

## NON-UNION Payscale - FY20

GRADE	STEP	HOURLY	ANNUAL
106N	1	12.8068	26,638.04
	2	13.1300	27,310.40
	3	13.4633	28,003.56
	4	13.7865	28,675.92
	5	14.1198	29,369.08
	6	14.4430	30,041.44
	7	14.7662	30,713.80
	8	15.0995	31,406.96
	9	15.4227	32,079.32
	10	15.7459	32,751.42
	11	16.0792	33,444.84
	12	16.4024	34,116.94
	13	16.7256	34,789.30
	14	17.0589	35,482.46
	15	17.3821	36,154.82
	16	17.7154	36,847.98
	17	18.0386	37,520.34
	18	18.3618	38,192.44
	19	18.6951	38,885.86
	20	19.0183	39,557.96
	21	19.3415	40,230.32
	22	19.6748	40,923.48
	23	19.9980	41,595.84
	24	20.3313	42,289.00
107N	1	13.4431	27,961.70
	2	13.7865	28,675.92
	3	14.1299	29,390.14
	4	14.4733	30,104.36
	5	14.8167	30,818.84
	6	15.1601	31,533.06
	7	15.5035	32,247.28
	8	15.8469	32,961.50
	9	16.1903	33,675.72
	10	16.5337	34,390.20
	11	16.8771	35,104.42
	12	17.2205	35,818.64
	13	17.5639	36,532.86
	14	17.9073	37,247.08
	15	18.2507	37,961.56
	16	18.5941	38,675.78
	17	18.9375	39,390.00
	18	19.2809	40,104.22
	19	19.6243	40,818.44
	20	19.9677	41,532.92
	21	20.3111	42,247.14
	22	20.6545	42,961.36
	23	20.9979	43,675.58
	24	21.3413	44,389.80

GRADE	STEP	HOURLY	ANNUAL
108N	1	14.1198	29,369.08
	2	14.4834	30,125.42
	3	14.8369	30,860.70
	4	15.2005	31,617.04
	5	15.5641	32,373.38
	6	15.9176	33,108.66
	7	16.2812	33,865.00
	8	16.6448	34,621.08
	9	17.0084	35,377.42
	10	17.3619	36,112.70
	11	17.7255	36,869.04
	12	18.0891	37,625.38
	13	18.4426	38,360.66
	14	18.8062	39,117.00
	15	19.1698	39,873.08
	16	19.5233	40,608.36
	17	19.8869	41,364.70
	18	20.2505	42,121.04
	19	20.6040	42,856.32
	20	20.9676	43,612.66
	21	21.3312	44,369.00
	22	21.6948	45,125.08
	23	22.0483	45,860.36
	24	22.4119	46,616.70
109N	1	14.8268	30,839.64
	2	15.2005	31,617.04
	3	15.5843	32,415.24
	4	15.9580	33,192.64
	5	16.3418	33,990.84
	6	16.7155	34,768.24
	7	17.0993	35,566.44
	8	17.4730	36,343.84
	9	17.8568	37,142.04
	10	18.2305	37,919.44
	11	18.6143	38,717.64
	12	18.9880	39,495.04
	13	19.3718	40,293.24
	14	19.7455	41,070.64
	15	20.1293	41,868.84
	16	20.5030	42,646.24
	17	20.8868	43,444.44
	18	21.2605	44,221.84
	19	21.6342	44,999.24
	20	22.0180	45,797.44
	21	22.3917	46,574.84
	22	22.7755	47,373.04
	23	23.1492	48,150.44
	24	23.5330	48,948.64

