

DEPARTMENT OF ADMINISTRATION

Bureau of Human Resources

July 19, 1991

HUMAN RESOURCES MEMORANDUM 22-91

TO: All Personnel Officers, Directors of Administrative Services,
Payroll Managers.

FROM: Nancy Kenniston, Director

RE: General Increase Effective June 30, 1991.

Employees as identified below will receive a 7% general increase.

The increase will be electronically applied to Payroll Cycle B on Saturday, August 10, 1991 and to Payroll Cycle A on Saturday, August 3, 1991.

Redlined employees must have Human Resource Profiles submitted to the Bureau of Human Resources during the week prior to the electronic updating of the files to be processed on the correct pay cycle.

Departments will receive the following reports on the workday following the electronic change to the employee records for the particular payroll cycle:

- a. Human Resource Profile.
- b. List of employees receiving the increase.
- c. List of employees who are not receiving the increase.

EMPLOYEES ELIGIBLE FOR AUTOMATED PROCESSING:

- a. Employee Status must be a '1' on August 10, 1991 for Payroll Cycle 'B'. For Payroll Cycle A, employees must be active on August 3, 1991.
- b. Not Redlined.
- c. The Position End Date must be after the processing date as described in 'a' above.
- d. Not after the Appointment End date of the Employee.
- e. In an eligible Administrative Unit and Salary Specification:

Eligible Salary Specs:

- | | | |
|------|---|---|
| 01 | = | Administrative Services |
| * 02 | = | Financial Order/Major Policy
Influencing |
| 03 | = | Professional/Technical Teacher |
| 04 | = | Professional & Technical |
| 06 | = | Institutional Services |
| 07 | = | Nurse |

08	=	Supervisory Teacher
09	=	Supervisory Unit Employee
11	=	Military Firefighter
12	=	Operations, Maintenance & Support
13	=	Forest Watchperson
20	=	Law Enforcement Personnel
25	=	Law Enforcement 28 Day Schedule
30	=	State Police Non-Standard
33	=	State Police 28 Day Schedule
47	=	Confidential
@ 48	=	Medical Personnel
\$ 49	=	Superintendent at AMHI
\$ 66	=	Superintendent at BMHI

Eligible Administrative Units:

A	=	Administrative Services
B	=	Professional and Technical
C	=	Institutional Services
D	=	Supervisory Services
E	=	Operations, Maintenance & Support
F	=	Law Enforcement
G	=	State Police
* H	=	Major Policy Influencing
* M	=	Governor's Special Assistant
## O	=	Salary Set by statute
X	=	Confidential
* Y	=	Financial Order Required
# Z	=	Excluded from Bargaining

* These Administrative Units and Salary Specifications are eligible for the 7% General Increase but will be processed manually. A new salary schedule has been prepared to identify new rates to be paid to employees who are to receive the 7% General Increase based upon their current (April 1, 1990) salary rates.

Employees in this unit who are assigned to a Salary Matrix which is to receive the increase will also receive the increase retroactive to July 1, 1991. No electronic processing will be done for these people. Employees in this unit who are not assigned to a salary matrix which is to receive the increase will have their salary determined by the appointing authority.

@ These employees will all be handled manually this time. Employees in salary grades 53, 56 and 59 will receive a 7% raise added to the April 1, 1991 rates they already receive. Employees in salary grade 60 will receive a 7% increase based upon their current rate which was effective April 1, 1990. A new salary schedule has been developed for this purpose and will be distributed as part of the General Increase procedures.

\$ The two employees will be processed manually for the General Increase. Each will receive a 7% increase which will be applied to the April 1, 1990 salary rates from which they are currently paid. Two new salary schedules have been prepared for this purpose and will be distributed as part of the General Increase procedures.

Employees in Administrative Unit O who are assigned to the Range 80 through 90 series by law and employees in Unit O who do not have a specified salary range will have their salary determined by the salary authority specified in that law. The salary authority must provide the Director of Human Resources with a written statement signed by the salary authority which specifies the increase to be granted. Employees in Unit O who have an annual salary fixed by law will not be eligible for a salary increase unless the annual salary fixed by law is increased by amendment to that law.

