



City of Annapolis
Signature Copy
Resolution: R-14-18

160 Duke Of Gloucester
Street
Annapolis, MD 21401

File Number: R-14-18

Position Classifications and Pay Plan - For the purpose of approving the FY 2019 position classification and pay plan effective July 1, 2018.

CITY COUNCIL OF THE
City of Annapolis

Resolution 14-18

Introduced by: Mayor Buckley

Referred to
Finance Committee
Rules and City Government Committee

A RESOLUTION concerning

Position Classifications and Pay Plan

FOR the purpose of approving the FY 2019 position classification and pay plan effective July 1, 2018.

WHEREAS, Section 3.12.020 A. of the City Code states that the City Council “in conjunction with the adoption of the annual operating budget and whenever deemed necessary, consider the recommendations of the Civil Service Board on requests for the creation of new positions, the abolishment of positions and the classification and reclassification of existing positions”; and

WHEREAS, Section 3.12.020 B. of the City Code states that the City Council “adopt, by Resolution, a pay plan and subsequent revisions after consideration of the recommendations of the Civil Service Board”; and

WHEREAS, the FY 2019 pay classifications and pay plan, effective July 1, 2018 are attached to this Resolution.

NOW THEREFORE BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that the FY 2019 pay classifications and pay plan are adopted as attached.

AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL that this Resolution

shall take effect on July 1, 2018.

EXPLANATION

Underlining indicates matter added to existing law.

~~Strikethrough~~ indicates matter stricken from existing law.

[Brackets] indicate amendments.

ADOPTED this 18th day of June, 2018.

Aye: 8 Mayor Buckley, Alderwoman Tierney, Alderwoman Pindell
Charles, Alderwoman Finlayson, Alderman Rodriguez,
Alderwoman Henson, Alderman Savidge and Alderman Arnett

Nay: 1 Alderman Paone

THE ANNAPOLIS
CITY COUNCIL


Gavin Buckley

Date 7/27/18

ATTEST


Regina C. Watkins-Eldridge, MMC

Date 7/27/18

R-14-18 FY2019 POSITION CLASSIFICATIONS

Job Class	Job Description	Min Grade
<u>1001</u>	OFFICE ASSOCIATE I	A02
<u>1002</u>	OFFICE ASSOCIATE II	A04
<u>1004</u>	POLICE RECORDS SPECIALIST	A06
<u>1005</u>	OFFICE ASSOCIATE III	A06
<u>1006</u>	OFFICE ASSOCIATE IV	A07
<u>1007</u>	EXECUTIVE OFFICE ASSOCIATE	A10
<u>1008</u>	ADMINISTRATIVE OFFICE ASSOCIATE	A09
<u>1009</u>	TRAINING PROGRAM ADMINISTRATOR	A15
<u>1010</u>	LEGAL ASSISTANT	A10
<u>1011</u>	BENEFITS ADMINISTRATOR	A15
<u>1013</u>	PERMITS ADMINISTRATOR	A10
<u>1014</u>	CITY CLERK	A16
<u>1015</u>	DEPUTY CITY CLERK	A10
<u>1016</u>	PW COMMUNICATIONS OPERATOR	A07
<u>1017</u>	RECRUITMENT/EMPLOYEE RELATIONS ADMINISTRATOR	A15
<u>1018</u>	FIRE ADMINISTRATIVE OFFICER	A14
<u>1019</u>	LEGISLATIVE AND POLICY ANALYST	A14
<u>1020</u>	<u>FIRE ADMINISTRATIVE SUPPORT ANALYST</u>	<u>A10</u>
<u>1023</u>	HISTORIC PRESERVATION ASSISTANT	A11
<u>1024</u>	WARRANT CONTROL CLERK	A05
<u>1025</u>	HUMAN RESOURCES ASSOCIATE I	A07
<u>1026</u>	HR OFFICE ADMINISTRATOR	A10
<u>1028</u>	PERMITS ASSOCIATE	A07
<u>1029</u>	ADMINISTRATIVE ASSISTANT	A08
<u>1030</u>	ELECTION/BOARD & COMMISSIONS ADMINISTRATOR	A10
<u>1101</u>	MIT ANALYST	A16
<u>1103</u>	MIT MANAGER	A18
<u>1104</u>	MIT SPECIALIST	A12
<u>1105</u>	MIT WEB DEVELOPER	A13
<u>1106</u>	MIT NETWORK ENGINEER	A15
<u>1112</u>	MIT ADMINISTRATIVE SUPPORT ANALYST	A10
<u>1113</u>	GIS COORDINATOR	A15
<u>1114</u>	GIS TECHNICIAN	A11
<u>1201</u>	PROCUREMENT OFFICER	A18
<u>1202</u>	SENIOR BUYER	A10
<u>1203</u>	BUYER	A09
<u>1204</u>	SENIOR PURCHASING CLERK	A08
<u>1205</u>	POLICE ADMINISTRATIVE CLERK	A09
<u>1207</u>	FACILITIES MAINTENANCE SUPERVISOR	A13
<u>1301</u>	FINANCE DIRECTOR	A20
<u>1302</u>	ASSISTANT FINANCE DIRECTOR	A18
<u>1304</u>	SENIOR ACCOUNTANT	A15
<u>1306</u>	ACCOUNTING ASSOCIATE I	A07
<u>1307</u>	ACCOUNTING ASSOCIATE II	A08
<u>1308</u>	ACCOUNTING ASSOCIATE III	A09
<u>1309</u>	ACCOUNTANT	A13