## NON-UNION PAYSCALE - FY20

GRADE	STEP	HOURLY	ANNUAL
110N	1	15.5641	32,373.38
	2	15.9681	33,213.70
	3	16.3620	34,032.96
	4	16.7559	34,852.22
	5	17.1599	35,692.54
	6	17.5538	36,511.80
	7	17.9477	37,331.32
	8	18.3517	38,171.64
	9	18.7456	38,990.90
	10	19.1395	39,810.16
	11	19.5435	40,650.48
	12	19.9374	41,469.74
	13	20.3313	42,289.00
	14	20.7353	43,129.32
	15	21.1292	43,948.84
	16	21.5332	44,789.16
	17	21.9271	45,608.42
	18	22.3210	46,427.68
	19	22.7250	47,268.00
	20	23.1189	48,087.26
	21	23.5128	48,906.52
	22	23.9168	49,746.84
	23	24.3107	50,566.36
	24	24.7046	51,385.62
111N	1	16.3418	33,990.84
	2	16.7660	34,873.28
	3	17.1801	35,734.66
	4	17.5942	36,596.04
	5	18.0184	37,478.22
	6	18.4325	38,339.60
	7	18.8466	39,200.98
	8	19.2708	40,083.16
	9	19.6849	40,944.54
	10	20.0990	41,805.92
	11	20.5232	42,688.36
	12	20.9373	43,549.48
	13	21.3514	44,410.86
	14	21.7655	45,272.24
	15	22.1897	46,154.68
	16	22.6038	47,015.80
	17	23.0179	47,877.18
	18	23.4421	48,759.62
	19	23.8562	49,621.00
	20	24.2703	50,482.12
	21	24.6945	51,364.56
	22	25.1086	52,225.94
	23	25.5227	53,087.32
	24	25.9469	53,969.50

GRADE	STEP	HOURLY	ANNUAL
112N	1	17.1599	35,692.54
	2	17.6043	36,616.84
	3	18.0386	37,520.34
	4	18.4729	38,423.58
	5	18.9173	39,347.88
	6	19.3516	40,251.38
	7	19.7960	41,175.68
	8	20.2303	42,078.92
	9	20.6646	42,982.42
	10	21.1090	43,906.72
	11	21.5433	44,809.96
	12	21.9776	45,713.46
	13	22.4220	46,637.76
	14	22.8563	47,541.00
	15	23.3007	48,465.56
	16	23.7350	49,368.80
	17	24.1693	50,272.04
	18	24.6137	51,196.60
	19	25.0480	52,099.84
	20	25.4924	53,024.14
	21	25.9267	53,927.64
	22	26.3610	54,830.88
	23	26.8054	55,755.18
	24	27.2397	56,658.68
113N	1	18.0184	37,478.22
	2	18.4830	38,444.64
	3	18.9375	39,390.00
	4	19.4021	40,356.42
	5	19.8566	41,301.78
	6	20.3212	42,268.20
	7	20.7858	43,234.36
	8	21.2403	44,179.72
	9	21.7049	45,146.14
	10	22.1594	46,091.50
	11	22.6240	47,057.92
	12	23.0785	48,003.28
	13	23.5431	48,969.70
	14	23.9976	49,915.06
	15	24.4622	50,881.48
	16	24.9268	51,847.64
	17	25.3813	52,793.00
	18	25.8459	53,759.42
	19	26.3004	54,704.78
	20	26.7650	55,671.20
	21	27.2195	56,616.56
	22	27.6841	57,582.98
	23	28.1386	58,528.34
	24	28.6032	59,494.76

## NON-UNION Payscale - FY20

GRADE	STEP	HOURLY	ANNUAL
114N	1	18.9173	39,347.98
	2	19.4021	40,356.37
	3	19.8869	41,364.75
	4	20.3717	42,373.14
	5	20.8565	43,381.52
	6	21.3413	44,389.90
	7	21.8160	45,377.28
	8	22.3008	46,385.66
	9	22.7856	47,394.05
	10	23.2704	48,402.43
	11	23.7552	49,410.82
	12	24.2400	50,419.20
	13	24.7147	51,406.58
	14	25.1995	52,414.96
	15	25.6843	53,423.34
	16	26.1691	54,431.73
	17	26.6539	55,440.11
	18	27.1387	56,448.50
	19	27.6134	57,435.87
	20	28.0982	58,444.26
	21	28.5830	59,452.64
	22	29.0678	60,461.02
	23	29.5526	61,469.41
	24	30.0374	62,477.79
115N	1	19.8667	41,322.74
	2	20.3717	42,373.14
	3	20.8868	43,444.54
	4	21.3918	44,494.94
	5	21.8968	45,545.34
	6	22.4018	46,595.74
	7	22.9068	47,646.14
	8	23.4219	48,717.55
	9	23.9269	49,767.95
	10	24.4319	50,818.35
	11	24.9369	51,868.75
	12	25.4520	52,940.16
	13	25.9570	53,990.56
	14	26.4620	55,040.96
	15	26.9670	56,091.36
	16	27.4720	57,141.76
	17	27.9871	58,213.17
	18	28.4921	59,263.57
	19	28.9971	60,313.97
	20	29.5021	61,364.37
	21	30.0172	62,435.78
	22	30.5222	63,486.18
	23	31.0272	64,536.58
	24	31.5322	65,586.98

