



1611 – 2011



**HENRICO
COUNTY**

Proud of our progress — Excited about our future



**County of Henrico,
Virginia**

**Compensation Plan
Fiscal Year 2011-12**

Effective June 18, 2011
Updated 01-May-2011

Henrico County, Virginia Compensation Plan for Fiscal Year 2011-12

George H. Cauble, Jr., SPHR
Director of Human Resources

Paula G. Reid, PHR
Assistant Director of Human Resources

Alicia A. Roberts
Manager, Classification/Compensation Division

Terri Higgins, PHR
Sr. Human Resources Analyst,
Classification/Compensation Division



The County's current pay plan, class specs/job descriptions and other important information can be found on-line at:
<http://www.co.henrico.va.us/departments/hr/class---comp/> (Classification and Compensation Home Page)
<http://www.co.henrico.va.us/departments/hr/> (Human Resources Home Page)
<http://www.co.henrico.va.us/departments/hr/rules---regulations/> (Rules and Regulations Web Page)

Henrico, Virginia

Compensation Plan for Fiscal Year 2011-12

Effective June 18, 2011

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About Henrico County

For 400 years, Henrico County has helped shape the success of the American Experiment. It was established as one of the state's eight original shires and the site of England's second successful settlement in the New World. Named for Henry, Prince of Wales, the oldest son of King James I of England, Henrico's boundaries originally included an area from which 10 Virginia counties and three cities were later formed. Today Henrico County borders the city of Richmond on the west, north, and east, the County of Henrico lies between the James and Chickahominy rivers, and constitutes approximately one third of the Richmond metropolitan area.

In the spring of 1607, a small band of adventurers led by Captain Christopher Newport left Jamestown on a voyage up Powhatan's River, now called the James River. These explorers became the first Englishmen to set foot on the soil that was to become Henrico County.

Henrico was originally settled by Sir Thomas Dale in 1611, only four years after the first arrival of Captain Newport. In just four months, the town grew to a fortified settlement. Virginia's economy soon was sharply transformed by the introduction of new strains of mild tobacco developed and shipped to England by colonist John Rolfe in 1612. Henrico, long the scene of the second successful settlement in the colony, was established in 1634 as one of the eight original shires or counties.

Today, over 300,000 Henrico County residents live in a well-planned community of 244.06 square miles (635 square kilometers) consisting of beautiful residential communities, large expanses of fertile farm land, carefully developed office, retail and diversified industrial areas and well-planned mixed use suburban communities. Henrico also has an extensive network of park and recreational facilities, many of which have historic significance, including Civil War battlefields.

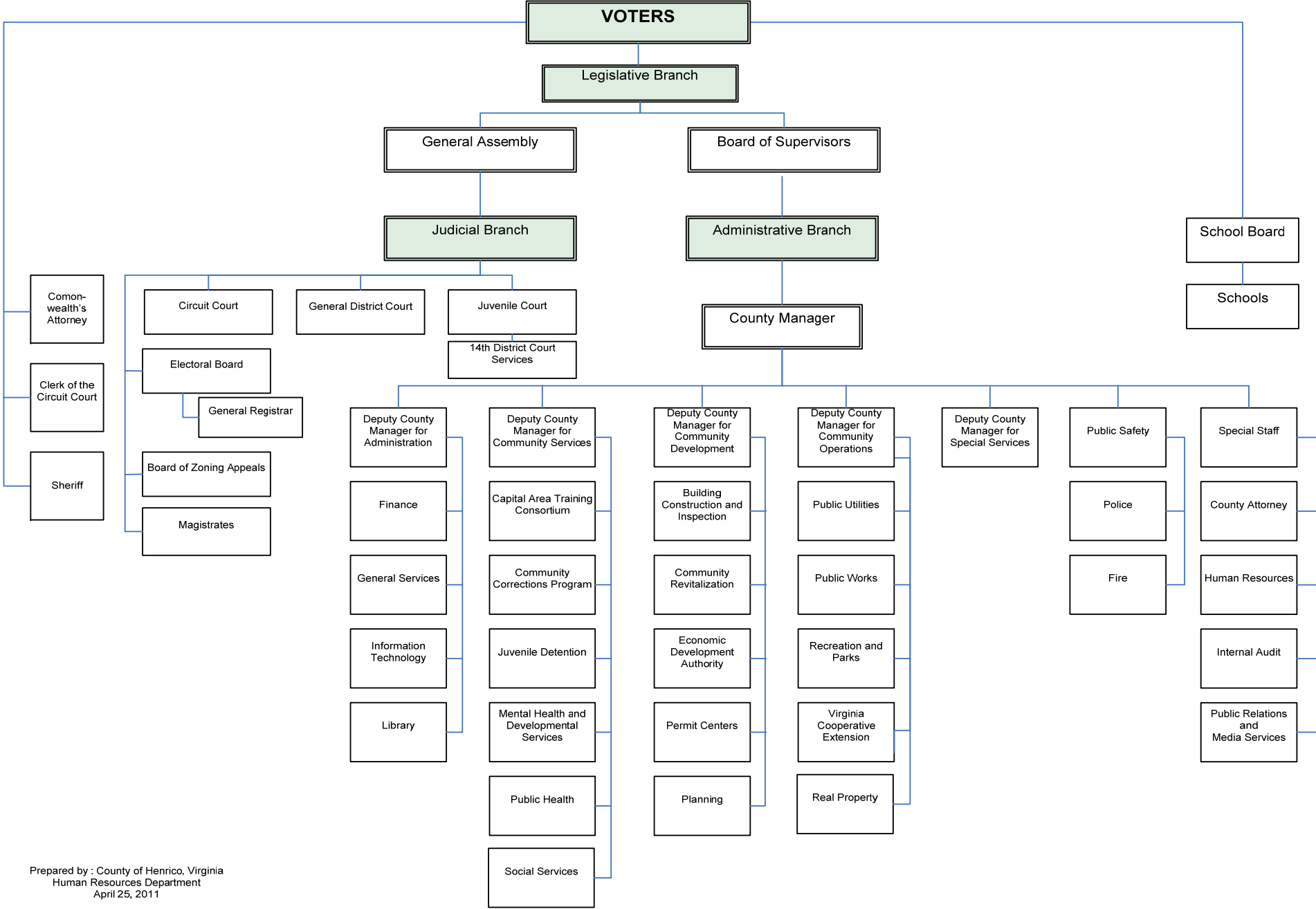
Henrico County is divided into five magisterial districts: Brookland, Fairfield, Three Chopt, Tuckahoe and Varina. An elected representative from each district constitutes the Board of Supervisors, the County's governing and policy-making body. Each member of the Board of Supervisors is elected for a four-year term. Additionally, the Board of Supervisors annually elects a chairman who presides at each Board meeting and serves as the official head of the County government, and a vice chairman who serves in the absence of the chairman. This election occurs in January of each calendar year.

Henrico County was one of the first localities in Virginia and the nation to adopt the Manager Form of local government, which has its origins in the Virginia Constitution of 1851. The County Manager form of government allows for the grouping and consolidation of administrative functions of the County into departments. The constitutional offices of Treasurer and Commissioner of the Revenue do not exist under the County Manager form of government. Instead, those functions are combined into a Department of Finance, which is headed by a Director of Finance. Heads of all County government departments, with the exception of the following Constitutional Officers, are appointed and discharged by the County Manager: Clerk of the Circuit Court, Commonwealth's Attorney and Sheriff.

Within the limits set by the County personnel system, pay and classification plan, the County Manager determines and fixes the salaries of all employees, the details of which are presented herein.

-- Excerpts from the County of Henrico's web pages and other publications

County of Henrico, Virginia Organization Chart



County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.F.A.0001	Account Clerk I	Non - Exempt	UP.12
G.F.A.0003	Account Clerk II	Non - Exempt	UP.15
G.F.A.0005	Account Clerk III	Non - Exempt	UP.18
G.B.A.0011	Accountant I	Exempt	UP.22
G.B.A.0013	Accountant II	Exempt	UP.24
G.B.A.0014	Accountant III	Exempt	UP.26
G.B.A.0015	Accountant IV	Exempt	UP.28
G.F.A.0007	Accounting and Fiscal Technician	Non - Exempt	UP.19
G.A.A.0019	Accounting Section Manager	Exempt	UP.32
G.F.H.0015	Administrative Assistant	Non - Exempt	UP.22
G.F.H.0013	Administrative Secretary	Non - Exempt	UP.21
G.D.S.0001	Animal Protection Police Officer	Non - Exempt	UP.20
G.D.S.0010	Animal Protection Police Officer/CDP 1st Class	Non - Exempt	UP.21
G.D.S.0013	Animal Protection Police Officer/CDP Career	Non - Exempt	UP.24
G.D.S.0012	Animal Protection Police Officer/CDP Master	Non - Exempt	UP.23
G.D.S.0011	Animal Protection Police Officer/CDP Senior	Non - Exempt	UP.22
G.C.S.0003	Animal Protection Police Supervisor	Exempt	UP.30
G.B.D.0022	Assistant Attorney I/Commonwealth	Exempt	UP.32
G.B.D.0024	Assistant Attorney II/Commonwealth	Exempt	UP.35
G.B.D.0023	Assistant Attorney III/Commonwealth	Exempt	UP.37
G.B.P.0055	Assistant Chief of Solid Waste	Exempt	UP.31
G.B.D.0002	Assistant County Attorney I	Exempt	UP.32
G.B.D.0005	Assistant County Attorney III	Exempt	UP.37
G.A.B.0032	Assistant Dir of Human Resources	Exempt	UP.41
G.A.B.0095	Assistant Director of Info Tech	Exempt	UP.41
G.A.O.0009	Assistant Director of Planning	Exempt	UP.41
G.B.N.0015	Assistant Director of Real Property	Exempt	UP.32
G.A.E.0029	Assistant Director of Recreation	Exempt	UP.41
G.A.B.0069	Assistant Director/Gen Services	Exempt	UP.37
G.A.P.0011	Assistant Director/Public Utilities	Exempt	UP.41
G.A.P.0021	Assistant Director/Public Works	Exempt	UP.41
G.A.R.0017	Assistant Director/Social Services	Exempt	UP.41
G.B.P.0058	Assistant Division Director	Exempt	UP.32
G.A.T.0012	Assistant Fire Chief (<i>non-shift assignment</i>)	Exempt	UP.39
G.A.E.0014	Assistant Library Director	Exempt	UP.39
G.F.C.0013	Assistant Mail Room Supervisor	Non - Exempt	UP.15
G.C.N.0069	Assistant Producer/Director	Exempt	UP.24
G.F.C.0007	Assistant Registrar I	Non - Exempt	UP.15
G.F.C.0008	Assistant Registrar II	Non - Exempt	UP.18
G.B.P.0018	Assistant Traffic Engineer	Exempt	UP.29
G.B.A.0020	Assistant Treasury Supervisor	Exempt	UP.26
G.B.P.0056	Asst Chief Util Operations Engr	Exempt	UP.31
G.A.O.0010	Asst Dir of Community Development	Exempt	UP.31

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.A.B.0075	Asst Dir of Pub Rel & Media Svcs	Exempt	UP.36
G.B.A.0009	Auditor I	Exempt	UP.24
G.B.A.0010	Auditor II	Exempt	UP.26
G.B.A.0008	Auditor III	Exempt	UP.28
G.G.K.0040	Automotive Equipment Mechanic	Non - Exempt	UP.19
G.C.J.0037	Automotive Equipment Supervisor	Exempt	UP.24
G.H.L.0021	Automotive Equipment Technician	Non - Exempt	UP.15
G.A.J.0043	Automotive Fleet Manager	Exempt	UP.32
G.G.K.0041	Automotive Mechanic Foreman	Non - Exempt	UP.21
G.H.L.0019	Automotive Service Worker I	Non - Exempt	UP.11
G.H.L.0020	Automotive Service Worker II	Non - Exempt	UP.14
G.B.E.0017	Branch Librarian	Exempt	UP.29
G.C.M.0021	Bridge Inspector	Non - Exempt	UP.25
G.B.A.0045	Budget Analyst I	Exempt	UP.24
G.B.A.0046	Budget Analyst II	Exempt	UP.26
G.B.A.0047	Budget Analyst III	Exempt	UP.28
G.A.C.0051	Budget Director	Exempt	UP.41
G.B.A.0060	Budget Supervisor	Exempt	UP.32
G.C.M.0011	Building Inspector I	Non - Exempt	UP.21
G.C.M.0017	Building Inspector II	Non - Exempt	UP.23
G.C.J.0006	Building Superintendent	Exempt	UP.25
G.A.P.0008	Buildings and Grounds Manager	Exempt	UP.34
G.B.A.0076	Business Audit Supervisor	Exempt	UP.29
G.B.A.0070	Business Auditor I	Non - Exempt	UP.21
G.B.A.0072	Business Auditor II	Exempt	UP.24
G.C.A.0028	Business Inspection Supervisor	Exempt	UP.26
G.C.A.0027	Business Inspector I	Non - Exempt	UP.21
G.C.A.0029	Business Inspector II	Non - Exempt	UP.24
G.B.B.0022	Business Manager	Exempt	UP.30
G.B.A.0078	Business Section Manager	Exempt	UP.31
G.E.B.0081	Business Supervisor	Exempt	UP.24
G.B.G.0015	Buyer	Exempt	UP.24
G.B.P.0034	Capital Projects Coordinator	Exempt	UP.31
G.B.P.0030	Capital Projects Manager	Exempt	UP.32
G.G.K.0025	Carpenter	Non - Exempt	UP.18
G.A.R.0011	Casework Supervisor	Exempt	UP.31
G.A.B.0055	CATC Assistant Director	Exempt	UP.36
G.B.B.0065	CATC Contract Specialist	Exempt	UP.24
G.B.B.0054	CATC Division Supervisor	Exempt	UP.28
G.B.B.0051	CATC Employment/Training Coord I	Exempt	UP.25
G.B.B.0052	CATC Employment/Training Coord II	Exempt	UP.26
G.B.B.0053	CATC Employment/Training Specialist	Exempt	UP.22
G.E.B.0050	CATC Employment/Training Technician	Non - Exempt	UP.18

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.B.B.0057	CATC Instructional Specialist	Exempt	UP.24
G.B.B.0066	CATC Job Developer	Exempt	UP.24
G.B.B.0058	CATC Vocational Specialist	Exempt	UP.24
G.B.N.0023	Chemist	Exempt	UP.25
G.A.D.0026	Chief Deputy Attorney/Commonwealth	Exempt	UP.43
G.A.D.0018	Chief Deputy Circuit Court Clerk	Exempt	UP.37
G.A.U.0032	Chief Deputy Sheriff	Exempt	UP.36
G.B.N.0026	Chief of Laboratory Operations	Exempt	UP.29
G.D.U.0022	Chief of Security Services	Exempt	UP.26
G.C.J.0058	Chief Water/WW Plant Operator	Non - Exempt	UP.24
G.B.B.0061	Claims Adjuster	Non - Exempt	UP.21
G.E.B.0062	Claims Technician	Non - Exempt	UP.18
G.C.N.0018	Communications Maintenance Spvr	Exempt	UP.29
G.C.U.0016	Communications Officer	Non - Exempt	UP.20
G.C.U.0068	Communications Officer--CDP Career	Non - Exempt	UP.24
G.C.U.0065	Communications Officer--CDP First Class	Non - Exempt	UP.21
G.C.U.0067	Communications Officer--CDP Master	Non - Exempt	UP.23
G.C.U.0066	Communications Officer--CDP Senior	Non - Exempt	UP.22
G.C.U.0017	Communications Officer--Entry	Non - Exempt	UP.19
G.C.U.0018	Communications Supervisor	Non - Exempt	UP.26
G.A.P.0028	Communications Systems Manager	Exempt	UP.34
G.C.N.0034	Communications Systems Technician	Non - Exempt	UP.23
G.B.O.0018	Community Development Supervisor	Exempt	UP.27
G.E.Q.0008	Community Development Tech I	Non - Exempt	UP.18
G.E.Q.0010	Community Development Tech II	Non - Exempt	UP.21
G.E.Q.0011	Community Development Tech III	Non - Exempt	UP.23
G.C.F.0031	Computer Operations Supervisor	Exempt	UP.26
G.F.F.0027	Computer Operator I	Non - Exempt	UP.15
G.F.F.0029	Computer Operator II	Non - Exempt	UP.18
G.F.F.0030	Computer Operator III	Non - Exempt	UP.21
G.C.M.0019	Construction Coordinator	Exempt	UP.24
G.A.P.0014	Construction Engineer	Exempt	UP.35
G.C.M.0037	Construction Inspector	Non - Exempt	UP.21
G.A.A.0050	Controller	Exempt	UP.32
G.B.U.0030	Correctional Captain	Exempt	UP.31
G.D.U.0023	Correctional Deputy	Non - Exempt	UP.20
G.D.U.0048	Correctional Deputy/CDP Career	Non - Exempt	UP.24
G.D.U.0044	Correctional Deputy/CDP Career/Shift	Non - Exempt	UP.24
G.D.U.0045	Correctional Deputy/CDP First Class	Non - Exempt	UP.21
G.D.U.0041	Correctional Deputy/CDP First Class/Shift	Non - Exempt	UP.21
G.D.U.0047	Correctional Deputy/CDP Master	Non - Exempt	UP.23
G.D.U.0043	Correctional Deputy/CDP Master/Shift	Non - Exempt	UP.23
G.D.U.0046	Correctional Deputy/CDP Senior	Non - Exempt	UP.22

