

APPENDIX C - SALARY SCHEDULE
Non Represented Compensation Plan

SALARY SCHEDULE 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
N01	\$ 10.63	\$ 10.90	\$ 11.17	\$ 11.45	\$ 11.74	\$ 12.03	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	Hourly
	\$ 850.40	\$ 872.00	\$ 893.60	\$ 916.00	\$ 939.20	\$ 962.40	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	Approx Bi-Wk
	\$ 1,842.53	\$ 1,889.33	\$ 1,936.13	\$ 1,984.67	\$ 2,034.93	\$ 2,085.20	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	Approx. Mon
	\$ 22,110.40	\$ 22,672.00	\$ 23,233.60	\$ 23,816.00	\$ 24,419.20	\$ 25,022.40	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	Annual
N02	\$ 10.90	\$ 11.17	\$ 11.45	\$ 11.74	\$ 12.03	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	Hourly
	\$ 872.00	\$ 893.60	\$ 916.00	\$ 939.20	\$ 962.40	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	Approx Bi-Wk
	\$ 1,889.33	\$ 1,936.13	\$ 1,984.67	\$ 2,034.93	\$ 2,085.20	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	Approx. Mon
	\$ 22,672.00	\$ 23,233.60	\$ 23,816.00	\$ 24,419.20	\$ 25,022.40	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	Annual
N03	\$ 11.17	\$ 11.45	\$ 11.74	\$ 12.03	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	Hourly
	\$ 893.60	\$ 916.00	\$ 939.20	\$ 962.40	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	Approx Bi-Wk
	\$ 1,936.13	\$ 1,984.67	\$ 2,034.93	\$ 2,085.20	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	Approx. Mon
	\$ 23,233.60	\$ 23,816.00	\$ 24,419.20	\$ 25,022.40	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	Annual
N04	\$ 11.45	\$ 11.74	\$ 12.03	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	Hourly
	\$ 916.00	\$ 939.20	\$ 962.40	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	Approx Bi-Wk
	\$ 1,984.67	\$ 2,034.93	\$ 2,085.20	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	Approx. Mon
	\$ 23,816.00	\$ 24,419.20	\$ 25,022.40	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	Annual
N05	\$ 11.74	\$ 12.03	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	Hourly
	\$ 939.20	\$ 962.40	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	Approx Bi-Wk
	\$ 2,034.93	\$ 2,085.20	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	Approx. Mon
	\$ 24,419.20	\$ 25,022.40	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	Annual
N06	\$ 12.03	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	Hourly
	\$ 962.40	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	Approx Bi-Wk
	\$ 2,085.20	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	Approx. Mon
	\$ 25,022.40	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	Annual
N07	\$ 12.33	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	Hourly
	\$ 986.40	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	Approx Bi-Wk
	\$ 2,137.20	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	Approx. Mon
	\$ 25,646.40	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	Annual
N08	\$ 12.64	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	Hourly