GRADE	STEP	HOURLY	ANNUAL
116N	1	20.8565	43,381.52
	2	21.3918	44,494.94
	3	21.9271	45,608.37
	4	22.4624	46,721.79
	5	22.9876	47,814.21
	6	23.5229	48,927.63
	7	24.0582	50,041.06
	8	24.5935	51,154.48
	9	25.1187	52,246.90
	10	25.6540	53,360.32
	11	26.1893	54,473.74
	12	26.7246	55,587.17
	13	27.2498	56,679.58
	14	27.7851	57,793.01
	15	28.3204	58,906.43
	16	28.8456	59,998.85
	17	29.3809	61,112.27
	18	29.9162	62,225.70
	19	30.4515	63,339.12
	20	30.9767	64,431.54
	21	31.5120	65,544.96
	22	32.0473	66,658.38
	23	32.5826	67,771.81
	24	33.1078	68,864.22
117N	1	21.9069	45,566.35
	2	22.4624	46,721.79
	3	23.0179	47,877.23
	4	23.5835	49,053.68
	5	24.1390	50,209.12
	6	24.7046	51,385.57
	7	25.2601	52,541.01
	8	25.8156	53,696.45
	9	26.3812	54,872.90
	10	26.9367	56,028.34
	11	27.4922	57,183.78
	12	28.0578	58,360.22
	13	28.6133	59,515.66
	14	29.1789	60,692.11
	15	29.7344	61,847.55
	16	30.2899	63,002.99
	17	30.8555	64,179.44
	18	31.4110	65,334.88
	19	31.9665	66,490.32
	20	32.5321	67,666.77
	21	33.0876	68,822.21
	22	33.6431	69,977.65
	23	34.2087	71,154.10
	24	34.7642	72,309.54

## NON-UNION Payscale - FY20

GRADE	STEP	HOURLY	ANNUAL
118N	1	22.9993	47,838.65
	2	23.5869	49,060.50
	3	24.1739	50,281.84
	4	24.7611	51,502.93
	5	25.3481	52,724.02
	6	25.9357	53,946.12
	7	26.5227	55,167.21
	8	27.1098	56,388.30
	9	27.6968	57,609.39
	10	28.2844	58,831.49
	11	28.8715	60,052.58
	12	29.4586	61,273.67
	13	30.0456	62,494.76
	14	30.6331	63,716.86
	15	31.2201	64,937.95
	16	31.8072	66,159.04
	17	32.3942	67,380.13
	18	32.9819	68,602.23
	19	33.5689	69,823.32
	20	34.1560	71,044.41
	21	34.7430	72,265.50
	22	35.3306	73,487.60
	23	35.9176	74,708.69
	24	36.5047	75,929.78
119N	1	24.1496	50,231.34
	2	24.7659	51,513.03
	3	25.3826	52,795.73
	4	25.9993	54,078.43
	5	26.6155	55,360.12
	6	27.2321	56,642.82
	7	27.8488	57,925.52
	8	28.4655	59,208.22
	9	29.0818	60,489.91
	10	29.6984	61,772.61
	11	30.3150	63,055.31
	12	30.9313	64,337.00
	13	31.5479	65,619.70
	14	32.1646	66,902.40
	15	32.7813	68,185.10
	16	33.3975	69,466.79
	17	34.0141	70,749.49
	18	34.6309	72,032.19
	19	35.2475	73,314.89
	20	35.8638	74,596.58
	21	36.4804	75,879.28
	22	37.0971	77,161.98
	23	37.7133	78,443.67
	24	38.3300	79,726.37

