

NEW COMPENSATION PAY SCHEDULE EFFECTIVE JANUARY 1, 2018

		35.47	35.82	36.18	36.54	36.91	37.28	37.65	38.03	38.41	38.79	39.18	39.57	39.96	40.36	40.77	41.18	41.59	42.00	42.42	42.85	43.28	43.71	44.15	44.59	45.03	45.48	45.94	46.40	46.86	47.33	47.80	48.28	48.76
13.0%	O	83,361	84,194	85,036	85,887	86,745	87,613	88,489	89,374	90,268	91,170	92,082	93,003	93,933	94,872	95,821	96,779	97,747	98,724	99,712	100,709	101,716	102,733	103,760	104,798	105,846	106,904	107,973	109,053	110,144	111,245	112,358	113,481	114,616
		40.08	40.48	40.88	41.29	41.70	42.12	42.54	42.97	43.40	43.83	44.27	44.71	45.16	45.61	46.07	46.53	46.99	47.46	47.94	48.42	48.90	49.39	49.88	50.38	50.89	51.40	51.91	52.43	52.95	53.48	54.02	54.56	55.10
16.0%	P	96,698	97,665	98,642	99,628	100,625	101,631	102,647	103,674	104,711	105,758	106,815	107,883	108,962	110,052	111,152	112,264	113,387	114,520	115,666	116,822	117,990	119,170	120,362	121,566	122,781	124,009	125,249	126,502	127,767	129,044	130,335	131,638	132,955
		46.49	46.95	47.42	47.90	48.38	48.86	49.35	49.84	50.34	50.85	51.35	51.87	52.39	52.91	53.44	53.97	54.51	55.06	55.61	56.16	56.73	57.29	57.87	58.45	59.03	59.62	60.22	60.82	61.43	62.04	62.66	63.29	63.92
12.0%	Q	108,302	109,385	110,479	111,584	112,700	113,827	114,965	116,115	117,276	118,449	119,633	120,829	122,038	123,258	124,491	125,736	126,993	128,263	129,545	130,841	132,149	133,471	134,806	136,154	137,515	138,890	140,279	141,682	143,099	144,530	145,975	147,435	148,909
		52.07	52.59	53.11	53.65	54.18	54.72	55.27	55.82	56.38	56.95	57.52	58.09	58.67	59.26	59.85	60.45	61.05	61.66	62.28	62.90	63.53	64.17	64.81	65.46	66.11	66.77	67.44	68.12	68.80	69.49	70.18	70.88	71.59
14.0%	R	123,465	124,699	125,946	127,206	128,478	129,762	131,060	132,371	133,694	135,031	136,382	137,745	139,123	140,514	141,919	143,339	144,772	146,220	147,682	149,159	150,650	152,157	153,678	155,215	156,767	158,335	159,918	161,517	163,133	164,764	166,412	168,076	169,756
		59.36	59.95	60.55	61.16	61.77	62.39	63.01	63.64	64.28	64.92	65.57	66.22	66.89	67.55	68.23	68.91	69.60	70.30	71.00	71.71	72.43	73.15	73.88	74.62	75.37	76.12	76.88	77.65	78.43	79.21	80.01	80.81	81.61
13.0%	S	139,515	140,910	142,319	143,742	145,180	146,632	148,098	149,579	151,075	152,585	154,111	155,652	157,209	158,781	160,369	161,973	163,592	165,228	166,880	168,549	170,235	171,937	173,656	175,393	177,147	178,918	180,708	182,515	184,340	186,183	188,045	189,926	191,825
		67.07	67.75	68.42	69.11	69.80	70.50	71.20	71.91	72.63	73.36	74.09	74.83	75.58	76.34	77.10	77.87	78.65	79.44	80.23	81.03	81.84	82.66	83.49	84.32	85.17	86.02	86.88	87.75	88.62	89.51	90.41	91.31	92.22
11.0%	T	154,862	156,410	157,974	159,554	161,150	162,761	164,389	166,033	167,693	169,370	171,064	172,774	174,502	176,247	178,009	179,789	181,587	183,403	185,237	187,090	188,961	190,850	192,759	194,686	196,633	198,599	200,585	202,591	204,617	206,663	208,730	210,817	212,925
