

ORDINANCE NO. C-16-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING SCHEDULE I OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, ("PAY PLAN"), BY CREATING AND ADDING TWO NEW CLASSES AND AMENDING THE PAY RANGES OF TWO CLASSES, ADJUSTING THE PAY RANGES FOR SCHEDULE I, SCHEDULE II, AND SCHEDULE VI OF THE PAY PLAN BY PROVIDING A ONE-HALF OF ONE PERCENT GENERAL WAGE INCREASE, AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That the following classes contained in Schedule I of the Pay Plan of the City of Fort Lauderdale, Florida, are amended as follows:

Class No.	Pay Range	M/C	Class Title
984	M32 <u>M37</u>	III	Assistant Budget Manager
945	M55 <u>M58</u>	I	Senior Assistant City Attorney

SECTION 2. That Schedule I of the Pay Plan of the City of Fort Lauderdale, Florida, is amended to create and add in alphabetical order by class title, the following class:

Class No.	Pay Range	M/C	Class Title
<u>179</u>	<u>M37</u>	<u>III</u>	<u>Assistant Manager, Procurement and Contracts</u>
<u>651</u>	<u>M41</u>	<u>III</u>	<u>Police Psychologist</u>

SECTION 3. That Schedule 06(a) of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule VI, to wit: Special Employees, be and is hereby amended by providing a one-half of one percent general wage increase, subject to appropriation and approval of the

CODING: Words, symbols, and letters ~~stricken~~ are deletions; words, symbols, and letters underlined are additions.

Fiscal Year 2017 annual budget, and by replacing Schedule 06(a) with Schedule VI(b) that is attached hereto, and which is incorporated herein.

SECTION 4. That SCHEDULE I(e) and SCHEDULE II(e) of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees, be and are hereby amended by providing a one-half of one percent general wage increase, subject to appropriation and approval of the Fiscal Year 2017 annual budget, and by replacing SCHEDULE I(e) and SCHEDULE II(e) respectively with SCHEDULE I(f) and II(f) that are attached hereto, and which are incorporated herein.

SECTION 5. That if any clause, section, or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

SECTION 6. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed.

SECTION 7. That this Ordinance shall be in full force and effect beginning the first full pay period after October 1, 2016.

PASSED FIRST READING this the _____ day of _____, 2016.

PASSED SECOND READING this the _____ day of _____, 2016.

Mayor
JOHN P. "JACK" SEILER

ATTEST:

City Clerk
JEFFREY A. MODARELLI

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SCHEDULE I(f)
Management, Professional, and Supervisory (P.E.R.C. Exempt)
Pay Range Amounts Effective 10/09/2016
0.5% General Wage Increase