GRADE	STEP	HOURLY	ANNUAL
120N	1	25.3569	52,742.30
	2	26.0041	54,088.58
	3	26.6519	55,435.90
	4	27.2992	56,782.44
	5	27.9465	58,128.72
	6	28.5937	59,475.00
	7	29.2410	60,821.28
	8	29.8887	62,168.60
	9	30.5359	63,514.62
	10	31.1832	64,861.16
	11	31.8306	66,207.70
	12	32.4779	67,553.98
	13	33.1256	68,901.30
	14	33.7729	70,247.58
	15	34.4202	71,594.12
	16	35.0675	72,940.40
	17	35.7151	74,287.46
	18	36.3624	75,633.74
	19	37.0097	76,980.28
	20	37.6569	78,326.30
	21	38.3043	79,672.84
	22	38.9521	81,020.42
	23	39.5994	82,366.70
	24	40.2466	83,712.98
121N	1	26.6246	55,379.31
	2	27.3045	56,793.31
	3	27.9843	58,207.31
	4	28.6641	59,621.31
	5	29.3439	61,035.31
	6	30.0238	62,449.31
	7	30.7030	63,862.30
	8	31.3829	65,276.30
	9	32.0626	66,690.30
	10	32.7425	68,104.30
	11	33.4223	69,518.30
	12	34.1021	70,932.30
	13	34.7819	72,346.30
	14	35.4616	73,760.30
	15	36.1410	75,173.29
	16	36.8209	76,587.29
	17	37.5006	78,001.29
	18	38.1804	79,415.29
	19	38.8603	80,829.29
	20	39.5400	82,243.29
	21	40.2199	83,657.29
	22	40.8991	85,070.28
	23	41.5790	86,484.28
	24	42.2588	87,898.28

## NON-UNION Payscale - FY20

GRADE	STEP	HOURLY	ANNUAL
122N	1	27.9561	58,148.73
	2	28.6699	59,633.43
	3	29.3838	61,118.13
	4	30.0970	62,601.82
	5	30.8109	64,086.52
	6	31.5246	65,571.22
	7	32.2384	67,055.92
	8	32.9523	68,540.62
	9	33.6660	70,025.32
	10	34.3799	71,510.02
	11	35.0931	72,993.71
	12	35.8069	74,478.41
	13	36.5208	75,963.11
	14	37.2345	77,447.81
	15	37.9484	78,932.51
	16	38.6621	80,417.21
	17	39.3759	81,901.91
	18	40.0893	83,385.60
	19	40.8030	84,870.30
	20	41.5169	86,355.00
	21	42.2306	87,839.70
	22	42.9444	89,324.40
	23	43.6583	90,809.10
	24	44.3720	92,293.80
123N	1	29.3536	61,055.51
	2	30.1034	62,614.95
	3	30.8526	64,173.38
	4	31.6024	65,732.82
	5	32.3516	67,291.25
	6	33.1008	68,849.68
	7	33.8505	70,409.12
	8	34.5998	71,967.55
	9	35.3490	73,525.98
	10	36.0988	75,085.42
	11	36.8480	76,643.85
	12	37.5973	78,202.28
	13	38.3470	79,761.72
	14	39.0963	81,320.15
	15	39.8455	82,878.58
	16	40.5953	84,438.02
	17	41.3445	85,996.45
	18	42.0938	87,554.88
	19	42.8434	89,114.32
	20	43.5926	90,672.75
	21	44.3419	92,231.18
	22	45.0916	93,790.62
	23	45.8409	95,349.05
	24	46.5906	96,908.49

GRADE	STEP	HOURLY	ANNUAL
124N	1	30.8215	64,108.74
	2	31.6086	65,745.95
	3	32.3953	67,382.15
	4	33.1824	69,019.36
	5	33.9690	70,655.56
	6	34.7561	72,292.77
	7	35.5428	73,928.97
	8	36.3299	75,566.18
	9	37.1165	77,202.38
	10	37.9036	78,839.59
	11	38.6903	80,475.79
	12	39.4774	82,113.00
	13	40.2640	83,749.20
	14	41.0511	85,386.41
	15	41.8378	87,022.61
	16	42.6249	88,659.82
	17	43.4115	90,296.02
	18	44.1986	91,933.23
	19	44.9853	93,569.43
	20	45.7724	95,206.64
	21	46.5590	96,842.84
	22	47.3461	98,480.05
	23	48.1329	100,116.25
	24	48.9199	101,753.46
125N	1	32.3628	67,314.48
	2	33.1888	69,032.49
	3	34.0151	70,751.51
	4	34.8411	72,469.52
	5	35.6676	74,188.54
	6	36.4935	75,906.55
	7	37.3200	77,625.57
	8	38.1465	79,344.59
	9	38.9724	81,062.60
	10	39.7989	82,781.62
	11	40.6249	84,499.63
	12	41.4513	86,218.65
	13	42.2773	87,936.66
	14	43.1038	89,655.68
	15	43.9296	91,373.69
	16	44.7561	93,092.71
	17	45.5821	94,810.72
	18	46.4085	96,529.74
	19	47.2350	98,248.76
	20	48.0610	99,966.77
	21	48.8874	101,685.79
	22	49.7134	103,403.80
	23	50.5399	105,122.82
	24	51.3658	106,840.83