		74.45	75.20	75.95	76.71	77.48	78.25	79.03	79.82	80.62	81.43	82.24	83.06	83.90	84.73	85.58	86.44	87.30	88.17	89.06	89.95	90.85	91.75	92.67	93.60	94.54	95.48	96.44	97.40	98.37	99.36	100.35	101.35	102.37
11.0%	U	171,896	173,615	175,351	177,105	178,876	180,665	182,471	184,296	186,139	188,001	189,881	191,779	193,697	195,634	197,590	199,566	201,562	203,578	205,613	207,670	209,746	211,844	213,962	216,102	218,263	220,445	222,650	224,876	227,125	229,396	231,690	234,007	236,347
		82.64	83.47	84.30	85.15	86.00	86.86	87.73	88.60	89.49	90.38	91.29	92.20	93.12	94.05	95.00	95.95	96.90	97.87	98.85	99.84	100.84	101.85	102.87	103.90	104.93	105.98	107.04	108.11	109.19	110.29	111.39	112.50	113.63
11.0%	V	190,805	192,713	194,640	196,587	198,552	200,538	202,543	204,569	206,614	208,681	210,767	212,875	215,004	217,154	219,325	221,519	223,734	225,971	228,231	230,513	232,818	235,146	237,498	239,873	242,272	244,694	247,141	249,613	252,109	254,630	257,176	259,748	262,346
		91.73	92.65	93.58	94.51	95.46	96.41	97.38	98.35	99.33	100.33	101.33	102.34	103.37	104.40	105.44	106.50	107.56	108.64	109.73	110.82	111.93	113.05	114.18	115.32	116.48	117.64	118.82	120.01	121.21	122.42	123.64	124.88	126.13
11.0%	W	211,794	213,911	216,051	218,211	220,393	222,597	224,823	227,071	229,342	231,635	233,952	236,291	238,654	241,041	243,451	245,886	248,345	250,828	253,336	255,870	258,428	261,013	263,623	266,259	268,922	271,611	274,327	277,070	279,841	282,639	285,466	288,320	291,204
		101.82	102.84	103.87	104.91	105.96	107.02	108.09	109.17	110.26	111.36	112.48	113.60	114.74	115.88	117.04	118.21	119.40	120.59	121.80	123.01	124.24	125.49	126.74	128.01	129.29	130.58	131.89	133.21	134.54	135.88	137.24	138.62	140.00
11.0%	X	235,091	237,442	239,816	242,214	244,636	247,083	249,554	252,049	254,570	257,115	259,686	262,283	264,906	267,555	270,231	272,933	275,662	278,419	281,203	284,015	286,855	289,724	292,621	295,547	298,503	301,488	304,503	307,548	310,623	313,730	316,867	320,036	323,236
		113.02	114.15	115.30	116.45	117.61	118.79	119.98	121.18	122.39	123.61	124.85	126.10	127.36	128.63	129.92	131.22	132.53	133.86	135.19	136.55	137.91	139.29	140.68	142.09	143.51	144.95	146.40	147.86	149.34	150.83	152.34	153.86	155.40
11.0%	Y	260,951	263,560	266,196	268,858	271,546	274,262	277,005	279,775	282,572	285,398	288,252	291,135	294,046	296,986	299,956	302,956	305,985	309,045	312,136	315,257	318,410	321,594	324,810	328,058	331,338	334,652	337,998	341,378	344,792	348,240	351,722	355,239	358,792
		125.46	126.71	127.98	129.26	130.55	131.86	133.18	134.51	135.85	137.21	138.58	139.97	141.37	142.78	144.21	145.65	147.11	148.58	150.07	151.57	153.08	154.61	156.16	157.72	159.30	160.89	162.50	164.12	165.77	167.42	169.10	170.79	172.50
11.0%	Z	289,655	292,552	295,477	298,432	301,417	304,431	307,475	310,550	313,655	316,792	319,960	323,159	326,391	329,655	332,951	336,281	339,644	343,040	346,471	349,935	353,435	356,969	360,539	364,144	367,785	371,463	375,178	378,930	382,719	386,546	390,412	394,316	398,259
