

Pay  
Grade  
↓

Market  
Point  
↓

Range  
Maximum  
↓

	<b>A</b> <b>Hiring</b>	<b>B</b> <b>Proficient</b>	<b>C</b> <b>Market Range</b>			<b>D</b> <b>Superior Performance</b>
12	\$41.51	\$43.59	\$45.77	\$48.06	\$52.86	\$58.15
11	\$35.18	\$36.94	\$38.79	\$40.73	\$44.80	\$49.28
10	\$29.81	\$31.30	\$32.87	\$34.51	\$37.96	\$41.76
9	\$26.62	\$27.95	\$29.35	\$30.82	\$33.90	\$37.29
8	\$23.77	\$24.96	\$26.20	\$27.51	\$30.27	\$33.29
7	\$21.61	\$22.69	\$23.82	\$25.01	\$27.51	\$30.27
6	\$19.64	\$20.62	\$21.66	\$22.74	\$25.01	\$27.51
5	\$18.36	\$19.28	\$20.24	\$21.25	\$23.38	\$25.71
4	\$17.16	\$18.01	\$18.92	\$19.86	\$21.85	\$24.03
3	\$16.03	\$16.84	\$17.68	\$18.56	\$20.42	\$22.46
2	\$14.99	\$15.73	\$16.52	\$17.35	\$19.08	\$20.99
1	\$14.00	\$14.71	\$15.44	\$16.21	\$17.83	\$19.62
	<b>Hiring = 5%</b>	<b>Proficient = 5%</b>	<b>Market Range = 15%</b>			<b>Superior Performance = 10%</b>

\*Compa-Ratio:      86%                      91%                      95%                      100%                      110%                      121%

Structure Design:

- Approx. 16% spread from range minimum to market point
- Approx. 21% range spread from market point to range maximum
- Range Max. is 10% greater than the top of the market range
- Market Range is 5% below and 10% above the Market Point
- Total Range Width = Approximately 40%

Grade Progression:

- 7% grades 1-5
- 10% grades 6-8
- 12% grades 8-10
- 18% grades 10-12