R-14-18 FY2019 POSITION CLASSIFICATIONS

Job Class	Job Description	Min Grade
<u>1311</u>	FINANCE OFFICE ADMINISTRATOR	A10
<u>1312</u>	FINANCE OFFICE MANAGER	A13
<u>1502</u>	ALDERMAN	
<u>1503</u>	CITY MANAGER	
<u>1504</u>	MAYOR	
<u>1507</u>	MARKETING SPECIALIST - TRANSPORTATION	A13
<u>1508</u>	COMMUNITY SERVICES SPECIALST	A10
<u>1509</u>	COMMUNICATIONS OFFICER	A18 -A15
<u>1511</u>	SMBE COORDINATOR	A14
<u>1517</u>	<u>DEVELOPMENT/EVENTS SPECIALIST</u>	<u>A12</u>
<u>1519</u>	HS OFFICER & OMBUDSMAN	A18
<u>1520</u>	COMMUNITY RELATIONS SPECIALIST	A12
<u>1521</u>	CITY COUNCIL ASSOCIATE	A10
<u>1522</u>	ASSISTANT CITY MANAGER	A14
<u>1523</u>	<u>CHIEF OF STAFF</u>	<u>A16</u>
<u>1524</u>	<u>CONSTITUENT SERVICES OFFICER</u>	<u>A14</u>
<u>1525</u>	<u>COMMUNITY ENGAGEMENT ADMINISTRATOR</u>	<u>A14</u>
1531	SMBE LIAISON	A14
1533	HUMAN RESOURCES MANAGER	A18
<u>1600</u>	<u>DEPUTY DIRECTOR OF TRANSPORTATION</u>	<u>A18</u>
<u>1601</u>	DIRECTOR OF TRANSPORTATION	A20
<u>1602</u>	TRANSPORATION GRANTS SPECIALIST	A13
<u>1603</u>	TRANSPORTATION SUPERVISOR	A10
<u>1604</u>	TRANSPORTATION SUPERINTENDENT	A14
<u>1605</u>	BUS DRIVER II	A07
<u>1606</u>	BUS DRIVER I	A05
<u>1607</u>	TRANSPORTATION INSPECTOR	A10
<u>1608</u>	TRANSPORTATION SPECIALIST	A13
<u>1609</u>	BUS DRIVER TRAINEE	A04
<u>1610</u>	FLEET MAINTENANCE SPECIALIST	A11
<u>1611</u>	FLEET MAINTENANCE TECHNICIAN I	A10
<u>1612</u>	FLEET MAINTENANCE TECHNICIAN II	A11
<u>1613</u>	FLEET MAINTENANCE SUPERVISOR	A12
<u>1614</u>	LEAD BUS DRIVER	A08
<u>1616</u>	FLEET MAINTENANCE TECHNICIAN III	A12
<u>1617</u>	FLEET PARTS SPECIALIST	A09
<u>1700</u>	MOBILITY & PARKING SPECIALIST	A13
<u>2001</u>	CITY ATTORNEY	A20
<u>2002</u>	ASSISTANT CITY ATTORNEY	A18
<u>2003</u>	PARALEGAL	A10
<u>2004</u>	ATTORNEY I	A14
<u>2005</u>	ATTORNEY II	A16
<u>4001</u>	POLICE CHIEF	P20
<u>4002</u>	POLICE MAJOR/DEPUTY CHIEF	P18
<u>4003</u>	POLICE CAPTAIN	P17
<u>4004</u>	POLICE LIEUTENANT	P15