## NON-UNION Payscale - FY20

GRADE	STEP	HOURLY	ANNUAL
126N	1	33.9806	70,679.80
	2	34.8484	72,484.67
	3	35.7156	74,288.53
	4	36.5834	76,093.40
	5	37.4511	77,898.27
	6	38.3184	79,702.13
	7	39.1860	81,507.00
	8	40.0533	83,310.86
	9	40.9210	85,115.73
	10	41.7888	86,920.60
	11	42.6560	88,724.46
	12	43.5238	90,529.33
	13	44.3915	92,334.20
	14	45.2586	94,138.06
	15	46.1264	95,942.93
	16	46.9936	97,746.79
	17	47.8614	99,551.66
	18	48.7291	101,356.53
	19	49.5964	103,160.39
	20	50.4641	104,965.26
	21	51.3318	106,770.13
	22	52.1990	108,573.99
	23	53.0668	110,378.86
	24	53.9340	112,182.72
127N	1	35.6798	74,213.79
	2	36.5906	76,108.55
	3	37.5016	78,003.31
	4	38.4125	79,898.07
	5	39.3235	81,792.83
	6	40.2344	83,687.59
	7	41.1454	85,582.35
	8	42.0563	87,477.11
	9	42.9673	89,371.87
	10	43.8783	91,266.63
	11	44.7891	93,161.39
	12	45.7001	95,056.15
	13	46.6110	96,950.91
	14	47.5220	98,845.67
	15	48.4324	100,739.42
	16	49.3434	102,634.18
	17	50.2543	104,528.94
	18	51.1653	106,423.70
	19	52.0761	108,318.46
	20	52.9871	110,213.22
	21	53.8981	112,107.98
	22	54.8090	114,002.74
	23	55.7200	115,897.50
	24	56.6309	117,792.26

GRADE	STEP	HOURLY	ANNUAL
128N	1	37.4638	77,924.53
	2	38.4203	79,914.23
	3	39.3769	81,903.93
	4	40.3330	83,892.62
	5	41.2896	85,882.32
	6	42.2461	87,872.02
	7	43.2028	89,861.72
	8	44.1589	91,850.41
	9	45.1155	93,840.11
	10	46.0720	95,829.81
	11	47.0286	97,819.51
	12	47.9848	99,808.20
	13	48.9413	101,797.90
	14	49.8979	103,787.60
	15	50.8545	105,777.30
	16	51.8106	107,765.99
	17	52.7671	109,755.69
	18	53.7238	111,745.39
	19	54.6804	113,735.09
	20	55.6364	115,723.78
	21	56.5930	117,713.48
	22	57.5496	119,703.18
	23	58.5063	121,692.88
	24	59.4623	123,681.57
129N	1	39.3371	81,821.11
	2	40.3413	83,909.79
	3	41.3454	85,998.47
	4	42.3496	88,087.15
	5	43.3543	90,176.84
	6	44.3584	92,265.52
	7	45.3626	94,354.20
	8	46.3668	96,442.88
	9	47.3714	98,532.57
	10	48.3756	100,621.25
	11	49.3798	102,709.93
	12	50.3840	104,798.61
	13	51.3886	106,888.30
	14	52.3928	108,976.98
	15	53.3970	111,065.66
	16	54.4011	113,154.34
	17	55.4058	115,244.03
	18	56.4100	117,332.71
	19	57.4141	119,421.39
	20	58.4183	121,510.07
	21	59.4230	123,599.76
	22	60.4271	125,688.44
	23	61.4313	127,777.12
	24	62.4355	129,865.80