BENEFIT CHANGES: Several changes are in effect:

1. Administrative Unit C
Shift Differential from .30 to .35 per hour
and from .40 to .45 per hour.
Medication Premium from \$14.00 to \$16.00 per week
Direct Care Differential from .20 to .35 per hour
2. Administrative Units A, B, D, E, or F.
Divers Stipend from \$9.00 to \$10.00 per hour
3. Administrative Unit G
Availability Pay - Group II from \$2500.00 to \$3000.00 per year.

g. SALARY SCHEDULES with the July 1, 1991 rates are available through the Bureau of Purchases Warehouse. A complementary copy will be sent to the Personnel Officer in each Processing Company.

h. CALENDAR OF EVENTS Also attached is a calendar of events which should be reproduced and distributed to your Human Resources and Payroll employees.

i. RETROACTIVE PAYMENT. You will receive further instructions as soon as possible on processing retroactive payments related to this General Increase.

j. NEW SALARY SCHEDULE. A new Salary Schedule has been developed to accommodate those employees who will receive a 7% general increase effective June 30, 1991 but who did not receive the October 1, 1990 or the April 1, 1991 3% General Increases. This will require each affected Job Classification, Position and Employee Record to be reassigned to this new salary schedule. Following receipt of a Financial Order or a Human Resource Profile the Bureau of Human Resources and the Budget Office will make the necessary changes to the records including the removal of Redlined Status.


Nancy J. Kenniston, Director
BUREAU OF HUMAN RESOURCES

August 1991

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					Pay Processing for 8/13 - last cycle A at old rates.	Apply Increase to Cycle A. New Salary Table Loaded. Special Pay Increases Applied.
	Deliver reports to Cycle A for review. Cycle A does personnel changes. Cycle B does T&A at old rates - no personnel changes.				Pay Processing for 8/20 - last cycle B at old rates.	Apply Increase to Cycle B. Special Pay Increases Applied.
4	5	6	7	8	9	10
	Deliver reports to Cycle B for review. Cycle B does personnel changes. Cycle A does T&A at new rates - no personnel changes.	Cycle A Pay Date - old rates.			Pay processing for 8/28 - cycle A at new rates.	
11	12	13	14	15	16	17
		Cycle B Pay Date - old rates.			Pay processing for 9/04 - cycle B at new rates.	
18	19	20	21	22	23	24
			Cycle A Pay Date - new rates.			
25	26	27	28	29	30	31

1991 General Increase

September 1991

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	Labor Day. 		Cycle B Pay Date - new rates.			
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