R-14-18 FY2019 POSITION CLASSIFICATIONS

Job Class	Job Description	Min Grade
<u>4005</u>	POLICE SERGEANT	P13
<u>4006</u>	POLICE CORPORAL	P12
<u>4007</u>	POLICE OFFICER 1/C	P11
<u>4009</u>	POLICE OFFICER	P10
<u>4011</u>	PARKING ENFORCEMENT OFFICER I	A04
<u>4012</u>	PARKING ENFORCEMENT OFFICER SUPERVISOR	A06
<u>4013</u>	POLICE COMMUNICATIONS OPERATOR II	A11
<u>4014</u>	POLICE COMMUNICATIONS OPERATOR I	A09
<u>4016</u>	POLICE PROPERTY COORDINATOR	A10
<u>4017</u>	POLICE PLANNING ANALYST	A10
<u>4019</u>	POLICE ID SPECIALIST	A08
<u>4020</u>	PARKING METER COLLECTOR II	A08
<u>4021</u>	PARKING METER COLLECTOR I	A05
<u>4022</u>	WARRANT CONTROL/RECORDS SUPERVISOR	A10
<u>4026</u>	COMMUNITY SERVICES SUPERVISOR	A14
<u>4027</u>	SYSTEMS SUPPORT SPECIALIST	A12
<u>4030</u>	POLICE EXTERNAL AFFAIRS OFFICER	A15
<u>4031</u>	HISPANIC COMMUNITY LIAISON	A12
<u>4032</u>	ADMINISTRATIVE ENFORCEMENT ASSOCIATE	A08
<u>4033</u>	CRIME ANALYST	A12
<u>4101</u>	FIRE CHIEF	F20
<u>4102</u>	DEPUTY FIRE CHIEF	F18
<u>4103</u>	FIRE BATTALION CHIEF	F17
<u>4104</u>	FIRE CAPTAIN	F16
<u>4105</u>	FIRE LIEUTENANT	F15
<u>4108</u>	FIRE APPARATUS MAINTENANCE SPECIALIST	A11
<u>4109</u>	FIRE ADMINISTRATIVE SPECIALIST	A12
<u>4110</u>	FIREFIGHTER I	F10
<u>4111</u>	FIREFIGHTER II	F10
<u>4112</u>	FF I/II-EMT-I OR CRT	F11
<u>4113</u>	FF II-TECHNICIAN	F11
<u>4114</u>	FF III	F11
<u>4115</u>	FF I/II EMT-P	F12
<u>4116</u>	FF II-FIRE MARSHAL INSP	F12
<u>4119</u>	FF III-EMT-I OR CRT	F12
<u>4120</u>	FF III - TECHNICIAN	F12
<u>4121</u>	FF 1/C	F13
<u>4122</u>	FF III-EMT-P	F13
<u>4124</u>	FF III-FIRE MARSHAL INVEST	F13
<u>4126</u>	FIREFIGHTER 1/C ALS	F14
<u>4127</u>	FF 1/C-FIRE MARSHAL INSPECTOR	F14
<u>4128</u>	FF 1/C-FIRE MARSHAL INVST	F14
<u>4129</u>	FF 1/C - INSTRUCTOR	F14
<u>4200</u>	DEPUTY DIRECTOR EMERGENCY PREPAREDNESS	A14
<u>4201</u>	PIO & QUARTERMASTER	A12
<u>4300</u>	RISK ANALYST	A12