		139.26	140.65	142.06	143.48	144.91	146.36	147.82	149.30	150.80	152.30	153.83	155.37	156.92	158.49	160.07	161.67	163.29	164.92	166.57	168.24	169.92	171.62	173.34	175.07	176.82	178.59	180.37	182.18	184.00	185.84	187.70	189.57	191.47

NEW COMPENSATION PAY SCHEDULE EFFECTIVE JANUARY 1, 2018

	Step 10				Step 11				Step 12				Step 13				Step 14				Step 15				Step 16				Step 17				
B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C				
28,468	28,753	29,040	29,331	29,624	29,920	30,220	30,522	30,827	31,135	31,447	31,761	32,079	32,399	32,723	33,051	33,381	33,715	34,052	34,393	34,737	35,084	35,435	35,789	36,147	36,508	36,874	37,242	37,615	37,991	38,371	38,754	39,142	39,533
13.69	13.82	13.96	14.10	14.24	14.38	14.53	14.67	14.82	14.97	15.12	15.27	15.42	15.58	15.73	15.89	16.05	16.21	16.37	16.53	16.70	16.87	17.04	17.21	17.38	17.55	17.73	17.90	18.08	18.26	18.45	18.63	18.82	19.01
31,030	31,341	31,654	31,971	32,290	32,613	32,939	33,269	33,601	33,937	34,277	34,620	34,966	35,315	35,669	36,025	36,385	36,749	37,117	37,488	37,863	38,241	38,624	39,010	39,400	39,794	40,192	40,594	41,000	41,410	41,824	42,242	42,665	43,091
14.92	15.07	15.22	15.37	15.52	15.68	15.84	15.99	16.15	16.32	16.48	16.64	16.81	16.98	17.15	17.32	17.49	17.67	17.84	18.02	18.20	18.39	18.57	18.75	18.94	19.13	19.32	19.52	19.71	19.91	20.11	20.31	20.51	20.72
33,823	34,161	34,503	34,848	35,196	35,548	35,904	36,263	36,625	36,992	37,362	37,735	38,113	38,494	38,879	39,267	39,660	40,057	40,457	40,862	41,270	41,683	42,100	42,521	42,946	43,376	43,809	44,248	44,690	45,137	45,588	46,044	46,505	46,970
16.26	16.42	16.59	16.75	16.92	17.09	17.26	17.43	17.61	17.78	17.96	18.14	18.32	18.51	18.69	18.88	19.07	19.26	19.45	19.65	19.84	20.04	20.24	20.44	20.65	20.85	21.06	21.27	21.49	21.70	21.92	22.14	22.36	22.58
36,191	36,553	36,918	37,287	37,660	38,037	38,417	38,801	39,189	39,581	39,977	40,377	40,780	41,188	41,600	42,016	42,436	42,861	43,289	43,722	44,159	44,601	45,047	45,498	45,952	46,412	46,876	47,345	47,818	48,297	48,779	49,267	49,760	50,258
17.40	17.57	17.75	17.93	18.11	18.29	18.47	18.65	18.84	19.03	19.22	19.41	19.61	19.80	20.00	20.20	20.40	20.61	20.81	21.02	21.23	21.44	21.66	21.87	22.09	22.31	22.54	22.76	22.99	23.22	23.45	23.69	23.92	24.16
37,276	37,649	38,026	38,406	38,790	39,178	39,570	39,965	40,365	40,769	41,176	41,588	42,004	42,424	42,848	43,277	43,709	44,147	44,588	45,034	45,484	45,939	46,398	46,862	47,331	47,804	48,282	48,765	49,253	49,745	50,243	50,745	51,253	51,765
17.92	18.10	18.28	18.46	18.65	18.84	19.02	19.21	19.41	19.60	19.80	19.99	20.19	20.40	20.60	20.81	21.01	21.22	21.44	21.65	21.87	22.09	22.31	22.53	22.76	22.98	23.21	23.44	23.68	23.92	24.16	24.40	24.64	24.89
39,513	39,908	40,307	40,710	41,117	41,528	41,944	42,363	42,787	43,215	43,647	44,083	44,524	44,969	45,419	45,873	46,332	46,795	47,263	47,736	48,213	48,695	49,182	49,674	50,171	50,673	51,179	51,691	52,208	52,730	53,257	53,790	54,328	54,871
