

Pay Plan - at Market

Starting Midpoint \$67,650.00

Proposed Pay Ranges												
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential		Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential	
DS1	\$61,500	\$67,650	\$73,800				\$29.57					
DS2	\$64,480	\$77,357	\$90,272	40%	14%		\$31.00	\$37.19	\$43.40	40%	14%	
DS3	\$74,134	\$88,961	\$103,788	40%	15%		\$35.64	\$42.77	\$49.90	40%	15%	
DS4	\$87,478	\$104,974	\$122,469	40%	18%		\$42.06	\$50.47	\$58.88	40%	18%	
DS5	\$104,099	\$124,919	\$145,739	40%	19%		\$50.05	\$60.06	\$70.07	40%	19%	
DS6	\$117,652	\$141,182	\$164,713	40%	13%		\$56.56	\$67.88	\$79.19	40%	13%	

## Pay Plan - at Market

Starting Midpoint \$46,384.00

### Proposed Pay Ranges

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential
8	\$38,653	\$46,384	\$54,114	40%	
9	\$39,758	\$48,703	\$57,649	45%	5%
10	\$42,143	\$51,625	\$61,107	45%	6%
11	\$45,514	\$55,755	\$65,995	45%	8%
12	\$48,245	\$59,100	\$69,955	45%	6%
13	\$51,140	\$62,646	\$74,153	45%	6%
14	\$54,208	\$66,405	\$78,602	45%	6%
15	\$57,460	\$70,389	\$83,317	45%	6%
16	\$59,126	\$73,908	\$88,689	50%	5%
17	\$62,082	\$77,603	\$93,123	50%	5%
18	\$65,186	\$81,483	\$97,779	50%	5%
19	\$68,446	\$85,557	\$102,669	50%	5%
20	\$71,868	\$89,835	\$107,802	50%	5%
21	\$75,462	\$94,327	\$113,193	50%	5%
22	\$79,234	\$99,043	\$118,851	50%	5%
23	\$83,196	\$103,995	\$124,794	50%	5%
24	\$88,188	\$110,235	\$132,282	50%	6%
25	\$93,479	\$116,849	\$140,219	50%	6%
26	\$100,958	\$126,197	\$151,437	50%	8%
27	\$106,896	\$136,293	\$165,689	55%	8%
28	\$116,517	\$148,559	\$180,601	55%	9%
29	\$122,343	\$155,987	\$189,632	55%	5%
30	\$128,460	\$163,786	\$199,113	55%	5%
31	\$134,882	\$171,975	\$209,067	55%	5%
32	\$141,627	\$180,574	\$219,522	55%	5%
33	\$148,708	\$189,603	\$230,497	55%	5%

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential
8	\$18.58	\$22.30	\$26.02	40%	
9	\$19.11	\$23.41	\$27.72	45%	4%
10	\$20.26	\$24.82	\$29.38	45%	6%
11	\$21.88	\$26.81	\$31.73	45%	8%
12	\$23.19	\$28.41	\$33.63	45%	7%
13	\$24.59	\$30.12	\$35.65	45%	4%
14	\$26.06	\$31.93	\$37.79	45%	4%
15	\$27.63	\$33.84	\$40.06	45%	4%
16	\$28.43	\$35.53	\$42.64	50%	4%
17	\$29.85	\$37.31	\$44.77	50%	4%
18	\$31.34	\$39.17	\$47.01	50%	4%
19	\$32.91	\$41.13	\$49.36	50%	4%
20	\$34.55	\$43.19	\$51.83	50%	6%
21	\$36.28	\$45.35	\$54.42	50%	6%
22	\$38.09	\$47.62	\$57.14	50%	6%
23	\$40.00	\$50.00	\$60.00	50%	6%
24	\$42.40	\$53.00	\$63.60	50%	6%
25	\$44.94	\$56.18	\$67.41	50%	6%
26	\$48.54	\$60.67	\$72.81	50%	8%
27	\$51.39	\$65.53	\$79.66	55%	6%
28	\$56.02	\$71.42	\$86.83	55%	9%
29	\$58.82	\$74.99	\$91.17	55%	5%
30	\$61.76	\$78.74	\$95.73	55%	5%
31	\$64.85	\$82.68	\$100.51	55%	5%
32	\$68.09	\$86.81	\$105.54	55%	5%
33	\$71.49	\$91.16	\$110.82	55%	5%