLY	\$ 9.30	\$ 9.72	\$ 10.16	\$ 10.62	\$ 11.09	
9	YEARLY	\$ 19,821.89	\$ 20,713.88	\$ 21,646.00	\$ 22,620.07	\$ 23,637.98	
	MONTHLY	\$ 1,651.82	\$ 1,726.16	\$ 1,803.83	\$ 1,885.01	\$ 1,969.83	
	BI-WEEKLY	\$ 762.38	\$ 796.69	\$ 832.54	\$ 870.00	\$ 909.15	
	HOURLY	\$ 9.53	\$ 9.96	\$ 10.41	\$ 10.88	\$ 11.36	

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
10	YEARLY	\$	20,317.44	\$	21,231.72	\$	22,187.15	\$	23,185.57	\$	24,228.93		
	MONTHLY	\$	1,693.12	\$	1,769.31	\$	1,848.93	\$	1,932.13	\$	2,019.08		
	BI-WEEKLY	\$	781.44	\$	816.60	\$	853.35	\$	891.75	\$	931.88		
	HOURLY	\$	9.77	\$	10.21	\$	10.67	\$	11.15	\$	11.65		
11	YEARLY	\$	20,812.99	\$	21,749.57	\$	22,728.30	\$	23,751.08	\$	24,819.87		
	MONTHLY	\$	1,734.42	\$	1,812.46	\$	1,894.03	\$	1,979.26	\$	2,068.32		
	BI-WEEKLY	\$	800.50	\$	836.52	\$	874.17	\$	913.50	\$	954.61		
	HOURLY	\$	10.01	\$	10.46	\$	10.93	\$	11.42	\$	11.93		
12	YEARLY	\$	21,333.31	\$	22,293.31	\$	23,296.51	\$	24,344.85	\$	25,440.37		
	MONTHLY	\$	1,777.78	\$	1,857.78	\$	1,941.38	\$	2,028.74	\$	2,120.03		
	BI-WEEKLY	\$	820.51	\$	857.44	\$	896.02	\$	936.34	\$	978.48		
	HOURLY	\$	10.26	\$	10.72	\$	11.20	\$	11.70	\$	12.23		
13	YEARLY	\$	21,853.64	\$	22,837.05	\$	23,864.72	\$	24,938.63	\$	26,060.87		
	MONTHLY	\$	1,821.14	\$	1,903.09	\$	1,988.73	\$	2,078.22	\$	2,171.74		
	BI-WEEKLY	\$	840.52	\$	878.35	\$	917.87	\$	959.18	\$	1,002.34		
	HOURLY	\$	10.51	\$	10.98	\$	11.47	\$	11.99	\$	12.53		
14	YEARLY	\$	22,399.98	\$	23,407.98	\$	24,461.34	\$	25,562.10	\$	26,712.39		
	MONTHLY	\$	1,866.66	\$	1,950.66	\$	2,038.44	\$	2,130.17	\$	2,226.03		
	BI-WEEKLY	\$	861.54	\$	900.31	\$	940.82	\$	983.16	\$	1,027.40		
	HOURLY	\$	10.77	\$	11.25	\$	11.76	\$	12.29	\$	12.84		
15	YEARLY	\$	22,946.32	\$	23,978.90	\$	25,057.95	\$	26,185.56	\$	27,363.91		
	MONTHLY	\$	1,912.19	\$	1,998.24	\$	2,088.16	\$	2,182.13	\$	2,280.33		
	BI-WEEKLY	\$	882.55	\$	922.27	\$	963.77	\$	1,007.14	\$	1,052.46		
	HOURLY	\$	11.03	\$	11.53	\$	12.05	\$	12.59	\$	13.16		
16	YEARLY	\$	23,519.98	\$	24,578.38	\$	25,684.40	\$	26,840.20	\$	28,048.01		
	MONTHLY	\$	1,960.00	\$	2,048.20	\$	2,140.37	\$	2,236.68	\$	2,337.33		
	BI-WEEKLY	\$	904.61	\$	945.32	\$	987.86	\$	1,032.32	\$	1,078.77		
	HOURLY	\$	11.31	\$	11.82	\$	12.35	\$	12.90	\$	13.48		
17	YEARLY	\$	24,093.63	\$	25,177.85	\$	26,310.85	\$	27,494.84	\$	28,732.11		
	MONTHLY	\$	2,007.80	\$	2,098.15	\$	2,192.57	\$	2,291.24	\$	2,394.34		
	BI-WEEKLY	\$	926.68	\$	968.38	\$	1,011.96	\$	1,057.49	\$	1,105.08		
	HOURLY	\$	11.58	\$	12.10	\$	12.65	\$	13.22	\$	13.81		
18	YEARLY	\$	24,695.98	\$	25,807.29	\$	26,968.62	\$	28,182.21	\$	29,450.41		
	MONTHLY	\$	2,058.00	\$	2,150.61	\$	2,247.39	\$	2,348.52	\$	2,454.20		
	BI-WEEKLY	\$	949.85	\$	992.59	\$	1,037.25	\$	1,083.93	\$	1,132.71		
	HOURLY	\$	11.87	\$	12.41	\$	12.97	\$	13.55	\$	14.16		
19	YEARLY	\$	25,298.32	\$	26,436.74	\$	27,626.39	\$	28,869.58	\$	30,168.71		
	MONTHLY	\$	2,108.19	\$	2,203.06	\$	2,302.20	\$	2,405.80	\$	2,514.06		
	BI-WEEKLY	\$	973.01	\$	1,016.80	\$	1,062.55	\$	1,110.37	\$	1,160.34		
	HOURLY	\$	12.16	\$	12.71	\$	13.28	\$	13.88	\$	14.50		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
20	YEARLY	\$	25,930.77	\$	27,097.66	\$	28,317.05	\$	29,591.32	\$	30,922.93		
	MONTHLY	\$	2,160.90	\$	2,258.14	\$	2,359.75	\$	2,465.94	\$	2,576.91		
	BI-WEEKLY	\$	997.34	\$	1,042.22	\$	1,089.12	\$	1,138.13	\$	1,189.34		
	HOURLY	\$	12.47	\$	13.03	\$	13.61	\$	14.23	\$	14.87		
21	YEARLY	\$	26,563.23	\$	27,758.58	\$	29,007.71	\$	30,313.06	\$	31,677.15		
	MONTHLY	\$	2,213.60	\$	2,313.21	\$	2,417.31	\$	2,526.09	\$	2,639.76		
	BI-WEEKLY	\$	1,021.66	\$	1,067.64	\$	1,115.68	\$	1,165.89	\$	1,218.35		
	HOURLY	\$	12.77	\$	13.35	\$	13.95	\$	14.57	\$	15.23		
22	YEARLY	\$	27,227.31	\$	28,452.54	\$	29,732.91	\$	31,070.89	\$	32,469.08		
	MONTHLY	\$	2,268.94	\$	2,371.05	\$	2,477.74	\$	2,589.24	\$	2,705.76		
	BI-WEEKLY	\$	1,047.20	\$	1,094.33	\$	1,143.57	\$	1,195.03	\$	1,248.81		
	HOURLY	\$	13.09	\$	13.68	\$	14.29	\$	14.94	\$	15.61		
23	YEARLY	\$	27,891.39	\$	29,146.51	\$	30,458.10	\$	31,828.71	\$	33,261.01		
	MONTHLY	\$	2,324.28	\$	2,428.88	\$	2,538.17	\$	2,652.39	\$	2,771.75		
	BI-WEEKLY	\$	1,072.75	\$	1,121.02	\$	1,171.47	\$	1,224.18	\$	1,279.27		
	HOURLY	\$	13.41	\$	14.01	\$	14.64	\$	15.30	\$	15.99		
24	YEARLY	\$	28,588.68	\$	29,875.17	\$	31,219.55	\$	32,624.43	\$	34,092.53		
	MONTHLY	\$	2,382.39	\$	2,489.60	\$	2,601.63	\$	2,718.70	\$	2,841.04		
	BI-WEEKLY	\$	1,099.56	\$	1,149.04	\$	1,200.75	\$	1,254.79	\$	1,311.25		
	HOURLY	\$	13.74	\$	14.36	\$	15.01	\$	15.68	\$	16.39		
25	YEARLY	\$	29,285.96	\$	30,603.83	\$	31,981.00	\$	33,420.15	\$	34,924.06		
	MONTHLY	\$	2,440.50	\$	2,550.32	\$	2,665.08	\$	2,785.01	\$	2,910.34		
	BI-WEEKLY	\$	1,126.38	\$	1,177.07	\$	1,230.04	\$	1,285.39	\$	1,343.23		
	HOURLY	\$	14.08	\$	14.71	\$	15.38	\$	16.07	\$	16.79		
26	YEARLY	\$	30,018.11	\$	31,368.93	\$	32,780.53	\$	34,255.65	\$	35,797.16		
	MONTHLY	\$	2,501.51	\$	2,614.08	\$	2,731.71	\$	2,854.64	\$	2,983.10		
	BI-WEEKLY	\$	1,154.54	\$	1,206.50	\$	1,260.79	\$	1,317.53	\$	1,376.81		
	HOURLY	\$	14.43	\$	15.08	\$	15.76	\$	16.47	\$	17.21		
27	YEARLY	\$	30,750.26	\$	32,134.02	\$	33,580.05	\$	35,091.16	\$	36,670.26		
	MONTHLY	\$	2,562.52	\$	2,677.84	\$	2,798.34	\$	2,924.26	\$	3,055.85		
	BI-WEEKLY	\$	1,182.70	\$	1,235.92	\$	1,291.54	\$	1,349.66	\$	1,410.39		
	HOURLY	\$	14.78	\$	15.45	\$	16.14	\$	16.87	\$	17.63		
28	YEARLY	\$	31,519.02	\$	32,937.37	\$	34,419.56	\$	35,968.44	\$	37,587.02		
	MONTHLY	\$	2,626.58	\$	2,744.78	\$	2,868.30	\$	2,997.37	\$	3,132.25		
	BI-WEEKLY	\$	1,212.27	\$	1,266.82	\$	1,323.83	\$	1,383.40	\$	1,445.65		
	HOURLY	\$	15.15	\$	15.84	\$	16.55	\$	17.29	\$	18.07		
29	YEARLY	\$	32,287.77	\$	33,740.72	\$	35,259.06	\$	36,845.71	\$	38,503.77		
	MONTHLY	\$	2,690.65	\$	2,811.73	\$	2,938.25	\$	3,070.48	\$	3,208.65		
	BI-WEEKLY	\$	1,241.84	\$	1,297.72	\$	1,356.12	\$	1,417.14	\$	1,480.91		
	HOURLY	\$	15.52	\$	16.22	\$	16.95	\$	17.71	\$	18.51		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
30	YEARLY	\$	33,094.97	\$	34,584.24	\$	36,140.53	\$	37,766.86	\$	39,466.37		
	MONTHLY	\$	2,757.91	\$	2,882.02	\$	3,011.71	\$	3,147.24	\$	3,288.86		
	BI-WEEKLY	\$	1,272.88	\$	1,330.16	\$	1,390.02	\$	1,452.57	\$	1,517.94		
	HOURLY	\$	15.91	\$	16.63	\$	17.38	\$	18.16	\$	18.97		
31	YEARLY	\$	33,902.16	\$	35,427.76	\$	37,022.01	\$	38,688.00	\$	40,428.96		
	MONTHLY	\$	2,825.18	\$	2,952.31	\$	3,085.17	\$	3,224.00	\$	3,369.08		
	BI-WEEKLY	\$	1,303.93	\$	1,362.61	\$	1,423.92	\$	1,488.00	\$	1,554.96		
	HOURLY	\$	16.30	\$	17.03	\$	17.80	\$	18.60	\$	19.44		
32	YEARLY	\$	34,749.72	\$	36,313.45	\$	37,947.56	\$	39,655.20	\$	41,439.68		
	MONTHLY	\$	2,895.81	\$	3,026.12	\$	3,162.30	\$	3,304.60	\$	3,453.31		
	BI-WEEKLY	\$	1,336.53	\$	1,396.67	\$	1,459.52	\$	1,525.20	\$	1,593.83		
	HOURLY	\$	16.71	\$	17.46	\$	18.24	\$	19.07	\$	19.92		
33	YEARLY	\$	35,597.27	\$	37,199.15	\$	38,873.11	\$	40,622.40	\$	42,450.41		
	MONTHLY	\$	2,966.44	\$	3,099.93	\$	3,239.43	\$	3,385.20	\$	3,537.53		
	BI-WEEKLY	\$	1,369.13	\$	1,430.74	\$	1,495.12	\$	1,562.40	\$	1,632.71		
	HOURLY	\$	17.11	\$	17.88	\$	18.69	\$	19.53	\$	20.41		
34	YEARLY	\$	36,487.20	\$	38,129.13	\$	39,844.94	\$	41,637.96	\$	43,511.67		
	MONTHLY	\$	3,040.60	\$	3,177.43	\$	3,320.41	\$	3,469.83	\$	3,625.97		
	BI-WEEKLY	\$	1,403.35	\$	1,466.50	\$	1,532.50	\$	1,601.46	\$	1,673.53		
	HOURLY	\$	17.54	\$	18.33	\$	19.16	\$	20.02	\$	20.92		
35	YEARLY	\$	37,377.14	\$	39,059.11	\$	40,816.77	\$	42,653.52	\$	44,572.93		
	MONTHLY	\$	3,114.76	\$	3,254.93	\$	3,401.40	\$	3,554.46	\$	3,714.41		
	BI-WEEKLY	\$	1,437.58	\$	1,502.27	\$	1,569.88	\$	1,640.52	\$	1,714.34		
	HOURLY	\$	17.97	\$	18.78	\$	19.62	\$	20.51	\$	21.43		
36	YEARLY	\$	38,311.56	\$	40,035.58	\$	41,837.19	\$	43,719.86	\$	45,687.25	\$	47,743.18
	MONTHLY	\$	3,192.63	\$	3,336.30	\$	3,486.43	\$	3,643.32	\$	3,807.27	\$	3,978.60
	BI-WEEKLY	\$	1,473.52	\$	1,539.83	\$	1,609.12	\$	1,681.53	\$	1,757.20	\$	1,836.28
	HOURLY	\$	18.42	\$	19.25	\$	20.11	\$	21.02	\$	21.97	\$	22.95
37	YEARLY	\$	39,245.99	\$	41,012.06	\$	42,857.60	\$	44,786.20	\$	46,801.58		
	MONTHLY	\$	3,270.50	\$	3,417.67	\$	3,571.47	\$	3,732.18	\$	3,900.13		
	BI-WEEKLY	\$	1,509.46	\$	1,577.39	\$	1,648.37	\$	1,722.55	\$	1,800.06		
	HOURLY	\$	18.87	\$	19.72	\$	20.60	\$	21.53	\$	22.50		
38	YEARLY	\$	40,227.14	\$	42,037.36	\$	43,929.04	\$	45,905.85	\$	47,971.61		
	MONTHLY	\$	3,352.26	\$	3,503.11	\$	3,660.75	\$	3,825.49	\$	3,997.63		
	BI-WEEKLY	\$	1,547.20	\$	1,616.82	\$	1,689.58	\$	1,765.61	\$	1,845.06		
	HOURLY	\$	19.34	\$	20.21	\$	21.12	\$	22.07	\$	23.06		
39	YEARLY	\$	41,208.29	\$	43,062.66	\$	45,000.48	\$	47,025.51	\$	49,141.65		
	MONTHLY	\$	3,434.02	\$	3,588.56	\$	3,750.04	\$	3,918.79	\$	4,095.14		
	BI-WEEKLY	\$	1,584.93	\$	1,656.26	\$	1,730.79	\$	1,808.67	\$	1,890.06		
	HOURLY	\$	19.81	\$	20.70	\$	21.63	\$	22.61	\$	23.63		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
40	YEARLY	\$	42,238.50	\$	44,139.23	\$	46,125.50	\$	48,201.14	\$	50,370.20		
	MONTHLY	\$	3,519.87	\$	3,678.27	\$	3,843.79	\$	4,016.76	\$	4,197.52		
	BI-WEEKLY	\$	1,624.56	\$	1,697.66	\$	1,774.06	\$	1,853.89	\$	1,937.32		
	HOURLY	\$	20.31	\$	21.22	\$	22.18	\$	23.17	\$	24.22		
41	YEARLY	\$	43,268.71	\$	45,215.80	\$	47,250.51	\$	49,376.78	\$	51,598.74		
	MONTHLY	\$	3,605.73	\$	3,767.98	\$	3,937.54	\$	4,114.73	\$	4,299.89		
	BI-WEEKLY	\$	1,664.18	\$	1,739.07	\$	1,817.33	\$	1,899.11	\$	1,984.57		
	HOURLY	\$	20.80	\$	21.74	\$	22.72	\$	23.74	\$	24.81		
42	YEARLY	\$	44,350.42	\$	46,346.19	\$	48,431.77	\$	50,611.20	\$	52,888.71		
	MONTHLY	\$	3,695.87	\$	3,862.18	\$	4,035.98	\$	4,217.60	\$	4,407.39		
	BI-WEEKLY	\$	1,705.79	\$	1,782.55	\$	1,862.76	\$	1,946.58	\$	2,034.18		
	HOURLY	\$	21.32	\$	22.28	\$	23.28	\$	24.33	\$	25.43		
43	YEARLY	\$	45,432.14	\$	47,476.59	\$	49,613.03	\$	51,845.62	\$	54,178.67		
	MONTHLY	\$	3,786.01	\$	3,956.38	\$	4,134.42	\$	4,320.47	\$	4,514.89		
	BI-WEEKLY	\$	1,747.39	\$	1,826.02	\$	1,908.19	\$	1,994.06	\$	2,083.80		
	HOURLY	\$	21.84	\$	22.83	\$	23.85	\$	24.93	\$	26.05		
44	YEARLY	\$	46,567.94	\$	48,663.50	\$	50,853.36	\$	53,141.76	\$	55,533.14		
	MONTHLY	\$	3,880.66	\$	4,055.29	\$	4,237.78	\$	4,428.48	\$	4,627.76		
	BI-WEEKLY	\$	1,791.07	\$	1,871.67	\$	1,955.90	\$	2,043.91	\$	2,135.89		
	HOURLY	\$	22.39	\$	23.40	\$	24.45	\$	25.55	\$	26.70		
45	YEARLY	\$	47,703.75	\$	49,850.42	\$	52,093.69	\$	54,437.90	\$	56,887.61		
	MONTHLY	\$	3,975.31	\$	4,154.20	\$	4,341.14	\$	4,536.49	\$	4,740.63		
	BI-WEEKLY	\$	1,834.76	\$	1,917.32	\$	2,003.60	\$	2,093.77	\$	2,187.98		
	HOURLY	\$	22.93	\$	23.97	\$	25.05	\$	26.17	\$	27.35		
46	YEARLY	\$	48,896.34	\$	51,096.68	\$	53,396.03	\$	55,798.85	\$	58,309.80		
	MONTHLY	\$	4,074.70	\$	4,258.06	\$	4,449.67	\$	4,649.90	\$	4,859.15		
	BI-WEEKLY	\$	1,880.63	\$	1,965.26	\$	2,053.69	\$	2,146.11	\$	2,242.68		
	HOURLY	\$	23.51	\$	24.57	\$	25.67	\$	26.83	\$	28.03		
47	YEARLY	\$	50,088.94	\$	52,342.94	\$	54,698.37	\$	57,159.80	\$	59,731.99		
	MONTHLY	\$	4,174.08	\$	4,361.91	\$	4,558.20	\$	4,763.32	\$	4,977.67		
	BI-WEEKLY	\$	1,926.50	\$	2,013.19	\$	2,103.78	\$	2,198.45	\$	2,297.38		
	HOURLY	\$	24.08	\$	25.16	\$	26.30	\$	27.48	\$	28.72		
48	YEARLY	\$	51,341.16	\$	53,651.51	\$	56,065.83	\$	58,588.79	\$	61,225.29		
	MONTHLY	\$	4,278.43	\$	4,470.96	\$	4,672.15	\$	4,882.40	\$	5,102.11		
	BI-WEEKLY	\$	1,974.66	\$	2,063.52	\$	2,156.38	\$	2,253.42	\$	2,354.82		
	HOURLY	\$	24.68	\$	25.79	\$	26.95	\$	28.17	\$	29.44		
49	YEARLY	\$	52,593.38	\$	54,960.08	\$	57,433.29	\$	60,017.79	\$	62,718.59		
	MONTHLY	\$	4,382.78	\$	4,580.01	\$	4,786.11	\$	5,001.48	\$	5,226.55		
	BI-WEEKLY	\$	2,022.82	\$	2,113.85	\$	2,208.97	\$	2,308.38	\$	2,412.25		
	HOURLY	\$	25.29	\$	26.42	\$	27.61	\$	28.85	\$	30.15		

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
50	YEARLY	\$ 53,908.22	\$ 56,334.09	\$ 58,869.12	\$ 61,518.23	\$ 64,286.55	
	MONTHLY	\$ 4,492.35	\$ 4,694.51	\$ 4,905.76	\$ 5,126.52	\$ 5,357.21	
	BI-WEEKLY	\$ 2,073.39	\$ 2,166.70	\$ 2,264.20	\$ 2,366.09	\$ 2,472.56	
	HOURLY	\$ 25.92	\$ 27.08	\$ 28.30	\$ 29.58	\$ 30.91	
51	YEARLY	\$ 55,223.05	\$ 57,708.09	\$ 60,304.95	\$ 63,018.68	\$ 65,854.52	
	MONTHLY	\$ 4,601.92	\$ 4,809.01	\$ 5,025.41	\$ 5,251.56	\$ 5,487.88	
	BI-WEEKLY	\$ 2,123.96	\$ 2,219.54	\$ 2,319.42	\$ 2,423.80	\$ 2,532.87	
	HOURLY	\$ 26.55	\$ 27.74	\$ 28.99	\$ 30.30	\$ 31.66	
52	YEARLY	\$ 56,603.63	\$ 59,150.79	\$ 61,812.58	\$ 64,594.14	\$ 67,500.88	
	MONTHLY	\$ 4,716.97	\$ 4,929.23	\$ 5,151.05	\$ 5,382.85	\$ 5,625.07	
	BI-WEEKLY	\$ 2,177.06	\$ 2,275.03	\$ 2,377.41	\$ 2,484.39	\$ 2,596.19	
	HOURLY	\$ 27.21	\$ 28.44	\$ 29.72	\$ 31.05	\$ 32.45	
53	YEARLY	\$ 57,984.20	\$ 60,593.49	\$ 63,320.20	\$ 66,169.61	\$ 69,147.24	
	MONTHLY	\$ 4,832.02	\$ 5,049.46	\$ 5,276.68	\$ 5,514.13	\$ 5,762.27	
	BI-WEEKLY	\$ 2,230.16	\$ 2,330.52	\$ 2,435.39	\$ 2,544.98	\$ 2,659.51	
	HOURLY	\$ 27.88	\$ 29.13	\$ 30.44	\$ 31.81	\$ 33.24	
54	YEARLY	\$ 59,433.81	\$ 62,108.33	\$ 64,903.21	\$ 67,823.85	\$ 70,875.92	
	MONTHLY	\$ 4,952.82	\$ 5,175.69	\$ 5,408.60	\$ 5,651.99	\$ 5,906.33	
	BI-WEEKLY	\$ 2,285.92	\$ 2,388.78	\$ 2,496.28	\$ 2,608.61	\$ 2,726.00	
	HOURLY	\$ 28.57	\$ 29.86	\$ 31.20	\$ 32.61	\$ 34.07	
55	YEARLY	\$ 60,883.41	\$ 63,623.17	\$ 66,486.21	\$ 69,478.09	\$ 72,604.60	
	MONTHLY	\$ 5,073.62	\$ 5,301.93	\$ 5,540.52	\$ 5,789.84	\$ 6,050.38	
	BI-WEEKLY	\$ 2,341.67	\$ 2,447.04	\$ 2,557.16	\$ 2,672.23	\$ 2,792.48	
	HOURLY	\$ 29.27	\$ 30.59	\$ 31.96	\$ 33.40	\$ 34.91	
56	YEARLY	\$ 62,405.50	\$ 65,213.75	\$ 68,148.37	\$ 71,215.04	\$ 74,419.72	
	MONTHLY	\$ 5,200.46	\$ 5,434.48	\$ 5,679.03	\$ 5,934.59	\$ 6,201.64	
	BI-WEEKLY	\$ 2,400.21	\$ 2,508.22	\$ 2,621.09	\$ 2,739.04	\$ 2,862.30	
	HOURLY	\$ 30.00	\$ 31.35	\$ 32.76	\$ 34.24	\$ 35.78	
57	YEARLY	\$ 63,927.59	\$ 66,804.33	\$ 69,810.52	\$ 72,951.99	\$ 76,234.83	
	MONTHLY	\$ 5,327.30	\$ 5,567.03	\$ 5,817.54	\$ 6,079.33	\$ 6,352.90	
	BI-WEEKLY	\$ 2,458.75	\$ 2,569.40	\$ 2,685.02	\$ 2,805.85	\$ 2,932.11	
	HOURLY	\$ 30.73	\$ 32.12	\$ 33.56	\$ 35.07	\$ 36.65	
58	YEARLY	\$ 65,525.77	\$ 68,474.43	\$ 71,555.78	\$ 74,775.79	\$ 78,140.71	
	MONTHLY	\$ 5,460.48	\$ 5,706.20	\$ 5,962.98	\$ 6,231.32	\$ 6,511.73	
	BI-WEEKLY	\$ 2,520.22	\$ 2,633.63	\$ 2,752.15	\$ 2,875.99	\$ 3,005.41	
	HOURLY	\$ 31.50	\$ 32.92	\$ 34.40	\$ 35.95	\$ 37.57	
59	YEARLY	\$ 67,123.96	\$ 70,144.54	\$ 73,301.05	\$ 76,599.59	\$ 80,046.58	
	MONTHLY	\$ 5,593.66	\$ 5,845.38	\$ 6,108.42	\$ 6,383.30	\$ 6,670.55	
	BI-WEEKLY	\$ 2,581.69	\$ 2,697.87	\$ 2,819.27	\$ 2,946.14	\$ 3,078.71	
	HOURLY	\$ 32.27	\$ 33.72	\$ 35.24	\$ 36.83	\$ 38.48	