Pay Ranges 2016/17	MINIMUM MANAGEMENT CATEGORY ALL			MAXIMUM MANAGEMENT CATEGORY V			MAXIMUM MANAGEMENT CATEGORY IV			MAXIMUM MANAGEMENT CATEGORY III			MAXIMUM MANAGEMENT CATEGORY II			MAXIMUM MANAGEMENT CATEGORY I			Pay Ranges 2016/17	
	GRADE	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY		ANNUAL
	M016	\$20.39	\$1,631.20	\$42,411.20	\$30.78	\$2,462.40	\$64,022.40	\$31.56	\$2,524.80	\$65,644.80	\$32.36	\$2,588.80	\$67,308.80	N/A	N/A	N/A	N/A	N/A	N/A	M016
	M017	\$20.92	\$1,673.60	\$43,513.60	\$31.56	\$2,524.80	\$65,644.80	\$32.36	\$2,588.80	\$67,308.80	\$33.15	\$2,652.00	\$68,952.00	N/A	N/A	N/A	N/A	N/A	N/A	M017
	M018	\$21.44	\$1,715.20	\$44,595.20	\$32.36	\$2,588.80	\$67,308.80	\$33.15	\$2,652.00	\$68,952.00	\$33.95	\$2,716.00	\$70,616.00	N/A	N/A	N/A	N/A	N/A	N/A	M018
	M019	\$21.97	\$1,757.60	\$45,697.60	\$33.15	\$2,652.00	\$68,952.00	\$33.95	\$2,716.00	\$70,616.00	\$34.83	\$2,786.40	\$72,446.40	N/A	N/A	N/A	N/A	N/A	N/A	M019
	M020	\$22.52	\$1,801.60	\$46,841.60	\$33.95	\$2,716.00	\$70,616.00	\$34.83	\$2,786.40	\$72,446.40	\$35.72	\$2,857.60	\$74,297.60	N/A	N/A	N/A	N/A	N/A	N/A	M020
	M021	\$23.08	\$1,846.40	\$48,006.40	\$34.83	\$2,786.40	\$72,446.40	\$35.72	\$2,857.60	\$74,297.60	\$36.56	\$2,924.80	\$76,044.80	N/A	N/A	N/A	N/A	N/A	N/A	M021
	M022	\$23.66	\$1,892.80	\$49,212.80	\$35.72	\$2,857.60	\$74,297.60	\$36.56	\$2,924.80	\$76,044.80	\$37.50	\$3,000.00	\$78,000.00	N/A	N/A	N/A	N/A	N/A	N/A	M022
	M023	\$24.28	\$1,942.40	\$50,502.40	\$36.56	\$2,924.80	\$76,044.80	\$37.50	\$3,000.00	\$78,000.00	\$38.43	\$3,074.40	\$79,934.40	N/A	N/A	N/A	N/A	N/A	N/A	M023
	M024	\$24.86	\$1,988.80	\$51,708.80	\$37.50	\$3,000.00	\$78,000.00	\$38.43	\$3,074.40	\$79,934.40	\$39.40	\$3,152.00	\$81,952.00	N/A	N/A	N/A	N/A	N/A	N/A	M024
	M025	\$25.50	\$2,040.00	\$53,040.00	\$38.43	\$3,074.40	\$79,934.40	\$39.40	\$3,152.00	\$81,952.00	\$40.35	\$3,228.00	\$83,928.00	N/A	N/A	N/A	N/A	N/A	N/A	M025
	M026	\$26.11	\$2,088.80	\$54,308.80	\$39.40	\$3,152.00	\$81,952.00	\$40.35	\$3,228.00	\$83,928.00	\$41.39	\$3,311.20	\$86,091.20	N/A	N/A	N/A	N/A	N/A	N/A	M026
	M027	\$26.78	\$2,142.40	\$55,702.40	\$40.35	\$3,228.00	\$83,928.00	\$41.39	\$3,311.20	\$86,091.20	\$42.43	\$3,394.40	\$88,254.40	N/A	N/A	N/A	N/A	N/A	N/A	M027
