July 9, 2015

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting
Thursday, July 16, 2015
1:30 p.m., Council Chambers
County-City Building

**A G E N D A**

ITEM 1: Request an ordinance reflecting a pay increase of 2.25% to be effective August 13, 2015 for pay ranges prefixed by 'E'.

ITEM 2: Request an ordinance reflecting a pay increase of 2.25% to be effective August 13, 2015 for pay ranges prefixed by 'X'.

ITEM 3: Request an ordinance to approve a one time lump sum payment in the amount of 1.25% for those employees whose pay ranges are prefixed by 'M'.

ITEM 4: Miscellaneous Discussion

PC: Teresa Meier, City Clerk
Directors

***ACCOMMODATION NOTICE***

*The City of Lincoln complies with Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973 guidelines. Ensuring the public's access to and participating in public meetings is a priority for the City of Lincoln. In the event you are in need of a reasonable accommodation in order to attend or participate in a public meeting conducted by the City of Lincoln, please contact the Director of Equity and Diversity, Lincoln Commission on Human Rights, at 402 441-7624 as soon as possible before the scheduled meeting date in order to make your request.*

# EXCLUDED PAY PLAN - E RANGES

Reflects 2.25% increase

Effective August 13, 2015

2.75% Between Steps

| CLASS CODE | CLASS TITLE | PAY RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 0607 | HUMAN RESOURCES GENERALIST | E05 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 |
| 0609 | COMPENSATION TECHNICIAN I | E05 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 |
| 0610 | COMPENSATION TECHNICIAN II | E15 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 |
| 0613 | EMPLOYMENT TECHNICIAN I | E05 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 |
| 0614 | EMPLOYMENT TECHNICIAN II | E15 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 |
| 0630 | EXECUTIVE SECRETARY | E09 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 |
| 0631 | EXECUTIVE AIDE | E02 | 19.161 | 19.688 | 20.229 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 |
| 0634 | HUMAN RESOURCES OPERATIONS SPECIALIST | E15 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 |
| 0655 | OMBUDSMAN | E12 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 |
| 1130 | PAYROLL ADMINISTRATOR | E19 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 | 35.763 | 36.746 | 37.757 | 38.796 |
| 1133 | PAYROLL SPECIALIST | E09 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 |
| 1321 | WORKERS' COMPENSATION CLAIMS SPEC | E07 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 |
| 1550 | GRANT COORDINATOR I | E04 | 20.229 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 |
| 1551 | GRANT COORDINATOR II | E09 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 |

# EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 13, 2015
2.75% Between Steps

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
|---|---|---|---|---|---|---|---|---|---|---|---|
| E01 | ANNUAL | 38,789.92 | 39,854.88 | 40,951.04 | 42,076.32 | 43,232.80 | 44,426.72 | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 |
| | MONTHLY | 3,232.49 | 3,321.24 | 3,412.59 | 3,506.36 | 3,602.73 | 3,702.23 | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 |
| | BIWEEKLY | 1,491.92 | 1,532.88 | 1,575.04 | 1,618.32 | 1,662.80 | 1,708.72 | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 |
| | HOURLY | 18.649 | 19.161 | 19.688 | 20.229 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 |
| E02 | ANNUAL | 39,854.88 | 40,951.04 | 42,076.32 | 43,232.80 | 44,426.72 | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 |
| | MONTHLY | 3,321.24 | 3,412.59 | 3,506.36 | 3,602.73 | 3,702.23 | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 |
| | BIWEEKLY | 1,532.88 | 1,575.04 | 1,618.32 | 1,662.80 | 1,708.72 | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 |
| | HOURLY | 19.161 | 19.688 | 20.229 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 |
| E03 | ANNUAL | 40,951.04 | 42,076.32 | 43,232.80 | 44,426.72 | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 |
| | MONTHLY | 3,412.59 | 3,506.36 | 3,602.73 | 3,702.23 | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 |
| | BIWEEKLY | 1,575.04 | 1,618.32 | 1,662.80 | 1,708.72 | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 |
| | HOURLY | 19.688 | 20.229 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 |
| E04 | ANNUAL | 42,076.32 | 43,232.80 | 44,426.72 | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 |
| | MONTHLY | 3,506.36 | 3,602.73 | 3,702.23 | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 |
| | BIWEEKLY | 1,618.32 | 1,662.80 | 1,708.72 | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 |
| | HOURLY | 20.229 | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 |
| E05 | ANNUAL | 43,232.80 | 44,426.72 | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 |
| | MONTHLY | 3,602.73 | 3,702.23 | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 |
| | BIWEEKLY | 1,662.80 | 1,708.72 | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 |
| | HOURLY | 20.785 | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 |

# EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 13, 2015
2.75% Between Steps

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
|---|---|---|---|---|---|---|---|---|---|---|---|
| E06 | ANNUAL | 44,426.72 | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 |
| | MONTHLY | 3,702.23 | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 |
| | BIWEEKLY | 1,708.72 | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 |
| | HOURLY | 21.359 | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 |
| E07 | ANNUAL | 45,643.52 | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 |
| | MONTHLY | 3,803.63 | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 |
| | BIWEEKLY | 1,755.52 | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 |
| | HOURLY | 21.944 | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 |
| E08 | ANNUAL | 46,899.84 | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 |
| | MONTHLY | 3,908.32 | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 |
| | BIWEEKLY | 1,803.84 | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 |
| | HOURLY | 22.548 | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 |
| E09 | ANNUAL | 48,193.60 | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 |
| | MONTHLY | 4,016.13 | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 |
| | BIWEEKLY | 1,853.60 | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 |
| | HOURLY | 23.170 | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 |
| E10 | ANNUAL | 49,514.40 | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 |
| | MONTHLY | 4,126.20 | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 |
| | BIWEEKLY | 1,904.40 | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 |
| | HOURLY | 23.805 | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 |

# EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 13, 2015
2.75% Between Steps

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
|---|---|---|---|---|---|---|---|---|---|---|---|
| E11 | ANNUAL | 50,878.88 | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 |
| | MONTHLY | 4,239.91 | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 |
| | BIWEEKLY | 1,956.88 | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 |
| | HOURLY | 24.461 | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 |
| E12 | ANNUAL | 52,276.64 | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 |
| | MONTHLY | 4,356.39 | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 |
| | BIWEEKLY | 2,010.64 | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 |
| | HOURLY | 25.133 | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 |
| E13 | ANNUAL | 53,716.00 | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 |
| | MONTHLY | 4,476.33 | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 |
| | BIWEEKLY | 2,066.00 | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 |
| | HOURLY | 25.825 | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 |
| E14 | ANNUAL | 55,194.88 | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 |
| | MONTHLY | 4,599.57 | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 |
| | BIWEEKLY | 2,122.88 | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 |
| | HOURLY | 26.536 | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 |
| E15 | ANNUAL | 56,709.12 | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 | 72,394.40 |
| | MONTHLY | 4,725.76 | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 | 6,032.87 |
| | BIWEEKLY | 2,181.12 | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 | 2,784.40 |
| | HOURLY | 27.264 | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 |

# EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 13, 2015
2.75% Between Steps

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
|---|---|---|---|---|---|---|---|---|---|---|---|
| E16 | ANNUAL | 58,269.12 | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 | 72,394.40 | 74,387.04 |
| | MONTHLY | 4,855.76 | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 | 6,032.87 | 6,198.92 |
| | BIWEEKLY | 2,241.12 | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 | 2,784.40 | 2,861.04 |
| | HOURLY | 28.014 | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 | 35.763 |
| E17 | ANNUAL | 59,870.72 | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 | 72,394.40 | 74,387.04 | 76,431.68 |
| | MONTHLY | 4,989.23 | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 | 6,032.87 | 6,198.92 | 6,369.31 |
| | BIWEEKLY | 2,302.72 | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 | 2,784.40 | 2,861.04 | 2,939.68 |
| | HOURLY | 28.784 | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 | 35.763 | 36.746 |
| E18 | ANNUAL | 61,522.24 | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 | 72,394.40 | 74,387.04 | 76,431.68 | 78,534.56 |
| | MONTHLY | 5,126.85 | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 | 6,032.87 | 6,198.92 | 6,369.31 | 6,544.55 |
| | BIWEEKLY | 2,366.24 | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 | 2,784.40 | 2,861.04 | 2,939.68 | 3,020.56 |
| | HOURLY | 29.578 | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 | 35.763 | 36.746 | 37.757 |
| E19 | ANNUAL | 63,213.28 | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 | 72,394.40 | 74,387.04 | 76,431.68 | 78,534.56 | 80,695.68 |
| | MONTHLY | 5,267.77 | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 | 6,032.87 | 6,198.92 | 6,369.31 | 6,544.55 | 6,724.64 |
| | BIWEEKLY | 2,431.28 | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 | 2,784.40 | 2,861.04 | 2,939.68 | 3,020.56 | 3,103.68 |
| | HOURLY | 30.391 | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 | 35.763 | 36.746 | 37.757 | 38.796 |
| E20 | ANNUAL | 64,950.08 | 66,738.88 | 68,569.28 | 70,455.84 | 72,394.40 | 74,387.04 | 76,431.68 | 78,534.56 | 80,695.68 | 82,912.96 |
| | MONTHLY | 5,412.51 | 5,561.57 | 5,714.11 | 5,871.32 | 6,032.87 | 6,198.92 | 6,369.31 | 6,544.55 | 6,724.64 | 6,909.41 |
| | BIWEEKLY | 2,498.08 | 2,566.88 | 2,637.28 | 2,709.84 | 2,784.40 | 2,861.04 | 2,939.68 | 3,020.56 | 3,103.68 | 3,188.96 |
| | HOURLY | 31.226 | 32.086 | 32.966 | 33.873 | 34.805 | 35.763 | 36.746 | 37.757 | 38.796 | 39.862 |

# EXCLUDED PAY PLAN - X RANGES

Reflects a 2.25% increase
Effective August 13, 2015

| CLASS CODE | CLASS TITLE | PAY RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
|---|---|---|---|---|---|---|---|---|---|---|
| 0024 | PROSECUTION ASSISTANT | X20 | 17.105 | 17.761 | 18.443 | 19.149 | 19.886 | 20.648 | 21.440 | 22.264 |
| 0025 | LEGAL SECRETARY I | X16 | 16.740 | 17.348 | 17.978 | 18.630 | 19.304 | 20.003 | 20.729 | 21.481 |
| 0026 | LEGAL SECRETARY II | X47 | 20.021 | 20.786 | 21.582 | 22.407 | 23.266 | 24.156 | 25.079 | 26.039 |
| 0028 | PARALEGAL | X47 | 20.021 | 20.786 | 21.582 | 22.407 | 23.266 | 24.156 | 25.079 | 26.039 |
| 0030 | EXCLUDED OFFICE ASSISTANT | X03 | 13.377 | 13.922 | 14.490 | 15.081 | 15.695 | 16.335 | 17.002 | 17.694 |
| 0032 | EXCLUDED SR OFFICE ASSISTANT | X09 | 15.231 | 15.776 | 16.339 | 16.922 | 17.529 | 18.154 | 18.805 | 19.476 |
| 0034 | EXCLUDED OFFICE SPECIALIST | X19 | 17.467 | 18.050 | 18.652 | 19.273 | 19.917 | 20.581 | 21.269 | 21.978 |
| 0120 | EXCLUDED ACCOUNT CLERK I | X12 | 15.710 | 16.350 | 17.013 | 17.705 | 18.426 | 19.175 | 19.953 | 20.764 |
| 0121 | EXCLUDED ACCOUNT CLERK II | X20 | 17.105 | 17.761 | 18.443 | 19.149 | 19.886 | 20.648 | 21.440 | 22.264 |
| 0122 | EXCLUDED ACCOUNT CLERK III | X31 | 18.478 | 19.112 | 19.771 | 20.451 | 21.156 | 21.883 | 22.636 | 23.415 |
| 0608 | EMPLOYMENT CLERK | X11 | 16.192 | 16.745 | 17.318 | 17.908 | 18.522 | 19.151 | 19.805 | 20.483 |
| 0611 | BENEFITS CLERK | X30 | 16.808 | 17.623 | 18.478 | 19.372 | 20.312 | 21.298 | 22.331 | 23.412 |
| 0612 | HUMAN RESOURCES CLERK | X20 | 17.105 | 17.761 | 18.443 | 19.149 | 19.886 | 20.648 | 21.440 | 22.264 |

# EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 13, 2015

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
|---|---|---|---|---|---|---|---|---|---|
| X01 | ANNUAL | 25,968.80 | 27,112.80 | 28,304.64 | 29,552.64 | 30,856.80 | 32,221.28 | 33,639.84 | 35,127.04 |
| | MONTHLY | 2,164.07 | 2,259.40 | 2,358.72 | 2,462.72 | 2,571.40 | 2,685.11 | 2,803.32 | 2,927.25 |
| | BIWEEKLY | 998.80 | 1,042.80 | 1,088.64 | 1,136.64 | 1,186.80 | 1,239.28 | 1,293.84 | 1,351.04 |
| | HOURLY | 12.485 | 13.035 | 13.608 | 14.208 | 14.835 | 15.491 | 16.173 | 16.888 |
| X02 | ANNUAL | 26,875.68 | 28,059.20 | 29,296.80 | 30,588.48 | 31,938.40 | 33,350.72 | 34,817.12 | 36,356.32 |
| | MONTHLY | 2,239.64 | 2,338.27 | 2,441.40 | 2,549.04 | 2,661.53 | 2,779.23 | 2,901.43 | 3,029.69 |
| | BIWEEKLY | 1,033.68 | 1,079.20 | 1,126.80 | 1,176.48 | 1,228.40 | 1,282.72 | 1,339.12 | 1,398.32 |
| | HOURLY | 12.921 | 13.490 | 14.085 | 14.706 | 15.355 | 16.034 | 16.739 | 17.479 |
| X03 | ANNUAL | 27,824.16 | 28,957.76 | 30,139.20 | 31,368.48 | 32,645.60 | 33,976.80 | 35,364.16 | 36,803.52 |
| | MONTHLY | 2,318.68 | 2,413.15 | 2,511.60 | 2,614.04 | 2,720.47 | 2,831.40 | 2,947.01 | 3,066.96 |
| | BIWEEKLY | 1,070.16 | 1,113.76 | 1,159.20 | 1,206.48 | 1,255.60 | 1,306.80 | 1,360.16 | 1,415.52 |
| | HOURLY | 13.377 | 13.922 | 14.490 | 15.081 | 15.695 | 16.335 | 17.002 | 17.694 |
| X04 | ANNUAL | 29,843.84 | 30,804.80 | 31,799.04 | 32,826.56 | 33,889.44 | 34,979.36 | 36,112.96 | 37,277.76 |
| | MONTHLY | 2,486.99 | 2,567.07 | 2,649.92 | 2,735.55 | 2,824.12 | 2,914.95 | 3,009.41 | 3,106.48 |
| | BIWEEKLY | 1,147.84 | 1,184.80 | 1,223.04 | 1,262.56 | 1,303.44 | 1,345.36 | 1,388.96 | 1,433.76 |
| | HOURLY | 14.348 | 14.810 | 15.288 | 15.782 | 16.293 | 16.817 | 17.362 | 17.922 |
| X05 | ANNUAL | 27,817.92 | 29,045.12 | 30,326.40 | 31,665.92 | 33,061.60 | 34,517.60 | 36,042.24 | 37,631.36 |
| | MONTHLY | 2,318.16 | 2,420.43 | 2,527.20 | 2,638.83 | 2,755.13 | 2,876.47 | 3,003.52 | 3,135.95 |
| | BIWEEKLY | 1,069.92 | 1,117.12 | 1,166.40 | 1,217.92 | 1,271.60 | 1,327.60 | 1,386.24 | 1,447.36 |
| | HOURLY | 13.374 | 13.964 | 14.580 | 15.224 | 15.895 | 16.595 | 17.328 | 18.092 |

# EXCLUDED - X RANGES

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Effective August 13, 2015

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
|---|---|---|---|---|---|---|---|---|---|
| X06 | ANNUAL | 29,814.72 | 30,858.88 | 31,944.64 | 33,065.76 | 34,226.40 | 35,426.56 | 36,668.32 | 37,957.92 |
| | MONTHLY | 2,484.56 | 2,571.57 | 2,662.05 | 2,755.48 | 2,852.20 | 2,952.21 | 3,055.69 | 3,163.16 |
| | BIWEEKLY | 1,146.72 | 1,186.88 | 1,228.64 | 1,271.76 | 1,316.40 | 1,362.56 | 1,410.32 | 1,459.92 |
| | HOURLY | 14.334 | 14.836 | 15.358 | 15.897 | 16.455 | 17.032 | 17.629 | 18.249 |
| X07 | ANNUAL | 29,662.88 | 30,727.84 | 31,828.16 | 32,968.00 | 34,149.44 | 35,376.64 | 36,643.36 | 37,960.00 |
| | MONTHLY | 2,471.91 | 2,560.65 | 2,652.35 | 2,747.33 | 2,845.79 | 2,948.05 | 3,053.61 | 3,163.33 |
| | BIWEEKLY | 1,140.88 | 1,181.84 | 1,224.16 | 1,268.00 | 1,313.44 | 1,360.64 | 1,409.36 | 1,460.00 |
| | HOURLY | 14.261 | 14.773 | 15.302 | 15.850 | 16.418 | 17.008 | 17.617 | 18.250 |
| X08 | ANNUAL | 32,599.84 | 33,606.56 | 34,644.48 | 35,715.68 | 36,816.00 | 37,955.84 | 39,128.96 | 40,337.44 |
| | MONTHLY | 2,716.65 | 2,800.55 | 2,887.04 | 2,976.31 | 3,068.00 | 3,162.99 | 3,260.75 | 3,361.45 |
| | BIWEEKLY | 1,253.84 | 1,292.56 | 1,332.48 | 1,373.68 | 1,416.00 | 1,459.84 | 1,504.96 | 1,551.44 |
| | HOURLY | 15.673 | 16.157 | 16.656 | 17.171 | 17.700 | 18.248 | 18.812 | 19.393 |
| X09 | ANNUAL | 31,680.48 | 32,814.08 | 33,985.12 | 35,197.76 | 36,460.32 | 37,760.32 | 39,114.40 | 40,510.08 |
| | MONTHLY | 2,640.04 | 2,734.51 | 2,832.09 | 2,933.15 | 3,038.36 | 3,146.69 | 3,259.53 | 3,375.84 |
| | BIWEEKLY | 1,218.48 | 1,262.08 | 1,307.12 | 1,353.76 | 1,402.32 | 1,452.32 | 1,504.40 | 1,558.08 |
| | HOURLY | 15.231 | 15.776 | 16.339 | 16.922 | 17.529 | 18.154 | 18.805 | 19.476 |
| X10 | ANNUAL | 36,466.56 | 37,169.60 | 37,887.20 | 38,615.20 | 39,355.68 | 40,116.96 | 40,888.64 | 41,674.88 |
| | MONTHLY | 3,038.88 | 3,097.47 | 3,157.27 | 3,217.93 | 3,279.64 | 3,343.08 | 3,407.39 | 3,472.91 |
| | BIWEEKLY | 1,402.56 | 1,429.60 | 1,457.20 | 1,485.20 | 1,513.68 | 1,542.96 | 1,572.64 | 1,602.88 |
| | HOURLY | 17.532 | 17.870 | 18.215 | 18.565 | 18.921 | 19.287 | 19.658 | 20.036 |