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
60	YEARLY	\$	68,802.06	\$	71,898.16	\$	75,133.57	\$	78,514.58	\$	82,047.74		
	MONTHLY	\$	5,733.51	\$	5,991.51	\$	6,261.13	\$	6,542.88	\$	6,837.31		
	BI-WEEKLY	\$	2,646.23	\$	2,765.31	\$	2,889.75	\$	3,019.79	\$	3,155.68		
	HOURLY	\$	33.08	\$	34.57	\$	36.12	\$	37.75	\$	39.45		
61	YEARLY	\$	70,480.16	\$	73,651.77	\$	76,966.10	\$	80,429.57	\$	84,048.91		
	MONTHLY	\$	5,873.35	\$	6,137.65	\$	6,413.84	\$	6,702.46	\$	7,004.08		
	BI-WEEKLY	\$	2,710.78	\$	2,832.76	\$	2,960.23	\$	3,093.45	\$	3,232.65		
	HOURLY	\$	33.88	\$	35.41	\$	37.00	\$	38.67	\$	40.41		
62	YEARLY	\$	72,242.17	\$	75,493.06	\$	78,890.25	\$	82,440.31	\$	86,150.13		
	MONTHLY	\$	6,020.18	\$	6,291.09	\$	6,574.19	\$	6,870.03	\$	7,179.18		
	BI-WEEKLY	\$	2,778.54	\$	2,903.58	\$	3,034.24	\$	3,170.78	\$	3,313.47		
	HOURLY	\$	34.73	\$	36.29	\$	37.93	\$	39.63	\$	41.42		
63	YEARLY	\$	74,004.17	\$	77,334.36	\$	80,814.40	\$	84,451.05	\$	88,251.35		
	MONTHLY	\$	6,167.01	\$	6,444.53	\$	6,734.53	\$	7,037.59	\$	7,354.28		
	BI-WEEKLY	\$	2,846.31	\$	2,974.40	\$	3,108.25	\$	3,248.12	\$	3,394.28		
	HOURLY	\$	35.58	\$	37.18	\$	38.85	\$	40.60	\$	42.43		
64	YEARLY	\$	75,854.28	\$	79,267.72	\$	82,834.76	\$	86,562.33	\$	90,457.63		
	MONTHLY	\$	6,321.19	\$	6,605.64	\$	6,902.90	\$	7,213.53	\$	7,538.14		
	BI-WEEKLY	\$	2,917.47	\$	3,048.76	\$	3,185.95	\$	3,329.32	\$	3,479.14		
	HOURLY	\$	36.47	\$	38.11	\$	39.82	\$	41.62	\$	43.49		
65	YEARLY	\$	77,704.38	\$	81,201.08	\$	84,855.12	\$	88,673.61	\$	92,663.92		
	MONTHLY	\$	6,475.36	\$	6,766.76	\$	7,071.26	\$	7,389.47	\$	7,721.99		
	BI-WEEKLY	\$	2,988.63	\$	3,123.12	\$	3,263.66	\$	3,410.52	\$	3,564.00		
	HOURLY	\$	37.36	\$	39.04	\$	40.80	\$	42.63	\$	44.55		
66	YEARLY	\$	79,646.99	\$	83,231.10	\$	86,976.50	\$	90,890.45	\$	94,980.52		
	MONTHLY	\$	6,637.25	\$	6,935.93	\$	7,248.04	\$	7,574.20	\$	7,915.04		
	BI-WEEKLY	\$	3,063.35	\$	3,201.20	\$	3,345.25	\$	3,495.79	\$	3,653.10		
	HOURLY	\$	38.29	\$	40.01	\$	41.82	\$	43.70	\$	45.66		
67	YEARLY	\$	81,589.60	\$	85,261.13	\$	89,097.88	\$	93,107.29	\$	97,297.11		
	MONTHLY	\$	6,799.13	\$	7,105.09	\$	7,424.82	\$	7,758.94	\$	8,108.09		
	BI-WEEKLY	\$	3,138.06	\$	3,279.27	\$	3,426.84	\$	3,581.05	\$	3,742.20		
	HOURLY	\$	39.23	\$	40.99	\$	42.84	\$	44.76	\$	46.78		
68	YEARLY	\$	83,629.34	\$	87,392.66	\$	91,325.33	\$	95,434.97	\$	99,729.54		
	MONTHLY	\$	6,969.11	\$	7,282.72	\$	7,610.44	\$	7,952.91	\$	8,310.80		
	BI-WEEKLY	\$	3,216.51	\$	3,361.26	\$	3,512.51	\$	3,670.58	\$	3,835.75		
	HOURLY	\$	40.21	\$	42.02	\$	43.91	\$	45.88	\$	47.95		
69	YEARLY	\$	85,669.08	\$	89,524.19	\$	93,552.78	\$	97,762.65	\$	102,161.97		
	MONTHLY	\$	7,139.09	\$	7,460.35	\$	7,796.06	\$	8,146.89	\$	8,513.50		
	BI-WEEKLY	\$	3,294.96	\$	3,443.24	\$	3,598.18	\$	3,760.10	\$	3,929.31		
	HOURLY	\$	41.19	\$	43.04	\$	44.98	\$	47.00	\$	49.12		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
70	YEARLY	\$	87,810.81	\$	91,762.29	\$	95,891.59	\$	100,206.72	\$	104,716.02		
	MONTHLY	\$	7,317.57	\$	7,646.86	\$	7,990.97	\$	8,350.56	\$	8,726.33		
	BI-WEEKLY	\$	3,377.34	\$	3,529.32	\$	3,688.14	\$	3,854.10	\$	4,027.54		
	HOURLY	\$	42.22	\$	44.12	\$	46.10	\$	48.18	\$	50.34		
71	YEARLY	\$	89,952.53	\$	94,000.40	\$	98,230.41	\$	102,650.78	\$	107,270.07		
	MONTHLY	\$	7,496.04	\$	7,833.37	\$	8,185.87	\$	8,554.23	\$	8,939.17		
	BI-WEEKLY	\$	3,459.71	\$	3,615.40	\$	3,778.09	\$	3,948.11	\$	4,125.77		
	HOURLY	\$	43.25	\$	45.19	\$	47.23	\$	49.35	\$	51.57		
72	YEARLY	\$	92,201.35	\$	96,350.41	\$	100,686.17	\$	105,217.05	\$	109,951.82		
	MONTHLY	\$	7,683.45	\$	8,029.20	\$	8,390.51	\$	8,768.09	\$	9,162.65		
	BI-WEEKLY	\$	3,546.21	\$	3,705.78	\$	3,872.55	\$	4,046.81	\$	4,228.92		
	HOURLY	\$	44.33	\$	46.32	\$	48.41	\$	50.59	\$	52.86		
73	YEARLY	\$	94,450.16	\$	98,700.42	\$	103,141.93	\$	107,783.32	\$	112,633.57		
	MONTHLY	\$	7,870.85	\$	8,225.03	\$	8,595.16	\$	8,981.94	\$	9,386.13		
	BI-WEEKLY	\$	3,632.70	\$	3,796.17	\$	3,967.00	\$	4,145.51	\$	4,332.06		
	HOURLY	\$	45.41	\$	47.45	\$	49.59	\$	51.82	\$	54.15		
74	YEARLY	\$	96,811.41	\$	101,167.93	\$	105,720.48	\$	110,477.90	\$	115,449.41		
	MONTHLY	\$	8,067.62	\$	8,430.66	\$	8,810.04	\$	9,206.49	\$	9,620.78		
	BI-WEEKLY	\$	3,723.52	\$	3,891.07	\$	4,066.17	\$	4,249.15	\$	4,440.36		
	HOURLY	\$	46.54	\$	48.64	\$	50.83	\$	53.11	\$	55.50		
75	YEARLY	\$	99,172.67	\$	103,635.44	\$	108,299.03	\$	113,172.49	\$	118,265.25		
	MONTHLY	\$	8,264.39	\$	8,636.29	\$	9,024.92	\$	9,431.04	\$	9,855.44		
	BI-WEEKLY	\$	3,814.33	\$	3,985.98	\$	4,165.35	\$	4,352.79	\$	4,548.66		
	HOURLY	\$	47.68	\$	49.82	\$	52.07	\$	54.41	\$	56.86		
76	YEARLY	\$	101,651.98	\$	106,226.32	\$	111,006.51	\$	116,001.80	\$	121,221.88		
	MONTHLY	\$	8,471.00	\$	8,852.19	\$	9,250.54	\$	9,666.82	\$	10,101.82		
	BI-WEEKLY	\$	3,909.69	\$	4,085.63	\$	4,269.48	\$	4,461.61	\$	4,662.38		
	HOURLY	\$	48.87	\$	51.07	\$	53.37	\$	55.77	\$	58.28		
77	YEARLY	\$	104,131.30	\$	108,817.21	\$	113,713.98	\$	118,831.11	\$	124,178.51		
	MONTHLY	\$	8,677.61	\$	9,068.10	\$	9,476.17	\$	9,902.59	\$	10,348.21		
	BI-WEEKLY	\$	4,005.05	\$	4,185.28	\$	4,373.61	\$	4,570.43	\$	4,776.10		
	HOURLY	\$	50.06	\$	52.32	\$	54.67	\$	57.13	\$	59.70		
78	YEARLY	\$	106,734.58	\$	111,537.64	\$	116,556.83	\$	121,801.89	\$	127,282.98		
	MONTHLY	\$	8,894.55	\$	9,294.80	\$	9,713.07	\$	10,150.16	\$	10,606.91		
	BI-WEEKLY	\$	4,105.18	\$	4,289.91	\$	4,482.96	\$	4,684.69	\$	4,895.50		
	HOURLY	\$	51.31	\$	53.62	\$	56.04	\$	58.56	\$	61.19		
79	YEARLY	\$	109,337.87	\$	114,258.07	\$	119,399.68	\$	124,772.67	\$	130,387.44		
	MONTHLY	\$	9,111.49	\$	9,521.51	\$	9,949.97	\$	10,397.72	\$	10,865.62		
	BI-WEEKLY	\$	4,205.30	\$	4,394.54	\$	4,592.30	\$	4,798.95	\$	5,014.90		
	HOURLY	\$	52.57	\$	54.93	\$	57.40	\$	59.99	\$	62.69		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
80	YEARLY	\$	112,071.31	\$	117,114.52	\$	122,384.67	\$	127,891.98	\$	133,647.12		
	MONTHLY	\$	9,339.28	\$	9,759.54	\$	10,198.72	\$	10,657.67	\$	11,137.26		
	BI-WEEKLY	\$	4,310.44	\$	4,504.40	\$	4,707.10	\$	4,918.92	\$	5,140.27		
	HOURLY	\$	53.88	\$	56.31	\$	58.84	\$	61.49	\$	64.25		
81	YEARLY	\$	114,804.76	\$	119,970.97	\$	125,369.67	\$	131,011.30	\$	136,906.81		
	MONTHLY	\$	9,567.06	\$	9,997.58	\$	10,447.47	\$	10,917.61	\$	11,408.90		
	BI-WEEKLY	\$	4,415.57	\$	4,614.27	\$	4,821.91	\$	5,038.90	\$	5,265.65		
	HOURLY	\$	55.19	\$	57.68	\$	60.27	\$	62.99	\$	65.82		
82	YEARLY	\$	117,674.88	\$	122,970.25	\$	128,503.91	\$	134,286.58	\$	140,329.48		
	MONTHLY	\$	9,806.24	\$	10,247.52	\$	10,708.66	\$	11,190.55	\$	11,694.12		
	BI-WEEKLY	\$	4,525.96	\$	4,729.62	\$	4,942.46	\$	5,164.87	\$	5,397.29		
	HOURLY	\$	56.57	\$	59.12	\$	61.78	\$	64.56	\$	67.47		
83	YEARLY	\$	120,545.00	\$	125,969.52	\$	131,638.15	\$	137,561.87	\$	143,752.15		
	MONTHLY	\$	10,045.42	\$	10,497.46	\$	10,969.85	\$	11,463.49	\$	11,979.35		
	BI-WEEKLY	\$	4,636.35	\$	4,844.98	\$	5,063.01	\$	5,290.84	\$	5,528.93		
	HOURLY	\$	57.95	\$	60.56	\$	63.29	\$	66.14	\$	69.11		
84	YEARLY	\$	123,558.62	\$	129,118.76	\$	134,929.10	\$	141,000.91	\$	147,345.95		
	MONTHLY	\$	10,296.55	\$	10,759.90	\$	11,244.09	\$	11,750.08	\$	12,278.83		
	BI-WEEKLY	\$	4,752.25	\$	4,966.11	\$	5,189.58	\$	5,423.11	\$	5,667.15		
	HOURLY	\$	59.40	\$	62.08	\$	64.87	\$	67.79	\$	70.84		
85	YEARLY	\$	126,572.25	\$	132,268.00	\$	138,220.06	\$	144,439.96	\$	150,939.76		
	MONTHLY	\$	10,547.69	\$	11,022.33	\$	11,518.34	\$	12,036.66	\$	12,578.31		
	BI-WEEKLY	\$	4,868.16	\$	5,087.23	\$	5,316.16	\$	5,555.38	\$	5,805.38		
	HOURLY	\$	60.85	\$	63.59	\$	66.45	\$	69.44	\$	72.57		
86	YEARLY	\$	129,736.55	\$	135,574.70	\$	141,675.56	\$	148,050.96	\$	154,713.25		
	MONTHLY	\$	10,811.38	\$	11,297.89	\$	11,806.30	\$	12,337.58	\$	12,892.77		
	BI-WEEKLY	\$	4,989.87	\$	5,214.41	\$	5,449.06	\$	5,694.27	\$	5,950.51		
	HOURLY	\$	62.37	\$	65.18	\$	68.11	\$	71.18	\$	74.38		
87	YEARLY	\$	132,900.86	\$	138,881.40	\$	145,131.06	\$	151,661.96	\$	158,486.75		
	MONTHLY	\$	11,075.07	\$	11,573.45	\$	12,094.25	\$	12,638.50	\$	13,207.23		
	BI-WEEKLY	\$	5,111.57	\$	5,341.59	\$	5,581.96	\$	5,833.15	\$	6,095.64		
	HOURLY	\$	63.89	\$	66.77	\$	69.77	\$	72.91	\$	76.20		
88	YEARLY	\$	136,223.38	\$	142,353.43	\$	148,759.34	\$	155,453.51	\$	162,448.91		
	MONTHLY	\$	11,351.95	\$	11,862.79	\$	12,396.61	\$	12,954.46	\$	13,537.41		
	BI-WEEKLY	\$	5,239.36	\$	5,475.13	\$	5,721.51	\$	5,978.98	\$	6,248.04		
	HOURLY	\$	65.49	\$	68.44	\$	71.52	\$	74.74	\$	78.10		

CITY OF SOLEDAD
CALPRO MEMBERS
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2007 - 08
EFFECTIVE DEC. 29, 2007

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	YEARLY	\$ 15,896.40	\$ 16,611.74	\$ 17,359.27	\$ 18,140.43	\$ 18,956.75	
	MONTHLY	\$ 1,324.70	\$ 1,384.31	\$ 1,446.61	\$ 1,511.70	\$ 1,579.73	
	BI-WEEKLY	\$ 611.40	\$ 638.91	\$ 667.66	\$ 697.71	\$ 729.11	
	HOURLY	\$ 7.6425	\$ 7.9864	\$ 8.3458	\$ 8.7214	\$ 9.1138	
2	YEARLY	\$ 16,293.81	\$ 17,027.03	\$ 17,793.25	\$ 18,593.94	\$ 19,430.67	
	MONTHLY	\$ 1,357.82	\$ 1,418.92	\$ 1,482.77	\$ 1,549.50	\$ 1,619.22	
	BI-WEEKLY	\$ 626.69	\$ 654.89	\$ 684.36	\$ 715.15	\$ 747.33	
	HOURLY	\$ 7.8336	\$ 8.1861	\$ 8.5544	\$ 8.9394	\$ 9.3417	
3	YEARLY	\$ 16,691.22	\$ 17,442.32	\$ 18,227.23	\$ 19,047.45	\$ 19,904.59	
	MONTHLY	\$ 1,390.94	\$ 1,453.53	\$ 1,518.94	\$ 1,587.29	\$ 1,658.72	
	BI-WEEKLY	\$ 641.97	\$ 670.86	\$ 701.05	\$ 732.59	\$ 765.56	
	HOURLY	\$ 8.0246	\$ 8.3857	\$ 8.7631	\$ 9.1574	\$ 9.5695	
4	YEARLY	\$ 17,108.50	\$ 17,878.38	\$ 18,682.91	\$ 19,523.64	\$ 20,402.21	
	MONTHLY	\$ 1,425.71	\$ 1,489.87	\$ 1,556.91	\$ 1,626.97	\$ 1,700.18	
	BI-WEEKLY	\$ 658.02	\$ 687.63	\$ 718.57	\$ 750.91	\$ 784.70	
	HOURLY	\$ 8.2252	\$ 8.5954	\$ 8.9822	\$ 9.3864	\$ 9.8088	
5	YEARLY	\$ 17,525.78	\$ 18,314.44	\$ 19,138.59	\$ 19,999.83	\$ 20,899.82	
	MONTHLY	\$ 1,460.48	\$ 1,526.20	\$ 1,594.88	\$ 1,666.65	\$ 1,741.65	
	BI-WEEKLY	\$ 674.07	\$ 704.40	\$ 736.10	\$ 769.22	\$ 803.84	
	HOURLY	\$ 8.4259	\$ 8.8050	\$ 9.2012	\$ 9.6153	\$ 10.0480	
6	YEARLY	\$ 17,963.93	\$ 18,772.30	\$ 19,617.06	\$ 20,499.82	\$ 21,422.32	
	MONTHLY	\$ 1,496.99	\$ 1,564.36	\$ 1,634.75	\$ 1,708.32	\$ 1,785.19	
	BI-WEEKLY	\$ 690.92	\$ 722.01	\$ 754.50	\$ 788.45	\$ 823.94	
	HOURLY	\$ 8.6365	\$ 9.0251	\$ 9.4313	\$ 9.8557	\$ 10.2992	
7	YEARLY	\$ 18,402.07	\$ 19,230.16	\$ 20,095.52	\$ 20,999.82	\$ 21,944.81	
	MONTHLY	\$ 1,533.51	\$ 1,602.51	\$ 1,674.63	\$ 1,749.98	\$ 1,828.73	
	BI-WEEKLY	\$ 707.77	\$ 739.62	\$ 772.90	\$ 807.69	\$ 844.03	
	HOURLY	\$ 8.8471	\$ 9.2453	\$ 9.6613	\$ 10.0961	\$ 10.5504	
8	YEARLY	\$ 18,862.12	\$ 19,710.92	\$ 20,597.91	\$ 21,524.81	\$ 22,493.43	
	MONTHLY	\$ 1,571.84	\$ 1,642.58	\$ 1,716.49	\$ 1,793.73	\$ 1,874.45	
	BI-WEEKLY	\$ 725.47	\$ 758.11	\$ 792.23	\$ 827.88	\$ 865.13	
	HOURLY	\$ 9.0683	\$ 9.4764	\$ 9.9028	\$ 10.3485	\$ 10.8141	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
9	YEARLY	\$ 19,322.17	\$ 20,191.67	\$ 21,100.30	\$ 22,049.81	\$ 23,042.05	
	MONTHLY	\$ 1,610.18	\$ 1,682.64	\$ 1,758.36	\$ 1,837.48	\$ 1,920.17	
	BI-WEEKLY	\$ 743.16	\$ 776.60	\$ 811.55	\$ 848.07	\$ 886.23	
	HOURLY	\$ 9.2895	\$ 9.7075	\$ 10.1444	\$ 10.6009	\$ 11.0779	
10	YEARLY	\$ 19,805.23	\$ 20,696.46	\$ 21,627.80	\$ 22,601.06	\$ 23,618.10	
	MONTHLY	\$ 1,650.44	\$ 1,724.71	\$ 1,802.32	\$ 1,883.42	\$ 1,968.18	
	BI-WEEKLY	\$ 761.74	\$ 796.02	\$ 831.84	\$ 869.27	\$ 908.39	
	HOURLY	\$ 9.52	\$ 9.95	\$ 10.40	\$ 10.87	\$ 11.35	
11	YEARLY	\$ 20,288.28	\$ 21,201.25	\$ 22,155.31	\$ 23,152.30	\$ 24,194.15	
	MONTHLY	\$ 1,690.69	\$ 1,766.77	\$ 1,846.28	\$ 1,929.36	\$ 2,016.18	
	BI-WEEKLY	\$ 780.32	\$ 815.43	\$ 852.13	\$ 890.47	\$ 930.54	
	HOURLY	\$ 9.7540	\$ 10.1929	\$ 10.6516	\$ 11.1309	\$ 11.6318	
12	YEARLY	\$ 20,795.49	\$ 21,731.29	\$ 22,709.19	\$ 23,731.11	\$ 24,799.01	
	MONTHLY	\$ 1,732.96	\$ 1,810.94	\$ 1,892.43	\$ 1,977.59	\$ 2,066.58	
	BI-WEEKLY	\$ 799.83	\$ 835.82	\$ 873.43	\$ 912.73	\$ 953.81	
	HOURLY	\$ 9.9978	\$ 10.4477	\$ 10.9179	\$ 11.4092	\$ 11.9226	
13	YEARLY	\$ 21,302.70	\$ 22,261.32	\$ 23,263.08	\$ 24,309.92	\$ 25,403.86	
	MONTHLY	\$ 1,775.22	\$ 1,855.11	\$ 1,938.59	\$ 2,025.83	\$ 2,116.99	
	BI-WEEKLY	\$ 819.33	\$ 856.20	\$ 894.73	\$ 935.00	\$ 977.07	
	HOURLY	\$ 10.2417	\$ 10.7026	\$ 11.1842	\$ 11.6875	\$ 12.2134	
14	YEARLY	\$ 21,835.26	\$ 22,817.85	\$ 23,844.65	\$ 24,917.66	\$ 26,038.96	
	MONTHLY	\$ 1,819.61	\$ 1,901.49	\$ 1,987.05	\$ 2,076.47	\$ 2,169.91	
	BI-WEEKLY	\$ 839.82	\$ 877.61	\$ 917.10	\$ 958.37	\$ 1,001.50	
	HOURLY	\$ 10.4977	\$ 10.9701	\$ 11.4638	\$ 11.9796	\$ 12.5187	
15	YEARLY	\$ 22,367.83	\$ 23,374.38	\$ 24,426.23	\$ 25,525.41	\$ 26,674.05	
	MONTHLY	\$ 1,863.99	\$ 1,947.87	\$ 2,035.52	\$ 2,127.12	\$ 2,222.84	
	BI-WEEKLY	\$ 860.30	\$ 899.01	\$ 939.47	\$ 981.75	\$ 1,025.93	
	HOURLY	\$ 10.7538	\$ 11.2377	\$ 11.7434	\$ 12.2718	\$ 12.8241	
16	YEARLY	\$ 22,927.03	\$ 23,958.74	\$ 25,036.89	\$ 26,163.55	\$ 27,340.91	
	MONTHLY	\$ 1,910.59	\$ 1,996.56	\$ 2,086.41	\$ 2,180.30	\$ 2,278.41	
	BI-WEEKLY	\$ 881.81	\$ 921.49	\$ 962.96	\$ 1,006.29	\$ 1,051.57	
	HOURLY	\$ 11.0226	\$ 11.5186	\$ 12.0370	\$ 12.5786	\$ 13.1447	
17	YEARLY	\$ 23,486.22	\$ 24,543.10	\$ 25,647.54	\$ 26,801.68	\$ 28,007.76	
	MONTHLY	\$ 1,957.19	\$ 2,045.26	\$ 2,137.30	\$ 2,233.47	\$ 2,333.98	
	BI-WEEKLY	\$ 903.32	\$ 943.97	\$ 986.44	\$ 1,030.83	\$ 1,077.22	
	HOURLY	\$ 11.2915	\$ 11.7996	\$ 12.3305	\$ 12.8854	\$ 13.4653	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
18	YEARLY	\$ 24,073.38	\$ 25,156.68	\$ 26,288.73	\$ 27,471.72	\$ 28,707.95	
	MONTHLY	\$ 2,006.11	\$ 2,096.39	\$ 2,190.73	\$ 2,289.31	\$ 2,392.33	
	BI-WEEKLY	\$ 925.90	\$ 967.56	\$ 1,011.11	\$ 1,056.60	\$ 1,104.15	
	HOURLY	\$ 11.5737	\$ 12.0946	\$ 12.6388	\$ 13.2076	\$ 13.8019	
19	YEARLY	\$ 24,660.53	\$ 25,770.26	\$ 26,929.92	\$ 28,141.77	\$ 29,408.15	
	MONTHLY	\$ 2,055.04	\$ 2,147.52	\$ 2,244.16	\$ 2,345.15	\$ 2,450.68	
	BI-WEEKLY	\$ 948.48	\$ 991.16	\$ 1,035.77	\$ 1,082.38	\$ 1,131.08	
	HOURLY	\$ 11.8560	\$ 12.3895	\$ 12.9471	\$ 13.5297	\$ 14.1385	
20	YEARLY	\$ 25,277.05	\$ 26,414.51	\$ 27,603.17	\$ 28,845.31	\$ 30,143.35	
	MONTHLY	\$ 2,106.42	\$ 2,201.21	\$ 2,300.26	\$ 2,403.78	\$ 2,511.95	
	BI-WEEKLY	\$ 972.19	\$ 1,015.94	\$ 1,061.66	\$ 1,109.44	\$ 1,159.36	
	HOURLY	\$ 12.1524	\$ 12.6993	\$ 13.2708	\$ 13.8679	\$ 14.4920	
21	YEARLY	\$ 25,893.56	\$ 27,058.77	\$ 28,276.42	\$ 29,548.85	\$ 30,878.55	
	MONTHLY	\$ 2,157.80	\$ 2,254.90	\$ 2,356.37	\$ 2,462.40	\$ 2,573.21	
	BI-WEEKLY	\$ 995.91	\$ 1,040.72	\$ 1,087.55	\$ 1,136.49	\$ 1,187.64	
	HOURLY	\$ 12.4488	\$ 13.0090	\$ 13.5944	\$ 14.2062	\$ 14.8455	
22	YEARLY	\$ 26,540.90	\$ 27,735.24	\$ 28,983.33	\$ 30,287.58	\$ 31,650.52	
	MONTHLY	\$ 2,211.74	\$ 2,311.27	\$ 2,415.28	\$ 2,523.96	\$ 2,637.54	
	BI-WEEKLY	\$ 1,020.80	\$ 1,066.74	\$ 1,114.74	\$ 1,164.91	\$ 1,217.33	
	HOURLY	\$ 12.7600	\$ 13.3343	\$ 13.9343	\$ 14.5613	\$ 15.2166	
23	YEARLY	\$ 27,188.24	\$ 28,411.71	\$ 29,690.24	\$ 31,026.30	\$ 32,422.48	
	MONTHLY	\$ 2,265.69	\$ 2,367.64	\$ 2,474.19	\$ 2,585.52	\$ 2,701.87	
	BI-WEEKLY	\$ 1,045.70	\$ 1,092.76	\$ 1,141.93	\$ 1,193.32	\$ 1,247.02	
	HOURLY	\$ 13.0713	\$ 13.6595	\$ 14.2742	\$ 14.9165	\$ 15.5877	
24	YEARLY	\$ 27,867.94	\$ 29,122.00	\$ 30,432.49	\$ 31,801.95	\$ 33,233.04	
	MONTHLY	\$ 2,322.33	\$ 2,426.83	\$ 2,536.04	\$ 2,650.16	\$ 2,769.42	
	BI-WEEKLY	\$ 1,071.84	\$ 1,120.08	\$ 1,170.48	\$ 1,223.15	\$ 1,278.19	
	HOURLY	\$ 13.3981	\$ 14.0010	\$ 14.6310	\$ 15.2894	\$ 15.9774	
25	YEARLY	\$ 28,547.65	\$ 29,832.29	\$ 31,174.75	\$ 32,577.61	\$ 34,043.60	
	MONTHLY	\$ 2,378.97	\$ 2,486.02	\$ 2,597.90	\$ 2,714.80	\$ 2,836.97	
	BI-WEEKLY	\$ 1,097.99	\$ 1,147.40	\$ 1,199.03	\$ 1,252.99	\$ 1,309.37	
	HOURLY	\$ 13.7248	\$ 14.3424	\$ 14.9879	\$ 15.6623	\$ 16.3671	
26	YEARLY	\$ 29,261.34	\$ 30,578.10	\$ 31,954.12	\$ 33,392.05	\$ 34,894.69	
	MONTHLY	\$ 2,438.45	\$ 2,548.18	\$ 2,662.84	\$ 2,782.67	\$ 2,907.89	
	BI-WEEKLY	\$ 1,125.44	\$ 1,176.08	\$ 1,229.00	\$ 1,284.31	\$ 1,342.10	
	HOURLY	\$ 14.0680	\$ 14.7010	\$ 15.3626	\$ 16.0539	\$ 16.7763	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
27	YEARLY	\$ 29,975.03	\$ 31,323.91	\$ 32,733.49	\$ 34,206.49	\$ 35,745.78	
	MONTHLY	\$ 2,497.92	\$ 2,610.33	\$ 2,727.79	\$ 2,850.54	\$ 2,978.82	
	BI-WEEKLY	\$ 1,152.89	\$ 1,204.77	\$ 1,258.98	\$ 1,315.63	\$ 1,374.84	
	HOURLY	\$ 14.4111	\$ 15.0596	\$ 15.7373	\$ 16.4454	\$ 17.1855	
28	YEARLY	\$ 30,724.41	\$ 32,107.01	\$ 33,551.82	\$ 35,061.65	\$ 36,639.43	
	MONTHLY	\$ 2,560.37	\$ 2,675.58	\$ 2,795.99	\$ 2,921.80	\$ 3,053.29	
	BI-WEEKLY	\$ 1,181.71	\$ 1,234.88	\$ 1,290.45	\$ 1,348.53	\$ 1,409.21	
	HOURLY	\$ 14.7714	\$ 15.4361	\$ 16.1307	\$ 16.8566	\$ 17.6151	
29	YEARLY	\$ 31,473.78	\$ 32,890.10	\$ 34,370.16	\$ 35,916.82	\$ 37,533.07	
	MONTHLY	\$ 2,622.82	\$ 2,740.84	\$ 2,864.18	\$ 2,993.07	\$ 3,127.76	
	BI-WEEKLY	\$ 1,210.53	\$ 1,265.00	\$ 1,321.93	\$ 1,381.42	\$ 1,443.58	
	HOURLY	\$ 15.1316	\$ 15.8126	\$ 16.5241	\$ 17.2677	\$ 18.0447	
30	YEARLY	\$ 32,260.63	\$ 33,712.36	\$ 35,229.41	\$ 36,814.74	\$ 38,471.40	
	MONTHLY	\$ 2,688.39	\$ 2,809.36	\$ 2,935.78	\$ 3,067.89	\$ 3,205.95	
	BI-WEEKLY	\$ 1,240.79	\$ 1,296.63	\$ 1,354.98	\$ 1,415.95	\$ 1,479.67	
	HOURLY	\$ 15.5099	\$ 16.2079	\$ 16.9372	\$ 17.6994	\$ 18.4959	
31	YEARLY	\$ 33,047.47	\$ 34,534.61	\$ 36,088.67	\$ 37,712.66	\$ 39,409.73	
	MONTHLY	\$ 2,753.96	\$ 2,877.88	\$ 3,007.39	\$ 3,142.72	\$ 3,284.14	
	BI-WEEKLY	\$ 1,271.06	\$ 1,328.25	\$ 1,388.03	\$ 1,450.49	\$ 1,515.76	
	HOURLY	\$ 15.8882	\$ 16.6032	\$ 17.3503	\$ 18.1311	\$ 18.9470	
32	YEARLY	\$ 33,873.66	\$ 35,397.98	\$ 36,990.88	\$ 38,655.47	\$ 40,394.97	
	MONTHLY	\$ 2,822.81	\$ 2,949.83	\$ 3,082.57	\$ 3,221.29	\$ 3,366.25	
	BI-WEEKLY	\$ 1,302.83	\$ 1,361.46	\$ 1,422.73	\$ 1,486.75	\$ 1,553.65	
	HOURLY	\$ 16.2854	\$ 17.0183	\$ 17.7841	\$ 18.5844	\$ 19.4207	
33	YEARLY	\$ 34,699.85	\$ 36,261.34	\$ 37,893.10	\$ 39,598.29	\$ 41,380.21	
	MONTHLY	\$ 2,891.65	\$ 3,021.78	\$ 3,157.76	\$ 3,299.86	\$ 3,448.35	
	BI-WEEKLY	\$ 1,334.61	\$ 1,394.67	\$ 1,457.43	\$ 1,523.01	\$ 1,591.55	
	HOURLY	\$ 16.6826	\$ 17.4333	\$ 18.2178	\$ 19.0376	\$ 19.8943	
34	YEARLY	\$ 35,567.34	\$ 37,167.87	\$ 38,840.43	\$ 40,588.25	\$ 42,414.72	
	MONTHLY	\$ 2,963.95	\$ 3,097.32	\$ 3,236.70	\$ 3,382.35	\$ 3,534.56	
	BI-WEEKLY	\$ 1,367.97	\$ 1,429.53	\$ 1,493.86	\$ 1,561.09	\$ 1,631.34	
	HOURLY	\$ 17.0997	\$ 17.8692	\$ 18.6733	\$ 19.5136	\$ 20.3917	
35	YEARLY	\$ 36,434.84	\$ 38,074.41	\$ 39,787.76	\$ 41,578.21	\$ 43,449.22	
	MONTHLY	\$ 3,036.24	\$ 3,172.87	\$ 3,315.65	\$ 3,464.85	\$ 3,620.77	
	BI-WEEKLY	\$ 1,401.34	\$ 1,464.40	\$ 1,530.30	\$ 1,599.16	\$ 1,671.12	
	HOURLY	\$ 17.5167	\$ 18.3050	\$ 19.1287	\$ 19.9895	\$ 20.8891	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
36	YEARLY	\$ 37,345.71	\$ 39,026.27	\$ 40,782.45	\$ 42,617.66	\$ 44,535.46	
	MONTHLY	\$ 3,112.14	\$ 3,252.19	\$ 3,398.54	\$ 3,551.47	\$ 3,711.29	
	BI-WEEKLY	\$ 1,436.37	\$ 1,501.01	\$ 1,568.56	\$ 1,639.14	\$ 1,712.90	
	HOURLY	\$ 17.9547	\$ 18.7626	\$ 19.6069	\$ 20.4893	\$ 21.4113	
37	YEARLY	\$ 38,256.58	\$ 39,978.13	\$ 41,777.14	\$ 43,657.12	\$ 45,621.69	
	MONTHLY	\$ 3,188.05	\$ 3,331.51	\$ 3,481.43	\$ 3,638.09	\$ 3,801.81	
	BI-WEEKLY	\$ 1,471.41	\$ 1,537.62	\$ 1,606.81	\$ 1,679.12	\$ 1,754.68	
	HOURLY	\$ 18.3926	\$ 19.2203	\$ 20.0852	\$ 20.9890	\$ 21.9335	
38	YEARLY	\$ 39,213.00	\$ 40,977.58	\$ 42,821.57	\$ 44,748.54	\$ 46,762.23	
	MONTHLY	\$ 3,267.75	\$ 3,414.80	\$ 3,568.46	\$ 3,729.05	\$ 3,896.85	
	BI-WEEKLY	\$ 1,508.19	\$ 1,576.06	\$ 1,646.98	\$ 1,721.10	\$ 1,798.55	
	HOURLY	\$ 18.8524	\$ 19.7008	\$ 20.5873	\$ 21.5137	\$ 22.4818	
39	YEARLY	\$ 40,169.41	\$ 41,977.03	\$ 43,866.00	\$ 45,839.97	\$ 47,902.77	
	MONTHLY	\$ 3,347.45	\$ 3,498.09	\$ 3,655.50	\$ 3,820.00	\$ 3,991.90	
	BI-WEEKLY	\$ 1,544.98	\$ 1,614.50	\$ 1,687.15	\$ 1,763.08	\$ 1,842.41	
	HOURLY	\$ 19.3122	\$ 20.1813	\$ 21.0894	\$ 22.0384	\$ 23.0302	
40	YEARLY	\$ 41,173.65	\$ 43,026.46	\$ 44,962.65	\$ 46,985.97	\$ 49,100.34	
	MONTHLY	\$ 3,431.14	\$ 3,585.54	\$ 3,746.89	\$ 3,915.50	\$ 4,091.69	
	BI-WEEKLY	\$ 1,583.60	\$ 1,654.86	\$ 1,729.33	\$ 1,807.15	\$ 1,888.47	
	HOURLY	\$ 19.7950	\$ 20.6858	\$ 21.6167	\$ 22.5894	\$ 23.6059	
41	YEARLY	\$ 42,177.88	\$ 44,075.89	\$ 46,059.30	\$ 48,131.97	\$ 50,297.91	
	MONTHLY	\$ 3,514.82	\$ 3,672.99	\$ 3,838.28	\$ 4,011.00	\$ 4,191.49	
	BI-WEEKLY	\$ 1,622.23	\$ 1,695.23	\$ 1,771.51	\$ 1,851.23	\$ 1,934.53	
	HOURLY	\$ 20.2778	\$ 21.1903	\$ 22.1439	\$ 23.1404	\$ 24.1817	
42	YEARLY	\$ 43,232.33	\$ 45,177.78	\$ 47,210.78	\$ 49,335.27	\$ 51,555.36	
	MONTHLY	\$ 3,602.69	\$ 3,764.82	\$ 3,934.23	\$ 4,111.27	\$ 4,296.28	
	BI-WEEKLY	\$ 1,662.78	\$ 1,737.61	\$ 1,815.80	\$ 1,897.51	\$ 1,982.90	
	HOURLY	\$ 20.7848	\$ 21.7201	\$ 22.6975	\$ 23.7189	\$ 24.7862	
43	YEARLY	\$ 44,286.78	\$ 46,279.68	\$ 48,362.27	\$ 50,538.57	\$ 52,812.80	
	MONTHLY	\$ 3,690.56	\$ 3,856.64	\$ 4,030.19	\$ 4,211.55	\$ 4,401.07	
	BI-WEEKLY	\$ 1,703.34	\$ 1,779.99	\$ 1,860.09	\$ 1,943.79	\$ 2,031.26	
	HOURLY	\$ 21.2917	\$ 22.2498	\$ 23.2511	\$ 24.2974	\$ 25.3908	
44	YEARLY	\$ 45,393.95	\$ 47,436.67	\$ 49,571.32	\$ 51,802.03	\$ 54,133.12	
	MONTHLY	\$ 3,782.83	\$ 3,953.06	\$ 4,130.94	\$ 4,316.84	\$ 4,511.09	
	BI-WEEKLY	\$ 1,745.92	\$ 1,824.49	\$ 1,906.59	\$ 1,992.39	\$ 2,082.04	
	HOURLY	\$ 21.8240	\$ 22.8061	\$ 23.8324	\$ 24.9048	\$ 26.0255	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
45	YEARLY	\$ 46,501.11	\$ 48,593.66	\$ 50,780.38	\$ 53,065.50	\$ 55,453.44
	MONTHLY	\$ 3,875.09	\$ 4,049.47	\$ 4,231.70	\$ 4,422.12	\$ 4,621.12
	BI-WEEKLY	\$ 1,788.50	\$ 1,868.99	\$ 1,953.09	\$ 2,040.98	\$ 2,132.82
	HOURLY	\$ 22.3563	\$ 23.3623	\$ 24.4136	\$ 25.5123	\$ 26.6603
46	YEARLY	\$ 47,663.64	\$ 49,808.51	\$ 52,049.89	\$ 54,392.13	\$ 56,839.78
	MONTHLY	\$ 3,971.97	\$ 4,150.71	\$ 4,337.49	\$ 4,532.68	\$ 4,736.65
	BI-WEEKLY	\$ 1,833.22	\$ 1,915.71	\$ 2,001.92	\$ 2,092.01	\$ 2,186.15
	HOURLY	\$ 22.9152	\$ 23.9464	\$ 25.0240	\$ 26.1501	\$ 27.3268
47	YEARLY	\$ 48,826.17	\$ 51,023.35	\$ 53,319.40	\$ 55,718.77	\$ 58,226.12
	MONTHLY	\$ 4,068.85	\$ 4,251.95	\$ 4,443.28	\$ 4,643.23	\$ 4,852.18
	BI-WEEKLY	\$ 1,877.93	\$ 1,962.44	\$ 2,050.75	\$ 2,143.03	\$ 2,239.47
	HOURLY	\$ 23.4741	\$ 24.5305	\$ 25.6343	\$ 26.7879	\$ 27.9933
48	YEARLY	\$ 50,046.82	\$ 52,298.93	\$ 54,652.38	\$ 57,111.74	\$ 59,681.77
	MONTHLY	\$ 4,170.57	\$ 4,358.24	\$ 4,554.37	\$ 4,759.31	\$ 4,973.48
	BI-WEEKLY	\$ 1,924.88	\$ 2,011.50	\$ 2,102.01	\$ 2,196.61	\$ 2,295.45
	HOURLY	\$ 24.0610	\$ 25.1437	\$ 26.2752	\$ 27.4576	\$ 28.6932
49	YEARLY	\$ 51,267.48	\$ 53,574.52	\$ 55,985.37	\$ 58,504.71	\$ 61,137.42
	MONTHLY	\$ 4,272.29	\$ 4,464.54	\$ 4,665.45	\$ 4,875.39	\$ 5,094.79
	BI-WEEKLY	\$ 1,971.83	\$ 2,060.56	\$ 2,153.28	\$ 2,250.18	\$ 2,351.44
	HOURLY	\$ 24.6478	\$ 25.7570	\$ 26.9160	\$ 28.1273	\$ 29.3930
50	YEARLY	\$ 52,549.17	\$ 54,913.88	\$ 57,385.00	\$ 59,967.33	\$ 62,665.86
	MONTHLY	\$ 4,379.10	\$ 4,576.16	\$ 4,782.08	\$ 4,997.28	\$ 5,222.15
	BI-WEEKLY	\$ 2,021.12	\$ 2,112.07	\$ 2,207.12	\$ 2,306.44	\$ 2,410.23
	HOURLY	\$ 25.2640	\$ 26.4009	\$ 27.5889	\$ 28.8304	\$ 30.1278
51	YEARLY	\$ 53,830.85	\$ 56,253.24	\$ 58,784.64	\$ 61,429.95	\$ 64,194.29
	MONTHLY	\$ 4,485.90	\$ 4,687.77	\$ 4,898.72	\$ 5,119.16	\$ 5,349.52
	BI-WEEKLY	\$ 2,070.42	\$ 2,163.59	\$ 2,260.95	\$ 2,362.69	\$ 2,469.01
	HOURLY	\$ 25.8802	\$ 27.0448	\$ 28.2618	\$ 29.5336	\$ 30.8626
52	YEARLY	\$ 55,176.62	\$ 57,659.57	\$ 60,254.25	\$ 62,965.69	\$ 65,799.15
	MONTHLY	\$ 4,598.05	\$ 4,804.96	\$ 5,021.19	\$ 5,247.14	\$ 5,483.26
	BI-WEEKLY	\$ 2,122.18	\$ 2,217.68	\$ 2,317.47	\$ 2,421.76	\$ 2,530.74
	HOURLY	\$ 26.5272	\$ 27.7209	\$ 28.9684	\$ 30.2720	\$ 31.6342
53	YEARLY	\$ 56,522.40	\$ 59,065.90	\$ 61,723.87	\$ 64,501.44	\$ 67,404.01
	MONTHLY	\$ 4,710.20	\$ 4,922.16	\$ 5,143.66	\$ 5,375.12	\$ 5,617.00
	BI-WEEKLY	\$ 2,173.94	\$ 2,271.77	\$ 2,373.99	\$ 2,480.82	\$ 2,592.46
	HOURLY	\$ 27.1742	\$ 28.3971	\$ 29.6749	\$ 31.0103	\$ 32.4058

