

# Appendix - A

## Salary Schedule - Non-Medic

**Effective - The Pay Period Ending January 13, 2017**

Duty Schedule = 56 Hour Week / 24 Day FLSA Period											
	Base Hourly Rate	Weighted Overtime Rate	FLSA Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual FLSA	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Captain</b>											
Base Rate	\$29.43	\$46.30	\$16.87	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$2,631.31	\$1,000.00	\$3,178.44	\$92,509.91
Education(2.5%)	\$30.17	\$47.45	\$17.28	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$2,695.45	\$1,000.00	\$3,258.36	\$94,808.85
Education(5%)	\$30.90	\$48.58	\$17.68	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$2,758.73	\$1,000.00	\$3,337.20	\$97,076.73
<b>Engineer</b>											
Base Rate	\$24.52	\$38.66	\$14.14	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$2,205.72	\$1,000.00	\$2,648.16	\$77,256.12
Education(2.5%)	\$25.13	\$39.61	\$14.48	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$2,258.59	\$1,000.00	\$2,714.04	\$79,151.19
Education(5%)	\$25.75	\$40.57	\$14.82	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$2,312.33	\$1,000.00	\$2,781.00	\$81,077.33
<b>Firefighter</b>											
Base Rate	\$21.32	\$33.68	\$12.36	\$1,193.92	\$2,387.84	\$5,173.65	\$62,083.84	\$1,928.34	\$1,000.00	\$2,302.56	\$67,314.74
Education(2.5%)	\$21.85	\$34.51	\$12.66	\$1,223.60	\$2,447.20	\$5,302.27	\$63,627.20	\$1,974.28	\$1,000.00	\$2,359.80	\$68,961.28
Education(5%)	\$22.39	\$35.35	\$12.96	\$1,253.84	\$2,507.68	\$5,433.31	\$65,199.68	\$2,021.09	\$1,000.00	\$2,418.12	\$70,638.89

Modified Duty Schedule = 40 Hour Work Week											
	Base Hourly Rate	Weighted Overtime Rate	FLSA Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual FLSA	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Captain</b>											
Base Rate	\$41.20	\$64.82	\$0.00	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$2,631.31	\$1,000.00	\$3,178.44	\$92,509.91
Education(2.5%)	\$42.24	\$66.43	\$0.00	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$2,695.45	\$1,000.00	\$3,258.36	\$94,808.85
Education(5%)	\$43.26	\$68.02	\$0.00	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$2,758.73	\$1,000.00	\$3,337.20	\$97,076.73
<b>Engineer</b>											
Base Rate	\$34.33	\$54.12	\$0.00	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$2,205.72	\$1,000.00	\$2,648.16	\$77,256.12
Education(2.5%)	\$35.18	\$55.45	\$0.00	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$2,258.59	\$1,000.00	\$2,714.04	\$79,151.19
Education(5%)	\$36.05	\$56.80	\$0.00	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$2,312.33	\$1,000.00	\$2,781.00	\$81,077.33
<b>Firefighter</b>											
Base Rate	\$29.85	\$47.15	\$0.00	\$1,193.92	\$2,387.84	\$5,173.65	\$62,083.84	\$1,928.34	\$1,000.00	\$2,302.56	\$67,314.74
Education(2.5%)	\$30.59	\$48.31	\$0.00	\$1,223.60	\$2,447.20	\$5,302.27	\$63,627.20	\$1,974.28	\$1,000.00	\$2,359.80	\$68,961.28
Education(5%)	\$31.35	\$49.48	\$0.00	\$1,253.84	\$2,507.68	\$5,433.31	\$65,199.68	\$2,021.09	\$1,000.00	\$2,418.12	\$70,638.89

