1995-96 SESSION COMMITTEE HEARING RECORDS

Committee Name:

JOINT COMMITTEE ON EMPLOYMENT RELATIONS (JC-ER)

Sample:

Record of Comm. Proceedings … RCP
- 05hrAC-EdR_RCP_pt01a
- 05hrAC-EdR_RCP_pt01b
- 05hrAC-EdR_RCP_pt02

- Appointments … Appt
- **

- Clearinghouse Rules … Crule
- **

- Committee Hearings … CH
- **

- Committee Reports … CR
- **

- Executive Sessions … ES
- **

- Hearing Records … HR
- **

- Miscellaneous … Misc
- 95hrJC-ER_Misc_pt10

- Record of Comm. Proceedings … RCP
- **

SECTION H - NONREPRESENTED AND REPRESENTED EMPLOYE PAY SCHEDULES FOR 1995-97 BIENNIUM

INTRODUCTION

The Compensation Plan includes dollar values of the base pay rates and ranges and the within range pay steps of the separate pay schedules and grids for nonrepresented classified employes and covered unclassified employes. The pay schedules and grids, listed in the order in which you will find them, are:

Pay Schedule 1 - General Nonrepresented and Management Pay Schedule
General Nonrepresented (Pay Schedule 1) Pay-Based Grid

Nonrepresented Clerical-Related Counterparts (Pay Schedule 22) Seniority Grid

Nonrepresented Blue Collar & Nonbuilding Trades-Related Counterparts (Pay Schedule 23) Seniority Grid

Nonrepresented Security & Public Safety -Related Counterparts (Pay Schedule 25) Seniority Grid

Nonrepresented Technical-Related Counterparts (Pay Schedule 26) Seniority Grid

Pay Schedule 27: Nonrepresented Fiscal & Staff Services-Related Counterparts
Nonrepresented Fiscal & Staff Services-Related Counterparts (Pay Schedule 27) Pay-Based Grid

Pay Schedule 28: Nonrepresented Professional Research, Statistics & Analysis-Related Counterparts
Nonrepresented Professional Research, Statistics & Analysis-Related Counterparts (Pay Schedule 28) Pay-Based Grid

Pay Schedule 31: Professional Patient Care-Related Counterparts
Nonrepresented Patient Care-Related Counterparts (Pay Schedule 31) Pay-Based Grid

Nonrepresented Professional Social Services-Related Counterparts (Pay Schedule 32) Seniority Grid

Pay Schedule 33: Nonrepresented Education-Related Counterparts
Nonrepresented Education-Related Counterparts (Pay Schedule 33) Pay-Based Grid

Pay Schedule 34: Nonrepresented Engineering-Related Counterparts
Nonrepresented Engineering-Related Counterparts (Pay Schedule 34) Pay-Based Grid

Pay Schedule 35: Nonrepresented Science-Related Counterparts
Nonrepresented Science-Related Counterparts (Pay Schedule 35) Pay-Based Grid

Section H- Nonrepresented and Represented Employe Pay Schedules for 1995-97 Biennium

Pay Schedule 41: General Nonrepresented Supervisory & Noncounterparts
General Nonrepresented Related-Supervisory & Noncounterparts (Schedule 41) Pay-Based Grid

Pay Schedule 42: Clerica- Related Supervisory & Noncounterparts
Clerical-Related Supervisory & Noncounterparts (Pay Schedule 42) Pay-Based Grid

Pay Schedule 43: Blue Collar & Nonbuilding Trades Related-Supervisory & Noncounterparts
Blue Collar & Nonbuilding Trades-Related Supervisory & Noncounterparts (Pay Schedule 43) Pay-Based Grid

Pay Schedule 45: Security & Public Safety-Related Supervisory & Noncounterparts
Security & Public Safety-Related Supervisory & Noncounterparts (Pay Schedule 45) Pay-Based Grid

Pay Schedule 46: Technical-Related Supervisory & Noncounterparts
Technical-Related Supervisory & Noncounterparts (Pay Schedule 46) Pay-Based Grid

Pay Schedule 47: Fiscal & Staff Services-Related Supervisory & Noncounterparts
Fiscal & Staff Services-Related Supervisory & Noncounterparts (Pay Schedule 47) Pay-Based Grid

Pay Schedule 48: Professional Research, Statistics & Analysis-Related Supervisory & Noncounterparts
Professional Research, Statistics & Analysis-Related Supervisory & Noncounterparts (Pay Schedule 48) Pay-Based Grid

Pay Schedule 49: Classified Nonrepresented Professional Legal-Related Supervisory & Counterparts

Pay Schedule 50: Nonrepresented Patient Treatment-Related Supervisory & Counterparts

Pay Schedule 51: Professional Patient Care-Related Supervisory & Noncounterparts

Pay Schedule 52: Professional Social Services-Related Supervisory & Noncounterparts
Professional Social Services-Related Supervisory & Noncounterparts (Pay Schedule 52) Pay-Based Grid

Pay Schedule 53: Education-Related Supervisory & Noncounterparts
Education-Related Supervisory & Noncounterparts (Pay Schedule 53) Pay-Based Grid

Section H- Nonrepresented and Represented Employe Pay Schedules for 1995-97 Biennium

Pay Schedule 54: Engineering-Related Supervisory & Noncounterparts
Engineering-Related Supervisory & Noncounterparts (Pay Schedule 54) Pay-Based Grid

Pay Schedule 55: Science-Related Supervisory & Noncounterparts
Science-Related Supervisory & Noncounterparts (Pay Schedule 55) Pay-Based Grid

Pay Schedule 80: Senior Managers

Pay Schedule 90: Executive Salary Group (ESG) Pay Schedule

All pay schedules for nonrepresented employes covered by the Compensation Plan are contained in this section except the Limited Term Employe Schedule which is contained in Section D. The Limited Term Employe Schedule is called "Schedule 18".

Also contained in this section are the pay schedules for represented employes. These schedules are included for informational purposes only; the official pay schedules for represented employes are contained in the individual employe group contract. The represented pay schedules, listed in the order in which you will find them, are:

NOTE: No 1995-97 represented pay schedules have been established as of the date the Compensation Plan recommendations were submitted to JCOER; therefore, no represented schedules are included at this time.

Pay for project employes is governed by the appropriate pay range for the position classification which may be incorporated into one of the above nonrepresented or represented pay schedules.

PAY SCHEDULE 1: GENERAL NONREPRESENTED
HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

Pay Range	Official Hourly Basis			Within Range Step	Monthly Basis*			Annual Basis*		
	Minimum	PSICM	Maximum		Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
1-01	5.395	5.503	7.313	0.108	938.73	957.52	1,272.46	11,264.76	11,490.26	15,269.54
1-02	5.810	5.927	7.917	0.117	1,010.94	1,031.30	1,377.56	12,131.28	12,375.58	16,530.70
1-03	6.257	6.383	8.566	0.126	1,088.72	1,110.64	1,490.48	13,064.62	13,327.70	17,885.81
1-04	6.742	6.877	9.279	0.135	1,173.11	1,196.60	1,614.55	14,077.30	14,359.18	19,374.55
1-05	7.266	7.412	10.051	0.146	1,264.28	1,289.69	1,748.87	15,171.41	15,476.26	20,986.49
1-06	7.833	7.990	10.895	0.157	1,362.94	1,390.26	1,895.73	16,355.30	16,683.12	22,748.76
1-07	8.449	8.618	11.810	0.169	1,470.13	1,499.53	2,054.94	17,641.51	17,994.38	24,659.28
1-08	9.118	9.300	12.855	0.182	1,586.53	1,618.20	2,236.77	19,038.38	19,418.40	26,841.24
1-09	9.862	10.059	13.985	0.197	1,715.99	1,750.27	2,433.39	20,591.86	21,003.19	29,200.68
1-10	10.668	10.881	15.204	0.213	1,856.23	1,893.29	2,645.50	22,274.78	22,719.53	31,745.95
1-11	11.542	11.773	16.529	0.231	2,008.31	2,048.50	2,876.05	24,099.70	24,582.02	34,512.55
1-12	12.491	12.741	17.971	0.250	2,173.43	2,216.93	3,126.95	26,081.21	26,603.21	37,523.45
1-13	13.515	13.785	19.559	0.270	2,351.61	2,398.59	3,403.27	28,219.32	28,783.08	40,839.19
1-14	14.626	14.919	21.288	0.293	2,544.92	2,595.91	3,704.11	30,539.09	31,150.87	44,449.34
1-15	15.829	16.146	23.176	0.317	2,754.25	2,809.40	4,032.62	33,050.95	33,712.85	48,391.49
1-16	17.129	17.472	25.231	0.343	2,980.45	3,040.13	4,390.19	35,765.35	36,481.54	52,682.33
1-17	18.526	18.897	27.475	0.371	3,223.52	3,288.08	4,780.65	38,682.29	39,456.94	57,367.80
1-18	20.033	20.434	29.917	0.401	3,485.74	3,555.52	5,205.56	41,828.90	42,666.19	62,466.70
1-19	21.569	22.001	32.441	0.432	3,753.01	3,828.17	5,644.73	45,036.07	45,938.09	67,736.81
1-20	23.223	23.688	35.182	0.465	4,040.80	4,121.71	6,121.67	48,489.62	49,460.54	73,460.02
1-21	25.002	25.503	38.158	0.501	4,350.35	4,437.52	6,639.49	52,204.18	53,250.26	79,673.90
1-22	26.919	27.458	41.390	0.539	4,683.91	4,777.69	7,201.86	56,206.87	57,332.30	86,422.32
1-23	28.982	29.562	44.904	0.580	5,042.87	5,143.79	7,813.30	60,514.42	61,725.46	93,759.55

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

GENERAL NON-REPRESENTED (PAY SCHEDULE 1) PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	01-10	01-11	01-12	01-13	01-14	01-15	01-16	01-17	01-18	01-19
A (Minimum)	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569
B (PSICM)	10.881	11.773	12.741	13.785	14.919	16.146	17.472	18.897	20.434	22.001
C	11.083	11.995	12.985	14.055	15.217	16.475	17.835	19.299	20.878	22.491
D	11.285	12.217	13.229	14.325	15.515	16.804	18.198	19.701	21.322	22.981
E	11.487	12.439	13.473	14.595	15.813	17.133	18.561	20.103	21.766	23.471
F	11.689	12.661	13.717	14.865	16.111	17.462	18.924	20.505	22.210	23.961
G	11.891	12.883	13.961	15.135	16.409	17.791	19.287	20.907	22.654	24.451
H	12.093	13.105	14.205	15.405	16.707	18.120	19.650	21.309	23.098	24.941
I	12.295	13.327	14.449	15.675	17.005	18.449	20.013	21.711	23.542	25.431
J	12.497	13.549	14.693	15.945	17.303	18.778	20.376	22.113	23.986	25.921
K	12.699	13.771	14.937	16.215	17.601	19.107	20.739	22.515	24.430	26.411
L	12.901	13.993	15.181	16.485	17.899	19.436	21.102	22.917	24.874	26.901
M	13.103	14.215	15.425	16.755	18.197	19.765	21.465	23.319	25.318	27.391
N	13.305	14.437	15.669	17.025	18.495	20.094	21.828	23.721	25.762	27.881
O	13.507	14.659	15.913	17.295	18.793	20.423	22.191	24.123	26.206	28.371
P	13.709	14.881	16.157	17.565	19.091	20.752	22.554	24.525	26.650	28.861
Grid Step:	0.202	0.222	0.244	0.270	0.298	0.329	0.363	0.402	0.444	0.490