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
54	YEARLY	\$ 57,935.46	\$ 60,542.55	\$ 63,266.97	\$ 66,113.98	\$ 69,089.11	
	MONTHLY	\$ 4,827.95	\$ 5,045.21	\$ 5,272.25	\$ 5,509.50	\$ 5,757.43	
	BI-WEEKLY	\$ 2,228.29	\$ 2,328.56	\$ 2,433.34	\$ 2,542.85	\$ 2,657.27	
	HOURLY	\$ 27.8536	\$ 29.1070	\$ 30.4168	\$ 31.7856	\$ 33.2159	
55	YEARLY	\$ 59,348.52	\$ 62,019.20	\$ 64,810.06	\$ 67,726.51	\$ 70,774.21	
	MONTHLY	\$ 4,945.71	\$ 5,168.27	\$ 5,400.84	\$ 5,643.88	\$ 5,897.85	
	BI-WEEKLY	\$ 2,282.64	\$ 2,385.35	\$ 2,492.69	\$ 2,604.87	\$ 2,722.08	
	HOURLY	\$ 28.5329	\$ 29.8169	\$ 31.1587	\$ 32.5608	\$ 34.0261	
56	YEARLY	\$ 60,832.23	\$ 63,569.68	\$ 66,430.31	\$ 69,419.68	\$ 72,543.56	
	MONTHLY	\$ 5,069.35	\$ 5,297.47	\$ 5,535.86	\$ 5,784.97	\$ 6,045.30	
	BI-WEEKLY	\$ 2,339.70	\$ 2,444.99	\$ 2,555.01	\$ 2,669.99	\$ 2,790.14	
	HOURLY	\$ 29.2463	\$ 30.5623	\$ 31.9377	\$ 33.3748	\$ 34.8767	
57	YEARLY	\$ 62,315.94	\$ 65,120.16	\$ 68,050.57	\$ 71,112.84	\$ 74,312.92	
	MONTHLY	\$ 5,193.00	\$ 5,426.68	\$ 5,670.88	\$ 5,926.07	\$ 6,192.74	
	BI-WEEKLY	\$ 2,396.77	\$ 2,504.62	\$ 2,617.33	\$ 2,735.11	\$ 2,858.19	
	HOURLY	\$ 29.9596	\$ 31.3078	\$ 32.7166	\$ 34.1889	\$ 35.7274	
58	YEARLY	\$ 63,873.84	\$ 66,748.16	\$ 69,751.83	\$ 72,890.66	\$ 76,170.74	
	MONTHLY	\$ 5,322.82	\$ 5,562.35	\$ 5,812.65	\$ 6,074.22	\$ 6,347.56	
	BI-WEEKLY	\$ 2,456.69	\$ 2,567.24	\$ 2,682.76	\$ 2,803.49	\$ 2,929.64	
	HOURLY	\$ 30.7086	\$ 32.0905	\$ 33.5345	\$ 35.0436	\$ 36.6205	
59	YEARLY	\$ 65,431.74	\$ 68,376.17	\$ 71,453.09	\$ 74,668.48	\$ 78,028.56	
	MONTHLY	\$ 5,452.64	\$ 5,698.01	\$ 5,954.42	\$ 6,222.37	\$ 6,502.38	
	BI-WEEKLY	\$ 2,516.61	\$ 2,629.85	\$ 2,748.20	\$ 2,871.86	\$ 3,001.10	
	HOURLY	\$ 31.4576	\$ 32.8732	\$ 34.3524	\$ 35.8983	\$ 37.5137	
60	YEARLY	\$ 67,067.53	\$ 70,085.57	\$ 73,239.42	\$ 76,535.19	\$ 79,979.28	
	MONTHLY	\$ 5,588.96	\$ 5,840.46	\$ 6,103.29	\$ 6,377.93	\$ 6,664.94	
	BI-WEEKLY	\$ 2,579.52	\$ 2,695.60	\$ 2,816.90	\$ 2,943.66	\$ 3,076.13	
	HOURLY	\$ 32.2440	\$ 33.6950	\$ 35.2113	\$ 36.7958	\$ 38.4516	
61	YEARLY	\$ 68,703.32	\$ 71,794.97	\$ 75,025.75	\$ 78,401.91	\$ 81,929.99	
	MONTHLY	\$ 5,725.28	\$ 5,982.91	\$ 6,252.15	\$ 6,533.49	\$ 6,827.50	
	BI-WEEKLY	\$ 2,642.44	\$ 2,761.35	\$ 2,885.61	\$ 3,015.46	\$ 3,151.15	
	HOURLY	\$ 33.0304	\$ 34.5168	\$ 36.0701	\$ 37.6932	\$ 39.3894	
62	YEARLY	\$ 70,420.91	\$ 73,589.85	\$ 76,901.39	\$ 80,361.95	\$ 83,978.24	
	MONTHLY	\$ 5,868.41	\$ 6,132.49	\$ 6,408.45	\$ 6,696.83	\$ 6,998.19	
	BI-WEEKLY	\$ 2,708.50	\$ 2,830.38	\$ 2,957.75	\$ 3,090.84	\$ 3,229.93	
	HOURLY	\$ 33.8562	\$ 35.3797	\$ 36.9718	\$ 38.6356	\$ 40.3742	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
63	YEARLY	\$ 72,138.49	\$ 75,384.72	\$ 78,777.04	\$ 82,322.00	\$ 86,026.49
	MONTHLY	\$ 6,011.54	\$ 6,282.06	\$ 6,564.75	\$ 6,860.17	\$ 7,168.87
	BI-WEEKLY	\$ 2,774.56	\$ 2,899.41	\$ 3,029.89	\$ 3,166.23	\$ 3,308.71
	HOURLY	\$ 34.6820	\$ 36.2427	\$ 37.8736	\$ 39.5779	\$ 41.3589
64	YEARLY	\$ 73,941.95	\$ 77,269.34	\$ 80,746.46	\$ 84,380.05	\$ 88,177.15
	MONTHLY	\$ 6,161.83	\$ 6,439.11	\$ 6,728.87	\$ 7,031.67	\$ 7,348.10
	BI-WEEKLY	\$ 2,843.92	\$ 2,971.90	\$ 3,105.63	\$ 3,245.39	\$ 3,391.43
	HOURLY	\$ 35.5490	\$ 37.1487	\$ 38.8204	\$ 40.5673	\$ 42.3929
65	YEARLY	\$ 75,745.42	\$ 79,153.96	\$ 82,715.89	\$ 86,438.10	\$ 90,327.82
	MONTHLY	\$ 6,312.12	\$ 6,596.16	\$ 6,892.99	\$ 7,203.18	\$ 7,527.32
	BI-WEEKLY	\$ 2,913.29	\$ 3,044.38	\$ 3,181.38	\$ 3,324.54	\$ 3,474.15
	HOURLY	\$ 36.4161	\$ 38.0548	\$ 39.7673	\$ 41.5568	\$ 43.4268
66	YEARLY	\$ 77,639.05	\$ 81,132.81	\$ 84,783.78	\$ 88,599.05	\$ 92,586.01
	MONTHLY	\$ 6,469.92	\$ 6,761.07	\$ 7,065.32	\$ 7,383.25	\$ 7,715.50
	BI-WEEKLY	\$ 2,986.12	\$ 3,120.49	\$ 3,260.91	\$ 3,407.66	\$ 3,561.00
	HOURLY	\$ 37.3265	\$ 39.0062	\$ 40.7614	\$ 42.5957	\$ 44.5125
67	YEARLY	\$ 79,532.69	\$ 83,111.66	\$ 86,851.68	\$ 90,760.01	\$ 94,844.21
	MONTHLY	\$ 6,627.72	\$ 6,925.97	\$ 7,237.64	\$ 7,563.33	\$ 7,903.68
	BI-WEEKLY	\$ 3,058.95	\$ 3,196.60	\$ 3,340.45	\$ 3,490.77	\$ 3,647.85
	HOURLY	\$ 38.2369	\$ 39.9575	\$ 41.7556	\$ 43.6346	\$ 45.5982
68	YEARLY	\$ 81,521.00	\$ 85,189.45	\$ 89,022.97	\$ 93,029.01	\$ 97,215.31
	MONTHLY	\$ 6,793.42	\$ 7,099.12	\$ 7,418.58	\$ 7,752.42	\$ 8,101.28
	BI-WEEKLY	\$ 3,135.42	\$ 3,276.52	\$ 3,423.96	\$ 3,578.04	\$ 3,739.05
	HOURLY	\$ 39.1928	\$ 40.9565	\$ 42.7995	\$ 44.7255	\$ 46.7381
69	YEARLY	\$ 83,509.32	\$ 87,267.24	\$ 91,194.27	\$ 95,298.01	\$ 99,586.42
	MONTHLY	\$ 6,959.11	\$ 7,272.27	\$ 7,599.52	\$ 7,941.50	\$ 8,298.87
	BI-WEEKLY	\$ 3,211.90	\$ 3,356.43	\$ 3,507.47	\$ 3,665.31	\$ 3,830.25
	HOURLY	\$ 40.1487	\$ 41.9554	\$ 43.8434	\$ 45.8163	\$ 47.8781
70	YEARLY	\$ 85,597.05	\$ 89,448.92	\$ 93,474.12	\$ 97,680.46	\$ 102,076.08
	MONTHLY	\$ 7,133.09	\$ 7,454.08	\$ 7,789.51	\$ 8,140.04	\$ 8,506.34
	BI-WEEKLY	\$ 3,292.19	\$ 3,440.34	\$ 3,595.16	\$ 3,756.94	\$ 3,926.00
	HOURLY	\$ 41.1524	\$ 43.0043	\$ 44.9395	\$ 46.9618	\$ 49.0750
71	YEARLY	\$ 87,684.79	\$ 91,630.60	\$ 95,753.98	\$ 100,062.91	\$ 104,565.74
	MONTHLY	\$ 7,307.07	\$ 7,635.88	\$ 7,979.50	\$ 8,338.58	\$ 8,713.81
	BI-WEEKLY	\$ 3,372.49	\$ 3,524.25	\$ 3,682.85	\$ 3,848.57	\$ 4,021.76
	HOURLY	\$ 42.1561	\$ 44.0532	\$ 46.0356	\$ 48.1072	\$ 50.2720

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
72	YEARLY	\$ 89,876.91	\$ 93,921.37	\$ 98,147.83	\$ 102,564.48	\$ 107,179.88	
	MONTHLY	\$ 7,489.74	\$ 7,826.78	\$ 8,178.99	\$ 8,547.04	\$ 8,931.66	
	BI-WEEKLY	\$ 3,456.80	\$ 3,612.36	\$ 3,774.92	\$ 3,944.79	\$ 4,122.30	
	HOURLY	\$ 43.2101	\$ 45.1545	\$ 47.1865	\$ 49.3098	\$ 51.5288	
73	YEARLY	\$ 92,069.03	\$ 96,212.13	\$ 100,541.68	\$ 105,066.05	\$ 109,794.03	
	MONTHLY	\$ 7,672.42	\$ 8,017.68	\$ 8,378.47	\$ 8,755.50	\$ 9,149.50	
	BI-WEEKLY	\$ 3,541.12	\$ 3,700.47	\$ 3,866.99	\$ 4,041.00	\$ 4,222.85	
	HOURLY	\$ 44.2640	\$ 46.2558	\$ 48.3373	\$ 50.5125	\$ 52.7856	
74	YEARLY	\$ 94,370.75	\$ 98,617.44	\$ 103,055.22	\$ 107,692.71	\$ 112,538.88	
	MONTHLY	\$ 7,864.23	\$ 8,218.12	\$ 8,587.94	\$ 8,974.39	\$ 9,378.24	
	BI-WEEKLY	\$ 3,629.64	\$ 3,792.98	\$ 3,963.66	\$ 4,142.03	\$ 4,328.42	
	HOURLY	\$ 45.3706	\$ 47.4122	\$ 49.5458	\$ 51.7753	\$ 54.1052	
75	YEARLY	\$ 96,672.48	\$ 101,022.74	\$ 105,568.76	\$ 110,319.36	\$ 115,283.73	
	MONTHLY	\$ 8,056.04	\$ 8,418.56	\$ 8,797.40	\$ 9,193.28	\$ 9,606.98	
	BI-WEEKLY	\$ 3,718.17	\$ 3,885.49	\$ 4,060.34	\$ 4,243.05	\$ 4,433.99	
	HOURLY	\$ 46.4772	\$ 48.5686	\$ 50.7542	\$ 53.0382	\$ 55.4249	
76	YEARLY	\$ 99,089.29	\$ 103,548.31	\$ 108,207.98	\$ 113,077.34	\$ 118,165.82	
	MONTHLY	\$ 8,257.44	\$ 8,629.03	\$ 9,017.33	\$ 9,423.11	\$ 9,847.15	
	BI-WEEKLY	\$ 3,811.13	\$ 3,982.63	\$ 4,161.85	\$ 4,349.13	\$ 4,544.84	
	HOURLY	\$ 47.6391	\$ 49.7828	\$ 52.0231	\$ 54.3641	\$ 56.8105	
77	YEARLY	\$ 101,506.10	\$ 106,073.88	\$ 110,847.20	\$ 115,835.32	\$ 121,047.91	
	MONTHLY	\$ 8,458.84	\$ 8,839.49	\$ 9,237.27	\$ 9,652.94	\$ 10,087.33	
	BI-WEEKLY	\$ 3,904.08	\$ 4,079.76	\$ 4,263.35	\$ 4,455.20	\$ 4,655.69	
	HOURLY	\$ 48.8010	\$ 50.9971	\$ 53.2919	\$ 55.6901	\$ 58.1961	
78	YEARLY	\$ 104,043.75	\$ 108,725.72	\$ 113,618.38	\$ 118,731.21	\$ 124,074.11	
	MONTHLY	\$ 8,670.31	\$ 9,060.48	\$ 9,468.20	\$ 9,894.27	\$ 10,339.51	
	BI-WEEKLY	\$ 4,001.68	\$ 4,181.76	\$ 4,369.94	\$ 4,566.58	\$ 4,772.08	
	HOURLY	\$ 50.0210	\$ 52.2720	\$ 54.6242	\$ 57.0823	\$ 59.6510	
79	YEARLY	\$ 106,581.41	\$ 111,377.57	\$ 116,389.56	\$ 121,627.09	\$ 127,100.31	
	MONTHLY	\$ 8,881.78	\$ 9,281.46	\$ 9,699.13	\$ 10,135.59	\$ 10,591.69	
	BI-WEEKLY	\$ 4,099.28	\$ 4,283.75	\$ 4,476.52	\$ 4,677.97	\$ 4,888.47	
	HOURLY	\$ 51.2411	\$ 53.5469	\$ 55.9565	\$ 58.4746	\$ 61.1059	

