

Pay
Grade
↓

Market
Point
↓

Range
Maximum
↓

	A Hiring	B Proficient	C Market Range			D Superior Performance
12	\$40.70	\$42.73	\$44.87	\$47.11	\$51.83	\$57.01
11	\$34.49	\$36.22	\$38.03	\$39.93	\$43.92	\$48.31
10	\$29.23	\$30.69	\$32.23	\$33.84	\$37.22	\$40.94
9	\$26.10	\$27.40	\$28.77	\$30.21	\$33.23	\$36.56
8	\$23.30	\$24.47	\$25.69	\$26.97	\$29.67	\$32.64
7	\$21.18	\$22.24	\$23.35	\$24.52	\$26.97	\$29.67
6	\$19.26	\$20.22	\$21.23	\$22.29	\$24.52	\$26.97
5	\$18.00	\$18.90	\$19.84	\$20.83	\$22.92	\$25.21
4	\$16.82	\$17.66	\$18.54	\$19.47	\$21.42	\$23.56
3	\$15.72	\$16.51	\$17.33	\$18.20	\$20.02	\$22.02
2	\$14.69	\$15.43	\$16.20	\$17.01	\$18.71	\$20.58
1	\$13.73	\$14.42	\$15.14	\$15.89	\$17.48	\$19.23
	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