PAY SCHEDULE 22: NONREPRESENTED CLERICAL AND RELATED COUNTERPART SENIORITY BASED GRID

June 25, 1995 through July 5, 1997

Grid Point	22-01	22-02	22-03	22-04	22-05	22-06	22-07	22-08	22-09	22-10	22-11	22-12	22-13
Minimum	5.395	5.810	6.257	6.742	7.266	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515
PSICM	5.557	5.985	6.445	6.945	7.484	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921
3	5.800	6.233	6.699	7.204	7.754	8.349	9.021	9.729	10.508	11.353	12.257	13.237	14.292
4	5.881	6.316	6.784	7.291	7.844	8.443	9.127	9.842	10.625	11.475	12.380	13.361	14.416
5	5.962	6.399	6.869	7.378	7.934	8.537	9.233	9.955	10.742	11.597	12.503	13.485	14.540
6	6.043	6.482	6.954	7.465	8.024	8.631	9.339	10.068	10.859	11.719	12.626	13.609	14.664
7	6.124	6.565	7.039	7.552	8.114	8.725	9.445	10.181	10.976	11.841	12.749	13.733	14.788
8	6.205	6.648	7.124	7.639	8.204	8.819	9.551	10.294	11.093	11.963	12.872	13.857	14.912
9	6.286	6.731	7.209	7.726	8.294	8.913	9.657	10.407	11.210	12.085	12.995	13.981	15.036
10	6.367	6.814	7.294	7.813	8.384	9.007	9.763	10.520	11.327	12.207	13.118	14.105	15.160
11	6.448	6.897	7.379	7.900	8.474	9.101	9.869	10.633	11.444	12.329	13.241	14.229	15.284
12	6.529	6.980	7.464	7.987	8.564	9.195	9.975	10.746	11.561	12.451	13.364	14.353	15.408
13	6.610	7.063	7.549	8.074	8.654	9.289	10.081	10.859	11.678	12.573	13.487	14.477	15.532
* Years 14	6.691	7.146	7.634	8.161	8.744	9.383	10.187	10.972	11.795	12.695	13.610	14.601	15.656
15	6.772	7.229	7.719	8.248	8.834	9.477	10.293	11.085	11.912	12.817	13.733	14.725	15.780
16	6.853	7.312	7.804	8.335	8.924	9.571	10.399	11.198	12.029	12.939	13.856	14.849	15.904
17	6.934	7.395	7.889	8.422	9.014	9.665	10.505	11.311	12.146	13.061	13.979	14.973	16.028
18	7.015	7.478	7.974	8.509	9.104	9.759	10.611	11.424	12.263	13.183	14.102	15.097	16.152
19	7.096	7.561	8.059	8.596	9.194	9.853	10.717	11.537	12.380	13.305	14.225	15.221	16.276
20	7.177	7.644	8.144	8.683	9.284	9.947	10.823	11.650	12.497	13.427	14.348	15.345	16.400
21	7.258	7.727	8.229	8.770	9.374	10.041	10.929	11.763	12.614	13.549	14.471	15.469	16.524
22	7.339	7.810	8.314	8.857	9.464	10.135	11.035	11.876	12.731	13.671	14.594	15.593	16.648
23	7.420	7.893	8.399	8.944	9.554	10.229	11.141	11.989	12.848	13.793	14.717	15.717	16.772
24	7.501	7.976	8.484	9.031	9.644	10.323	11.247	12.102	12.965	13.915	14.840	15.841	16.896
Grid Endpoint 25 +	7.582	8.059	8.569	9.118	9.734	10.417	11.353	12.215	13.082	14.037	14.963	15.965	17.020
Grid Step	0.081	0.083	0.085	0.087	0.090	0.094	0.106	0.113	0.117	0.122	0.123	0.124	0.124

* Full years of seniority as of August 21, 1994 as follows:

Effective June 25, 1995 through January 6, 1996:	Full years of seniority as of August 21, 1994
Effective January 7, 1996 through July 6, 1996:	Full years of seniority as of June 30, 1995
Effective July 7, 1996 through July 5, 1997:	Full years of seniority as of June 30, 1996

PAY SCHEDULE 23: NONREPRESENTED BLUE COLLAR & NON-BUILDING TRADES COUNTERPART SENIORITY BASED GRID

June 25, 1995 through July 5, 1997

Grid Point	23-01	23-02	23-03	23-04	23-05	23-06	23-07	23-08	23-09	23-10	23-11	23-12	23-13
Minimum	6.771	7.044	7.424	7.797	8.144	8.472	8.831	9.293	9.862	10.668	11.542	12.491	13.515
PSICM	6.975	7.256	7.647	8.031	8.389	8.727	9.096	9.572	10.158	10.989	11.889	12.866	13.921
1	7.058	7.342	7.735	8.132	8.465	8.847	9.218	9.698	10.289	11.122	12.025	13.003	14.066
2	7.142	7.428	7.823	8.233	8.574	8.968	9.340	9.825	10.421	11.257	12.162	13.141	14.212
3	7.226	7.514	7.911	8.334	8.683	9.089	9.462	9.952	10.553	11.392	12.299	13.279	14.358
4	7.310	7.600	7.999	8.435	8.792	9.210	9.584	10.079	10.685	11.527	12.436	13.417	14.504
5	7.394	7.686	8.087	8.536	8.901	9.331	9.706	10.206	10.817	11.662	12.573	13.555	14.650
6	7.478	7.772	8.175	8.637	9.010	9.452	9.828	10.333	10.949	11.797	12.710	13.693	14.796
7	7.562	7.858	8.263	8.738	9.119	9.573	9.950	10.460	11.081	11.932	12.847	13.831	14.942
8	7.646	7.944	8.351	8.839	9.228	9.694	10.072	10.587	11.213	12.067	12.984	13.969	15.088
9	7.730	8.030	8.439	8.940	9.337	9.815	10.194	10.714	11.345	12.202	13.121	14.107	15.234
10	7.814	8.116	8.527	9.041	9.446	9.936	10.316	10.841	11.477	12.337	13.258	14.245	15.380
11	7.898	8.202	8.615	9.142	9.555	10.057	10.438	10.968	11.609	12.472	13.395	14.383	15.526
12	7.982	8.288	8.703	9.243	9.664	10.178	10.560	11.095	11.741	12.607	13.532	14.521	15.672
* Years 13	8.066	8.374	8.791	9.344	9.773	10.299	10.682	11.222	11.873	12.742	13.669	14.659	15.818
14	8.150	8.460	8.879	9.445	9.882	10.420	10.804	11.349	12.005	12.877	13.806	14.797	15.964
15	8.234	8.546	8.967	9.546	9.991	10.541	10.926	11.476	12.137	13.012	13.943	14.935	16.110
16	8.318	8.632	9.055	9.647	10.100	10.662	11.048	11.603	12.269	13.147	14.080	15.073	16.256
17	8.402	8.718	9.143	9.748	10.209	10.783	11.170	11.730	12.401	13.282	14.217	15.211	16.402
18	8.486	8.804	9.231	9.849	10.318	10.904	11.292	11.857	12.533	13.417	14.354	15.349	16.548
19	8.570	8.890	9.319	9.950	10.427	11.025	11.414	11.984	12.665	13.552	14.491	15.487	16.694
20	8.654	8.976	9.407	10.051	10.536	11.146	11.536	12.111	12.797	13.687	14.628	15.625	16.840
21	8.738	9.062	9.495	10.152	10.645	11.267	11.658	12.238	12.929	13.822	14.765	15.763	16.986
22	8.822	9.148	9.583	10.253	10.754	11.388	11.780	12.365	13.061	13.957	14.902	15.901	17.132
23	8.906	9.234	9.671	10.354	10.863	11.509	11.902	12.492	13.193	14.092	15.039	16.039	17.278
24	8.990	9.320	9.759	10.455	10.972	11.630	12.024	12.619	13.325	14.227	15.176	16.177	17.424
Grid Endpoint 25 +	9.074	9.406	9.847	10.556	11.081	11.751	12.146	12.746	13.457	14.362	15.313	16.315	17.570
Grid Step	0.084	0.086	0.088	0.101	0.109	0.121	0.122	0.127	0.132	0.135	0.137	0.138	0.146

* Full years of seniority as of August 21, 1994 as follows:

Effective June 25, 1995 through January 6, 1996:	Full years of seniority as of August 21, 1994
Effective January 7, 1996 through July 6, 1996:	Full years of seniority as of June 30, 1995
Effective July 7, 1996 through July 5, 1997:	Full years of seniority as of June 30, 1996

PAY SCHEDULE 25: NONREPRESENTED SECURITY AND PUBLIC SAFETY RELATED COUNTERPART SENIORITY BASED GRID

June 25, 1995 through July 5, 1997

	25-05	25-06	25-07	25-08	25-09	25-10	25-11	25-12	25-13	25-14	25-15
Grid Point											
Minimum	7.266	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829
PSICM	7.484	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304
3	8.150	8.780	9.530	10.190	10.910	11.890	12.620	13.720	14.550	15.660	16.600
4	8.300	8.940	9.690	10.400	11.170	12.110	12.830	13.930	14.760	15.870	16.760
5	8.450	9.090	9.840	10.620	11.390	12.380	13.050	14.360	14.980	16.090	16.910
6	8.660	9.300	10.050	10.830	11.550	12.640	13.260	14.950	15.190	16.300	17.060
7	8.810	9.450	10.200	11.040	11.760	12.910	13.470	15.000	15.410	16.510	17.220
8	8.970	9.600	10.350	11.260	11.980	12.970	13.690	15.060	15.620	16.730	17.370
9	9.070	9.710	10.470	11.370	12.190	13.180	13.900	15.160	15.840	16.940	17.580
10	9.190	9.830	10.570	11.580	12.410	13.720	14.120	15.270	16.050	17.160	17.680
11	9.320	9.950	10.670	11.690	12.510	13.880	14.220	15.380	16.160	17.260	17.780
* Years 12	9.420	10.050	10.940	11.960	12.790	14.260	14.500	15.660	16.430	17.540	17.880
13	9.520	10.160	11.050	12.070	12.900	14.310	14.610	15.760	16.540	17.650	17.990
14	9.620	10.260	11.150	12.180	13.010	14.370	14.720	15.870	16.650	17.760	18.090
15	9.750	10.380	11.250	12.290	13.110	14.420	14.820	15.980	16.760	17.870	18.190
16	9.850	10.480	11.350	12.390	13.220	14.480	14.930	16.080	16.860	17.970	18.290
17	9.950	10.590	11.470	12.500	13.330	14.530	15.040	16.190	16.970	18.080	18.400
18	10.000	10.640	11.510	12.610	13.430	14.580	15.140	16.300	17.080	18.180	18.500
19	10.050	10.690	11.560	12.710	13.540	14.640	15.250	16.410	17.180	18.290	18.600
Grid Endpoint 20 +	10.190	10.820	11.690	12.820	13.650	14.740	15.360	16.510	17.290	18.400	18.710
Grid Step	0.120	0.120	0.127	0.155	0.161	0.168	0.161	0.164	0.161	0.161	0.124

* Full years of seniority as of June 30, 1994 as follows:

Effective June 25, 1995 through January 6, 1996:	Full years of seniority as of June 30, 1994
Effective January 7, 1996 through July 6, 1996:	Full years of seniority as of June 30, 1995
Effective July 7, 1996 through July 5, 1997:	Full years of seniority as of June 30, 1996

