

DM 40 HOUR PAY PLAN EFFECTIVE 7/1/2013

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	AI
DM	24	Annual	\$58,846.00	\$61,032.00	\$63,218.00	\$65,403.00	\$67,589.00	\$69,775.00	\$71,960.00	\$73,760.00	\$75,236.00	\$76,711.00	\$2,186.00
		Bi-Wk	\$2,254.64	\$2,338.39	\$2,422.15	\$2,505.86	\$2,589.62	\$2,673.37	\$2,757.09	\$2,826.05	\$2,882.61	\$2,939.12	
		Daily	\$225.47	\$233.84	\$242.22	\$250.59	\$258.97	\$267.34	\$275.71	\$282.61	\$288.27	\$293.92	
		Hourly	\$28.19	\$29.23	\$30.28	\$31.33	\$32.38	\$33.42	\$34.47	\$35.33	\$36.04	\$36.74	
DM	25	Annual	\$61,726.00	\$64,018.00	\$66,310.00	\$68,602.00	\$70,893.00	\$73,185.00	\$75,477.00	\$77,364.00	\$78,912.00	\$80,459.00	\$2,292.00
		Bi-Wk	\$2,364.98	\$2,452.80	\$2,540.61	\$2,628.43	\$2,716.21	\$2,804.02	\$2,891.84	\$2,964.14	\$3,023.45	\$3,082.72	
		Daily	\$236.50	\$245.28	\$254.07	\$262.85	\$271.63	\$280.41	\$289.19	\$296.42	\$302.35	\$308.28	
		Hourly	\$29.57	\$30.66	\$31.76	\$32.86	\$33.96	\$35.06	\$36.15	\$37.06	\$37.80	\$38.54	
DM	26	Annual	\$64,756.00	\$67,159.00	\$69,562.00	\$71,965.00	\$74,368.00	\$76,771.00	\$79,174.00	\$81,153.00	\$82,776.00	\$84,400.00	\$2,403.00
		Bi-Wk	\$2,481.07	\$2,573.14	\$2,665.21	\$2,757.28	\$2,849.35	\$2,941.42	\$3,033.49	\$3,109.31	\$3,171.49	\$3,233.72	
		Daily	\$248.11	\$257.32	\$266.53	\$275.73	\$284.94	\$294.15	\$303.35	\$310.94	\$317.15	\$323.38	
		Hourly	\$31.02	\$32.17	\$33.32	\$34.47	\$35.62	\$36.77	\$37.92	\$38.87	\$39.65	\$40.43	
DM	27	Annual	\$67,977.00	\$70,499.00	\$73,020.00	\$75,542.00	\$78,063.00	\$80,585.00	\$83,106.00	\$85,185.00	\$86,889.00	\$88,593.00	\$2,522.00
		Bi-Wk	\$2,604.48	\$2,701.11	\$2,797.70	\$2,894.33	\$2,990.92	\$3,087.55	\$3,184.14	\$3,263.79	\$3,329.08	\$3,394.37	
		Daily	\$260.45	\$270.12	\$279.78	\$289.44	\$299.10	\$308.76	\$318.42	\$326.38	\$332.91	\$339.44	
		Hourly	\$32.56	\$33.77	\$34.98	\$36.18	\$37.39	\$38.60	\$39.81	\$40.80	\$41.62	\$42.43	
DM	28	Annual	\$71,573.00	\$74,177.00	\$76,781.00	\$79,385.00	\$81,988.00	\$84,592.00	\$87,196.00	\$89,377.00	\$91,165.00	\$92,952.00	\$2,604.00
		Bi-Wk	\$2,742.26	\$2,842.03	\$2,941.80	\$3,041.57	\$3,141.30	\$3,241.07	\$3,340.84	\$3,424.41	\$3,492.91	\$3,561.38	
		Daily	\$274.23	\$284.21	\$294.19	\$304.16	\$314.14	\$324.11	\$334.09	\$342.45	\$349.30	\$356.14	
		Hourly	\$34.28	\$35.53	\$36.78	\$38.02	\$39.27	\$40.52	\$41.77	\$42.81	\$43.67	\$44.52	
DM	29	Annual	\$72,292.00	\$75,155.00	\$78,019.00	\$80,882.00	\$83,746.00	\$86,609.00	\$89,472.00	\$91,710.00	\$93,544.00	\$95,378.00	\$2,863.00