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.D.U.0042	Correctional Deputy/CDP Senior/Shift	Non - Exempt	UP.22
G.D.U.0024	Correctional Deputy/Shift	Non - Exempt	UP.20
G.B.U.0027	Correctional Lieutenant	Exempt	UP.29
G.B.U.0028	Correctional Lieutenant/Shift	Exempt	UP.29
G.A.U.0031	Correctional Major	Exempt	UP.33
G.C.U.0025	Correctional Sergeant	Non - Exempt	UP.26
G.C.U.0026	Correctional Sergeant/Shift	Non - Exempt	UP.26
G.A.B.0085	County Extension Agent	Exempt	UP.32
G.B.O.0003	County Planner I	Exempt	UP.24
G.B.O.0005	County Planner II	Exempt	UP.27
G.B.O.0006	County Planner III	Exempt	UP.29
G.B.O.0007	County Planner IV	Exempt	UP.31
G.B.R.0084	County Probation Officer	Exempt	UP.22
G.C.Q.0006	County Surveyor	Exempt	UP.27
G.F.C.0012	Courier	Non - Exempt	UP.11
G.B.B.0091	Criminal Records Manager	Exempt	UP.29
G.E.U.0012	Crossing Guard	Non - Exempt	UP.11
G.B.R.0025	CSA Coordinator	Exempt	UP.29
G.H.I.0003	Custodial Worker	Non - Exempt	UP.09
G.H.I.0005	Custodian I	Non - Exempt	UP.11
G.H.I.0007	Custodian II	Non - Exempt	UP.13
G.F.C.0006	Customer Service Representative	Non - Exempt	UP.15
G.B.A.0053	Customer Service Supervisor	Exempt	UP.28
G.A.M.0025	Deputy Building Official	Exempt	UP.38
G.A.U.0010	Deputy Chief of Police	Exempt	UP.41
G.F.D.0012	Deputy Clerk I	Non - Exempt	UP.12
G.E.D.0014	Deputy Clerk II	Non - Exempt	UP.16
G.E.D.0016	Deputy Clerk III	Non - Exempt	UP.19
G.B.D.0017	Deputy Clerk IV	Non - Exempt	UP.22
G.A.D.0019	Deputy Clerk Supervisor	Exempt	UP.26
G.A.D.0006	Deputy County Attorney	Exempt	UP.43
G.A.A.0061	Deputy Director of Finance	Exempt	UP.41
G.A.B.0068	Deputy Director of General Services	Exempt	UP.39
G.A.T.0013	Deputy Fire Chief (<i>non-shift assignment</i>)	Exempt	UP.41
G.B.C.0009	Deputy General Registrar	Exempt	UP.30
G.B.O.0015	Deputy Zoning Conformance Officer	Exempt	UP.26
G.A.P.0015	Design Engineer	Exempt	UP.35
G.B.R.0057	Detention Counselor	Non - Exempt	UP.21
G.B.I.0030	Detention Food Service Manager	Exempt	UP.24
G.A.R.0065	Detention Home Assistant Supt	Exempt	UP.34
G.B.R.0060	Detention Outreach Coordinator	Exempt	UP.26
G.B.R.0058	Detention Outreach Worker	Exempt	UP.24
G.B.R.0059	Detention Supervisor	Exempt	UP.26

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.A.A.0059	Division Director	Exempt	UP.35
G.A.A.0058	Division Manager	Exempt	UP.34
G.C.Q.0011	Drafting Technician I	Non - Exempt	UP.15
G.C.Q.0013	Drafting Technician II	Non - Exempt	UP.18
G.B.P.0007	Electrical Engineer	Exempt	UP.29
G.C.M.0009	Electrical/Elevator Inspector Supv	Exempt	UP.26
G.G.K.0005	Electrician	Non - Exempt	UP.19
G.C.N.0035	Electronic Controls Technician	Non - Exempt	UP.23
G.B.U.0060	Emergency Communications Manager	Exempt	UP.29
G.A.T.0017	Emergency Manager	Exempt	UP.35
G.B.R.0013	Employment Services Supervisor	Exempt	UP.30
G.B.P.0001	Engineer I	Exempt	UP.27
G.B.P.0003	Engineer II	Exempt	UP.29
G.H.Q.0001	Engineering Aide I	Non - Exempt	UP.12
G.C.Q.0003	Engineering Aide II	Non - Exempt	UP.15
G.C.Q.0005	Engineering Aide III	Non - Exempt	UP.18
G.C.Q.0015	Engineering Technician	Non - Exempt	UP.21
G.C.M.0035	Environmental Inspector	Non - Exempt	UP.21
G.A.P.0036	Environmental Management Engineer	Exempt	UP.35
G.H.J.0023	Equipment Operator I	Non - Exempt	UP.12
G.G.J.0025	Equipment Operator II	Non - Exempt	UP.14
G.G.J.0027	Equipment Operator III	Non - Exempt	UP.16
G.F.H.0017	Executive Assistant	Non - Exempt	UP.25
G.B.J.0080	Facilities Coordinator	Exempt	UP.23
G.A.T.0009	Fire Battalion Chief <i>(non-shift assignment)</i>	Exempt	UP.35
G.B.T.0007	Fire Captain <i>(non-shift assignment)</i>	Exempt	UP.33
G.A.T.0010	Fire Division Chief <i>(non-shift assignment)</i>	Exempt	UP.36
G.G.K.0001	Fire Equipment Mechanic	Non - Exempt	UP.21
G.G.K.0002	Fire Equipment Mechanic Foreman	Non - Exempt	UP.22
G.C.T.0006	Fire Lieutenant <i>(non-shift assignment)</i>	Non - Exempt	UP.30
G.D.T.0030	Firefighter <i>(non-shift assignment)</i>	Non - Exempt	UP.24
G.D.T.0005	Firefighter (Career) <i>(non-shift assignment)</i>	Non - Exempt	UP.28
G.D.T.0000	Firefighter (Entry) <i>(non-shift assignment)</i>	Non - Exempt	UP.23
G.D.T.0001	Firefighter (FFII) <i>(non-shift assignment)</i>	Non - Exempt	UP.24
G.D.T.0002	Firefighter (FFIII) <i>(non-shift assignment)</i>	Non - Exempt	UP.25
G.D.T.0004	Firefighter (Master) <i>(non-shift assignment)</i>	Non - Exempt	UP.27
G.D.T.0003	Firefighter (Senior) <i>(non-shift assignment)</i>	Non - Exempt	UP.26
G.B.B.0011	Fitness Trainer	Exempt	UP.24
G.H.I.0021	Food Service Assistant	Non - Exempt	UP.08
G.A.I.0025	Food Service Manager	Exempt	UP.26
G.E.I.0020	Food Service Supervisor	Non - Exempt	UP.21
G.B.N.0050	GIS Coordinator	Exempt	UP.35

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.C.Q.0018	GIS Technician	Non - Exempt	UP.19
G.B.B.0009	Human Resources Analyst I	Exempt	UP.24
G.B.B.0025	Human Resources Analyst II	Exempt	UP.26
G.B.B.0026	Human Resources Analyst III	Exempt	UP.28
G.B.B.0038	Human Resources Manager	Exempt	UP.31
G.B.B.0024	Human Resources Specialist	Exempt	UP.22
G.B.R.0000	Human Services Assistant	Non - Exempt	UP.18
G.A.R.0020	Human Services Division Manager	Exempt	UP.35
G.B.R.0001	Human Services Specialist	Exempt	UP.22
G.B.R.0018	Human Services Supervisor	Exempt	UP.30
G.B.V.0001	Infant Development Specialist	Exempt	UP.28
G.C.F.0026	Information Tech Control Spvr	Exempt	UP.22
G.C.F.0025	Information Tech Control Tech	Non - Exempt	UP.18
G.B.B.0006	Information Tech Hardware Spclst	Exempt	UP.34
G.B.B.0008	Information Tech Project Leader	Exempt	UP.35
G.B.F.0052	Information Tech Senior Specialist	Exempt	UP.32
G.B.B.0007	Information Tech Systems Engineer	Exempt	UP.34
G.A.B.0010	Information Technology Project Mgr	Exempt	UP.37
G.B.U.0036	Inmate Classification Officer	Exempt	UP.22
G.B.U.0038	Inmate Classification Supervisor	Exempt	UP.26
G.C.M.0015	Inspections Plans Reviewer	Exempt	UP.26
G.C.N.0036	Instrumentation Specialist	Non - Exempt	UP.19
G.B.B.0067	Job Developer	Exempt	UP.24
G.C.L.0009	Labor Foreman I	Non - Exempt	UP.17
G.C.L.0011	Labor Foreman II	Non - Exempt	UP.18
G.C.L.0013	Labor Foreman III	Non - Exempt	UP.21
G.E.N.0019	Laboratory Aide	Non - Exempt	UP.12
G.B.N.0029	Laboratory Analyst	Non - Exempt	UP.18
G.H.L.0005	Laborer	Non - Exempt	UP.10
G.H.L.0008	Landfill Attendant	Non - Exempt	UP.18
G.C.U.0014	Latent Print Examiner	Non - Exempt	UP.26
G.B.E.0009	Librarian I	Exempt	UP.27
G.B.E.0011	Librarian II	Exempt	UP.28
G.B.E.0012	Librarian III	Exempt	UP.30
G.E.E.0003	Library Assistant I	Non - Exempt	UP.15
G.E.E.0005	Library Assistant II	Non - Exempt	UP.18
G.E.E.0006	Library Assistant III	Exempt	UP.22
G.E.E.0007	Library Assistant IV	Exempt	UP.24
G.F.E.0018	Library Clerk	Non - Exempt	UP.12
G.A.E.0016	Library Manager	Exempt	UP.32
G.A.E.0045	Library Public Services Coordinator	Exempt	UP.34
G.E.V.0012	Licensed Practical Nurse	Non - Exempt	UP.23
G.H.L.0001	Maintenance Assistant I	Non - Exempt	UP.11

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.H.L.0002	Maintenance Assistant II	Non - Exempt	UP.14
G.C.J.0009	Maintenance Superintendent	Exempt	UP.26
G.H.I.0015	Maintenance Supervisor	Exempt	UP.24
G.E.B.0092	Management Assistant	Non - Exempt	UP.21
G.B.B.0020	Management Specialist I	Exempt	UP.24
G.B.B.0014	Management Specialist II	Exempt	UP.26
G.E.B.0093	Management Technician	Non - Exempt	UP.18
G.A.F.0033	Manager of Production Services	Exempt	UP.34
G.C.N.0028	Materials Technician I	Non - Exempt	UP.15
G.C.N.0030	Materials Technician II	Non - Exempt	UP.19
G.B.P.0006	Mechanical Engineer	Exempt	UP.29
G.C.M.0023	Mechanical/Plumbing Inspector Supv	Exempt	UP.26
G.B.N.0062	Media Manager	Exempt	UP.32
G.C.N.0060	Media Specialist	Exempt	UP.26
G.E.V.0010	Medical Assistant	Non - Exempt	UP.18
G.F.C.0019	Meter Reader	Non - Exempt	UP.12
G.F.C.0021	Meter Reader Foreman	Non - Exempt	UP.17
G.G.L.0029	Meter Repair Specialist	Non - Exempt	UP.13
G.G.L.0028	Meter Service Foreman	Non - Exempt	UP.17
G.G.L.0027	Meter Service Worker	Non - Exempt	UP.13
G.E.V.0096	MH/DS Case Aide	Non - Exempt	UP.12
G.B.V.0020	MH/DS Case Manager	Exempt	UP.24
G.B.V.0024	MH/DS Clinical Supervisor	Exempt	UP.31
G.B.V.0022	MH/DS Clinician	Exempt	UP.29
G.B.V.0016	MH/DS Community Support Supervisor	Exempt	UP.27
G.A.V.0035	MH/DS Division Director	Exempt	UP.39
G.B.V.0013	MH/DS Facilities Coordinator	Exempt	UP.26
G.B.V.0015	MH/DS Group Home Supervisor	Exempt	UP.24
G.E.V.0005	MH/DS Group Home Worker	Non - Exempt	UP.01
G.B.V.0012	MH/DS Marketing Specialist	Exempt	UP.22
G.A.V.0047	MH/DS Program Coordinator	Exempt	UP.33
G.A.V.0045	MH/DS Program Manager	Exempt	UP.34
G.B.V.0029	MH/DS Records Coordinator	Exempt	UP.24
G.B.V.0014	MH/DS Residential Counselor	Exempt	UP.22
G.B.V.0018	MH/DS Senior Community Support Spvr	Exempt	UP.29
G.A.V.0040	MH/DS Senior Division Director	Exempt	UP.41
G.B.V.0019	MH/DS Support Services Specialist	Non - Exempt	UP.21
G.E.V.0006	MH/DS Training Assistant	Non - Exempt	UP.15
G.B.V.0008	MH/DS Training Specialist	Exempt	UP.22
G.E.N.0020	Monitoring Technician I	Non - Exempt	UP.15
G.E.N.0040	Monitoring Technician II	Non - Exempt	UP.18
G.F.E.0040	Museum Technician	Non - Exempt	UP.18
G.B.V.0060	Nurse Practitioner	Exempt	UP.30

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.B.V.0003	Occupational Therapist	Exempt	UP.28
G.F.H.0001	Office Assistant I	Non - Exempt	UP.10
G.F.H.0003	Office Assistant II	Non - Exempt	UP.12
G.F.H.0005	Office Assistant III	Non - Exempt	UP.15
G.F.H.0007	Office Assistant IV	Non - Exempt	UP.18
G.F.C.0017	Office Supervisor	Non - Exempt	UP.21
G.G.K.0021	Painter	Non - Exempt	UP.18
G.E.D.0035	Paralegal	Non - Exempt	UP.23
G.A.J.0010	Parks Services Manager	Exempt	UP.32
G.F.C.0005	Permit Clerk	Non - Exempt	UP.15
G.E.A.0037	Personal Property Tax Auditor I	Non - Exempt	UP.21
G.E.A.0039	Personal Property Tax Auditor II	Non - Exempt	UP.24
G.B.A.0043	Personal Property Tax Supervisor	Exempt	UP.26
G.C.O.0001	Planning Technician	Non - Exempt	UP.21
G.G.J.0004	Plant Maintenance Mechanic	Non - Exempt	UP.19
G.G.K.0031	Plumber	Non - Exempt	UP.18
G.A.U.0007	Police Captain	Exempt	UP.35
G.C.U.0004	Police Command Sergeant	Non - Exempt	UP.31
G.B.U.0005	Police Lieutenant	Exempt	UP.33
G.A.U.0009	Police Major	Exempt	UP.39
G.D.U.0001	Police Officer	Non - Exempt	UP.24
G.D.U.0050	Police Officer-CDP 1st Class	Non - Exempt	UP.25
G.D.U.0056	Police Officer-CDP Career Officer	Non - Exempt	UP.28
G.D.U.0054	Police Officer-CDP Master	Non - Exempt	UP.27
G.D.U.0052	Police Officer-CDP Senior	Non - Exempt	UP.26
G.D.U.0058	Police Officer-Corporal	Non - Exempt	UP.29
G.C.U.0003	Police Sergeant	Non - Exempt	UP.30
G.C.U.0095	Police Support Technician I	Non - Exempt	UP.15
G.C.U.0013	Police Support Technician II	Non - Exempt	UP.16
G.C.U.0097	Police Support Technician III	Non - Exempt	UP.18
G.B.R.0082	Pretrial Services Officer	Exempt	UP.22
G.G.J.0019	Preventive Maintenance Supervisor	Non - Exempt	UP.21
G.G.J.0018	Preventive Maintenance Technician	Non - Exempt	UP.18
G.A.O.0007	Principal Planner	Exempt	UP.34
G.B.V.0031	Procurement Supervisor	Exempt	UP.30
G.B.B.0016	Public Relations Coordinator	Exempt	UP.24
G.B.B.0019	Public Relations Specialist	Exempt	UP.26
G.F.C.0011	Publications Assistant	Non - Exempt	UP.18
G.E.G.0013	Purchasing Support Specialist	Non - Exempt	UP.21
G.E.G.0014	Purchasing Technician	Non - Exempt	UP.18
G.C.K.0008	Radio Repair Tech II	Non - Exempt	UP.23
G.C.K.0010	Radio Repair Tech III	Non - Exempt	UP.25
G.C.K.0006	Radio Repair Technician I	Non - Exempt	UP.21