PAY SCHEDULE 26: NONREPRESENTED TECHNICAL RELATED COUNTERPART SENIORITY BASED GRID

June 25, 1995 through July 5, 1997

Grid Point	26-01	26-02	26-03	26-04	26-05	26-06	26-07	26-08	26-09	26-10	26-11	26-12	26-13	26-14	26-15	26-16
Minimum	5.395	5.810	6.257	7.797	8.144	8.472	8.831	9.293	9.478	10.253	11.093	12.005	12.990	14.058	15.213	16.464
PSICM	5.557	5.985	6.445	8.031	8.389	8.727	9.096	9.572	9.763	10.561	11.427	12.366	13.380	14.480	15.670	16.959
1	5.621	6.055	6.522	8.130	8.463	8.845	9.216	9.696	9.909	10.714	11.594	12.551	13.585	14.707	15.922	17.238
2	5.684	6.125	6.599	8.229	8.570	8.964	9.336	9.821	10.055	10.867	11.761	12.736	13.790	14.934	16.174	17.517
3	5.748	6.196	6.677	8.328	8.677	9.083	9.456	9.946	10.201	11.020	11.928	12.921	13.995	15.161	16.426	17.796
4	5.812	6.266	6.755	8.427	8.784	9.202	9.576	10.071	10.347	11.173	12.095	13.106	14.200	15.388	16.678	18.075
5	5.876	6.337	6.833	8.526	8.891	9.321	9.696	10.196	10.493	11.326	12.262	13.291	14.405	15.615	16.930	18.354
6	5.940	6.407	6.910	8.625	8.998	9.440	9.816	10.321	10.639	11.479	12.429	13.476	14.610	15.842	17.182	18.633
7	6.004	6.477	6.988	8.724	9.105	9.559	9.936	10.446	10.785	11.632	12.596	13.661	14.815	16.069	17.434	18.912
8	6.068	6.548	7.066	8.823	9.212	9.678	10.056	10.571	10.931	11.785	12.763	13.846	15.020	16.296	17.686	19.191
9	6.132	6.618	7.143	8.922	9.319	9.797	10.176	10.696	11.077	11.938	12.930	14.031	15.225	16.523	17.938	19.470
10	6.195	6.689	7.221	9.021	9.426	9.916	10.296	10.821	11.223	12.091	13.097	14.216	15.430	16.750	18.190	19.749
11	6.259	6.759	7.299	9.120	9.533	10.035	10.416	10.946	11.369	12.244	13.264	14.401	15.635	16.977	18.442	20.028
12	6.323	6.830	7.376	9.219	9.640	10.154	10.536	11.071	11.515	12.397	13.431	14.586	15.840	17.204	18.694	20.307
* Years 13	6.387	6.900	7.454	9.318	9.747	10.273	10.656	11.196	11.661	12.550	13.598	14.771	16.045	17.431	18.946	20.586
14	6.451	6.971	7.532	9.417	9.854	10.392	10.776	11.321	11.807	12.703	13.765	14.956	16.250	17.658	19.198	20.865
15	6.515	7.041	7.610	9.516	9.961	10.511	10.896	11.446	11.953	12.856	13.932	15.141	16.455	17.885	19.450	21.144
16	6.579	7.112	7.687	9.615	10.068	10.630	11.016	11.571	12.099	13.009	14.099	15.326	16.660	18.112	19.702	21.423
17	6.643	7.182	7.765	9.714	10.175	10.749	11.136	11.696	12.245	13.162	14.266	15.511	16.865	18.339	19.954	21.702
18	6.706	7.252	7.843	9.813	10.282	10.868	11.256	11.821	12.391	13.315	14.433	15.696	17.070	18.566	20.206	21.981
19	6.770	7.323	7.920	9.912	10.389	10.987	11.376	11.946	12.537	13.468	14.600	15.881	17.275	18.793	20.458	22.260
20	6.834	7.393	7.998	10.011	10.496	11.106	11.496	12.071	12.683	13.621	14.767	16.066	17.480	19.020	20.710	22.539
21	6.898	7.464	8.076	10.110	10.603	11.225	11.616	12.196	12.829	13.774	14.934	16.251	17.685	19.247	20.962	22.818
22	6.962	7.534	8.153	10.209	10.710	11.344	11.736	12.321	12.975	13.927	15.101	16.436	17.890	19.474	21.214	23.097
23	7.026	7.605	8.231	10.308	10.817	11.463	11.856	12.446	13.121	14.080	15.268	16.621	18.095	19.701	21.466	23.376
24	7.090	7.675	8.309	10.407	10.924	11.582	11.976	12.571	13.267	14.233	15.435	16.806	18.300	19.928	21.718	23.655
Grid Endpoint 25 +	7.154	7.746	8.386	10.506	11.031	11.701	12.096	12.696	13.413	14.386	15.602	16.991	18.505	20.155	21.970	23.934
Grid Step	0.064	0.070	0.078	0.099	0.107	0.119	0.120	0.125	0.146	0.153	0.167	0.185	0.205	0.227	0.252	0.279

* Full years of seniority as of August 21, 1994 as follows:

Effective June 25, 1995 through January 6, 1996:	Full years of seniority as of August 21, 1994
Effective January 7, 1996 through July 6, 1996:	Full years of seniority as of June 30, 1995
Effective July 7, 1996 through July 5, 1997:	Full years of seniority as of June 30, 1996

PAY SCHEDULE 27: NONREPRESENTED FISCAL & STAFF SERVICES RELATED COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
27-08	9.118	9.300	12.855	0.182	1,586.53	1,618.20	2,236.77	19,038.38	19,418.40	26,841.24
27-09	9.862	10.059	13.985	0.197	1,715.99	1,750.27	2,433.39	20,591.86	21,003.19	29,200.68
27-10	10.668	10.881	15.204	0.213	1,856.23	1,893.29	2,645.50	22,274.78	22,719.53	31,745.95
27-11	11.542	11.773	16.529	0.231	2,008.31	2,048.50	2,876.05	24,099.70	24,582.02	34,512.55
27-12	12.491	12.741	17.971	0.250	2,173.43	2,216.93	3,126.95	26,081.21	26,603.21	37,523.45
27-13	13.515	13.785	19.559	0.270	2,351.61	2,398.59	3,403.27	28,219.32	28,783.08	40,839.19
27-14	14.626	14.919	21.288	0.293	2,544.92	2,595.91	3,704.11	30,539.09	31,150.87	44,449.34
27-15	15.829	16.146	23.176	0.317	2,754.25	2,809.40	4,032.62	33,050.95	33,712.85	48,391.49
27-16	17.129	17.472	25.231	0.343	2,980.45	3,040.13	4,390.19	35,765.35	36,481.54	52,682.33
27-17	18.526	18.897	27.475	0.371	3,223.52	3,288.08	4,780.65	38,682.29	39,456.94	57,367.80
27-18	20.033	20.434	29.917	0.401	3,485.74	3,555.52	5,205.56	41,828.90	42,666.19	62,466.70
27-19	21.569	22.001	32.441	0.432	3,753.01	3,828.17	5,644.73	45,036.07	45,938.09	67,736.81

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED FISCAL & STAFF SERVICES RELATED (PAY SCHEDULE 27) COUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	27-08	27-09	27-10	27-11	27-12	27-13	27-14	27-15	27-16	27-17	27-18	27-19
A (Minimum)	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569
B (PSICM)	9.300	10.059	10.881	11.773	12.741	13.785	14.919	16.146	17.472	18.897	20.434	22.001
C	9.466	10.242	11.083	11.995	12.985	14.055	15.217	16.475	17.835	19.299	20.878	22.491
D	9.632	10.425	11.285	12.217	13.229	14.325	15.515	16.804	18.198	19.701	21.322	22.981
E	9.798	10.608	11.487	12.439	13.473	14.595	15.813	17.133	18.561	20.103	21.766	23.471
F	9.964	10.791	11.689	12.661	13.717	14.865	16.111	17.462	18.924	20.505	22.210	23.961
G	10.130	10.974	11.891	12.883	13.961	15.135	16.409	17.791	19.287	20.907	22.654	24.451
H	10.296	11.157	12.093	13.105	14.205	15.405	16.707	18.120	19.650	21.309	23.098	24.941
I	10.462	11.340	12.295	13.327	14.449	15.675	17.005	18.449	20.013	21.711	23.542	25.431
J	10.628	11.523	12.497	13.549	14.693	15.945	17.303	18.778	20.376	22.113	23.986	25.921
K	10.794	11.706	12.699	13.771	14.937	16.215	17.601	19.107	20.739	22.515	24.430	26.411
L	10.960	11.889	12.901	13.993	15.181	16.485	17.899	19.436	21.102	22.917	24.874	26.901
M	11.126	12.072	13.103	14.215	15.425	16.755	18.197	19.765	21.465	23.319	25.318	27.391
N	11.292	12.255	13.305	14.437	15.669	17.025	18.495	20.094	21.828	23.721	25.762	27.881
O	11.458	12.438	13.507	14.659	15.913	17.295	18.793	20.423	22.191	24.123	26.206	28.371
P	11.624	12.621	13.709	14.881	16.157	17.565	19.091	20.752	22.554	24.525	26.650	28.861
Grid Step:	0.166	0.183	0.202	0.222	0.244	0.270	0.298	0.329	0.363	0.402	0.444	0.490

PAY SCHEDULE 28: NONREPRESENTED PROFESSIONAL RESEARCH, STATISTICS & ANALYSIS RELATED COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
28-01	9.862	10.059	13.985	0.197	1,715.99	1,750.27	2,433.39	20,591.86	21,003.19	29,200.68
28-02	10.668	10.881	15.204	0.213	1,856.23	1,893.29	2,645.50	22,274.78	22,719.53	31,745.95
28-03	11.542	11.773	16.529	0.231	2,008.31	2,048.50	2,876.05	24,099.70	24,582.02	34,512.55
28-04	12.491	12.741	17.971	0.250	2,173.43	2,216.93	3,126.95	26,081.21	26,603.21	37,523.45
28-05	13.515	13.785	19.559	0.270	2,351.61	2,398.59	3,403.27	28,219.32	28,783.08	40,839.19
28-06	14.626	14.919	21.288	0.293	2,544.92	2,595.91	3,704.11	30,539.09	31,150.87	44,449.34
28-07	15.829	16.146	23.176	0.317	2,754.25	2,809.40	4,032.62	33,050.95	33,712.85	48,391.49
28-08	17.129	17.472	25.231	0.343	2,980.45	3,040.13	4,390.19	35,765.35	36,481.54	52,682.33
28-09	18.526	18.897	27.475	0.371	3,223.52	3,288.08	4,780.65	38,682.29	39,456.94	57,367.80

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED PROFESSIONAL RESEARCH, STATISTICS & ANALYSIS RELATED (PAY SCHEDULE 28) COUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	28-01	28-02	28-03	28-04	28-05	28-06	28-07	28-08	28-09
A (Minimum)	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526
B (PSICM)	10.059	10.881	11.773	12.741	13.785	14.919	16.146	17.472	18.897
C	10.236	11.076	11.988	12.978	14.046	15.207	16.465	17.824	19.286
D	10.413	11.271	12.203	13.215	14.307	15.495	16.784	18.176	19.675
E	10.590	11.466	12.418	13.452	14.568	15.783	17.103	18.528	20.064
F	10.767	11.661	12.633	13.689	14.829	16.071	17.422	18.880	20.453
G	10.944	11.856	12.848	13.926	15.090	16.359	17.741	19.232	20.842
H	11.121	12.051	13.063	14.163	15.351	16.647	18.060	19.584	21.231
I	11.298	12.246	13.278	14.400	15.612	16.935	18.379	19.936	21.620
J	11.475	12.441	13.493	14.637	15.873	17.223	18.698	20.288	22.009
K	11.652	12.636	13.708	14.874	16.134	17.511	19.017	20.640	22.398
L	11.829	12.831	13.923	15.111	16.395	17.799	19.336	20.992	22.787
M	12.006	13.026	14.138	15.348	16.656	18.087	19.655	21.344	23.176
N	12.183	13.221	14.353	15.585	16.917	18.375	19.974	21.696	23.565
O	12.360	13.416	14.568	15.822	17.178	18.663	20.293	22.048	23.954
P	12.537	13.611	14.783	16.059	17.439	18.951	20.612	22.400	24.343
Grid Step:	0.177	0.195	0.215	0.237	0.261	0.288	0.319	0.352	0.389

