



CONFIDENTIAL SALARY STRUCTURE

Effective: January 1, 2007

Pay Level	Step																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
	MINIMUM																				MAXIMUM
1	\$29,579	\$30,170	\$30,773	\$31,389	\$32,017	\$32,817	\$33,638	\$34,478	\$35,340	\$36,223	\$37,129	\$38,243	\$39,390	\$40,572	\$41,789	\$43,043	\$44,333	\$45,663	\$47,033		\$48,444
2	\$35,287	\$35,993	\$36,712	\$37,447	\$38,196	\$39,150	\$40,129	\$41,132	\$42,161	\$43,215	\$44,296	\$45,625	\$46,993	\$48,403	\$49,855	\$51,351	\$52,892	\$54,478	\$56,112		\$57,795
3	\$39,957	\$40,756	\$41,571	\$42,402	\$43,250	\$44,331	\$45,440	\$46,575	\$47,739	\$48,933	\$50,156	\$51,661	\$53,210	\$54,807	\$56,451	\$58,144	\$59,888	\$61,685	\$63,536		\$65,442
4	\$44,109	\$44,991	\$45,890	\$46,808	\$47,744	\$48,938	\$50,161	\$51,414	\$52,699	\$54,017	\$55,367	\$57,028	\$58,738	\$60,501	\$62,316	\$64,185	\$66,110	\$68,093	\$70,136		\$72,240

Performance Awards for Employees (PAE) Incentives: Funded at 1/2%



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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	MINIMUM																			MAXIMUM
1	\$30,170	\$30,773	\$31,389	\$32,017	\$32,657	\$33,474	\$34,310	\$35,168	\$36,047	\$36,947	\$37,871	\$39,008	\$40,178	\$41,383	\$42,624	\$43,904	\$45,220	\$46,577	\$47,974	\$49,413
2	\$35,993	\$36,713	\$37,447	\$38,196	\$38,960	\$39,933	\$40,932	\$41,955	\$43,004	\$44,080	\$45,182	\$46,537	\$47,933	\$49,372	\$50,853	\$52,378	\$53,950	\$55,568	\$57,234	\$58,951
3	\$40,756	\$41,571	\$42,402	\$43,250	\$44,115	\$45,218	\$46,348	\$47,507	\$48,694	\$49,911	\$51,159	\$52,694	\$54,274	\$55,903	\$57,580	\$59,307	\$61,086	\$62,919	\$64,806	\$66,750
4	\$44,991	\$45,891	\$46,808	\$47,744	\$48,699	\$49,916	\$51,164	\$52,443	\$53,753	\$55,097	\$56,475	\$58,168	\$59,913	\$61,711	\$63,562	\$65,469	\$67,432	\$69,455	\$71,539	\$73,685

Performance Awards for Employees (PAE) Incentives:

Funded at 1/2%