19.00	19.19	19.38	19.57	19.77	19.97	20.17	20.37	20.57	20.78	20.98	21.19	21.41	21.62	21.84	22.05	22.27	22.50	22.72	22.95	23.18	23.41	23.65	23.88	24.12	24.36	24.61	24.85	25.10	25.35	25.60	25.86	26.12	26.38
41,884	42,303	42,726	43,153	43,584	44,020	44,460	44,905	45,354	45,808	46,266	46,728	47,196	47,668	48,144	48,626	49,112	49,603	50,099	50,600	51,106	51,617	52,133	52,655	53,181	53,713	54,250	54,793	55,341	55,894	56,453	57,017	57,588	58,163
20.14	20.34	20.54	20.75	20.95	21.16	21.38	21.59	21.80	22.02	22.24	22.47	22.69	22.92	23.15	23.38	23.61	23.85	24.09	24.33	24.57	24.82	25.06	25.31	25.57	25.82	26.08	26.34	26.61	26.87	27.14	27.41	27.69	27.96
45,653	46,110	46,571	47,037	47,507	47,982	48,462	48,946	49,436	49,930	50,430	50,934	51,443	51,958	52,477	53,002	53,532	54,067	54,608	55,154	55,706	56,263	56,825	57,394	57,967	58,547	59,133	59,724	60,321	60,924	61,534	62,149	62,770	63,398
21.95	22.17	22.39	22.61	22.84	23.07	23.30	23.53	23.77	24.00	24.24	24.49	24.73	24.98	25.23	25.48	25.74	25.99	26.25	26.52	26.78	27.05	27.32	27.59	27.87	28.15	28.43	28.71	29.00	29.29	29.58	29.88	30.18	30.48
51,132	51,643	52,159	52,681	53,208	53,740	54,277	54,820	55,368	55,922	56,481	57,046	57,616	58,193	58,774	59,362	59,956	60,555	61,161	61,773	62,390	63,014	63,644	64,281	64,924	65,573	66,229	66,891	67,560	68,235	68,918	69,607	70,303	71,006
24.58	24.83	25.08	25.33	25.58	25.84	26.09	26.36	26.62	26.89	27.15	27.43	27.70	27.98	28.26	28.54	28.82	29.11	29.40	29.70	30.00	30.30	30.60	30.90	31.21	31.53	31.84	32.16	32.48	32.81	33.13	33.46	33.80	34.14
57,267	57,840	58,418	59,003	59,593	60,189	60,790	61,398	62,012	62,633	63,259	63,891	64,530	65,176	65,827	66,486	67,151	67,822	68,500	69,185	69,877	70,576	71,282	71,994	72,714	73,442	74,176	74,918	75,667	76,424	77,188	77,960	78,739	79,527
27.53	27.81	28.09	28.37	28.65	28.94	29.23	29.52	29.81	30.11	30.41	30.72	31.02	31.33	31.65	31.96	32.28	32.61	32.93	33.26	33.59	33.93	34.27	34.61	34.96	35.31	35.66	36.02	36.38	36.74	37.11	37.48	37.86	38.23
69,294	69,986	70,686	71,393	72,107	72,828	73,557	74,292	75,035	75,785	76,543	77,309	78,082	78,863	79,651	80,448	81,252	82,065	82,885	83,714	84,551	85,397	86,251	87,113	87,984	88,864	89,753	90,650	91,557	92,473	93,397	94,331	95,275	96,227
33.31	33.65	33.98	34.32	34.67	35.01	35.36	35.72	36.07	36.44	36.80	37.17	37.54	37.91	38.29	38.68	39.06	39.45	39.85	40.25	40.65	41.06	41.47	41.88	42.30	42.72	43.15	43.58	44.02	44.46	44.90	45.35	45.81	46.26
81,073	81,884	82,703	83,530	84,365	85,209	86,061	86,922	87,791	88,669	89,556	90,451	91,356	92,269	93,192	94,124	95,065	96,016	96,976	97,946	98,925	99,914	100,913	101,923	102,942	103,971	105,011	106,061	107,122	108,193	109,275	110,368	111,471	112,586
38.98	39.37	39.76	40.16	40.56	40.97	41.38	41.79	42.21	42.63	43.06	43.49	43.92	44.36	44.80	45.25	45.70	46.16	46.62	47.09	47.56	48.04	48.52	49.00	49.49	49.99	50.49	50.99	51.50	52.02	52.54	53.06	53.59	54.13
94,856	95,805	96,763	97,730	98,707	99,695	100,691	101,698	102,715	103,743	104,780	105,828	106,886	107,955	109,034	110,125	111,226	112,338	113,462	114,596	115,742	116,900	118,069	119,249	120,442	121,646	122,863	124,091	125,332	126,586	127,851	129,130	130,421	131,726