Staff Assignment - Duty Schedule = 40 Hour Work Week											
	Base Hourly Rate	Weighted Overtime Rate	FLSA Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual FLSA	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Staff Captain PM - (10% over Base Hourly Captain Rate) - effective October 1, 2009</b>											
Base Rate	\$45.32	\$68.70	\$0.00	\$1,812.89	\$3,625.78	\$7,855.85	\$94,270.18	included	\$1,000.00		\$95,270.18
Education(2.5%)	\$46.46	\$70.40	\$0.00	\$1,858.21	\$3,716.42	\$8,052.24	\$96,626.93	included	\$1,000.00		\$97,626.93
Education(5%)	\$47.59	\$72.10	\$0.00	\$1,903.53	\$3,807.06	\$8,248.64	\$98,983.68	included	\$1,000.00		\$99,983.68

*\* Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.*

# Salary Schedule - PARAMEDIC

Effective - The Pay Period Ending January 13, 2017

Duty Schedule = 56 Hour Week / 24 Day FLSA Period												
	Base Hourly Rate	Weighted Overtime Rate	FLSA Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual FLSA	Annual Paramedic Incentive	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Captain PM</b>												
Base Rate	\$29.43	\$46.81	\$17.38	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$2,711.66	\$1,000.00	\$1,000.00	\$3,178.44	\$93,590.26
Education(2.5%)	\$30.17	\$47.96	\$17.79	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$2,775.81	\$1,000.00	\$1,000.00	\$3,258.36	\$95,889.21
Education(5%)	\$30.90	\$49.10	\$18.20	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$2,839.08	\$1,000.00	\$1,000.00	\$3,337.20	\$98,157.08
<b>Engineer PM</b>												
Base Rate	\$24.52	\$39.17	\$14.65	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$2,286.07	\$1,000.00	\$1,000.00	\$2,648.16	\$78,336.47
Education(2.5%)	\$25.13	\$40.12	\$14.99	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$2,338.95	\$1,000.00	\$1,000.00	\$2,714.04	\$80,231.55
Education(5%)	\$25.75	\$41.09	\$15.34	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$2,392.69	\$1,000.00	\$1,000.00	\$2,781.00	\$82,157.69
<b>Firefighter PM - (Step E - Top Step)</b>												
Base Rate	\$24.52	\$39.17	\$14.65	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$2,286.07	\$1,000.00	\$1,000.00	\$2,648.16	\$78,336.47
Education(2.5%)	\$25.13	\$40.12	\$14.99	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$2,338.95	\$1,000.00	\$1,000.00	\$2,714.04	\$80,231.55
Education(5%)	\$25.75	\$41.09	\$15.34	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$2,392.69	\$1,000.00	\$1,000.00	\$2,781.00	\$82,157.69
<b>Firefighter PM - (Step D)</b>												
Base Rate	\$23.06	\$36.90	\$13.84	\$1,291.36	\$2,582.72	\$5,595.89	\$67,150.72	\$2,159.52	\$1,000.00	\$1,000.00	\$2,490.48	\$73,800.72
Education(2.5%)	\$23.64	\$37.81	\$14.17	\$1,323.84	\$2,647.68	\$5,736.64	\$68,839.68	\$2,209.80	\$1,000.00	\$1,000.00	\$2,553.12	\$75,602.60
Education(5%)	\$24.21	\$38.69	\$14.48	\$1,355.76	\$2,711.52	\$5,874.96	\$70,499.52	\$2,259.20	\$1,000.00	\$1,000.00	\$2,614.68	\$77,373.40
<b>Firefighter PM - (Step C)</b>												
Base Rate	\$21.90	\$35.10	\$13.20	\$1,226.40	\$2,452.80	\$5,314.40	\$63,772.80	\$2,058.98	\$1,000.00	\$1,000.00	\$2,365.20	\$70,196.98
Education(2.5%)	\$22.45	\$35.95	\$13.50	\$1,257.20	\$2,514.40	\$5,447.87	\$65,374.40	\$2,106.65	\$1,000.00	\$1,000.00	\$2,424.60	\$71,905.65
Education(5%)	\$23.00	\$36.81	\$13.81	\$1,288.00	\$2,576.00	\$5,581.33	\$66,976.00	\$2,154.32	\$1,000.00	\$1,000.00	\$2,484.00	\$73,614.32
<b>Firefighter PM - (Step B)</b>												
Base Rate	\$20.37	\$32.72	\$12.35	\$1,140.72	\$2,281.44	\$4,943.12	\$59,317.44	\$1,926.36	\$1,000.00	\$1,000.00	\$2,199.96	\$65,443.76
Education(2.5%)	\$20.88	\$33.51	\$12.63	\$1,169.28	\$2,338.56	\$5,066.88	\$60,802.56	\$1,970.56	\$1,000.00	\$1,000.00	\$2,255.04	\$67,028.16
Education(5%)	\$21.39	\$34.31	\$12.92	\$1,197.84	\$2,395.68	\$5,190.64	\$62,287.68	\$2,014.77	\$1,000.00	\$1,000.00	\$2,310.12	\$68,612.57