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.B.N.0001	Real Estate Appraiser I	Non - Exempt	UP.19
G.B.N.0003	Real Estate Appraiser II	Exempt	UP.24
G.B.N.0007	Real Estate Appraiser Supervisor	Exempt	UP.29
G.A.N.0009	Real Estate Assessment Director	Exempt	UP.35
G.B.N.0010	Real Estate Section Manager	Exempt	UP.32
G.B.N.0011	Real Property Agent I	Non - Exempt	UP.21
G.B.N.0013	Real Property Agent II	Exempt	UP.24
G.B.E.0020	Recreation Coordinator I	Exempt	UP.22
G.B.E.0024	Recreation Coordinator II	Exempt	UP.24
G.C.L.0015	Recreation District Foreman	Non - Exempt	UP.21
G.E.E.0021	Recreation Instructor	Non - Exempt	UP.12
G.A.E.0028	Recreation Programs Manager	Exempt	UP.32
G.B.E.0027	Recreation Programs Supervisor	Exempt	UP.28
G.A.E.0035	Recreation/Parks Planning Spvr	Exempt	UP.31
G.B.E.0037	Recreation/Parks Project Specialist	Exempt	UP.24
G.B.V.0004	Registered Nurse	Exempt	UP.28
G.B.U.0040	Rehabilitation Counselor	Exempt	UP.22
G.C.M.0003	Residential Building Inspector Supv	Exempt	UP.26
G.E.A.0022	Revenue Collection Officer I	Non - Exempt	UP.19
G.B.A.0023	Revenue Collection Officer II	Non - Exempt	UP.21
G.C.P.0017	Road Constr & Maint Asst Supt	Exempt	UP.29
G.A.P.0016	Road Constr & Maintenance Supt	Exempt	UP.35
G.B.B.0029	Safety Officer	Exempt	UP.26
G.B.B.0063	Safety Specialist	Exempt	UP.22
G.F.H.0011	Secretary	Non - Exempt	UP.18
G.D.U.0019	Security Officer	Non - Exempt	UP.16
G.D.U.0070	Security Officer - CDP First Class	Non - Exempt	UP.17
G.D.U.0071	Security Officer - CDP Senior	Non - Exempt	UP.18
G.D.U.0021	Security Officer Supervisor	Non - Exempt	UP.21
G.B.A.0016	Senior Accountant	Exempt	UP.30
G.D.S.0002	Senior Animal Protection Police Officer	Non - Exempt	UP.26
G.A.D.0007	Senior Assistant County Attorney	Exempt	UP.41
G.A.D.0027	Senior Asst Attorney/Commonwealth	Exempt	UP.41
G.B.A.0012	Senior Auditor	Exempt	UP.30
G.B.A.0048	Senior Budget & Management Analyst	Exempt	UP.30
G.B.A.0074	Senior Business Auditor	Exempt	UP.26
G.B.B.0080	Senior Business Supervisor	Exempt	UP.26
G.B.G.0016	Senior Buyer	Exempt	UP.26
G.B.P.0032	Senior Capital Project Manager	Exempt	UP.34
G.B.B.0060	Senior Claims Adjustor	Exempt	UP.26
G.C.M.0020	Senior Construction Coordinator	Exempt	UP.26
G.C.M.0039	Senior Construction Inspector	Exempt	UP.24
G.A.A.0049	Senior Controller	Exempt	UP.34

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.E.I.0023	Senior Cook	Non - Exempt	UP.15
G.B.R.0085	Senior County Probation Officer	Exempt	UP.24
G.G.K.0007	Senior Electrician	Non - Exempt	UP.21
G.B.P.0004	Senior Engineer	Exempt	UP.32
G.C.Q.0016	Senior Engineering Technician	Non - Exempt	UP.23
G.C.M.0036	Senior Environmental Inspector	Exempt	UP.24
G.B.B.0012	Senior Fitness Trainer	Exempt	UP.26
G.B.B.0027	Senior Human Resources Analyst	Exempt	UP.30
G.B.B.0039	Senior Human Resources Manager	Exempt	UP.32
G.B.R.0003	Senior Human Services Specialist	Exempt	UP.24
G.C.N.0037	Senior Instrumentation Specialist	Non - Exempt	UP.21
G.B.N.0033	Senior Laboratory Analyst	Non - Exempt	UP.21
G.C.U.0021	Senior Latent Print Examiner	Non - Exempt	UP.28
G.B.B.0015	Senior Management Specialist	Exempt	UP.28
G.F.C.0003	Senior Permit Clerk	Non - Exempt	UP.18
G.C.O.0002	Senior Planning Technician	Non - Exempt	UP.23
G.B.P.0050	Senior Plans Review Engineer	Exempt	UP.31
G.G.J.0005	Senior Plant Maintenance Mechanic	Non - Exempt	UP.21
G.G.K.0032	Senior Plumber	Non - Exempt	UP.20
G.C.U.0094	Senior Police Support Technician	Non - Exempt	UP.21
G.B.R.0083	Senior Pretrial Services Officer	Exempt	UP.24
G.B.B.0097	Senior Public Relations Specialist	Exempt	UP.28
G.B.N.0005	Senior Real Estate Appraiser	Exempt	UP.26
G.B.N.0014	Senior Real Property Agent	Exempt	UP.26
G.B.E.0026	Senior Recreation Coordinator	Exempt	UP.26
G.B.A.0025	Senior Revenue Collection Officer	Exempt	UP.24
G.F.C.0026	Senior Shop Clerk Dispatcher	Non - Exempt	UP.15
G.E.R.0016	Senior Social Services Aide	Non - Exempt	UP.15
G.B.R.0009	Senior Social Worker	Exempt	UP.29
G.C.N.0071	Senior Television Producer/Director	Exempt	UP.28
G.G.J.0032	Senior Utility Pipe Locator	Non - Exempt	UP.18
G.G.K.0019	Senior Utility Plant Mechanic	Non - Exempt	UP.21
G.C.J.0056	Senior Water/WW Plant Operator	Non - Exempt	UP.22
G.F.C.0025	Shop Clerk-Dispatcher	Non - Exempt	UP.12
G.E.R.0015	Social Services Aide	Non - Exempt	UP.12
G.B.R.0007	Social Worker I	Exempt	UP.24
G.B.R.0008	Social Worker II	Exempt	UP.26
G.B.V.0002	Speech Pathologist	Exempt	UP.28
G.C.Q.0017	Sr Community Development Technician	Non - Exempt	UP.25
G.B.U.0061	Sr Emergency Communications Manager	Exempt	UP.32
G.F.G.0005	Storekeeper I	Non - Exempt	UP.12
G.F.G.0007	Storekeeper II	Non - Exempt	UP.15
G.B.J.0041	Superintendent/Central Main Facil	Exempt	UP.28

County of Henrico

Alphabetical Listing of Permanent Full-time and Part-time Classes

Information as of June 18, 2011

Job Code	Job Title	FLSA Status	Grade
G.B.J.0090	Support Services Supervisor	Exempt	UP.24
G.C.Q.0007	Survey Party Chief	Non - Exempt	UP.21
G.B.F.0044	Technology Support Specialist I	Exempt	UP.24
G.B.F.0046	Technology Support Specialist II	Exempt	UP.26
G.B.F.0048	Technology Support Specialist III	Exempt	UP.28
G.B.F.0050	Technology Support Specialist IV	Exempt	UP.31
G.C.F.0040	Technology Support Technician I	Non - Exempt	UP.18
G.C.F.0042	Technology Support Technician II	Non - Exempt	UP.21
G.B.N.0063	Television & Media Services Manager	Exempt	UP.33
G.C.N.0067	Television Operations Technician	Exempt	UP.26
G.C.N.0065	Television Producer Director	Exempt	UP.26
G.A.P.0019	Traffic Engineer	Exempt	UP.35
G.C.Q.0019	Traffic Engineering Technician	Non - Exempt	UP.21
G.C.Q.0023	Traffic Operations Supervisor	Exempt	UP.24
G.H.L.0023	Traffic Service Worker I	Non - Exempt	UP.13
G.H.L.0024	Traffic Service Worker II	Non - Exempt	UP.15
G.H.L.0025	Traffic Signal Service Worker	Non - Exempt	UP.15
G.G.K.0003	Traffic Signal Technician I	Non - Exempt	UP.19
G.G.K.0004	Traffic Signal Technician II	Non - Exempt	UP.21
G.C.N.0032	Traffic Signal Technician Spvr	Exempt	UP.24
G.B.P.0029	Transportation Development Engineer	Exempt	UP.32
G.A.A.0080	Treasury Supervisor	Exempt	UP.30
G.A.U.0033	Undersheriff	Exempt	UP.41
G.F.C.0023	Utilities Cashier	Non - Exempt	UP.12
G.F.G.0009	Utility Inventory Technician	Non - Exempt	UP.16
G.G.K.0015	Utility Mechanic	Non - Exempt	UP.18
G.G.J.0022	Utility Pipe Locator	Non - Exempt	UP.15
G.G.K.0017	Utility Plant Mechanic	Non - Exempt	UP.19
G.H.J.0013	Utility Plant Operator I	Non - Exempt	UP.12
G.H.J.0015	Utility Plant Operator II	Non - Exempt	UP.15
G.C.J.0031	Utility Superintendent I	Non - Exempt	UP.21
G.C.J.0033	Utility Superintendent II	Exempt	UP.25
G.B.A.0042	Vehicle Section Manager	Exempt	UP.30
G.F.G.0011	Warehouse/Parts Supervisor	Non - Exempt	UP.21
G.C.J.0045	Water Facility/Reclam Oper Supt	Exempt	UP.29
G.C.J.0047	Water/WW Facility Maint Supt	Exempt	UP.28
G.H.J.0052	Water/WW Plant Operator I	Non - Exempt	UP.16
G.G.J.0054	Water/WW Plant Operator II	Non - Exempt	UP.19
G.H.J.0050	Water/WW Plant Operator Trainee	Non - Exempt	UP.13
G.G.K.0043	Welder	Non - Exempt	UP.18
G.C.M.0031	Zoning Enforcement Officer	Non - Exempt	UP.21
G.C.M.0033	Zoning Enforcement Supervisor	Exempt	UP.24

PAYPLAN FOR PERMANENT EMPLOYEES--FY 2011-12 (Effective 06/18/2011)

Paygrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
UP.1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual	13,940.16	14,270.82	14,609.32	14,955.85	15,310.61	15,673.77	16,045.55	16,426.16	16,815.78	17,214.65	17,622.99	18,041.00	18,468.94
Bi-wkly	536.16	548.88	561.90	575.23	588.87	602.84	617.14	631.78	646.76	662.10	677.81	693.88	710.34
Hourly	6.70200	6.86097	7.02372	7.19032	7.36087	7.53547	7.71421	7.89720	8.08452	8.27628	8.47259	8.67356	8.87930
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
Annual	18,907.02	19,355.49	19,814.61	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40
Bi-wkly	727.19	744.44	762.10	780.18	798.68	817.63	837.02	856.88	877.20	898.01	919.31	941.12	963.44
Hourly	9.08992	9.30553	9.52626	9.75222	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299
UP.2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual	14,609.32	14,955.85	15,310.61	15,673.77	16,045.55	16,426.16	16,815.78	17,214.65	17,622.99	18,041.00	18,468.94	18,907.02	19,355.49
Bi-wkly	561.90	575.23	588.87	602.84	617.14	631.78	646.76	662.10	677.81	693.88	710.34	727.19	744.44
Hourly	7.02372	7.19032	7.36087	7.53547	7.71421	7.89720	8.08452	8.27628	8.47259	8.67356	8.87930	9.08992	9.30553
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
Annual	19,814.61	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84
Bi-wkly	762.10	780.18	798.68	817.63	837.02	856.88	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69
Hourly	9.52626	9.75222	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108
UP.3	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual	15,310.61	15,673.77	16,045.55	16,426.16	16,815.78	17,214.65	17,622.99	18,041.00	18,468.94	18,907.02	19,355.49	19,814.61	20,284.61
Bi-wkly	588.87	602.84	617.14	631.78	646.76	662.10	677.81	693.88	710.34	727.19	744.44	762.10	780.18
Hourly	7.36087	7.53547	7.71421	7.89720	8.08452	8.27628	8.47259	8.67356	8.87930	9.08992	9.30553	9.52626	9.75222
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
Annual	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99
Bi-wkly	798.68	817.63	837.02	856.88	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15
Hourly	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693
UP.4	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual	16,045.55	16,426.16	16,815.78	17,214.65	17,622.99	18,041.00	18,468.94	18,907.02	19,355.49	19,814.61	20,284.61	20,765.76	21,258.32
Bi-wkly	617.14	631.78	646.76	662.10	677.81	693.88	710.34	727.19	744.44	762.10	780.18	798.68	817.63
Hourly	7.71421	7.89720	8.08452	8.27628	8.47259	8.67356	8.87930	9.08992	9.30553	9.52626	9.75222	9.98354	10.22035
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
Annual	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64
Bi-wkly	837.02	856.88	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95
Hourly	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185
UP.5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual	16,815.78	17,214.65	17,622.99	18,041.00	18,468.94	18,907.02	19,355.49	19,814.61	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78
Bi-wkly	646.76	662.10	677.81	693.88	710.34	727.19	744.44	762.10	780.18	798.68	817.63	837.02	856.88
Hourly	8.08452	8.27628	8.47259	8.67356	8.87930	9.08992	9.30553	9.52626	9.75222	9.98354	10.22035	10.46278	10.71096
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
Annual	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68
Bi-wkly	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18
Hourly	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726
UP.6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual	17,622.99	18,041.00	18,468.94	18,907.02	19,355.49	19,814.61	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22
Bi-wkly	677.81	693.88	710.34	727.19	744.44	762.10	780.18	798.68	817.63	837.02	856.88	877.20	898.01
Hourly	8.47259	8.67356	8.87930	9.08992	9.30553	9.52626	9.75222	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
Annual	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17
Bi-wkly	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97
Hourly	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460

PAYPLAN FOR PERMANENT EMPLOYEES--FY 2011-12 (Effective 06/18/2011)

UP.7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	18,468.94	18,907.02	19,355.49	19,814.61	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99
<i>Bi-wkly</i>	710.34	727.19	744.44	762.10	780.18	798.68	817.63	837.02	856.88	877.20	898.01	919.31	941.12
<i>Hourly</i>	8.87930	9.08992	9.30553	9.52626	9.75222	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27
<i>Bi-wkly</i>	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43
<i>Hourly</i>	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542
UP.8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	19,355.49	19,814.61	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57
<i>Bi-wkly</i>	744.44	762.10	780.18	798.68	817.63	837.02	856.88	877.20	898.01	919.31	941.12	963.44	986.29
<i>Hourly</i>	9.30553	9.52626	9.75222	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35
<i>Bi-wkly</i>	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71
<i>Hourly</i>	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133
UP.9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	20,284.61	20,765.76	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53
<i>Bi-wkly</i>	780.18	798.68	817.63	837.02	856.88	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64
<i>Hourly</i>	9.75222	9.98354	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90
<i>Bi-wkly</i>	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92
<i>Hourly</i>	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399
UP.10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	21,258.32	21,762.57	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58
<i>Bi-wkly</i>	817.63	837.02	856.88	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25
<i>Hourly</i>	10.22035	10.46278	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59
<i>Bi-wkly</i>	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21
<i>Hourly</i>	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519
UP.11	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	22,278.78	22,807.23	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55
<i>Bi-wkly</i>	856.88	877.20	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25
<i>Hourly</i>	10.71096	10.96502	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27
<i>Bi-wkly</i>	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74
<i>Hourly</i>	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677
UP.12	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	23,348.22	23,902.04	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42
<i>Bi-wkly</i>	898.01	919.31	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75
<i>Hourly</i>	11.22511	11.49137	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97
<i>Bi-wkly</i>	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65
<i>Hourly</i>	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067

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UP.13	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	24,468.99	25,049.40	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31
<i>Bi-wkly</i>	941.12	963.44	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86
<i>Hourly</i>	11.76394	12.04299	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92
<i>Bi-wkly</i>	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11
<i>Hourly</i>	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891
UP.14	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	25,643.57	26,251.84	26,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48
<i>Bi-wkly</i>	986.29	1,009.69	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71
<i>Hourly</i>	12.32864	12.62108	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55
<i>Bi-wkly</i>	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29
<i>Hourly</i>	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363
UP.15	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	28,874.53	27,511.99	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34
<i>Bi-wkly</i>	1,033.64	1,058.15	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44
<i>Hourly</i>	12.92045	13.22693	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49
<i>Bi-wkly</i>	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36
<i>Hourly</i>	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707
UP.16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	28,164.58	28,832.64	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49
<i>Bi-wkly</i>	1,083.25	1,108.95	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17
<i>Hourly</i>	13.54067	13.86185	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61
<i>Bi-wkly</i>	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52
<i>Hourly</i>	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155
UP.17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	29,516.55	30,216.68	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68
<i>Bi-wkly</i>	1,135.25	1,162.18	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06
<i>Hourly</i>	14.19066	14.52726	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00
<i>Bi-wkly</i>	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96
<i>Hourly</i>	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952
UP.18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	30,933.42	31,667.17	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86
<i>Bi-wkly</i>	1,189.75	1,217.97	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26
<i>Hourly</i>	14.87184	15.22460	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01
<i>Bi-wkly</i>	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89
<i>Hourly</i>	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357

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UP.19	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	32,418.31	33,187.27	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15
<i>Bi-wkly</i>	1,246.86	1,276.43	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93
<i>Hourly</i>	15.58573	15.95542	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24
<i>Bi-wkly</i>	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51
<i>Hourly</i>	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637
UP.20	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	33,974.48	34,780.35	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87
<i>Bi-wkly</i>	1,306.71	1,337.71	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23
<i>Hourly</i>	16.33389	16.72133	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55
<i>Bi-wkly</i>	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06
<i>Hourly</i>	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075
UP.21	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	35,605.34	36,449.90	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55
<i>Bi-wkly</i>	1,369.44	1,401.92	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33
<i>Hourly</i>	17.11796	17.52399	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09
<i>Bi-wkly</i>	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77
<i>Hourly</i>	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966
UP.22	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	37,314.49	38,199.59	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96
<i>Bi-wkly</i>	1,435.17	1,469.21	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42
<i>Hourly</i>	17.93966	18.36519	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30
<i>Bi-wkly</i>	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90
<i>Hourly</i>	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621
UP.23	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	39,105.68	40,033.27	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07
<i>Bi-wkly</i>	1,504.06	1,539.74	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69
<i>Hourly</i>	18.80081	19.24677	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94
<i>Bi-wkly</i>	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69
<i>Hourly</i>	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363
UP.24	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	40,982.86	41,954.97	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09
<i>Bi-wkly</i>	1,576.26	1,613.65	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35
<i>Hourly</i>	19.70330	20.17067	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08
<i>Bi-wkly</i>	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43
<i>Hourly</i>	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533