PAY SCHEDULE 31: NONREPRESENTED PROFESSIONAL PATIENT CARE RELATED COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	**Minimum**	**PSICM**	**Maximum**	**Within Range Step**	**Minimum**	**PSICM**	**Maximum**	**Minimum**	**PSICM**	**Maximum**
31-07	15.620	15.854	21.868	0.234	2,717.88	2,758.60	3,805.03	32,614.56	33,103.15	45,660.38
31-08	16.557	16.805	23.180	0.248	2,880.92	2,924.07	4,033.32	34,571.02	35,088.84	48,399.84
31-09	17.550	17.813	24.570	0.263	3,053.70	3,099.46	4,275.18	36,644.40	37,193.54	51,302.16
31-10	18.603	18.882	26.045	0.279	3,236.92	3,285.47	4,531.83	38,843.06	39,425.62	54,381.96
31-11	19.628	19.920	27.480	0.292	3,415.27	3,466.08	4,781.52	40,983.26	41,592.96	57,378.24

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED PROFESSIONAL PATIENT CARE RELATED (PAY SCHEDULE 31)
COUNTERPART PAY BASED GRID

June 25, 1995 through July 5, 1997

Grid Level	31-07	31-08	31-09	31-10	31-11
Minimum	15.620	16.557	17.550	18.603	19.628
PSICM	15.854	16.805	17.813	18.882	19.920
Level 1	16.092	17.057	18.080	19.165	20.219
Level 2	16.333	17.313	18.351	19.452	20.522
Level 3	16.578	17.573	18.626	19.744	20.830
Level 4	16.827	17.837	18.905	20.040	21.142
Level 5	17.079	18.105	19.189	20.341	21.459
Level 6	17.335	18.377	19.477	20.646	21.781
Level 7	17.595	18.653	19.769	20.956	22.108
Level 8	17.859	18.933	20.066	21.270	22.440
Level 9	18.127	19.217	20.367	21.589	22.777
Level 10	18.399	19.505	20.673	21.913	23.119
Level 11	18.675	19.798	20.983	22.242	23.466
Level 12	18.955	20.095	21.298	22.576	23.818
Level 13	19.239	20.396	21.617	22.915	24.175
Level 14	19.528	20.702	21.941	23.259	24.538
Level 15	19.821	21.013	22.270	23.608	24.906
Level 16	20.118	21.328	22.604	23.962	25.280
Level 17	20.420	21.648	22.943	24.321	25.659
Level 18	20.726	21.973	23.287	24.686	26.044
Level 19	21.037	22.303	23.636	25.056	26.435
Level 20	21.353	22.638	23.991	25.432	26.832

PAY SCHEDULE 32: NONREPRESENTED PROFESSIONAL SOCIAL SERVICES RELATED COUNTERPART SENIORITY BASED GRID

June 25, 1995 through July 5, 1997

	32-25	32-26	32-27	32-28	32-01	32-02	32-03	32-04	32-05	32-06	32-07	32-08	32-09	32-10	32-11	32-12	32-13
Grid Point																	
Minimum	7.266	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569	23.223	25.002
PSICM	7.484	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634	22.217	23.920	25.753
1	7.554	8.147	8.793	9.490	10.277	11.117	12.056	13.043	14.108	15.263	16.506	17.852	19.375	20.849	22.440	24.154	25.996
2	7.624	8.227	8.883	9.590	10.397	11.247	12.224	13.221	14.296	15.461	16.709	18.060	19.585	21.064	22.665	24.389	26.241
3	7.694	8.307	8.973	9.690	10.517	11.377	12.392	13.399	14.484	15.659	16.912	18.268	19.795	21.279	22.890	24.624	26.486
4	7.764	8.387	9.063	9.790	10.637	11.507	12.560	13.577	14.672	15.857	17.115	18.476	20.005	21.494	23.115	24.859	26.731
5	7.834	8.467	9.153	9.890	10.757	11.637	12.728	13.755	14.860	16.055	17.318	18.684	20.215	21.709	23.340	25.094	26.976
6	7.904	8.547	9.243	9.990	10.877	11.767	12.896	13.933	15.048	16.253	17.521	18.892	20.425	21.924	23.565	25.329	27.221
7	7.974	8.627	9.333	10.090	10.997	11.897	13.064	14.111	15.236	16.451	17.724	19.100	20.635	22.139	23.790	25.564	27.466
8	8.044	8.707	9.423	10.190	11.117	12.027	13.232	14.289	15.424	16.649	17.927	19.308	20.845	22.354	24.015	25.799	27.711
9	8.114	8.787	9.513	10.290	11.237	12.157	13.400	14.467	15.612	16.847	18.130	19.516	21.055	22.569	24.240	26.034	27.956
10	8.184	8.867	9.603	10.390	11.357	12.287	13.568	14.645	15.800	17.045	18.333	19.724	21.265	22.784	24.465	26.269	28.201
* Years 11	8.254	8.947	9.693	10.490	11.477	12.417	13.736	14.823	15.988	17.243	18.536	19.932	21.475	22.999	24.690	26.504	28.446
12	8.324	9.027	9.783	10.590	11.597	12.547	13.904	15.001	16.176	17.441	18.739	20.140	21.685	23.214	24.915	26.739	28.691
13	8.394	9.107	9.873	10.690	11.717	12.677	14.072	15.179	16.364	17.639	18.942	20.348	21.895	23.429	25.140	26.974	28.936
14	8.464	9.187	9.963	10.790	11.837	12.807	14.240	15.357	16.552	17.837	19.145	20.556	22.105	23.644	25.365	27.209	29.181
15	8.534	9.267	10.053	10.890	11.957	12.937	14.408	15.535	16.740	18.035	19.348	20.764	22.315	23.859	25.590	27.444	29.426
16	8.604	9.347	10.143	10.990	12.077	13.067	14.576	15.713	16.928	18.233	19.551	20.972	22.525	24.074	25.815	27.679	29.671
17	8.674	9.427	10.233	11.090	12.197	13.197	14.744	15.891	17.116	18.431	19.754	21.180	22.735	24.289	26.040	27.914	29.916
18	8.744	9.507	10.323	11.190	12.317	13.327	14.912	16.069	17.304	18.629	19.957	21.388	22.945	24.504	26.265	28.149	30.161
19	8.814	9.587	10.413	11.290	12.437	13.457	15.080	16.247	17.492	18.827	20.160	21.596	23.155	24.719	26.490	28.384	30.406
20	8.884	9.667	10.503	11.390	12.557	13.587	15.248	16.425	17.680	19.025	20.363	21.804	23.365	24.934	26.715	28.619	30.651
21	8.954	9.747	10.593	11.490	12.677	13.717	15.416	16.603	17.868	19.223	20.566	22.012	23.575	25.149	26.940	28.854	30.896
Grid Endpoint 22 +	9.024	9.827	10.683	11.590	12.797	13.847	15.584	16.781	18.056	19.421	20.769	22.220	23.785	25.364	27.165	29.089	31.141
Grid Step	0.070	0.080	0.090	0.100	0.120	0.130	0.168	0.178	0.188	0.198	0.203	0.208	0.210	0.215	0.225	0.235	0.245

* Full years of seniority as of June 30, 1994 as follows:

Effective June 25, 1995 through January 6, 1996:	Full years of seniority as of June 30, 1994
Effective January 7, 1996 through July 6, 1996:	Full years of seniority as of June 30, 1995
Effective July 7, 1996 through July 5, 1997:	Full years of seniority as of June 30, 1996

PAY SCHEDULE 33: NONREPRESENTED EDUCATION RELATED COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
33-61	12.240	12.510	13.320	0.270	2,129.76	2,176.74	2,317.68	25,557.12	26,120.88	27,812.16
33-62	12.840	13.040	16.640	0.200	2,234.16	2,268.96	2,895.36	26,809.92	27,227.52	34,744.32
33-63	13.468	13.709	18.047	0.241	2,343.43	2,385.37	3,140.18	28,121.18	28,624.39	37,682.14
33-71	12.777	13.118	14.141	0.341	2,223.20	2,282.53	2,460.53	26,678.38	27,390.38	29,526.41
33-72	13.451	13.691	18.011	0.240	2,340.47	2,382.23	3,133.91	28,085.69	28,586.81	37,606.97
33-73	14.387	14.705	20.429	0.318	2,503.34	2,558.67	3,554.65	30,040.06	30,704.04	42,655.75
33-81	16.171	16.501	22.441	0.330	2,813.75	2,871.17	3,904.73	33,765.05	34,454.09	46,856.81
33-82	17.464	17.797	23.791	0.333	3,038.74	3,096.68	4,139.63	36,464.83	37,160.14	49,675.61
33-83	20.376	20.804	28.508	0.428	3,545.42	3,619.90	4,960.39	42,545.09	43,438.75	59,524.70
33-99	13.200	13.615	21.085	0.415	2,296.80	2,369.01	3,668.79	27,561.60	28,428.12	44,025.48

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED EDUCATION RELATED (PAY SCHEDULE 33) COUNTERPART SENIORITY/PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	33-61	33-62	33-63	33-71	33-72	33-73	33-81	33-82	33-83	33-99
Minimum	12.240	12.840	13.468	12.777	13.451	14.387	16.171	17.464	20.376	13.200
PSICM	12.510	13.040	13.709	13.118	13.691	14.705	16.501	17.797	20.804	13.615
A	12.780	13.240	13.950	13.459	13.931	15.023	16.831	18.130	21.232	14.030
B	13.050	13.440	14.191	13.800	14.171	15.341	17.161	18.463	21.660	14.445
C	13.320	13.640	14.432	14.141	14.411	15.659	17.491	18.796	22.088	14.860
D	13.320	13.840	14.673	14.141	14.651	15.977	17.821	19.129	22.516	15.275
E	13.320	14.040	14.914	14.141	14.891	16.295	18.151	19.462	22.944	15.690
F	13.320	14.240	15.155	14.141	15.131	16.613	18.481	19.795	23.372	16.105
G	13.320	14.440	15.396	14.141	15.371	16.931	18.811	20.128	23.800	16.520
H	13.320	14.640	15.637	14.141	15.611	17.249	19.141	20.461	24.228	16.935
I	13.320	14.840	15.878	14.141	15.851	17.567	19.471	20.794	24.656	17.350
J	13.320	15.040	16.119	14.141	16.091	17.885	19.801	21.127	25.084	17.765
K	13.320	15.240	16.360	14.141	16.331	18.203	20.131	21.460	25.512	18.180
L	13.320	15.440	16.601	14.141	16.571	18.521	20.461	21.793	25.940	18.595
M	13.320	15.640	16.842	14.141	16.811	18.839	20.791	22.126	26.368	19.010
N	13.320	15.840	17.083	14.141	17.051	19.157	21.121	22.459	26.796	19.425
O	13.320	16.040	17.324	14.141	17.291	19.475	21.451	22.792	27.224	19.840
P	13.320	16.240	17.565	14.141	17.531	19.793	21.781	23.125	27.652	20.255
Q	13.320	16.440	17.806	14.141	17.771	20.111	22.111	23.458	28.080	20.670
R	13.320	16.640	18.047	14.141	18.011	20.429	22.441	23.791	28.508	21.085
Grid Step:	0.270	0.200	0.241	0.341	0.240	0.318	0.330	0.333	0.428	0.415