CITY OF SOLEDAD

**SPSA MEMBERS
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2008-09**

RANGE			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	YEARLY	\$	20,809.00	\$ 21,745.41	\$ 22,723.95	\$ 23,746.53	\$ 24,815.12	
	MONTHLY	\$	1,734.08	\$ 1,812.12	\$ 1,893.66	\$ 1,978.88	\$ 2,067.93	
	BI-WEEKLY	\$	800.35	\$ 836.36	\$ 874.00	\$ 913.33	\$ 954.43	
	HOURLY	\$	10.0043	\$ 10.4545	\$ 10.9250	\$ 11.4166	\$ 11.9303	
2	YEARLY	\$	21,329.23	\$ 22,289.04	\$ 23,292.05	\$ 24,340.19	\$ 25,435.50	
	MONTHLY	\$	1,777.44	\$ 1,857.42	\$ 1,941.00	\$ 2,028.35	\$ 2,119.63	
	BI-WEEKLY	\$	820.35	\$ 857.27	\$ 895.85	\$ 936.16	\$ 978.29	
	HOURLY	\$	10.2544	\$ 10.7159	\$ 11.1981	\$ 11.7020	\$ 12.2286	
3	YEARLY	\$	21,849.45	\$ 22,832.68	\$ 23,860.15	\$ 24,933.86	\$ 26,055.88	
	MONTHLY	\$	1,820.79	\$ 1,902.72	\$ 1,988.35	\$ 2,077.82	\$ 2,171.32	
	BI-WEEKLY	\$	840.36	\$ 878.18	\$ 917.70	\$ 958.99	\$ 1,002.15	
	HOURLY	\$	10.5045	\$ 10.9772	\$ 11.4712	\$ 11.9874	\$ 12.5269	
4	YEARLY	\$	22,395.69	\$ 23,403.50	\$ 24,456.65	\$ 25,557.20	\$ 26,707.28	
	MONTHLY	\$	1,866.31	\$ 1,950.29	\$ 2,038.05	\$ 2,129.77	\$ 2,225.61	
	BI-WEEKLY	\$	861.37	\$ 900.13	\$ 940.64	\$ 982.97	\$ 1,027.20	
	HOURLY	\$	10.7672	\$ 11.2517	\$ 11.7580	\$ 12.2871	\$ 12.8400	
5	YEARLY	\$	22,941.93	\$ 23,974.31	\$ 25,053.16	\$ 26,180.55	\$ 27,358.67	
	MONTHLY	\$	1,911.83	\$ 1,997.86	\$ 2,087.76	\$ 2,181.71	\$ 2,279.89	
	BI-WEEKLY	\$	882.38	\$ 922.09	\$ 963.58	\$ 1,006.94	\$ 1,052.26	
	HOURLY	\$	11.0298	\$ 11.5261	\$ 12.0448	\$ 12.5868	\$ 13.1532	
6	YEARLY	\$	23,515.47	\$ 24,573.67	\$ 25,679.49	\$ 26,835.06	\$ 28,042.64	
	MONTHLY	\$	1,959.62	\$ 2,047.81	\$ 2,139.96	\$ 2,236.26	\$ 2,336.89	
	BI-WEEKLY	\$	904.44	\$ 945.14	\$ 987.67	\$ 1,032.12	\$ 1,078.56	
	HOURLY	\$	11.3055	\$ 11.8143	\$ 12.3459	\$ 12.9015	\$ 13.4820	
7	YEARLY	\$	24,089.02	\$ 25,173.03	\$ 26,305.81	\$ 27,489.58	\$ 28,726.61	
	MONTHLY	\$	2,007.42	\$ 2,097.75	\$ 2,192.15	\$ 2,290.80	\$ 2,393.88	
	BI-WEEKLY	\$	926.50	\$ 968.19	\$ 1,011.76	\$ 1,057.29	\$ 1,104.87	
	HOURLY	\$	11.5813	\$ 12.1024	\$ 12.6470	\$ 13.2161	\$ 13.8109	
8	YEARLY	\$	24,691.25	\$ 25,802.35	\$ 26,963.46	\$ 28,176.82	\$ 29,444.77	
	MONTHLY	\$	2,057.60	\$ 2,150.20	\$ 2,246.95	\$ 2,348.07	\$ 2,453.73	
	BI-WEEKLY	\$	949.66	\$ 992.40	\$ 1,037.06	\$ 1,083.72	\$ 1,132.49	
	HOURLY	\$	11.8708	\$ 12.4050	\$ 12.9632	\$ 13.5465	\$ 14.1561	
9	YEARLY	\$	25,293.47	\$ 26,431.68	\$ 27,621.10	\$ 28,864.05	\$ 30,162.94	
	MONTHLY	\$	2,107.79	\$ 2,202.64	\$ 2,301.76	\$ 2,405.34	\$ 2,513.58	
	BI-WEEKLY	\$	972.83	\$ 1,016.60	\$ 1,062.35	\$ 1,110.16	\$ 1,160.11	
	HOURLY	\$	12.1603	\$ 12.7075	\$ 13.2794	\$ 13.8769	\$ 14.5014	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	YEARLY	\$ 25,925.81	\$ 27,092.47	\$ 28,311.63	\$ 29,585.66	\$ 30,917.01	
	MONTHLY	\$ 2,160.48	\$ 2,257.71	\$ 2,359.30	\$ 2,465.47	\$ 2,576.42	
	BI-WEEKLY	\$ 997.15	\$ 1,042.02	\$ 1,088.91	\$ 1,137.91	\$ 1,189.12	
	HOURLY	\$ 12.46	\$ 13.03	\$ 13.61	\$ 14.22	\$ 14.86	
11	YEARLY	\$ 26,558.15	\$ 27,753.26	\$ 29,002.16	\$ 30,307.26	\$ 31,671.08	
	MONTHLY	\$ 2,213.18	\$ 2,312.77	\$ 2,416.85	\$ 2,525.60	\$ 2,639.26	
	BI-WEEKLY	\$ 1,021.47	\$ 1,067.43	\$ 1,115.47	\$ 1,165.66	\$ 1,218.12	
	HOURLY	\$ 12.7683	\$ 13.3429	\$ 13.9433	\$ 14.5708	\$ 15.2265	
12	YEARLY	\$ 27,222.10	\$ 28,447.09	\$ 29,727.21	\$ 31,064.94	\$ 32,462.86	
	MONTHLY	\$ 2,268.51	\$ 2,370.59	\$ 2,477.27	\$ 2,588.74	\$ 2,705.24	
	BI-WEEKLY	\$ 1,047.00	\$ 1,094.12	\$ 1,143.35	\$ 1,194.81	\$ 1,248.57	
	HOURLY	\$ 13.0875	\$ 13.6765	\$ 14.2919	\$ 14.9351	\$ 15.6071	
13	YEARLY	\$ 27,886.05	\$ 29,140.93	\$ 30,452.27	\$ 31,822.62	\$ 33,254.64	
	MONTHLY	\$ 2,323.84	\$ 2,428.41	\$ 2,537.69	\$ 2,651.89	\$ 2,771.22	
	BI-WEEKLY	\$ 1,072.54	\$ 1,120.80	\$ 1,171.24	\$ 1,223.95	\$ 1,279.02	
	HOURLY	\$ 13.4068	\$ 14.0101	\$ 14.6405	\$ 15.2993	\$ 15.9878	
14	YEARLY	\$ 28,583.21	\$ 29,869.45	\$ 31,213.57	\$ 32,618.19	\$ 34,086.00	
	MONTHLY	\$ 2,381.93	\$ 2,489.12	\$ 2,601.13	\$ 2,718.18	\$ 2,840.50	
	BI-WEEKLY	\$ 1,099.35	\$ 1,148.82	\$ 1,200.52	\$ 1,254.55	\$ 1,311.00	
	HOURLY	\$ 13.7419	\$ 14.3603	\$ 15.0065	\$ 15.6818	\$ 16.3875	
15	YEARLY	\$ 29,280.36	\$ 30,597.97	\$ 31,974.88	\$ 33,413.75	\$ 34,917.37	
	MONTHLY	\$ 2,440.03	\$ 2,549.83	\$ 2,664.57	\$ 2,784.48	\$ 2,909.78	
	BI-WEEKLY	\$ 1,126.17	\$ 1,176.85	\$ 1,229.80	\$ 1,285.14	\$ 1,342.98	
	HOURLY	\$ 14.0771	\$ 14.7106	\$ 15.3725	\$ 16.0643	\$ 16.7872	
16	YEARLY	\$ 30,012.37	\$ 31,362.92	\$ 32,774.25	\$ 34,249.09	\$ 35,790.30	
	MONTHLY	\$ 2,501.03	\$ 2,613.58	\$ 2,731.19	\$ 2,854.09	\$ 2,982.53	
	BI-WEEKLY	\$ 1,154.32	\$ 1,206.27	\$ 1,260.55	\$ 1,317.27	\$ 1,376.55	
	HOURLY	\$ 14.4290	\$ 15.0783	\$ 15.7569	\$ 16.4659	\$ 17.2069	
17	YEARLY	\$ 30,744.37	\$ 32,127.87	\$ 33,573.63	\$ 35,084.44	\$ 36,663.24	
	MONTHLY	\$ 2,562.03	\$ 2,677.32	\$ 2,797.80	\$ 2,923.70	\$ 3,055.27	
	BI-WEEKLY	\$ 1,182.48	\$ 1,235.69	\$ 1,291.29	\$ 1,349.40	\$ 1,410.12	
	HOURLY	\$ 14.7809	\$ 15.4461	\$ 16.1412	\$ 16.8675	\$ 17.6266	
18	YEARLY	\$ 31,512.98	\$ 32,931.07	\$ 34,412.97	\$ 35,961.55	\$ 37,579.82	
	MONTHLY	\$ 2,626.08	\$ 2,744.26	\$ 2,867.75	\$ 2,996.80	\$ 3,131.65	
	BI-WEEKLY	\$ 1,212.04	\$ 1,266.58	\$ 1,323.58	\$ 1,383.14	\$ 1,445.38	
	HOURLY	\$ 15.1505	\$ 15.8322	\$ 16.5447	\$ 17.2892	\$ 18.0672	
19	YEARLY	\$ 32,281.59	\$ 33,734.26	\$ 35,252.31	\$ 36,838.66	\$ 38,496.40	
	MONTHLY	\$ 2,690.13	\$ 2,811.19	\$ 2,937.69	\$ 3,069.89	\$ 3,208.03	
	BI-WEEKLY	\$ 1,241.60	\$ 1,297.47	\$ 1,355.86	\$ 1,416.87	\$ 1,480.63	
	HOURLY	\$ 15.5200	\$ 16.2184	\$ 16.9482	\$ 17.7109	\$ 18.5079	

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
20	YEARLY	\$	33,088.63	\$	34,577.62	\$	36,133.61	\$	37,759.63	\$	39,458.81		
	MONTHLY	\$	2,757.39	\$	2,881.47	\$	3,011.13	\$	3,146.64	\$	3,288.23		
	BI-WEEKLY	\$	1,272.64	\$	1,329.91	\$	1,389.75	\$	1,452.29	\$	1,517.65		
	HOURLY	\$	15.9080	\$	16.6239	\$	17.3719	\$	18.1537	\$	18.9706		
21	YEARLY	\$	33,895.67	\$	35,420.98	\$	37,014.92	\$	38,680.59	\$	40,421.22		
	MONTHLY	\$	2,824.64	\$	2,951.75	\$	3,084.58	\$	3,223.38	\$	3,368.44		
	BI-WEEKLY	\$	1,303.68	\$	1,362.35	\$	1,423.65	\$	1,487.72	\$	1,554.66		
	HOURLY	\$	16.2960	\$	17.0293	\$	17.7956	\$	18.5964	\$	19.4333		
22	YEARLY	\$	34,743.06	\$	36,306.50	\$	37,940.30	\$	39,647.61	\$	41,431.75		
	MONTHLY	\$	2,895.26	\$	3,025.54	\$	3,161.69	\$	3,303.97	\$	3,452.65		
	BI-WEEKLY	\$	1,336.27	\$	1,396.40	\$	1,459.24	\$	1,524.91	\$	1,593.53		
	HOURLY	\$	16.7034	\$	17.4550	\$	18.2405	\$	19.0614	\$	19.9191		
23	YEARLY	\$	35,590.46	\$	37,192.03	\$	38,865.67	\$	40,614.62	\$	42,442.28		
	MONTHLY	\$	2,965.87	\$	3,099.34	\$	3,238.81	\$	3,384.55	\$	3,536.86		
	BI-WEEKLY	\$	1,368.86	\$	1,430.46	\$	1,494.83	\$	1,562.10	\$	1,632.40		
	HOURLY	\$	17.1108	\$	17.8808	\$	18.6854	\$	19.5263	\$	20.4049		
24	YEARLY	\$	36,480.22	\$	38,121.83	\$	39,837.31	\$	41,629.99	\$	43,503.34		
	MONTHLY	\$	3,040.02	\$	3,176.82	\$	3,319.78	\$	3,469.17	\$	3,625.28		
	BI-WEEKLY	\$	1,403.09	\$	1,466.22	\$	1,532.20	\$	1,601.15	\$	1,673.21		
	HOURLY	\$	17.5386	\$	18.3278	\$	19.1526	\$	20.0144	\$	20.9151		
25	YEARLY	\$	37,369.98	\$	39,051.63	\$	40,808.95	\$	42,645.35	\$	44,564.40		
	MONTHLY	\$	3,114.16	\$	3,254.30	\$	3,400.75	\$	3,553.78	\$	3,713.70		
	BI-WEEKLY	\$	1,437.31	\$	1,501.99	\$	1,569.58	\$	1,640.21	\$	1,714.02		
	HOURLY	\$	17.9663	\$	18.7748	\$	19.6197	\$	20.5026	\$	21.4252		
26	YEARLY	\$	38,304.23	\$	40,027.92	\$	41,829.18	\$	43,711.49	\$	45,678.51		
	MONTHLY	\$	3,192.02	\$	3,335.66	\$	3,485.76	\$	3,642.62	\$	3,806.54		
	BI-WEEKLY	\$	1,473.24	\$	1,539.54	\$	1,608.81	\$	1,681.21	\$	1,756.87		
	HOURLY	\$	18.4155	\$	19.2442	\$	20.1102	\$	21.0151	\$	21.9608		
27	YEARLY	\$	39,238.48	\$	41,004.21	\$	42,849.40	\$	44,777.62	\$	46,792.62		
	MONTHLY	\$	3,269.87	\$	3,417.02	\$	3,570.78	\$	3,731.47	\$	3,899.38		
	BI-WEEKLY	\$	1,509.17	\$	1,577.08	\$	1,648.05	\$	1,722.22	\$	1,799.72		
	HOURLY	\$	18.8647	\$	19.7136	\$	20.6007	\$	21.5277	\$	22.4964		
28	YEARLY	\$	40,219.44	\$	42,029.32	\$	43,920.63	\$	45,897.06	\$	47,962.43		
	MONTHLY	\$	3,351.62	\$	3,502.44	\$	3,660.05	\$	3,824.76	\$	3,996.87		
	BI-WEEKLY	\$	1,546.90	\$	1,616.51	\$	1,689.26	\$	1,765.27	\$	1,844.71		
	HOURLY	\$	19.3363	\$	20.2064	\$	21.1157	\$	22.0659	\$	23.0589		
29	YEARLY	\$	41,200.40	\$	43,054.42	\$	44,991.87	\$	47,016.50	\$	49,132.25		
	MONTHLY	\$	3,433.37	\$	3,587.87	\$	3,749.32	\$	3,918.04	\$	4,094.35		
	BI-WEEKLY	\$	1,584.63	\$	1,655.94	\$	1,730.46	\$	1,808.33	\$	1,889.70		
	HOURLY	\$	19.8079	\$	20.6992	\$	21.6307	\$	22.6041	\$	23.6213		

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
30	YEARLY	\$ 42,230.41	\$ 44,130.78	\$ 46,116.67	\$ 48,191.92	\$ 50,360.55	
	MONTHLY	\$ 3,519.20	\$ 3,677.57	\$ 3,843.06	\$ 4,015.99	\$ 4,196.71	
	BI-WEEKLY	\$ 1,624.25	\$ 1,697.34	\$ 1,773.72	\$ 1,853.54	\$ 1,936.94	
	HOURLY	\$ 20.3031	\$ 21.2167	\$ 22.1715	\$ 23.1692	\$ 24.2118	
31	YEARLY	\$ 43,260.42	\$ 45,207.14	\$ 47,241.46	\$ 49,367.33	\$ 51,588.86	
	MONTHLY	\$ 3,605.04	\$ 3,767.26	\$ 3,936.79	\$ 4,113.94	\$ 4,299.07	
	BI-WEEKLY	\$ 1,663.86	\$ 1,738.74	\$ 1,816.98	\$ 1,898.74	\$ 1,984.19	
	HOURLY	\$ 20.7983	\$ 21.7342	\$ 22.7122	\$ 23.7343	\$ 24.8023	
32	YEARLY	\$ 44,341.93	\$ 46,337.32	\$ 48,422.50	\$ 50,601.51	\$ 52,878.58	
	MONTHLY	\$ 3,695.16	\$ 3,861.44	\$ 4,035.21	\$ 4,216.79	\$ 4,406.55	
	BI-WEEKLY	\$ 1,705.46	\$ 1,782.20	\$ 1,862.40	\$ 1,946.21	\$ 2,033.79	
	HOURLY	\$ 21.3182	\$ 22.2776	\$ 23.2800	\$ 24.3276	\$ 25.4224	
33	YEARLY	\$ 45,423.44	\$ 47,467.50	\$ 49,603.54	\$ 51,835.70	\$ 54,168.30	
	MONTHLY	\$ 3,785.29	\$ 3,955.62	\$ 4,133.63	\$ 4,319.64	\$ 4,514.03	
	BI-WEEKLY	\$ 1,747.06	\$ 1,825.67	\$ 1,907.83	\$ 1,993.68	\$ 2,083.40	
	HOURLY	\$ 21.8382	\$ 22.8209	\$ 23.8479	\$ 24.9210	\$ 26.0425	
34	YEARLY	\$ 46,559.03	\$ 48,654.19	\$ 50,843.62	\$ 53,131.59	\$ 55,522.51	
	MONTHLY	\$ 3,879.92	\$ 4,054.52	\$ 4,236.97	\$ 4,427.63	\$ 4,626.88	
	BI-WEEKLY	\$ 1,790.73	\$ 1,871.31	\$ 1,955.52	\$ 2,043.52	\$ 2,135.48	
	HOURLY	\$ 22.3841	\$ 23.3914	\$ 24.4441	\$ 25.5440	\$ 26.6935	
35	YEARLY	\$ 47,694.62	\$ 49,840.87	\$ 52,083.71	\$ 54,427.48	\$ 56,876.72	
	MONTHLY	\$ 3,974.55	\$ 4,153.41	\$ 4,340.31	\$ 4,535.62	\$ 4,739.73	
	BI-WEEKLY	\$ 1,834.41	\$ 1,916.96	\$ 2,003.22	\$ 2,093.36	\$ 2,187.57	
	HOURLY	\$ 22.9301	\$ 23.9620	\$ 25.0402	\$ 26.1671	\$ 27.3446	
36	YEARLY	\$ 48,886.98	\$ 51,086.90	\$ 53,385.81	\$ 55,788.17	\$ 58,298.63	\$ 60,922.07
	MONTHLY	\$ 4,073.92	\$ 4,257.24	\$ 4,448.82	\$ 4,649.01	\$ 4,858.22	\$ 5,076.84
	BI-WEEKLY	\$ 1,880.27	\$ 1,964.88	\$ 2,053.30	\$ 2,145.70	\$ 2,242.26	\$ 2,343.16
	HOURLY	\$ 23.5034	\$ 24.5610	\$ 25.6663	\$ 26.8212	\$ 28.0282	\$ 29.2895
37	YEARLY	\$ 50,079.35	\$ 52,332.92	\$ 54,687.90	\$ 57,148.85	\$ 59,720.55	\$ 62,407.98
	MONTHLY	\$ 4,173.28	\$ 4,361.08	\$ 4,557.32	\$ 4,762.40	\$ 4,976.71	\$ 5,200.66
	BI-WEEKLY	\$ 1,926.13	\$ 2,012.80	\$ 2,103.38	\$ 2,198.03	\$ 2,296.94	\$ 2,400.31
	HOURLY	\$ 24.0766	\$ 25.1601	\$ 26.2923	\$ 27.4754	\$ 28.7118	\$ 30.0038
38	YEARLY	\$ 51,331.33	\$ 53,641.24	\$ 56,055.10	\$ 58,577.58	\$ 61,213.57	\$ 63,968.18
	MONTHLY	\$ 4,277.61	\$ 4,470.10	\$ 4,671.26	\$ 4,881.46	\$ 5,101.13	\$ 5,330.68
	BI-WEEKLY	\$ 1,974.28	\$ 2,063.12	\$ 2,155.97	\$ 2,252.98	\$ 2,354.37	\$ 2,460.31
	HOURLY	\$ 24.6785	\$ 25.7891	\$ 26.9496	\$ 28.1623	\$ 29.4296	\$ 30.7539
39	YEARLY	\$ 52,583.31	\$ 54,949.56	\$ 57,422.29	\$ 60,006.30	\$ 62,706.58	\$ 65,528.38
	MONTHLY	\$ 4,381.94	\$ 4,579.13	\$ 4,785.19	\$ 5,000.52	\$ 5,225.55	\$ 5,460.70
	BI-WEEKLY	\$ 2,022.44	\$ 2,113.44	\$ 2,208.55	\$ 2,307.93	\$ 2,411.79	\$ 2,520.32
	HOURLY	\$ 25.2804	\$ 26.4181	\$ 27.6069	\$ 28.8492	\$ 30.1474	\$ 31.5040

RANGE			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
40	YEARLY	\$	53,897.90	\$ 56,323.30	\$ 58,857.85	\$ 61,506.45	\$ 64,274.24	\$ 67,166.59
	MONTHLY	\$	4,491.49	\$ 4,693.61	\$ 4,904.82	\$ 5,125.54	\$ 5,356.19	\$ 5,597.22
	BI-WEEKLY	\$	2,073.00	\$ 2,166.28	\$ 2,263.76	\$ 2,365.63	\$ 2,472.09	\$ 2,583.33
	HOURLY	\$	25.9125	\$ 27.0785	\$ 28.2970	\$ 29.5704	\$ 30.9011	\$ 32.2916
41	YEARLY	\$	55,212.48	\$ 57,697.04	\$ 60,293.41	\$ 63,006.61	\$ 65,841.91	\$ 68,804.79
	MONTHLY	\$	4,601.04	\$ 4,808.09	\$ 5,024.45	\$ 5,250.55	\$ 5,486.83	\$ 5,733.73
	BI-WEEKLY	\$	2,123.56	\$ 2,219.12	\$ 2,318.98	\$ 2,423.33	\$ 2,532.38	\$ 2,646.34
	HOURLY	\$	26.5445	\$ 27.7390	\$ 28.9872	\$ 30.2916	\$ 31.6548	\$ 33.0792
42	YEARLY	\$	56,592.79	\$ 59,139.47	\$ 61,800.74	\$ 64,581.78	\$ 67,487.96	\$ 70,524.91
	MONTHLY	\$	4,716.07	\$ 4,928.29	\$ 5,150.06	\$ 5,381.81	\$ 5,624.00	\$ 5,877.08
	BI-WEEKLY	\$	2,176.65	\$ 2,274.59	\$ 2,376.95	\$ 2,483.91	\$ 2,595.69	\$ 2,712.50
	HOURLY	\$	27.2081	\$ 28.4324	\$ 29.7119	\$ 31.0489	\$ 32.4461	\$ 33.9062
43	YEARLY	\$	57,973.10	\$ 60,581.89	\$ 63,308.08	\$ 66,156.94	\$ 69,134.00	\$ 72,245.03
	MONTHLY	\$	4,831.09	\$ 5,048.49	\$ 5,275.67	\$ 5,513.08	\$ 5,761.17	\$ 6,020.42
	BI-WEEKLY	\$	2,229.73	\$ 2,330.07	\$ 2,434.93	\$ 2,544.50	\$ 2,659.00	\$ 2,778.66
	HOURLY	\$	27.8717	\$ 29.1259	\$ 30.4366	\$ 31.8062	\$ 33.2375	\$ 34.7332
44	YEARLY	\$	59,422.43	\$ 62,096.44	\$ 64,890.78	\$ 67,810.87	\$ 70,862.35	\$ 74,051.16
	MONTHLY	\$	4,951.87	\$ 5,174.70	\$ 5,407.57	\$ 5,650.91	\$ 5,905.20	\$ 6,170.93
	BI-WEEKLY	\$	2,285.48	\$ 2,388.32	\$ 2,495.80	\$ 2,608.11	\$ 2,725.48	\$ 2,848.12
	HOURLY	\$	28.5685	\$ 29.8541	\$ 31.1975	\$ 32.6014	\$ 34.0684	\$ 35.6015
45	YEARLY	\$	60,871.76	\$ 63,610.99	\$ 66,473.48	\$ 69,464.79	\$ 72,590.70	\$ 75,857.29
	MONTHLY	\$	5,072.65	\$ 5,300.92	\$ 5,539.46	\$ 5,788.73	\$ 6,049.23	\$ 6,321.44
	BI-WEEKLY	\$	2,341.22	\$ 2,446.58	\$ 2,556.67	\$ 2,671.72	\$ 2,791.95	\$ 2,917.59
	HOURLY	\$	29.2653	\$ 30.5822	\$ 31.9584	\$ 33.3965	\$ 34.8994	\$ 36.4698
46	YEARLY	\$	62,393.55	\$ 65,201.26	\$ 68,135.32	\$ 71,201.41	\$ 74,405.47	\$ 77,753.72
	MONTHLY	\$	5,199.46	\$ 5,433.44	\$ 5,677.94	\$ 5,933.45	\$ 6,200.46	\$ 6,479.48
	BI-WEEKLY	\$	2,399.75	\$ 2,507.74	\$ 2,620.59	\$ 2,738.52	\$ 2,861.75	\$ 2,990.53
	HOURLY	\$	29.9969	\$ 31.3468	\$ 32.7574	\$ 34.2314	\$ 35.7719	\$ 37.3816
47	YEARLY	\$	63,915.35	\$ 66,791.54	\$ 69,797.16	\$ 72,938.03	\$ 76,220.24	\$ 79,650.15
	MONTHLY	\$	5,326.28	\$ 5,565.96	\$ 5,816.43	\$ 6,078.17	\$ 6,351.69	\$ 6,637.51
	BI-WEEKLY	\$	2,458.28	\$ 2,568.91	\$ 2,684.51	\$ 2,805.31	\$ 2,931.55	\$ 3,063.47
	HOURLY	\$	30.7285	\$ 32.1113	\$ 33.5563	\$ 35.0664	\$ 36.6443	\$ 38.2933
48	YEARLY	\$	65,513.23	\$ 68,461.33	\$ 71,542.09	\$ 74,761.48	\$ 78,125.75	\$ 81,641.40
	MONTHLY	\$	5,459.44	\$ 5,705.11	\$ 5,961.84	\$ 6,230.12	\$ 6,510.48	\$ 6,803.45
	BI-WEEKLY	\$	2,519.74	\$ 2,633.13	\$ 2,751.62	\$ 2,875.44	\$ 3,004.84	\$ 3,140.05
	HOURLY	\$	31.4967	\$ 32.9141	\$ 34.3952	\$ 35.9430	\$ 37.5605	\$ 39.2507
49	YEARLY	\$	67,111.11	\$ 70,131.11	\$ 73,287.01	\$ 76,584.93	\$ 80,031.25	\$ 83,632.66
	MONTHLY	\$	5,592.59	\$ 5,844.26	\$ 6,107.25	\$ 6,382.08	\$ 6,669.27	\$ 6,969.39
	BI-WEEKLY	\$	2,581.20	\$ 2,697.35	\$ 2,818.73	\$ 2,945.57	\$ 3,078.13	\$ 3,216.64
	HOURLY	\$	32.2650	\$ 33.7169	\$ 35.2341	\$ 36.8197	\$ 38.4766	\$ 40.2080

