

	I	II	III	IV	V	VI					
A	\$ 35,475.00	\$ 33,578.00	\$ 52,387.00	\$ 78,552.00	\$ 95,105.89						
B	\$ 36,184.50	\$ 34,249.56	\$ 53,434.74	\$ 80,123.04	\$ 97,008.00		2.00%	2.00%	2.00%	2.00%	2.00%
C	\$ 36,908.19	\$ 34,934.55	\$ 54,503.43	\$ 81,725.50	\$ 98,948.16		2.00%	2.00%	2.00%	2.00%	2.00%
D	\$ 37,646.35	\$ 35,633.24	\$ 55,593.50	\$ 83,360.01	\$ 100,927.13		2.00%	2.00%	2.00%	2.00%	2.00%
E	\$ 38,399.28	\$ 36,345.91	\$ 56,705.37	\$ 85,027.21	\$ 102,945.67		2.00%	2.00%	2.00%	2.00%	2.00%
F	\$ 39,167.27	\$ 37,072.83	\$ 57,839.48	\$ 86,727.76	\$ 105,004.58		2.00%	2.00%	2.00%	2.00%	2.00%
G	\$ 39,950.61	\$ 37,814.28	\$ 58,996.27	\$ 88,462.31	\$ 107,104.67		2.00%	2.00%	2.00%	2.00%	2.00%
H	\$ 40,749.62	\$ 38,570.57	\$ 60,176.20	\$ 90,231.56	\$ 109,246.77		2.00%	2.00%	2.00%	2.00%	2.00%
I	\$ 41,564.62	\$ 39,341.98	\$ 61,379.72	\$ 92,036.19	\$ 111,431.70		2.00%	2.00%	2.00%	2.00%	2.00%
J	\$ 42,395.91	\$ 40,128.82	\$ 62,607.31	\$ 93,876.91	\$ 113,660.34		2.00%	2.00%	2.00%	2.00%	2.00%
K	\$ 43,243.83	\$ 40,931.39	\$ 63,859.46	\$ 95,754.45	\$ 115,933.54		2.00%	2.00%	2.00%	2.00%	2.00%
L	\$ 44,108.70	\$ 41,750.02	\$ 65,136.65	\$ 97,669.54	\$ 118,252.21		2.00%	2.00%	2.00%	2.00%	2.00%
M	\$ 44,990.88	\$ 42,585.02	\$ 66,439.38	\$ 99,622.93	\$ 120,617.26		2.00%	2.00%	2.00%	2.00%	2.00%
N	\$ 45,890.70	\$ 43,436.72	\$ 67,768.17	\$ 101,615.39	\$ 123,029.60		2.00%	2.00%	2.00%	2.00%	2.00%
O	\$ 46,808.51	\$ 44,305.46	\$ 69,123.53	\$ 103,647.70	\$ 125,490.20		2.00%	2.00%	2.00%	2.00%	2.00%
P	\$ 47,744.68	\$ 45,191.57	\$ 70,506.00	\$ 105,720.65	\$ 128,000.00		2.00%	2.00%	2.00%	2.00%	2.00%
Q	\$ 48,699.57	\$ 46,095.40	\$ 71,916.12	\$ 107,835.06	\$ 130,560.00		2.00%	2.00%	2.00%	2.00%	2.00%
R	\$ 49,673.56	\$ 47,017.31	\$ 73,354.45	\$ 109,991.76	\$ 133,171.20		2.00%	2.00%	2.00%	2.00%	2.00%
S	\$ 50,667.04	\$ 47,957.65	\$ 74,821.54	\$ 112,191.60	\$ 135,834.62		2.00%	2.00%	2.00%	2.00%	2.00%
T	\$ 51,680.38	\$ 48,916.81	\$ 76,317.97	\$ 114,435.43	\$ 138,551.32		2.00%	2.00%	2.00%	2.00%	2.00%

\* Steps do not necessarily equate to Years of Experience

**\* PLACEMENT IN STRUCTURE FOR PROMOTION**

An employee who is promoted from a lower pay range will be placed in the appropriate job description and pay range. Such placement for pay purposes will occur effective the starting date of the new job. The salary for the position will be at least the minimum of the new pay range, and placement will be based on specific qualifications related to the new position, similar to evaluating an outside hire. Only central office personnel will determine placement salary.

**\* ACCEPTANCE OF POSITION IN LOWER PAY RANGE**

An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the related pay range and salary range of the new position. Such placement for pay purposes will occur effective the starting date of the new job. Placement within the lower pay range will be based upon specific qualifications related to the new position, similar to evaluating an outside hire. The salary will be at least at the minimum of the lower pay range. Only central office personnel will determine placement salary.