

Pay Grade				Market Point		
↓				↓		
	A	B	C			
	Hiring	Proficient	Market Range			
12	\$40.90	\$42.95	\$45.10	\$47.35	\$52.09	
11	\$34.66	\$36.40	\$38.22	\$40.13	\$44.14	
10	\$29.38	\$30.85	\$32.39	\$34.01	\$37.41	
9	\$26.23	\$27.54	\$28.92	\$30.36	\$33.40	
8	\$23.42	\$24.59	\$25.82	\$27.11	\$29.82	
7	\$21.29	\$22.35	\$23.47	\$24.65	\$27.11	
6	\$19.35	\$20.32	\$21.34	\$22.40	\$24.65	
5	\$18.09	\$18.99	\$19.94	\$20.94	\$23.03	
4	\$16.90	\$17.75	\$18.64	\$19.57	\$21.53	
3	\$15.80	\$16.59	\$17.42	\$18.29	\$20.12	
2	\$14.77	\$15.50	\$16.28	\$17.09	\$18.80	
1	\$13.80	\$14.49	\$15.21	\$15.97	\$17.57	
	Hiring = 5%	Proficient = 5%	Market Range = 15%			
*Compa-Ratio:	86%	91%	95%	100%	110%	
Structure Design:						
Approx. 16% spread from range minimum to market point					Grade Pro	
Approx. 21% range spread from market point to range maximum					7% grade	
Range Max. is 10% greater than the top of the market range					10% grac	
Market Range is 5% below and 10% above the Market Point					12% grac	
Total Range Width = Approximately 40%					18% grac	

	Range
	Maximum
	↓
	D
	Superior Performance
	\$57.29
	\$48.55
	\$41.15
	\$36.74
	\$32.80
	\$29.82
	\$27.11
	\$25.34
	\$23.68
	\$22.13
	\$20.68
	\$19.33
	Superior Performance = 10%
	121%
gression:	
es 1-5	
es 6-8	
es 8-10	
es 10-12	

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	Hiring = 5%	Proficient = 5%	Market Range = 15%			
*Compa-Ratio:	86%	91%	95%	100%	110%	
Structure Design:						
Approx. 16% spread from range minimum to market point					Grade Pro	
Approx. 21% range spread from market point to range maximum					7% grade	
Range Max. is 10% greater than the top of the market range					10% grac	
Market Range is 5% below and 10% above the Market Point					12% grac	
Total Range Width = 41%					18% grac	
2% step progression to range maximum						

D

Step Progression

\$53.13	\$54.19	\$55.27	\$56.38	\$57.51
\$45.02	\$45.92	\$46.84	\$47.78	\$48.74
\$38.16	\$38.92	\$39.70	\$40.49	\$41.30
\$34.07	\$34.75	\$35.44	\$36.15	\$36.88
\$30.42	\$31.03	\$31.65	\$32.28	\$32.92
\$27.65	\$28.21	\$28.77	\$29.34	\$29.93
\$25.14	\$25.64	\$26.15	\$26.68	\$27.21
\$23.49	\$23.96	\$24.44	\$24.93	\$25.43
\$21.96	\$22.40	\$22.84	\$23.30	\$23.77
\$20.52	\$20.93	\$21.35	\$21.78	\$22.21
\$19.18	\$19.56	\$19.95	\$20.35	\$20.76
\$17.92	\$18.28	\$18.65	\$19.02	\$19.40

gression:

es 1-5

es 6-8

es 8-10

es 10-12

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