

CR 40 Hour Pay Plan Effective 08/26/2013

| <u>Plan</u> | <u>Grade</u> | <u>Period</u> | <u>Minimum</u> | | <u>Maximum</u> | |
|-------------|--------------|---------------|----------------|-----------|----------------|-----------|
| CR | 1 | Annual | \$ | 25,408.00 | \$ | 31,515.00 |
| | | Bi-Wk | \$ | 973.49 | \$ | 1,207.48 |
| | | Daily | \$ | 97.35 | \$ | 120.75 |
| | | Hourly | \$ | 12.17 | \$ | 15.10 |
| CR | 2 | Annual | \$ | 26,648.00 | \$ | 32,855.00 |
| | | Bi-Wk | \$ | 1,021.00 | \$ | 1,258.82 |
| | | Daily | \$ | 102.10 | \$ | 125.89 |
| | | Hourly | \$ | 12.77 | \$ | 15.74 |
| CR | 3 | Annual | \$ | 27,272.00 | \$ | 33,525.00 |
| | | Bi-Wk | \$ | 1,044.91 | \$ | 1,284.49 |
| | | Daily | \$ | 104.50 | \$ | 128.45 |
| | | Hourly | \$ | 13.07 | \$ | 16.06 |
| CR | 4 | Annual | \$ | 28,150.00 | \$ | 35,348.00 |
| | | Bi-Wk | \$ | 1,078.55 | \$ | 1,354.33 |
| | | Daily | \$ | 107.86 | \$ | 135.44 |
| | | Hourly | \$ | 13.49 | \$ | 16.93 |
| CR | 5 | Annual | \$ | 28,855.00 | \$ | 36,386.00 |
| | | Bi-Wk | \$ | 1,105.56 | \$ | 1,394.10 |
| | | Daily | \$ | 110.56 | \$ | 139.41 |
| | | Hourly | \$ | 13.82 | \$ | 17.43 |
| CR | 6 | Annual | \$ | 29,838.00 | \$ | 37,436.00 |
| | | Bi-Wk | \$ | 1,143.22 | \$ | 1,434.33 |
| | | Daily | \$ | 114.33 | \$ | 143.44 |
| | | Hourly | \$ | 14.30 | \$ | 17.93 |
| CR | 7 | Annual | \$ | 30,715.00 | \$ | 38,393.00 |
| | | Bi-Wk | \$ | 1,176.82 | \$ | 1,471.00 |
| | | Daily | \$ | 117.69 | \$ | 147.10 |
| | | Hourly | \$ | 14.72 | \$ | 18.39 |
| CR | 8 | Annual | \$ | 33,011.00 | \$ | 42,041.00 |
| | | Bi-Wk | \$ | 1,264.79 | \$ | 1,610.77 |
| | | Daily | \$ | 126.48 | \$ | 161.08 |
| | | Hourly | \$ | 15.81 | \$ | 20.14 |
| CR | 9 | Annual | \$ | 34,023.00 | \$ | 43,413.00 |
| | | Bi-Wk | \$ | 1,303.57 | \$ | 1,663.34 |
| | | Daily | \$ | 130.36 | \$ | 166.34 |
| | | Hourly | \$ | 16.30 | \$ | 20.80 |