45.60	46.06	46.52	46.99	47.46	47.93	48.41	48.89	49.38	49.88	50.37	50.88	51.39	51.90	52.42	52.94	53.47	54.01	54.55	55.09	55.65	56.20	56.76	57.33	57.90	58.48	59.07	59.66	60.26	60.86	61.47	62.08	62.70	63.33
102,444	103,469	104,504	105,549	106,604	107,670	108,747	109,834	110,933	112,042	113,162	114,294	115,437	116,591	117,757	118,935	120,124	121,325	122,539	123,764	125,002	126,252	127,514	128,789	130,077	131,378	132,692	134,019	135,359	136,712	138,080	139,460	140,855	142,264

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49.25	49.74	50.24	50.74	51.25	51.76	52.28	52.80	53.33	53.87	54.40	54.95	55.50	56.05	56.61	57.18	57.75	58.33	58.91	59.50	60.10	60.70	61.30	61.92	62.54	63.16	63.79	64.43	65.08	65.73	66.38	67.05	67.72	68.40
115,762	116,920	118,089	119,270	120,463	121,667	122,884	124,113	125,354	126,607	127,873	129,152	130,444	131,748	133,066	134,396	135,740	137,098	138,469	139,853	141,252	142,664	144,091	145,532	146,987	148,457	149,942	151,441	152,956	154,485	156,030	157,590	159,166	160,758
55.65	56.21	56.77	57.34	57.91	58.49	59.08	59.67	60.27	60.87	61.48	62.09	62.71	63.34	63.97	64.61	65.26	65.91	66.57	67.24	67.91	68.59	69.27	69.97	70.67	71.37	72.09	72.81	73.54	74.27	75.01	75.76	76.52	77.29
134,284	135,627	136,983	138,353	139,737	141,134	142,545	143,971	145,410	146,865	148,333	149,817	151,315	152,828	154,356	155,900	157,459	159,033	160,624	162,230	163,852	165,491	167,146	168,817	170,505	172,210	173,932	175,672	177,428	179,203	180,995	182,805	184,633	186,479
64.56	65.21	65.86	66.52	67.18	67.85	68.53	69.22	69.91	70.61	71.31	72.03	72.75	73.47	74.21	74.95	75.70	76.46	77.22	78.00	78.78	79.56	80.36	81.16	81.97	82.79	83.62	84.46	85.30	86.16	87.02	87.89	88.77	89.65
150,398	151,902	153,421	154,955	156,505	158,070	159,651	161,247	162,860	164,488	166,133	167,795	169,473	171,167	172,879	174,608	176,354	178,117	179,898	181,697	183,514	185,350	187,203	189,075	190,966	192,876	194,804	196,752	198,720	200,707	202,714	204,741	206,789	208,857
72.31	73.03	73.76	74.50	75.24	76.00	76.76	77.52	78.30	79.08	79.87	80.67	81.48	82.29	83.11	83.95	84.79	85.63	86.49	87.35	88.23	89.11	90.00	90.90	91.81	92.73	93.66	94.59	95.54	96.49	97.46	98.43	99.42	100.41
171,454	173,169	174,900	176,649	178,416	180,200	182,002	183,822	185,660	187,517	189,392	191,286	193,199	195,131	197,082	199,053	201,043	203,054	205,084	207,135	209,206	211,299	213,412	215,546	217,701	219,878	222,077	224,298	226,541	228,806	231,094	233,405	235,739	238,096
82.43	83.25	84.09	84.93	85.78	86.63	87.50	88.38	89.26	90.15	91.05	91.96	92.88	93.81	94.75	95.70	96.66	97.62	98.60	99.58	100.58	101.59	102.60	103.63	104.66	105.71	106.77	107.84	108.91	110.00	111.10	112.21	113.34	114.47
193,743	195,680	197,637	199,614	201,610	203,626	205,662	207,719	209,796	211,894	214,013	216,153	218,314	220,498	222,703	224,930	227,179	229,451	231,745	234,063	236,403	238,767	241,155	243,567	246,002	248,462	250,947	253,456	255,991	258,551	261,136	263,748	266,385	269,049