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UP.25	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49
<i>Bi-wkly</i>	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60
<i>Hourly</i>	20.64911	21.13891	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15
<i>Bi-wkly</i>	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39
<i>Hourly</i>	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488
UP.26	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01
<i>Bi-wkly</i>	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65
<i>Hourly</i>	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90
<i>Bi-wkly</i>	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88
<i>Hourly</i>	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601
UP.27	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64
<i>Bi-wkly</i>	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76
<i>Hourly</i>	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49
<i>Bi-wkly</i>	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21
<i>Hourly</i>	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265
UP.28	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70
<i>Bi-wkly</i>	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14
<i>Hourly</i>	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46
<i>Bi-wkly</i>	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71
<i>Hourly</i>	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888
UP.29	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76
<i>Bi-wkly</i>	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07
<i>Hourly</i>	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75
<i>Bi-wkly</i>	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72
<i>Hourly</i>	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902
UP.30	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74
<i>Bi-wkly</i>	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80
<i>Hourly</i>	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73
<i>Bi-wkly</i>	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61
<i>Hourly</i>	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757

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UP.31	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90
<i>Bi-wkly</i>	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61
<i>Hourly</i>	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24
<i>Bi-wkly</i>	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74
<i>Hourly</i>	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926
UP.32	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81
<i>Bi-wkly</i>	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80
<i>Hourly</i>	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57
<i>Bi-wkly</i>	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52
<i>Hourly</i>	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903
UP.33	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44
<i>Bi-wkly</i>	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67
<i>Hourly</i>	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51
<i>Bi-wkly</i>	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37
<i>Hourly</i>	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208
UP.34	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13
<i>Bi-wkly</i>	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54
<i>Hourly</i>	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38
<i>Bi-wkly</i>	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71
<i>Hourly</i>	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384
UP.35	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61
<i>Bi-wkly</i>	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75
<i>Hourly</i>	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02
<i>Bi-wkly</i>	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00
<i>Hourly</i>	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001
UP.36	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05
<i>Bi-wkly</i>	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66
<i>Hourly</i>	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86
<i>Bi-wkly</i>	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73
<i>Hourly</i>	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657

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UP.37	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04
<i>Bi-wkly</i>	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62
<i>Hourly</i>	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91
<i>Bi-wkly</i>	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38
<i>Hourly</i>	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977
UP.38	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64
<i>Bi-wkly</i>	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02
<i>Hourly</i>	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83
<i>Bi-wkly</i>	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49
<i>Hourly</i>	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617
UP.39	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40
<i>Bi-wkly</i>	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28
<i>Hourly</i>	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90
<i>Bi-wkly</i>	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61
<i>Hourly</i>	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265
UP.40	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35
<i>Bi-wkly</i>	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82
<i>Hourly</i>	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11
<i>Bi-wkly</i>	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31
<i>Hourly</i>	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640
UP.41	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09
<i>Bi-wkly</i>	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08
<i>Hourly</i>	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16
<i>Bi-wkly</i>	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20
<i>Hourly</i>	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499
UP.42	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74
<i>Bi-wkly</i>	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53
<i>Hourly</i>	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52
<i>Bi-wkly</i>	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90
<i>Hourly</i>	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631

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UP.43	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02
<i>Bi-wkly</i>	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65
<i>Hourly</i>	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43
<i>Bi-wkly</i>	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09
<i>Hourly</i>	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867
UP.44	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26
<i>Bi-wkly</i>	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97
<i>Hourly</i>	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97
<i>Bi-wkly</i>	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46
<i>Hourly</i>	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076
UP.45	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42
<i>Bi-wkly</i>	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02
<i>Hourly</i>	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07
<i>Bi-wkly</i>	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73
<i>Hourly</i>	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167
UP.46	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14
<i>Bi-wkly</i>	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35
<i>Hourly</i>	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59
<i>Bi-wkly</i>	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68
<i>Hourly</i>	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096
UP.47	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77
<i>Bi-wkly</i>	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57
<i>Hourly</i>	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34
<i>Bi-wkly</i>	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09
<i>Hourly</i>	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863
UP.48	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37
<i>Bi-wkly</i>	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28
<i>Hourly</i>	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34	221,639.82	226,897.12
<i>Bi-wkly</i>	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09	8,524.61	8,726.81
<i>Hourly</i>	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863	106.55761	109.08516

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UP.49	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80
<i>Bi-wkly</i>	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15
<i>Hourly</i>	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34	221,639.82	226,897.12	232,279.12	237,788.78
<i>Bi-wkly</i>	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09	8,524.61	8,726.81	8,933.81	9,145.72
<i>Hourly</i>	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863	106.55761	109.08516	111.67266	114.32153
UP.50	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71
<i>Bi-wkly</i>	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83
<i>Hourly</i>	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34	221,639.82	226,897.12	232,279.12	237,788.78	243,429.13	249,203.27
<i>Bi-wkly</i>	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09	8,524.61	8,726.81	8,933.81	9,145.72	9,362.66	9,584.74
<i>Hourly</i>	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863	106.55761	109.08516	111.67266	114.32153	117.03324	119.80927
UP.51	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60
<i>Bi-wkly</i>	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06
<i>Hourly</i>	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34	221,639.82	226,897.12	232,279.12	237,788.78	243,429.13	249,203.27	255,114.37	261,165.68
<i>Bi-wkly</i>	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09	8,524.61	8,726.81	8,933.81	9,145.72	9,362.66	9,584.74	9,812.09	10,044.83
<i>Hourly</i>	94.77167	97.01966	99.32096	101.67686	104.08863	106.55761	109.08516	111.67266	114.32153	117.03324	119.80927	122.65115	125.56043
UP.52	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88
<i>Bi-wkly</i>	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57
<i>Hourly</i>	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	206,587.59	211,487.85	216,504.34	221,639.82	226,897.12	232,279.12	237,788.78	243,429.13	249,203.27	255,114.37	261,165.68	267,360.53	273,702.33
<i>Bi-wkly</i>	7,945.68	8,134.15	8,327.09	8,524.61	8,726.81	8,933.81	9,145.72	9,362.66	9,584.74	9,812.09	10,044.83	10,283.10	10,527.01
<i>Hourly</i>	99.32096	101.67686	104.08863	106.55761	109.08516	111.67266	114.32153	117.03324	119.80927	122.65115	125.56043	128.53872	131.58766
UP.53	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85
<i>Bi-wkly</i>	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15
<i>Hourly</i>	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	216,504.34	221,639.82	226,897.12	232,279.12	237,788.78	243,429.13	249,203.27	255,114.37	261,165.68	267,360.53	273,702.33	280,194.55	286,840.76
<i>Bi-wkly</i>	8,327.09	8,524.61	8,726.81	8,933.81	9,145.72	9,362.66	9,584.74	9,812.09	10,044.83	10,283.10	10,527.01	10,776.71	11,032.34
<i>Hourly</i>	104.08863	106.55761	109.08516	111.67266	114.32153	117.03324	119.80927	122.65115	125.56043	128.53872	131.58766	134.70892	137.90422
UP.54	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34	221,639.82
<i>Bi-wkly</i>	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09	8,524.61
<i>Hourly</i>	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863	106.55761
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	226,897.12	232,279.12	237,788.78	243,429.13	249,203.27	255,114.37	261,165.68	267,360.53	273,702.33	280,194.55	286,840.76	293,644.62	300,609.87
<i>Bi-wkly</i>	8,726.81	8,933.81	9,145.72	9,362.66	9,584.74	9,812.09	10,044.83	10,283.10	10,527.01	10,776.71	11,032.34	11,294.02	11,561.92
<i>Hourly</i>	109.08516	111.67266	114.32153	117.03324	119.80927	122.65115	125.56043	128.53872	131.58766	134.70892	137.90422	141.17530	144.52398

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UP.55	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34	221,639.82	226,897.12	232,279.12
<i>Bi-wkly</i>	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09	8,524.61	8,726.81	8,933.81
<i>Hourly</i>	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863	106.55761	109.08516	111.67266
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	237,788.78	243,429.13	249,203.27	255,114.37	261,165.68	267,360.53	273,702.33	280,194.55	286,840.76	293,644.62	300,609.87	307,740.34	315,039.94
<i>Bi-wkly</i>	9,145.72	9,362.66	9,584.74	9,812.09	10,044.83	10,283.10	10,527.01	10,776.71	11,032.34	11,294.02	11,561.92	11,836.17	12,116.92
<i>Hourly</i>	114.32153	117.03324	119.80927	122.65115	125.56043	128.53872	131.58766	134.70892	137.90422	141.17530	144.52398	147.95209	151.46151

County of Henrico
Alphabetical Listing of IM Pay Plan Classes

Information as of June 18, 2011

Job Code	Job Class Title	FSLA Status	Pay Plan. Grade
G.U.T.0000	Firefighter (Entry)/ALS-IM/112	Non - Exempt	IM.23
G.U.T.0001	Firefighter (FFII)/ALS-IM/112	Non - Exempt	IM.24
G.U.T.0030	Firefighter/ALS-IM/112	Non - Exempt	IM.24
G.U.T.0002	Firefighter (FFIII)/ALS-IM/112	Non - Exempt	IM.25
G.U.T.0003	Firefighter (senior)/ALS-IM/112	Non - Exempt	IM.26
G.U.T.0004	Firefighter (Master)/ALS-IM/112	Non - Exempt	IM.27
G.U.T.0005	Firefighter (Career)/ALS-IM/112	Non - Exempt	IM.28
G.U.T.0006	Fire Lieutenant/ALS-IM/112	Non - Exempt	IM.30
G.U.T.0007	Fire Captain/ALS-IM/112	Exempt	IM.33
G.U.T.0009	Fire Battalion Chief/ALS-IM/112	Exempt	IM.35
G.U.T.0010	Fire Division Chief/ALS-IM/112	Exempt	IM.36
G.U.T.0012	Assistant Fire/ALS Chief-IM/112	Exempt	IM.39
G.U.T.0013	Deputy Fire Chief/ALS-IM/112	Exempt	IM.41

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Paygrade														
23	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
<i>Annual</i>	42,950.15	43,968.92	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	
<i>Bi-wkly</i>	1,651.93	1,691.11	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	
<i>Hourly (2080)</i>	20.64911	21.13891	21.64032	22.15363	22.67911	23.21706	23.76777	24.33154	24.90869	25.49952	26.10437	26.72356	27.35745	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	
<i>Annual</i>	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	
<i>Bi-wkly</i>	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	
<i>Hourly (2080)</i>	28.00637	28.67068	29.35074	30.04694	30.75966	31.48928	32.23620	33.00085	33.78363	34.58497	35.40533	36.24514	37.10488	
24	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
<i>Annual</i>	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	
<i>Bi-wkly</i>	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	
<i>Hourly (2080)</i>	21.64032	22.15363	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	
<i>Annual</i>	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	
<i>Bi-wkly</i>	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	
<i>Hourly (2080)</i>	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	
25	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
<i>Annual</i>	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	
<i>Bi-wkly</i>	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	
<i>Hourly (2080)</i>	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	
<i>Annual</i>	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	
<i>Bi-wkly</i>	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	
<i>Hourly (2080)</i>	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	
26	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
<i>Annual</i>	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	
<i>Bi-wkly</i>	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	
<i>Hourly (2080)</i>	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	
<i>Annual</i>	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	
<i>Bi-wkly</i>	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	
<i>Hourly (2080)</i>	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	

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27	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76
<i>Bi-wkly</i>	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07
<i>Hourly (2080)</i>	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75
<i>Bi-wkly</i>	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72
<i>Hourly (2080)</i>	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902
28	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74
<i>Bi-wkly</i>	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80
<i>Hourly (2080)</i>	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73
<i>Bi-wkly</i>	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61
<i>Hourly (2080)</i>	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757
29	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90
<i>Bi-wkly</i>	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61
<i>Hourly (2080)</i>	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24514
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24
<i>Bi-wkly</i>	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74
<i>Hourly (2080)</i>	37.10488	37.98501	38.88601	39.80839	40.75264	41.71929	42.70887	43.72193	44.75901	45.82070	46.90756	48.02021	49.15925
30	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81
<i>Bi-wkly</i>	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80
<i>Hourly (2080)</i>	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57
<i>Bi-wkly</i>	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52
<i>Hourly (2080)</i>	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903

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31	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44
<i>Bi-wkly</i>	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67
<i>Hourly (2080)</i>	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51
<i>Bi-wkly</i>	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37
<i>Hourly (2080)</i>	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208
32	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13
<i>Bi-wkly</i>	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54
<i>Hourly (2080)</i>	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38
<i>Bi-wkly</i>	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71
<i>Hourly (2080)</i>	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384
33	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61
<i>Bi-wkly</i>	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75
<i>Hourly (2080)</i>	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02
<i>Bi-wkly</i>	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00
<i>Hourly (2080)</i>	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001
<i>~2912</i>	31.97072	32.72907	33.50540	34.30015	35.11375	35.94665	36.79930	37.67218	38.56577	39.48055	40.41703	41.37572	42.35715
34	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05
<i>Bi-wkly</i>	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66
<i>Hourly (2080)</i>	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86
<i>Bi-wkly</i>	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73
<i>Hourly (2080)</i>	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657

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35	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04
<i>Bi-wkly</i>	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62
<i>Hourly (2080)</i>	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91
<i>Bi-wkly</i>	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38
<i>Hourly (2080)</i>	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977
36	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64
<i>Bi-wkly</i>	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02
<i>Hourly (2080)</i>	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83
<i>Bi-wkly</i>	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49
<i>Hourly (2080)</i>	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617
37	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40
<i>Bi-wkly</i>	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28
<i>Hourly (2080)</i>	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90
<i>Bi-wkly</i>	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61
<i>Hourly (2080)</i>	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265
38	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35
<i>Bi-wkly</i>	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82
<i>Hourly (2080)</i>	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11
<i>Bi-wkly</i>	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31
<i>Hourly (2080)</i>	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640

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39	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09
<i>Bi-wkly</i>	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08
<i>Hourly (2080)</i>	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16
<i>Bi-wkly</i>	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20
<i>Hourly (2080)</i>	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499
40	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74
<i>Bi-wkly</i>	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53
<i>Hourly (2080)</i>	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52
<i>Bi-wkly</i>	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90
<i>Hourly (2080)</i>	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631
41	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02
<i>Bi-wkly</i>	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65
<i>Hourly (2080)</i>	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43
<i>Bi-wkly</i>	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09
<i>Hourly (2080)</i>	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867
42	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26
<i>Bi-wkly</i>	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97
<i>Hourly (2080)</i>	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97
<i>Bi-wkly</i>	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46
<i>Hourly (2080)</i>	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076

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43	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42
<i>Bi-wkly</i>	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02
<i>Hourly (2080)</i>	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07
<i>Bi-wkly</i>	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73
<i>Hourly (2080)</i>	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167
44	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14
<i>Bi-wkly</i>	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35
<i>Hourly (2080)</i>	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59
<i>Bi-wkly</i>	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68
<i>Hourly (2080)</i>	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096

County of Henrico

Alphabetical Listing of PM Pay Plan Classes

Information as of June 18, 2011

Job Code	Job Class Title	FSLA Status	Pay Plan. Grade
G.V.T.0000	Firefighter (Entry)/ALS-PM/112	Non - Exempt	PM.23
G.V.T.0001	Firefighter (FFII)/ALS-PM/112	Non - Exempt	PM.24
G.V.T.0030	Firefighter/ALS-PM/112	Non - Exempt	PM.24
G.V.T.0002	Firefighter (FFIII)/ALS-PM/112	Non - Exempt	PM.25
G.V.T.0003	Firefighter (Senior)/ALS-PM/112	Non - Exempt	PM.26
G.V.T.0004	Firefighter (Master)/ALS-PM/112	Non - Exempt	PM.27
G.V.T.0005	Firefighter (Career)/ALS-PM/112	Non - Exempt	PM.28
G.V.T.0006	Fire Lieutenant/ALS-PM/112	Non - Exempt	PM.30
G.V.T.0007	Fire Captain/ALS-PM/112	Exempt	PM.33
G.V.T.0009	Fire Battalion Chief/ALS-PM/112	Exempt	PM.35
G.V.T.0010	Fire Division Chief/ALS-PM/112	Exempt	PM.36
G.V.T.0012	Assistant Fire Chief/ALS-PM/112	Exempt	PM.39
G.V.T.0013	Deputy Fire Chief/ALS-PM/112	Exempt	PM.41

PM PAYPLAN – FY 2011-12 (Effective 06/18/2011)

Paygrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
23													
<i>Annual</i>	45,011.87	46,079.55	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01
<i>Bi-wkly</i>	1,731.23	1,772.29	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65
<i>Hourly (2080)</i>	21.64032	22.15363	22.67911	23.21706	23.76777	24.33154	24.90869	25.49952	26.10437	26.72356	27.35745	28.00637	28.67068
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90
<i>Bi-wkly</i>	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88
<i>Hourly (2080)</i>	29.35074	30.04694	30.75966	31.48928	32.23620	33.00085	33.78363	34.58497	35.40533	36.24514	37.10488	37.98501	38.88601
24													
<i>Annual</i>	47,172.55	48,291.49	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64
<i>Bi-wkly</i>	1,814.33	1,857.36	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76
<i>Hourly (2080)</i>	22.67912	23.21707	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49
<i>Bi-wkly</i>	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21
<i>Hourly (2080)</i>	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265
25													
<i>Annual</i>	49,436.96	50,609.61	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70
<i>Bi-wkly</i>	1,901.42	1,946.52	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14
<i>Hourly (2080)</i>	23.76777	24.33155	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46
<i>Bi-wkly</i>	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71
<i>Hourly (2080)</i>	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888
26													
<i>Annual</i>	51,810.07	53,039.00	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76
<i>Bi-wkly</i>	1,992.69	2,039.96	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07
<i>Hourly (2080)</i>	24.90869	25.49952	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75
<i>Bi-wkly</i>	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72
<i>Hourly (2080)</i>	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902