STANDARD SALARY SCHEDULE

Salary Specification = 02
Effective from July 1, 1991

for
Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HOURLY	25	12.90	14.17	14.85	15.58	16.36	17.12	17.92
WEEKLY		516.00	566.80	594.00	623.20	654.40	684.80	716.80
BI-WEEKLY		1,032.00	1,133.60	1,188.00	1,246.40	1,308.80	1,369.60	1,433.60
ANNUAL		26,832.00	29,473.60	30,888.00	32,406.40	34,028.80	35,609.60	37,273.60
PREM RATE		19.35	21.26	22.28	23.37	24.54	25.68	26.88
HOURLY	26	13.38	14.74	15.44	16.17	16.96	17.77	18.65
WEEKLY		535.20	589.60	617.60	646.80	678.40	710.80	746.00
BI-WEEKLY		1,070.40	1,179.20	1,235.20	1,293.60	1,356.80	1,421.60	1,492.00
ANNUAL		27,830.40	30,659.20	32,115.20	33,633.60	35,276.80	36,961.60	38,792.00
PREM RATE		20.07	22.11	23.16	24.26	25.44	26.66	27.98
HOURLY	27	13.92	15.23	16.01	16.77	17.60	18.44	19.33
WEEKLY		556.80	609.20	640.40	670.80	704.00	737.60	773.20
BI-WEEKLY		1,113.60	1,218.40	1,280.80	1,341.60	1,408.00	1,475.20	1,546.40
ANNUAL		28,953.60	31,678.40	33,300.80	34,881.60	36,608.00	38,355.20	40,206.40
PREM RATE		20.88	22.85	24.02	25.16	26.40	27.66	29.00
HOURLY	28	14.33	15.73	16.49	17.30	18.14	19.04	19.99
WEEKLY		573.20	629.20	659.60	692.00	725.60	761.60	799.60
BI-WEEKLY		1,146.40	1,258.40	1,319.20	1,384.00	1,451.20	1,523.20	1,599.20
ANNUAL		29,806.40	32,718.40	34,299.20	35,984.00	37,731.20	39,603.20	41,579.20
PREM RATE		21.50	23.60	24.74	25.95	27.21	28.56	29.99
HOURLY	29	14.86	16.38	17.15	18.00	18.91	19.80	20.75
WEEKLY		594.40	655.20	686.00	720.00	756.40	792.00	830.00
BI-WEEKLY		1,188.80	1,310.40	1,372.00	1,440.00	1,512.80	1,584.00	1,660.00
ANNUAL		30,908.80	34,070.40	35,672.00	37,440.00	39,332.80	41,184.00	43,160.00
PREM RATE		22.29	24.57	25.73	27.00	28.37	29.70	31.13
HOURLY	30	15.48	16.99	17.85	18.69	19.65	20.59	21.58
WEEKLY		619.20	679.60	714.00	747.60	786.00	823.60	863.20
BI-WEEKLY		1,238.40	1,359.20	1,428.00	1,495.20	1,572.00	1,647.20	1,726.40
ANNUAL		32,198.40	35,339.20	37,128.00	38,875.20	40,872.00	42,827.20	44,886.40
PREM RATE		23.22	25.49	26.78	28.04	29.48	30.89	32.37

STANDARD SALARY SCHEDULE
for

Salary Specification = 02
Effective from July 1, 1991

Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HOURLY	31	16.10	17.70	18.56	19.44	20.37	21.41	22.49
WEEKLY		644.00	708.00	742.40	777.60	814.80	856.40	899.60
BI-WEEKLY		1,288.00	1,416.00	1,484.80	1,555.20	1,629.60	1,712.80	1,799.20
ANNUAL		33,488.00	36,816.00	38,604.80	40,435.20	42,369.60	44,532.80	46,779.20
PREM RATE		24.15	26.55	27.84	29.16	30.56	32.12	33.74
HOURLY	32	16.77	18.44	19.36	20.30	21.26	22.33	23.40
WEEKLY		670.80	737.60	774.40	812.00	850.40	893.20	936.00
BI-WEEKLY		1,341.60	1,475.20	1,548.80	1,624.00	1,700.80	1,786.40	1,872.00
ANNUAL		34,881.60	38,355.20	40,268.80	42,224.00	44,220.80	46,446.40	48,672.00
PREM RATE		25.16	27.66	29.04	30.45	31.89	33.50	35.10
HOURLY	33	17.48	19.23	20.18	21.18	22.16	23.25	24.42
WEEKLY		699.20	769.20	807.20	847.20	886.40	930.00	976.80
BI-WEEKLY		1,398.40	1,538.40	1,614.40	1,694.40	1,772.80	1,860.00	1,953.60
ANNUAL		36,358.40	39,998.40	41,974.40	44,054.40	46,092.80	48,360.00	50,793.60
PREM RATE		26.22	28.85	30.27	31.77	33.24	34.88	36.63
HOURLY	34	18.24	20.06	21.06	22.07	23.17	24.31	25.55
WEEKLY		729.60	802.40	842.40	882.80	926.80	972.40	1,022.00
BI-WEEKLY		1,459.20	1,604.80	1,684.80	1,765.60	1,853.60	1,944.80	2,044.00
ANNUAL		37,939.20	41,724.80	43,804.80	45,905.60	48,193.60	50,564.80	53,144.00
PREM RATE		27.36	30.09	31.59	33.11	34.76	36.47	38.33
HOURLY	35	19.08	20.97	22.03	23.10	24.22	25.40	26.69
WEEKLY		763.20	838.80	881.20	924.00	968.80	1,016.00	1,067.60
BI-WEEKLY		1,526.40	1,677.60	1,762.40	1,848.00	1,937.60	2,032.00	2,135.20
ANNUAL		39,686.40	43,617.60	45,822.40	48,048.00	50,377.60	52,832.00	55,515.20
PREM RATE		28.62	31.46	33.05	34.65	36.33	38.10	40.04
HOURLY	36	19.98	21.98	23.09	24.17	25.38	26.61	27.95
WEEKLY		799.20	879.20	923.60	966.80	1,015.20	1,064.40	1,118.00
BI-WEEKLY		1,598.40	1,758.40	1,847.20	1,933.60	2,030.40	2,128.80	2,236.00
ANNUAL		41,558.40	45,718.40	48,027.20	50,273.60	52,790.40	55,348.80	58,136.00
PREM RATE		29.97	32.97	34.64	36.26	38.07	39.92	41.93