93.15	94.08	95.02	95.97	96.93	97.90	98.88	99.86	100.86	101.87	102.89	103.92	104.96	106.01	107.07	108.14	109.22	110.31	111.42	112.53	113.66	114.79	115.94	117.10	118.27	119.45	120.65	121.85	123.07	124.30	125.55	126.80	128.07	129.35
215,055	217,205	219,377	221,571	223,787	226,025	228,285	230,568	232,873	235,202	237,554	239,930	242,329	244,752	247,200	249,672	252,169	254,690	257,237	259,810	262,408	265,032	267,682	270,359	273,062	275,793	278,551	281,337	284,150	286,991	289,861	292,760	295,688	298,644
103.39	104.43	105.47	106.52	107.59	108.67	109.75	110.85	111.96	113.08	114.21	115.35	116.50	117.67	118.85	120.03	121.23	122.45	123.67	124.91	126.16	127.42	128.69	129.98	131.28	132.59	133.92	135.26	136.61	137.98	139.36	140.75	142.16	143.58
238,711	241,098	243,509	245,944	248,403	250,887	253,396	255,930	258,490	261,074	263,685	266,322	268,985	271,675	274,392	277,136	279,907	282,706	285,533	288,389	291,273	294,185	297,127	300,098	303,099	306,130	309,192	312,284	315,406	318,560	321,746	324,964	328,213	331,495
114.76	115.91	117.07	118.24	119.42	120.62	121.83	123.04	124.27	125.52	126.77	128.04	129.32	130.61	131.92	133.24	134.57	135.92	137.28	138.65	140.03	141.44	142.85	144.28	145.72	147.18	148.65	150.14	151.64	153.15	154.69	156.23	157.79	159.37
264,969	267,619	270,295	272,998	275,728	278,485	281,270	284,083	286,923	289,793	292,691	295,617	298,574	301,559	304,575	307,621	310,697	313,804	316,942	320,111	323,312	326,546	329,811	333,109	336,440	339,805	343,203	346,635	350,101	353,602	357,138	360,710	364,317	367,960
127.39	128.66	129.95	131.25	132.56	133.89	135.23	136.58	137.94	139.32	140.72	142.12	143.55	144.98	146.43	147.89	149.37	150.87	152.38	153.90	155.44	156.99	158.56	160.15	161.75	163.37	165.00	166.65	168.32	170.00	171.70	173.42	175.15	176.90
294,116	297,057	300,027	303,028	306,058	309,118	312,210	315,332	318,485	321,670	324,887	328,135	331,417	334,731	338,078	341,459	344,874	348,322	351,806	355,324	358,877	362,466	366,090	369,751	373,449	377,183	380,955	384,765	388,612	392,498	396,423	400,388	404,391	408,435
141.40	142.82	144.24	145.69	147.14	148.61	150.10	151.60	153.12	154.65	156.20	157.76	159.33	160.93	162.54	164.16	165.80	167.46	169.14	170.83	172.54	174.26	176.00	177.76	179.54	181.34	183.15	184.98	186.83	188.70	190.59	192.49	194.42	196.36
326,468	329,733	333,030	336,361	339,724	343,121	346,553	350,018	353,518	357,054	360,624	364,230	367,873	371,551	375,267	379,020	382,810	386,638	390,504	394,409	398,353	402,337	406,360	410,424	414,528	418,673	422,860	427,089	431,360	435,673	440,030	444,430	448,874	453,363
156.96	158.53	160.11	161.71	163.33	164.96	166.61	168.28	169.96	171.66	173.38	175.11	176.86	178.63	180.42	182.22	184.04	185.88	187.74	189.62	191.52	193.43	195.37	197.32	199.29	201.29	203.30	205.33	207.38	209.46	211.55	213.67	215.81	217.96