R-14-18 FY2019 POSITION CLASSIFICATIONS

Job Class	Job Description	Min Grade
<u>5001</u>	PLANNING DIRECTOR	A20
<u>5002</u>	CHIEF OF CURRENT PLANNING	A18
<u>5003</u>	CHIEF OF HISTORIC PRESERVATION	A17
<u>5004</u>	CHIEF COMPREHENSIVE PLANNING	A17
<u>5005</u>	SENIOR PLANNER	A15
<u>5006</u>	ZONING ENFORCEMENT OFFICER	A13
<u>5007</u>	PLANNER	A13
<u>5008</u>	COMMUNITY DEVELOPMENT ADMINISTRATOR	A17
<u>5009</u>	COMMUNITY DEVELOPMENT SPECIALIST	A13
<u>5010</u>	SENIOR COMPREHENSIVE PLANNER	A15
<u>5011</u>	SENIOR TRANSPORTATION PLANNER	A15
<u>5012</u>	PLANNING OFFICE ADMINISTRATOR	A10
<u>5101</u>	DIRECTOR OF PUBLIC WORKS	A20
<u>5102</u>	ASSISTANT DIRECTOR PUBLIC WORKS	A18
<u>5103</u>	PW BUREAU CHIEF-ENGINEERING	A18
<u>5105</u>	BUREAU CHIEF-ENVIRONMENTAL PROGRAMS	A17
<u>5106</u>	COMPUTER DRAFTSPERSON	A11
<u>5107</u>	ENGINEERING TECHNICIAN III	A09
<u>5108</u>	ENGINEERING TECHNICIAN II	A08
<u>5109</u>	ENGINEERING TECHNICIAN IV	A10
<u>5110</u>	CIVIL ENGINEER II	A15
<u>5111</u>	CIVIL ENGINEER I	A13
<u>5113</u>	TRAFFIC ENGINEER	A15
<u>5114</u>	ASSISTANT TO DNEP DIRECTOR	A15
<u>5115</u>	PUBLIC WORKS ANALYST	A15
<u>5195</u>	DIRECTOR OF OFFICE OF ENVIRONMENTAL POLICY	A20
<u>5201</u>	CHIEF OF CODE ENFORCEMENT	A17
<u>5202</u>	BUILDING INSPECTOR	A10
<u>5203</u>	SENIOR PROPERTY MAINTENANCE INSPECTOR	A12
<u>5204</u>	PROPERTY MAINTENANCE INSPECTOR	A09
<u>5205</u>	PLUMBING/UTILITY INSPECTOR	A12
<u>5206</u>	ENVIRONMENTAL PROGRAM COORDINATOR	A12
<u>5207</u>	ELECTRICAL INSPECTOR	A12
<u>5208</u>	ARCHITECTURAL PLANS REVIEWER	A15
<u>5209</u>	PUBLIC WORKS INSPECTOR	A10
<u>5210</u>	ENVIRONMENTALIST	A12
<u>5211</u>	MECHANICAL/LIFE SAFETY INSPECTOR	A12
<u>5212</u>	FIRE SAFETY INSPECTOR	A09
<u>5213</u>	COMBINATION INSPECTOR	A13
<u>5214</u>	STORMWATER MANAGEMENT ENGINEER	A15
<u>5215</u>	ENVIRONMENTAL COMPLIANCE INSPECTOR	A10
<u>5220</u>	ECONOMIC DEVELOPMENT MANAGER	A17
<u>6001</u>	DIRECTOR OF RECREATION AND PARKS	A20
<u>6002</u>	PARKS ADMINISTRATOR	A15
<u>6003</u>	RECREATION SPORTS SUPERVISOR	A12
<u>6004</u>	RECREATION LEADER I	A07