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| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
|---|---|---|---|---|---|---|---|---|---|
| X11 | ANNUAL | 33,679.36 | 34,829.60 | 36,021.44 | 37,248.64 | 38,525.76 | 39,834.08 | 41,194.40 | 42,604.64 |
| | MONTHLY | 2,806.61 | 2,902.47 | 3,001.79 | 3,104.05 | 3,210.48 | 3,319.51 | 3,432.87 | 3,550.39 |
| | BIWEEKLY | 1,295.36 | 1,339.60 | 1,385.44 | 1,432.64 | 1,481.76 | 1,532.08 | 1,584.40 | 1,638.64 |
| | HOURLY | 16.192 | 16.745 | 17.318 | 17.908 | 18.522 | 19.151 | 19.805 | 20.483 |
| X12 | ANNUAL | 32,676.80 | 34,008.00 | 35,387.04 | 36,826.40 | 38,326.08 | 39,884.00 | 41,502.24 | 43,189.12 |
| | MONTHLY | 2,723.07 | 2,834.00 | 2,948.92 | 3,068.87 | 3,193.84 | 3,323.67 | 3,458.52 | 3,599.09 |
| | BIWEEKLY | 1,256.80 | 1,308.00 | 1,361.04 | 1,416.40 | 1,474.08 | 1,534.00 | 1,596.24 | 1,661.12 |
| | HOURLY | 15.710 | 16.350 | 17.013 | 17.705 | 18.426 | 19.175 | 19.953 | 20.764 |
| X13 | ANNUAL | 34,222.24 | 35,418.24 | 36,662.08 | 37,947.52 | 39,278.72 | 40,659.84 | 42,082.56 | 43,563.52 |
| | MONTHLY | 2,851.85 | 2,951.52 | 3,055.17 | 3,162.29 | 3,273.23 | 3,388.32 | 3,506.88 | 3,630.29 |
| | BIWEEKLY | 1,316.24 | 1,362.24 | 1,410.08 | 1,459.52 | 1,510.72 | 1,563.84 | 1,618.56 | 1,675.52 |
| | HOURLY | 16.453 | 17.028 | 17.626 | 18.244 | 18.884 | 19.548 | 20.232 | 20.944 |
| X14 | ANNUAL | 35,258.08 | 36,435.36 | 37,656.32 | 38,914.72 | 40,216.80 | 41,562.56 | 42,949.92 | 44,387.20 |
| | MONTHLY | 2,938.17 | 3,036.28 | 3,138.03 | 3,242.89 | 3,351.40 | 3,463.55 | 3,579.16 | 3,698.93 |
| | BIWEEKLY | 1,356.08 | 1,401.36 | 1,448.32 | 1,496.72 | 1,546.80 | 1,598.56 | 1,651.92 | 1,707.20 |
| | HOURLY | 16.951 | 17.517 | 18.104 | 18.709 | 19.335 | 19.982 | 20.649 | 21.340 |
| X15 | ANNUAL | 39,070.72 | 39,823.68 | 40,591.20 | 41,373.28 | 42,169.92 | 42,983.20 | 43,808.96 | 44,653.44 |
| | MONTHLY | 3,255.89 | 3,318.64 | 3,382.60 | 3,447.77 | 3,514.16 | 3,581.93 | 3,650.75 | 3,721.12 |
| | BIWEEKLY | 1,502.72 | 1,531.68 | 1,561.20 | 1,591.28 | 1,621.92 | 1,653.20 | 1,684.96 | 1,717.44 |
| | HOURLY | 18.784 | 19.146 | 19.515 | 19.891 | 20.274 | 20.665 | 21.062 | 21.468 |