	\$ 1,011.20	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	Approx Bi-Wk
	\$ 2,190.93	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	Approx. Mon
	\$ 26,291.20	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	Annual
N09	\$ 12.96	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	\$ 16.61	Hourly
	\$ 1,036.80	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	\$ 1,328.80	Approx Bi-Wk
	\$ 2,246.40	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	\$ 2,879.07	Approx. Mon
	\$ 26,956.80	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	\$ 34,548.80	Annual
N10	\$ 13.28	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	\$ 16.61	\$ 17.03	Hourly
	\$ 1,062.40	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	\$ 1,328.80	\$ 1,362.40	Approx Bi-Wk
	\$ 2,301.87	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	\$ 2,879.07	\$ 2,951.87	Approx. Mon
	\$ 27,622.40	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	\$ 34,548.80	\$ 35,422.40	Annual
N11	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	\$ 16.61	\$ 17.03	\$ 17.46	Hourly
	\$ 1,088.80	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	\$ 1,328.80	\$ 1,362.40	\$ 1,396.80	Approx Bi-Wk
	\$ 2,359.07	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	\$ 2,879.07	\$ 2,951.87	\$ 3,026.40	Approx. Mon
	\$ 28,308.80	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	\$ 34,548.80	\$ 35,422.40	\$ 36,316.80	Annual
N12	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	\$ 16.61	\$ 17.03	\$ 17.46	\$ 17.90	Hourly
	\$ 1,116.00	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	\$ 1,328.80	\$ 1,362.40	\$ 1,396.80	\$ 1,432.00	Approx Bi-Wk
	\$ 2,418.00	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	\$ 2,879.07	\$ 2,951.87	\$ 3,026.40	\$ 3,102.67	Approx. Mon
	\$ 29,016.00	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	\$ 34,548.80	\$ 35,422.40	\$ 36,316.80	\$ 37,232.00	Annual
N13	\$ 14.30	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	\$ 16.61	\$ 17.03	\$ 17.46	\$ 17.90	\$ 18.35	Hourly
	\$ 1,144.00	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	\$ 1,328.80	\$ 1,362.40	\$ 1,396.80	\$ 1,432.00	\$ 1,468.00	Approx Bi-Wk
	\$ 2,478.67	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	\$ 2,879.07	\$ 2,951.87	\$ 3,026.40	\$ 3,102.67	\$ 3,180.67	Approx. Mon
	\$ 29,744.00	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	\$ 34,548.80	\$ 35,422.40	\$ 36,316.80	\$ 37,232.00	\$ 38,168.00	Annual
N14	\$ 14.66	\$ 15.03	\$ 15.41	\$ 15.80	\$ 16.20	\$ 16.61	\$ 17.03	\$ 17.46	\$ 17.90	\$ 18.35	\$ 18.81	Hourly
	\$ 1,172.80	\$ 1,202.40	\$ 1,232.80	\$ 1,264.00	\$ 1,296.00	\$ 1,328.80	\$ 1,362.40	\$ 1,396.80	\$ 1,432.00	\$ 1,468.00	\$ 1,504.80	Approx Bi-Wk
	\$ 2,541.07	\$ 2,605.20	\$ 2,671.07	\$ 2,738.67	\$ 2,808.00	\$ 2,879.07	\$ 2,951.87	\$ 3,026.40	\$ 3,102.67	\$ 3,180.67	\$ 3,260.40	Approx. Mon
	\$ 30,492.80	\$ 31,262.40	\$ 32,052.80	\$ 32,864.00	\$ 33,696.00	\$ 34,548.80	\$ 35,422.40	\$ 36,316.80	\$ 37,232.00	\$ 38,168.00	\$ 39,124.80	Annual

