

Hourly Pay Schedule

Pay Grade ↓	Market Point ↓					Range Maximum ↓
	A Hiring	B Proficient	C Market Range			D Superior Performance
12	\$40.10	\$42.11	\$44.21	\$46.43	\$51.07	\$56.17
11	\$33.99	\$35.69	\$37.47	\$39.34	\$43.28	\$47.61
10	\$28.80	\$30.24	\$31.75	\$33.34	\$36.68	\$40.34
9	\$25.72	\$27.00	\$28.35	\$29.77	\$32.75	\$36.02
8	\$22.96	\$24.11	\$25.31	\$26.58	\$29.24	\$32.16
7	\$20.87	\$21.92	\$23.01	\$24.16	\$26.58	\$29.24
6	\$18.98	\$19.92	\$20.92	\$21.97	\$24.16	\$26.58
5	\$17.73	\$18.62	\$19.55	\$20.53	\$22.58	\$24.84
4	\$16.57	\$17.40	\$18.27	\$19.19	\$21.11	\$23.22
3	\$15.49	\$16.26	\$17.08	\$17.93	\$19.72	\$21.70
2	\$14.48	\$15.20	\$15.96	\$16.76	\$18.43	\$20.28
1	\$13.53	\$14.21	\$14.92	\$15.66	\$17.23	\$18.95
	Hiring = 5%	Proficient = 5%	Market Range = 15%			Superior Performance = 10%

*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