R-14-18 FY2019 POSITION CLASSIFICATIONS

Job Class	Job Description	Min Grade
<u>6005</u>	RECREATION LEADER II	A08
<u>6006</u>	RECREATION PROGRAM SUPERVISOR	A14
<u>6007</u>	HORTICULTURIST	A13
<u>6008</u>	PARKS TURF SPECIALIST	A08
<u>6009</u>	RECREATION OFFICE ADMINISTRATOR	A10
<u>6010</u>	PARK FOREMAN	A10
<u>6011</u>	PARKS MAINTENANCE WORKER I	A05
<u>6013</u>	DANCE & FITNESS COORDINATOR	A04
<u>6014</u>	RECREATION DIVISION CHIEF	A16
<u>6015</u>	PARKS&FACILITIES DIVISION CHIEF	A16
<u>6016</u>	STANTON CENTER MANAGER	A13
<u>6017</u>	COMMUNITY HEALTH & AQUATICS SUPERVISOR	A12
<u>6100</u>	FRONT DESK SUPERVISOR	A12
<u>6200</u>	MARKETING/MBRSHP COORDINATOR	A10
<u>6300</u>	PMRC FACILITY SUPERVISOR	A12
<u>6311</u>	PARKS MAINTENANCE WORKER III	A07
<u>7001</u>	PW MAINTENANCE WORKER I	A04
<u>7002</u>	PW MAINTENANCE WORKER II	A05
<u>7003</u>	PARKS MAINTENANCE WORKER II	A06
<u>7004</u>	MASON I	A07
<u>7005</u>	MASON II	A08
<u>7010</u>	PUBLIC WORKS SUPERVISOR	A11
<u>7012</u>	CREW LEADER	A09
<u>7014</u>	TRAFFIC TECHNICIAN I	A06
<u>7015</u>	TRAFFIC TECHNICIAN II	A08
<u>7016</u>	TRAFFIC TECHNICIAN III	A10
<u>7101</u>	PUBLIC WORKS SERVICE WORKER	A04
<u>7104</u>	SUPERINTENDENT-PW SERVICES	A16
<u>7201</u>	GARAGE SUPERVISOR	A12
<u>7203</u>	AUTOMOTIVE TECHNICIAN	A09
<u>7220</u>	FLEET MANAGER	A16
<u>7301</u>	EQUIPMENT OPERATOR I	A06
<u>7302</u>	EQUIPMENT OPERATOR II	A07
<u>7303</u>	EQUIPMENT OPERATOR III	A08
<u>7402</u>	SUPERINTENDENT-PW UTILITIES	A16
<u>7403</u>	WATER PLANT SUPERINTENDENT	A16
<u>7404</u>	ASSISTANT WATER PLANT SUPERINTENDENT	A14
<u>7405</u>	UTILITY SUPERVISOR	A12
<u>7406</u>	INSTRUMENTATION TECHNICIAN	A10
<u>7407</u>	METER TECHNICIAN I	A06
<u>7408</u>	METER TECHNICIAN II	A07
<u>7409</u>	UTILITY MECHANIC II	A09
<u>7410</u>	WATER PLANT MECHANIC	A09
<u>7411</u>	UNDERGROUND UTILITY LOCATOR	A07
<u>7412</u>	WATER PLANT TECHNICIAN I	A07
<u>7413</u>	WATER PLANT TECHNICIAN II	A09