APPENDIX C - SALARY SCHEDULE
Non Represented Compensation Plan

SALARY SCHEDULE 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
N30	\$ 21.81	\$ 22.36	\$ 22.92	\$ 23.49	\$ 24.08	\$ 24.68	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	Hourly
	\$ 1,744.80	\$ 1,788.80	\$ 1,833.60	\$ 1,879.20	\$ 1,926.40	\$ 1,974.40	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	Approx Bi-Wk
	\$ 3,780.40	\$ 3,875.73	\$ 3,972.80	\$ 4,071.60	\$ 4,173.87	\$ 4,277.87	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	Approx. Mon
	\$ 45,364.80	\$ 46,508.80	\$ 47,673.60	\$ 48,859.20	\$ 50,086.40	\$ 51,334.40	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	Annual
N31	\$ 22.36	\$ 22.92	\$ 23.49	\$ 24.08	\$ 24.68	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	Hourly
	\$ 1,788.80	\$ 1,833.60	\$ 1,879.20	\$ 1,926.40	\$ 1,974.40	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	Approx Bi-Wk
	\$ 3,875.73	\$ 3,972.80	\$ 4,071.60	\$ 4,173.87	\$ 4,277.87	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	Approx. Mon
	\$ 46,508.80	\$ 47,673.60	\$ 48,859.20	\$ 50,086.40	\$ 51,334.40	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	Annual
N32	\$ 22.92	\$ 23.49	\$ 24.08	\$ 24.68	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	Hourly
	\$ 1,833.60	\$ 1,879.20	\$ 1,926.40	\$ 1,974.40	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	Approx Bi-Wk
	\$ 3,972.80	\$ 4,071.60	\$ 4,173.87	\$ 4,277.87	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	Approx. Mon
	\$ 47,673.60	\$ 48,859.20	\$ 50,086.40	\$ 51,334.40	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	Annual
N33	\$ 23.49	\$ 24.08	\$ 24.68	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	Hourly
	\$ 1,879.20	\$ 1,926.40	\$ 1,974.40	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	Approx Bi-Wk
	\$ 4,071.60	\$ 4,173.87	\$ 4,277.87	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	Approx. Mon
	\$ 48,859.20	\$ 50,086.40	\$ 51,334.40	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	Annual
N34	\$ 24.08	\$ 24.68	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	Hourly
	\$ 1,926.40	\$ 1,974.40	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	Approx Bi-Wk
	\$ 4,173.87	\$ 4,277.87	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	Approx. Mon
	\$ 50,086.40	\$ 51,334.40	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	Annual
N35	\$ 24.68	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	Hourly
	\$ 1,974.40	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	Approx Bi-Wk
	\$ 4,277.87	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	Approx. Mon
	\$ 51,334.40	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	Annual
N36	\$ 25.30	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	Hourly
	\$ 2,024.00	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	Approx Bi-Wk
	\$ 4,385.33	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	Approx. Mon
	\$ 52,624.00	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	Annual
N37	\$ 25.93	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	Hourly
	\$ 2,074.40	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	Approx Bi-Wk
	\$ 4,494.53	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	Approx. Mon
	\$ 53,934.40	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	Annual
N38	\$ 26.58	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	Hourly
	\$ 2,126.40	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	Approx Bi-Wk
	\$ 4,607.20	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	Approx. Mon
	\$ 55,286.40	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	Annual
N39	\$ 27.24	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	Hourly
	\$ 2,179.20	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	Approx Bi-Wk
	\$ 4,721.60	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	Approx. Mon
	\$ 56,659.20	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	Annual
N40	\$ 27.92	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	Hourly
	\$ 2,233.60	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	Approx Bi-Wk
	\$ 4,839.47	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	Approx. Mon
	\$ 58,073.60	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	Annual
N41	\$ 28.62	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	Hourly
	\$ 2,289.60	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	Approx Bi-Wk
	\$ 4,960.80	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	Approx. Mon
	\$ 59,529.60	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	Annual
N42	\$ 29.34	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	Hourly
	\$ 2,347.20	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	Approx Bi-Wk
	\$ 5,085.60	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	Approx. Mon
	\$ 61,027.20	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	Annual
N43	\$ 30.07	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	Hourly
	\$ 2,405.60	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	Approx Bi-Wk
	\$ 5,212.13	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	Approx. Mon
	\$ 62,545.60	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	Annual
N44	\$ 30.82	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	Hourly
	\$ 2,465.60	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	Approx Bi-Wk
	\$ 5,342.13	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	Approx. Mon
	\$ 64,105.60	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	Annual