PAY SCHEDULE 34: NONREPRESENTED ENGINEERING RELATED COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
34-01	11.701	11.857	15.444	0.156	2,035.97	2,063.12	2,687.26	24,431.69	24,757.42	32,247.07
34-02	12.844	13.016	16.953	0.172	2,234.86	2,264.78	2,949.82	26,818.27	27,177.41	35,397.86
34-03	14.165	14.354	18.698	0.189	2,464.71	2,497.60	3,253.45	29,576.52	29,971.15	39,041.42
34-04	15.331	15.536	20.236	0.205	2,667.59	2,703.26	3,521.06	32,011.13	32,439.17	42,252.77
34-05	16.656	16.879	21.985	0.223	2,898.14	2,936.95	3,825.39	34,777.73	35,243.35	45,904.68
34-06	17.849	18.087	23.560	0.238	3,105.73	3,147.14	4,099.44	37,268.71	37,765.66	49,193.28
34-07	19.311	19.577	25.685	0.266	3,360.11	3,406.40	4,469.19	40,321.37	40,876.78	53,630.28
34-08	20.812	21.184	30.086	0.372	3,621.29	3,686.02	5,234.96	43,455.46	44,232.19	62,819.57

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED ENGINEERING RELATED (PAY SCHEDULE 34) COUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	34-02	34-03	34-04	34-05	34-06	34-07	34-08
A (Minimum)	12.844	14.165	15.331	16.656	17.849	19.311	20.812
B (PSICM)	13.016	14.354	15.536	16.879	18.087	19.577	21.184
C	13.188 *	14.543 *	15.741 *	17.102	18.325	19.843	21.556
D	13.360 *	14.732 *	15.946 *	17.325	18.563	20.109	21.928
E	13.532 *	14.921 *	16.151 *	17.548	18.801	20.375	22.300
F	13.704 *	15.110 *	16.356 *	17.771	19.039	20.641	22.672
G	13.876 *	15.299 *	16.561 *	17.994	19.277	20.907	23.044
H	14.048 *	15.488 *	16.766 *	18.217	19.515	21.173	23.416
I	14.220 *	15.677 *	16.971 *	18.440	19.753	21.439	23.788
J	14.392 *	15.866 *	17.176 *	18.663	19.991	21.705	24.160
K	14.564 *	16.055 *	17.381 *	18.886	20.229	21.971	24.532
L	14.736 *	16.244 *	17.586 *	19.109	20.467	22.237	24.904
M	14.908 *	16.433 *	17.791 *	19.332	20.705	22.503	25.276
N				19.555		22.769 **	25.648 **
O				19.778		23.035 **	26.020 **
Grid Step:	0.172	0.189	0.205	0.223	0.238	0.266	0.372

* Applies only to Engineering Specialist Counterpart Classifications
** Applies only to Engineer Counterpart Classifications

PAY SCHEDULE 35: NONREPRESENTED SCIENCE RELATED COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
35-09	9.928	10.138	13.442	0.210	1,727.47	1,764.01	2,338.91	20,729.66	21,168.14	28,066.90
35-10	10.725	10.952	14.616	0.227	1,866.15	1,905.65	2,543.18	22,393.80	22,867.78	30,518.21
35-11	11.586	11.832	15.891	0.246	2,015.96	2,058.77	2,765.03	24,191.57	24,705.22	33,180.41
35-12	12.516	12.783	17.277	0.267	2,177.78	2,224.24	3,006.20	26,133.41	26,690.90	36,074.38
35-13	13.534	13.824	18.800	0.290	2,354.92	2,405.38	3,271.20	28,258.99	28,864.51	39,254.40
35-14	14.633	14.949	20.473	0.316	2,546.14	2,601.13	3,562.30	30,553.70	31,213.51	42,747.62
35-15	15.823	16.167	22.290	0.344	2,753.20	2,813.06	3,878.46	33,038.42	33,756.70	46,541.52
35-16	17.109	17.485	24.269	0.376	2,976.97	3,042.39	4,222.81	35,723.59	36,508.68	50,673.67
35-17	18.500	18.911	26.422	0.411	3,219.00	3,290.51	4,597.43	38,628.00	39,486.17	55,169.14
35-18	20.004	20.453	28.766	0.449	3,480.70	3,558.82	5,005.28	41,768.35	42,705.86	60,063.41
35-19	21.632	22.123	31.318	0.491	3,763.97	3,849.40	5,449.33	45,167.62	46,192.82	65,391.98
35-20	23.393	23.930	34.107	0.537	4,070.38	4,163.82	5,934.62	48,844.58	49,965.84	71,215.42

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED SCIENCE RELATED (PAY SCHEDULE 35) COUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	35-14	35-15	35-16	35-17	35-18	35-19	35-20
A (Minimum)	14.633	15.823	17.109	18.500	20.004	21.632	23.393
B (PSICM)	14.949	16.167	17.485	18.911	20.453	22.123	23.930
C	15.265	16.511	17.861	19.322	20.902	22.614	24.467
D	15.581	16.855	18.237	19.733	21.351	23.105	25.004
E	15.897	17.199	18.613	20.144	21.800	23.596	25.541
F	16.213	17.543	18.989	20.555	22.249	24.087	26.078
G	16.529	17.887	19.365	20.966	22.698	24.578	26.615
H	16.845	18.231	19.741	21.377	23.147	25.069	27.152
I	17.161	18.575	20.117	21.788	23.596	25.560	27.689
J	17.477	18.919	20.493	22.199	24.045	26.051	28.226
K	17.793	19.263	20.869	22.610	24.494	26.542	28.763
L	18.109	19.607	21.245	23.021	24.943	27.033	29.300
M	18.109	19.607	21.245	23.021	24.943	27.033	29.300
N	18.425	19.951	21.621	23.432	25.392	27.524	29.837
O	18.425	19.951	21.621	23.432	25.392	27.524	29.837
P (End Point)	18.741	20.295	21.997	23.843	25.841	28.015	30.374
Grid Step:	0.316	0.344	0.376	0.411	0.449	0.491	0.537

PAY SCHEDULE 41: GENERAL NONREPRESENTED RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
41-01	5.395	5.557	7.313	0.162	938.73	966.92	1,272.46	11,264.76	15,269.54	15,269.54
41-02	5.810	5.985	7.917	0.175	1,010.94	1,041.39	1,377.56	12,131.28	16,530.70	16,530.70
41-03	6.257	6.445	8.566	0.188	1,088.72	1,121.43	1,490.48	13,064.62	17,885.81	17,885.81
41-04	6.742	6.945	9.279	0.203	1,173.11	1,208.43	1,614.55	14,077.30	19,374.55	19,374.55
41-05	7.266	7.484	10.051	0.218	1,264.28	1,302.22	1,748.87	15,171.41	20,986.49	20,986.49
41-06	7.833	8.068	10.895	0.235	1,362.94	1,403.83	1,895.73	16,355.30	22,748.76	22,748.76
41-07	8.449	8.703	11.810	0.254	1,470.13	1,514.32	2,054.94	17,641.51	24,659.28	24,659.28
41-08	9.118	9.392	12.855	0.274	1,586.53	1,634.21	2,236.77	19,038.38	26,841.24	26,841.24
41-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	29,200.68	29,200.68
41-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	31,745.95	31,745.95
41-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	34,512.55	34,512.55
41-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	37,523.45	37,523.45
41-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
41-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
41-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
41-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
41-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80
41-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	43,083.79	62,466.70
41-19	21.569	22.217	32.441	0.648	3,753.01	3,865.76	5,644.73	45,036.07	46,389.10	67,736.81
41-20	23.223	23.920	35.182	0.697	4,040.80	4,162.08	6,121.67	48,489.62	49,944.96	73,460.02
41-21	25.002	25.753	38.158	0.751	4,350.35	4,481.02	6,639.49	52,204.18	53,772.26	79,673.90
41-22	26.919	27.727	41.390	0.808	4,683.91	4,824.50	7,201.86	56,206.87	57,893.98	86,422.32
41-23	28.982	29.852	44.904	0.870	5,042.87	5,194.25	7,813.30	60,514.42	62,330.98	93,759.55

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

GENERAL NONREPRESENTED (PAY SCHEDULE 41) SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	41-10	41-11	41-12	41-13	41-14	41-15	41-16	41-17	41-18
A (Minimum)	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
B (PSICM)	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
C	11.191	12.111	13.110	14.191	15.363	16.633	18.006	19.484	21.078
D	11.393	12.333	13.354	14.461	15.661	16.962	18.369	19.886	21.522
E	11.595	12.555	13.598	14.731	15.959	17.291	18.732	20.288	21.966
F	11.797	12.777	13.842	15.001	16.257	17.620	19.095	20.690	22.410
G	11.999	12.999	14.086	15.271	16.555	17.949	19.458	21.092	22.854
H	12.201	13.221	14.330	15.541	16.853	18.278	19.821	21.494	23.298
I	12.403	13.443	14.574	15.811	17.151	18.607	20.184	21.896	23.742
J	12.605	13.665	14.818	16.081	17.449	18.936	20.547	22.298	24.186
K	12.807	13.887	15.062	16.351	17.747	19.265	20.910	22.700	24.630
L	13.009	14.109	15.306	16.621	18.045	19.594	21.273	23.102	25.074
M	13.211	14.331	15.550	16.891	18.343	19.923	21.636	23.504	25.518
N	13.413	14.553	15.794	17.161	18.641	20.252	21.999	23.906	25.962
O	13.615	14.775	16.038	17.431	18.939	20.581	22.362	24.308	26.406
P	13.817	14.997	16.282	17.701	19.237	20.910	22.725	24.710	26.850
Grid Step:	0.202	0.222	0.244	0.270	0.298	0.329	0.363	0.402	0.444

PAY SCHEDULE 42: NONREPRESENTED CLERICAL RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
42-01	5.395	5.557	7.155	0.162	938.73	966.92	1,244.97	11,264.76	11,603.02	14,939.64
42-02	5.810	5.985	7.746	0.175	1,010.94	1,041.39	1,347.80	12,131.28	12,496.68	16,173.65
42-03	6.257	6.445	8.387	0.188	1,088.72	1,121.43	1,459.34	13,064.62	13,457.16	17,512.06
42-04	6.742	6.945	9.086	0.203	1,173.11	1,208.43	1,580.96	14,077.30	14,501.16	18,971.57
42-05	7.266	7.484	9.851	0.218	1,264.28	1,302.22	1,714.07	15,171.41	15,626.59	20,568.89
42-06	7.833	8.068	10.681	0.235	1,362.94	1,403.83	1,858.49	16,355.30	16,845.98	22,301.93
42-07	8.449	8.703	11.589	0.254	1,470.13	1,514.32	2,016.49	17,641.51	18,171.86	24,197.83
42-08	9.118	9.392	12.855	0.274	1,586.53	1,634.21	2,236.77	19,038.38	19,610.50	26,841.24
42-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
42-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
42-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
42-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
42-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
42-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
42-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
42-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
42-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED CLERICAL AND RELATED (PAY SCHEDULE 42) SUPERVISORY AND NON-COUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	42-08	42-09	42-10	42-11	42-12	42-13	42-14	42-15	42-16	42-17
Minimum	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526
PSICM	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082
A	9.536	10.312	11.153	12.063	13.050	14.115	15.269	16.518	17.867	19.316
B	9.680	10.466	11.317	12.237	13.234	14.309	15.473	16.732	18.091	19.550
C	9.824	10.620	11.481	12.411	13.418	14.503	15.677	16.946	18.315	19.784
D	9.968	10.774	11.645	12.585	13.602	14.697	15.881	17.160	18.539	20.018
E	10.112	10.928	11.809	12.759	13.786	14.891	16.085	17.374	18.763	20.252
F	10.256	11.082	11.973	12.933	13.970	15.085	16.289	17.588	18.987	20.486
G	10.400	11.236	12.137	13.107	14.154	15.279	16.493	17.802	19.211	20.720
H	10.544	11.390	12.301	13.281	14.338	15.473	16.697	18.016	19.435	20.954
I	10.688	11.544	12.465	13.455	14.522	15.667	16.901	18.230	19.659	21.188
J	10.832	11.698	12.629	13.629	14.706	15.861	17.105	18.444	19.883	21.422
K	10.976	11.852	12.793	13.803	14.890	16.055	17.309	18.658	20.107	21.656
L	11.120	12.006	12.957	13.977	15.074	16.249	17.513	18.872	20.331	
M	11.264	12.160	13.121	14.151	15.258	16.443	17.717	19.086		
N	11.408	12.314	13.285	14.325	15.442	16.637	17.921			
O	11.552	12.468	13.449	14.499	15.626	16.831	18.125			
P	11.696	12.622	13.613	14.673	15.810	17.025				
Q	11.840	12.776	13.777	14.847	15.994					
R	11.984	12.930	13.941	15.021						
S	12.128	13.084	14.105							
T	12.272	13.238								
U	12.416									
Grid Step:	0.144	0.154	0.164	0.174	0.184	0.194	0.204	0.214	0.224	0.234