<b>Firefighter PM - (Step A - Probation)</b>												
Base Rate	\$19.16	\$30.84	\$11.68	\$1,072.96	\$2,145.92	\$4,649.49	\$55,793.92	\$1,821.48	\$1,000.00	\$1,000.00	\$2,069.28	\$61,684.68
Education(2.5%)	\$19.64	\$31.58	\$11.94	\$1,099.84	\$2,199.68	\$4,765.97	\$57,191.68	\$1,863.08	\$1,000.00	\$1,000.00	\$2,121.12	\$63,175.88
Education(5%)	\$20.12	\$32.33	\$12.21	\$1,126.72	\$2,253.44	\$4,882.45	\$58,589.44	\$1,904.69	\$1,000.00	\$1,000.00	\$2,172.96	\$64,667.09
<b>Modified Duty Schedule = 40 Hour Work Week</b>												
<b>Captain PM</b>												
Base Rate	\$41.20	\$65.54	\$0.00	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$2,711.66	\$1,000.00	\$1,000.00	\$3,178.44	\$93,590.26
Education(2.5%)	\$42.24	\$67.15	\$0.00	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$2,775.81	\$1,000.00	\$1,000.00	\$3,258.36	\$95,889.21
Education(5%)	\$43.26	\$68.74	\$0.00	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$2,839.08	\$1,000.00	\$1,000.00	\$3,337.20	\$98,157.08
<b>Engineer PM</b>												
Base Rate	\$34.33	\$54.84	\$0.00	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$2,286.07	\$1,000.00	\$1,000.00	\$2,648.16	\$78,336.47
Education(2.5%)	\$35.18	\$56.17	\$0.00	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$2,338.95	\$1,000.00	\$1,000.00	\$2,714.04	\$80,231.55
Education(5%)	\$36.05	\$57.52	\$0.00	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$2,392.69	\$1,000.00	\$1,000.00	\$2,781.00	\$82,157.69
<b>Firefighter PM - (Step E - Top Step)</b>												
Base Rate	\$34.33	\$54.84	\$0.00	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$2,286.07	\$1,000.00	\$1,000.00	\$2,648.16	\$78,336.47
Education(2.5%)	\$35.18	\$56.17	\$0.00	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$2,338.95	\$1,000.00	\$1,000.00	\$2,714.04	\$80,231.55
Education(5%)	\$36.05	\$57.52	\$0.00	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$2,392.69	\$1,000.00	\$1,000.00	\$2,781.00	\$82,157.69
<b>Firefighter PM - (Step D)</b>												
Base Rate	\$32.28	\$51.66	\$0.00	\$1,291.36	\$2,582.72	\$5,595.89	\$67,150.72	\$2,159.52	\$1,000.00	\$1,000.00	\$2,490.48	\$73,800.72
Education(2.5%)	\$33.10	\$52.93	\$0.00	\$1,323.84	\$2,647.68	\$5,736.64	\$68,839.68	\$2,209.80	\$1,000.00	\$1,000.00	\$2,553.12	\$75,602.60
Education(5%)	\$33.89	\$54.17	\$0.00	\$1,355.76	\$2,711.52	\$5,874.96	\$70,499.52	\$2,259.20	\$1,000.00	\$1,000.00	\$2,614.68	\$77,373.40
<b>Firefighter PM - (Step C)</b>												
Base Rate	\$30.66	\$49.14	\$0.00	\$1,226.40	\$2,452.80	\$5,314.40	\$63,772.80	\$2,058.98	\$1,000.00	\$1,000.00	\$2,365.20	\$70,196.98
Education(2.5%)	\$31.43	\$50.34	\$0.00	\$1,257.20	\$2,514.40	\$5,447.87	\$65,374.40	\$2,106.65	\$1,000.00	\$1,000.00	\$2,424.60	\$71,905.65
Education(5%)	\$32.20	\$51.53	\$0.00	\$1,288.00	\$2,576.00	\$5,581.33	\$66,976.00	\$2,154.32	\$1,000.00	\$1,000.00	\$2,484.00	\$73,614.32
<b>Firefighter PM - (Step B)</b>												
Base Rate	\$28.52	\$45.81	\$0.00	\$1,140.72	\$2,281.44	\$4,943.12	\$59,317.44	\$1,926.36	\$1,000.00	\$1,000.00	\$2,199.96	\$65,443.76
Education(2.5%)	\$29.23	\$46.92	\$0.00	\$1,169.28	\$2,338.56	\$5,066.88	\$60,802.56	\$1,970.56	\$1,000.00	\$1,000.00	\$2,255.04	\$67,028.16
Education(5%)	\$29.95	\$48.03	\$0.00	\$1,197.84	\$2,395.68	\$5,190.64	\$62,287.68	\$2,014.77	\$1,000.00	\$1,000.00	\$2,310.12	\$68,612.57
<b>Firefighter PM - (Step A - Probation)</b>												
Base Rate	\$26.82	\$43.17	\$0.00	\$1,072.96	\$2,145.92	\$4,649.49	\$55,793.92	\$1,821.48	\$1,000.00	\$1,000.00	\$2,069.28	\$61,684.68
Education(2.5%)	\$27.50	\$44.22	\$0.00	\$1,099.84	\$2,199.68	\$4,765.97	\$57,191.68	\$1,863.08	\$1,000.00	\$1,000.00	\$2,121.12	\$63,175.88
Education(5%)	\$28.17	\$45.26	\$0.00	\$1,126.72	\$2,253.44	\$4,882.45	\$58,589.44	\$1,904.69	\$1,000.00	\$1,000.00	\$2,172.96	\$64,667.09

\* Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.

## Salary Schedule - General Services Group

Effective - The Pay Period Ending January 13, 2017

	Base Hourly Rate	Weighted Overtime Rate	FLSA Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Administrative Assistant - Accountant - Top Step</b>										
Base Rate	\$31.07	\$46.60	\$0.00	\$1,242.77	\$2,485.54	\$5,385.33	\$64,623.94	\$0.00	\$0.00	\$64,623.94
Education(2.5%)	\$31.84	\$47.77	\$0.00	\$1,273.78	\$2,547.55	\$5,519.70	\$66,236.35	\$0.00	\$0.00	\$66,236.35
Education(5%)	\$32.62	\$48.93	\$0.00	\$1,304.78	\$2,609.57	\$5,654.06	\$67,848.77	\$0.00	\$0.00	\$67,848.77
<b>Administrative Assistant - Accountant - Step 3</b>										
Base Rate	\$29.53	\$44.29	\$0.00	\$1,181.16	\$2,362.32	\$5,118.36	\$61,420.32	\$0.00	\$0.00	\$61,420.32
Education(2.5%)	\$30.26	\$45.40	\$0.00	\$1,210.54	\$2,421.07	\$5,245.66	\$62,947.87	\$0.00	\$0.00	\$62,947.87
Education(5%)	\$31.00	\$46.50	\$0.00	\$1,239.91	\$2,479.82	\$5,372.95	\$64,475.42	\$0.00	\$0.00	\$64,475.42
<b>Administrative Assistant - Accountant - Step 2</b>										
Base Rate	\$27.96	\$41.94	\$0.00	\$1,118.33	\$2,236.66	\$4,846.09	\$58,153.06	\$0.00	\$0.00	\$58,153.06
Education(2.5%)	\$28.66	\$42.99	\$0.00	\$1,146.48	\$2,292.96	\$4,968.08	\$59,616.96	\$0.00	\$0.00	\$59,616.96
Education(5%)	\$29.36	\$44.03	\$0.00	\$1,174.22	\$2,348.45	\$5,088.30	\$61,059.65	\$0.00	\$0.00	\$61,059.65
<b>Administrative Assistant - Accountant - Step 1</b>										
Base Rate	\$26.42	\$39.63	\$0.00	\$1,056.72	\$2,113.44	\$4,579.12	\$54,949.44	\$0.00	\$0.00	\$54,949.44
Education(2.5%)	\$27.07	\$40.61	\$0.00	\$1,082.83	\$2,165.66	\$4,692.27	\$56,307.26	\$0.00	\$0.00	\$56,307.26
Education(5%)	\$27.73	\$41.60	\$0.00	\$1,109.35	\$2,218.70	\$4,807.19	\$57,686.30	\$0.00	\$0.00	\$57,686.30