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27	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	54,297.09	55,585.01	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74
<i>Bi-wkly</i>	2,088.35	2,137.89	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80
<i>Hourly (2080)</i>	26.10437	26.72357	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73
<i>Bi-wkly</i>	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61
<i>Hourly (2080)</i>	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757
28	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	56,903.49	58,253.24	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90
<i>Bi-wkly</i>	2,188.60	2,240.51	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61
<i>Hourly (2080)</i>	27.35745	28.00637	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24
<i>Bi-wkly</i>	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74
<i>Hourly (2080)</i>	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926
29	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	59,635.01	61,049.55	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81
<i>Bi-wkly</i>	2,293.65	2,348.06	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80
<i>Hourly (2080)</i>	28.67068	29.35075	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57
<i>Bi-wkly</i>	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52
<i>Hourly (2080)</i>	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903
30	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	62,497.64	63,980.09	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44
<i>Bi-wkly</i>	2,403.76	2,460.77	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67
<i>Hourly (2080)</i>	30.04695	30.75966	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51
<i>Bi-wkly</i>	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37
<i>Hourly (2080)</i>	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208

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31	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	65,497.70	67,051.30	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13
<i>Bi-wkly</i>	2,519.14	2,578.90	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54
<i>Hourly (2080)</i>	31.48928	32.23621	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38
<i>Bi-wkly</i>	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71
<i>Hourly (2080)</i>	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384
32	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	68,641.76	70,269.94	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61
<i>Bi-wkly</i>	2,640.07	2,702.69	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75
<i>Hourly (2080)</i>	33.00085	33.78363	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02
<i>Bi-wkly</i>	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00
<i>Hourly (2080)</i>	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001
33	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	71,936.74	73,643.08	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05
<i>Bi-wkly</i>	2,766.80	2,832.43	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66
<i>Hourly (2080)</i>	34.58498	35.40533	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86
<i>Bi-wkly</i>	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73
<i>Hourly (2080)</i>	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657
34	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	75,389.90	77,178.15	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04
<i>Bi-wkly</i>	2,899.61	2,968.39	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62
<i>Hourly (2080)</i>	36.24515	37.10488	37.98501	38.88601	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91
<i>Bi-wkly</i>	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38
<i>Hourly (2080)</i>	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977

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35	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	79,008.81	80,882.90	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64
<i>Bi-wkly</i>	3,038.80	3,110.88	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02
<i>Hourly (2080)</i>	37.98501	38.88601	39.80839	40.75264	41.71929	42.70887	43.72193	44.75901	45.82070	46.90756	48.02021	49.15925	50.32531
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83
<i>Bi-wkly</i>	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49
<i>Hourly (2080)</i>	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617
36	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	82,801.44	84,765.49	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40
<i>Bi-wkly</i>	3,184.67	3,260.21	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28
<i>Hourly (2080)</i>	39.80839	40.75265	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90
<i>Bi-wkly</i>	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61
<i>Hourly (2080)</i>	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265
37	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	86,776.13	88,834.46	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35
<i>Bi-wkly</i>	3,337.54	3,416.71	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82
<i>Hourly (2080)</i>	41.71930	42.70888	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11
<i>Bi-wkly</i>	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31
<i>Hourly (2080)</i>	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640
38	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	90,941.61	93,098.75	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09
<i>Bi-wkly</i>	3,497.75	3,580.72	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08
<i>Hourly (2080)</i>	43.72193	44.75902	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16
<i>Bi-wkly</i>	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20
<i>Hourly (2080)</i>	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499

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39	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	95,307.05	97,567.73	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74
<i>Bi-wkly</i>	3,665.66	3,752.61	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53
<i>Hourly (2080)</i>	45.82070	46.90757	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52
<i>Bi-wkly</i>	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90
<i>Hourly (2080)</i>	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631
40	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	99,882.04	102,251.24	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02
<i>Bi-wkly</i>	3,841.62	3,932.74	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65
<i>Hourly (2080)</i>	48.02022	49.15926	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43
<i>Bi-wkly</i>	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09
<i>Hourly (2080)</i>	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867
41	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	104,676.64	107,159.57	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26
<i>Bi-wkly</i>	4,026.02	4,121.52	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97
<i>Hourly (2080)</i>	50.32531	51.51903	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97
<i>Bi-wkly</i>	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46
<i>Hourly (2080)</i>	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076
42	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	109,701.40	112,303.51	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42
<i>Bi-wkly</i>	4,219.28	4,319.37	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02
<i>Hourly (2080)</i>	52.74106	53.99208	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	148,787.90	152,317.14	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07
<i>Bi-wkly</i>	5,722.61	5,858.35	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73
<i>Hourly (2080)</i>	71.53265	73.22940	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167

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43	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	114,967.35	117,694.38	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14
<i>Bi-wkly</i>	4,421.82	4,526.71	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35
<i>Hourly (2080)</i>	55.27277	56.58384	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	155,930.11	159,628.77	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.89
<i>Bi-wkly</i>	5,997.31	6,139.57	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68
<i>Hourly (2080)</i>	74.96640	76.74461	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	90.43076	92.57578
44	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
<i>Annual</i>	120,486.09	123,344.02	126,269.74	129,264.86	132,331.02	135,469.91	138,683.26	141,972.83	145,340.42	148,787.90	152,317.14	155,930.11	159,628.77
<i>Bi-wkly</i>	4,634.08	4,744.00	4,856.53	4,971.73	5,089.65	5,210.38	5,333.97	5,460.49	5,590.02	5,722.61	5,858.35	5,997.31	6,139.57
<i>Hourly (2080)</i>	57.92601	59.30001	60.70661	62.14657	63.62069	65.12977	66.67465	68.25617	69.87521	71.53265	73.22940	74.96640	76.74461
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
<i>Annual</i>	163,415.16	167,291.37	171,259.52	175,321.80	179,480.43	183,737.71	188,095.97	192,557.60	197,125.07	201,800.88	206,587.59	211,487.85	216,504.34
<i>Bi-wkly</i>	6,285.20	6,434.28	6,586.90	6,743.15	6,903.09	7,066.83	7,234.46	7,406.06	7,581.73	7,761.57	7,945.68	8,134.15	8,327.09
<i>Hourly (2080)</i>	78.56499	80.42855	82.33631	84.28933	86.28867	88.33544	90.43076	92.57578	94.77167	97.01966	99.32096	101.67686	104.08863

County of Henrico
FY 2011-12 Compensation Plan Effective 06/18/2011
Hourly/Temporary/Seasonal (HT) Pay Plan ⁽¹⁾
(Classes paid hourly)

HT Class Code	HT Class Title	FLSA	HT Pay Grade	Hourly Pay Rate *
G.X.W.0097	Data Entry Clerk	Non-Exempt	HT.11	9.60
G.X.T.0099	Firefighter Technician	Non-Exempt	HT.21	15.34
G.F.E.0017	Library Associate	Non-Exempt	HT.08	8.34
G.X.W.0095	MH/DS Production Worker	Non-Exempt	HT.12	10.06
G.B.B.0072	Management Specialist	Non-Exempt	HT.21	15.34
G.X.W.0003	Office Aide	Non-Exempt	HT.01	6.00
G.O.E.R.A	Recreation Helper	Non-Exempt	HT.05	7.25
G.E.E.0015	Recreation Aide	Non-Exempt	HT.08	8.34
G.E.E.0022	Recreation Center Coordinator	Non-Exempt	HT.14	11.05
G.E.E.0021	Recreation Instructor	Non-Exempt	HT.12	10.06
G.E.Z.0025	Recreation Night Location Supervisor	Non-Exempt	HT.18	13.32
G.X.W.0091	Traffic Counter	Non-Exempt	HT.08	8.34

(1) This is a separate pay plan. These rates of pay are approximately 11.5% below the step 01 rates for the corresponding pay grades in the regular/permanent (UP) pay plan.

***NOTE:** Minimum Wage increased to \$ \$7.25 per hour effective July 24, 2009.

County of Henrico
Alphabetical Listing of Hourly/Temporary/Seasonal (HT) Classes
Information as of June 18, 2011

H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
F.A.01	ACCOUNT CLERK I	12	Non-exempt
F.A.03	ACCOUNT CLERK II	15	Non-exempt
F.A.05	ACCOUNT CLERK III	18	Non-exempt
B.A.11	ACCOUNTANT I	21	Exempt
B.A.13	ACCOUNTANT II	23	Exempt
B.A.14	ACCOUNTANT III	25	Exempt
B.A.15	ACCOUNTANT IV	27	Exempt
F.A.07	ACCOUNTING & FISCAL TECHNICIAN	19	Non-exempt
A.A.19	ACCOUNTING SECTION MANAGER	31	Exempt
F.H.15	ADMINISTRATIVE ASSISTANT	22	Non-exempt
F.H.13	ADMINISTRATIVE SECRETARY	21	Non-exempt
D.S.13	AN. PROTECTION OFFICER--CAREER	24	Non-exempt
D.S.10	AN. PROTECTION OFFICER--CDP 1ST CLS	21	Non-exempt
D.S.12	AN. PROTECTION OFFICER--CDP MASTER	23	Non-exempt
D.S.11	AN. PROTECTION OFFICER--CDP SENIOR	22	Non-exempt
D.S.01	ANIMAL PROTECTION OFFICER	20	Non-exempt
C.S.03	ANIMAL PROTECTION SUPERVISOR	28	Exempt
B.D.22	ASSISTANT ATTORNEY I/COMMONWEALTH	31	Exempt
B.D.24	ASSISTANT ATTORNEY II/COMMONWEALTH	34	Exempt
B.D.23	ASSISTANT ATTORNEY III/COMMONWEALTH	36	Exempt
B.P.55	ASSISTANT CHIEF OF SOLID WASTE	30	Exempt
B.D.02	ASSISTANT COUNTY ATTORNEY I	31	Exempt
B.D.04	ASSISTANT COUNTY ATTORNEY II	34	Exempt
B.D.05	ASSISTANT COUNTY ATTORNEY III	36	Exempt
B.P.58	ASSISTANT DIVISION DIRECTOR	31	Exempt
F.C.13	ASSISTANT MAIL ROOM SUPERVISOR	15	Non-exempt
C.N.69	ASSISTANT PRODUCER/DIRECTOR	23	Exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
F.C.07	ASSISTANT REGISTRAR I	15	Non-exempt
F.C.08	ASSISTANT REGISTRAR II	18	Non-exempt
B.P.18	ASSISTANT TRAFFIC ENGINEER	28	Exempt
B.A.20	ASSISTANT TREASURY SUPERVISOR	25	Exempt
B.D.23	ASSISTANT ATTORNEY III/COMMONWEALTH	36	Exempt
B.A.09	AUDITOR I	23	Exempt
B.A.10	AUDITOR II	25	Exempt
B.A.08	AUDITOR III	27	Exempt
G.K.40	AUTOMOTIVE EQUIPMENT MECHANIC	19	Non-exempt
C.J.37	AUTOMOTIVE EQUIPMENT SUPERVISOR	23	Exempt
H.L.21	AUTOMOTIVE EQUIPMENT TECHNICIAN	15	Non-exempt
A.J.43	AUTOMOTIVE FLEET MANAGER	31	Exempt
G.K.41	AUTOMOTIVE MECHANIC FOREMAN	21	Non-exempt
F.G.11	AUTOMOTIVE PARTS SUPERVISOR	21	Non-exempt
H.L.19	AUTOMOTIVE SERVICE WORKER I	11	Non-exempt
H.L.20	AUTOMOTIVE SERVICE WORKER II	14	Non-exempt
B.E.17	BRANCH LIBRARIAN	28	Exempt
C.M.21	BRIDGE INSPECTOR	25	Non-exempt
B.A.45	BUDGET ANALYST I	23	Exempt
B.A.46	BUDGET ANALYST II	25	Exempt
B.A.47	BUDGET ANALYST III	27	Exempt
A.C.51	BUDGET DIRECTOR	40	Exempt
B.A.60	BUDGET SUPERVISOR	31	Exempt
C.M.11	BUILDING INSPECTOR I	21	Non-exempt
C.M.17	BUILDING INSPECTOR II	23	Non-exempt
C.J.06	BUILDING SUPERINTENDENT	24	Exempt
A.P.08	BUILDINGS AND GROUNDS MANAGER	33	Exempt

County of Henrico
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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
B.A.76	BUSINESS AUDIT SUPERVISOR	27	Exempt
B.A.70	BUSINESS AUDITOR I	21	Non-exempt
B.A.72	BUSINESS AUDITOR II	23	Exempt
C.A.28	BUSINESS INSPECTION SUPERVISOR	23	Exempt
C.A.27	BUSINESS INSPECTOR	21	Non-exempt
B.B.22	BUSINESS MANAGER	29	Exempt
B.A.78	BUSINESS SECTION MANAGER	29	Exempt
E.B.81	BUSINESS SUPERVISOR	23	Exempt
B.G.15	BUYER	23	Exempt
B.P.34	CAPITAL PROJECTS COORDINATOR	30	Exempt
B.P.30	CAPITAL PROJECTS MANAGER	31	Exempt
G.K.25	CARPENTER	18	Non-exempt
A.R.11	CASEWORK SUPERVISOR	30	Exempt
A.B.55	CATC ASSISTANT DIRECTOR	35	Exempt
B.B.65	CATC CONTRACT SPECIALIST	23	Exempt
B.B.54	CATC DIVISION SUPERVISOR	27	Exempt
B.B.51	CATC EMPLOYMENT/TRAINING COORD I	24	Exempt
B.B.52	CATC EMPLOYMENT/TRAINING COORD II	25	Exempt
B.B.53	CATC EMPLOYMENT/TRAINING SPECIALIST	21	Exempt
E.B.50	CATC EMPLOYMENT/TRAINING TECHNICIAN	18	Non-exempt
B.B.57	CATC INSTRUCTIONAL SPECIALIST	23	Exempt
B.B.66	CATC JOB DEVELOPER	23	Exempt
B.B.58	CATC VOCATIONAL SPECIALIST	23	Exempt
B.N.23	CHEMIST	24	Exempt
A.U.32	CHIEF DEPUTY SHERIFF	35	Exempt
B.N.26	CHIEF OF LABORATORY OPERATIONS	28	Exempt
D.U.22	CHIEF OF SECURITY SERVICES	25	Exempt

County of Henrico
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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
C.J.58	CHIEF WATER/WW PLANT OPERATOR	24	Non-exempt
B.B.61	CLAIMS ADJUSTER	21	Non-exempt
E.B.62	CLAIMS TECHNICIAN	18	Non-exempt
C.U.68	COMMUN. OFFICER/CDP CAREER	24	Non-exempt
C.U.65	COMMUN. OFFICER/CDP FIRST CLASS	21	Non-exempt
C.U.67	COMMUN. OFFICER/CDP MASTER	23	Non-exempt
C.U.66	COMMUN. OFFICER/CDP SENIOR	22	Non-exempt
C.N.18	COMMUNICATIONS MAINTENANCE SPVR.	28	Exempt
C.U.16	COMMUNICATIONS OFFICER	20	Non-exempt
C.U.17	COMMUNICATIONS OFFICER--ENTRY	19	Non-exempt
C.U.18	COMMUNICATIONS SUPERVISOR	26	Non-exempt
A.P.28	COMMUNICATIONS SYSTEMS MANAGER	33	Exempt
C.N.34	COMMUNICATIONS SYSTEMS TECHNICIAN	23	Non-exempt
B.O.18	COMMUNITY DEVELOPMENT SUPERVISOR	26	Exempt
E.Q.08	COMMUNITY DEVELOPMENT TECHNICIAN I	18	Non-exempt
E.Q.10	COMMUNITY DEVELOPMENT TECHNICIAN II	21	Non-exempt
E.Q.11	COMMUNITY DEVELOPMENT TECHNICIAN III	23	Non-exempt
C.F.31	COMPUTER OPERATIONS SUPERVISOR	25	Exempt
F.F.27	COMPUTER OPERATOR I	15	Non-exempt
F.F.29	COMPUTER OPERATOR II	18	Non-exempt
F.F.30	COMPUTER OPERATOR III	21	Non-exempt
C.M.19	CONSTRUCTION COORDINATOR	23	Exempt
A.P.14	CONSTRUCTION ENGINEER	34	Exempt
C.M.37	CONSTRUCTION INSPECTOR	21	Non-exempt
A.A.50	CONTROLLER	31	Exempt
B.U.30	CORRECTIONAL CAPTAIN	30	Exempt
D.U.41	CORRECTIONAL DEP./1ST CLS/SHIFT	21	Non-exempt