362,380	366,004	369,664	373,360	377,094	380,865	384,673	388,520	392,405	396,329	400,293	404,296	408,339	412,422	416,546	420,712	424,919	429,168	433,460	437,794	442,172	446,594	451,060	455,570	460,126	464,727	469,375	474,068	478,809	483,597	488,433	493,318	498,251	503,233
174.22	175.96	177.72	179.50	181.30	183.11	184.94	186.79	188.66	190.54	192.45	194.37	196.32	198.28	200.26	202.27	204.29	206.33	208.39	210.48	212.58	214.71	216.86	219.02	221.21	223.43	225.66	227.92	230.20	232.50	234.82	237.17	239.54	241.94
402,242	406,264	410,327	414,430	418,574	422,760	426,988	431,257	435,570	439,926	444,325	448,768	453,256	457,788	462,366	466,990	471,660	476,376	481,140	485,952	490,811	495,719	500,676	505,683	510,740	515,847	521,006	526,216	531,478	536,793	542,161	547,582	553,058	558,589
193.39	195.32	197.27	199.25	201.24	203.25	205.28	207.34	209.41	211.50	213.62	215.75	217.91	220.09	222.29	224.51	226.76	229.03	231.32	233.63	235.97	238.33	240.71	243.12	245.55	248.00	250.48	252.99	255.52	258.07	260.65	263.26	265.89	268.55

NEW COMPENSATION PAY SCHEDULE EFFECTIVE JANUARY 1, 2018

	Step 18				Step 19				Step 20			
D	A	B	C	D	A	B	C	D	A	B	C	D
39,929	40,328	40,731	41,139	41,550	41,966	42,385	42,809	43,237	43,670	44,106	44,547	44,993
19.20	19.39	19.58	19.78	19.98	20.18	20.38	20.58	20.79	20.99	21.20	21.42	21.63
43,522	43,958	44,397	44,841	45,290	45,742	46,200	46,662	47,128	47,600	48,076	48,557	49,042
20.92	21.13	21.34	21.56	21.77	21.99	22.21	22.43	22.66	22.88	23.11	23.34	23.58
47,439	47,914	48,393	48,877	49,366	49,859	50,358	50,861	51,370	51,884	52,403	52,927	53,456
22.81	23.04	23.27	23.50	23.73	23.97	24.21	24.45	24.70	24.94	25.19	25.45	25.70
50,760	51,268	51,780	52,298	52,821	53,349	53,883	54,422	54,966	55,516	56,071	56,631	57,198
24.40	24.65	24.89	25.14	25.39	25.65	25.91	26.16	26.43	26.69	26.96	27.23	27.50
52,283	52,806	53,334	53,867	54,406	54,950	55,499	56,054	56,615	57,181	57,753	58,330	58,914
25.14	25.39	25.64	25.90	26.16	26.42	26.68	26.95	27.22	27.49	27.77	28.04	28.32
55,420	55,974	56,534	57,099	57,670	58,247	58,829	59,418	60,012	60,612	61,218	61,830	62,449
26.64	26.91	27.18	27.45	27.73	28.00	28.28	28.57	28.85	29.14	29.43	29.73	30.02
58,745	59,333	59,926	60,525	61,130	61,742	62,359	62,983	63,613	64,249	64,891	65,540	66,195
28.24	28.53	28.81	29.10	29.39	29.68	29.98	30.28	30.58	30.89	31.20	31.51	31.82
64,032	64,672	65,319	65,972	66,632	67,298	67,971	68,651	69,338	70,031	70,731	71,439	72,153
30.78	31.09	31.40	31.72	32.03	32.36	32.68	33.01	33.34	33.67	34.01	34.35	34.69
71,716	72,433	73,158	73,889	74,628	75,374	76,128	76,889	77,658	78,435	79,219	80,011	80,811
34.48	34.82	35.17	35.52	35.88	36.24	36.60	36.97	37.34	37.71	38.09	38.47	38.85
80,322	81,125	81,936	82,756	83,583	84,419	85,263	86,116	86,977	87,847	88,725	89,613	90,509
38.62	39.00	39.39	39.79	40.18	40.59	40.99	41.40	41.82	42.23	42.66	43.08	43.51
97,190	98,161	99,143	100,134	101,136	102,147	103,169	104,200	105,242	106,295	107,358	108,431	109,516
46.73	47.19	47.66	48.14	48.62	49.11	49.60	50.10	50.60	51.10	51.61	52.13	52.65
