

Hourly Pay Schedule

Pay Grade ↓	A Hiring	B Proficient	C Market Range			D Superior Performance
			Market Point ↓			Range Maximum ↓
12	\$39.32	\$41.29	\$43.35	\$45.52	\$50.07	\$55.08
11	\$33.32	\$34.99	\$36.74	\$38.57	\$42.43	\$46.67
10	\$28.24	\$29.65	\$31.13	\$32.69	\$35.96	\$39.55
9	\$25.21	\$26.47	\$27.80	\$29.19	\$32.11	\$35.32
8	\$22.51	\$23.64	\$24.82	\$26.06	\$28.67	\$31.53
7	\$20.47	\$21.49	\$22.56	\$23.69	\$26.06	\$28.67
6	\$18.60	\$19.53	\$20.51	\$21.54	\$23.69	\$26.06
5	\$17.39	\$18.26	\$19.17	\$20.13	\$22.14	\$24.36
4	\$16.25	\$17.06	\$17.92	\$18.81	\$20.69	\$22.76
3	\$15.19	\$15.95	\$16.74	\$17.58	\$19.34	\$21.27
2	\$14.19	\$14.90	\$15.65	\$16.43	\$18.07	\$19.88
1	\$13.26	\$13.93	\$14.62	\$15.36	\$16.89	\$18.58
	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