	M028	\$27.48	\$2,198.40	\$57,158.40	\$41.39	\$3,311.20	\$86,091.20	\$42.43	\$3,394.40	\$88,254.40	\$43.51	\$3,480.80	\$90,500.80	N/A	N/A	N/A	N/A	N/A	N/A	M028
	M029	\$28.15	\$2,252.00	\$58,552.00	\$42.43	\$3,394.40	\$88,254.40	\$43.51	\$3,480.80	\$90,500.80	\$44.54	\$3,563.20	\$92,643.20	N/A	N/A	N/A	N/A	N/A	N/A	M029
	M030	\$28.84	\$2,307.20	\$59,987.20	\$43.51	\$3,480.80	\$90,500.80	\$44.54	\$3,563.20	\$92,643.20	\$45.71	\$3,656.80	\$95,076.80	\$46.83	\$3,746.40	\$97,406.40	N/A	N/A	N/A	M030
	M031	\$29.59	\$2,367.20	\$61,547.20	\$44.54	\$3,563.20	\$92,643.20	\$45.71	\$3,656.80	\$95,076.80	\$46.83	\$3,746.40	\$97,406.40	N/A	N/A	N/A	N/A	N/A	N/A	M031
	M032	\$30.30	\$2,424.00	\$63,024.00	\$45.71	\$3,656.80	\$95,076.80	\$46.83	\$3,746.40	\$97,406.40	\$48.00	\$3,840.00	\$99,840.00	N/A	N/A	N/A	N/A	N/A	N/A	M032
	M033	\$31.05	\$2,484.00	\$64,584.00	\$46.83	\$3,746.40	\$97,406.40	\$48.00	\$3,840.00	\$99,840.00	\$49.18	\$3,934.40	\$102,294.40	N/A	N/A	N/A	N/A	N/A	N/A	M033
	M034	\$31.84	\$2,547.20	\$66,227.20	\$48.00	\$3,840.00	\$99,840.00	\$49.18	\$3,934.40	\$102,294.40	\$50.41	\$4,032.80	\$104,852.80	\$51.68	\$4,134.40	\$107,494.40	\$52.97	\$4,237.60	\$110,177.60	M034
	M035	\$32.65	\$2,612.00	\$67,912.00	\$49.18	\$3,934.40	\$102,294.40	\$50.41	\$4,032.80	\$104,852.80	\$51.68	\$4,134.40	\$107,494.40	\$52.97	\$4,134.40	\$107,494.40	\$52.97	\$4,237.60	\$110,177.60	M035
	M036	\$33.44	\$2,675.20	\$69,555.20	\$50.41	\$4,032.80	\$104,852.80	\$51.68	\$4,134.40	\$107,494.40	\$52.97	\$4,237.60	\$110,177.60	\$54.29	\$4,343.20	\$112,923.20	\$55.65	\$4,452.00	\$115,752.00	M036
	M037	\$34.28	\$2,742.40	\$71,302.40	\$51.68	\$4,134.40	\$107,494.40	\$52.97	\$4,237.60	\$110,177.60	\$54.29	\$4,343.20	\$112,923.20	\$55.65	\$4,452.00	\$115,752.00	\$57.03	\$4,562.40	\$118,622.40	M037
	M038	\$35.13	\$2,810.40	\$73,070.40	\$52.97	\$4,237.60	\$110,177.60	\$54.29	\$4,343.20	\$112,923.20	\$55.65	\$4,452.00	\$115,752.00	\$57.03	\$4,562.40	\$118,622.40	\$58.47	\$4,677.60	\$121,617.60	M038
	M039	\$36.01	\$2,880.80	\$74,900.80	\$54.29	\$4,343.20	\$112,923.20	\$55.65	\$4,452.00	\$115,752.00	\$57.03	\$4,562.40	\$118,622.40	\$58.47	\$4,677.60	\$121,617.60	\$59.92	\$4,793.60	\$124,633.60	M039