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
50	YEARLY	\$	68,788.89	\$	71,884.39	\$	75,119.19	\$	78,499.55	\$	82,032.03	\$	85,723.47
	MONTHLY	\$	5,732.41	\$	5,990.37	\$	6,259.93	\$	6,541.63	\$	6,836.00	\$	7,143.62
	BI-WEEKLY	\$	2,645.73	\$	2,764.78	\$	2,889.20	\$	3,019.21	\$	3,155.08	\$	3,297.06
	HOURLY	\$	33.0716	\$	34.5598	\$	36.1150	\$	37.7402	\$	39.4385	\$	41.2132
51	YEARLY	\$	70,466.67	\$	73,637.67	\$	76,951.36	\$	80,414.18	\$	84,032.81	\$	87,814.29
	MONTHLY	\$	5,872.22	\$	6,136.47	\$	6,412.61	\$	6,701.18	\$	7,002.73	\$	7,317.86
	BI-WEEKLY	\$	2,710.26	\$	2,832.22	\$	2,959.67	\$	3,092.85	\$	3,232.03	\$	3,377.47
	HOURLY	\$	33.8782	\$	35.4027	\$	36.9958	\$	38.6607	\$	40.4004	\$	42.2184
52	YEARLY	\$	72,228.34	\$	75,478.61	\$	78,875.15	\$	82,424.53	\$	86,133.63	\$	90,009.65
	MONTHLY	\$	6,019.03	\$	6,289.88	\$	6,572.93	\$	6,868.71	\$	7,177.80	\$	7,500.80
	BI-WEEKLY	\$	2,778.01	\$	2,903.02	\$	3,033.66	\$	3,170.17	\$	3,312.83	\$	3,461.91
	HOURLY	\$	34.7252	\$	36.2878	\$	37.9207	\$	39.6272	\$	41.4104	\$	43.2739
53	YEARLY	\$	73,990.00	\$	77,319.55	\$	80,798.93	\$	84,434.89	\$	88,234.45	\$	92,205.01
	MONTHLY	\$	6,165.83	\$	6,443.30	\$	6,733.24	\$	7,036.24	\$	7,352.87	\$	7,683.75
	BI-WEEKLY	\$	2,845.77	\$	2,973.83	\$	3,107.65	\$	3,247.50	\$	3,393.63	\$	3,546.35
	HOURLY	\$	35.5721	\$	37.1729	\$	38.8456	\$	40.5937	\$	42.4204	\$	44.3293
54	YEARLY	\$	75,839.75	\$	79,252.54	\$	82,818.91	\$	86,545.76	\$	90,440.32	\$	94,510.13
	MONTHLY	\$	6,319.98	\$	6,604.38	\$	6,901.58	\$	7,212.15	\$	7,536.69	\$	7,875.84
	BI-WEEKLY	\$	2,916.91	\$	3,048.17	\$	3,185.34	\$	3,328.68	\$	3,478.47	\$	3,635.01
	HOURLY	\$	36.4614	\$	38.1022	\$	39.8168	\$	41.6085	\$	43.4809	\$	45.4376
55	YEARLY	\$	77,689.50	\$	81,185.53	\$	84,838.88	\$	88,656.63	\$	92,646.18	\$	96,815.26
	MONTHLY	\$	6,474.13	\$	6,765.46	\$	7,069.91	\$	7,388.05	\$	7,720.51	\$	8,067.94
	BI-WEEKLY	\$	2,988.06	\$	3,122.52	\$	3,263.03	\$	3,409.87	\$	3,563.31	\$	3,723.66
	HOURLY	\$	37.3507	\$	39.0315	\$	40.7879	\$	42.6234	\$	44.5414	\$	46.5458
56	YEARLY	\$	79,631.74	\$	83,215.17	\$	86,959.85	\$	90,873.05	\$	94,962.33	\$	99,235.64
	MONTHLY	\$	6,635.98	\$	6,934.60	\$	7,246.65	\$	7,572.75	\$	7,913.53	\$	8,269.64
	BI-WEEKLY	\$	3,062.76	\$	3,200.58	\$	3,344.61	\$	3,495.12	\$	3,652.40	\$	3,816.76
	HOURLY	\$	38.2845	\$	40.0073	\$	41.8076	\$	43.6890	\$	45.6550	\$	47.7094
57	YEARLY	\$	81,573.98	\$	85,244.81	\$	89,080.82	\$	93,089.46	\$	97,278.49	\$	101,656.02
	MONTHLY	\$	6,797.83	\$	7,103.73	\$	7,423.40	\$	7,757.46	\$	8,106.54	\$	8,471.33
	BI-WEEKLY	\$	3,137.46	\$	3,278.65	\$	3,426.19	\$	3,580.36	\$	3,741.48	\$	3,909.85
	HOURLY	\$	39.2183	\$	40.9831	\$	42.8273	\$	44.7545	\$	46.7685	\$	48.8731
58	YEARLY	\$	83,613.33	\$	87,375.93	\$	91,307.84	\$	95,416.70	\$	99,710.45	\$	104,197.42
	MONTHLY	\$	6,967.78	\$	7,281.33	\$	7,608.99	\$	7,951.39	\$	8,309.20	\$	8,683.12
	BI-WEEKLY	\$	3,215.90	\$	3,360.61	\$	3,511.84	\$	3,669.87	\$	3,835.02	\$	4,007.59
	HOURLY	\$	40.1987	\$	42.0077	\$	43.8980	\$	45.8734	\$	47.9377	\$	50.0949
59	YEARLY	\$	85,652.68	\$	89,507.05	\$	93,534.86	\$	97,743.93	\$	102,142.41	\$	106,738.82
	MONTHLY	\$	7,137.72	\$	7,458.92	\$	7,794.57	\$	8,145.33	\$	8,511.87	\$	8,894.90
	BI-WEEKLY	\$	3,294.33	\$	3,442.58	\$	3,597.49	\$	3,759.38	\$	3,928.55	\$	4,105.34
	HOURLY	\$	41.1792	\$	43.0322	\$	44.9687	\$	46.9923	\$	49.1069	\$	51.3167

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
60	YEARLY	\$ 87,793.99	\$ 91,744.72	\$ 95,873.24	\$ 100,187.53	\$ 104,695.97	\$ 109,407.29
	MONTHLY	\$ 7,316.17	\$ 7,645.39	\$ 7,989.44	\$ 8,348.96	\$ 8,724.66	\$ 9,117.27
	BI-WEEKLY	\$ 3,376.69	\$ 3,528.64	\$ 3,687.43	\$ 3,853.37	\$ 4,026.77	\$ 4,207.97
	HOURLY	\$ 42.2087	\$ 44.1080	\$ 46.0929	\$ 48.1671	\$ 50.3346	\$ 52.5997
61	YEARLY	\$ 89,935.31	\$ 93,982.40	\$ 98,211.61	\$ 102,631.13	\$ 107,249.53	\$ 112,075.76
	MONTHLY	\$ 7,494.61	\$ 7,831.87	\$ 8,184.30	\$ 8,552.59	\$ 8,937.46	\$ 9,339.65
	BI-WEEKLY	\$ 3,459.05	\$ 3,614.71	\$ 3,777.37	\$ 3,947.35	\$ 4,124.98	\$ 4,310.61
	HOURLY	\$ 43.2381	\$ 45.1838	\$ 47.2171	\$ 49.3419	\$ 51.5623	\$ 53.8826
62	YEARLY	\$ 92,183.69	\$ 96,331.96	\$ 100,666.90	\$ 105,196.91	\$ 109,930.77	\$ 114,877.65
	MONTHLY	\$ 7,681.97	\$ 8,027.66	\$ 8,388.91	\$ 8,766.41	\$ 9,160.90	\$ 9,573.14
	BI-WEEKLY	\$ 3,545.53	\$ 3,705.08	\$ 3,871.80	\$ 4,046.03	\$ 4,228.11	\$ 4,418.37
	HOURLY	\$ 44.3191	\$ 46.3134	\$ 48.3975	\$ 50.5754	\$ 52.8513	\$ 55.2296
63	YEARLY	\$ 94,432.08	\$ 98,681.52	\$ 103,122.19	\$ 107,762.69	\$ 112,612.01	\$ 117,679.55
	MONTHLY	\$ 7,869.34	\$ 8,223.46	\$ 8,593.52	\$ 8,980.22	\$ 9,384.33	\$ 9,806.63
	BI-WEEKLY	\$ 3,632.00	\$ 3,795.44	\$ 3,966.24	\$ 4,144.72	\$ 4,331.23	\$ 4,526.14
	HOURLY	\$ 45.4000	\$ 47.4430	\$ 49.5780	\$ 51.8090	\$ 54.1404	\$ 56.5767
64	YEARLY	\$ 96,792.88	\$ 101,148.56	\$ 105,700.24	\$ 110,456.75	\$ 115,427.31	\$ 120,621.54
	MONTHLY	\$ 8,066.07	\$ 8,429.05	\$ 8,808.35	\$ 9,204.73	\$ 9,618.94	\$ 10,051.79
	BI-WEEKLY	\$ 3,722.80	\$ 3,890.33	\$ 4,065.39	\$ 4,248.34	\$ 4,439.51	\$ 4,639.29
	HOURLY	\$ 46.5350	\$ 48.6291	\$ 50.8174	\$ 53.1042	\$ 55.4939	\$ 57.9911
65	YEARLY	\$ 99,153.68	\$ 103,615.60	\$ 108,278.30	\$ 113,150.82	\$ 118,242.61	\$ 123,563.53
	MONTHLY	\$ 8,262.81	\$ 8,634.63	\$ 9,023.19	\$ 9,429.24	\$ 9,853.55	\$ 10,296.96
	BI-WEEKLY	\$ 3,813.60	\$ 3,985.22	\$ 4,164.55	\$ 4,351.95	\$ 4,547.79	\$ 4,752.44
	HOURLY	\$ 47.6700	\$ 49.8152	\$ 52.0569	\$ 54.3994	\$ 56.8474	\$ 59.4055
66	YEARLY	\$ 101,632.52	\$ 106,205.99	\$ 110,985.26	\$ 115,979.59	\$ 121,198.67	\$ 126,652.61
	MONTHLY	\$ 8,469.38	\$ 8,850.50	\$ 9,248.77	\$ 9,664.97	\$ 10,099.89	\$ 10,554.38
	BI-WEEKLY	\$ 3,908.94	\$ 4,084.85	\$ 4,268.66	\$ 4,460.75	\$ 4,661.49	\$ 4,871.25
	HOURLY	\$ 48.8618	\$ 51.0606	\$ 53.3583	\$ 55.7594	\$ 58.2686	\$ 60.8907
67	YEARLY	\$ 104,111.36	\$ 108,796.38	\$ 113,692.21	\$ 118,808.36	\$ 124,154.74	\$ 129,741.70
	MONTHLY	\$ 8,675.95	\$ 9,066.36	\$ 9,474.35	\$ 9,900.70	\$ 10,346.23	\$ 10,811.81
	BI-WEEKLY	\$ 4,004.28	\$ 4,184.48	\$ 4,372.78	\$ 4,569.55	\$ 4,775.18	\$ 4,990.07
	HOURLY	\$ 50.0535	\$ 52.3060	\$ 54.6597	\$ 57.1194	\$ 59.6898	\$ 62.3758
68	YEARLY	\$ 106,714.15	\$ 111,516.29	\$ 116,534.52	\$ 121,778.57	\$ 127,258.61	\$ 132,985.24
	MONTHLY	\$ 8,892.85	\$ 9,293.02	\$ 9,711.21	\$ 10,148.21	\$ 10,604.88	\$ 11,082.10
	BI-WEEKLY	\$ 4,104.39	\$ 4,289.09	\$ 4,482.10	\$ 4,683.79	\$ 4,894.56	\$ 5,114.82
	HOURLY	\$ 51.3049	\$ 53.6136	\$ 56.0262	\$ 58.5474	\$ 61.1820	\$ 63.9352
69	YEARLY	\$ 109,316.93	\$ 114,236.19	\$ 119,376.82	\$ 124,748.78	\$ 130,362.48	\$ 136,228.79
	MONTHLY	\$ 9,109.74	\$ 9,519.68	\$ 9,948.07	\$ 10,395.73	\$ 10,863.54	\$ 11,352.40
	BI-WEEKLY	\$ 4,204.50	\$ 4,393.70	\$ 4,591.42	\$ 4,798.03	\$ 5,013.94	\$ 5,239.57
	HOURLY	\$ 52.5562	\$ 54.9212	\$ 57.3927	\$ 59.9754	\$ 62.6743	\$ 65.4946

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
0	YEARLY	\$ 112,049.86	\$ 117,092.10	\$ 122,361.24	\$ 127,867.50	\$ 133,621.54	\$ 139,634.51
	MONTHLY	\$ 9,337.49	\$ 9,757.67	\$ 10,196.77	\$ 10,655.63	\$ 11,135.13	\$ 11,636.21
	BI-WEEKLY	\$ 4,309.61	\$ 4,503.54	\$ 4,706.20	\$ 4,917.98	\$ 5,139.29	\$ 5,370.56
	HOURLY	\$ 53.8701	\$ 56.2943	\$ 58.8275	\$ 61.4748	\$ 64.2411	\$ 67.1320
71	YEARLY	\$ 114,782.78	\$ 119,948.00	\$ 125,345.66	\$ 130,986.22	\$ 136,880.60	\$ 143,040.23
	MONTHLY	\$ 9,565.23	\$ 9,995.67	\$ 10,445.47	\$ 10,915.52	\$ 11,406.72	\$ 11,920.02
	BI-WEEKLY	\$ 4,414.72	\$ 4,613.38	\$ 4,820.99	\$ 5,037.93	\$ 5,264.64	\$ 5,501.55
	HOURLY	\$ 55.1840	\$ 57.6673	\$ 60.2623	\$ 62.9741	\$ 65.8080	\$ 68.7693
72	YEARLY	\$ 117,652.35	\$ 122,946.70	\$ 128,479.31	\$ 134,260.88	\$ 140,302.61	\$ 146,616.23
	MONTHLY	\$ 9,804.36	\$ 10,245.56	\$ 10,706.61	\$ 11,188.41	\$ 11,691.88	\$ 12,218.02
	BI-WEEKLY	\$ 4,525.09	\$ 4,728.72	\$ 4,941.51	\$ 5,163.88	\$ 5,396.25	\$ 5,639.09
	HOURLY	\$ 56.5636	\$ 59.1090	\$ 61.7689	\$ 64.5485	\$ 67.4532	\$ 70.4886
73	YEARLY	\$ 120,521.92	\$ 125,945.40	\$ 131,612.95	\$ 137,535.53	\$ 143,724.63	\$ 150,192.24
	MONTHLY	\$ 10,043.49	\$ 10,495.45	\$ 10,967.75	\$ 11,461.29	\$ 11,977.05	\$ 12,516.02
	BI-WEEKLY	\$ 4,635.46	\$ 4,844.05	\$ 5,062.04	\$ 5,289.83	\$ 5,527.87	\$ 5,776.62
	HOURLY	\$ 57.9432	\$ 60.5507	\$ 63.2755	\$ 66.1229	\$ 69.0984	\$ 72.2078
74	YEARLY	\$ 123,534.97	\$ 129,094.04	\$ 134,903.27	\$ 140,973.92	\$ 147,317.75	\$ 153,947.04
	MONTHLY	\$ 10,294.58	\$ 10,757.84	\$ 11,241.94	\$ 11,747.83	\$ 12,276.48	\$ 12,828.92
	BI-WEEKLY	\$ 4,751.34	\$ 4,965.16	\$ 5,188.59	\$ 5,422.07	\$ 5,666.07	\$ 5,921.04
	HOURLY	\$ 59.3918	\$ 62.0644	\$ 64.8573	\$ 67.7759	\$ 70.8258	\$ 74.0130
75	YEARLY	\$ 126,548.01	\$ 132,242.68	\$ 138,193.60	\$ 144,412.31	\$ 150,910.86	\$ 157,701.85
	MONTHLY	\$ 10,545.67	\$ 11,020.22	\$ 11,516.13	\$ 12,034.36	\$ 12,575.91	\$ 13,141.82
	BI-WEEKLY	\$ 4,867.23	\$ 5,086.26	\$ 5,315.14	\$ 5,554.32	\$ 5,804.26	\$ 6,065.46
	HOURLY	\$ 60.8404	\$ 63.5782	\$ 66.4392	\$ 69.4290	\$ 72.5533	\$ 75.8182
76	YEARLY	\$ 129,711.71	\$ 135,548.74	\$ 141,648.44	\$ 148,022.61	\$ 154,683.63	\$ 161,644.40
	MONTHLY	\$ 10,809.31	\$ 11,295.73	\$ 11,804.04	\$ 12,335.22	\$ 12,890.30	\$ 13,470.37
	BI-WEEKLY	\$ 4,988.91	\$ 5,213.41	\$ 5,448.02	\$ 5,693.18	\$ 5,949.37	\$ 6,217.09
	HOURLY	\$ 62.3614	\$ 65.1677	\$ 68.1002	\$ 71.1647	\$ 74.3671	\$ 77.7137
77	YEARLY	\$ 132,875.42	\$ 138,854.81	\$ 145,103.28	\$ 151,632.92	\$ 158,456.40	\$ 165,586.94
	MONTHLY	\$ 11,072.95	\$ 11,571.23	\$ 12,091.94	\$ 12,636.08	\$ 13,204.70	\$ 13,798.91
	BI-WEEKLY	\$ 5,110.59	\$ 5,340.57	\$ 5,580.90	\$ 5,832.04	\$ 6,094.48	\$ 6,368.73
	HOURLY	\$ 63.8824	\$ 66.7571	\$ 69.7612	\$ 72.9004	\$ 76.1810	\$ 79.6091
78	YEARLY	\$ 136,197.30	\$ 142,326.18	\$ 148,730.86	\$ 155,423.75	\$ 162,417.81	\$ 169,726.62
	MONTHLY	\$ 11,349.78	\$ 11,860.51	\$ 12,394.24	\$ 12,951.98	\$ 13,534.82	\$ 14,143.88
	BI-WEEKLY	\$ 5,238.36	\$ 5,474.08	\$ 5,720.42	\$ 5,977.84	\$ 6,246.84	\$ 6,527.95
	HOURLY	\$ 65.4795	\$ 68.4260	\$ 71.5052	\$ 74.7230	\$ 78.0855	\$ 81.5993
79	YEARLY	\$ 139,519.19	\$ 145,797.55	\$ 152,358.44	\$ 159,214.57	\$ 166,379.22	\$ 173,866.29
	MONTHLY	\$ 11,626.60	\$ 12,149.80	\$ 12,696.54	\$ 13,267.88	\$ 13,864.94	\$ 14,488.86
	BI-WEEKLY	\$ 5,366.12	\$ 5,607.60	\$ 5,859.94	\$ 6,123.64	\$ 6,399.20	\$ 6,687.16
	HOURLY	\$ 67.0765	\$ 70.0950	\$ 73.2492	\$ 76.5455	\$ 79.9900	\$ 83.5896

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
80	YEARLY	\$ 143,007.17	\$ 149,442.49	\$ 156,167.40	\$ 163,194.93	\$ 170,538.70	\$ 178,212.95
	MONTHLY	\$ 11,917.26	\$ 12,453.54	\$ 13,013.95	\$ 13,599.58	\$ 14,211.56	\$ 14,851.08
	BI-WEEKLY	\$ 5,500.28	\$ 5,747.79	\$ 6,006.44	\$ 6,276.73	\$ 6,559.18	\$ 6,854.34
	HOURLY	\$ 68.7534	\$ 71.8473	\$ 75.0805	\$ 78.4591	\$ 81.9898	\$ 85.6793
81	YEARLY	\$ 146,495.15	\$ 153,087.43	\$ 159,976.36	\$ 167,175.30	\$ 174,698.19	\$ 182,559.60
	MONTHLY	\$ 12,207.93	\$ 12,757.29	\$ 13,331.36	\$ 13,931.27	\$ 14,558.18	\$ 15,213.30
	BI-WEEKLY	\$ 5,634.43	\$ 5,887.98	\$ 6,152.94	\$ 6,429.82	\$ 6,719.16	\$ 7,021.52
	HOURLY	\$ 70.4304	\$ 73.5997	\$ 76.9117	\$ 80.3727	\$ 83.9895	\$ 87.7690
82	YEARLY	\$ 150,157.52	\$ 156,914.61	\$ 163,975.77	\$ 171,354.68	\$ 179,065.64	\$ 187,123.59
	MONTHLY	\$ 12,513.13	\$ 13,076.22	\$ 13,664.65	\$ 14,279.56	\$ 14,922.14	\$ 15,593.63
	BI-WEEKLY	\$ 5,775.29	\$ 6,035.18	\$ 6,306.76	\$ 6,590.56	\$ 6,887.14	\$ 7,197.06
	HOURLY	\$ 72.1911	\$ 75.4397	\$ 78.8345	\$ 82.3821	\$ 86.0893	\$ 89.9633
83	YEARLY	\$ 153,819.90	\$ 160,741.80	\$ 167,975.18	\$ 175,534.06	\$ 183,433.09	\$ 191,687.58
	MONTHLY	\$ 12,818.33	\$ 13,395.15	\$ 13,997.93	\$ 14,627.84	\$ 15,286.09	\$ 15,973.97
	BI-WEEKLY	\$ 5,916.15	\$ 6,182.38	\$ 6,460.58	\$ 6,751.31	\$ 7,055.12	\$ 7,372.60
	HOURLY	\$ 73.9519	\$ 77.2797	\$ 80.7573	\$ 84.3914	\$ 88.1890	\$ 92.1575
84	YEARLY	\$ 157,665.40	\$ 164,760.34	\$ 172,174.56	\$ 179,922.41	\$ 188,018.92	\$ 196,479.77
	MONTHLY	\$ 13,138.78	\$ 13,730.03	\$ 14,347.88	\$ 14,993.53	\$ 15,668.24	\$ 16,373.31
	BI-WEEKLY	\$ 6,064.05	\$ 6,336.94	\$ 6,622.10	\$ 6,920.09	\$ 7,231.50	\$ 7,556.91
	HOURLY	\$ 75.8007	\$ 79.2117	\$ 82.7762	\$ 86.5012	\$ 90.3937	\$ 94.4614
85	YEARLY	\$ 161,510.90	\$ 168,778.89	\$ 176,373.94	\$ 184,310.77	\$ 192,604.75	\$ 201,271.96
	MONTHLY	\$ 13,459.24	\$ 14,064.91	\$ 14,697.83	\$ 15,359.23	\$ 16,050.40	\$ 16,772.66
	BI-WEEKLY	\$ 6,211.96	\$ 6,491.50	\$ 6,783.61	\$ 7,088.88	\$ 7,407.87	\$ 7,741.23
	HOURLY	\$ 77.6495	\$ 81.1437	\$ 84.7952	\$ 88.6109	\$ 92.5984	\$ 96.7654
86	YEARLY	\$ 165,548.67	\$ 172,998.36	\$ 180,783.29	\$ 188,918.53	\$ 197,419.87	\$ 206,303.76
	MONTHLY	\$ 13,795.72	\$ 14,416.53	\$ 15,065.27	\$ 15,743.21	\$ 16,451.66	\$ 17,191.98
	BI-WEEKLY	\$ 6,367.26	\$ 6,653.78	\$ 6,953.20	\$ 7,266.10	\$ 7,593.07	\$ 7,934.76
	HOURLY	\$ 79.5907	\$ 83.1723	\$ 86.9150	\$ 90.8262	\$ 94.9134	\$ 99.1845
87	YEARLY	\$ 169,586.44	\$ 177,217.83	\$ 185,192.63	\$ 193,526.30	\$ 202,234.99	\$ 211,335.56
	MONTHLY	\$ 14,132.20	\$ 14,768.15	\$ 15,432.72	\$ 16,127.19	\$ 16,852.92	\$ 17,611.30
	BI-WEEKLY	\$ 6,522.56	\$ 6,816.07	\$ 7,122.79	\$ 7,443.32	\$ 7,778.27	\$ 8,128.29
	HOURLY	\$ 81.5319	\$ 85.2009	\$ 89.0349	\$ 93.0415	\$ 97.2284	\$ 101.6036
88	YEARLY	\$ 173,826.10	\$ 181,648.28	\$ 189,822.45	\$ 198,364.46	\$ 207,290.86	\$ 216,618.95
	MONTHLY	\$ 14,485.51	\$ 15,137.36	\$ 15,818.54	\$ 16,530.37	\$ 17,274.24	\$ 18,051.58
	BI-WEEKLY	\$ 6,685.62	\$ 6,986.47	\$ 7,300.86	\$ 7,629.40	\$ 7,972.73	\$ 8,331.50
	HOURLY	\$ 83.5702	\$ 87.3309	\$ 91.2608	\$ 95.3675	\$ 99.6591	\$ 104.1437

CITY OF SOLEDAD

**SPOA MEMBERS
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2008- 09**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 21,304.11	\$ 22,262.79	\$ 23,264.62	\$ 24,311.53	\$ 25,405.54
	MONTHLY	\$ 1,775.34	\$ 1,855.23	\$ 1,938.72	\$ 2,025.96	\$ 2,117.13
	BI-WEEKLY	\$ 819.39	\$ 856.26	\$ 894.79	\$ 935.06	\$ 977.14
	HOURLY	\$ 10.2424	\$ 10.7033	\$ 11.1849	\$ 11.6882	\$ 12.2142
2	YEARLY	\$ 21,836.71	\$ 22,819.36	\$ 23,846.23	\$ 24,919.31	\$ 26,040.68
	MONTHLY	\$ 1,819.73	\$ 1,901.61	\$ 1,987.19	\$ 2,076.61	\$ 2,170.06
	BI-WEEKLY	\$ 839.87	\$ 877.67	\$ 917.16	\$ 958.44	\$ 1,001.56
	HOURLY	\$ 10.4984	\$ 10.9708	\$ 11.4645	\$ 11.9804	\$ 12.5196
3	YEARLY	\$ 22,369.31	\$ 23,375.93	\$ 24,427.85	\$ 25,527.10	\$ 26,675.82
	MONTHLY	\$ 1,864.11	\$ 1,947.99	\$ 2,035.65	\$ 2,127.26	\$ 2,222.99
	BI-WEEKLY	\$ 860.36	\$ 899.07	\$ 939.53	\$ 981.81	\$ 1,025.99
	HOURLY	\$ 10.7545	\$ 11.2384	\$ 11.7442	\$ 12.2726	\$ 12.8249
4	YEARLY	\$ 22,928.55	\$ 23,960.33	\$ 25,038.54	\$ 26,165.28	\$ 27,342.72
	MONTHLY	\$ 1,910.71	\$ 1,996.69	\$ 2,086.55	\$ 2,180.44	\$ 2,278.56
	BI-WEEKLY	\$ 881.87	\$ 921.55	\$ 963.02	\$ 1,006.36	\$ 1,051.64
	HOURLY	\$ 11.0233	\$ 11.5194	\$ 12.0378	\$ 12.5795	\$ 13.1455
5	YEARLY	\$ 23,487.78	\$ 24,544.73	\$ 25,649.24	\$ 26,803.46	\$ 28,009.61
	MONTHLY	\$ 1,957.31	\$ 2,045.39	\$ 2,137.44	\$ 2,233.62	\$ 2,334.13
	BI-WEEKLY	\$ 903.38	\$ 944.03	\$ 986.51	\$ 1,030.90	\$ 1,077.29
	HOURLY	\$ 11.2922	\$ 11.8003	\$ 12.3314	\$ 12.8863	\$ 13.4662
6	YEARLY	\$ 24,074.97	\$ 25,158.35	\$ 26,290.47	\$ 27,473.54	\$ 28,709.85
	MONTHLY	\$ 2,006.25	\$ 2,096.53	\$ 2,190.87	\$ 2,289.46	\$ 2,392.49
	BI-WEEKLY	\$ 925.96	\$ 967.63	\$ 1,011.17	\$ 1,056.67	\$ 1,104.23
	HOURLY	\$ 11.5745	\$ 12.0954	\$ 12.6396	\$ 13.2084	\$ 13.8028
7	YEARLY	\$ 24,662.17	\$ 25,771.96	\$ 26,931.70	\$ 28,143.63	\$ 29,410.09
	MONTHLY	\$ 2,055.18	\$ 2,147.66	\$ 2,244.31	\$ 2,345.30	\$ 2,450.84
	BI-WEEKLY	\$ 948.54	\$ 991.23	\$ 1,035.83	\$ 1,082.45	\$ 1,131.16
	HOURLY	\$ 11.8568	\$ 12.3904	\$ 12.9479	\$ 13.5306	\$ 14.1395
8	YEARLY	\$ 25,278.72	\$ 26,416.26	\$ 27,605.00	\$ 28,847.22	\$ 30,145.34
	MONTHLY	\$ 2,106.56	\$ 2,201.36	\$ 2,300.42	\$ 2,403.94	\$ 2,512.11
	BI-WEEKLY	\$ 972.26	\$ 1,016.01	\$ 1,061.73	\$ 1,109.51	\$ 1,159.44
	HOURLY	\$ 12.1532	\$ 12.7001	\$ 13.2716	\$ 13.8689	\$ 14.4930
9	YEARLY	\$ 25,895.28	\$ 27,060.56	\$ 28,278.29	\$ 29,550.81	\$ 30,880.60
	MONTHLY	\$ 2,157.94	\$ 2,255.05	\$ 2,356.52	\$ 2,462.57	\$ 2,573.38
	BI-WEEKLY	\$ 995.97	\$ 1,040.79	\$ 1,087.63	\$ 1,136.57	\$ 1,187.72
	HOURLY	\$ 12.4497	\$ 13.0099	\$ 13.5953	\$ 14.2071	\$ 14.8464