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|---|---|---|---|---|---|---|---|---|---|
| X16 | ANNUAL | 34,819.20 | 36,083.84 | 37,394.24 | 38,750.40 | 40,152.32 | 41,606.24 | 43,116.32 | 44,680.48 |
| | MONTHLY | 2,901.60 | 3,006.99 | 3,116.19 | 3,229.20 | 3,346.03 | 3,467.19 | 3,593.03 | 3,723.37 |
| | BIWEEKLY | 1,339.20 | 1,387.84 | 1,438.24 | 1,490.40 | 1,544.32 | 1,600.24 | 1,658.32 | 1,718.48 |
| | HOURLY | 16.740 | 17.348 | 17.978 | 18.630 | 19.304 | 20.003 | 20.729 | 21.481 |
| X17 | ANNUAL | 35,343.36 | 36,574.72 | 37,851.84 | 39,166.40 | 40,532.96 | 41,949.44 | 43,409.60 | 44,923.84 |
| | MONTHLY | 2,945.28 | 3,047.89 | 3,154.32 | 3,263.87 | 3,377.75 | 3,495.79 | 3,617.47 | 3,743.65 |
| | BIWEEKLY | 1,359.36 | 1,406.72 | 1,455.84 | 1,506.40 | 1,558.96 | 1,613.44 | 1,669.60 | 1,727.84 |
| | HOURLY | 16.992 | 17.584 | 18.198 | 18.830 | 19.487 | 20.168 | 20.870 | 21.598 |
| X18 | ANNUAL | 36,083.84 | 37,315.20 | 38,590.24 | 39,908.96 | 41,271.36 | 42,681.60 | 44,137.60 | 45,643.52 |
| | MONTHLY | 3,006.99 | 3,109.60 | 3,215.85 | 3,325.75 | 3,439.28 | 3,556.80 | 3,678.13 | 3,803.63 |
| | BIWEEKLY | 1,387.84 | 1,435.20 | 1,484.24 | 1,534.96 | 1,587.36 | 1,641.60 | 1,697.60 | 1,755.52 |
| | HOURLY | 17.348 | 17.940 | 18.553 | 19.187 | 19.842 | 20.520 | 21.220 | 21.944 |
| X19 | ANNUAL | 36,331.36 | 37,544.00 | 38,796.16 | 40,087.84 | 41,427.36 | 42,808.48 | 44,239.52 | 45,714.24 |
| | MONTHLY | 3,027.61 | 3,128.67 | 3,233.01 | 3,340.65 | 3,452.28 | 3,567.37 | 3,686.63 | 3,809.52 |
| | BIWEEKLY | 1,397.36 | 1,444.00 | 1,492.16 | 1,541.84 | 1,593.36 | 1,646.48 | 1,701.52 | 1,758.24 |
| | HOURLY | 17.467 | 18.050 | 18.652 | 19.273 | 19.917 | 20.581 | 21.269 | 21.978 |
| X20 | ANNUAL | 35,578.40 | 36,942.88 | 38,361.44 | 39,829.92 | 41,362.88 | 42,947.84 | 44,595.20 | 46,309.12 |
| | MONTHLY | 2,964.87 | 3,078.57 | 3,196.79 | 3,319.16 | 3,446.91 | 3,578.99 | 3,716.27 | 3,859.09 |
| | BIWEEKLY | 1,368.40 | 1,420.88 | 1,475.44 | 1,531.92 | 1,590.88 | 1,651.84 | 1,715.20 | 1,781.12 |
| | HOURLY | 17.105 | 17.761 | 18.443 | 19.149 | 19.886 | 20.648 | 21.440 | 22.264 |

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|---|---|---|---|---|---|---|---|---|---|
| X21 | ANNUAL | 39,919.36 | 40,782.56 | 41,664.48 | 42,563.04 | 43,484.48 | 44,428.80 | 45,389.76 | 46,371.52 |
| | MONTHLY | 3,326.61 | 3,398.55 | 3,472.04 | 3,546.92 | 3,623.71 | 3,702.40 | 3,782.48 | 3,864.29 |
| | BIWEEKLY | 1,535.36 | 1,568.56 | 1,602.48 | 1,637.04 | 1,672.48 | 1,708.80 | 1,745.76 | 1,783.52 |
| | HOURLY | 19.192 | 19.607 | 20.031 | 20.463 | 20.906 | 21.360 | 21.822 | 22.294 |
| X22 | ANNUAL | 38,448.80 | 39,492.96 | 40,568.32 | 41,668.64 | 42,802.24 | 43,964.96 | 45,160.96 | 46,388.16 |
| | MONTHLY | 3,204.07 | 3,291.08 | 3,380.69 | 3,472.39 | 3,566.85 | 3,663.75 | 3,763.41 | 3,865.68 |
| | BIWEEKLY | 1,478.80 | 1,518.96 | 1,560.32 | 1,602.64 | 1,646.24 | 1,690.96 | 1,736.96 | 1,784.16 |
| | HOURLY | 18.485 | 18.987 | 19.504 | 20.033 | 20.578 | 21.137 | 21.712 | 22.302 |
| X23 | ANNUAL | 36,352.16 | 37,654.24 | 39,002.08 | 40,391.52 | 41,837.12 | 43,332.64 | 44,882.24 | 46,485.92 |
| | MONTHLY | 3,029.35 | 3,137.85 | 3,250.17 | 3,365.96 | 3,486.43 | 3,611.05 | 3,740.19 | 3,873.83 |
| | BIWEEKLY | 1,398.16 | 1,448.24 | 1,500.08 | 1,553.52 | 1,609.12 | 1,666.64 | 1,726.24 | 1,787.92 |
| | HOURLY | 17.477 | 18.103 | 18.751 | 19.419 | 20.114 | 20.833 | 21.578 | 22.349 |
| X24 | ANNUAL | 37,148.80 | 38,452.96 | 39,800.80 | 41,194.40 | 42,640.00 | 44,137.60 | 45,685.12 | 47,286.72 |
| | MONTHLY | 3,095.73 | 3,204.41 | 3,316.73 | 3,432.87 | 3,553.33 | 3,678.13 | 3,807.09 | 3,940.56 |
| | BIWEEKLY | 1,428.80 | 1,478.96 | 1,530.80 | 1,584.40 | 1,640.00 | 1,697.60 | 1,757.12 | 1,818.72 |
| | HOURLY | 17.860 | 18.487 | 19.135 | 19.805 | 20.500 | 21.220 | 21.964 | 22.734 |
| X25 | ANNUAL | 35,391.20 | 36,955.36 | 38,584.00 | 40,285.44 | 42,063.84 | 43,919.20 | 45,855.68 | 47,881.60 |
| | MONTHLY | 2,949.27 | 3,079.61 | 3,215.33 | 3,357.12 | 3,505.32 | 3,659.93 | 3,821.31 | 3,990.13 |
| | BIWEEKLY | 1,361.20 | 1,421.36 | 1,484.00 | 1,549.44 | 1,617.84 | 1,689.20 | 1,763.68 | 1,841.60 |
| | HOURLY | 17.015 | 17.767 | 18.550 | 19.368 | 20.223 | 21.115 | 22.046 | 23.020 |