STANDARD SALARY SCHEDULE
for

Salary Specification = 02
Effective from July 1, 1991

Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HOURLY	37	20.95	23.07	24.17	25.35	26.61	27.95	29.31
WEEKLY		838.00	922.80	966.80	1,014.00	1,064.40	1,118.00	1,172.40
BI-WEEKLY		1,676.00	1,845.60	1,933.60	2,028.00	2,128.80	2,236.00	2,344.80
ANNUAL		43,576.00	47,985.60	50,273.60	52,728.00	55,348.80	58,136.00	60,964.80
PREM RATE		31.43	34.61	36.26	38.03	39.92	41.93	43.97
HOURLY	38	21.98	24.17	25.38	26.61	27.95	29.32	30.74
WEEKLY		879.20	966.80	1,015.20	1,064.40	1,118.00	1,172.80	1,229.60
BI-WEEKLY		1,758.40	1,933.60	2,030.40	2,128.80	2,236.00	2,345.60	2,459.20
ANNUAL		45,718.40	50,273.60	52,790.40	55,348.80	58,136.00	60,985.60	63,939.20
PREM RATE		32.97	36.26	38.07	39.92	41.93	43.98	46.11
HOURLY	39	23.13	25.44	26.73	27.99	29.37	30.85	32.38
WEEKLY		925.20	1,017.60	1,069.20	1,119.60	1,174.80	1,234.00	1,295.20
BI-WEEKLY		1,850.40	2,035.20	2,138.40	2,239.20	2,349.60	2,468.00	2,590.40
ANNUAL		48,110.40	52,915.20	55,598.40	58,219.20	61,089.60	64,168.00	67,350.40
PREM RATE		34.70	38.16	40.10	41.99	44.06	46.28	48.57
HOURLY	40	24.39	26.81	28.14	29.52	30.96	32.50	34.13
WEEKLY		975.60	1,072.40	1,125.60	1,180.80	1,238.40	1,300.00	1,365.20
BI-WEEKLY		1,951.20	2,144.80	2,251.20	2,361.60	2,476.80	2,600.00	2,730.40
ANNUAL		50,731.20	55,764.80	58,531.20	61,401.60	64,396.80	67,600.00	70,990.40
PREM RATE		36.59	40.22	42.21	44.28	46.44	48.75	51.20
HOURLY	41	25.66	28.18	29.61	31.03	32.57	34.17	35.85
WEEKLY		1,026.40	1,127.20	1,184.40	1,241.20	1,302.80	1,366.80	1,434.00
BI-WEEKLY		2,052.80	2,254.40	2,368.80	2,482.40	2,605.60	2,733.60	2,868.00
ANNUAL		53,372.80	58,614.40	61,588.80	64,542.40	67,745.60	71,073.60	74,568.00
PREM RATE		38.49	42.27	44.42	46.55	48.86	51.26	53.78
HOURLY	50	21.23	23.38	24.55	25.79	27.07	28.46	29.90
WEEKLY		849.20	935.20	982.00	1,031.60	1,082.80	1,138.40	1,196.00
BI-WEEKLY		1,698.40	1,870.40	1,964.00	2,063.20	2,165.60	2,276.80	2,392.00
ANNUAL		44,158.40	48,630.40	51,064.00	53,643.20	56,305.60	59,196.80	62,192.00
PREM RATE		31.85	35.07	36.83	38.69	40.61	42.69	44.85