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
10	YEARLY	\$	26,542.66	\$	27,737.08	\$	28,985.25	\$	30,289.58	\$	31,652.61
	MONTHLY	\$	2,211.89	\$	2,311.42	\$	2,415.44	\$	2,524.13	\$	2,637.72
	BI-WEEKLY	\$	1,020.87	\$	1,066.81	\$	1,114.82	\$	1,164.98	\$	1,217.41
	HOURLY	\$	12.7609	\$	13.3351	\$	13.9352	\$	14.5623	\$	15.2176
11	YEARLY	\$	27,190.04	\$	28,413.59	\$	29,692.20	\$	31,028.35	\$	32,424.63
	MONTHLY	\$	2,265.84	\$	2,367.80	\$	2,474.35	\$	2,585.70	\$	2,702.05
	BI-WEEKLY	\$	1,045.77	\$	1,092.83	\$	1,142.01	\$	1,193.40	\$	1,247.10
	HOURLY	\$	13.0721	\$	13.6604	\$	14.2751	\$	14.9175	\$	15.5888
12	YEARLY	\$	27,869.79	\$	29,123.93	\$	30,434.51	\$	31,804.06	\$	33,235.24
	MONTHLY	\$	2,322.48	\$	2,426.99	\$	2,536.21	\$	2,650.34	\$	2,769.60
	BI-WEEKLY	\$	1,071.91	\$	1,120.15	\$	1,170.56	\$	1,223.23	\$	1,278.28
	HOURLY	\$	13.3989	\$	14.0019	\$	14.6320	\$	15.2904	\$	15.9785
13	YEARLY	\$	28,549.54	\$	29,834.27	\$	31,176.81	\$	32,579.77	\$	34,045.86
	MONTHLY	\$	2,379.13	\$	2,486.19	\$	2,598.07	\$	2,714.98	\$	2,837.15
	BI-WEEKLY	\$	1,098.06	\$	1,147.47	\$	1,199.11	\$	1,253.07	\$	1,309.46
	HOURLY	\$	13.7257	\$	14.3434	\$	14.9889	\$	15.6634	\$	16.3682
14	YEARLY	\$	29,263.28	\$	30,580.13	\$	31,956.23	\$	33,394.26	\$	34,897.00
	MONTHLY	\$	2,438.61	\$	2,548.34	\$	2,663.02	\$	2,782.86	\$	2,908.08
	BI-WEEKLY	\$	1,125.51	\$	1,176.16	\$	1,229.09	\$	1,284.39	\$	1,342.19
	HOURLY	\$	14.0689	\$	14.7020	\$	15.3636	\$	16.0549	\$	16.7774
15	YEARLY	\$	29,977.02	\$	31,325.98	\$	32,735.65	\$	34,208.76	\$	35,748.15
	MONTHLY	\$	2,498.08	\$	2,610.50	\$	2,727.97	\$	2,850.73	\$	2,979.01
	BI-WEEKLY	\$	1,152.96	\$	1,204.85	\$	1,259.06	\$	1,315.72	\$	1,374.93
	HOURLY	\$	14.4120	\$	15.0606	\$	15.7383	\$	16.4465	\$	17.1866
16	YEARLY	\$	30,726.44	\$	32,109.13	\$	33,554.04	\$	35,063.98	\$	36,641.86
	MONTHLY	\$	2,560.54	\$	2,675.76	\$	2,796.17	\$	2,922.00	\$	3,053.49
	BI-WEEKLY	\$	1,181.79	\$	1,234.97	\$	1,290.54	\$	1,348.61	\$	1,409.30
	HOURLY	\$	14.7723	\$	15.4371	\$	16.1318	\$	16.8577	\$	17.6163
17	YEARLY	\$	31,475.87	\$	32,892.28	\$	34,372.44	\$	35,919.20	\$	37,535.56
	MONTHLY	\$	2,622.99	\$	2,741.02	\$	2,864.37	\$	2,993.27	\$	3,127.96
	BI-WEEKLY	\$	1,210.61	\$	1,265.09	\$	1,322.02	\$	1,381.51	\$	1,443.68
	HOURLY	\$	15.1326	\$	15.8136	\$	16.5252	\$	17.2688	\$	18.0459
18	YEARLY	\$	32,262.77	\$	33,714.59	\$	35,231.75	\$	36,817.18	\$	38,473.95
	MONTHLY	\$	2,688.56	\$	2,809.55	\$	2,935.98	\$	3,068.10	\$	3,206.16
	BI-WEEKLY	\$	1,240.88	\$	1,296.71	\$	1,355.07	\$	1,416.05	\$	1,479.77
	HOURLY	\$	15.5109	\$	16.2089	\$	16.9383	\$	17.7006	\$	18.4971
19	YEARLY	\$	33,049.66	\$	34,536.90	\$	36,091.06	\$	37,715.15	\$	39,412.34
	MONTHLY	\$	2,754.14	\$	2,878.07	\$	3,007.59	\$	3,142.93	\$	3,284.36
	BI-WEEKLY	\$	1,271.14	\$	1,328.34	\$	1,388.12	\$	1,450.58	\$	1,515.86
	HOURLY	\$	15.8893	\$	16.6043	\$	17.3515	\$	18.1323	\$	18.9482

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
0	YEARLY	\$	33,875.90	\$	35,400.32	\$	36,993.33	\$	38,658.03	\$	40,397.65
	MONTHLY	\$	2,822.99	\$	2,950.03	\$	3,082.78	\$	3,221.50	\$	3,366.47
	BI-WEEKLY	\$	1,302.92	\$	1,361.55	\$	1,422.82	\$	1,486.85	\$	1,553.76
	HOURLY	\$	16.2865	\$	17.0194	\$	17.7853	\$	18.5856	\$	19.4219
21	YEARLY	\$	34,702.15	\$	36,263.74	\$	37,895.61	\$	39,600.91	\$	41,382.95
	MONTHLY	\$	2,891.85	\$	3,021.98	\$	3,157.97	\$	3,300.08	\$	3,448.58
	BI-WEEKLY	\$	1,334.70	\$	1,394.76	\$	1,457.52	\$	1,523.11	\$	1,591.65
	HOURLY	\$	16.6837	\$	17.4345	\$	18.2190	\$	19.0389	\$	19.8957
22	YEARLY	\$	35,569.70	\$	37,170.34	\$	38,843.00	\$	40,590.94	\$	42,417.53
	MONTHLY	\$	2,964.14	\$	3,097.53	\$	3,236.92	\$	3,382.58	\$	3,534.79
	BI-WEEKLY	\$	1,368.07	\$	1,429.63	\$	1,493.96	\$	1,561.19	\$	1,631.44
	HOURLY	\$	17.1008	\$	17.8704	\$	18.6745	\$	19.5149	\$	20.3930
23	YEARLY	\$	36,437.25	\$	38,076.93	\$	39,790.39	\$	41,580.96	\$	43,452.10
	MONTHLY	\$	3,036.44	\$	3,173.08	\$	3,315.87	\$	3,465.08	\$	3,621.01
	BI-WEEKLY	\$	1,401.43	\$	1,464.50	\$	1,530.40	\$	1,599.27	\$	1,671.23
	HOURLY	\$	17.5179	\$	18.3062	\$	19.1300	\$	19.9908	\$	20.8904
24	YEARLY	\$	37,348.18	\$	39,028.85	\$	40,785.15	\$	42,620.48	\$	44,538.40
	MONTHLY	\$	3,112.35	\$	3,252.40	\$	3,398.76	\$	3,551.71	\$	3,711.53
	BI-WEEKLY	\$	1,436.47	\$	1,501.11	\$	1,568.66	\$	1,639.25	\$	1,713.02
	HOURLY	\$	17.9559	\$	18.7639	\$	19.6082	\$	20.4906	\$	21.4127
25	YEARLY	\$	38,259.12	\$	39,980.78	\$	41,779.91	\$	43,660.01	\$	45,624.71
	MONTHLY	\$	3,188.26	\$	3,331.73	\$	3,481.66	\$	3,638.33	\$	3,802.06
	BI-WEEKLY	\$	1,471.50	\$	1,537.72	\$	1,606.92	\$	1,679.23	\$	1,754.80
	HOURLY	\$	18.3938	\$	19.2215	\$	20.0865	\$	20.9904	\$	21.9350
26	YEARLY	\$	39,215.59	\$	40,980.29	\$	42,824.41	\$	44,751.51	\$	46,765.32
	MONTHLY	\$	3,267.97	\$	3,415.02	\$	3,568.70	\$	3,729.29	\$	3,897.11
	BI-WEEKLY	\$	1,508.29	\$	1,576.17	\$	1,647.09	\$	1,721.21	\$	1,798.67
	HOURLY	\$	18.8537	\$	19.7021	\$	20.5887	\$	21.5151	\$	22.4833
27	YEARLY	\$	40,172.07	\$	41,979.81	\$	43,868.91	\$	45,843.01	\$	47,905.94
	MONTHLY	\$	3,347.67	\$	3,498.32	\$	3,655.74	\$	3,820.25	\$	3,992.16
	BI-WEEKLY	\$	1,545.08	\$	1,614.61	\$	1,687.27	\$	1,763.19	\$	1,842.54
	HOURLY	\$	19.3135	\$	20.1826	\$	21.0908	\$	22.0399	\$	23.0317
28	YEARLY	\$	41,176.37	\$	43,029.31	\$	44,965.63	\$	46,989.08	\$	49,103.59
	MONTHLY	\$	3,431.36	\$	3,585.78	\$	3,747.14	\$	3,915.76	\$	4,091.97
	BI-WEEKLY	\$	1,583.71	\$	1,654.97	\$	1,729.45	\$	1,807.27	\$	1,888.60
	HOURLY	\$	19.7963	\$	20.6872	\$	21.6181	\$	22.5909	\$	23.6075
29	YEARLY	\$	42,180.67	\$	44,078.80	\$	46,062.35	\$	48,135.16	\$	50,301.24
	MONTHLY	\$	3,515.06	\$	3,673.23	\$	3,838.53	\$	4,011.26	\$	4,191.77
	BI-WEEKLY	\$	1,622.33	\$	1,695.34	\$	1,771.63	\$	1,851.35	\$	1,934.66
	HOURLY	\$	20.2792	\$	21.1917	\$	22.1454	\$	23.1419	\$	24.1833

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5			
30	YEARLY	\$	43,235.19	\$	45,180.78	\$	47,213.91	\$	49,338.54	\$	51,558.77		
	MONTHLY	\$	3,602.93	\$	3,765.06	\$	3,934.49	\$	4,111.54	\$	4,296.56		
	BI-WEEKLY	\$	1,662.89	\$	1,737.72	\$	1,815.92	\$	1,897.64	\$	1,983.03		
	HOURLY	\$	20.7861	\$	21.7215	\$	22.6990	\$	23.7204	\$	24.7879		
31	YEARLY	\$	44,289.71	\$	46,282.75	\$	48,365.47	\$	50,541.91	\$	52,816.30		
	MONTHLY	\$	3,690.81	\$	3,856.90	\$	4,030.46	\$	4,211.83	\$	4,401.36		
	BI-WEEKLY	\$	1,703.45	\$	1,780.11	\$	1,860.21	\$	1,943.92	\$	2,031.40		
	HOURLY	\$	21.2931	\$	22.2513	\$	23.2526	\$	24.2990	\$	25.3925		
32	YEARLY	\$	45,396.95	\$	47,439.81	\$	49,574.61	\$	51,805.46	\$	54,136.71		
	MONTHLY	\$	3,783.08	\$	3,953.32	\$	4,131.22	\$	4,317.12	\$	4,511.39		
	BI-WEEKLY	\$	1,746.04	\$	1,824.61	\$	1,906.72	\$	1,992.52	\$	2,082.18		
	HOURLY	\$	21.8255	\$	22.8076	\$	23.8339	\$	24.9065	\$	26.0273		
33	YEARLY	\$	46,504.19	\$	48,596.88	\$	50,783.74	\$	53,069.01	\$	55,457.12		
	MONTHLY	\$	3,875.35	\$	4,049.74	\$	4,231.98	\$	4,422.42	\$	4,621.43		
	BI-WEEKLY	\$	1,788.62	\$	1,869.11	\$	1,953.22	\$	2,041.12	\$	2,132.97		
	HOURLY	\$	22.3578	\$	23.3639	\$	24.4153	\$	25.5139	\$	26.6621		
34	YEARLY	\$	47,666.80	\$	49,811.80	\$	52,053.34	\$	54,395.74	\$	56,843.54		
	MONTHLY	\$	3,972.23	\$	4,150.98	\$	4,337.78	\$	4,532.98	\$	4,736.96		
	BI-WEEKLY	\$	1,833.34	\$	1,915.84	\$	2,002.05	\$	2,092.14	\$	2,186.29		
	HOURLY	\$	22.9167	\$	23.9480	\$	25.0256	\$	26.1518	\$	27.3286		
35	YEARLY	\$	48,829.40	\$	51,026.73	\$	53,322.93	\$	55,722.46	\$	58,229.97		
	MONTHLY	\$	4,069.12	\$	4,252.23	\$	4,443.58	\$	4,643.54	\$	4,852.50		
	BI-WEEKLY	\$	1,878.05	\$	1,962.57	\$	2,050.88	\$	2,143.17	\$	2,239.61		
	HOURLY	\$	23.4757	\$	24.5321	\$	25.6360	\$	26.7896	\$	27.9952		
36	YEARLY	\$	50,050.14	\$	52,302.39	\$	54,656.00	\$	57,115.52	\$	59,685.72	\$	62,371.58
	MONTHLY	\$	4,170.84	\$	4,358.53	\$	4,554.67	\$	4,759.63	\$	4,973.81	\$	5,197.63
	BI-WEEKLY	\$	1,925.01	\$	2,011.63	\$	2,102.15	\$	2,196.75	\$	2,295.60	\$	2,398.91
	HOURLY	\$	24.0626	\$	25.1454	\$	26.2769	\$	27.4594	\$	28.6951	\$	29.9863
37	YEARLY	\$	51,270.87	\$	53,578.06	\$	55,989.08	\$	58,508.58	\$	61,141.47	\$	63,892.84
	MONTHLY	\$	4,272.57	\$	4,464.84	\$	4,665.76	\$	4,875.72	\$	5,095.12	\$	5,324.40
	BI-WEEKLY	\$	1,971.96	\$	2,060.69	\$	2,153.43	\$	2,250.33	\$	2,351.60	\$	2,457.42
	HOURLY	\$	24.6495	\$	25.7587	\$	26.9178	\$	28.1291	\$	29.3949	\$	30.7177
38	YEARLY	\$	52,552.65	\$	54,917.51	\$	57,388.80	\$	59,971.30	\$	62,670.01	\$	65,490.16
	MONTHLY	\$	4,379.39	\$	4,576.46	\$	4,782.40	\$	4,997.61	\$	5,222.50	\$	5,457.51
	BI-WEEKLY	\$	2,021.26	\$	2,112.21	\$	2,207.26	\$	2,306.59	\$	2,410.38	\$	2,518.85
	HOURLY	\$	25.2657	\$	26.4027	\$	27.5908	\$	28.8324	\$	30.1298	\$	31.4857
39	YEARLY	\$	53,834.42	\$	56,256.97	\$	58,788.53	\$	61,434.01	\$	64,198.54	\$	67,087.48
	MONTHLY	\$	4,486.20	\$	4,688.08	\$	4,899.04	\$	5,119.50	\$	5,349.88	\$	5,590.62
	BI-WEEKLY	\$	2,070.55	\$	2,163.73	\$	2,261.10	\$	2,362.85	\$	2,469.17	\$	2,580.29
	HOURLY	\$	25.8819	\$	27.0466	\$	28.2637	\$	29.5356	\$	30.8647	\$	32.2536

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
0	YEARLY	\$	55,180.28	\$	57,663.39	\$	60,258.24	\$	62,969.86	\$	65,803.51	\$	68,764.67
	MONTHLY	\$	4,598.36	\$	4,805.28	\$	5,021.52	\$	5,247.49	\$	5,483.63	\$	5,730.39
	BI-WEEKLY	\$	2,122.32	\$	2,217.82	\$	2,317.62	\$	2,421.92	\$	2,530.90	\$	2,644.79
	HOURLY	\$	26.5290	\$	27.7228	\$	28.9703	\$	30.2740	\$	31.6363	\$	33.0599
41	YEARLY	\$	56,526.14	\$	59,069.81	\$	61,727.96	\$	64,505.71	\$	67,408.47	\$	70,441.85
	MONTHLY	\$	4,710.51	\$	4,922.48	\$	5,144.00	\$	5,375.48	\$	5,617.37	\$	5,870.15
	BI-WEEKLY	\$	2,174.08	\$	2,271.92	\$	2,374.15	\$	2,480.99	\$	2,592.63	\$	2,709.30
	HOURLY	\$	27.1760	\$	28.3989	\$	29.6769	\$	31.0124	\$	32.4079	\$	33.8663
42	YEARLY	\$	57,939.29	\$	60,546.56	\$	63,271.15	\$	66,118.36	\$	69,093.68	\$	72,202.90
	MONTHLY	\$	4,828.27	\$	5,045.55	\$	5,272.60	\$	5,509.86	\$	5,757.81	\$	6,016.91
	BI-WEEKLY	\$	2,228.43	\$	2,328.71	\$	2,433.51	\$	2,543.01	\$	2,657.45	\$	2,777.03
	HOURLY	\$	27.8554	\$	29.1089	\$	30.4188	\$	31.7877	\$	33.2181	\$	34.7129
43	YEARLY	\$	59,352.44	\$	62,023.30	\$	64,814.35	\$	67,731.00	\$	70,778.89	\$	73,963.94
	MONTHLY	\$	4,946.04	\$	5,168.61	\$	5,401.20	\$	5,644.25	\$	5,898.24	\$	6,163.66
	BI-WEEKLY	\$	2,282.79	\$	2,385.51	\$	2,492.86	\$	2,605.04	\$	2,722.27	\$	2,844.77
	HOURLY	\$	28.5348	\$	29.8189	\$	31.1607	\$	32.5630	\$	34.0283	\$	35.5596
44	YEARLY	\$	60,836.26	\$	63,573.89	\$	66,434.71	\$	69,424.27	\$	72,548.37	\$	75,813.04
	MONTHLY	\$	5,069.69	\$	5,297.82	\$	5,536.23	\$	5,785.36	\$	6,045.70	\$	6,317.75
	BI-WEEKLY	\$	2,339.86	\$	2,445.15	\$	2,555.18	\$	2,670.16	\$	2,790.32	\$	2,915.89
	HOURLY	\$	29.2482	\$	30.5644	\$	31.9398	\$	33.3771	\$	34.8790	\$	36.4486
45	YEARLY	\$	62,320.07	\$	65,124.47	\$	68,055.07	\$	71,117.55	\$	74,317.84	\$	77,662.14
	MONTHLY	\$	5,193.34	\$	5,427.04	\$	5,671.26	\$	5,926.46	\$	6,193.15	\$	6,471.85
	BI-WEEKLY	\$	2,396.93	\$	2,504.79	\$	2,617.50	\$	2,735.29	\$	2,858.38	\$	2,987.01
	HOURLY	\$	29.9616	\$	31.3098	\$	32.7188	\$	34.1911	\$	35.7297	\$	37.3376
46	YEARLY	\$	63,878.07	\$	66,752.58	\$	69,756.45	\$	72,895.49	\$	76,175.79	\$	79,603.70
	MONTHLY	\$	5,323.17	\$	5,562.72	\$	5,813.04	\$	6,074.62	\$	6,347.98	\$	6,633.64
	BI-WEEKLY	\$	2,456.85	\$	2,567.41	\$	2,682.94	\$	2,803.67	\$	2,929.84	\$	3,061.68
	HOURLY	\$	30.7106	\$	32.0926	\$	33.5368	\$	35.0459	\$	36.6230	\$	38.2710
47	YEARLY	\$	65,436.07	\$	68,380.69	\$	71,457.82	\$	74,673.43	\$	78,033.73	\$	81,545.25
	MONTHLY	\$	5,453.01	\$	5,698.39	\$	5,954.82	\$	6,222.79	\$	6,502.81	\$	6,795.44
	BI-WEEKLY	\$	2,516.77	\$	2,630.03	\$	2,748.38	\$	2,872.05	\$	3,001.30	\$	3,136.36
	HOURLY	\$	31.4596	\$	32.8753	\$	34.3547	\$	35.9007	\$	37.5162	\$	39.2044
48	YEARLY	\$	67,071.97	\$	70,090.21	\$	73,244.27	\$	76,540.26	\$	79,984.57	\$	83,583.88
	MONTHLY	\$	5,589.33	\$	5,840.85	\$	6,103.69	\$	6,378.36	\$	6,665.38	\$	6,965.32
	BI-WEEKLY	\$	2,579.69	\$	2,695.78	\$	2,817.09	\$	2,943.86	\$	3,076.33	\$	3,214.76
	HOURLY	\$	32.2461	\$	33.6972	\$	35.2136	\$	36.7982	\$	38.4541	\$	40.1846
49	YEARLY	\$	68,707.87	\$	71,799.73	\$	75,030.72	\$	78,407.10	\$	81,935.42	\$	85,622.51
	MONTHLY	\$	5,725.66	\$	5,983.31	\$	6,252.56	\$	6,533.92	\$	6,827.95	\$	7,135.21
	BI-WEEKLY	\$	2,642.61	\$	2,761.53	\$	2,885.80	\$	3,015.66	\$	3,151.36	\$	3,293.17
	HOURLY	\$	33.0326	\$	34.5191	\$	36.0725	\$	37.6957	\$	39.3920	\$	41.1647

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5			
50	YEARLY	\$	70,425.57	\$	73,594.72	\$	76,906.48	\$	80,367.28	\$	83,983.80	\$	87,763.07
	MONTHLY	\$	5,868.80	\$	6,132.89	\$	6,408.87	\$	6,697.27	\$	6,998.65	\$	7,313.59
	BI-WEEKLY	\$	2,708.68	\$	2,830.57	\$	2,957.94	\$	3,091.05	\$	3,230.15	\$	3,375.50
	HOURLY	\$	33.8584	\$	35.3821	\$	36.9743	\$	38.6381	\$	40.3768	\$	42.1938
51	YEARLY	\$	72,143.27	\$	75,389.71	\$	78,782.25	\$	82,327.45	\$	86,032.19	\$	89,903.64
	MONTHLY	\$	6,011.94	\$	6,282.48	\$	6,565.19	\$	6,860.62	\$	7,169.35	\$	7,491.97
	BI-WEEKLY	\$	2,774.74	\$	2,899.60	\$	3,030.09	\$	3,166.44	\$	3,308.93	\$	3,457.83
	HOURLY	\$	34.6843	\$	36.2451	\$	37.8761	\$	39.5805	\$	41.3616	\$	43.2229
52	YEARLY	\$	73,946.85	\$	77,274.46	\$	80,751.81	\$	84,385.64	\$	88,182.99	\$	92,151.23
	MONTHLY	\$	6,162.24	\$	6,439.54	\$	6,729.32	\$	7,032.14	\$	7,348.58	\$	7,679.27
	BI-WEEKLY	\$	2,844.11	\$	2,972.09	\$	3,105.84	\$	3,245.60	\$	3,391.65	\$	3,544.28
	HOURLY	\$	35.5514	\$	37.1512	\$	38.8230	\$	40.5700	\$	42.3957	\$	44.3035
53	YEARLY	\$	75,750.43	\$	79,159.20	\$	82,721.36	\$	86,443.83	\$	90,333.80		
	MONTHLY	\$	6,312.54	\$	6,596.60	\$	6,893.45	\$	7,203.65	\$	7,527.82		
	BI-WEEKLY	\$	2,913.48	\$	3,044.58	\$	3,181.59	\$	3,324.76	\$	3,474.38		
	HOURLY	\$	36.4185	\$	38.0573	\$	39.7699	\$	41.5595	\$	43.4297		
54	YEARLY	\$	77,644.19	\$	81,138.18	\$	84,789.40	\$	88,604.92	\$	92,592.14		
	MONTHLY	\$	6,470.35	\$	6,761.52	\$	7,065.78	\$	7,383.74	\$	7,716.01		
	BI-WEEKLY	\$	2,986.32	\$	3,120.70	\$	3,261.13	\$	3,407.88	\$	3,561.24		
	HOURLY	\$	37.3289	\$	39.0087	\$	40.7641	\$	42.5985	\$	44.5155		
55	YEARLY	\$	79,537.95	\$	83,117.16	\$	86,857.43	\$	90,766.02	\$	94,850.49		
	MONTHLY	\$	6,628.16	\$	6,926.43	\$	7,238.12	\$	7,563.83	\$	7,904.21		
	BI-WEEKLY	\$	3,059.15	\$	3,196.81	\$	3,340.67	\$	3,491.00	\$	3,648.10		
	HOURLY	\$	38.2394	\$	39.9602	\$	41.7584	\$	43.6375	\$	45.6012		
56	YEARLY	\$	81,526.40	\$	85,195.09	\$	89,028.87	\$	93,035.17	\$	97,221.75		
	MONTHLY	\$	6,793.87	\$	7,099.59	\$	7,419.07	\$	7,752.93	\$	8,101.81		
	BI-WEEKLY	\$	3,135.63	\$	3,276.73	\$	3,424.19	\$	3,578.28	\$	3,739.30		
	HOURLY	\$	39.1954	\$	40.9592	\$	42.8023	\$	44.7284	\$	46.7412		
57	YEARLY	\$	83,514.85	\$	87,273.02	\$	91,200.30	\$	95,304.32	\$	99,593.01		
	MONTHLY	\$	6,959.57	\$	7,272.75	\$	7,600.03	\$	7,942.03	\$	8,299.42		
	BI-WEEKLY	\$	3,212.11	\$	3,356.65	\$	3,507.70	\$	3,665.55	\$	3,830.50		
	HOURLY	\$	40.1514	\$	41.9582	\$	43.8463	\$	45.8194	\$	47.8813		
58	YEARLY	\$	85,602.72	\$	89,454.84	\$	93,480.31	\$	97,686.93	\$	102,082.84		
	MONTHLY	\$	7,133.56	\$	7,454.57	\$	7,790.03	\$	8,140.58	\$	8,506.90		
	BI-WEEKLY	\$	3,292.41	\$	3,440.57	\$	3,595.40	\$	3,757.19	\$	3,926.26		
	HOURLY	\$	41.1552	\$	43.0071	\$	44.9425	\$	46.9649	\$	49.0783		
59	YEARLY	\$	87,690.59	\$	91,636.67	\$	95,760.32	\$	100,069.53	\$	104,572.66		
	MONTHLY	\$	7,307.55	\$	7,636.39	\$	7,980.03	\$	8,339.13	\$	8,714.39		
	BI-WEEKLY	\$	3,372.72	\$	3,524.49	\$	3,683.09	\$	3,848.83	\$	4,022.03		
	HOURLY	\$	42.1589	\$	44.0561	\$	46.0386	\$	48.1104	\$	50.2753		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	YEARLY	\$	83,514.85	\$	87,273.02	\$	91,200.30	\$	95,304.32	\$	99,593.01
	MONTHLY	\$	6,959.57	\$	7,272.75	\$	7,600.03	\$	7,942.03	\$	8,299.42
	BI-WEEKLY	\$	3,212.11	\$	3,356.65	\$	3,507.70	\$	3,665.55	\$	3,830.50
	HOURLY	\$	40.1514	\$	41.9582	\$	43.8463	\$	45.8194	\$	47.8813
58	YEARLY	\$	85,602.72	\$	89,454.84	\$	93,480.31	\$	97,686.93	\$	102,082.84
	MONTHLY	\$	7,133.56	\$	7,454.57	\$	7,790.03	\$	8,140.58	\$	8,506.90
	BI-WEEKLY	\$	3,292.41	\$	3,440.57	\$	3,595.40	\$	3,757.19	\$	3,926.26
	HOURLY	\$	41.1552	\$	43.0071	\$	44.9425	\$	46.9649	\$	49.0783
59	YEARLY	\$	87,690.59	\$	91,636.67	\$	95,760.32	\$	100,069.53	\$	104,572.66
	MONTHLY	\$	7,307.55	\$	7,636.39	\$	7,980.03	\$	8,339.13	\$	8,714.39
	BI-WEEKLY	\$	3,372.72	\$	3,524.49	\$	3,683.09	\$	3,848.83	\$	4,022.03
	HOURLY	\$	42.1589	\$	44.0561	\$	46.0386	\$	48.1104	\$	50.2753
60	YEARLY	\$	89,882.86	\$	93,927.59	\$	98,154.33	\$	102,571.27	\$	107,186.98
	MONTHLY	\$	7,490.24	\$	7,827.30	\$	8,179.53	\$	8,547.61	\$	8,932.25
	BI-WEEKLY	\$	3,457.03	\$	3,612.60	\$	3,775.17	\$	3,945.05	\$	4,122.58
	HOURLY	\$	43.2129	\$	45.1575	\$	47.1896	\$	49.3131	\$	51.5322
61	YEARLY	\$	92,075.12	\$	96,218.50	\$	100,548.34	\$	105,073.01	\$	109,801.30
	MONTHLY	\$	7,672.93	\$	8,018.21	\$	8,379.03	\$	8,756.08	\$	9,150.11
	BI-WEEKLY	\$	3,541.35	\$	3,700.71	\$	3,867.24	\$	4,041.27	\$	4,223.13
	HOURLY	\$	44.2669	\$	46.2589	\$	48.3405	\$	50.5159	\$	52.7891
62	YEARLY	\$	94,377.00	\$	98,623.97	\$	103,062.04	\$	107,699.84	\$	112,546.33
	MONTHLY	\$	7,864.75	\$	8,218.66	\$	8,588.50	\$	8,974.99	\$	9,378.86
	BI-WEEKLY	\$	3,629.88	\$	3,793.23	\$	3,963.92	\$	4,142.30	\$	4,328.70
	HOURLY	\$	45.3736	\$	47.4154	\$	49.5491	\$	51.7788	\$	54.1088
63	YEARLY	\$	96,678.88	\$	101,029.43	\$	105,575.75	\$	110,326.66	\$	115,291.36
	MONTHLY	\$	8,056.57	\$	8,419.12	\$	8,797.98	\$	9,193.89	\$	9,607.61
	BI-WEEKLY	\$	3,718.42	\$	3,885.75	\$	4,060.61	\$	4,243.33	\$	4,434.28
	HOURLY	\$	46.4802	\$	48.5718	\$	50.7576	\$	53.0417	\$	55.4285
64	YEARLY	\$	99,095.85	\$	103,555.16	\$	108,215.15	\$	113,084.83	\$	118,173.65
	MONTHLY	\$	8,257.99	\$	8,629.60	\$	9,017.93	\$	9,423.74	\$	9,847.80
	BI-WEEKLY	\$	3,811.38	\$	3,982.89	\$	4,162.12	\$	4,349.42	\$	4,545.14
	HOURLY	\$	47.6422	\$	49.7861	\$	52.0265	\$	54.3677	\$	56.8143
65	YEARLY	\$	101,512.82	\$	106,080.90	\$	110,854.54	\$	115,842.99	\$	121,055.93
	MONTHLY	\$	8,459.40	\$	8,840.07	\$	9,237.88	\$	9,653.58	\$	10,087.99
	BI-WEEKLY	\$	3,904.34	\$	4,080.03	\$	4,263.64	\$	4,455.50	\$	4,656.00
	HOURLY	\$	48.8042	\$	51.0004	\$	53.2955	\$	55.6937	\$	58.2000
66	YEARLY	\$	104,050.64	\$	108,732.92	\$	113,625.90	\$	118,739.07	\$	124,082.33
	MONTHLY	\$	8,670.89	\$	9,061.08	\$	9,468.83	\$	9,894.92	\$	10,340.19
	BI-WEEKLY	\$	4,001.95	\$	4,182.04	\$	4,370.23	\$	4,566.89	\$	4,772.40
	HOURLY	\$	50.0243	\$	52.2754	\$	54.6278	\$	57.0861	\$	59.6550