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|---|---|---|---|---|---|---|---|---|---|
| X26 | ANNUAL | 41,308.80 | 42,207.36 | 43,118.40 | 44,050.24 | 45,004.96 | 45,976.32 | 46,974.72 | 47,989.76 |
| | MONTHLY | 3,442.40 | 3,517.28 | 3,593.20 | 3,670.85 | 3,750.41 | 3,831.36 | 3,914.56 | 3,999.15 |
| | BIWEEKLY | 1,588.80 | 1,623.36 | 1,658.40 | 1,694.24 | 1,730.96 | 1,768.32 | 1,806.72 | 1,845.76 |
| | HOURLY | 19.860 | 20.292 | 20.730 | 21.178 | 21.637 | 22.104 | 22.584 | 23.072 |
| X27 | ANNUAL | 33,910.24 | 35,634.56 | 37,446.24 | 39,351.52 | 41,356.64 | 43,457.44 | 45,668.48 | 47,991.84 |
| | MONTHLY | 2,825.85 | 2,969.55 | 3,120.52 | 3,279.29 | 3,446.39 | 3,621.45 | 3,805.71 | 3,999.32 |
| | BIWEEKLY | 1,304.24 | 1,370.56 | 1,440.24 | 1,513.52 | 1,590.64 | 1,671.44 | 1,756.48 | 1,845.84 |
| | HOURLY | 16.303 | 17.132 | 18.003 | 18.919 | 19.883 | 20.893 | 21.956 | 23.073 |
| X28 | ANNUAL | 38,143.04 | 39,424.32 | 40,747.20 | 42,120.00 | 43,538.56 | 45,000.80 | 46,512.96 | 48,075.04 |
| | MONTHLY | 3,178.59 | 3,285.36 | 3,395.60 | 3,510.00 | 3,628.21 | 3,750.07 | 3,876.08 | 4,006.25 |
| | BIWEEKLY | 1,467.04 | 1,516.32 | 1,567.20 | 1,620.00 | 1,674.56 | 1,730.80 | 1,788.96 | 1,849.04 |
| | HOURLY | 18.338 | 18.954 | 19.590 | 20.250 | 20.932 | 21.635 | 22.362 | 23.113 |
| X29 | ANNUAL | 37,941.28 | 39,270.40 | 40,651.52 | 42,074.24 | 43,555.20 | 45,079.84 | 46,662.72 | 48,301.76 |
| | MONTHLY | 3,161.77 | 3,272.53 | 3,387.63 | 3,506.19 | 3,629.60 | 3,756.65 | 3,888.56 | 4,025.15 |
| | BIWEEKLY | 1,459.28 | 1,510.40 | 1,563.52 | 1,618.24 | 1,675.20 | 1,733.84 | 1,794.72 | 1,857.76 |
| | HOURLY | 18.241 | 18.880 | 19.544 | 20.228 | 20.940 | 21.673 | 22.434 | 23.222 |
| X30 | ANNUAL | 34,960.64 | 36,655.84 | 38,434.24 | 40,293.76 | 42,248.96 | 44,299.84 | 46,448.48 | 48,696.96 |
| | MONTHLY | 2,913.39 | 3,054.65 | 3,202.85 | 3,357.81 | 3,520.75 | 3,691.65 | 3,870.71 | 4,058.08 |
| | BIWEEKLY | 1,344.64 | 1,409.84 | 1,478.24 | 1,549.76 | 1,624.96 | 1,703.84 | 1,786.48 | 1,872.96 |
| | HOURLY | 16.808 | 17.623 | 18.478 | 19.372 | 20.312 | 21.298 | 22.331 | 23.412 |

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|---|---|---|---|---|---|---|---|---|---|
| X31 | ANNUAL | 38,434.24 | 39,752.96 | 41,123.68 | 42,538.08 | 44,004.48 | 45,516.64 | 47,082.88 | 48,703.20 |
| | MONTHLY | 3,202.85 | 3,312.75 | 3,426.97 | 3,544.84 | 3,667.04 | 3,793.05 | 3,923.57 | 4,058.60 |
| | BIWEEKLY | 1,478.24 | 1,528.96 | 1,581.68 | 1,636.08 | 1,692.48 | 1,750.64 | 1,810.88 | 1,873.20 |
| | HOURLY | 18.478 | 19.112 | 19.771 | 20.451 | 21.156 | 21.883 | 22.636 | 23.415 |
| X32 | ANNUAL | 36,992.80 | 38,492.48 | 40,060.80 | 41,691.52 | 43,388.80 | 45,154.72 | 46,991.36 | 48,902.88 |
| | MONTHLY | 3,082.73 | 3,207.71 | 3,338.40 | 3,474.29 | 3,615.73 | 3,762.89 | 3,915.95 | 4,075.24 |
| | BIWEEKLY | 1,422.80 | 1,480.48 | 1,540.80 | 1,603.52 | 1,668.80 | 1,736.72 | 1,807.36 | 1,880.88 |
| | HOURLY | 17.785 | 18.506 | 19.260 | 20.044 | 20.860 | 21.709 | 22.592 | 23.511 |
| X33 | ANNUAL | 38,151.36 | 39,544.96 | 40,990.56 | 42,490.24 | 44,041.92 | 45,651.84 | 47,322.08 | 49,048.48 |
| | MONTHLY | 3,179.28 | 3,295.41 | 3,415.88 | 3,540.85 | 3,670.16 | 3,804.32 | 3,943.51 | 4,087.37 |
| | BIWEEKLY | 1,467.36 | 1,520.96 | 1,576.56 | 1,634.24 | 1,693.92 | 1,755.84 | 1,820.08 | 1,886.48 |
| | HOURLY | 18.342 | 19.012 | 19.707 | 20.428 | 21.174 | 21.948 | 22.751 | 23.581 |
| X34 | ANNUAL | 43,784.00 | 44,536.96 | 45,296.16 | 46,074.08 | 46,866.56 | 47,669.44 | 48,486.88 | 49,318.88 |
| | MONTHLY | 3,648.67 | 3,711.41 | 3,774.68 | 3,839.51 | 3,905.55 | 3,972.45 | 4,040.57 | 4,109.91 |
| | BIWEEKLY | 1,684.00 | 1,712.96 | 1,742.16 | 1,772.08 | 1,802.56 | 1,833.44 | 1,864.88 | 1,896.88 |
| | HOURLY | 21.050 | 21.412 | 21.777 | 22.151 | 22.532 | 22.918 | 23.311 | 23.711 |
| X35 | ANNUAL | 41,267.20 | 42,336.32 | 43,432.48 | 44,559.84 | 45,716.32 | 46,901.92 | 48,120.80 | 49,366.72 |
| | MONTHLY | 3,438.93 | 3,528.03 | 3,619.37 | 3,713.32 | 3,809.69 | 3,908.49 | 4,010.07 | 4,113.89 |
| | BIWEEKLY | 1,587.20 | 1,628.32 | 1,670.48 | 1,713.84 | 1,758.32 | 1,803.92 | 1,850.80 | 1,898.72 |
| | HOURLY | 19.840 | 20.354 | 20.881 | 21.423 | 21.979 | 22.549 | 23.135 | 23.734 |