STANDARD SALARY SCHEDULE

Salary Specification = 02
Effective from July 1, 1991

Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HOURLY	51	22.05	24.33	25.57	26.81	28.16	29.61	31.08
WEEKLY		882.00	973.20	1,022.80	1,072.40	1,126.40	1,184.40	1,243.20
BI-WEEKLY		1,764.00	1,946.40	2,045.60	2,144.80	2,252.80	2,368.80	2,486.40
ANNUAL		45,864.00	50,606.40	53,185.60	55,764.80	58,572.80	61,588.80	64,646.40
PREM RATE		33.08	36.50	38.36	40.22	42.24	44.42	46.62
HOURLY	52	22.95	25.33	26.58	27.94	29.34	30.82	32.36
WEEKLY		918.00	1,013.20	1,063.20	1,117.60	1,173.60	1,232.80	1,294.40
BI-WEEKLY		1,836.00	2,026.40	2,126.40	2,235.20	2,347.20	2,465.60	2,588.80
ANNUAL		47,736.00	52,686.40	55,286.40	58,115.20	61,027.20	64,105.60	67,308.80
PREM RATE		34.43	38.00	39.87	41.91	44.01	46.23	48.54
HOURLY	53	23.97	26.42	27.70	29.11	30.57	32.10	33.73
WEEKLY		958.80	1,056.80	1,108.00	1,164.40	1,222.80	1,284.00	1,349.20
BI-WEEKLY		1,917.60	2,113.60	2,216.00	2,328.80	2,445.60	2,568.00	2,698.40
ANNUAL		49,857.60	54,953.60	57,616.00	60,548.80	63,585.60	66,768.00	70,158.40
PREM RATE		35.96	39.63	41.55	43.67	45.86	48.15	50.60
HOURLY	54	24.95	27.55	28.91	30.36	31.89	33.47	35.16
WEEKLY		998.00	1,102.00	1,156.40	1,214.40	1,275.60	1,338.80	1,406.40
BI-WEEKLY		1,996.00	2,204.00	2,312.80	2,428.80	2,551.20	2,677.60	2,812.80
ANNUAL		51,896.00	57,304.00	60,132.80	63,148.80	66,331.20	69,617.60	73,132.80
PREM RATE		37.43	41.33	43.37	45.54	47.84	50.21	52.74
HOURLY	55	26.09	28.77	30.22	31.73	33.31	34.96	36.73
WEEKLY		1,043.60	1,150.80	1,208.80	1,269.20	1,332.40	1,398.40	1,469.20
BI-WEEKLY		2,087.20	2,301.60	2,417.60	2,538.40	2,664.80	2,796.80	2,938.40
ANNUAL		54,267.20	59,841.60	62,857.60	65,998.40	69,284.80	72,716.80	76,398.40
PREM RATE		39.14	43.16	45.33	47.60	49.97	52.44	55.10
HOURLY	56	27.31	30.12	31.61	33.18	34.84	36.60	38.45
WEEKLY		1,092.40	1,204.80	1,264.40	1,327.20	1,393.60	1,464.00	1,538.00
BI-WEEKLY		2,184.80	2,409.60	2,528.80	2,654.40	2,787.20	2,928.00	3,076.00
ANNUAL		56,804.80	62,649.60	65,748.80	69,014.40	72,467.20	76,128.00	79,976.00
PREM RATE		40.97	45.18	47.42	49.77	52.26	54.90	57.68