APPENDIX C - SALARY SCHEDULE
Non Represented Compensation Plan

SALARY SCHEDULE 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
N45	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	Hourly
	\$ 2,527.20	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	Approx Bi-Wk
	\$ 5,475.60	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	Approx. Mon
	\$ 65,707.20	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	Annual
N46	\$ 32.38	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	Hourly
	\$ 2,590.40	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	Approx Bi-Wk
	\$ 5,612.53	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	Approx. Mon
	\$ 67,350.40	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	Annual
N47	\$ 33.19	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	Hourly
	\$ 2,655.20	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	Approx Bi-Wk
	\$ 5,752.93	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	Approx. Mon
	\$ 69,035.20	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	Annual
N48	\$ 34.02	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	Hourly
	\$ 2,721.60	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	Approx Bi-Wk
	\$ 5,896.80	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	Approx. Mon
	\$ 70,761.60	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	Annual
N49	\$ 34.87	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	Hourly
	\$ 2,789.60	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	Approx Bi-Wk
	\$ 6,044.13	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	Approx. Mon
	\$ 72,529.60	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	Annual
N50	\$ 35.74	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	Hourly
	\$ 2,859.20	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	Approx Bi-Wk
	\$ 6,194.93	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	Approx. Mon
	\$ 74,339.20	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	Annual
N51	\$ 36.63	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	Hourly
	\$ 2,930.40	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	Approx Bi-Wk
	\$ 6,349.20	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	Approx. Mon
	\$ 76,190.40	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	Annual
N52	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	Hourly
	\$ 3,004.00	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	Approx Bi-Wk
	\$ 6,508.67	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	Approx. Mon
	\$ 78,104.00	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	Annual
N53	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	Hourly
	\$ 3,079.20	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	Approx Bi-Wk
	\$ 6,671.60	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	Approx. Mon
	\$ 80,059.20	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	Annual
N54	\$ 39.45	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	Hourly
	\$ 3,156.00	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	Approx Bi-Wk
	\$ 6,838.00	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	Approx. Mon
	\$ 82,056.00	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	Annual
N55	\$ 40.44	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	Hourly
	\$ 3,235.20	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	Approx Bi-Wk
	\$ 7,009.60	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	Approx. Mon
	\$ 84,115.20	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	Annual
N56	\$ 41.45	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	Hourly
	\$ 3,316.00	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	Approx Bi-Wk
	\$ 7,184.67	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	Approx. Mon
	\$ 86,216.00	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	Annual
N57	\$ 42.49	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	Hourly
	\$ 3,399.20	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	Approx Bi-Wk
	\$ 7,364.93	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	Approx. Mon
	\$ 88,379.20	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	Annual
N58	\$ 43.55	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	Hourly
	\$ 3,484.00	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	Approx Bi-Wk
	\$ 7,548.67	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	Approx. Mon
	\$ 90,584.00	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	Annual
N59	\$ 44.64	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	Hourly
	\$ 3,571.20	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	Approx Bi-Wk
	\$ 7,737.60	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	Approx. Mon
	\$ 92,851.20	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	Annual

APPENDIX C - SALARY SCHEDULE
Non Represented Compensation Plan

SALARY SCHEDULE 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
N60	\$ 45.76	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	Hourly
	\$ 3,660.80	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	Approx Bi-Wk
	\$ 7,931.73	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	Approx. Mon
	\$ 95,180.80	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	Annual
N61	\$ 46.90	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	Hourly
	\$ 3,752.00	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	Approx Bi-Wk
	\$ 8,129.33	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	Approx. Mon
	\$ 97,552.00	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	Annual
N62	\$ 48.07	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	Hourly
	\$ 3,845.60	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	Approx Bi-Wk
	\$ 8,332.13	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	Approx. Mon
	\$ 99,985.60	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	Annual
N63	\$ 49.27	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	Hourly
	\$ 3,941.60	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	Approx Bi-Wk
	\$ 8,540.13	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	Approx. Mon
	\$ 102,481.60	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	Annual
N64	\$ 50.50	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	Hourly
	\$ 4,040.00	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	Approx Bi-Wk
	\$ 8,753.33	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	Approx. Mon
	\$ 105,040.00	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	Annual
N65	\$ 51.76	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	Hourly
	\$ 4,140.80	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	Approx Bi-Wk
	\$ 8,971.73	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	Approx. Mon
	\$ 107,660.80	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	Annual
N66	\$ 53.05	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	Hourly
	\$ 4,244.00	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	Approx Bi-Wk
	\$ 9,195.33	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	Approx. Mon
	\$ 110,344.00	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	Annual
N67	\$ 54.38	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	Hourly
	\$ 4,350.40	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	Approx Bi-Wk
	\$ 9,425.87	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	Approx. Mon
	\$ 113,110.40	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	Annual
N68	\$ 55.74	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	Hourly
	\$ 4,459.20	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	Approx Bi-Wk
	\$ 9,661.60	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	Approx. Mon
	\$ 115,939.20	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	Annual
N69	\$ 57.13	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	Hourly
	\$ 4,570.40	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	Approx Bi-Wk
	\$ 9,902.53	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	Approx. Mon
	\$ 118,830.40	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	Annual
N70	\$ 58.56	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	Hourly
	\$ 4,684.80	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	Approx Bi-Wk
	\$ 10,150.40	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	Approx. Mon
	\$ 121,804.80	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	Annual
N71	\$ 60.02	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	Hourly
	\$ 4,801.60	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	Approx Bi-Wk
	\$ 10,403.47	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	Approx. Mon
	\$ 124,841.60	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	Annual
N72	\$ 61.52	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	Hourly
	\$ 4,921.60	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	Approx Bi-Wk
	\$ 10,663.47	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	Approx. Mon
	\$ 127,961.60	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	Annual
N73	\$ 63.06	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	Hourly
	\$ 5,044.80	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	Approx Bi-Wk
	\$ 10,930.40	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	Approx. Mon
	\$ 131,164.80	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	Annual
N74	\$ 64.64	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	Hourly
	\$ 5,171.20	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	Approx Bi-Wk
	\$ 11,204.27	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	Approx. Mon
	\$ 134,451.20	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	Annual