County of Henrico
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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
D.U.48	CORRECTIONAL DEP./CDP CAREER	24	Non-exempt
D.U.45	CORRECTIONAL DEP./CDP FIRST CLASS	21	Non-exempt
D.U.47	CORRECTIONAL DEP./CDP MASTER	23	Non-exempt
D.U.46	CORRECTIONAL DEP./CDP SENIOR	22	Non-exempt
D.U.44	CORRECTIONAL DEP.-CAREER/SHIFT	24	Non-exempt
D.U.43	CORRECTIONAL DEP.-MASTER/SHIFT	23	Non-exempt
D.U.42	CORRECTIONAL DEP.-SENIOR/SHIFT	22	Non-exempt
D.U.23	CORRECTIONAL DEPUTY	20	Non-exempt
D.U.24	CORRECTIONAL DEPUTY/SHIFT	20	Non-exempt
B.U.27	CORRECTIONAL LIEUTENANT	28	Exempt
B.U.28	CORRECTIONAL LIEUTENANT/SHIFT	28	Exempt
A.U.31	CORRECTIONAL MAJOR	32	Exempt
C.U.25	CORRECTIONAL SERGEANT	26	Non-exempt
C.U.26	CORRECTIONAL SERGEANT/SHIFT	26	Non-exempt
B.O.03	COUNTY PLANNER I	23	Exempt
B.O.05	COUNTY PLANNER II	26	Exempt
B.O.06	COUNTY PLANNER III	28	Exempt
B.O.07	COUNTY PLANNER IV	30	Exempt
B.R.84	COUNTY PROBATION OFFICER	21	Exempt
F.C.12	COURIER	11	Non-exempt
B.B.91	CRIMINAL RECORDS MANAGER	28	Exempt
E.U.12	CROSSING GUARD	11	Non-exempt
B.R.25	CSA COORDINATOR	28	Exempt
H.I.03	CUSTODIAL WORKER	9	Non-exempt
H.I.05	CUSTODIAN I	11	Non-exempt
H.I.07	CUSTODIAN II	13	Non-exempt
F.C.06	CUSTOMER SERVICE REPRESENTATIVE	15	Non-exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
B.A.53	CUSTOMER SERVICE SUPERVISOR	27	Exempt
F.D.12	DEPUTY CLERK I	12	Non-exempt
E.D.14	DEPUTY CLERK II	16	Non-exempt
E.D.16	DEPUTY CLERK III	19	Non-exempt
B.D.17	DEPUTY CLERK IV	22	Non-exempt
A.D.19	DEPUTY CLERK SUPERVISOR	25	Exempt
B.O.15	DEPUTY ZONING CONFORMANCE OFFICER	25	Exempt
A.P.15	DESIGN ENGINEER	34	Exempt
B.R.57	DETENTION COUNSELOR	21	Non-exempt
B.I.30	DETENTION FOOD SERVICE MANAGER	23	Exempt
B.R.60	DETENTION OUTREACH COORDINATOR	25	Exempt
B.R.58	DETENTION OUTREACH WORKER	23	Exempt
B.R.59	DETENTION SUPERVISOR	25	Exempt
A.A.59	DIVISION DIRECTOR	34	Exempt
A.A.58	DIVISION MANAGER	33	Exempt
C.Q.11	DRAFTING TECHNICIAN I	15	Non-exempt
C.Q.13	DRAFTING TECHNICIAN II	18	Non-exempt
B.P.07	ELECTRICAL ENGINEER	28	Exempt
C.M.09	ELECTRICAL/ELEVATOR INSPECTOR SUPV	25	Exempt
G.K.05	ELECTRICIAN	19	Non-exempt
C.N.35	ELECTRONIC CONTROLS TECHNICIAN	23	Non-exempt
B.U.60	EMERGENCY COMMUNICATIONS MANAGER	28	Exempt
A.T.17	EMERGENCY MANAGER	34	Exempt
B.R.13	EMPLOYMENT SERVICES SUPERVISOR	29	Exempt
B.P.01	ENGINEER I	26	Exempt
B.P.03	ENGINEER II	28	Exempt
H.Q.01	ENGINEERING AIDE I	12	Non-exempt

County of Henrico
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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
C.Q.03	ENGINEERING AIDE II	15	Non-exempt
C.Q.05	ENGINEERING AIDE III	18	Non-exempt
C.Q.15	ENGINEERING TECHNICIAN	21	Non-exempt
C.M.35	ENVIRONMENTAL INSPECTOR	21	Non-exempt
A.P.36	ENVIRONMENTAL MANAGEMENT ENGINEER	34	Exempt
H.J.23	EQUIPMENT OPERATOR I	12	Non-exempt
G.J.25	EQUIPMENT OPERATOR II	14	Non-exempt
G.J.27	EQUIPMENT OPERATOR III	16	Non-exempt
F.H.17	EXECUTIVE ASSISTANT	25	Non-exempt
B.J.80	FACILITIES COORDINATOR	22	Exempt
G.K.01	FIRE EQUIPMENT MECHANIC	21	Non-exempt
G.K.02	FIRE EQUIPMENT MECHANIC FOREMAN	22	Non-exempt
B.B.11	FITNESS TRAINER	23	Exempt
H.I.21	FOOD SERVICE ASSISTANT	8	Non-exempt
A.I.25	FOOD SERVICE MANAGER	25	Exempt
E.I.20	FOOD SERVICE SUPERVISOR	21	Non-exempt
B.N.50	GIS COORDINATOR	34	Exempt
C.Q.18	GIS TECHNICIAN	19	Non-exempt
B.B.09	HUMAN RESOURCES ANALYST I	23	Exempt
B.B.25	HUMAN RESOURCES ANALYST II	25	Exempt
B.B.26	HUMAN RESOURCES ANALYST III	27	Exempt
B.B.38	HUMAN RESOURCES MANAGER	30	Exempt
B.B.24	HUMAN RESOURCES SPECIALIST	21	Exempt
B.R.00	HUMAN SERVICES ASSISTANT	18	Non-exempt
A.R.20	HUMAN SERVICES DIVISION MANAGER	34	Exempt
B.R.01	HUMAN SERVICES SPECIALIST	21	Exempt
B.R.18	HUMAN SERVICES SUPERVISOR	29	Exempt

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B.V.01	INFANT DEVELOPMENT SPECIALIST	27	Exempt
B.F.52	INFORMATION TECH SENIOR SPECIALIST	31	Exempt
C.F.26	INFORMATION TECH. CONTROL SPVR.	21	Exempt
C.F.25	INFORMATION TECH. CONTROL TECH.	18	Non-exempt
B.B.06	INFORMATION TECH. HARDWARE SPCLST.	33	Exempt
B.B.08	INFORMATION TECH. PROJECT LEADER	34	Exempt
B.B.07	INFORMATION TECH. SYSTEMS ENGINEER	33	Exempt
A.B.10	INFORMATION TECHNOLOGY PROJECT MGR.	36	Exempt
B.U.36	INMATE CLASSIFICATION OFFICER	21	Exempt
B.U.38	INMATE CLASSIFICATION SUPERVISOR	25	Exempt
C.M.15	INSPECTIONS PLANS REVIEWER	25	Exempt
C.N.36	INSTRUMENTATION SPECIALIST	19	Non-exempt
B.B.67	JOB DEVELOPER	23	Exempt
C.L.09	LABOR FOREMAN I	17	Non-exempt
C.L.11	LABOR FOREMAN II	18	Non-exempt
C.L.13	LABOR FOREMAN III	21	Non-exempt
E.N.19	LABORATORY AIDE	12	Non-exempt
B.N.29	LABORATORY ANALYST	18	Non-exempt
H.L.05	LABORER	10	Non-exempt
H.L.08	LANDFILL ATTENDANT	18	Non-exempt
C.U.14	LATENT PRINT EXAMINER	26	Non-exempt
B.E.09	LIBRARIAN I	26	Exempt
B.E.11	LIBRARIAN II	27	Exempt
B.E.12	LIBRARIAN III	29	Exempt
E.E.03	LIBRARY ASSISTANT I	15	Non-exempt
E.E.05	LIBRARY ASSISTANT II	18	Non-exempt
E.E.06	LIBRARY ASSISTANT III	21	Exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
E.E.07	LIBRARY ASSISTANT IV	23	Exempt
F.E.18	LIBRARY CLERK	12	Non-exempt
A.E.16	LIBRARY MANAGER	31	Exempt
A.E.45	LIBRARY PUBLIC SERVICES COORDINATOR	33	Exempt
H.L.01	MAINTENANCE ASSISTANT I	11	Non-exempt
H.L.02	MAINTENANCE ASSISTANT II	14	Non-exempt
C.J.09	MAINTENANCE SUPERINTENDENT	25	Exempt
H.I.15	MAINTENANCE SUPERVISOR	23	Exempt
E.B.92	MANAGEMENT ASSISTANT	21	Non-exempt
B.B.20	MANAGEMENT SPECIALIST I	23	Exempt
B.B.14	MANAGEMENT SPECIALIST II	25	Exempt
E.B.93	MANAGEMENT TECHNICIAN	18	Non-exempt
A.F.33	MANAGER OF PRODUCTION SERVICES	33	Exempt
C.N.28	MATERIALS TECHNICIAN I	15	Non-exempt
C.N.30	MATERIALS TECHNICIAN II	19	Non-exempt
B.P.06	MECHANICAL ENGINEER	28	Exempt
C.M.23	MECHANICAL/PLUMBING INSPECTOR SUPV	25	Exempt
B.N.62	MEDIA MANAGER	31	Exempt
C.N.60	MEDIA SPECIALIST	25	Exempt
E.V.10	MEDICAL ASSISTANT	18	Non-exempt
F.C.19	METER READER	12	Non-exempt
F.C.21	METER READER FOREMAN	17	Non-exempt
G.L.29	METER REPAIR SPECIALIST	13	Non-exempt
G.L.28	METER SERVICE FOREMAN	17	Non-exempt
G.L.27	METER SERVICE WORKER	13	Non-exempt
E.V.96	MH/DS CASE AIDE	12	Non-exempt
B.V.20	MH/DS CASE MANAGER	23	Exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
B.V.24	MH/DS CLINICAL SUPERVISOR	30	Exempt
B.V.22	MH/DS CLINICIAN	28	Exempt
B.V.16	MH/DS COMMUNITY SUPPORT SUPERVISOR	26	Exempt
A.V.35	MH/DS DIVISION DIRECTOR	38	Exempt
B.V.13	MH/DS FACILITIES COORDINATOR	25	Exempt
B.V.15	MH/DS GROUP HOME SUPERVISOR	23	Exempt
E.V.05	MH/DS GROUP HOME WORKER	1	Non-exempt
B.V.12	MH/DS MARKETING SPECIALIST	21	Exempt
A.V.47	MH/DS PROGRAM COORDINATOR	32	Exempt
A.V.45	MH/DS PROGRAM MANAGER	33	Exempt
B.V.29	MH/DS RECORDS COORDINATOR	23	Exempt
B.V.14	MH/DS RESIDENTIAL COUNSELOR	21	Exempt
B.V.18	MH/DS SENIOR COMMUNITY SUPPORT SPVR	28	Exempt
A.V.40	MH/DS SENIOR DIVISION DIRECTOR	38	Exempt
B.V.19	MH/DS SUPPORT SERVICES SPECIALIST	21	Non-exempt
E.V.06	MH/DS TRAINING ASSISTANT	15	Non-exempt
B.V.08	MH/DS TRAINING SPECIALIST	21	Exempt
E.N.20	MONITORING TECHNICIAN I	15	Non-exempt
E.N.40	MONITORING TECHNICIAN II	18	Non-exempt
F.E.40	MUSEUM TECHNICIAN	18	Non-exempt
B.V.60	NURSE PRACTITIONER	29	Exempt
B.V.03	OCCUPATIONAL THERAPIST	27	Exempt
F.H.01	OFFICE ASSISTANT I	10	Non-exempt
F.H.03	OFFICE ASSISTANT II	12	Non-exempt
F.H.05	OFFICE ASSISTANT III	15	Non-exempt
F.H.07	OFFICE ASSISTANT IV	18	Non-exempt
F.C.17	OFFICE SUPERVISOR	21	Non-exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
G.K.21	PAINTER	18	Non-exempt
E.D.35	PARALEGAL	23	Non-exempt
A.J.10	PARKS SERVICES MANAGER	31	Exempt
F.C.05	PERMIT CLERK	15	Non-exempt
E.A.37	PERSONAL PROPERTY TAX AUDITOR I	21	Non-exempt
E.A.39	PERSONAL PROPERTY TAX AUDITOR II	23	Exempt
C.O.01	PLANNING TECHNICIAN	21	Non-exempt
G.J.04	PLANT MAINTENANCE MECHANIC	19	Non-exempt
G.K.31	PLUMBER	18	Non-exempt
B.R.82	PRETRIAL SERVICES OFFICER	21	Exempt
G.J.19	PREVENTIVE MAINTENANCE SUPERVISOR	21	Non-exempt
G.J.18	PREVENTIVE MAINTENANCE TECHNICIAN	18	Non-exempt
A.O.07	PRINCIPAL PLANNER	33	Exempt
C.U.15	PROPERTY TECHNICIAN	15	Non-exempt
B.B.16	PUBLIC RELATIONS COORDINATOR	23	Exempt
B.B.19	PUBLIC RELATIONS SPECIALIST	25	Exempt
F.C.11	PUBLICATIONS ASSISTANT	18	Non-exempt
E.G.13	PURCHASING SUPPORT SPECIALIST	21	Non-exempt
E.G.14	PURCHASING TECHNICIAN	18	Non-exempt
C.K.06	RADIO REPAIR TECHNICIAN I	21	Non-exempt
C.K.08	RADIO REPAIR TECHNICIAN II	23	Non-exempt
C.K.10	RADIO REPAIR TECHNICIAN III	25	Non-exempt
B.N.01	REAL ESTATE APPRAISER I	18	Non-exempt
B.N.03	REAL ESTATE APPRAISER II	22	Exempt
B.N.07	REAL ESTATE APPRAISER SUPERVISOR	27	Exempt
A.N.09	REAL ESTATE ASSESSMENT DIRECTOR	34	Exempt
B.N.10	REAL ESTATE SECTION MANAGER	31	Exempt

County of Henrico
Alphabetical Listing of Hourly/Temporary/Seasonal (HT) Classes
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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
B.N.11	REAL PROPERTY AGENT I	21	Non-exempt
B.N.13	REAL PROPERTY AGENT II	23	Exempt
B.E.20	RECREATION COORDINATOR I	21	Exempt
B.E.24	RECREATION COORDINATOR II	23	Exempt
C.L.15	RECREATION DISTRICT FOREMAN	21	Non-exempt
E.E.21	RECREATION INSTRUCTOR	12	Non-exempt
A.E.28	RECREATION PROGRAMS MANAGER	31	Exempt
B.E.27	RECREATION PROGRAMS SUPERVISOR	27	Exempt
A.E.35	RECREATION/PARKS PLANNING SPVR.	30	Exempt
B.E.37	RECREATION/PARKS PROJECT SPECIALIST	23	Exempt
B.V.04	REGISTERED NURSE	27	Exempt
B.U.40	REHABILITATION COUNSELOR	21	Exempt
C.M.03	RESIDENTIAL BUILDING INSPECTOR SUPV	25	Exempt
E.A.22	REVENUE COLLECTION OFFICER I	19	Non-exempt
B.A.23	REVENUE COLLECTION OFFICER II	21	Non-exempt
C.P.17	ROAD CONSTR. & MAINT. ASST. SUPT.	28	Exempt
A.P.16	ROAD CONSTR. & MAINTENANCE SUPT.	34	Exempt
B.B.29	SAFETY OFFICER	25	Exempt
B.B.63	SAFETY SPECIALIST	21	Exempt
F.H.11	SECRETARY	18	Non-exempt
D.U.19	SECURITY OFFICER	16	Non-exempt
D.U.70	SECURITY OFFICER - CDP FIRST CLASS	17	Non-exempt
D.U.71	SECURITY OFFICER - CDP SENIOR	18	Non-exempt
D.U.21	SECURITY OFFICER SUPERVISOR	21	Non-exempt
B.A.16	SENIOR ACCOUNTANT	29	Exempt
D.S.02	SENIOR ANIMAL PROTECTION OFFICER	26	Non-exempt
A.D.07	SENIOR ASSISTANT COUNTY ATTORNEY	40	Exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
A.D.25	SENIOR ASST. ATTORNEY/COMMONWEALTH	40	Exempt
B.A.12	SENIOR AUDITOR	29	Exempt
B.A.48	SENIOR BUDGET & MANAGEMENT ANALYST	29	Exempt
B.A.74	SENIOR BUSINESS AUDITOR	25	Exempt
B.B.80	SENIOR BUSINESS SUPERVISOR	25	Exempt
B.G.16	SENIOR BUYER	25	Exempt
B.P.32	SENIOR CAPITAL PROJECT MANAGER	33	Exempt
B.B.60	SENIOR CLAIMS ADJUSTOR	25	Exempt
C.Q.17	SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	25	Non-exempt
C.M.20	SENIOR CONSTRUCTION COORDINATOR	25	Exempt
C.M.39	SENIOR CONSTRUCTION INSPECTOR	23	Exempt
A.A.49	SENIOR CONTROLLER	33	Exempt
E.I.23	SENIOR COOK	15	Non-exempt
B.R.85	SENIOR COUNTY PROBATION OFFICER	23	Exempt
G.K.07	SENIOR ELECTRICIAN	21	Non-exempt
B.U.61	SENIOR EMERGENCY COMMUNICATIONS MANAGER	31	Exempt
B.P.04	SENIOR ENGINEER	31	Exempt
C.Q.16	SENIOR ENGINEERING TECHNICIAN	23	Non-exempt
C.M.36	SENIOR ENVIRONMENTAL INSPECTOR	23	Exempt
B.B.12	SENIOR FITNESS TRAINER	25	Exempt
B.B.27	SENIOR HUMAN RESOURCES ANALYST	29	Exempt
B.R.03	SENIOR HUMAN SERVICES SPECIALIST	23	Exempt
C.N.37	SENIOR INSTRUMENTATION SPECIALIST	21	Non-exempt
B.N.33	SENIOR LABORATORY ANALYST	21	Non-exempt
C.U.21	SENIOR LATENT PRINT EXAMINER	28	Non-exempt
B.B.15	SENIOR MANAGEMENT SPECIALIST	27	Exempt
F.C.03	SENIOR PERMIT CLERK	18	Non-exempt