	M040	\$36.90	\$2,952.00	\$76,752.00	\$55.65	\$4,452.00	\$115,752.00	\$57.03	\$4,562.40	\$118,622.40	\$58.47	\$4,677.60	\$121,617.60	\$59.92	\$4,793.60	\$124,633.60	\$61.42	\$4,913.60	\$127,753.60	M040
	M041	\$37.85	\$3,028.00	\$78,728.00	\$57.03	\$4,562.40	\$118,622.40	\$58.47	\$4,677.60	\$121,617.60	\$59.92	\$4,793.60	\$124,633.60	\$61.42	\$4,913.60	\$127,753.60	\$62.95	\$5,036.00	\$130,936.00	M041
	M042	\$38.79	\$3,103.20	\$80,683.20	\$58.47	\$4,677.60	\$121,617.60	\$59.92	\$4,793.60	\$124,633.60	\$61.42	\$4,913.60	\$127,753.60	\$62.95	\$5,036.00	\$130,936.00	\$64.50	\$5,160.00	\$134,160.00	M042
	M043	\$39.78	\$3,182.40	\$82,742.40	\$59.92	\$4,793.60	\$124,633.60	\$61.42	\$4,913.60	\$127,753.60	\$62.95	\$5,036.00	\$130,936.00	\$64.50	\$5,160.00	\$134,160.00	\$66.16	\$5,292.80	\$137,612.80	M043
	M044	\$40.73	\$3,258.40	\$84,718.40	\$61.42	\$4,913.60	\$127,753.60	\$62.95	\$5,036.00	\$130,936.00	\$64.50	\$5,160.00	\$134,160.00	\$66.16	\$5,292.80	\$137,612.80	\$67.81	\$5,424.80	\$141,044.80	M044
	M045	\$41.78	\$3,342.40	\$86,902.40	\$62.95	\$5,036.00	\$130,936.00	\$64.50	\$5,160.00	\$134,160.00	\$66.16	\$5,292.80	\$137,612.80	\$67.81	\$5,424.80	\$141,044.80	\$69.50	\$5,560.00	\$144,560.00	M045
	M046	\$42.81	\$3,424.80	\$89,044.80	\$64.50	\$5,160.00	\$134,160.00	\$66.16	\$5,292.80	\$137,612.80	\$67.81	\$5,424.80	\$141,044.80	\$69.50	\$5,560.00	\$144,560.00	\$71.22	\$5,697.60	\$148,137.60	M046
	M047	\$43.89	\$3,511.20	\$91,291.20	\$66.16	\$5,292.80	\$137,612.80	\$67.81	\$5,424.80	\$141,044.80	\$69.50	\$5,560.00	\$144,560.00	\$71.22	\$5,697.60	\$148,137.60	\$73.01	\$5,840.80	\$151,860.80	M047
	M048	\$44.98	\$3,598.40	\$93,558.40	\$67.81	\$5,424.80	\$141,044.80	\$69.50	\$5,560.00	\$144,560.00	\$71.22	\$5,697.60	\$148,137.60	\$73.01	\$5,840.80	\$151,860.80	\$74.83	\$5,986.40	\$155,646.40	M048
	M049	\$46.10	\$3,688.00	\$95,888.00	\$69.50	\$5,560.00	\$144,560.00	\$71.22	\$5,697.60	\$148,137.60	\$73.01	\$5,840.80	\$151,860.80	\$74.83	\$5,986.40	\$155,646.40	\$76.72	\$6,137.60	\$159,577.60	M049