R-14-18 FY2019 POSITION CLASSIFICATIONS

Job Class	Job Description	Min Grade
<u>7414</u>	WATER PLANT TECHNICIAN III	A11
<u>7415</u>	UTILITY MECHANIC III	A10
<u>7417</u>	WATER PLANT OPERATOR IV	A11
<u>7600</u>	FACILITIES MAINT ENGINEER II	A12
<u>7601</u>	FACILITIES MAINT ENGINEER I	A11
<u>7602</u>	FACILITIES MAINTENANCE TECHNICIAN	A07
<u>8001</u>	HARBORMASTER	A18
<u>8002</u>	HARBORMASTER OFFICE ADMINISTRATOR	A10
<u>8004</u>	DEPUTY HARBORMASTER	A13

Pay Scale
Effective
07/01/2018
GRADE
(7.5%)

STEP (5.361%)

	1	2	3	4	5	6	7	8	9	10	11*	12
A01	23,941.23	25,225.11	26,577.32	28,001.90	29,502.79	31,085.08	32,751.42	34,506.95	36,356.84	38,306.30	39,263.95	
A02	25,736.98	27,116.38	28,570.72	30,102.61	31,715.94	33,415.88	35,207.62	37,095.00	39,083.23	41,178.76	42,208.22	
A03	27,667.77	29,151.17	30,714.06	32,367.47	34,095.87	35,922.50	37,848.67	39,878.25	42,016.44	44,268.38	45,375.03	
A04	29,742.50	31,337.16	33,016.44	34,787.42	36,651.60	38,616.55	40,687.51	42,868.36	45,166.83	47,588.13	48,777.89	
A05	31,973.08	33,687.36	35,493.31	37,396.20	39,401.26	41,513.56	43,738.35	46,083.38	48,553.79	51,157.36	52,496.29	
A06	34,371.38	36,214.65	38,155.03	40,201.45	42,256.44	44,626.46	47,019.31	49,540.15	52,195.44	54,994.21	56,369.06	
A07	36,949.23	38,930.68	41,017.16	43,216.11	45,532.68	47,973.37	50,545.91	53,255.47	56,111.10	59,118.03	60,595.98	
A08	39,720.00	41,849.68	44,092.59	46,456.98	48,946.80	51,571.03	54,336.21	57,248.71	60,317.68	63,552.10	65,140.90	
A09	42,698.54	44,987.16	47,399.39	49,940.91	52,618.15	55,438.90	58,410.90	61,541.90	64,840.96	68,317.10	70,025.03	
A10	45,901.21	48,362.48	50,954.40	53,685.97	56,564.86	59,596.33	62,791.97	66,158.23	69,705.51	73,441.52	75,277.55	
A11	49,344.28	51,989.90	54,777.03	57,712.83	60,807.62	64,057.92	67,501.40	71,121.04	74,933.32	78,951.15	80,924.93	
A12	53,044.11	55,887.48	58,884.04	62,040.88	65,367.10	68,870.40	72,563.74	76,453.59	80,551.56	84,870.59	86,992.35	
A13	57,022.95	60,079.81	63,301.30	66,694.73	70,270.43	74,037.46	78,006.15	82,188.16	86,593.80	91,236.00	93,516.90	
A14	61,300.06	64,586.28	68,048.23	71,696.33	75,540.91	79,589.76	83,857.07	88,353.21	93,089.78	98,079.73	100,531.72	
A15	65,896.26	69,428.86	73,150.65	77,072.81	81,204.37	85,558.31	90,144.94	94,977.17	100,069.26	105,434.09	108,069.94	
A16	70,839.74	74,637.28	78,638.31	82,855.19	87,297.04	91,976.72	96,907.23	102,102.72	107,576.16	113,343.05	116,176.63	
A17	76,152.76	80,234.83	84,537.05	89,069.38	93,843.44	98,874.77	104,174.97	109,759.57	115,644.11	121,844.06	124,890.16	
A18	81,863.50	86,252.51	90,876.63	95,747.65	100,881.07	106,289.89	111,986.98	117,991.72	124,317.08	130,981.11	134,255.64	