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|---|---|---|---|---|---|---|---|---|---|
| X36 | ANNUAL | 36,824.32 | 38,400.96 | 40,048.32 | 41,768.48 | 43,561.44 | 45,431.36 | 47,376.16 | 49,410.40 |
| | MONTHLY | 3,068.69 | 3,200.08 | 3,337.36 | 3,480.71 | 3,630.12 | 3,785.95 | 3,948.01 | 4,117.53 |
| | BIWEEKLY | 1,416.32 | 1,476.96 | 1,540.32 | 1,606.48 | 1,675.44 | 1,747.36 | 1,822.16 | 1,900.40 |
| | HOURLY | 17.704 | 18.462 | 19.254 | 20.081 | 20.943 | 21.842 | 22.777 | 23.755 |
| X37 | ANNUAL | 35,097.92 | 36,884.64 | 38,762.88 | 40,730.56 | 42,804.32 | 44,984.16 | 47,270.08 | 49,674.56 |
| | MONTHLY | 2,924.83 | 3,073.72 | 3,230.24 | 3,394.21 | 3,567.03 | 3,748.68 | 3,939.17 | 4,139.55 |
| | BIWEEKLY | 1,349.92 | 1,418.64 | 1,490.88 | 1,566.56 | 1,646.32 | 1,730.16 | 1,818.08 | 1,910.56 |
| | HOURLY | 16.874 | 17.733 | 18.636 | 19.582 | 20.579 | 21.627 | 22.726 | 23.882 |
| X38 | ANNUAL | 40,765.92 | 41,955.68 | 43,178.72 | 44,435.04 | 45,728.80 | 47,062.08 | 48,432.80 | 49,845.12 |
| | MONTHLY | 3,397.16 | 3,496.31 | 3,598.23 | 3,702.92 | 3,810.73 | 3,921.84 | 4,036.07 | 4,153.76 |
| | BIWEEKLY | 1,567.92 | 1,613.68 | 1,660.72 | 1,709.04 | 1,758.80 | 1,810.08 | 1,862.80 | 1,917.12 |
| | HOURLY | 19.599 | 20.171 | 20.759 | 21.363 | 21.985 | 22.626 | 23.285 | 23.964 |
| X39 | ANNUAL | 39,178.88 | 40,574.56 | 42,009.76 | 43,499.04 | 45,042.40 | 46,639.84 | 48,291.36 | 50,005.28 |
| | MONTHLY | 3,264.91 | 3,381.21 | 3,500.81 | 3,624.92 | 3,753.53 | 3,886.65 | 4,024.28 | 4,167.11 |
| | BIWEEKLY | 1,506.88 | 1,560.56 | 1,615.76 | 1,673.04 | 1,732.40 | 1,793.84 | 1,857.36 | 1,923.28 |
| | HOURLY | 18.836 | 19.507 | 20.197 | 20.913 | 21.655 | 22.423 | 23.217 | 24.041 |
| X40 | ANNUAL | 43,792.32 | 44,632.64 | 45,489.60 | 46,365.28 | 47,255.52 | 48,162.40 | 49,088.00 | 50,028.16 |
| | MONTHLY | 3,649.36 | 3,719.39 | 3,790.80 | 3,863.77 | 3,937.96 | 4,013.53 | 4,090.67 | 4,169.01 |
| | BIWEEKLY | 1,684.32 | 1,716.64 | 1,749.60 | 1,783.28 | 1,817.52 | 1,852.40 | 1,888.00 | 1,924.16 |
| | HOURLY | 21.054 | 21.458 | 21.870 | 22.291 | 22.719 | 23.155 | 23.600 | 24.052 |

# EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 13, 2015

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
|---|---|---|---|---|---|---|---|---|---|
| X41 | ANNUAL | 42,230.24 | 43,397.12 | 44,595.20 | 45,830.72 | 47,097.44 | 48,401.60 | 49,743.20 | 51,120.16 |
| | MONTHLY | 3,519.19 | 3,616.43 | 3,716.27 | 3,819.23 | 3,924.79 | 4,033.47 | 4,145.27 | 4,260.01 |
| | BIWEEKLY | 1,624.24 | 1,669.12 | 1,715.20 | 1,762.72 | 1,811.44 | 1,861.60 | 1,913.20 | 1,966.16 |
| | HOURLY | 20.303 | 20.864 | 21.440 | 22.034 | 22.643 | 23.270 | 23.915 | 24.577 |
| X42 | ANNUAL | 42,230.24 | 43,546.88 | 44,898.88 | 46,296.64 | 47,738.08 | 49,223.20 | 50,758.24 | 52,341.12 |
| | MONTHLY | 3,519.19 | 3,628.91 | 3,741.57 | 3,858.05 | 3,978.17 | 4,101.93 | 4,229.85 | 4,361.76 |
| | BIWEEKLY | 1,624.24 | 1,674.88 | 1,726.88 | 1,780.64 | 1,836.08 | 1,893.20 | 1,952.24 | 2,013.12 |
| | HOURLY | 20.303 | 20.936 | 21.586 | 22.258 | 22.951 | 23.665 | 24.403 | 25.164 |
| X43 | ANNUAL | 42,307.20 | 43,738.24 | 45,217.12 | 46,743.84 | 48,320.48 | 49,957.44 | 51,642.24 | 53,387.36 |
| | MONTHLY | 3,525.60 | 3,644.85 | 3,768.09 | 3,895.32 | 4,026.71 | 4,163.12 | 4,303.52 | 4,448.95 |
| | BIWEEKLY | 1,627.20 | 1,682.24 | 1,739.12 | 1,797.84 | 1,858.48 | 1,921.44 | 1,986.24 | 2,053.36 |
| | HOURLY | 20.340 | 21.028 | 21.739 | 22.473 | 23.231 | 24.018 | 24.828 | 25.667 |
| X44 | ANNUAL | 41,437.76 | 43,010.24 | 44,643.04 | 46,336.16 | 48,093.76 | 49,915.84 | 51,812.80 | 53,776.32 |
| | MONTHLY | 3,453.15 | 3,584.19 | 3,720.25 | 3,861.35 | 4,007.81 | 4,159.65 | 4,317.73 | 4,481.36 |
| | BIWEEKLY | 1,593.76 | 1,654.24 | 1,717.04 | 1,782.16 | 1,849.76 | 1,919.84 | 1,992.80 | 2,068.32 |
| | HOURLY | 19.922 | 20.678 | 21.463 | 22.277 | 23.122 | 23.998 | 24.910 | 25.854 |
| X45 | ANNUAL | 38,758.72 | 40,636.96 | 42,608.80 | 44,676.32 | 46,841.60 | 49,112.96 | 51,492.48 | 53,990.56 |
| | MONTHLY | 3,229.89 | 3,386.41 | 3,550.73 | 3,723.03 | 3,903.47 | 4,092.75 | 4,291.04 | 4,499.21 |
| | BIWEEKLY | 1,490.72 | 1,562.96 | 1,638.80 | 1,718.32 | 1,801.60 | 1,888.96 | 1,980.48 | 2,076.56 |
| | HOURLY | 18.634 | 19.537 | 20.485 | 21.479 | 22.520 | 23.612 | 24.756 | 25.957 |

# EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 13, 2015

| PAY RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
|---|---|---|---|---|---|---|---|---|---|
| X46 | ANNUAL | 44,736.64 | 45,974.24 | 47,245.12 | 48,549.28 | 49,890.88 | 51,265.76 | 52,684.32 | 54,140.32 |
| | MONTHLY | 3,728.05 | 3,831.19 | 3,937.09 | 4,045.77 | 4,157.57 | 4,272.15 | 4,390.36 | 4,511.69 |
| | BIWEEKLY | 1,720.64 | 1,768.24 | 1,817.12 | 1,867.28 | 1,918.88 | 1,971.76 | 2,026.32 | 2,082.32 |
| | HOURLY | 21.508 | 22.103 | 22.714 | 23.341 | 23.986 | 24.647 | 25.329 | 26.029 |
| X47 | ANNUAL | 41,643.68 | 43,234.88 | 44,890.56 | 46,606.56 | 48,393.28 | 50,244.48 | 52,164.32 | 54,161.12 |
| | MONTHLY | 3,470.31 | 3,602.91 | 3,740.88 | 3,883.88 | 4,032.77 | 4,187.04 | 4,347.03 | 4,513.43 |
| | BIWEEKLY | 1,601.68 | 1,662.88 | 1,726.56 | 1,792.56 | 1,861.28 | 1,932.48 | 2,006.32 | 2,083.12 |
| | HOURLY | 20.021 | 20.786 | 21.582 | 22.407 | 23.266 | 24.156 | 25.079 | 26.039 |
| X48 | ANNUAL | 41,468.96 | 43,178.72 | 44,959.20 | 46,814.56 | 48,746.88 | 50,758.24 | 52,852.80 | 55,030.56 |
| | MONTHLY | 3,455.75 | 3,598.23 | 3,746.60 | 3,901.21 | 4,062.24 | 4,229.85 | 4,404.40 | 4,585.88 |
| | BIWEEKLY | 1,594.96 | 1,660.72 | 1,729.20 | 1,800.56 | 1,874.88 | 1,952.24 | 2,032.80 | 2,116.56 |
| | HOURLY | 19.937 | 20.759 | 21.615 | 22.507 | 23.436 | 24.403 | 25.410 | 26.457 |
| X49 | ANNUAL | 48,555.52 | 49,489.44 | 50,442.08 | 51,409.28 | 52,393.12 | 53,404.00 | 54,427.36 | 55,471.52 |
| | MONTHLY | 4,046.29 | 4,124.12 | 4,203.51 | 4,284.11 | 4,366.09 | 4,450.33 | 4,535.61 | 4,622.63 |
| | BIWEEKLY | 1,867.52 | 1,903.44 | 1,940.08 | 1,977.28 | 2,015.12 | 2,054.00 | 2,093.36 | 2,133.52 |
| | HOURLY | 23.344 | 23.793 | 24.251 | 24.716 | 25.189 | 25.675 | 26.167 | 26.669 |
| X50 | ANNUAL | 44,576.48 | 45,999.20 | 47,467.68 | 48,981.92 | 50,546.08 | 52,158.08 | 53,824.16 | 55,544.32 |
| | MONTHLY | 3,714.71 | 3,833.27 | 3,955.64 | 4,081.83 | 4,212.17 | 4,346.51 | 4,485.35 | 4,628.69 |
| | BIWEEKLY | 1,714.48 | 1,769.20 | 1,825.68 | 1,883.92 | 1,944.08 | 2,006.08 | 2,070.16 | 2,136.32 |
| | HOURLY | 21.431 | 22.115 | 22.821 | 23.549 | 24.301 | 25.076 | 25.877 | 26.704 |