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C.O.02	SENIOR PLANNING TECHNICIAN	23	Non-exempt
B.P.50	SENIOR PLANS REVIEW ENGINEER	30	Exempt
G.J.05	SENIOR PLANT MAINTENANCE MECHANIC	21	Non-exempt
G.K.32	SENIOR PLUMBER	20	Non-exempt
C.U.94	SENIOR POLICE SUPPORT TECHNICIAN	21	Non-exempt
B.R.83	SENIOR PRETRIAL SERVICES OFFICER	23	Exempt
B.B.97	SENIOR PUBLIC RELATIONS SPECIALIST	27	Exempt
B.N.05	SENIOR REAL ESTATE APPRAISER	25	Exempt
B.N.14	SENIOR REAL PROPERTY AGENT	25	Exempt
B.E.26	SENIOR RECREATION COORDINATOR	25	Exempt
B.A.25	SENIOR REVENUE COLLECTION OFFICER	23	Exempt
F.C.26	SENIOR SHOP CLERK DISPATCHER	15	Non-exempt
E.R.16	SENIOR SOCIAL SERVICES AIDE	15	Non-exempt
B.R.09	SENIOR SOCIAL WORKER	28	Exempt
C.N.71	SENIOR TELEVISION PRODUCER/DIRECTOR	27	Exempt
G.J.32	SENIOR UTILITY PIPE LOCATOR	18	Non-exempt
G.K.19	SENIOR UTILITY PLANT MECHANIC	21	Non-exempt
C.J.56	SENIOR WATER/WW PLANT OPERATOR	22	Non-exempt
F.C.25	SHOP CLERK-DISPATCHER	12	Non-exempt
E.R.15	SOCIAL SERVICES AIDE	12	Non-exempt
B.R.07	SOCIAL WORKER I	23	Exempt
B.R.08	SOCIAL WORKER II	25	Exempt
B.V.02	SPEECH PATHOLOGIST	27	Exempt
F.G.05	STOREKEEPER I	12	Non-exempt
F.G.07	STOREKEEPER II	15	Non-exempt
B.J.41	SUPERINTENDENT/CENTRAL MAIN. FACILITY	27	Exempt
B.J.90	SUPPORT SERVICES SUPERVISOR	23	Exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
C.Q.07	SURVEY PARTY CHIEF	21	Non-exempt
B.F.44	TECHNOLOGY SUPPORT SPECIALIST I	23	Exempt
B.F.46	TECHNOLOGY SUPPORT SPECIALIST II	25	Exempt
B.F.48	TECHNOLOGY SUPPORT SPECIALIST III	27	Exempt
B.F.50	TECHNOLOGY SUPPORT SPECIALIST IV	30	Exempt
C.F.40	TECHNOLOGY SUPPORT TECHNICIAN I	18	Non-exempt
C.F.42	TECHNOLOGY SUPPORT TECHNICIAN II	21	Non-exempt
B.N.63	TELEVISION & MEDIA SERVICES MANAGER	32	Exempt
C.N.67	TELEVISION OPERATIONS TECHNICIAN	25	Exempt
C.N.65	TELEVISION PRODUCER DIRECTOR	25	Exempt
A.P.19	TRAFFIC ENGINEER	34	Exempt
C.Q.19	TRAFFIC ENGINEERING TECHNICIAN	21	Non-exempt
C.Q.23	TRAFFIC OPERATIONS SUPERVISOR	23	Exempt
H.L.23	TRAFFIC SERVICE WORKER I	13	Non-exempt
H.L.24	TRAFFIC SERVICE WORKER II	15	Non-exempt
H.L.25	TRAFFIC SIGNAL SERVICE WORKER	15	Non-exempt
G.K.03	TRAFFIC SIGNAL TECHNICIAN I	19	Non-exempt
G.K.04	TRAFFIC SIGNAL TECHNICIAN II	21	Non-exempt
C.N.32	TRAFFIC SIGNAL TECHNICIAN SPVR.	23	Exempt
B.P.29	TRANSPORTATION DEVELOPMENT ENGINEER	31	Exempt
A.A.80	TREASURY SUPERVISOR	29	Exempt
F.C.23	UTILITIES CASHIER	12	Non-exempt
F.G.09	UTILITY INVENTORY TECHNICIAN	16	Non-exempt
G.K.15	UTILITY MECHANIC	18	Non-exempt
G.J.22	UTILITY PIPE LOCATOR	15	Non-exempt
G.K.17	UTILITY PLANT MECHANIC	19	Non-exempt
H.J.13	UTILITY PLANT OPERATOR I	12	Non-exempt

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H/T/S Class Code	H/T/S Class Title	H/T/S	FLSA Status
H.J.15	UTILITY PLANT OPERATOR II	15	Non-exempt
C.J.31	UTILITY SUPERINTENDENT I	21	Non-exempt
C.J.33	UTILITY SUPERINTENDENT II	24	Exempt
B.A.42	VEHICLE SECTION MANAGER	27	Exempt
C.J.45	WATER FACILITY/RECLAM. OPER. SUPT.	28	Exempt
C.J.47	WATER/WW FACILITY MAINT. SUPT.	27	Exempt
H.J.52	WATER/WW PLANT OPERATOR I	16	Non-exempt
G.J.54	WATER/WW PLANT OPERATOR II	19	Non-exempt
H.J.50	WATER/WW PLANT OPERATOR TRAINEE	13	Non-exempt
G.K.43	WELDER	18	Non-exempt
C.M.31	ZONING ENFORCEMENT OFFICER	21	Non-exempt
C.M.33	ZONING ENFORCEMENT SUPERVISOR	23	Exempt

Hourly/Temporary/Seasonal (H/T/S) Pay Plan - Effective June 18, 2011

H/T/S Paygrade													
HT.1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	12,489.05	12,785.29	13,088.56	13,399.02	13,716.85	14,042.21	14,375.29	14,716.27	15,065.34	15,422.69	15,788.52	16,163.02	
<i>Bi-wkly</i>	480.35	491.74	503.41	515.35	527.57	540.08	552.90	566.01	579.44	593.18	607.25	621.65	
<i>Hourly</i>	6.00000	6.15000	6.29000	6.44000	6.59000	6.75000	6.91000	7.08000	7.24000	7.41000	7.59000	7.77000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	16,546.41	16,938.89	17,340.68	17,752.00	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89
<i>Bi-wkly</i>	636.40	651.50	666.95	682.77	698.96	715.54	732.52	749.89	767.68	785.89	804.53	823.61	843.15
<i>Hourly</i>	7.96000	8.14000	8.34000	8.53000	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000
HT.2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	13,088.56	13,399.02	13,716.85	14,042.21	14,375.29	14,716.27	15,065.34	15,422.69	15,788.52	16,163.02	16,546.41	16,938.89	
<i>Bi-wkly</i>	503.41	515.35	527.57	540.08	552.90	566.01	579.44	593.18	607.25	621.65	636.40	651.50	
<i>Hourly</i>	6.29000	6.44000	6.59000	6.75000	6.91000	7.08000	7.24000	7.41000	7.59000	7.77000	7.96000	8.14000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	17,340.68	17,752.00	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20
<i>Bi-wkly</i>	666.95	682.77	698.96	715.54	732.52	749.89	767.68	785.89	804.53	823.61	843.15	863.15	883.62
<i>Hourly</i>	8.34000	8.53000	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000
HT.3	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	13,716.85	14,042.21	14,375.29	14,716.27	15,065.34	15,422.69	15,788.52	16,163.02	16,546.41	16,938.89	17,340.68	17,752.00	
<i>Bi-wkly</i>	527.57	540.08	552.90	566.01	579.44	593.18	607.25	621.65	636.40	651.50	666.95	682.77	
<i>Hourly</i>	6.59000	6.75000	6.91000	7.08000	7.24000	7.41000	7.59000	7.77000	7.96000	8.14000	8.34000	8.53000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02
<i>Bi-wkly</i>	698.96	715.54	732.52	749.89	767.68	785.89	804.53	823.61	843.15	863.15	883.62	904.58	926.04
<i>Hourly</i>	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000
HT.4	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	14,375.29	14,716.27	15,065.34	15,422.69	15,788.52	16,163.02	16,546.41	16,938.89	17,340.68	17,752.00	18,173.08	18,604.14	
<i>Bi-wkly</i>	552.90	566.01	579.44	593.18	607.25	621.65	636.40	651.50	666.95	682.77	698.96	715.54	
<i>Hourly</i>	6.91000	7.08000	7.24000	7.41000	7.59000	7.77000	7.96000	8.14000	8.34000	8.53000	8.74000	8.94000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78
<i>Bi-wkly</i>	732.52	749.89	767.68	785.89	804.53	823.61	843.15	863.15	883.62	904.58	926.04	948.00	970.49
<i>Hourly</i>	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000
HT.5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	15,065.34	15,422.69	15,788.52	16,163.02	16,546.41	16,938.89	17,340.68	17,752.00	18,173.08	18,604.14	19,045.43	19,497.19	
<i>Bi-wkly</i>	579.44	593.18	607.25	621.65	636.40	651.50	666.95	682.77	698.96	715.54	732.52	749.89	
<i>Hourly</i>	7.24000	7.41000	7.59000	7.77000	7.96000	8.14000	8.34000	8.53000	8.74000	8.94000	9.16000	9.37000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02
<i>Bi-wkly</i>	767.68	785.89	804.53	823.61	843.15	863.15	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08
<i>Hourly</i>	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000

Hourly/Temporary/Seasonal (H/T/S) Pay Plan - Effective June 18, 2011

HT.6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	15,788.52	16,163.02	16,546.41	16,938.89	17,340.68	17,752.00	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	
<i>Bi-wkly</i>	607.25	621.65	636.40	651.50	666.95	682.77	698.96	715.54	732.52	749.89	767.68	785.89	
<i>Hourly</i>	7.59000	7.77000	7.96000	8.14000	8.34000	8.53000	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40
<i>Bi-wkly</i>	804.53	823.61	843.15	863.15	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90
<i>Hourly</i>	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000
HT.7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	16,546.41	16,938.89	17,340.68	17,752.00	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	
<i>Bi-wkly</i>	636.40	651.50	666.95	682.77	698.96	715.54	732.52	749.89	767.68	785.89	804.53	823.61	
<i>Hourly</i>	7.96000	8.14000	8.34000	8.53000	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72
<i>Bi-wkly</i>	843.15	863.15	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07
<i>Hourly</i>	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000
HT.8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	17,340.68	17,752.00	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	
<i>Bi-wkly</i>	666.95	682.77	698.96	715.54	732.52	749.89	767.68	785.89	804.53	823.61	843.15	863.15	
<i>Hourly</i>	8.34000	8.53000	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90
<i>Bi-wkly</i>	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69
<i>Hourly</i>	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000
HT.9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	18,173.08	18,604.14	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	
<i>Bi-wkly</i>	698.96	715.54	732.52	749.89	767.68	785.89	804.53	823.61	843.15	863.15	883.62	904.58	
<i>Hourly</i>	8.74000	8.94000	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00
<i>Bi-wkly</i>	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88
<i>Hourly</i>	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000
HT.10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	19,045.43	19,497.19	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	
<i>Bi-wkly</i>	732.52	749.89	767.68	785.89	804.53	823.61	843.15	863.15	883.62	904.58	926.04	948.00	
<i>Hourly</i>	9.16000	9.37000	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23
<i>Bi-wkly</i>	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78
<i>Hourly</i>	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000

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HT.11	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	19,959.66	20,433.11	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	
<i>Bi-wkly</i>	767.68	785.89	804.53	823.61	843.15	863.15	883.62	904.58	926.04	948.00	970.49	993.51	
<i>Hourly</i>	9.60000	9.82000	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97
<i>Bi-wkly</i>	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50
<i>Hourly</i>	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000
HT.12	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	20,917.78	21,413.95	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	
<i>Bi-wkly</i>	804.53	823.61	843.15	863.15	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08	1,041.20	
<i>Hourly</i>	10.06000	10.30000	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74
<i>Bi-wkly</i>	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18
<i>Hourly</i>	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000
HT.13	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	21,921.89	22,441.88	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	
<i>Bi-wkly</i>	843.15	863.15	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	
<i>Hourly</i>	10.54000	10.79000	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24
<i>Bi-wkly</i>	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97
<i>Hourly</i>	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000
HT.14	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	22,974.20	23,519.15	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	
<i>Bi-wkly</i>	883.62	904.58	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	
<i>Hourly</i>	11.05000	11.31000	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35
<i>Bi-wkly</i>	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01
<i>Hourly</i>	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000
HT.15	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	24,077.02	24,648.13	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	
<i>Bi-wkly</i>	926.04	948.00	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	
<i>Hourly</i>	11.58000	11.85000	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12
<i>Bi-wkly</i>	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47
<i>Hourly</i>	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000

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HT.16	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	25,232.78	25,831.30	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	
<i>Bi-wkly</i>	970.49	993.51	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	
<i>Hourly</i>	12.13000	12.42000	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81
<i>Bi-wkly</i>	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49
<i>Hourly</i>	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000
HT.17	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	26,444.02	27,071.27	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	
<i>Bi-wkly</i>	1,017.08	1,041.20	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	
<i>Hourly</i>	12.71000	13.02000	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89
<i>Bi-wkly</i>	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26
<i>Hourly</i>	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000
HT.18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	27,713.40	28,370.77	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	
<i>Bi-wkly</i>	1,065.90	1,091.18	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	
<i>Hourly</i>	13.32000	13.64000	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02
<i>Bi-wkly</i>	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96
<i>Hourly</i>	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000
HT.19	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	29,043.72	29,732.64	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	
<i>Bi-wkly</i>	1,117.07	1,143.56	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	
<i>Hourly</i>	13.96000	14.29000	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11
<i>Bi-wkly</i>	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77
<i>Hourly</i>	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000
HT.20	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	30,437.90	31,159.88	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	
<i>Bi-wkly</i>	1,170.69	1,198.46	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	
<i>Hourly</i>	14.63000	14.98000	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29
<i>Bi-wkly</i>	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90
<i>Hourly</i>	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000

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HT.21	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	31,899.00	32,655.64	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	
<i>Bi-wkly</i>	1,226.88	1,255.99	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	
<i>Hourly</i>	15.34000	15.70000	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94
<i>Bi-wkly</i>	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54
<i>Hourly</i>	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000
HT.22	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	33,430.23	34,223.20	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	
<i>Bi-wkly</i>	1,285.78	1,316.28	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	
<i>Hourly</i>	16.07000	16.45000	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70
<i>Bi-wkly</i>	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91
<i>Hourly</i>	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000
HT.23	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	35,034.97	35,866.00	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	
<i>Bi-wkly</i>	1,347.50	1,379.46	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	
<i>Hourly</i>	16.84000	17.24000	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48
<i>Bi-wkly</i>	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25
<i>Hourly</i>	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000
HT.24	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	36,716.74	37,587.66	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	
<i>Bi-wkly</i>	1,412.18	1,445.68	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	
<i>Hourly</i>	17.65000	18.07000	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47
<i>Bi-wkly</i>	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79
<i>Hourly</i>	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000
HT.25	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	38,479.24	39,391.97	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	
<i>Bi-wkly</i>	1,479.97	1,515.08	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	
<i>Hourly</i>	18.50000	18.94000	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17
<i>Bi-wkly</i>	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78
<i>Hourly</i>	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000

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HT.26	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	40,326.35	41,282.89	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	
<i>Bi-wkly</i>	1,551.01	1,587.80	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	
<i>Hourly</i>	19.39000	19.85000	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37
<i>Bi-wkly</i>	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48
<i>Hourly</i>	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000
HT.27	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	42,262.12	43,264.58	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	
<i>Bi-wkly</i>	1,625.47	1,664.02	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	
<i>Hourly</i>	20.32000	20.80000	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21
<i>Bi-wkly</i>	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16
<i>Hourly</i>	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000
HT.28	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	44,290.81	45,341.39	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	
<i>Bi-wkly</i>	1,703.49	1,743.90	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	
<i>Hourly</i>	21.29000	21.80000	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15
<i>Bi-wkly</i>	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12
<i>Hourly</i>	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000
HT.29	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	46,416.89	47,517.90	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	
<i>Bi-wkly</i>	1,785.26	1,827.61	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	
<i>Hourly</i>	22.32000	22.85000	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03
<i>Bi-wkly</i>	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65
<i>Hourly</i>	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000
HT.30	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	48,645.02	49,798.88	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	
<i>Bi-wkly</i>	1,870.96	1,915.34	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	
<i>Hourly</i>	23.39000	23.94000	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05
<i>Bi-wkly</i>	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08
<i>Hourly</i>	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000

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HT.31	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	50,980.11	52,189.36	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	
<i>Bi-wkly</i>	1,960.77	2,007.28	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	
<i>Hourly</i>	24.51000	25.09000	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80
<i>Bi-wkly</i>	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72
<i>Hourly</i>	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000
HT.32	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	53,427.29	54,694.58	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	
<i>Bi-wkly</i>	2,054.90	2,103.64	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	
<i>Hourly</i>	25.69000	26.30000	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31
<i>Bi-wkly</i>	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93
<i>Hourly</i>	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000
HT.33	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	55,991.94	57,320.07	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	
<i>Bi-wkly</i>	2,153.54	2,204.62	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	
<i>Hourly</i>	26.92000	27.56000	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01
<i>Bi-wkly</i>	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08
<i>Hourly</i>	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000
HT.34	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	58,679.70	60,071.58	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	
<i>Bi-wkly</i>	2,256.91	2,310.45	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	
<i>Hourly</i>	28.21000	28.88000	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80
<i>Bi-wkly</i>	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53
<i>Hourly</i>	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000
HT.35	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	61,496.48	62,955.18	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	
<i>Bi-wkly</i>	2,365.25	2,421.35	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	
<i>Hourly</i>	29.57000	30.27000	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07
<i>Bi-wkly</i>	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69
<i>Hourly</i>	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000