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
67	YEARLY	\$ 106,588.46	\$ 111,384.94	\$ 116,397.27	\$ 121,635.14	\$ 127,108.73
	MONTHLY	\$ 8,882.37	\$ 9,282.08	\$ 9,699.77	\$ 10,136.26	\$ 10,592.39
	BI-WEEKLY	\$ 4,099.56	\$ 4,284.04	\$ 4,476.82	\$ 4,678.27	\$ 4,888.80
	HOURLY	\$ 51.2445	\$ 53.5505	\$ 55.9602	\$ 58.4784	\$ 61.1100
68	YEARLY	\$ 109,253.18	\$ 114,169.57	\$ 119,307.20	\$ 124,676.02	\$ 130,286.44
	MONTHLY	\$ 9,104.43	\$ 9,514.13	\$ 9,942.27	\$ 10,389.67	\$ 10,857.20
	BI-WEEKLY	\$ 4,202.05	\$ 4,391.14	\$ 4,588.74	\$ 4,795.23	\$ 5,011.02
	HOURLY	\$ 52.5256	\$ 54.8892	\$ 57.3592	\$ 59.9404	\$ 62.6377
69	YEARLY	\$ 111,917.89	\$ 116,954.19	\$ 122,217.13	\$ 127,716.90	\$ 133,464.16
	MONTHLY	\$ 9,326.49	\$ 9,746.18	\$ 10,184.76	\$ 10,643.08	\$ 11,122.01
	BI-WEEKLY	\$ 4,304.53	\$ 4,498.24	\$ 4,700.66	\$ 4,912.19	\$ 5,133.24
	HOURLY	\$ 53.8067	\$ 56.2280	\$ 58.7582	\$ 61.4024	\$ 64.1655
70	YEARLY	\$ 114,715.83	\$ 119,878.05	\$ 125,272.56	\$ 130,909.82	\$ 136,800.77
	MONTHLY	\$ 9,559.65	\$ 9,989.84	\$ 10,439.38	\$ 10,909.15	\$ 11,400.06
	BI-WEEKLY	\$ 4,412.15	\$ 4,610.69	\$ 4,818.18	\$ 5,034.99	\$ 5,261.57
	HOURLY	\$ 55.1518	\$ 57.6337	\$ 60.2272	\$ 62.9374	\$ 65.7696
71	YEARLY	\$ 117,513.78	\$ 122,801.90	\$ 128,327.99	\$ 134,102.75	\$ 140,137.37
	MONTHLY	\$ 9,792.82	\$ 10,233.49	\$ 10,694.00	\$ 11,175.23	\$ 11,678.11
	BI-WEEKLY	\$ 4,519.76	\$ 4,723.15	\$ 4,935.69	\$ 5,157.80	\$ 5,389.90
	HOURLY	\$ 56.4970	\$ 59.0394	\$ 61.6961	\$ 64.4725	\$ 67.3737
72	YEARLY	\$ 120,451.63	\$ 125,871.95	\$ 131,536.19	\$ 137,455.32	\$ 143,640.80
	MONTHLY	\$ 10,037.64	\$ 10,489.33	\$ 10,961.35	\$ 11,454.61	\$ 11,970.07
	BI-WEEKLY	\$ 4,632.75	\$ 4,841.23	\$ 5,059.08	\$ 5,286.74	\$ 5,524.65
	HOURLY	\$ 57.9094	\$ 60.5154	\$ 63.2386	\$ 66.0843	\$ 69.0581
73	YEARLY	\$ 123,389.47	\$ 128,942.00	\$ 134,744.39	\$ 140,807.88	\$ 147,144.24
	MONTHLY	\$ 10,282.46	\$ 10,745.17	\$ 11,228.70	\$ 11,733.99	\$ 12,262.02
	BI-WEEKLY	\$ 4,745.75	\$ 4,959.31	\$ 5,182.48	\$ 5,415.69	\$ 5,659.39
	HOURLY	\$ 59.3219	\$ 61.9913	\$ 64.7810	\$ 67.6961	\$ 70.7424
74	YEARLY	\$ 126,474.21	\$ 132,165.55	\$ 138,113.00	\$ 144,328.08	\$ 150,822.84
	MONTHLY	\$ 10,539.52	\$ 11,013.80	\$ 11,509.42	\$ 12,027.34	\$ 12,568.57
	BI-WEEKLY	\$ 4,864.39	\$ 5,083.29	\$ 5,312.04	\$ 5,551.08	\$ 5,800.88
	HOURLY	\$ 60.8049	\$ 63.5411	\$ 66.4005	\$ 69.3885	\$ 72.5110
75	YEARLY	\$ 129,558.94	\$ 135,389.10	\$ 141,481.61	\$ 147,848.28	\$ 154,501.45
	MONTHLY	\$ 10,796.58	\$ 11,282.42	\$ 11,790.13	\$ 12,320.69	\$ 12,875.12
	BI-WEEKLY	\$ 4,983.04	\$ 5,207.27	\$ 5,441.60	\$ 5,686.47	\$ 5,942.36
	HOURLY	\$ 62.2880	\$ 65.0909	\$ 68.0200	\$ 71.0809	\$ 74.2795
76	YEARLY	\$ 132,797.92	\$ 138,773.82	\$ 145,018.65	\$ 151,544.48	\$ 158,363.99
	MONTHLY	\$ 11,066.49	\$ 11,564.49	\$ 12,084.89	\$ 12,628.71	\$ 13,197.00
	BI-WEEKLY	\$ 5,107.61	\$ 5,337.45	\$ 5,577.64	\$ 5,828.63	\$ 6,090.92
	HOURLY	\$ 63.8452	\$ 66.7182	\$ 69.7205	\$ 72.8579	\$ 76.1365

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	YEARLY	\$ 136,036.89	\$ 142,158.55	\$ 148,555.69	\$ 155,240.69	\$ 162,226.52
	MONTHLY	\$ 11,336.41	\$ 11,846.55	\$ 12,379.64	\$ 12,936.72	\$ 13,518.88
	BI-WEEKLY	\$ 5,232.19	\$ 5,467.64	\$ 5,713.68	\$ 5,970.80	\$ 6,239.48
	HOURLY	\$ 65.4024	\$ 68.3455	\$ 71.4210	\$ 74.6349	\$ 77.9935

**CITY OF SOLEDAD
FIRE DEPARTMENT
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2007 - 08**

RANGE			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Part-time Firefighter	14 (1)	YEARLY	\$ 21,538.48	\$ 22,507.72	\$ 23,520.56	\$ 24,578.99	\$ 25,685.04
		MONTHLY	\$ 1,794.87	\$ 1,875.64	\$ 1,960.05	\$ 2,048.25	\$ 2,140.42
		BI-WEEKLY	\$ 828.40	\$ 865.68	\$ 904.64	\$ 945.35	\$ 987.89
		HOURLY	\$10.3550	\$10.8210	\$11.3080	\$11.8168	\$12.3486
Full-time Firefighter	48 (2)	YEARLY	\$ 49,366.60	\$ 51,588.10	\$ 53,909.56	\$ 56,335.49	\$ 58,870.59
		MONTHLY	\$ 4,113.88	\$ 4,299.01	\$ 4,492.46	\$ 4,694.62	\$ 4,905.88
		BI-WEEKLY	\$ 1,898.72	\$ 1,984.16	\$ 2,073.44	\$ 2,166.75	\$ 2,264.25
		HOURLY	\$ 16.9528	\$ 17.7157	\$ 18.5129	\$ 19.3460	\$ 20.2165
Fire Engineer	59 (2)	YEARLY	\$ 64,542.41	\$ 67,446.81	\$ 70,481.92	\$ 73,653.61	\$ 76,968.02
		MONTHLY	\$ 5,378.53	\$ 5,620.57	\$ 5,873.49	\$ 6,137.80	\$ 6,414.00
		BI-WEEKLY	\$ 2,482.40	\$ 2,594.11	\$ 2,710.84	\$ 2,832.83	\$ 2,960.31
		HOURLY	\$ 22.1643	\$ 23.1617	\$ 24.2040	\$ 25.2931	\$ 26.4313
Fire Captain	62 (2)	YEARLY	\$ 69,463.76	\$ 72,589.63	\$ 75,856.17	\$ 79,269.69	\$ 82,836.83
		MONTHLY	\$ 5,788.65	\$ 6,049.14	\$ 6,321.35	\$ 6,605.81	\$ 6,903.07
		BI-WEEKLY	\$ 2,671.68	\$ 2,791.91	\$ 2,917.54	\$ 3,048.83	\$ 3,186.03
		HOURLY	\$ 23.8543	\$ 24.9278	\$ 26.0495	\$ 27.2217	\$ 28.4467

(1) Hourly rate of this pay schedule is calculated based on 2080 hours per year.

(2) Fire Department Personnel pay schedule for the Full-time Firefighter, Fire Engineer and Fire Captain
Classifications who work 2912 hours per year

**CITY OF SOLEDAD
FIRE DEPARTMENT
2912 TOTAL ANNUAL HOURS
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2007 - 08**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	YEARLY	\$ 15,680.34	\$ 16,385.96	\$ 17,123.32	\$ 17,893.87	\$ 18,699.10	
	MONTHLY	\$ 1,306.70	\$ 1,365.50	\$ 1,426.94	\$ 1,491.16	\$ 1,558.26	
	BI-WEEKLY	\$ 603.09	\$ 630.23	\$ 658.59	\$ 688.23	\$ 719.20	
	HOURLY	\$ 5.3847	\$ 5.6270	\$ 5.8803	\$ 6.1449	\$ 6.4214	
2	YEARLY	\$ 16,072.35	\$ 16,795.60	\$ 17,551.41	\$ 18,341.22	\$ 19,166.57	
	MONTHLY	\$ 1,339.36	\$ 1,399.63	\$ 1,462.62	\$ 1,528.43	\$ 1,597.21	
	BI-WEEKLY	\$ 618.17	\$ 645.98	\$ 675.05	\$ 705.43	\$ 737.18	
	HOURLY	\$ 5.5194	\$ 5.7677	\$ 6.0273	\$ 6.2985	\$ 6.5819	
3	YEARLY	\$ 16,464.36	\$ 17,205.25	\$ 17,979.49	\$ 18,788.57	\$ 19,634.05	
	MONTHLY	\$ 1,372.03	\$ 1,433.77	\$ 1,498.29	\$ 1,565.71	\$ 1,636.17	
	BI-WEEKLY	\$ 633.24	\$ 661.74	\$ 691.52	\$ 722.64	\$ 755.16	
	HOURLY	\$ 5.6540	\$ 5.9084	\$ 6.1743	\$ 6.4521	\$ 6.7425	
4	YEARLY	\$ 16,875.97	\$ 17,635.38	\$ 18,428.98	\$ 19,258.28	\$ 20,124.90	
	MONTHLY	\$ 1,406.33	\$ 1,469.62	\$ 1,535.75	\$ 1,604.86	\$ 1,677.08	
	BI-WEEKLY	\$ 649.08	\$ 678.28	\$ 708.81	\$ 740.70	\$ 774.03	
	HOURLY	\$ 5.7953	\$ 6.0561	\$ 6.3286	\$ 6.6134	\$ 6.9110	
5	YEARLY	\$ 17,287.57	\$ 18,065.52	\$ 18,878.46	\$ 19,727.99	\$ 20,615.75	
	MONTHLY	\$ 1,440.63	\$ 1,505.46	\$ 1,573.21	\$ 1,644.00	\$ 1,717.98	
	BI-WEEKLY	\$ 664.91	\$ 694.83	\$ 726.09	\$ 758.77	\$ 792.91	
	HOURLY	\$ 5.9367	\$ 6.2038	\$ 6.4830	\$ 6.7747	\$ 7.0796	
6	YEARLY	\$ 17,719.76	\$ 18,517.15	\$ 19,350.43	\$ 20,221.19	\$ 21,131.15	
	MONTHLY	\$ 1,476.65	\$ 1,543.10	\$ 1,612.54	\$ 1,685.10	\$ 1,760.93	
	BI-WEEKLY	\$ 681.53	\$ 712.20	\$ 744.25	\$ 777.74	\$ 812.74	
	HOURLY	\$ 6.0851	\$ 6.3589	\$ 6.6451	\$ 6.9441	\$ 7.2566	
7	YEARLY	\$ 18,151.95	\$ 18,968.79	\$ 19,822.39	\$ 20,714.39	\$ 21,646.54	
	MONTHLY	\$ 1,512.66	\$ 1,580.73	\$ 1,651.87	\$ 1,726.20	\$ 1,803.88	
	BI-WEEKLY	\$ 698.15	\$ 729.57	\$ 762.40	\$ 796.71	\$ 832.56	
	HOURLY	\$ 6.2335	\$ 6.5140	\$ 6.8071	\$ 7.1135	\$ 7.4336	
8	YEARLY	\$ 18,605.75	\$ 19,443.01	\$ 20,317.95	\$ 21,232.25	\$ 22,187.71	
	MONTHLY	\$ 1,550.48	\$ 1,620.25	\$ 1,693.16	\$ 1,769.35	\$ 1,848.98	
	BI-WEEKLY	\$ 715.61	\$ 747.81	\$ 781.46	\$ 816.63	\$ 853.37	
	HOURLY	\$ 6.3893	\$ 6.6769	\$ 6.9773	\$ 7.2913	\$ 7.6194	
9	YEARLY	\$ 19,059.55	\$ 19,917.23	\$ 20,813.51	\$ 21,750.11	\$ 22,728.87	
	MONTHLY	\$ 1,588.30	\$ 1,659.77	\$ 1,734.46	\$ 1,812.51	\$ 1,894.07	
	BI-WEEKLY	\$ 733.06	\$ 766.05	\$ 800.52	\$ 836.54	\$ 874.19	
	HOURLY	\$ 6.5452	\$ 6.8397	\$ 7.1475	\$ 7.4691	\$ 7.8052	

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
10	YEARLY	\$	19,536.04	\$	20,415.16	\$	21,333.84	\$	22,293.87	\$	23,297.09		
	MONTHLY	\$	1,628.00	\$	1,701.26	\$	1,777.82	\$	1,857.82	\$	1,941.42		
	BI-WEEKLY	\$	751.39	\$	785.20	\$	820.53	\$	857.46	\$	896.04		
	HOURLY	\$	6.7088	\$	7.0107	\$	7.3262	\$	7.6559	\$	8.0004		
11	YEARLY	\$	20,012.53	\$	20,913.09	\$	21,854.18	\$	22,837.62	\$	23,865.31		
	MONTHLY	\$	1,667.71	\$	1,742.76	\$	1,821.18	\$	1,903.13	\$	1,988.78		
	BI-WEEKLY	\$	769.71	\$	804.35	\$	840.55	\$	878.37	\$	917.90		
	HOURLY	\$	6.8724	\$	7.1817	\$	7.5049	\$	7.8426	\$	8.1955		
12	YEARLY	\$	20,512.84	\$	21,435.92	\$	22,400.54	\$	23,408.56	\$	24,461.95		
	MONTHLY	\$	1,709.40	\$	1,786.33	\$	1,866.71	\$	1,950.71	\$	2,038.50		
	BI-WEEKLY	\$	788.96	\$	824.46	\$	861.56	\$	900.33	\$	940.84		
	HOURLY	\$	7.0442	\$	7.3612	\$	7.6925	\$	8.0387	\$	8.4004		
13	YEARLY	\$	21,013.16	\$	21,958.75	\$	22,946.89	\$	23,979.50	\$	25,058.58		
	MONTHLY	\$	1,751.10	\$	1,829.90	\$	1,912.24	\$	1,998.29	\$	2,088.21		
	BI-WEEKLY	\$	808.20	\$	844.57	\$	882.57	\$	922.29	\$	963.79		
	HOURLY	\$	7.2161	\$	7.5408	\$	7.8801	\$	8.2347	\$	8.6053		
14	YEARLY	\$	21,538.48	\$	22,507.72	\$	23,520.56	\$	24,578.99	\$	25,685.04		
	MONTHLY	\$	1,794.87	\$	1,875.64	\$	1,960.05	\$	2,048.25	\$	2,140.42		
	BI-WEEKLY	\$	828.40	\$	865.68	\$	904.64	\$	945.35	\$	987.89		
	HOURLY	\$	7.3965	\$	7.7293	\$	8.0771	\$	8.4406	\$	8.8204		
15	YEARLY	\$	22,063.81	\$	23,056.68	\$	24,094.24	\$	25,178.48	\$	26,311.51		
	MONTHLY	\$	1,838.65	\$	1,921.39	\$	2,007.85	\$	2,098.21	\$	2,192.63		
	BI-WEEKLY	\$	848.61	\$	886.80	\$	926.70	\$	968.40	\$	1,011.98		
	HOURLY	\$	7.5769	\$	7.9178	\$	8.2741	\$	8.6465	\$	9.0355		
16	YEARLY	\$	22,615.41	\$	23,633.10	\$	24,696.59	\$	25,807.94	\$	26,969.30		
	MONTHLY	\$	1,884.62	\$	1,969.43	\$	2,058.05	\$	2,150.66	\$	2,247.44		
	BI-WEEKLY	\$	869.82	\$	908.97	\$	949.87	\$	992.61	\$	1,037.28		
	HOURLY	\$	7.7663	\$	8.1158	\$	8.4810	\$	8.8626	\$	9.2614		
17	YEARLY	\$	23,167.00	\$	24,209.52	\$	25,298.95	\$	26,437.40	\$	27,627.08		
	MONTHLY	\$	1,930.58	\$	2,017.46	\$	2,108.25	\$	2,203.12	\$	2,302.26		
	BI-WEEKLY	\$	891.04	\$	931.14	\$	973.04	\$	1,016.82	\$	1,062.58		
	HOURLY	\$	7.9557	\$	8.3137	\$	8.6878	\$	9.0788	\$	9.4873		
18	YEARLY	\$	23,746.18	\$	24,814.76	\$	25,931.42	\$	27,098.33	\$	28,317.76		
	MONTHLY	\$	1,978.85	\$	2,067.90	\$	2,160.95	\$	2,258.19	\$	2,359.81		
	BI-WEEKLY	\$	913.31	\$	954.41	\$	997.36	\$	1,042.24	\$	1,089.14		
	HOURLY	\$	8.1546	\$	8.5216	\$	8.9050	\$	9.3057	\$	9.7245		
19	YEARLY	\$	24,325.35	\$	25,419.99	\$	26,563.89	\$	27,759.27	\$	29,008.44		
	MONTHLY	\$	2,027.11	\$	2,118.33	\$	2,213.66	\$	2,313.27	\$	2,417.37		
	BI-WEEKLY	\$	935.59	\$	977.69	\$	1,021.69	\$	1,067.66	\$	1,115.71		
	HOURLY	\$	8.3535	\$	8.7294	\$	9.1222	\$	9.5327	\$	9.9617		
20	YEARLY	\$	24,933.49	\$	26,055.49	\$	27,227.99	\$	28,453.25	\$	29,733.65		
	MONTHLY	\$	2,077.79	\$	2,171.29	\$	2,269.00	\$	2,371.10	\$	2,477.80		
	BI-WEEKLY	\$	958.98	\$	1,002.13	\$	1,047.23	\$	1,094.36	\$	1,143.60		
	HOURLY	\$	8.5623	\$	8.9476	\$	9.3503	\$	9.7710	\$	10.2107		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
21	YEARLY	\$	25,541.62	\$	26,690.99	\$	27,892.09	\$	29,147.23	\$	30,458.86		
	MONTHLY	\$	2,128.47	\$	2,224.25	\$	2,324.34	\$	2,428.94	\$	2,538.24		
	BI-WEEKLY	\$	982.37	\$	1,026.58	\$	1,072.77	\$	1,121.05	\$	1,171.49		
	HOURLY	\$	8.7712	\$	9.1659	\$	9.5783	\$	10.0094	\$	10.4598		
22	YEARLY	\$	26,180.16	\$	27,358.27	\$	28,589.39	\$	29,875.91	\$	31,220.33		
	MONTHLY	\$	2,181.68	\$	2,279.86	\$	2,382.45	\$	2,489.66	\$	2,601.69		
	BI-WEEKLY	\$	1,006.93	\$	1,052.24	\$	1,099.59	\$	1,149.07	\$	1,200.78		
	HOURLY	\$	8.9904	\$	9.3950	\$	9.8178	\$	10.2596	\$	10.7213		
23	YEARLY	\$	26,818.70	\$	28,025.54	\$	29,286.69	\$	30,604.59	\$	31,981.80		
	MONTHLY	\$	2,234.89	\$	2,335.46	\$	2,440.56	\$	2,550.38	\$	2,665.15		
	BI-WEEKLY	\$	1,031.49	\$	1,077.91	\$	1,126.41	\$	1,177.10	\$	1,230.07		
	HOURLY	\$	9.2097	\$	9.6242	\$	10.0572	\$	10.5098	\$	10.9828		
24	YEARLY	\$	27,489.17	\$	28,726.18	\$	30,018.86	\$	31,369.71	\$	32,781.35		
	MONTHLY	\$	2,290.76	\$	2,393.85	\$	2,501.57	\$	2,614.14	\$	2,731.78		
	BI-WEEKLY	\$	1,057.28	\$	1,104.85	\$	1,154.57	\$	1,206.53	\$	1,260.82		
	HOURLY	\$	9.4400	\$	9.8648	\$	10.3087	\$	10.7726	\$	11.2573		
25	YEARLY	\$	28,159.64	\$	29,426.82	\$	30,751.03	\$	32,134.82	\$	33,580.89		
	MONTHLY	\$	2,346.64	\$	2,452.24	\$	2,562.59	\$	2,677.90	\$	2,798.41		
	BI-WEEKLY	\$	1,083.06	\$	1,131.80	\$	1,182.73	\$	1,235.95	\$	1,291.57		
	HOURLY	\$	9.6702	\$	10.1054	\$	10.5601	\$	11.0353	\$	11.5319		
26	YEARLY	\$	28,863.63	\$	30,162.49	\$	31,519.80	\$	32,938.20	\$	34,420.41		
	MONTHLY	\$	2,405.30	\$	2,513.54	\$	2,626.65	\$	2,744.85	\$	2,868.37		
	BI-WEEKLY	\$	1,110.14	\$	1,160.10	\$	1,212.30	\$	1,266.85	\$	1,323.86		
	HOURLY	\$	9.9120	\$	10.3580	\$	10.8241	\$	11.3112	\$	11.8202		
27	YEARLY	\$	29,567.62	\$	30,898.16	\$	32,288.58	\$	33,741.57	\$	35,259.94		
	MONTHLY	\$	2,463.97	\$	2,574.85	\$	2,690.71	\$	2,811.80	\$	2,938.33		
	BI-WEEKLY	\$	1,137.22	\$	1,188.39	\$	1,241.87	\$	1,297.75	\$	1,356.15		
	HOURLY	\$	10.1537	\$	10.6106	\$	11.0881	\$	11.5871	\$	12.1085		
28	YEARLY	\$	30,306.81	\$	31,670.62	\$	33,095.79	\$	34,585.11	\$	36,141.43		
	MONTHLY	\$	2,525.57	\$	2,639.22	\$	2,757.98	\$	2,882.09	\$	3,011.79		
	BI-WEEKLY	\$	1,165.65	\$	1,218.10	\$	1,272.92	\$	1,330.20	\$	1,390.06		
	HOURLY	\$	10.4076	\$	10.8759	\$	11.3653	\$	11.8768	\$	12.4112		
29	YEARLY	\$	31,046.00	\$	32,443.07	\$	33,903.01	\$	35,428.64	\$	37,022.93		
	MONTHLY	\$	2,587.17	\$	2,703.59	\$	2,825.25	\$	2,952.39	\$	3,085.24		
	BI-WEEKLY	\$	1,194.08	\$	1,247.81	\$	1,303.96	\$	1,362.64	\$	1,423.96		
	HOURLY	\$	10.6614	\$	11.1412	\$	11.6425	\$	12.1664	\$	12.7139		
30	YEARLY	\$	31,822.15	\$	33,254.15	\$	34,750.58	\$	36,314.36	\$	37,948.51		
	MONTHLY	\$	2,651.85	\$	2,771.18	\$	2,895.88	\$	3,026.20	\$	3,162.38		
	BI-WEEKLY	\$	1,223.93	\$	1,279.01	\$	1,336.56	\$	1,396.71	\$	1,459.56		
	HOURLY	\$	10.9279	\$	11.4197	\$	11.9336	\$	12.4706	\$	13.0318		
31	YEARLY	\$	32,598.30	\$	34,065.22	\$	35,598.16	\$	37,200.08	\$	38,874.08		
	MONTHLY	\$	2,716.53	\$	2,838.77	\$	2,966.51	\$	3,100.01	\$	3,239.51		
	BI-WEEKLY	\$	1,253.78	\$	1,310.20	\$	1,369.16	\$	1,430.77	\$	1,495.16		
	HOURLY	\$	11.1945	\$	11.6982	\$	12.2246	\$	12.7748	\$	13.3496		