## Salary Schedule - Non-Represented / Confidential

<b>Executive Assistant - Non Represented / Confidential - Top Step</b>										
Base Rate	\$24.53	\$36.80	\$0.00	\$981.24	\$1,962.48	\$4,252.04	\$51,024.48	\$0.00	\$0.00	\$51,024.48
Education(2.5%)	\$25.14	\$37.71	\$0.00	\$1,005.72	\$2,011.44	\$4,358.12	\$52,297.44	\$0.00	\$0.00	\$52,297.44
Education(5%)	\$25.76	\$38.63	\$0.00	\$1,030.20	\$2,060.40	\$4,464.20	\$53,570.40	\$0.00	\$0.00	\$53,570.40
<b>Executive Assistant - Non Represented / Confidential - Step 3</b>										
Base Rate	\$23.13	\$34.70	\$0.00	\$925.34	\$1,850.69	\$4,009.82	\$48,117.89	\$0.00	\$0.00	\$48,117.89
Education(2.5%)	\$23.72	\$35.57	\$0.00	\$948.60	\$1,897.20	\$4,110.60	\$49,327.20	\$0.00	\$0.00	\$49,327.20
Education(5%)	\$24.30	\$36.44	\$0.00	\$971.86	\$1,943.71	\$4,211.38	\$50,536.51	\$0.00	\$0.00	\$50,536.51
<b>Executive Assistant - Non Represented / Confidential - Step 2</b>										
Base Rate	\$21.77	\$32.65	\$0.00	\$870.67	\$1,741.34	\$3,772.91	\$45,274.94	\$0.00	\$0.00	\$45,274.94
Education(2.5%)	\$22.32	\$33.48	\$0.00	\$892.70	\$1,785.41	\$3,868.38	\$46,420.61	\$0.00	\$0.00	\$46,420.61
Education(5%)	\$22.86	\$34.29	\$0.00	\$914.33	\$1,828.66	\$3,962.09	\$47,545.06	\$0.00	\$0.00	\$47,545.06
<b>Executive Assistant - Non Represented / Confidential - Step 1</b>										
Base Rate	\$20.43	\$30.65	\$0.00	\$817.22	\$1,634.45	\$3,541.30	\$42,495.65	\$0.00	\$0.00	\$42,495.65
Education(2.5%)	\$20.94	\$31.41	\$0.00	\$837.62	\$1,675.25	\$3,629.70	\$43,556.45	\$0.00	\$0.00	\$43,556.45
Education(5%)	\$21.45	\$32.18	\$0.00	\$858.02	\$1,716.05	\$3,718.10	\$44,617.25	\$0.00	\$0.00	\$44,617.25

\* Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.