STANDARD SALARY SCHEDULE
for

Salary Specification = 02
Effective from July 1, 1991

Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HOURLY	57	28.60	31.53	33.14	34.80	36.50	38.32	40.23
WEEKLY		1,144.00	1,261.20	1,325.60	1,392.00	1,460.00	1,532.80	1,609.20
BI-WEEKLY		2,288.00	2,522.40	2,651.20	2,784.00	2,920.00	3,065.60	3,218.40
ANNUAL		59,488.00	65,582.40	68,931.20	72,384.00	75,920.00	79,705.60	83,678.40
PREM RATE		42.90	47.30	49.71	52.20	54.75	57.48	60.35
HOURLY	58	30.01	33.13	34.79	36.49	38.31	40.21	42.23
WEEKLY		1,200.40	1,325.20	1,391.60	1,459.60	1,532.40	1,608.40	1,689.20
BI-WEEKLY		2,400.80	2,650.40	2,783.20	2,919.20	3,064.80	3,216.80	3,378.40
ANNUAL		62,420.80	68,910.40	72,363.20	75,899.20	79,684.80	83,636.80	87,838.40
PREM RATE		45.02	49.70	52.19	54.74	57.47	60.32	63.35
HOURLY	59	31.52	34.79	36.49	38.30	40.21	42.21	44.30
WEEKLY		1,260.80	1,391.60	1,459.60	1,532.00	1,608.40	1,688.40	1,772.00
BI-WEEKLY		2,521.60	2,783.20	2,919.20	3,064.00	3,216.80	3,376.80	3,544.00
ANNUAL		65,561.60	72,363.20	75,899.20	79,664.00	83,636.80	87,796.80	92,144.00
PREM RATE		47.28	52.19	54.74	57.45	60.32	63.32	66.45
HOURLY	60	33.16	36.54	38.40	40.27	42.33	44.42	46.57
WEEKLY		1,326.40	1,461.60	1,536.00	1,610.80	1,693.20	1,776.80	1,862.80
BI-WEEKLY		2,652.80	2,923.20	3,072.00	3,221.60	3,386.40	3,553.60	3,725.60
ANNUAL		68,972.80	76,003.20	79,872.00	83,761.60	88,046.40	92,393.60	96,865.60
PREM RATE		49.74	54.81	57.60	60.41	63.50	66.63	69.86
HOURLY	61	34.89	38.49	40.41	42.46	44.55	46.79	49.11
WEEKLY		1,395.60	1,539.60	1,616.40	1,698.40	1,782.00	1,871.60	1,964.40
BI-WEEKLY		2,791.20	3,079.20	3,232.80	3,396.80	3,564.00	3,743.20	3,928.80
ANNUAL		72,571.20	80,059.20	84,052.80	88,316.80	92,664.00	97,323.20	102,148.80
PREM RATE		52.34	57.74	60.62	63.69	66.83	70.19	73.67
HOURLY	62	36.79	40.54	42.62	44.73	46.97	49.32	51.79
WEEKLY		1,471.60	1,621.60	1,704.80	1,789.20	1,878.80	1,972.80	2,071.60
BI-WEEKLY		2,943.20	3,243.20	3,409.60	3,578.40	3,757.60	3,945.60	4,143.20
ANNUAL		76,523.20	84,323.20	88,649.60	93,038.40	97,697.60	102,585.60	107,723.20
PREM RATE		55.19	60.81	63.93	67.10	70.46	73.98	77.69