## NON-UNION Payscale - FY20

GRADE	STEP	HOURLY	ANNUAL
130N	1	41.3036	85,911.61
	2	42.3584	88,105.33
	3	43.4130	90,299.05
	4	44.4673	92,491.76
	5	45.5219	94,685.48
	6	46.5765	96,879.20
	7	47.6308	99,071.91
	8	48.6854	101,265.63
	9	49.7396	103,458.34
	10	50.7943	105,652.06
	11	51.8489	107,845.78
	12	52.9031	110,038.49
	13	53.9578	112,232.21
	14	55.0125	114,425.93
	15	56.0666	116,618.64
	16	57.1214	118,812.36
	17	58.1760	121,006.08
	18	59.2303	123,198.79
	19	60.2849	125,392.51
	20	61.3395	127,586.23
	21	62.3938	129,778.94
	22	63.4484	131,972.66
	23	64.5031	134,166.38
	24	65.5573	136,359.09
131N	1	43.3689	90,207.14
	2	44.4764	92,510.95
	3	45.5835	94,813.75
	4	46.6906	97,116.55
	5	47.7978	99,419.35
	6	48.9049	101,722.15
	7	50.0125	104,025.96
	8	51.1196	106,328.76
	9	52.2268	108,631.56
	10	53.3339	110,934.36
	11	54.4414	113,238.17
	12	55.5485	115,540.97
	13	56.6556	117,843.77
	14	57.7628	120,146.57
	15	58.8704	122,450.38
	16	59.9775	124,753.18
	17	61.0846	127,055.98
	18	62.1918	129,358.78
	19	63.2994	131,662.59
	20	64.4065	133,965.39
	21	65.5135	136,268.19
	22	66.6206	138,570.99
	23	67.7278	140,873.79
	24	68.8354	143,177.60

GRADE	STEP	HOURLY	ANNUAL
132N	1	45.5374	94,717.80
	2	46.6999	97,135.74
	3	47.8629	99,554.69
	4	49.0253	101,972.63
	5	50.1878	104,390.57
	6	51.3503	106,808.51
	7	52.5133	109,227.46
	8	53.6756	111,645.40
	9	54.8381	114,063.34
	10	56.0006	116,481.28
	11	57.1636	118,900.23
	12	58.3260	121,318.17
	13	59.4885	123,736.11
	14	60.6510	126,154.05
	15	61.8135	128,571.99
	16	62.9764	130,990.94
	17	64.1389	133,408.88
	18	65.3014	135,826.82
	19	66.4639	138,244.76
	20	67.6268	140,663.71
	21	68.7893	143,081.65
	22	69.9518	145,499.59
	23	71.1143	147,917.53
	24	72.2771	150,336.48
133N	1	47.8143	99,453.69
	2	49.0350	101,992.83
	3	50.2558	104,531.97
	4	51.4765	107,071.11
	5	52.6973	109,610.25
	6	53.9180	112,149.39
	7	55.1388	114,688.53
	8	56.3595	117,227.67
	9	57.5803	119,766.81
	10	58.8010	122,305.95
	11	60.0216	124,845.09
	12	61.2424	127,384.23
	13	62.4631	129,923.37
	14	63.6834	132,461.50
	15	64.9041	135,000.64
	16	66.1249	137,539.78
	17	67.3456	140,078.92
	18	68.5664	142,618.06
	19	69.7871	145,157.20
	20	71.0079	147,696.34
	21	72.2286	150,235.48
	22	73.4494	152,774.62
	23	74.6701	155,313.76
	24	75.8909	157,852.90

## NON-UNION PAYSACLE - FY20

GRADE	STEP	HOURLY	ANNUAL
134N	1	50.2053	104,426.93
	2	51.4868	107,092.32
	3	52.7686	109,758.72
	4	54.0500	112,424.11
	5	55.3320	115,090.51
	6	56.6139	117,756.91
	7	57.8954	120,422.30
	8	59.1773	123,088.70
	9	60.4591	125,755.10
	10	61.7406	128,420.49
	11	63.0225	131,086.89
	12	64.3045	133,753.29
	13	65.5859	136,418.68
	14	66.8679	139,085.08
	15	68.1498	141,751.48
	16	69.4313	144,416.87
	17	70.7131	147,083.27
	18	71.9950	149,749.67
	19	73.2765	152,415.06
	20	74.5584	155,081.46
	21	75.8404	157,747.86
	22	77.1218	160,413.25
	23	78.4036	163,079.65
	24	79.6856	165,746.05

GRADE	STEP	HOURLY	ANNUAL
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