		Bi-Wk	\$2,769.81	\$2,879.50	\$2,989.23	\$3,098.93	\$3,208.66	\$3,318.35	\$3,428.05	\$3,513.79	\$3,584.06	\$3,654.33	
		Daily	\$276.99	\$287.96	\$298.93	\$309.90	\$320.87	\$331.84	\$342.81	\$351.38	\$358.41	\$365.44	
		Hourly	\$34.63	\$36.00	\$37.37	\$38.74	\$40.11	\$41.48	\$42.86	\$43.93	\$44.81	\$45.68	
DM	30	Annual	\$75,320.00	\$78,266.00	\$81,212.00	\$84,158.00	\$87,103.00	\$90,049.00	\$92,995.00	\$95,321.00	\$97,227.00	\$99,134.00	\$2,946.00
		Bi-Wk	\$2,885.82	\$2,998.70	\$3,111.57	\$3,224.44	\$3,337.28	\$3,450.15	\$3,563.03	\$3,652.15	\$3,725.17	\$3,798.24	
		Daily	\$288.59	\$299.87	\$311.16	\$322.45	\$333.73	\$345.02	\$356.31	\$365.22	\$372.52	\$379.83	
		Hourly	\$36.08	\$37.49	\$38.90	\$40.31	\$41.72	\$43.13	\$44.54	\$45.66	\$46.57	\$47.48	
DM	31	Annual	\$78,489.00	\$81,518.00	\$84,547.00	\$87,576.00	\$90,605.00	\$93,635.00	\$96,664.00	\$99,081.00	\$101,063.00	\$103,045.00	\$3,029.00
		Bi-Wk	\$3,007.24	\$3,123.30	\$3,239.35	\$3,355.40	\$3,471.46	\$3,587.55	\$3,703.60	\$3,796.21	\$3,872.15	\$3,948.08	
		Daily	\$300.73	\$312.33	\$323.94	\$335.55	\$347.15	\$358.76	\$370.37	\$379.63	\$387.22	\$394.81	
		Hourly	\$37.60	\$39.04	\$40.50	\$41.95	\$43.40	\$44.85	\$46.30	\$47.46	\$48.41	\$49.36	

DM 40 HOUR PAY PLAN EFFECTIVE 7/1/2013

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	AI
DM	32	Annual	\$82,182.00	\$85,176.00	\$88,171.00	\$91,165.00	\$94,159.00	\$97,153.00	\$100,147.00	\$102,651.00	\$104,705.00	\$106,758.00	\$2,994.00
		Bi-Wk	\$3,148.74	\$3,263.45	\$3,378.20	\$3,492.91	\$3,607.62	\$3,722.34	\$3,837.05	\$3,932.99	\$4,011.69	\$4,090.34	
		Daily	\$314.88	\$326.35	\$337.82	\$349.30	\$360.77	\$372.24	\$383.71	\$393.30	\$401.17	\$409.04	
		Hourly	\$39.36	\$40.80	\$42.23	\$43.67	\$45.10	\$46.53	\$47.97	\$49.17	\$50.15	\$51.13	
DM	33	Annual	\$85,483.00	\$88,564.00	\$91,645.00	\$94,725.00	\$97,806.00	\$100,887.00	\$103,968.00	\$106,567.00	\$108,699.00	\$110,831.00	\$3,081.00
		Bi-Wk	\$3,275.21	\$3,393.26	\$3,511.30	\$3,629.31	\$3,747.36	\$3,865.40	\$3,983.45	\$4,083.03	\$4,164.71	\$4,246.40	
		Daily	\$327.53	\$339.33	\$351.14	\$362.94	\$374.74	\$386.55	\$398.35	\$408.31	\$416.48	\$424.64	
		Hourly	\$40.95	\$42.42	\$43.90	\$45.37	\$46.85	\$48.32	\$49.80	\$51.04	\$52.06	\$53.08	
DM	34	Annual	\$88,987.00	\$92,149.00	\$95,312.00	\$98,474.00	\$101,636.00	\$104,798.00	\$107,960.00	\$110,660.00	\$112,873.00	\$115,087.00	\$3,162.00
		Bi-Wk	\$3,409.46	\$3,530.61	\$3,651.80	\$3,772.95	\$3,894.10	\$4,015.25	\$4,136.40	\$4,239.85	\$4,324.64	\$4,409.46	