STANDARD SALARY SCHEDULE
for

Printed July 18, 1991

Salary Specification = 02
Effective from July 1, 1991

Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
HOURLY	80	13.29	13.96	14.64	15.35	16.07	16.87	17.69	18.56	19.44
WEEKLY		531.60	558.40	585.60	614.00	642.80	674.80	707.60	742.40	777.60
BI-WEEKLY		1,063.20	1,116.80	1,171.20	1,228.00	1,285.60	1,349.60	1,415.20	1,484.80	1,555.20
ANNUAL		27,643.20	29,036.80	30,451.20	31,928.00	33,425.60	35,089.60	36,795.20	38,604.80	40,435.20
PREM RATE		19.94	20.94	21.96	23.03	24.11	25.31	26.54	27.84	29.16
HOURLY	81	13.79	14.46	15.15	15.89	16.67	17.48	18.31	19.21	20.15
WEEKLY		551.60	578.40	606.00	635.60	666.80	699.20	732.40	768.40	806.00
BI-WEEKLY		1,103.20	1,156.80	1,212.00	1,271.20	1,333.60	1,398.40	1,464.80	1,536.80	1,612.00
ANNUAL		28,683.20	30,076.80	31,512.00	33,051.20	34,673.60	36,358.40	38,084.80	39,956.80	41,912.00
PREM RATE		20.69	21.69	22.73	23.84	25.01	26.22	27.47	28.82	30.23
HOURLY	82	14.77	15.45	16.23	16.99	17.79	18.67	19.59	20.55	21.58
WEEKLY		590.80	618.00	649.20	679.60	711.60	746.80	783.60	822.00	863.20
BI-WEEKLY		1,181.60	1,236.00	1,298.40	1,359.20	1,423.20	1,493.60	1,567.20	1,644.00	1,726.40
ANNUAL		30,721.60	32,136.00	33,756.40	35,339.20	37,003.20	38,833.60	40,747.20	42,744.00	44,886.40
PREM RATE		22.16	23.18	24.35	25.49	26.69	28.01	29.39	30.83	32.37
HOURLY	83	16.16	16.97	17.77	18.64	19.56	20.52	21.54	22.56	23.67
WEEKLY		646.40	678.80	710.80	745.60	782.40	820.80	861.60	902.40	946.80
BI-WEEKLY		1,292.80	1,357.60	1,421.60	1,491.20	1,564.80	1,641.60	1,723.20	1,804.80	1,893.60
ANNUAL		33,612.80	35,297.60	36,961.60	38,771.20	40,684.80	42,681.60	44,803.20	46,924.80	49,233.60
PREM RATE		24.24	25.46	26.66	27.96	29.34	30.78	32.31	33.84	35.51
HOURLY	84	16.64	17.47	18.30	19.20	20.14	21.11	22.15	23.24	24.39
WEEKLY		665.60	698.80	732.00	768.00	805.60	844.40	886.00	929.60	975.60
BI-WEEKLY		1,331.20	1,397.60	1,464.00	1,536.00	1,611.20	1,688.80	1,772.00	1,859.20	1,951.20
ANNUAL		34,611.20	36,337.60	38,064.00	39,936.00	41,891.20	43,908.80	46,072.00	48,339.20	50,731.20
PREM RATE		24.96	26.21	27.45	28.80	30.21	31.67	33.23	34.86	36.59
HOURLY	85	17.60	18.45	19.37	20.33	21.28	22.34	23.47	24.56	25.78
WEEKLY		704.00	738.00	774.80	813.20	851.20	893.60	938.80	982.40	1,031.20
BI-WEEKLY		1,408.00	1,476.00	1,549.60	1,626.40	1,702.40	1,787.20	1,877.60	1,964.80	2,062.40
ANNUAL		36,608.00	38,376.00	40,289.60	42,286.40	44,262.40	46,467.20	48,817.60	51,084.80	53,622.40
PREM RATE		26.40	27.68	29.06	30.50	31.92	33.51	35.21	36.84	38.67

STANDARD SALARY SCHEDULE
for

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Financial Order - Major Policy Influence