PAY SCHEDULE 43: NONREPRESENTED BLUE COLLAR & NON-BUILDING TRADES RELATED-SUPERVISORY & NONCOUNTERPART

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
43-01	5.395	5.557	7.155	0.162	938.73	966.92	1,244.97	11,264.76	11,603.02	14,939.64
43-02	5.810	5.985	7.746	0.175	1,010.94	1,041.39	1,347.80	12,131.28	12,496.68	16,173.65
43-03	6.257	6.445	8.387	0.188	1,088.72	1,121.43	1,459.34	13,064.62	13,457.16	17,512.06
43-04	6.742	6.945	9.086	0.203	1,173.11	1,208.43	1,580.96	14,077.30	14,501.16	18,971.57
43-05	7.266	7.484	9.851	0.218	1,264.28	1,302.22	1,714.07	15,171.41	15,626.59	20,568.89
43-06	7.833	8.068	10.681	0.235	1,362.94	1,403.83	1,858.49	16,355.30	16,845.98	22,301.93
43-07	8.831	9.096	12.200	0.265	1,536.59	1,582.70	2,122.80	18,439.13	18,992.45	25,473.60
43-08	9.293	9.572	12.855	0.279	1,616.98	1,665.53	2,236.77	19,403.78	19,986.34	26,841.24
43-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
43-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
43-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
43-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
43-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
43-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
43-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
43-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
43-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	36,838.58	52,682.33
43-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	39,843.22	57,367.80

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BLUE COLLAR & NON-BUILDING TRADES RELATED (PAY SCHEDULE 43) SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	43-07	43-08	43-09	43-10	43-11	43-12	43-13	43-14	43-15	43-16	43-17	43-18
Minimum	8.831	9.293	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
PSICM	9.096	9.572	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
A	9.236	9.726	10.324	11.167	12.080	13.070	14.141	15.299	16.551	17.905	19.360	20.928
B	9.376	9.880	10.490	11.345	12.271	13.274	14.361	15.533	16.798	18.167	19.638	21.222
C	9.516	10.034	10.656	11.523	12.462	13.478	14.581	15.767	17.045	18.429	19.916	21.516
D	9.656	10.188	10.822	11.701	12.653	13.682	14.801	16.001	17.292	18.691	20.194	21.810
E	9.796	10.342	10.988	11.879	12.844	13.886	15.021	16.235	17.539	18.953	20.472	22.104
F	9.936	10.496	11.154	12.057	13.035	14.090	15.241	16.469	17.786	19.215	20.750	22.398
G	10.076	10.650	11.320	12.235	13.226	14.294	15.461	16.703	18.033	19.477	21.028	22.692
H	10.216	10.804	11.486	12.413	13.417	14.498	15.681	16.937	18.280	19.739	21.306	22.986
I	10.356	10.958	11.652	12.591	13.608	14.702	15.901	17.171	18.527	20.001	21.584	23.280
J	10.496	11.112	11.818	12.769	13.799	14.906	16.121	17.405	18.774	20.263	21.862	23.574
K	10.636	11.266	11.984	12.947	13.990	15.110	16.341	17.639	19.021	20.525	22.140	23.868
L	10.776	11.420	12.150	13.125	14.181	15.314	16.561	17.873	19.268	20.787		
M	10.916	11.574	12.316	13.303	14.372	15.518	16.781	18.107	19.515			
N	11.056	11.728	12.482	13.481	14.563	15.722	17.001	18.341				
O	11.196	11.882	12.648	13.659	14.754	15.926	17.221	18.575				
P	11.336	12.036	12.814	13.837	14.945	16.130	17.441					
Q	11.476	12.190	12.980	14.015	15.136	16.334						
R	11.616	12.344	13.146	14.193	15.327							
S	11.756	12.498	13.312	14.371								
T	11.896	12.652	13.478									
U	12.036	12.806										
V	12.176											
Grid Step:	0.140	0.154	0.166	0.178	0.191	0.204	0.220	0.234	0.247	0.262	0.278	0.294

PAY SCHEDULE 45: NONREPRESENTED SECURITY & PUBLIC SAFETY RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
45-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
45-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
45-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
45-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
45-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
45-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
45-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
45-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
45-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80
45-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	43,083.79	62,466.70

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED SECURITY AND PUBLIC SAFETY RELATED (PAY SCHEDULE 45) SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	45-09	45-10	45-11	45-12	45-13	45-14	45-15	45-16	45-17	45-18
MINIMUM	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
PSICM	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
A	10.368	11.210	12.121	13.109	14.165	15.322	16.566	17.915	19.364	20.926
B	10.578	11.431	12.353	13.352	14.409	15.579	16.828	18.187	19.646	21.218
C	10.788	11.652	12.585	13.595	14.653	15.836	17.090	18.459	19.928	21.510
D	10.998	11.873	12.817	13.838	14.897	16.093	17.352	18.731	20.210	21.802
E	11.208	12.094	13.049	14.081	15.141	16.350	17.614	19.003	20.492	22.094
F	11.418	12.315	13.281	14.324	15.385	16.607	17.876	19.275	20.774	22.386
G	11.628	12.536	13.513	14.567	15.629	16.864	18.138	19.547	21.056	22.678
H	11.838	12.757	13.745	14.810	15.873	17.121	18.400	19.819	21.338	22.970
I	12.048	12.978	13.977	15.053	16.117	17.378	18.662	20.091	21.620	23.262
J	12.258	13.199	14.209	15.296	16.361	17.635	18.924	20.363	21.902	23.554
K	12.468	13.420	14.441	15.539	16.605	17.892	19.186	20.635	22.184	23.846
L	12.678	13.641	14.673	15.782	16.849	18.149	19.448			
M	12.888	13.862	14.905	16.025	17.093	18.406				
N	13.098	14.083	15.137	16.268	17.337					
O	13.308	14.304	15.369	16.511						
P	13.518	14.525	15.601							
Q	13.728	14.746								
R	13.938									
Grid Step:	0.210	0.221	0.232	0.243	0.244	0.257	0.262	0.272	0.282	0.292

PAY SCHEDULE 46: NONREPRESENTED TECHNICAL RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
46-01	5.395	5.557	7.155	0.162	938.73	966.92	1,244.97	11,264.76	11,603.02	14,939.64
46-02	5.810	5.985	7.746	0.175	1,010.94	1,041.39	1,347.80	12,131.28	12,496.68	16,173.65
46-03	6.257	6.445	8.387	0.188	1,088.72	1,121.43	1,459.34	13,064.62	13,457.16	17,512.06
46-04	6.742	6.945	9.086	0.203	1,173.11	1,208.43	1,580.96	14,077.30	14,501.16	18,971.57
46-05	7.266	7.484	9.851	0.218	1,264.28	1,302.22	1,714.07	15,171.41	15,626.59	20,568.89
46-06	7.833	8.068	10.681	0.235	1,362.94	1,403.83	1,858.49	16,355.30	16,845.98	22,301.93
46-07	8.449	8.703	11.589	0.254	1,470.13	1,514.32	2,016.49	17,641.51	18,171.86	24,197.83
46-08	9.118	9.392	12.855	0.274	1,586.53	1,634.21	2,236.77	19,038.38	19,610.50	26,841.24
46-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
46-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
46-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
46-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
46-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
46-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
46-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
46-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
46-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80
46-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	43,083.79	62,466.70

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED TECHNICAL RELATED (PAY SCHEDULE 46) SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	46-09	46-10	46-11	46-12	46-13	46-14	46-15	46-16	46-17	46-18
Minimum	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
PSICM	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
A	10.328	11.174	12.094	13.096	14.171	15.325	16.579	17.933	19.392	20.964
B	10.498	11.359	12.299	13.326	14.421	15.585	16.854	18.223	19.702	21.294
C	10.668	11.544	12.504	13.556	14.671	15.845	17.129	18.513	20.012	21.624
D	10.838	11.729	12.709	13.786	14.921	16.105	17.404	18.803	20.322	21.954
E	11.008	11.914	12.914	14.016	15.171	16.365	17.679	19.093	20.632	22.284
F	11.178	12.099	13.119	14.246	15.421	16.625	17.954	19.383	20.942	22.614
G	11.348	12.284	13.324	14.476	15.671	16.885	18.229	19.673	21.252	22.944
H	11.518	12.469	13.529	14.706	15.921	17.145	18.504	19.963	21.562	23.274
I	11.688	12.654	13.734	14.936	16.171	17.405	18.779	20.253	21.872	23.604
J	11.858	12.839	13.939	15.166	16.421	17.665	19.054	20.543	22.182	23.934
K	12.028	13.024	14.144	15.396	16.671	17.925	19.329	20.833	22.492	24.264
L	12.198	13.209	14.349	15.626	16.921	18.185	19.604	21.123		
M	12.368	13.394	14.554	15.856	17.171	18.445	19.879			
N	12.538	13.579	14.759	16.086	17.421	18.705				
O	12.708	13.764	14.964	16.316	17.671	18.965				
P	12.878	13.949	15.169	16.546	17.921					
Q	13.048	14.134	15.374	16.776						
R	13.218	14.319	15.579							
S	13.388	14.504								
T	13.558									
Grid Step:	0.170	0.185	0.205	0.230	0.250	0.260	0.275	0.290	0.310	0.330

PAY SCHEDULE 47: NONREPRESENTED FISCAL & STAFF SERVICES RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
47-08	9.118	9.392	12.855	0.274	1,586.53	1,634.21	2,236.77	19,038.38	19,610.50	26,841.24
47-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
47-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
47-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
47-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
47-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
47-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
47-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
47-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
47-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80
47-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	43,083.79	62,466.70
47-19	21.569	22.217	32.441	0.648	3,753.01	3,865.76	5,644.73	45,036.07	46,389.10	67,736.81
47-20	23.223	23.920	35.182	0.697	4,040.80	4,162.08	6,121.67	48,489.62	49,944.96	73,460.02