APPENDIX C - SALARY SCHEDULE
Non Represented Compensation Plan

SALARY SCHEDULE 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
N75	\$ 66.26	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	Hourly
	\$ 5,300.80	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	Approx Bi-Wk
	\$ 11,485.07	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	Approx. Mon
	\$ 137,820.80	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	Annual
N76	\$ 67.92	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	Hourly
	\$ 5,433.60	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	Approx Bi-Wk
	\$ 11,772.80	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	Approx. Mon
	\$ 141,273.60	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	Annual
N77	\$ 69.62	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	Hourly
	\$ 5,569.60	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	Approx Bi-Wk
	\$ 12,067.47	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	Approx. Mon
	\$ 144,809.60	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	Annual
N78	\$ 71.36	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	Hourly
	\$ 5,708.80	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	Approx Bi-Wk
	\$ 12,369.07	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	Approx. Mon
	\$ 148,428.80	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	Annual
N79	\$ 73.14	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	Hourly
	\$ 5,851.20	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	Approx Bi-Wk
	\$ 12,677.60	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	Approx. Mon
	\$ 152,131.20	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	Annual
N80	\$ 74.97	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	Hourly
	\$ 5,997.60	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	Approx Bi-Wk
	\$ 12,994.80	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	Approx. Mon
	\$ 155,937.60	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	Annual
N81	\$ 76.84	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	Hourly
	\$ 6,147.20	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	Approx Bi-Wk
	\$ 13,318.93	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	Approx. Mon
	\$ 159,827.20	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	Annual
N82	\$ 78.76	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	Hourly
	\$ 6,300.80	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	Approx Bi-Wk
	\$ 13,651.73	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	Approx. Mon
	\$ 163,820.80	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	Annual
N83	\$ 80.73	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	Hourly
	\$ 6,458.40	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	Approx Bi-Wk
	\$ 13,993.20	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	Approx. Mon
	\$ 167,918.40	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	Annual
N84	\$ 82.75	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	Hourly
	\$ 6,620.00	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	Approx Bi-Wk
	\$ 14,343.33	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	Approx. Mon
	\$ 172,120.00	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	Annual
N85	\$ 84.82	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	Hourly
	\$ 6,785.60	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	Approx Bi-Wk
	\$ 14,702.13	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	Approx. Mon
	\$ 176,425.60	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	Annual
N86	\$ 86.94	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	Hourly
	\$ 6,955.20	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	Approx Bi-Wk
	\$ 15,069.60	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	Approx. Mon
	\$ 180,835.20	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	Annual
N87	\$ 89.11	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	Hourly
	\$ 7,128.80	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	Approx Bi-Wk
	\$ 15,445.73	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	Approx. Mon
	\$ 185,348.80	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	Annual
N88	\$ 91.34	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	Hourly
	\$ 7,307.20	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	Approx Bi-Wk
	\$ 15,832.27	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	Approx. Mon
	\$ 189,987.20	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	Annual
N89	\$ 93.62	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	Hourly
	\$ 7,489.60	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	Approx Bi-Wk
	\$ 16,227.47	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	Approx. Mon
	\$ 194,729.60	\$ 199,596.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	Annual