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
32	YEARLY	\$	33,413.26	\$	34,916.85	\$	36,488.11	\$	38,130.08	\$	39,845.93		
	MONTHLY	\$	2,784.44	\$	2,909.74	\$	3,040.68	\$	3,177.51	\$	3,320.49		
	BI-WEEKLY	\$	1,285.13	\$	1,342.96	\$	1,403.39	\$	1,466.54	\$	1,532.54		
	HOURLY	\$	11.4743	\$	11.9907	\$	12.5303	\$	13.0941	\$	13.6834		
33	YEARLY	\$	34,228.22	\$	35,768.49	\$	37,378.07	\$	39,060.08	\$	40,817.78		
	MONTHLY	\$	2,852.35	\$	2,980.71	\$	3,114.84	\$	3,255.01	\$	3,401.48		
	BI-WEEKLY	\$	1,316.47	\$	1,375.71	\$	1,437.62	\$	1,502.31	\$	1,569.91		
	HOURLY	\$	11.7542	\$	12.2831	\$	12.8359	\$	13.4135	\$	14.0171		
34	YEARLY	\$	35,083.92	\$	36,662.70	\$	38,312.52	\$	40,036.58	\$	41,838.23		
	MONTHLY	\$	2,923.66	\$	3,055.22	\$	3,192.71	\$	3,336.38	\$	3,486.52		
	BI-WEEKLY	\$	1,349.38	\$	1,410.10	\$	1,473.56	\$	1,539.87	\$	1,609.16		
	HOURLY	\$	12.0480	\$	12.5902	\$	13.1568	\$	13.7488	\$	14.3675		
35	YEARLY	\$	35,939.63	\$	37,556.91	\$	39,246.97	\$	41,013.08	\$	42,858.67		
	MONTHLY	\$	2,994.97	\$	3,129.74	\$	3,270.58	\$	3,417.76	\$	3,571.56		
	BI-WEEKLY	\$	1,382.29	\$	1,444.50	\$	1,509.50	\$	1,577.43	\$	1,648.41		
	HOURLY	\$	12.3419	\$	12.8973	\$	13.4777	\$	14.0842	\$	14.7180		
36	YEARLY	\$	36,838.12	\$	38,495.83	\$	40,228.14	\$	42,038.41	\$	43,930.14	\$	45,907.00
	MONTHLY	\$	3,069.84	\$	3,207.99	\$	3,352.35	\$	3,503.20	\$	3,660.84	\$	3,825.58
	BI-WEEKLY	\$	1,416.85	\$	1,480.61	\$	1,547.24	\$	1,616.86	\$	1,689.62	\$	1,765.65
	HOURLY	\$	12.6505	\$	13.2197	\$	13.8146	\$	14.4363	\$	15.0859	\$	15.7648
37	YEARLY	\$	37,736.61	\$	39,434.76	\$	41,209.32	\$	43,063.74	\$	45,001.61		
	MONTHLY	\$	3,144.72	\$	3,286.23	\$	3,434.11	\$	3,588.64	\$	3,750.13		
	BI-WEEKLY	\$	1,451.41	\$	1,516.72	\$	1,584.97	\$	1,656.30	\$	1,730.83		
	HOURLY	\$	12.9590	\$	13.5422	\$	14.1516	\$	14.7884	\$	15.4538		
38	YEARLY	\$	38,680.02	\$	40,420.62	\$	42,239.55	\$	44,140.33	\$	46,126.65		
	MONTHLY	\$	3,223.34	\$	3,368.39	\$	3,519.96	\$	3,678.36	\$	3,843.89		
	BI-WEEKLY	\$	1,487.69	\$	1,554.64	\$	1,624.60	\$	1,697.71	\$	1,774.10		
	HOURLY	\$	13.2830	\$	13.8807	\$	14.5053	\$	15.1581	\$	15.8402		
39	YEARLY	\$	39,623.44	\$	41,406.49	\$	43,269.79	\$	45,216.93	\$	47,251.69		
	MONTHLY	\$	3,301.95	\$	3,450.54	\$	3,605.82	\$	3,768.08	\$	3,937.64		
	BI-WEEKLY	\$	1,523.98	\$	1,592.56	\$	1,664.22	\$	1,739.11	\$	1,817.37		
	HOURLY	\$	13.6069	\$	14.2193	\$	14.8591	\$	15.5278	\$	16.2265		
40	YEARLY	\$	40,614.02	\$	42,441.66	\$	44,351.53	\$	46,347.35	\$	48,432.98		
	MONTHLY	\$	3,384.50	\$	3,536.80	\$	3,695.96	\$	3,862.28	\$	4,036.08		
	BI-WEEKLY	\$	1,562.08	\$	1,632.37	\$	1,705.83	\$	1,782.59	\$	1,862.81		
	HOURLY	\$	13.9471	\$	14.5747	\$	15.2306	\$	15.9160	\$	16.6322		
41	YEARLY	\$	41,604.61	\$	43,476.82	\$	45,433.27	\$	47,477.77	\$	49,614.27		
	MONTHLY	\$	3,467.05	\$	3,623.07	\$	3,786.11	\$	3,956.48	\$	4,134.52		
	BI-WEEKLY	\$	1,600.18	\$	1,672.19	\$	1,747.43	\$	1,826.07	\$	1,908.24		
	HOURLY	\$	14.2873	\$	14.9302	\$	15.6021	\$	16.3042	\$	17.0379		
42	YEARLY	\$	42,644.73	\$	44,563.74	\$	46,569.11	\$	48,664.72	\$	50,854.63		
	MONTHLY	\$	3,553.73	\$	3,713.64	\$	3,880.76	\$	4,055.39	\$	4,237.89		
	BI-WEEKLY	\$	1,640.18	\$	1,713.99	\$	1,791.12	\$	1,871.72	\$	1,955.95		
	HOURLY	\$	14.6445	\$	15.3035	\$	15.9921	\$	16.7118	\$	17.4638		

Fire Department Personnel

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
43	YEARLY	\$	43,684.84	\$	45,650.66	\$	47,704.94	\$	49,851.66	\$	52,094.99		
	MONTHLY	\$	3,640.40	\$	3,804.22	\$	3,975.41	\$	4,154.31	\$	4,341.25		
	BI-WEEKLY	\$	1,680.19	\$	1,755.79	\$	1,834.81	\$	1,917.37	\$	2,003.65		
	HOURLY	\$	15.0017	\$	15.6767	\$	16.3822	\$	17.1194	\$	17.8898		
44	YEARLY	\$	44,776.96	\$	46,791.92	\$	48,897.56	\$	51,097.95	\$	53,397.36		
	MONTHLY	\$	3,731.41	\$	3,899.33	\$	4,074.80	\$	4,258.16	\$	4,449.78		
	BI-WEEKLY	\$	1,722.19	\$	1,799.69	\$	1,880.68	\$	1,965.31	\$	2,053.74		
	HOURLY	\$	15.3767	\$	16.0687	\$	16.7917	\$	17.5474	\$	18.3370		
45	YEARLY	\$	45,869.08	\$	47,933.19	\$	50,090.19	\$	52,344.24	\$	54,699.73		
	MONTHLY	\$	3,822.42	\$	3,994.43	\$	4,174.18	\$	4,362.02	\$	4,558.31		
	BI-WEEKLY	\$	1,764.20	\$	1,843.58	\$	1,926.55	\$	2,013.24	\$	2,103.84		
	HOURLY	\$	15.7517	\$	16.4606	\$	17.2013	\$	17.9754	\$	18.7842		
46	YEARLY	\$	47,015.81	\$	49,131.52	\$	51,342.44	\$	53,652.85	\$	56,067.23		
	MONTHLY	\$	3,917.98	\$	4,094.29	\$	4,278.54	\$	4,471.07	\$	4,672.27		
	BI-WEEKLY	\$	1,808.30	\$	1,889.67	\$	1,974.71	\$	2,063.57	\$	2,156.43		
	HOURLY	\$	16.1455	\$	16.8721	\$	17.6313	\$	18.4247	\$	19.2539		
47	YEARLY	\$	48,162.54	\$	50,329.85	\$	52,594.69	\$	54,961.46	\$	57,434.72		
	MONTHLY	\$	4,013.54	\$	4,194.15	\$	4,382.89	\$	4,580.12	\$	4,786.23		
	BI-WEEKLY	\$	1,852.41	\$	1,935.76	\$	2,022.87	\$	2,113.90	\$	2,209.03		
	HOURLY	\$	16.5393	\$	17.2836	\$	18.0614	\$	18.8741	\$	19.7235		
Firefighter:													
48	YEARLY	\$	49,366.60	\$	51,588.10	\$	53,909.56	\$	56,335.49	\$	58,870.59		
	MONTHLY	\$	4,113.88	\$	4,299.01	\$	4,492.46	\$	4,694.62	\$	4,905.88		
	BI-WEEKLY	\$	1,898.72	\$	1,984.16	\$	2,073.44	\$	2,166.75	\$	2,264.25		
	HOURLY	\$	16.9528	\$	17.7157	\$	18.5129	\$	19.3460	\$	20.2165		
49	YEARLY	\$	50,570.66	\$	52,846.34	\$	55,224.43	\$	57,709.53	\$	60,306.46		
	MONTHLY	\$	4,214.22	\$	4,403.86	\$	4,602.04	\$	4,809.13	\$	5,025.54		
	BI-WEEKLY	\$	1,945.03	\$	2,032.55	\$	2,124.02	\$	2,219.60	\$	2,319.48		
	HOURLY	\$	17.3663	\$	18.1478	\$	18.9644	\$	19.8178	\$	20.7096		
50	YEARLY	\$	51,834.93	\$	54,167.50	\$	56,605.04	\$	59,152.27	\$	61,814.12		
	MONTHLY	\$	4,319.58	\$	4,513.96	\$	4,717.09	\$	4,929.36	\$	5,151.18		
	BI-WEEKLY	\$	1,993.65	\$	2,083.37	\$	2,177.12	\$	2,275.09	\$	2,377.47		
	HOURLY	\$	17.8005	\$	18.6015	\$	19.4385	\$	20.3133	\$	21.2274		
51	YEARLY	\$	53,099.20	\$	55,488.66	\$	57,985.65	\$	60,595.00	\$	63,321.78		
	MONTHLY	\$	4,424.93	\$	4,624.06	\$	4,832.14	\$	5,049.58	\$	5,276.81		
	BI-WEEKLY	\$	2,042.28	\$	2,134.18	\$	2,230.22	\$	2,330.58	\$	2,435.45		
	HOURLY	\$	18.2346	\$	19.0552	\$	19.9127	\$	20.8087	\$	21.7451		
52	YEARLY	\$	54,426.68	\$	56,875.88	\$	59,435.29	\$	62,109.88	\$	64,904.82		
	MONTHLY	\$	4,535.56	\$	4,739.66	\$	4,952.94	\$	5,175.82	\$	5,408.74		
	BI-WEEKLY	\$	2,093.33	\$	2,187.53	\$	2,285.97	\$	2,388.84	\$	2,496.34		
	HOURLY	\$	18.6905	\$	19.5316	\$	20.4105	\$	21.3289	\$	22.2887		
53	YEARLY	\$	55,754.16	\$	58,263.09	\$	60,884.93	\$	63,624.75	\$	66,487.87		
	MONTHLY	\$	4,646.18	\$	4,855.26	\$	5,073.74	\$	5,302.06	\$	5,540.66		
	BI-WEEKLY	\$	2,144.39	\$	2,240.89	\$	2,341.73	\$	2,447.11	\$	2,557.23		
	HOURLY	\$	19.1463	\$	20.0079	\$	20.9083	\$	21.8492	\$	22.8324		

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
54	YEARLY	\$ 57,148.01	\$ 59,719.67	\$ 62,407.06	\$ 65,215.37	\$ 68,150.07	
	MONTHLY	\$ 4,762.33	\$ 4,976.64	\$ 5,200.59	\$ 5,434.61	\$ 5,679.17	
	BI-WEEKLY	\$ 2,198.00	\$ 2,296.91	\$ 2,400.27	\$ 2,508.28	\$ 2,621.16	
	HOURLY	\$ 19.6250	\$ 20.5081	\$ 21.4310	\$ 22.3954	\$ 23.4032	
55	YEARLY	\$ 58,541.86	\$ 61,176.25	\$ 63,929.18	\$ 66,805.99	\$ 69,812.26	
	MONTHLY	\$ 4,878.49	\$ 5,098.02	\$ 5,327.43	\$ 5,567.17	\$ 5,817.69	
	BI-WEEKLY	\$ 2,251.61	\$ 2,352.93	\$ 2,458.81	\$ 2,569.46	\$ 2,685.09	
	HOURLY	\$ 20.1037	\$ 21.0083	\$ 21.9537	\$ 22.9416	\$ 23.9740	
56	YEARLY	\$ 60,005.41	\$ 62,705.65	\$ 65,527.41	\$ 68,476.14	\$ 71,557.57	
	MONTHLY	\$ 5,000.45	\$ 5,225.47	\$ 5,460.62	\$ 5,706.35	\$ 5,963.13	
	BI-WEEKLY	\$ 2,307.90	\$ 2,411.76	\$ 2,520.28	\$ 2,633.70	\$ 2,752.21	
	HOURLY	\$ 20.6063	\$ 21.5335	\$ 22.5025	\$ 23.5152	\$ 24.5733	
57	YEARLY	\$ 61,468.96	\$ 64,235.06	\$ 67,125.64	\$ 70,146.29	\$ 73,302.88	
	MONTHLY	\$ 5,122.41	\$ 5,352.92	\$ 5,593.80	\$ 5,845.52	\$ 6,108.57	
	BI-WEEKLY	\$ 2,364.19	\$ 2,470.58	\$ 2,581.76	\$ 2,697.93	\$ 2,819.34	
	HOURLY	\$ 21.1088	\$ 22.0587	\$ 23.0514	\$ 24.0887	\$ 25.1727	
58	YEARLY	\$ 63,005.68	\$ 65,840.94	\$ 68,803.78	\$ 71,899.95	\$ 75,135.45	
	MONTHLY	\$ 5,250.47	\$ 5,486.74	\$ 5,733.65	\$ 5,991.66	\$ 6,261.29	
	BI-WEEKLY	\$ 2,423.30	\$ 2,532.34	\$ 2,646.30	\$ 2,765.38	\$ 2,889.82	
	HOURLY	\$ 21.6366	\$ 22.6102	\$ 23.6277	\$ 24.6909	\$ 25.8020	
Fire Engineer:							
59	YEARLY	\$ 64,542.41	\$ 67,446.81	\$ 70,481.92	\$ 73,653.61	\$ 76,968.02	
	MONTHLY	\$ 5,378.53	\$ 5,620.57	\$ 5,873.49	\$ 6,137.80	\$ 6,414.00	
	BI-WEEKLY	\$ 2,482.40	\$ 2,594.11	\$ 2,710.84	\$ 2,832.83	\$ 2,960.31	
	HOURLY	\$ 22.1643	\$ 23.1617	\$ 24.2040	\$ 25.2931	\$ 26.4313	
60	YEARLY	\$ 66,155.97	\$ 69,132.98	\$ 72,243.97	\$ 75,494.95	\$ 78,892.22	
	MONTHLY	\$ 5,513.00	\$ 5,761.08	\$ 6,020.33	\$ 6,291.25	\$ 6,574.35	
	BI-WEEKLY	\$ 2,544.46	\$ 2,658.96	\$ 2,778.61	\$ 2,903.65	\$ 3,034.32	
	HOURLY	\$ 22.7184	\$ 23.7407	\$ 24.8091	\$ 25.9255	\$ 27.0921	
61	YEARLY	\$ 67,769.53	\$ 70,819.15	\$ 74,006.02	\$ 77,336.29	\$ 80,816.42	
	MONTHLY	\$ 5,647.46	\$ 5,901.60	\$ 6,167.17	\$ 6,444.69	\$ 6,734.70	
	BI-WEEKLY	\$ 2,606.52	\$ 2,723.81	\$ 2,846.39	\$ 2,974.47	\$ 3,108.32	
	HOURLY	\$ 23.2725	\$ 24.3198	\$ 25.4142	\$ 26.5578	\$ 27.7529	
Fire Captain:							
62	YEARLY	\$ 69,463.76	\$ 72,589.63	\$ 75,856.17	\$ 79,269.69	\$ 82,836.83	
	MONTHLY	\$ 5,788.65	\$ 6,049.14	\$ 6,321.35	\$ 6,605.81	\$ 6,903.07	
	BI-WEEKLY	\$ 2,671.68	\$ 2,791.91	\$ 2,917.54	\$ 3,048.83	\$ 3,186.03	
	HOURLY	\$ 23.8543	\$ 24.9278	\$ 26.0495	\$ 27.2217	\$ 28.4467	
63	YEARLY	\$ 71,158.00	\$ 74,360.11	\$ 77,706.32	\$ 81,203.10	\$ 84,857.24	
	MONTHLY	\$ 5,929.83	\$ 6,196.68	\$ 6,475.53	\$ 6,766.93	\$ 7,071.44	
	BI-WEEKLY	\$ 2,736.85	\$ 2,860.00	\$ 2,988.70	\$ 3,123.20	\$ 3,263.74	
	HOURLY	\$ 24.4361	\$ 25.5358	\$ 26.6849	\$ 27.8857	\$ 29.1405	
64	YEARLY	\$ 72,936.95	\$ 76,219.12	\$ 79,648.98	\$ 83,233.18	\$ 86,978.67	
	MONTHLY	\$ 6,078.08	\$ 6,351.59	\$ 6,637.41	\$ 6,936.10	\$ 7,248.22	
	BI-WEEKLY	\$ 2,805.27	\$ 2,931.50	\$ 3,063.42	\$ 3,201.28	\$ 3,345.33	
	HOURLY	\$ 25.0470	\$ 26.1741	\$ 27.3520	\$ 28.5828	\$ 29.8690	

Fire Department Personnel

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
65	YEARLY	\$	74,715.90	\$	78,078.12	\$	81,591.63	\$	85,263.26	\$	89,100.10		
	MONTHLY	\$	6,226.33	\$	6,506.51	\$	6,799.30	\$	7,105.27	\$	7,425.01		
	BI-WEEKLY	\$	2,873.69	\$	3,003.00	\$	3,138.14	\$	3,279.36	\$	3,426.93		
	HOURLY	\$	25.6579	\$	26.8125	\$	28.0191	\$	29.2800	\$	30.5976		
66	YEARLY	\$	76,583.80	\$	80,030.07	\$	83,631.42	\$	87,394.84	\$	91,327.61		
	MONTHLY	\$	6,381.98	\$	6,669.17	\$	6,969.29	\$	7,282.90	\$	7,610.63		
	BI-WEEKLY	\$	2,945.53	\$	3,078.08	\$	3,216.59	\$	3,361.34	\$	3,512.60		
	HOURLY	\$	26.2994	\$	27.4829	\$	28.7196	\$	30.0120	\$	31.3625		
67	YEARLY	\$	78,451.70	\$	81,982.02	\$	85,671.21	\$	89,526.42	\$	93,555.11		
	MONTHLY	\$	6,537.64	\$	6,831.84	\$	7,139.27	\$	7,460.53	\$	7,796.26		
	BI-WEEKLY	\$	3,017.37	\$	3,153.15	\$	3,295.05	\$	3,443.32	\$	3,598.27		
	HOURLY	\$	26.9408	\$	28.1532	\$	29.4201	\$	30.7440	\$	32.1274		
68	YEARLY	\$	80,412.99	\$	84,031.57	\$	87,813.00	\$	91,764.58	\$	95,893.99		
	MONTHLY	\$	6,701.08	\$	7,002.63	\$	7,317.75	\$	7,647.05	\$	7,991.17		
	BI-WEEKLY	\$	3,092.81	\$	3,231.98	\$	3,377.42	\$	3,529.41	\$	3,688.23		
	HOURLY	\$	27.6144	\$	28.8570	\$	30.1556	\$	31.5126	\$	32.9306		
69	YEARLY	\$	82,374.28	\$	86,081.12	\$	89,954.78	\$	94,002.74	\$	98,232.86		
	MONTHLY	\$	6,864.52	\$	7,173.43	\$	7,496.23	\$	7,833.56	\$	8,186.07		
	BI-WEEKLY	\$	3,168.24	\$	3,310.81	\$	3,459.80	\$	3,615.49	\$	3,778.19		
	HOURLY	\$	28.2879	\$	29.5608	\$	30.8911	\$	32.2812	\$	33.7338		
70	YEARLY	\$	84,433.64	\$	88,233.15	\$	92,203.65	\$	96,352.81	\$	100,688.69		
	MONTHLY	\$	7,036.14	\$	7,352.76	\$	7,683.64	\$	8,029.40	\$	8,390.72		
	BI-WEEKLY	\$	3,247.45	\$	3,393.58	\$	3,546.29	\$	3,705.88	\$	3,872.64		
	HOURLY	\$	28.9951	\$	30.2998	\$	31.6633	\$	33.0882	\$	34.5772		
71	YEARLY	\$	86,493.00	\$	90,385.18	\$	94,452.51	\$	98,702.88	\$	103,144.51		
	MONTHLY	\$	7,207.75	\$	7,532.10	\$	7,871.04	\$	8,225.24	\$	8,595.38		
	BI-WEEKLY	\$	3,326.65	\$	3,476.35	\$	3,632.79	\$	3,796.26	\$	3,967.10		
	HOURLY	\$	29.7023	\$	31.0389	\$	32.4356	\$	33.8952	\$	35.4205		
72	YEARLY	\$	88,655.32	\$	92,644.81	\$	96,813.83	\$	101,170.45	\$	105,723.12		
	MONTHLY	\$	7,387.94	\$	7,720.40	\$	8,067.82	\$	8,430.87	\$	8,810.26		
	BI-WEEKLY	\$	3,409.82	\$	3,563.26	\$	3,723.61	\$	3,891.17	\$	4,066.27		
	HOURLY	\$	30.4448	\$	31.8148	\$	33.2465	\$	34.7426	\$	36.3060		
73	YEARLY	\$	90,817.65	\$	94,904.44	\$	99,175.14	\$	103,638.02	\$	108,301.73		
	MONTHLY	\$	7,568.14	\$	7,908.70	\$	8,264.60	\$	8,636.50	\$	9,025.14		
	BI-WEEKLY	\$	3,492.99	\$	3,650.17	\$	3,814.43	\$	3,986.08	\$	4,165.45		
	HOURLY	\$	31.1874	\$	32.5908	\$	34.0574	\$	35.5900	\$	37.1915		
74	YEARLY	\$	93,088.09	\$	97,277.05	\$	101,654.52	\$	106,228.97	\$	111,009.28		
	MONTHLY	\$	7,757.34	\$	8,106.42	\$	8,471.21	\$	8,852.41	\$	9,250.77		
	BI-WEEKLY	\$	3,580.31	\$	3,741.43	\$	3,909.79	\$	4,085.73	\$	4,269.59		
	HOURLY	\$	31.9671	\$	33.4056	\$	34.9088	\$	36.4797	\$	38.1213		
75	YEARLY	\$	95,358.53	\$	99,649.66	\$	104,133.90	\$	108,819.92	\$	113,716.82		
	MONTHLY	\$	7,946.54	\$	8,304.14	\$	8,677.82	\$	9,068.33	\$	9,476.40		
	BI-WEEKLY	\$	3,667.64	\$	3,832.68	\$	4,005.15	\$	4,185.38	\$	4,373.72		
	HOURLY	\$	32.7467	\$	34.2204	\$	35.7603	\$	37.3695	\$	39.0511		

Fire Department Personnel

76	YEARLY	\$ 97,742.49	\$ 102,140.90	\$ 106,737.24	\$ 111,540.42	\$ 116,559.74
	MONTHLY	\$ 8,145.21	\$ 8,511.74	\$ 8,894.77	\$ 9,295.04	\$ 9,713.31
	BI-WEEKLY	\$ 3,759.33	\$ 3,928.50	\$ 4,105.28	\$ 4,290.02	\$ 4,483.07
	HOURLY	\$ 33.5654	\$ 35.0759	\$ 36.6543	\$ 38.3037	\$ 40.0274
77	YEARLY	\$ 100,126.45	\$ 104,632.15	\$ 109,340.59	\$ 114,260.92	\$ 119,402.66
	MONTHLY	\$ 8,343.87	\$ 8,719.35	\$ 9,111.72	\$ 9,521.74	\$ 9,950.22
	BI-WEEKLY	\$ 3,851.02	\$ 4,024.31	\$ 4,205.41	\$ 4,394.65	\$ 4,592.41
	HOURLY	\$ 34.3841	\$ 35.9314	\$ 37.5483	\$ 39.2380	\$ 41.0037
78	YEARLY	\$ 102,629.62	\$ 107,247.95	\$ 112,074.11	\$ 117,117.44	\$ 122,387.73
	MONTHLY	\$ 8,552.47	\$ 8,937.33	\$ 9,339.51	\$ 9,759.79	\$ 10,198.98
	BI-WEEKLY	\$ 3,947.29	\$ 4,124.92	\$ 4,310.54	\$ 4,504.52	\$ 4,707.22
	HOURLY	\$ 35.2437	\$ 36.8297	\$ 38.4870	\$ 40.2189	\$ 42.0288
79	YEARLY	\$ 105,132.78	\$ 109,863.75	\$ 114,807.62	\$ 119,973.96	\$ 125,372.79
	MONTHLY	\$ 8,761.06	\$ 9,155.31	\$ 9,567.30	\$ 9,997.83	\$ 10,447.73
	BI-WEEKLY	\$ 4,043.57	\$ 4,225.53	\$ 4,415.68	\$ 4,614.38	\$ 4,822.03
	HOURLY	\$ 36.1033	\$ 37.7279	\$ 39.4257	\$ 41.1999	\$ 43.0538
80	YEARLY	\$ 107,761.10	\$ 112,610.35	\$ 117,677.81	\$ 122,973.31	\$ 128,507.11
	MONTHLY	\$ 8,980.09	\$ 9,384.20	\$ 9,806.48	\$ 10,247.78	\$ 10,708.93
	BI-WEEKLY	\$ 4,144.66	\$ 4,331.17	\$ 4,526.07	\$ 4,729.74	\$ 4,942.58
	HOURLY	\$ 37.0059	\$ 38.6711	\$ 40.4113	\$ 42.2298	\$ 44.1302
81	YEARLY	\$ 110,389.42	\$ 115,356.94	\$ 120,548.00	\$ 125,972.66	\$ 131,641.43
	MONTHLY	\$ 9,199.12	\$ 9,613.08	\$ 10,045.67	\$ 10,497.72	\$ 10,970.12
	BI-WEEKLY	\$ 4,245.75	\$ 4,436.81	\$ 4,636.46	\$ 4,845.10	\$ 5,063.13
	HOURLY	\$ 37.9085	\$ 39.6143	\$ 41.3970	\$ 43.2598	\$ 45.2065
82	YEARLY	\$ 113,149.15	\$ 118,240.86	\$ 123,561.70	\$ 129,121.98	\$ 134,932.47
	MONTHLY	\$ 9,429.10	\$ 9,853.41	\$ 10,296.81	\$ 10,760.16	\$ 11,244.37
	BI-WEEKLY	\$ 4,351.89	\$ 4,547.73	\$ 4,752.37	\$ 4,966.23	\$ 5,189.71
	HOURLY	\$ 38.8562	\$ 40.6047	\$ 42.4319	\$ 44.3413	\$ 46.3367
83	YEARLY	\$ 115,908.89	\$ 121,124.79	\$ 126,575.40	\$ 132,271.30	\$ 138,223.50
	MONTHLY	\$ 9,659.07	\$ 10,093.73	\$ 10,547.95	\$ 11,022.61	\$ 11,518.63
	BI-WEEKLY	\$ 4,458.03	\$ 4,658.65	\$ 4,868.28	\$ 5,087.36	\$ 5,316.29
	HOURLY	\$ 39.8039	\$ 41.5951	\$ 43.4668	\$ 45.4228	\$ 47.4669
84	YEARLY	\$ 118,806.61	\$ 124,152.91	\$ 129,739.79	\$ 135,578.08	\$ 141,679.09
	MONTHLY	\$ 9,900.55	\$ 10,346.08	\$ 10,811.65	\$ 11,298.17	\$ 11,806.59
	BI-WEEKLY	\$ 4,569.48	\$ 4,775.11	\$ 4,989.99	\$ 5,214.54	\$ 5,449.20
	HOURLY	\$ 40.7990	\$ 42.6349	\$ 44.5535	\$ 46.5584	\$ 48.6535
85	YEARLY	\$ 121,704.33	\$ 127,181.03	\$ 132,904.17	\$ 138,884.86	\$ 145,134.68
	MONTHLY	\$ 10,142.03	\$ 10,598.42	\$ 11,075.35	\$ 11,573.74	\$ 12,094.56
	BI-WEEKLY	\$ 4,680.94	\$ 4,891.58	\$ 5,111.70	\$ 5,341.73	\$ 5,582.10
	HOURLY	\$ 41.7941	\$ 43.6748	\$ 45.6402	\$ 47.6940	\$ 49.8402
86	YEARLY	\$ 124,746.94	\$ 130,360.55	\$ 136,226.78	\$ 142,356.98	\$ 148,763.05
	MONTHLY	\$ 10,395.58	\$ 10,863.38	\$ 11,352.23	\$ 11,863.08	\$ 12,396.92
	BI-WEEKLY	\$ 4,797.96	\$ 5,013.87	\$ 5,239.49	\$ 5,475.27	\$ 5,721.66
	HOURLY	\$ 42.8389	\$ 44.7667	\$ 46.7812	\$ 48.8863	\$ 51.0862

Fire Department Personnel

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
87	YEARLY	\$ 127,789.55	\$ 133,540.08	\$ 139,549.38	\$ 145,829.10	\$ 152,391.41	
	MONTHLY	\$ 10,649.13	\$ 11,128.34	\$ 11,629.12	\$ 12,152.43	\$ 12,699.28	
	BI-WEEKLY	\$ 4,914.98	\$ 5,136.16	\$ 5,367.28	\$ 5,608.81	\$ 5,861.21	
	HOURLY	\$ 43.8838	\$ 45.8585	\$ 47.9222	\$ 50.0787	\$ 52.3322	
88	YEARLY	\$ 130,984.29	\$ 136,878.58	\$ 143,038.12	\$ 149,474.83	\$ 156,201.20	
	MONTHLY	\$ 10,915.36	\$ 11,406.55	\$ 11,919.84	\$ 12,456.24	\$ 13,016.77	
	BI-WEEKLY	\$ 5,037.86	\$ 5,264.56	\$ 5,501.47	\$ 5,749.03	\$ 6,007.74	
	HOURLY	\$ 44.9809	\$ 47.0050	\$ 49.1202	\$ 51.3306	\$ 53.6405	