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED FISCAL & STAFF SERVICES RELATED (PAY SCHEDULE 47) SUPERVISORY & NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	47-08	47-09	47-10	47-11	47-12	47-13	47-14	47-15	47-16	47-17	47-18	47-19	47-20
A (Minimum)	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569	23.223
B (PSICM)	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634	22.217	23.920
C	9.558	10.341	11.191	12.111	13.110	14.191	15.363	16.633	18.006	19.484	21.078	22.691	24.443
D	9.724	10.524	11.393	12.333	13.354	14.461	15.661	16.962	18.369	19.886	21.522	23.165	24.966
E	9.890	10.707	11.595	12.555	13.598	14.731	15.959	17.291	18.732	20.288	21.966	23.639	25.489
F	10.056	10.890	11.797	12.777	13.842	15.001	16.257	17.620	19.095	20.690	22.410	24.113	26.012
G	10.222	11.073	11.999	12.999	14.086	15.271	16.555	17.949	19.458	21.092	22.854	24.587	26.535
H	10.388	11.256	12.201	13.221	14.330	15.541	16.853	18.278	19.821	21.494	23.298	25.061	27.058
I	10.554	11.439	12.403	13.443	14.574	15.811	17.151	18.607	20.184	21.896	23.742	25.535	27.581
J	10.720	11.622	12.605	13.665	14.818	16.081	17.449	18.936	20.547	22.298	24.186	26.009	28.104
K	10.886	11.805	12.807	13.887	15.062	16.351	17.747	19.265	20.910	22.700	24.630	26.483	28.627
L	11.052	11.988	13.009	14.109	15.306	16.621	18.045	19.594	21.273	23.102	25.074	26.957	29.150
M	11.218	12.171	13.211	14.331	15.550	16.891	18.343	19.923	21.636	23.504	25.518	27.431	29.673
N	11.384	12.354	13.413	14.553	15.794	17.161	18.641	20.252	21.999	23.906	25.962	27.905	30.196
O	11.550	12.537	13.615	14.775	16.038	17.431	18.939	20.581	22.362	24.308	26.406	28.379	30.719
P	11.716	12.720	13.817	14.997	16.282	17.701	19.237	20.910	22.725	24.710	26.850	28.853	31.242
Grid Step:	0.166	0.183	0.202	0.222	0.244	0.270	0.298	0.329	0.363	0.402	0.444	0.474	0.523

PAY SCHEDULE 48: NONREPRESENTED PROFESSIONAL RESEARCH, STATISTICS & ANALYSIS RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
48-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
48-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
48-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
48-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
48-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
48-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
48-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
48-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
48-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80

*For informational purposes only. The official hourly rate is used for payroll purposes.

Effective January 7, 1996 and July 7, 1996

Grid Point	48-09	48-10	48-11	48-12	48-13	48-14	48-15	48-16	48-17
A (Minimum)	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526
B (PSICM)	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082
C	10.335	11.184	12.104	13.103	14.182	15.353	16.623	17.995	19.471
D	10.512	11.379	12.319	13.340	14.443	15.641	16.942	18.347	19.860
E	10.689	11.574	12.534	13.577	14.704	15.929	17.261	18.699	20.249
F	10.866	11.769	12.749	13.814	14.965	16.217	17.580	19.051	20.638
G	11.043	11.964	12.964	14.051	15.226	16.505	17.899	19.403	21.027
H	11.220	12.159	13.179	14.288	15.487	16.793	18.218	19.755	21.416
I	11.397	12.354	13.394	14.525	15.748	17.081	18.537	20.107	21.805
J	11.574	12.549	13.609	14.762	16.009	17.369	18.856	20.459	22.194
K	11.751	12.744	13.824	14.999	16.270	17.657	19.175	20.811	22.583
L	11.928	12.939	14.039	15.236	16.531	17.945	19.494	21.163	22.972
M	12.105	13.134	14.254	15.473	16.792	18.233	19.813	21.515	23.361
N	12.282	13.329	14.469	15.710	17.053	18.521	20.132	21.867	23.750
O	12.459	13.524	14.684	15.947	17.314	18.809	20.451	22.219	24.139
P	12.636	13.719	14.899	16.184	17.575	19.097	20.770	22.571	24.528
Grid Step:	0.177	0.195	0.215	0.237	0.261	0.288	0.319	0.352	0.389

PAY SCHEDULE 49: CLASSIFIED NONREPRESENTED PROFESSIONAL LEGAL RELATED-SUPERVISORY & COUNTERPARTS

June 25, 1995 through July 5, 1997

		Official Hourly Basis				Annual Basis**		
Pay Range		Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum
49-73	Attorney 13 (1-73)	16.958	17.467	40.793	0.509	35,408.30	36,471.10	85,175.78
49-74	Attorney 14 (1-74)	17.136	17.651	42.953	0.515	35,779.97	36,855.29	89,685.86
49-75	Attorney 15 (1-75)	17.762	18.295	44.592	0.533	37,087.06	38,199.96	93,108.10

*This table is used for Attorney 13-15 positions allocated to a Confidential, Supervisory or Managerial classification.
**For informational purposes only. The Official Hourly Rate is used for payroll purposes.

PAY SCHEDULE 50: NONREPRESENTED PATIENT TREATMENT RELATED-SUPERVISORY & COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis		
PAY RANGE	MINIMUM	PSICM**	MAXIMUM	WITHIN RANGE STEP	MINIMUM	PSICM	MAXIMUM	MINIMUM	PSICM	MAXIMUM
50-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	43,083.79	62,466.70
50-19	21.569	22.217	32.441	0.648	3,753.01	3,865.76	5,644.73	45,036.07	46,389.10	67,736.81
50-51	30.902	31.830	43.784	0.928	5,376.95	5,538.42	7,618.42	64,523.38	66,461.04	91,420.99
50-52	34.766	35.809	49.261	1.043	6,049.28	6,230.77	8,571.41	72,591.41	74,769.19	102,856.97

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.
**Permanent Status In Class Minimum.

PAY SCHEDULE 51: NONREPRESENTED PROFESSIONAL PATIENT CARE RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
51-10	18.603	19.162	26.045	0.559	3,236.92	3,334.19	4,531.83	38,843.06	40,010.26	54,381.96
51-11	19.628	20.217	27.480	0.589	3,415.27	3,517.76	4,781.52	42,213.10	57,378.24	1,229.83
51-12	20.806	21.431	29.129	0.625	3,620.24	3,728.99	5,068.45	44,747.93	60,821.35	1,305.00
51-13	22.055	22.717	30.878	0.662	3,837.57	3,952.76	5,372.77	47,433.10	64,473.26	1,382.26
51-14	23.379	24.081	32.731	0.702	4,067.95	4,190.09	5,695.19	50,281.13	68,342.33	1,465.78

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED PROFESSIONAL PATIENT CARE RELATED (PAY SCHEDULE 51) AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Level	51-10	51-11	51-12	51-13	51-14
Minimum	18.603	19.628	20.806	22.055	23.379
PSICM	19.162	20.217	21.431	22.717	24.081
A	19.522	20.600	21.837	23.147	24.537
B	19.882	20.983	22.243	23.577	24.993
C	20.242	21.366	22.649	24.007	25.449
D	20.602	21.749	23.055	24.437	25.905
E	20.962	22.132	23.461	24.867	26.361
F	21.322	22.515	23.867	25.297	26.817
G	21.682	22.898	24.273	25.727	27.273
H	22.042	23.281	24.679	26.157	27.729
I	22.402	23.664	25.085	26.587	28.185
J	22.762	24.047	25.491	27.017	28.641
K	23.122	24.430	25.897	27.447	29.097
L	23.482	24.813	26.303	27.877	29.553
M	23.842	25.196	26.709	28.307	30.009
N	24.202	25.579	27.115	28.737	30.465
O	24.562	25.962	27.521	29.167	30.921
Grid Step	0.360	0.383	0.406	0.430	0.456

PAY SCHEDULE 52: NONREPRESENTED PROFESSIONAL SOCIAL SERVICES RELATED-SUPERVISORY & NONCOUNTERPAR

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
52-05	7.266	7.484	9.851	0.218	1,264.28	1,302.22	1,714.07	15,171.41	15,626.59	20,568.89
52-06	7.833	8.068	10.681	0.235	1,362.94	1,403.83	1,858.49	16,355.30	16,845.98	22,301.93
52-07	8.449	8.703	11.589	0.254	1,470.13	1,514.32	2,016.49	17,641.51	18,171.86	24,197.83
52-08	9.118	9.392	12.855	0.274	1,586.53	1,634.21	2,236.77	19,038.38	19,610.50	26,841.24
52-09	9.862	10.158	13.985	0.296	1,715.99	1,767.49	2,433.39	20,591.86	21,209.90	29,200.68
52-10	10.668	10.989	15.204	0.321	1,856.23	1,912.09	2,645.50	22,274.78	22,945.03	31,745.95
52-11	11.542	11.889	16.529	0.347	2,008.31	2,068.69	2,876.05	24,099.70	24,824.23	34,512.55
52-12	12.491	12.866	17.971	0.375	2,173.43	2,238.68	3,126.95	26,081.21	26,864.21	37,523.45
52-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
52-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
52-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
52-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
52-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80
52-18	20.033	20.634	29.917	0.601	3,485.74	3,590.32	5,205.56	41,828.90	43,083.79	62,466.70
52-19	21.569	22.217	32.441	0.648	3,753.01	3,865.76	5,644.73	45,036.07	46,389.10	67,736.81
52-20	23.223	23.920	35.182	0.697	4,040.80	4,162.08	6,121.67	48,489.62	49,944.96	73,460.02
52-21	25.002	25.753	38.158	0.751	4,350.35	4,481.02	6,639.49	52,204.18	53,772.26	79,673.90
52-22	26.919	27.727	41.390	0.808	4,683.91	4,824.50	7,201.86	56,206.87	57,893.98	86,422.32

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED PROFESSIONAL SOCIAL SERVICES RELATED (PAY SCHEDULE 52) SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	52-12	52-13	52-14	52-15	52-16	52-17	52-18	52-19	52-20	52-21
Minimum	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569	23.223	25.002
PSICM	12.866	13.921	15.065	16.304	17.643	19.082	20.634	22.217	23.920	25.753
A	13.101	14.186	15.360	16.629	17.998	19.467	21.049	22.662	24.395	26.258
B	13.336	14.451	15.655	16.954	18.353	19.852	21.464	23.107	24.870	26.763
C	13.571	14.716	15.950	17.279	18.708	20.237	21.879	23.552	25.345	27.268
D	13.806	14.981	16.245	17.604	19.063	20.622	22.294	23.997	25.820	27.773
E	14.041	15.246	16.540	17.929	19.418	21.007	22.709	24.442	26.295	28.278
F	14.276	15.511	16.835	18.254	19.773	21.392	23.124	24.887	26.770	28.783
G	14.511	15.776	17.130	18.579	20.128	21.777	23.539	25.332	27.245	29.288
H	14.746	16.041	17.425	18.904	20.483	22.162	23.954	25.777	27.720	29.793
I	14.981	16.306	17.720	19.229	20.838	22.547	24.369	26.222	28.195	30.298
J	15.216	16.571	18.015	19.554	21.193	22.932	24.784	26.667	28.670	30.803
K	15.451	16.836	18.310	19.879	21.548	23.317	25.199	27.112	29.145	31.308
L	15.686	17.101	18.605	20.204	21.903	23.702				
M	15.921	17.366	18.900	20.529	22.258					
N	16.156	17.631	19.195	20.854						
O	16.391	17.896	19.490							
P	16.626	18.161								
Q	16.861									
Grid Step:	0.235	0.265	0.295	0.325	0.355	0.385	0.415	0.445	0.475	0.505