APPENDIX C - SALARY SCHEDULE
Non Represented Compensation Plan

SALARY SCHEDULE 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
N90	\$ 95.96	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	Hourly
	\$ 7,676.80	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	Approx Bi-Wk
	\$ 16,633.07	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	Approx. Mon
	\$ 199,598.80	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	Annual
N91	\$ 98.36	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	Hourly
	\$ 7,868.80	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	Approx Bi-Wk
	\$ 17,049.07	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	Approx. Mon
	\$ 204,588.80	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	Annual
N92	\$ 100.82	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	Hourly
	\$ 8,065.60	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	Approx Bi-Wk
	\$ 17,475.47	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	Approx. Mon
	\$ 209,705.60	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	Annual
N93	\$ 103.34	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	Hourly
	\$ 8,267.20	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	Approx Bi-Wk
	\$ 17,912.27	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	Approx. Mon
	\$ 214,947.20	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	Annual
N94	\$ 105.92	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	\$ 135.59	Hourly
	\$ 8,473.60	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	\$ 10,847.20	Approx Bi-Wk
	\$ 18,359.47	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	\$ 23,502.27	Approx. Mon
	\$ 220,313.60	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	\$ 282,027.20	Annual
N95	\$ 108.57	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	\$ 135.59	\$ 138.98	Hourly
	\$ 8,685.60	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	\$ 10,847.20	\$ 11,118.40	Approx Bi-Wk
	\$ 18,818.80	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	\$ 23,502.27	\$ 24,089.87	Approx. Mon
	\$ 225,825.60	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	\$ 282,027.20	\$ 289,078.40	Annual
N96	\$ 111.28	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	\$ 135.59	\$ 138.98	\$ 142.45	Hourly
	\$ 8,902.40	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	\$ 10,847.20	\$ 11,118.40	\$ 11,396.00	Approx Bi-Wk
	\$ 19,288.53	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	\$ 23,502.27	\$ 24,089.87	\$ 24,691.33	Approx. Mon
	\$ 231,462.40	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	\$ 282,027.20	\$ 289,078.40	\$ 296,296.00	Annual
N97	\$ 114.06	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	\$ 135.59	\$ 138.98	\$ 142.45	\$ 146.01	Hourly
	\$ 9,124.80	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	\$ 10,847.20	\$ 11,118.40	\$ 11,396.00	\$ 11,680.80	Approx Bi-Wk
	\$ 19,770.40	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	\$ 23,502.27	\$ 24,089.87	\$ 24,691.33	\$ 25,308.40	Approx. Mon
	\$ 237,244.80	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	\$ 282,027.20	\$ 289,078.40	\$ 296,296.00	\$ 303,700.80	Annual
N98	\$ 116.91	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	\$ 135.59	\$ 138.98	\$ 142.45	\$ 146.01	\$ 149.66	Hourly
	\$ 9,352.80	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	\$ 10,847.20	\$ 11,118.40	\$ 11,396.00	\$ 11,680.80	\$ 11,972.80	Approx Bi-Wk
	\$ 20,264.40	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	\$ 23,502.27	\$ 24,089.87	\$ 24,691.33	\$ 25,308.40	\$ 25,941.07	Approx. Mon
	\$ 243,172.80	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	\$ 282,027.20	\$ 289,078.40	\$ 296,296.00	\$ 303,700.80	\$ 311,292.80	Annual
N99	\$ 119.83	\$ 122.83	\$ 125.90	\$ 129.05	\$ 132.28	\$ 135.59	\$ 138.98	\$ 142.45	\$ 146.01	\$ 149.66	\$ 153.40	Hourly
	\$ 9,586.40	\$ 9,826.40	\$ 10,072.00	\$ 10,324.00	\$ 10,582.40	\$ 10,847.20	\$ 11,118.40	\$ 11,396.00	\$ 11,680.80	\$ 11,972.80	\$ 12,272.00	Approx Bi-Wk
	\$ 20,770.53	\$ 21,290.53	\$ 21,822.67	\$ 22,368.67	\$ 22,928.53	\$ 23,502.27	\$ 24,089.87	\$ 24,691.33	\$ 25,308.40	\$ 25,941.07	\$ 26,589.33	Approx. Mon
	\$ 249,246.40	\$ 255,486.40	\$ 261,872.00	\$ 268,424.00	\$ 275,142.40	\$ 282,027.20	\$ 289,078.40	\$ 296,296.00	\$ 303,700.80	\$ 311,292.80	\$ 319,072.00	Annual