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
HOURLY	86	19.01	19.97	20.93	21.97	23.05	24.14	25.34	26.57	27.86
WEEKLY		760.40	798.80	837.20	876.80	922.00	965.60	1,013.60	1,062.80	1,114.40
BI-WEEKLY		1,520.80	1,597.60	1,674.40	1,757.60	1,844.00	1,931.20	2,027.20	2,125.60	2,228.80
ANNUAL		39,540.80	41,537.60	43,534.40	45,697.60	47,944.00	50,211.20	52,707.20	55,265.60	57,948.80
PREM RATE		28.52	29.96	31.40	32.96	34.58	36.21	38.01	39.86	41.79
HOURLY	87	19.51	20.43	21.42	22.50	23.60	24.77	26.01	27.26	28.59
WEEKLY		780.40	817.20	856.80	900.00	944.00	990.80	1,040.40	1,090.40	1,143.60
BI-WEEKLY		1,560.80	1,634.40	1,713.60	1,800.00	1,888.00	1,981.60	2,080.80	2,180.80	2,287.20
ANNUAL		40,580.80	42,494.40	44,553.60	46,800.00	49,088.00	51,521.60	54,100.80	56,700.80	59,467.20
PREM RATE		29.27	30.65	32.13	33.75	35.40	37.16	39.02	40.89	42.89
HOURLY	88	20.43	21.42	22.50	23.60	24.77	26.01	27.26	28.59	29.97
WEEKLY		817.20	856.80	900.00	944.00	990.80	1,040.40	1,090.40	1,143.60	1,198.80
BI-WEEKLY		1,634.40	1,713.60	1,800.00	1,888.00	1,981.60	2,080.80	2,180.80	2,287.20	2,397.60
ANNUAL		42,494.40	44,553.60	46,800.00	49,088.00	51,521.60	54,100.80	56,700.80	59,467.20	62,337.60
PREM RATE		30.65	32.13	33.75	35.40	37.16	39.02	40.89	42.89	44.96
HOURLY	89	21.91	22.93	24.09	25.25	26.48	27.80	29.16	30.58	31.99
WEEKLY		876.40	917.20	963.60	1,010.00	1,059.20	1,112.00	1,166.40	1,223.20	1,279.60
BI-WEEKLY		1,752.80	1,834.40	1,927.20	2,020.00	2,118.40	2,224.00	2,332.80	2,446.40	2,559.20
ANNUAL		45,572.80	47,694.40	50,107.20	52,520.00	55,078.40	57,824.00	60,652.80	63,606.40	66,539.20
PREM RATE		32.87	34.40	36.14	37.88	39.72	41.70	43.74	45.87	47.99
HOURLY	90	23.30	24.47	25.67	26.91	28.23	29.62	31.09	32.60	34.20
WEEKLY		932.00	978.80	1,026.80	1,076.40	1,129.20	1,184.80	1,243.60	1,304.00	1,368.00
BI-WEEKLY		1,864.00	1,957.60	2,053.60	2,152.80	2,258.40	2,369.60	2,487.20	2,608.00	2,736.00
ANNUAL		48,464.00	50,897.60	53,393.60	55,972.80	58,718.40	61,609.60	64,667.20	67,808.00	71,136.00
PREM RATE		34.95	36.71	38.51	40.37	42.35	44.43	46.64	48.90	51.30
HOURLY	91	24.73	25.99	27.23	28.56	29.96	31.43	32.99	34.59	36.36
WEEKLY		989.20	1,039.60	1,089.20	1,142.40	1,198.40	1,257.20	1,319.60	1,383.60	1,454.40
BI-WEEKLY		1,978.40	2,079.20	2,178.40	2,284.80	2,396.80	2,514.40	2,639.20	2,767.20	2,908.80
ANNUAL		51,438.40	54,059.20	56,638.40	59,404.80	62,316.80	65,374.40	68,619.20	71,947.20	75,628.80
PREM RATE		37.10	38.99	40.85	42.84	44.94	47.15	49.49	51.89	54.54