PAY SCHEDULE 53: NONREPRESENTED EDUCATION RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
53-13	13.515	13.921	19.559	0.406	2,351.61	2,422.25	3,403.27	28,219.32	29,067.05	40,839.19
53-14	14.626	15.065	21.288	0.439	2,544.92	2,621.31	3,704.11	30,539.09	31,455.72	44,449.34
53-15	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
53-16	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33
53-17	18.526	19.082	27.475	0.556	3,223.52	3,320.27	4,780.65	38,682.29	39,843.22	57,367.80
53-79	15.829	16.304	23.176	0.475	2,754.25	2,836.90	4,032.62	33,050.95	34,042.75	48,391.49
53-89	17.129	17.643	25.231	0.514	2,980.45	3,069.88	4,390.19	35,765.35	36,838.58	52,682.33

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED EDUCATION RELATED (PAY SCHEDULE 53) SUPERVISORY AND NONCOUNTERPART PAY BASED GRIDS

Effective January 7, 1996 and July 7, 1996

	Non-Teacher Supervisors and Noncounterparts					Teacher Supervisors and Noncounterparts	
	53-13	53-14	53-15	53-16	53-17	53-79	53-89
Grid Point							
Minimum	13.515	14.626	15.829	17.129	18.526	15.829	17.129
PSICM	13.921	15.065	16.304	17.643	19.082	16.304	17.643
A	14.191	15.358	16.621	17.986	19.453	16.714	18.073
B	14.461	15.651	16.938	18.329	19.824	17.124	18.503
C	14.731	15.944	17.255	18.672	20.195	17.534	18.933
D	15.001	16.237	17.572	19.015	20.566	17.944	19.363
E	15.271	16.530	17.889	19.358	20.937	18.354	19.793
F	15.541	16.823	18.206	19.701	21.308	18.764	20.223
G	15.811	17.116	18.523	20.044	21.679	19.174	20.653
H	16.081	17.409	18.840	20.387	22.050	19.584	21.083
I	16.351	17.702	19.157	20.730	22.421	19.994	21.513
J	16.621	17.995	19.474	21.073	22.792	20.404	21.943
K	16.891	18.288	19.791	21.416	23.163	20.814	22.373
L	17.161	18.581	20.108	21.759	23.534	21.224	22.803
M	17.431	18.874	20.425	22.102	23.905	21.634	23.233
N	17.701	19.167	20.742	22.445	24.276	22.044	23.663
Grid Step:	0.270	0.293	0.317	0.343	0.371	0.410	0.430

PAY SCHEDULE 54: NONREPRESENTED ENGINEERING RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
54-01	11.701	12.053	15.444	0.352	2,035.97	2,097.22	2,687.26	24,431.69	25,166.66	32,247.07
54-02	12.844	13.230	16.953	0.386	2,234.86	2,302.02	2,949.82	26,818.27	27,624.24	35,397.86
54-03	14.165	14.590	18.698	0.425	2,464.71	2,538.66	3,253.45	29,576.52	30,463.92	39,041.42
54-04	15.331	15.791	20.236	0.460	2,667.59	2,747.63	3,521.06	32,011.13	32,971.61	42,252.77
54-05	16.656	17.156	21.985	0.500	2,898.14	2,985.14	3,825.39	34,777.73	35,821.73	45,904.68
54-06	17.849	18.385	23.560	0.536	3,105.73	3,198.99	4,099.44	37,268.71	38,387.88	49,193.28
54-07	19.311	19.891	25.685	0.580	3,360.11	3,461.03	4,469.19	40,321.37	41,532.41	53,630.28
54-08	20.812	21.437	30.086	0.625	3,621.29	3,730.04	5,234.96	43,455.46	44,760.46	62,819.57
54-09	22.373	23.045	32.482	0.672	3,892.90	4,009.83	5,651.87	46,714.82	48,117.96	67,822.42

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED ENGINEERING RELATED (PAY SCHEDULE 54)
SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	54-03	54-04	54-05	54-06	54-07	54-08	54-09
A (Minimum)	14.165	15.331	16.656	17.849	19.311	20.812	22.373
B (PSICM)	14.590	15.791	17.156	18.385	19.891	21.437	23.045
C	14.779 *	15.996 *	17.379	18.623	20.157	21.809	23.442
D	14.968 *	16.201 *	17.602	18.861	20.423	22.181	23.839
E	15.157 *	16.406 *	17.825	19.099	20.689	22.553	24.236
F	15.346 *	16.611 *	18.048	19.337	20.955	22.925	24.633
G	15.535 *	16.816 *	18.271	19.575	21.221	23.297	25.030
H	15.724 *	17.021 *	18.494	19.813	21.487	23.669	25.427
I	15.913 *	17.226 *	18.717	20.051	21.753	24.041	25.824
J	16.102 *	17.431 *	18.940	20.289	22.019	24.413	26.221
K	16.291 *	17.636 *	19.163	20.527	22.285	24.785	26.618
L	16.480 *	17.841 *	19.386	20.765	22.551	25.157	27.015
M	16.669 *	18.046 *	19.609	21.003	22.817	25.529	27.412
N			19.832 **		23.083 **	25.901 **	27.809
O			20.055 **		23.349 **	26.273 **	28.206
Grid Step:	0.189	0.205	0.223	0.238	0.266	0.372	0.397

* Applies only to Engineering Specialist Supervisory and Noncounterpart Classifications
** Applies only to Engineer Supervisory and Noncounterpart Classifications

PAY SCHEDULE 55: NONREPRESENTED SCIENCE RELATED-SUPERVISORY & NONCOUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	PSICM	Maximum	Within Range Step	Minimum	PSICM	Maximum	Minimum	PSICM	Maximum
55-09	9.928	10.226	13.985	0.298	1,727.47	1,779.32	2,433.39	20,729.66	21,351.89	29,200.68
55-10	10.725	11.047	15.204	0.322	1,866.15	1,922.18	2,645.50	22,393.80	23,066.14	31,745.95
55-11	11.586	11.934	16.529	0.348	2,015.96	2,076.52	2,876.05	24,191.57	24,918.19	34,512.55
55-12	12.516	12.892	17.971	0.376	2,177.78	2,243.21	3,126.95	26,133.41	26,918.50	37,523.45
55-13	13.534	13.941	19.559	0.407	2,354.92	2,425.73	3,403.27	28,258.99	29,108.81	40,839.19
55-14	14.633	15.072	21.288	0.439	2,546.14	2,622.53	3,704.11	30,553.70	31,470.34	44,449.34
55-15	15.823	16.298	23.176	0.475	2,753.20	2,835.85	4,032.62	33,038.42	34,030.22	48,391.49
55-16	17.109	17.623	25.231	0.514	2,976.97	3,066.40	4,390.19	35,723.59	36,796.82	52,682.33
55-17	18.500	19.055	27.475	0.555	3,219.00	3,315.57	4,780.65	38,628.00	39,786.84	57,367.80
55-18	20.004	20.605	29.917	0.601	3,480.70	3,585.27	5,205.56	41,768.35	43,023.24	62,466.70
55-19	21.632	22.281	32.441	0.649	3,763.97	3,876.89	5,644.73	45,167.62	46,522.73	67,736.81

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED SCIENCE RELATED (PAY SCHEDULE 55)
SUPERVISORY AND NONCOUNTERPART PAY BASED GRID

Effective January 7, 1996 and July 7, 1996

Grid Point	55-13	55-14	55-15	55-16	55-17	55-18	55-19
A (Minimum)	13.534	14.633	15.823	17.109	18.500	20.004	21.632
B (PSICM)	13.941	15.072	16.298	17.623	19.055	20.605	22.281
C	14.231	15.388	16.642	17.999	19.466	21.054	22.772
D	14.521	15.704	16.986	18.375	19.877	21.503	23.263
E	14.811	16.020	17.330	18.751	20.288	21.952	23.754
F	15.101	16.336	17.674	19.127	20.699	22.401	24.245
G	15.391	16.652	18.018	19.503	21.110	22.850	24.736
H	15.681	16.968	18.362	19.879	21.521	23.299	25.227
I	15.971	17.284	18.706	20.255	21.932	23.748	25.718
J	16.261	17.600	19.050	20.631	22.343	24.197	26.209
K	16.551	17.916	19.394	21.007	22.754	24.646	26.700
L	16.841	18.232	19.738	21.383	23.165	25.095	27.191
M	16.841	18.232	19.738	21.383	23.165	25.095	27.191
N	17.131	18.548	20.082	21.759	23.576	25.544	27.682
O	17.131	18.548	20.082	21.759	23.576	25.544	27.682
P (End Point)	17.421	18.864	20.426	22.135	23.987	25.993	28.173
Grid Step:	0.290	0.316	0.344	0.376	0.411	0.449	0.491

PAY SCHEDULE 80: SENIOR MANAGERS

June 25, 1995 through July 5, 1997

		Official Hourly Basis				Monthly Basis			
Pay Range	Within Range Band	Within Range Band Minimum	Within Range Band PSICM	Within Range Band Maximum	Within Range Band Step	Within Range Band Minimum	Within Range Band PSICM	Within Range Band Maximum	Within Range Band Step
80-01	1-A (10)	20.564	21.181	36.080	0.617	3,578.14	3,685.49	6,277.92	107.36
	1-B (11)	22.415	23.088	36.080	0.673	3,900.21	4,017.31	6,277.92	117.10
80-02	2-A (20)	24.432	25.165	42.870	0.733	4,251.17	4,378.71	7,459.38	127.54
	2-B (21)	26.631	27.430	42.870	0.799	4,633.79	4,772.82	7,459.38	139.03
80-03	3-A (30)	29.028	29.899	48.783	0.871	5,050.87	5,202.43	8,488.24	151.55
	3-B (31)	31.640	32.590	48.783	0.950	5,505.36	5,670.66	8,488.24	165.30

NOTE: For purposes of payroll processing, the DOA Central Payroll Processing Center uses the following conversions:

Pay Range		DOA
80-1A	=	80-10
80-1B	=	80-11
80-2A	=	80-20
80-2B	=	80-21
80-3A	=	80-30
80-3B	=	80-31

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

HOURLY, MONTHLY & ANNUAL PAY RANGES

June 25, 1995 through July 5, 1997

	Official Hourly Basis				Monthly Basis*			Annual Basis*		
Pay Range	Minimum	Maximum	Midpoint	3% of Minimum**	Minimum	Maximum	Midpoint	Minimum	Maximum	Midpoint
90-01	20.634	30.815	25.725	0.620	3,590.32	5,361.81	4,476.06	43,083.79	64,341.72	53,712.76
90-02	22.217	33.414	27.816	0.667	3,865.76	5,814.04	4,839.90	46,389.10	69,768.43	58,078.76
90-03	23.920	36.237	30.079	0.718	4,162.08	6,305.24	5,233.66	49,944.96	75,662.86	62,803.91
90-04	25.753	39.303	32.528	0.773	4,481.02	6,838.72	5,659.87	53,772.26	82,064.66	67,918.46
90-05	27.727	42.632	35.180	0.832	4,824.50	7,417.97	6,121.23	57,893.98	89,015.62	73,454.80
90-06	29.852	46.251	38.052	0.896	5,194.25	8,047.67	6,620.96	62,330.98	96,572.09	79,451.53
90-07	32.142	49.792	40.967	0.965	5,592.71	8,663.81	7,128.26	67,112.50	103,965.70	85,539.10
90-08	34.607	53.604	44.106	1.039	6,021.62	9,327.10	7,674.36	72,259.42	111,925.15	92,092.28
90-09	37.263	57.708	47.486	1.118	6,483.76	10,041.19	8,262.48	77,805.14	120,494.30	99,149.72
90-10	40.118	62.127	51.123	1.204	6,980.53	10,810.10	8,895.32	83,766.38	129,721.18	106,743.78

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.
**Equivalent to Within Range Pay Step for purposes of determining eligibility for equity award.