	M050	\$47.26	\$3,780.80	\$98,300.80	\$71.22	\$5,697.60	\$148,137.60	\$73.01	\$5,840.80	\$151,860.80	\$74.83	\$5,986.40	\$155,646.40	\$76.72	\$6,137.60	\$159,577.60	\$78.65	\$6,292.00	\$163,592.00	M050
	M051	\$48.44	\$3,875.20	\$100,755.20	\$73.01	\$5,840.80	\$151,860.80	\$74.83	\$5,986.40	\$155,646.40	\$76.72	\$6,137.60	\$159,577.60	\$78.65	\$6,292.00	\$163,592.00	\$80.57	\$6,445.60	\$167,585.60	M051
	M052	\$49.64	\$3,971.20	\$103,251.20	\$74.83	\$5,986.40	\$155,646.40	\$76.72	\$6,137.60	\$159,577.60	\$78.65	\$6,292.00	\$163,592.00	\$80.57	\$6,445.60	\$167,585.60	\$82.59	\$6,607.20	\$171,787.20	M052
	M053	\$50.89	\$4,071.20	\$105,851.20	\$76.72	\$6,137.60	\$159,577.60	\$78.65	\$6,292.00	\$163,592.00	\$80.57	\$6,445.60	\$167,585.60	\$82.59	\$6,607.20	\$171,787.20	\$84.66	\$6,772.80	\$176,092.80	M053
	M054	\$52.16	\$4,172.80	\$108,492.80	\$78.65	\$6,292.00	\$163,592.00	\$80.57	\$6,445.60	\$167,585.60	\$82.59	\$6,607.20	\$171,787.20	\$84.66	\$6,772.80	\$176,092.80	\$86.79	\$6,943.20	\$180,523.20	M054
	M055	\$53.48	\$4,278.40	\$111,238.40	\$80.57	\$6,445.60	\$167,585.60	\$82.59	\$6,607.20	\$171,787.20	\$84.66	\$6,772.80	\$176,092.80	\$86.79	\$6,943.20	\$180,523.20	\$88.98	\$7,118.40	\$185,078.40	M055
	M056	\$54.78	\$4,382.40	\$113,942.40	\$82.59	\$6,607.20	\$171,787.20	\$84.66	\$6,772.80	\$176,092.80	\$86.79	\$6,943.20	\$180,523.20	\$88.98	\$7,118.40	\$185,078.40	\$91.17	\$7,293.60	\$189,633.60	M056
	M057	\$56.14	\$4,491.20	\$116,771.20	\$84.66	\$6,772.80	\$176,092.80	\$86.79	\$6,943.20	\$180,523.20	\$88.98	\$7,118.40	\$185,078.40	\$91.17	\$7,293.60	\$189,633.60	\$93.44	\$7,475.20	\$194,355.20	M057
	M058	\$57.56	\$4,604.80	\$119,724.80	\$86.79	\$6,943.20	\$180,523.20	\$88.98	\$7,118.40	\$185,078.40	\$91.17	\$7,293.60	\$189,633.60	\$93.44	\$7,475.20	\$194,355.20	\$95.79	\$7,663.20	\$199,243.20	M058
	M059	\$58.98	\$4,718.40	\$122,678.40	\$88.98	\$7,118.40	\$185,078.40	\$91.17	\$7,293.60	\$189,633.60	\$93.44	\$7,475.20	\$194,355.20	\$95.79	\$7,663.20	\$199,243.20	\$98.21	\$7,856.80	\$204,276.80	M059
	M060	\$60.48	\$4,838.40	\$125,798.40	\$91.17	\$7,293.60	\$189,633.60	\$93.44	\$7,475.20	\$194,355.20	\$95.79	\$7,663.20	\$199,243.20	\$98.21	\$7,856.80	\$204,276.80	\$100.66	\$8,052.80	\$209,372.80	M060