# Salary Schedule - Management

Effective - The Pay Period Ending January 13, 2017

Duty Schedule = 40 Hour Work Week or Modified 9/80 Plan									
	Base Hourly Rate	Weighted Overtime Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Fire Chief</b>									
Base Rate	\$80.9140		\$3,236.56	\$6,473.12	\$14,025.09	\$168,301.12	\$1,000.00	\$0.00	\$169,301.12
<b>Division/Deputy Chief - Top Step</b>									
Base Rate	\$61.82		\$2,472.89	\$4,945.78	\$10,715.85	\$128,590.18	\$1,000.00	\$0.00	\$129,590.18
Education(2.5%)	\$63.36		\$2,534.50	\$5,068.99	\$10,982.82	\$131,793.79	\$1,000.00	\$0.00	\$132,793.79
Education(5%)	\$64.91		\$2,596.51	\$5,193.02	\$11,251.55	\$135,018.62	\$1,000.00	\$0.00	\$136,018.62
<b>Division/Deputy Chief - Step 2</b>									
Base Rate	\$58.73		\$2,349.26	\$4,698.53	\$10,180.14	\$122,161.73	\$1,000.00	\$0.00	\$123,161.73
Education(2.5%)	\$60.19		\$2,407.61	\$4,815.22	\$10,432.97	\$125,195.62	\$1,000.00	\$0.00	\$126,195.62
Education(5%)	\$61.66		\$2,466.36	\$4,932.72	\$10,687.56	\$128,250.72	\$1,000.00	\$0.00	\$129,250.72
<b>Division/Deputy Chief - Step 1</b>									
Base Rate	\$55.64		\$2,225.64	\$4,451.28	\$9,644.44	\$115,733.28	\$1,000.00	\$0.00	\$116,733.28
Education(2.5%)	\$57.03		\$2,281.13	\$4,562.26	\$9,884.89	\$118,618.66	\$1,000.00	\$0.00	\$119,618.66
Education(5%)	\$58.42		\$2,336.62	\$4,673.23	\$10,125.34	\$121,504.03	\$1,000.00	\$0.00	\$122,504.03
<b>Administrative Services Manager</b>									
Base Rate	\$57.07		\$2,282.84	\$4,565.68	\$9,892.31	\$118,707.68	\$0.00	\$0.00	\$118,707.68
Education(2.5%)	\$58.50		\$2,339.91	\$4,679.82	\$10,139.61	\$121,675.37	\$0.00	\$0.00	\$121,675.37
Education(5%)	\$59.92		\$2,396.98	\$4,793.96	\$10,386.92	\$124,643.06	\$0.00	\$0.00	\$124,643.06
<b>Administrative Analyst - Top Step</b>									
Base Rate	\$39.27		\$1,570.80	\$3,141.60	\$6,806.80	\$81,681.60	\$0.00	\$0.00	\$81,681.60
Education(2.5%)	\$40.25		\$1,609.97	\$3,219.94	\$6,976.53	\$83,718.34	\$0.00	\$0.00	\$83,718.34
Education(5%)	\$41.24		\$1,649.54	\$3,299.09	\$7,148.02	\$85,776.29	\$0.00	\$0.00	\$85,776.29
<b>Administrative Analyst - Step 2</b>									
Base Rate	\$35.34		\$1,413.72	\$2,827.44	\$6,126.12	\$73,513.44	\$0.00	\$0.00	\$73,513.44
Education(2.5%)	\$36.23		\$1,449.22	\$2,898.43	\$6,279.94	\$75,359.23	\$0.00	\$0.00	\$75,359.23
Education(5%)	\$37.11		\$1,484.30	\$2,968.61	\$6,431.98	\$77,183.81	\$0.00	\$0.00	\$77,183.81
<b>Administrative Analyst - Step 1</b>									
Base Rate	\$31.42		\$1,256.64	\$2,513.28	\$5,445.44	\$65,345.28	\$0.00	\$0.00	\$65,345.28
Education(2.5%)	\$32.20		\$1,288.06	\$2,576.11	\$5,581.58	\$66,978.91	\$0.00	\$0.00	\$66,978.91
Education(5%)	\$32.99		\$1,319.47	\$2,638.94	\$5,717.71	\$68,612.54	\$0.00	\$0.00	\$68,612.54

\* Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.