A19	88,003.16	92,721.34	97,691.90	102,928.78	108,447.47	114,260.89	120,385.86	126,840.49	133,640.26	140,804.58	144,324.70	
A20	94,602.91	99,674.98	105,017.84	110,647.71	116,580.06	122,830.41	129,414.32	136,352.41	143,662.84	151,364.93	155,149.06	
F10	42,193.39	44,455.58	46,838.57	49,349.18	51,995.56	54,782.30	57,719.86	60,814.04	64,074.12	67,509.42	71,128.59	74,941.79
F11	45,358.97	47,791.08	50,352.74	53,052.46	55,896.05	58,882.79	62,049.62	65,377.02	68,881.90	72,574.73	76,465.46	80,564.77
F12	48,760.99	51,374.85	54,129.11	57,030.71	60,088.93	63,309.58	66,704.25	70,279.90	74,048.16	78,017.11	82,199.61	86,606.33
F13	52,416.57	55,226.63	58,187.40	61,307.12	64,593.89	68,055.84	71,704.60	75,548.27	79,598.43	83,866.72	88,362.80	93,099.93
F14	56,347.36	59,368.46	62,550.82	65,903.73	69,437.62	73,159.46	77,082.01	81,214.55	85,568.69	90,156.01	94,989.28	100,081.66
F15	60,574.57	63,822.36	67,243.73	70,848.39	74,646.80	78,648.25	82,864.33	87,306.62	91,987.93	96,918.68	102,114.48	107,588.84
F16	65,117.13	68,608.09	72,285.84	76,160.83	80,244.65	84,546.57	89,079.37	93,854.66	98,886.33	104,187.17	109,772.65	115,657.56
F17	70,002.86	73,755.78	77,709.66	81,875.85	86,264.80	90,889.25	95,761.99	100,895.76	106,305.65	112,004.43	118,009.00	124,335.46
F18	75,252.62	79,287.51	83,557.22	88,015.51	92,733.92	97,706.44	102,943.47	108,462.43	114,277.21	120,404.09	126,858.96	133,659.86
F20	86,962.88	91,624.81	96,536.98	101,712.52	107,165.34	112,910.53	118,963.17	125,340.64	132,060.38	139,139.76	146,599.04	
P10	48,909.33	51,532.00	54,293.78	57,204.90	60,272.30	63,503.00	66,908.14	70,494.70	74,273.76	78,255.34	82,450.61	86,870.78
P11	52,580.05	55,399.06	58,368.78	61,497.62	64,795.28	68,268.81	71,927.95	75,783.82	79,847.65	84,127.80	88,637.89	93,389.76
P12	56,522.47	59,552.23	62,745.19	66,108.49	69,653.17	73,387.66	77,321.72	81,466.49	85,834.56	90,435.67	95,283.92	100,392.09
P13	60,760.76	64,017.95	67,449.59	71,065.47	74,876.73	78,890.33	83,118.80	87,574.82	92,270.82	97,216.64	102,428.28	107,919.62
P15	68,840.18	72,530.18	76,418.55	80,516.25	84,832.86	89,380.72	94,172.11	99,220.69	104,540.21	110,144.29	116,049.12	122,270.52
P17	79,553.07	83,817.69	88,310.81	93,046.09	98,034.50	103,289.67	108,826.74	114,660.64	120,807.84	127,284.88	134,108.63	141,298.19
P18	85,519.72	90,104.50	94,935.56	100,023.82	105,387.12	111,036.34	116,989.33	123,260.96	129,869.32	136,830.72	144,166.22	151,894.97
P20	98,828.03	104,125.64	109,707.84	115,589.67	121,786.13	128,315.07	135,194.32	142,442.97	150,078.76	158,125.15	166,602.24	

*Step 11 in Grades A01 through A20 includes an increase of 2.5%