SCHEDULE II(f)
NONBARGAINING UNIT CONFIDENTIAL
PAY RANGE AMOUNTS
EFFECTIVE 10/09/2016
0.5% GENERAL WAGE INCREASE

Pay Range 2016-17	Hourly Minimum	BiWeekly	Monthly	Annual Minimum	Hourly Maximum	BiWeekly	Monthly	Annual Maximum	Pay Range 2016-17
C026	\$ 13.90	\$ 1,112.00	\$ 2,409.33	\$ 28,912.00	\$ 20.45	\$ 1,636.00	\$ 3,544.67	\$ 42,536.00	C026
C027	\$ 14.27	\$ 1,141.60	\$ 2,473.47	\$ 29,681.60	\$ 20.98	\$ 1,678.40	\$ 3,636.53	\$ 43,638.40	C027
C028	\$ 14.59	\$ 1,167.20	\$ 2,528.93	\$ 30,347.20	\$ 21.50	\$ 1,720.00	\$ 3,726.67	\$ 44,720.00	C028
C029	\$ 14.98	\$ 1,198.40	\$ 2,596.53	\$ 31,158.40	\$ 22.04	\$ 1,763.20	\$ 3,820.27	\$ 45,843.20	C029
C030	\$ 15.35	\$ 1,228.00	\$ 2,660.67	\$ 31,928.00	\$ 22.57	\$ 1,805.60	\$ 3,912.13	\$ 46,945.60	C030
C031	\$ 15.73	\$ 1,258.40	\$ 2,726.53	\$ 32,718.40	\$ 23.14	\$ 1,851.20	\$ 4,010.93	\$ 48,131.20	C031
C032	\$ 16.13	\$ 1,290.40	\$ 2,795.87	\$ 33,550.40	\$ 23.72	\$ 1,897.60	\$ 4,111.47	\$ 49,337.60	C032
C033	\$ 16.55	\$ 1,324.00	\$ 2,868.67	\$ 34,424.00	\$ 24.31	\$ 1,944.80	\$ 4,213.73	\$ 50,564.80	C033
C034	\$ 16.94	\$ 1,355.20	\$ 2,936.27	\$ 35,235.20	\$ 24.90	\$ 1,992.00	\$ 4,316.00	\$ 51,792.00	C034
C035	\$ 17.39	\$ 1,391.20	\$ 3,014.27	\$ 36,171.20	\$ 25.57	\$ 2,045.60	\$ 4,432.13	\$ 53,185.60	C035
C036	\$ 17.82	\$ 1,425.60	\$ 3,088.80	\$ 37,065.60	\$ 26.14	\$ 2,091.20	\$ 4,530.93	\$ 54,371.20	C036
C037	\$ 18.24	\$ 1,459.20	\$ 3,161.60	\$ 37,939.20	\$ 26.83	\$ 2,146.40	\$ 4,650.53	\$ 55,806.40	C037
C038	\$ 18.70	\$ 1,496.00	\$ 3,241.33	\$ 38,896.00	\$ 27.50	\$ 2,200.00	\$ 4,766.67	\$ 57,200.00	C038
C039	\$ 19.20	\$ 1,536.00	\$ 3,328.00	\$ 39,936.00	\$ 28.18	\$ 2,254.40	\$ 4,884.53	\$ 58,614.40	C039
C040	\$ 19.66	\$ 1,572.80	\$ 3,407.73	\$ 40,892.80	\$ 28.89	\$ 2,311.20	\$ 5,007.60	\$ 60,091.20	C040
C041	\$ 20.16	\$ 1,612.80	\$ 3,494.40	\$ 41,932.80	\$ 29.61	\$ 2,368.80	\$ 5,132.40	\$ 61,588.80	C041
C042	\$ 20.63	\$ 1,650.40	\$ 3,575.87	\$ 42,910.40	\$ 30.33	\$ 2,426.40	\$ 5,257.20	\$ 63,086.40	C042
C043	\$ 21.17	\$ 1,693.60	\$ 3,669.47	\$ 44,033.60	\$ 31.11	\$ 2,488.80	\$ 5,392.40	\$ 64,708.80	C043
C044	\$ 21.69	\$ 1,735.20	\$ 3,759.60	\$ 45,115.20	\$ 32.67	\$ 2,613.60	\$ 5,662.80	\$ 67,953.60	C044
C045	\$ 22.24	\$ 1,779.20	\$ 3,854.93	\$ 46,259.20	\$ 34.34	\$ 2,747.20	\$ 5,952.27	\$ 71,427.20	C045
C046	\$ 22.77	\$ 1,821.60	\$ 3,946.80	\$ 47,361.60	\$ 35.20	\$ 2,816.00	\$ 6,101.33	\$ 73,216.00	C046
C047	\$ 23.37	\$ 1,869.60	\$ 4,050.80	\$ 48,609.60	\$ 36.09	\$ 2,887.20	\$ 6,255.60	\$ 75,067.20	C047
C048	\$ 23.92	\$ 1,913.60	\$ 4,146.13	\$ 49,753.60	\$ 36.99	\$ 2,959.20	\$ 6,411.60	\$ 76,939.20	C048
C049	\$ 24.53	\$ 1,962.40	\$ 4,251.87	\$ 51,022.40	\$ 37.90	\$ 3,032.00	\$ 6,569.33	\$ 78,832.00	C049
C050	\$ 25.14	\$ 2,011.20	\$ 4,357.60	\$ 52,291.20	\$ 38.86	\$ 3,108.80	\$ 6,735.73	\$ 80,828.80	C050

Effective 10/09/2016
0.5% GENERAL WAGE INCREASE

Pay Range R-6

Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
NA	NA	NA	NA	NA	NA	\$8.18	\$8.68	\$9.20	\$9.71	\$10.22	\$10.73	\$11.25
Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X		
\$11.76	\$12.26	\$12.77	\$13.29	\$14.31	\$15.34	\$16.35	\$17.38	\$18.40	\$19.42	\$20.44		
Step X1	Step X2	Step X3	Step X4	Step X5	Step X6							
\$21.47	\$22.48	\$23.51	\$24.53	\$25.56	\$26.06							

Pay Range R-9								
Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
NA	NA	NA	NA	\$8.18	\$8.68	\$9.20	\$9.71	\$10.22

Pay Range R-10												
Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
NA	\$8.22	\$8.42	\$8.63	\$8.84	\$9.08	\$9.28	\$9.54	\$9.76	\$10.01	\$10.24	\$10.50	\$10.76

Pay Range R-11	
Step A	
\$17.20	

Pay Range R-12	
Step A	Step B
\$22.11	\$22.55