113,712	114,849	115,997	117,157	118,329	119,512	120,707	121,914	123,134	124,365	125,609	126,865	128,133
54.67	55.22	55.77	56.33	56.89	57.46	58.03	58.61	59.20	59.79	60.39	60.99	61.60
133,043	134,373	135,717	137,074	138,445	139,829	141,228	142,640	144,066	145,507	146,962	148,432	149,916
63.96	64.60	65.25	65.90	66.56	67.23	67.90	68.58	69.26	69.96	70.65	71.36	72.07
143,686	145,123	146,574	148,040	149,520	151,016	152,526	154,051	155,592	157,147	158,719	160,306	161,909

NEW COMPENSATION PAY SCHEDULE EFFECTIVE JANUARY 1, 2018

69.08	69.77	70.47	71.17	71.88	72.60	73.33	74.06	74.80	75.55	76.31	77.07	77.84
162,365	163,989	165,629	167,285	168,958	170,648	172,354	174,078	175,818	177,577	179,352	181,146	182,957
78.06	78.84	79.63	80.43	81.23	82.04	82.86	83.69	84.53	85.37	86.23	87.09	87.96
188,344	190,227	192,130	194,051	195,991	197,951	199,931	201,930	203,949	205,989	208,049	210,129	212,231
90.55	91.46	92.37	93.29	94.23	95.17	96.12	97.08	98.05	99.03	100.02	101.02	102.03
210,945	213,055	215,185	217,337	219,510	221,705	223,922	226,162	228,423	230,708	233,015	235,345	237,698
101.42	102.43	103.45	104.49	105.53	106.59	107.66	108.73	109.82	110.92	112.03	113.15	114.28
240,477	242,882	245,311	247,764	250,242	252,744	255,272	257,824	260,403	263,007	265,637	268,293	270,976
115.61	116.77	117.94	119.12	120.31	121.51	122.73	123.95	125.19	126.45	127.71	128.99	130.28
271,740	274,457	277,201	279,973	282,773	285,601	288,457	291,342	294,255	297,197	300,169	303,171	306,203
130.64	131.95	133.27	134.60	135.95	137.31	138.68	140.07	141.47	142.88	144.31	145.76	147.21
301,631	304,647	307,694	310,771	313,878	317,017	320,187	323,389	326,623	329,889	333,188	336,520	339,885
145.01	146.46	147.93	149.41	150.90	152.41	153.94	155.48	157.03	158.60	160.19	161.79	163.41
334,810	338,158	341,540	344,955	348,405	351,889	355,408	358,962	362,552	366,177	369,839	373,537	377,273
160.97	162.58	164.20	165.84	167.50	169.18	170.87	172.58	174.30	176.05	177.81	179.59	181.38
371,639	375,356	379,109	382,900	386,729	390,597	394,503	398,448	402,432	406,457	410,521	414,626	418,773
178.67	180.46	182.26	184.09	185.93	187.79	189.66	191.56	193.48	195.41	197.37	199.34	201.33
412,520	416,645	420,811	425,019	429,270	433,562	437,898	442,277	446,700	451,167	455,678	460,235	464,838
198.33	200.31	202.31	204.34	206.38	208.44	210.53	212.63	214.76	216.91	219.08	221.27	223.48
457,897	462,476	467,101	471,772	476,489	481,254	486,067	490,927	495,837	500,795	505,803	510,861	515,970
220.14	222.34	224.57	226.81	229.08	231.37	233.69	236.02	238.38	240.77	243.17	245.61	248.06
508,266	513,348	518,482	523,666	528,903	534,192	539,534	544,929	550,379	555,883	561,441	567,056	572,726
244.36	246.80	249.27	251.76	254.28	256.82	259.39	261.99	264.61	267.25	269.92	272.62	275.35
564,175	569,816	575,515	581,270	587,082	592,953	598,883	604,872	610,920	617,030	623,200	629,432	635,726
271.24	273.95	276.69	279.46	282.25	285.07	287.92	290.80	293.71	296.65	299.62	302.61	305.64