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HT.36	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	64,448.47	65,977.19	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	
<i>Bi-wkly</i>	2,478.79	2,537.58	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	
<i>Hourly</i>	30.98000	31.72000	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67
<i>Bi-wkly</i>	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99
<i>Hourly</i>	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000
HT.37	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	67,542.17	69,144.27	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	
<i>Bi-wkly</i>	2,597.78	2,659.40	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	
<i>Hourly</i>	32.47000	33.24000	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00
<i>Bi-wkly</i>	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85
<i>Hourly</i>	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000
HT.38	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	70,784.37	72,463.38	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	
<i>Bi-wkly</i>	2,722.48	2,787.05	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	
<i>Hourly</i>	34.03000	34.84000	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00
<i>Bi-wkly</i>	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73
<i>Hourly</i>	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000
HT.39	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	74,182.21	75,941.81	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	
<i>Bi-wkly</i>	2,853.16	2,920.84	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	
<i>Hourly</i>	35.66000	36.51000	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18
<i>Bi-wkly</i>	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12
<i>Hourly</i>	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000
HT.40	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	77,743.15	79,587.22	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	
<i>Bi-wkly</i>	2,990.12	3,061.05	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	
<i>Hourly</i>	37.38000	38.26000	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.74	136,461.66
<i>Bi-wkly</i>	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53
<i>Hourly</i>	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000

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HT.41	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	81,475.03	83,407.62	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	
<i>Bi-wkly</i>	3,133.65	3,207.99	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	
<i>Hourly</i>	39.17000	40.10000	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18
<i>Bi-wkly</i>	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47
<i>Hourly</i>	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000
HT.42	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	85,386.05	87,411.40	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	
<i>Bi-wkly</i>	3,284.08	3,361.98	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	
<i>Hourly</i>	41.05000	42.02000	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14
<i>Bi-wkly</i>	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51
<i>Hourly</i>	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000
HT.43	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	89,484.80	91,607.38	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	
<i>Bi-wkly</i>	3,441.72	3,523.36	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	
<i>Hourly</i>	43.02000	44.04000	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64
<i>Bi-wkly</i>	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22
<i>Hourly</i>	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000
HT.44	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	93,780.31	96,004.78	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	
<i>Bi-wkly</i>	3,606.93	3,692.49	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	
<i>Hourly</i>	45.09000	46.16000	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50
<i>Bi-wkly</i>	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21
<i>Hourly</i>	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000
HT.45	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	98,282.01	100,613.26	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	
<i>Bi-wkly</i>	3,780.08	3,869.74	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	
<i>Hourly</i>	47.25000	48.37000	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28
<i>Bi-wkly</i>	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13
<i>Hourly</i>	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000

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HT.46	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	102,999.80	105,442.96	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	
<i>Bi-wkly</i>	3,961.53	4,055.50	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	
<i>Hourly</i>	49.52000	50.69000	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37
<i>Bi-wkly</i>	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63
<i>Hourly</i>	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000
HT.47	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	107,944.07	110,504.50	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	
<i>Bi-wkly</i>	4,151.69	4,250.17	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	
<i>Hourly</i>	51.90000	53.13000	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98
<i>Bi-wkly</i>	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42
<i>Hourly</i>	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	91.09000
HT.48	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	113,125.67	115,809.01	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	
<i>Bi-wkly</i>	4,350.99	4,454.19	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	
<i>Hourly</i>	54.39000	55.68000	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98	193,967.28	198,568.18
<i>Bi-wkly</i>	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42	7,460.28	7,637.24
<i>Hourly</i>	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	91.09000	93.25000	95.47000
HT.49	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	118,556.00	121,368.15	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	
<i>Bi-wkly</i>	4,559.85	4,668.01	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	
<i>Hourly</i>	57.00000	58.35000	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98	193,967.28	198,568.18	203,278.22	208,099.98
<i>Bi-wkly</i>	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42	7,460.28	7,637.24	7,818.39	8,003.85
<i>Hourly</i>	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	91.09000	93.25000	95.47000	97.73000	100.05000
HT.50	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	124,247.00	127,194.14	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	
<i>Bi-wkly</i>	4,778.73	4,892.08	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	
<i>Hourly</i>	59.73000	61.15000	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98	193,967.28	198,568.18	203,278.22	208,099.98	213,036.11	218,089.33
<i>Bi-wkly</i>	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42	7,460.28	7,637.24	7,818.39	8,003.85	8,193.70	8,388.05
<i>Hourly</i>	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	91.09000	93.25000	95.47000	97.73000	100.05000	102.42000	104.85000

Hourly/Temporary/Seasonal (H/T/S) Pay Plan - Effective June 18, 2011

HT.51	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	130,211.18	133,299.79	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	
<i>Bi-wkly</i>	5,008.12	5,126.92	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	
<i>Hourly</i>	62.60000	64.09000	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98	193,967.28	198,568.18	203,278.22	208,099.98	213,036.11	218,089.33	223,262.41	228,558.19
<i>Bi-wkly</i>	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42	7,460.28	7,637.24	7,818.39	8,003.85	8,193.70	8,388.05	8,587.02	8,790.70
<i>Hourly</i>	82.94000	84.91000	86.92000	88.98000	91.09000	93.25000	95.47000	97.73000	100.05000	102.42000	104.85000	107.34000	109.88000
HT.52	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	136,461.66	139,698.53	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	
<i>Bi-wkly</i>	5,248.53	5,373.02	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	
<i>Hourly</i>	65.61000	67.16000	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	180,794.37	185,082.82	189,472.98	193,967.28	198,568.18	203,278.22	208,099.98	213,036.11	218,089.33	223,262.41	228,558.19	233,979.59	239,529.59
<i>Bi-wkly</i>	6,953.63	7,118.57	7,287.42	7,460.28	7,637.24	7,818.39	8,003.85	8,193.70	8,388.05	8,587.02	8,790.70	8,999.22	9,212.68
<i>Hourly</i>	86.92000	88.98000	91.09000	93.25000	95.47000	97.73000	100.05000	102.42000	104.85000	107.34000	109.88000	112.49000	115.16000
HT.53	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	143,012.18	146,404.43	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	
<i>Bi-wkly</i>	5,500.47	5,630.94	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	
<i>Hourly</i>	68.76000	70.39000	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	189,472.98	193,967.28	198,568.18	203,278.22	208,099.98	213,036.11	218,089.33	223,262.41	228,558.19	233,979.59	239,529.59	245,211.23	251,027.64
<i>Bi-wkly</i>	7,287.42	7,460.28	7,637.24	7,818.39	8,003.85	8,193.70	8,388.05	8,587.02	8,790.70	8,999.22	9,212.68	9,431.20	9,654.91
<i>Hourly</i>	91.09000	93.25000	95.47000	97.73000	100.05000	102.42000	104.85000	107.34000	109.88000	112.49000	115.16000	117.89000	120.69000
HT.54	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	149,877.14	153,432.23	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98	193,967.28	
<i>Bi-wkly</i>	5,764.51	5,901.24	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42	7,460.28	
<i>Hourly</i>	72.06000	73.77000	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	91.09000	93.25000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	198,568.18	203,278.22	208,099.98	213,036.11	218,089.33	223,262.41	228,558.19	233,979.59	239,529.59	245,211.23	251,027.64	256,982.02	263,077.63
<i>Bi-wkly</i>	7,637.24	7,818.39	8,003.85	8,193.70	8,388.05	8,587.02	8,790.70	8,999.22	9,212.68	9,431.20	9,654.91	9,883.92	10,118.37
<i>Hourly</i>	95.47000	97.73000	100.05000	102.42000	104.85000	107.34000	109.88000	112.49000	115.16000	117.89000	120.69000	123.55000	126.48000
HT.55	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
<i>Annual</i>	157,071.64	160,797.38	164,611.50	168,516.08	172,513.28	176,605.30	180,794.37	185,082.82	189,472.98	193,967.28	198,568.18	203,278.22	
<i>Bi-wkly</i>	6,041.22	6,184.51	6,331.21	6,481.39	6,635.13	6,792.51	6,953.63	7,118.57	7,287.42	7,460.28	7,637.24	7,818.39	
<i>Hourly</i>	75.52000	77.31000	79.14000	81.02000	82.94000	84.91000	86.92000	88.98000	91.09000	93.25000	95.47000	97.73000	
	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<i>Annual</i>	208,099.98	213,036.11	218,089.33	223,262.41	228,558.19	233,979.59	239,529.59	245,211.23	251,027.64	256,982.02	263,077.63	269,317.83	275,706.05
<i>Bi-wkly</i>	8,003.85	8,193.70	8,388.05	8,587.02	8,790.70	8,999.22	9,212.68	9,431.20	9,654.91	9,883.92	10,118.37	10,358.38	10,604.08
<i>Hourly</i>	100.05000	102.42000	104.85000	107.34000	109.88000	112.49000	115.16000	117.89000	120.69000	123.55000	126.48000	129.48000	132.55000

County of Henrico

Alphabetical Listing of Unclassified Classes

Information as of June 18, 2011

UC Job Class Title	UC Class Code	FLSA Status	Pay Plan
Assistant to the County Manager	G.B.B.0023	Exempt	UC
Associate County Manager	G.A.B.0044	Exempt	UC
Attorney for The Commonwealth	G.A.D.0028	Exempt	UC
Building Official	G.A.M.0027	Exempt	UC
CATC Director	G.A.B.0056	Exempt	UC
Chief of Police	G.A.U.0011	Exempt	UC
County Attorney	G.A.D.0008	Exempt	UC
County Manager	G.A.B.0040	Exempt	UC
Deputy County Manager	G.A.B.0049	Exempt	UC
Detention Home Superintendent	G.A.R.0070	Exempt	UC
Dir of Community Revitalization	G.A.O.0020	Exempt	UC
Dir of Pub Rel & Media Svcs	G.A.B.0017	Exempt	UC
Director of Community Corrections	G.A.R.0080	Exempt	UC
Director of Community Development	G.A.N.0045	Exempt	UC
Director of Finance	G.A.A.0063	Exempt	UC
Director of General Services	G.A.B.0070	Exempt	UC
Director of Human Resources	G.A.B.0033	Exempt	UC
Director of Information Technology	G.A.B.0011	Exempt	UC
Director of Internal Audit	G.A.A.0057	Exempt	UC
Director of Library	G.A.E.0015	Exempt	UC
Director of MH/DS	G.A.V.0042	Exempt	UC
Director of Planning	G.A.O.0011	Exempt	UC
Director of Public Utilities	G.A.P.0013	Exempt	UC
Director of Public Works/Cty Engr	G.A.P.0025	Exempt	UC
Director of Real Property	G.A.N.0017	Exempt	UC
Director of Recreation and Parks	G.A.E.0031	Exempt	UC
Director of Social Services	G.A.R.0019	Exempt	UC
Fire Chief	G.A.T.0015	Exempt	UC
Fire Chief/ALS-IM	G.I.T.0015	Exempt	UC
Fire Chief/ALS-PM	G.P.T.0015	Exempt	UC
Legislative Liaison	G.B.B.0018	Exempt	UC
Circuit Court Clerk (<i>elected</i>)	G.X.D.0005	Exempt	XC
Registrar (<i>appointed</i>)	G.X.B.0037	Exempt	XC
Sheriff (<i>elected</i>)	G.X.U.3005	Exempt	XC

Note: These unclassified service classes are no longer in the permanent pay plan as of 6/21/2008.

FY 2011-12 Payroll Calendar

(June 18, 2011 through June 15, 2012)

County holidays include:

<i>New Year's Day</i>	<i>Independence Day</i>	<i>Day after Thanksgiving</i>
<i>Lee-Jackson Day</i>	<i>Labor Day</i>	<i>1/2 day Christmas Eve</i>
<i>Martin Luther King Jr. Day</i>	<i>Veteran's Day</i>	<i>Christmas Day</i>
<i>Memorial Day</i>	<i>Thanksgiving Day</i>	<i>Two Floating Holidays</i>

June 2011

S	M	T	W	T	F	S	PP#
			1	2	3	4	B26
5	6	7	8	9	◆	11	
12	13	14	15	16	17	18	B01
19	20	21	22	23	◆	25	
26	27	28	29	30			

July 2011

S	M	T	W	T	F	S
					1	2
3	H	5	6	7	◆	9
10	11	12	13	14	15	16
17	18	19	20	21	◆	23
24	25	26	27	28	29	30
31						

August 2011

S	M	T	W	T	F	S
	1	2	3	4	◆	6
7	8	9	10	11	12	13
14	15	16	17	18	◆	20
21	22	23	24	25	26	27
28	29	30	31			

September 2011

S	M	T	W	T	F	S
				1	◆	3
4	H	6	7	8	9	10
11	12	13	14	15	◆	17
18	19	20	21	22	23	24
25	26	27	28	29	◆	

October 2011

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	◆	15
16	17	18	19	20	21	22
23	24	25	26	27	◆	29
30	31					

November 2011

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	◆	H	12
13	14	15	16	17	18	19
20	21	22	◆	H	H	26
27	28	29	30			

December 2011

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	◆	10
11	12	13	14	15	16	17
18	19	20	21	22	*◆	24
25	H	27	28	29	30	31

January 2012

S	M	T	W	T	F	S
1	H	3	4	5	◆	7
8	9	10	11	12	H	14
15	H	17	18	19	◆	21
22	23	24	25	26	27	28
29	30	31				

February 2012

S	M	T	W	T	F	S
			1	2	◆	4
5	6	7	8	9	10	11
12	13	14	15	16	◆	18
19	20	21	22	23	24	25
26	27	28	29			

March 2012

S	M	T	W	T	F	S
				1	◆	3
4	5	6	7	8	9	10
11	12	13	14	15	◆	17
18	19	20	21	22	23	24
25	26	27	28	29	◆	31

April 2012


S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	◆	14
15	16	17	18	19	20	21
22	23	24	25	26	◆	28
29	30					


May 2012


S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	◆	12
13	14	15	16	17	18	19
20	21	22	23	24	◆	26
27	H	29	30	31		


June 2012

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	◆	9
10	11	12	13	14	15	16
17	18	19	20	21	◆	23
24	25	26	27	28	29	30

 Beginning of payperiod

 Payday

 County observed holiday
(see list above)

 Half-day holiday

FY 2012-13 Payroll Calendar

(June 16, 2012 through June 14, 2013)

County holidays include:

<i>New Year's Day</i>	<i>Independence Day</i>	<i>Day after Thanksgiving</i>
<i>Lee-Jackson Day</i>	<i>Labor Day</i>	<i>Christmas Eve</i>
<i>Martin Luther King, Jr. Day</i>	<i>Veteran's Day</i>	<i>Christmas Day</i>
<i>Memorial Day</i>	<i>Thanksgiving Day</i>	<i>Two Floating Holidays</i>

June 2012

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	◆	9
10	11	12	13	14	15	16
17	18	19	20	21	◆	23
24	25	26	27	28	29	30

July 2012

S	M	T	W	T	F	S
1	2	3	H	5	◆	7
8	9	10	11	12	13	14
15	16	17	18	19	◆	21
22	23	24	25	26	27	28

August 2012

S	M	T	W	T	F	S
			1	2	◆	4
5	6	7	8	9	10	11
12	13	14	15	16	◆	18
19	20	21	22	23	24	25
26	27	28	29	30	◆	

September 2012

S	M	T	W	T	F	S
						1
2	H	4	5	6	7	8
9	10	11	12	13	◆	15
16	17	18	19	20	21	22
23	24	25	26	27	◆	29
30						

October 2012

						6
7	8	9	10	11	◆	13
14	15	16	17	18	19	20
21	22	23	24	25	◆	27
28	29	30	31			

November 2012

				1	2	3
4	5	6	7	8	◆	10
11	H	13	14	15	16	17
18	19	20	◆	H	H	24
25	26	27	28	29	30	

December 2012

						1
2	3	4	5	6	◆	8
9	10	11	12	13	14	15
16	17	18	19	20	◆	22
23	H	H	26	27	28	29
30	31					

January 2013

		H	2	3	◆	5
6	7	8	9	10	11	12
13	14	15	16	◆	H	19
20	H	22	23	24	25	26
27	28	29	30	31		

February 2013

					◆	2
3	4	5	6	7	8	9
10	11	12	13	14	◆	16
17	18	19	20	21	22	23
24	25	26	27	28		

March 2013

					◆	2
3	4	5	6	7	8	9
10	11	12	13	14	◆	16
17	18	19	20	21	22	23
24	25	26	27	28	◆	30
31						

April 2013

						6
7	8	9	10	11	◆	13
14	15	16	17	18	19	20
21	22	23	24	25	◆	27
28	29	30				

May 2013

			1	2	3	4
5	6	7	8	9	◆	11
12	13	14	15	16	17	18
19	20	21	22	23	◆	25
26	H	28	29	30	31	

June 2013

						1
2	3	4	5	6	◆	8
9	10	11	12	13	14	15
16	17	18	19	20	◆	22
23	24	25	26	27	28	29
30						

 Beginning of payperiod
 ◆ Payday
 H County observed holiday (see list above)

County of Henrico FY2011-12 Promotional Pay Increases

Pay grade increase (Number of pay grades moved up)	Pay step increase (if <u>NON-SUPERVISORY</u>)*	Pay step increase (if <u>SUPERVISORY</u>)*
0	0	1 (2.4%)
1	2 (4.8%)	2 (4.8%)
2	2 (4.8%)	3 (7.3%)
3	3 (7.3%)	4 (9.8%)
4	4 (9.8%)	5 (12.4%)
5	4 (9.8%)	5 (12.4%)
6	4 (9.8%)	5 (12.4%)

* Or to step 01 of new (higher) pay grade, whichever is greater.

For the Promotion Policy, please refer to Section § 4.3 b of Personnel Rules and Regulations for the County of Henrico available online at: <http://www.co.henrico.va.us/departments/hr/rules---regulations/>.

Prepared by:

County of Henrico, Virginia
Department of Human Resources
Classification and Compensation Division
P.O. Box 27032
Henrico, Virginia 23273-7032

<http://www.co.henrico.va.us/departments/hr/class---comp/>

Effective June 18, 2011

Updated 01-May-2011