		Daily	\$340.95	\$353.07	\$365.19	\$377.30	\$389.41	\$401.53	\$413.64	\$423.99	\$432.47	\$440.95	
		Hourly	\$42.62	\$44.14	\$45.65	\$47.17	\$48.68	\$50.20	\$51.71	\$53.00	\$54.06	\$55.12	
DM	35	Annual	\$92,634.00	\$95,877.00	\$99,120.00	\$102,364.00	\$105,607.00	\$108,851.00	\$112,094.00	\$114,897.00	\$117,195.00	\$119,493.00	\$3,243.00
		Bi-Wk	\$3,549.20	\$3,673.45	\$3,797.70	\$3,921.99	\$4,046.25	\$4,170.54	\$4,294.79	\$4,402.18	\$4,490.23	\$4,578.28	
		Daily	\$354.92	\$367.35	\$379.78	\$392.20	\$404.63	\$417.06	\$429.48	\$440.22	\$449.03	\$457.83	
		Hourly	\$44.37	\$45.92	\$47.48	\$49.03	\$50.58	\$52.14	\$53.69	\$55.03	\$56.13	\$57.23	
DM	36	Annual	\$96,462.00	\$99,791.00	\$103,120.00	\$106,449.00	\$109,778.00	\$113,107.00	\$116,436.00	\$119,348.00	\$121,735.00	\$124,122.00	\$3,329.00
		Bi-Wk	\$3,695.86	\$3,823.41	\$3,950.96	\$4,078.51	\$4,206.05	\$4,333.60	\$4,461.15	\$4,572.72	\$4,664.18	\$4,755.63	
		Daily	\$369.59	\$382.35	\$395.10	\$407.86	\$420.61	\$433.37	\$446.12	\$457.28	\$466.42	\$475.57	
		Hourly	\$46.20	\$47.80	\$49.39	\$50.99	\$52.58	\$54.18	\$55.77	\$57.16	\$58.31	\$59.45	
DM	37	Annual	\$100,462.00	\$103,880.00	\$107,299.00	\$110,717.00	\$114,136.00	\$117,554.00	\$120,973.00	\$123,998.00	\$126,478.00	\$128,959.00	\$3,418.00
		Bi-Wk	\$3,849.12	\$3,980.08	\$4,111.07	\$4,242.03	\$4,373.03	\$4,503.98	\$4,634.98	\$4,750.88	\$4,845.90	\$4,940.96	
		Daily	\$384.92	\$398.01	\$411.11	\$424.21	\$437.31	\$450.40	\$463.50	\$475.09	\$484.60	\$494.10	
		Hourly	\$48.12	\$49.76	\$51.39	\$53.03	\$54.67	\$56.30	\$57.94	\$59.39	\$60.58	\$61.77	
DM	38	Annual	\$104,604.00	\$108,104.00	\$111,604.00	\$115,104.00	\$118,604.00	\$122,104.00	\$125,604.00	\$128,744.00	\$131,319.00	\$133,894.00	\$3,500.00
		Bi-Wk	\$4,007.82	\$4,141.92	\$4,276.02	\$4,410.11	\$4,544.21	\$4,678.31	\$4,812.41	\$4,932.72	\$5,031.38	\$5,130.04	
		Daily	\$400.79	\$414.20	\$427.61	\$441.02	\$454.43	\$467.84	\$481.25	\$493.28	\$503.14	\$513.01	
		Hourly	\$50.10	\$51.78	\$53.46	\$55.13	\$56.81	\$58.48	\$60.16	\$61.66	\$62.90	\$64.13	
DM	39	Annual	\$108,933.00	\$112,514.00	\$116,094.00	\$119,674.00	\$123,254.00	\$126,835.00	\$130,415.00	\$133,676.00	\$136,350.00	\$139,024.00	\$3,581.00
		Bi-Wk	\$4,173.68	\$4,310.88	\$4,448.05	\$4,585.21	\$4,722.38	\$4,859.58	\$4,996.74	\$5,121.69	\$5,224.14	\$5,326.59	
		Daily	\$417.37	\$431.09	\$444.81	\$458.53	\$472.24	\$485.96	\$499.68	\$512.17	\$522.42	\$532.66	
		Hourly	\$52.18	\$53.89	\$55.61	\$57.32	\$59.03	\$60.75	\$62.46	\$64.03	\$65.31	\$66.59	