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|-------------|--------------|---------------|----------------|-----------|----------------|-----------|
| CR | 10 | Annual | \$ | 35,120.00 | \$ | 44,973.00 |
| | | Bi-Wk | \$ | 1,345.60 | \$ | 1,723.11 |
| | | Daily | \$ | 134.56 | \$ | 172.32 |
| | | Hourly | \$ | 16.82 | \$ | 21.54 |
| CR | 11 | Annual | \$ | 36,238.00 | \$ | 46,544.00 |
| | | Bi-Wk | \$ | 1,388.43 | \$ | 1,783.30 |
| | | Daily | \$ | 138.85 | \$ | 178.33 |
| | | Hourly | \$ | 17.36 | \$ | 22.30 |
| CR | 12 | Annual | \$ | 37,411.00 | \$ | 48,174.00 |
| | | Bi-Wk | \$ | 1,433.38 | \$ | 1,845.75 |
| | | Daily | \$ | 143.34 | \$ | 184.58 |
| | | Hourly | \$ | 17.92 | \$ | 23.08 |
| CR | 13 | Annual | \$ | 39,522.00 | \$ | 52,308.00 |
| | | Bi-Wk | \$ | 1,514.26 | \$ | 2,004.14 |
| | | Daily | \$ | 151.43 | \$ | 200.42 |
| | | Hourly | \$ | 18.93 | \$ | 25.06 |
| CR | 14 | Annual | \$ | 41,369.00 | \$ | 54,630.00 |
| | | Bi-Wk | \$ | 1,585.02 | \$ | 2,093.11 |
| | | Daily | \$ | 158.51 | \$ | 209.32 |
| | | Hourly | \$ | 19.82 | \$ | 26.17 |
| CR | 15 | Annual | \$ | 43,353.00 | \$ | 57,078.00 |
| | | Bi-Wk | \$ | 1,661.04 | \$ | 2,186.90 |
| | | Daily | \$ | 166.11 | \$ | 218.69 |
| | | Hourly | \$ | 20.77 | \$ | 27.34 |
| CR | 16 | Annual | \$ | 45,466.00 | \$ | 59,657.00 |
| | | Bi-Wk | \$ | 1,742.00 | \$ | 2,285.71 |
| | | Daily | \$ | 174.20 | \$ | 228.58 |
| | | Hourly | \$ | 21.78 | \$ | 28.58 |
| CR | 17 | Annual | \$ | 47,717.00 | \$ | 62,395.00 |
| | | Bi-Wk | \$ | 1,828.24 | \$ | 2,390.62 |
| | | Daily | \$ | 182.83 | \$ | 239.07 |
| | | Hourly | \$ | 22.86 | \$ | 29.89 |
| CR | 18 | Annual | \$ | 50,126.00 | \$ | 65,267.00 |
| | | Bi-Wk | \$ | 1,920.54 | \$ | 2,500.66 |
| | | Daily | \$ | 192.06 | \$ | 250.07 |
| | | Hourly | \$ | 24.01 | \$ | 31.26 |

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| <u>Plan</u> | <u>Grade</u> | <u>Period</u> | <u>Minimum</u> | | <u>Maximum</u> | |
|-------------|--------------|---------------|----------------|-----------|----------------|-----------|
| CR | 19 | Annual | \$ | 52,593.00 | \$ | 68,262.00 |
| | | Bi-Wk | \$ | 2,015.06 | \$ | 2,615.41 |
| | | Daily | \$ | 201.51 | \$ | 261.55 |
| | | Hourly | \$ | 25.19 | \$ | 32.70 |
| CR | 20 | Annual | \$ | 55,273.00 | \$ | 71,425.00 |
| | | Bi-Wk | \$ | 2,117.74 | \$ | 2,736.60 |
| | | Daily | \$ | 211.78 | \$ | 273.66 |
| | | Hourly | \$ | 26.48 | \$ | 34.21 |
| CR | 21 | Annual | \$ | 57,997.00 | \$ | 74,707.00 |
| | | Bi-Wk | \$ | 2,222.11 | \$ | 2,862.34 |
| | | Daily | \$ | 222.22 | \$ | 286.24 |
| | | Hourly | \$ | 27.78 | \$ | 35.78 |
| CR | 22 | Annual | \$ | 59,585.00 | \$ | 78,653.00 |
| | | Bi-Wk | \$ | 2,282.96 | \$ | 3,013.53 |
| | | Daily | \$ | 228.30 | \$ | 301.36 |
| | | Hourly | \$ | 28.54 | \$ | 37.67 |
| CR | 23 | Annual | \$ | 62,411.00 | \$ | 82,296.00 |
| | | Bi-Wk | \$ | 2,391.23 | \$ | 3,153.11 |
| | | Daily | \$ | 239.13 | \$ | 315.32 |
| | | Hourly | \$ | 29.90 | \$ | 39.42 |
| CR | 24 | Annual | \$ | 65,408.00 | \$ | 86,173.00 |
| | | Bi-Wk | \$ | 2,506.06 | \$ | 3,301.65 |
| | | Daily | \$ | 250.61 | \$ | 330.17 |
| | | Hourly | \$ | 31.33 | \$ | 41.28 |
| CR | 25 | Annual | \$ | 68,607.00 | \$ | 90,197.00 |
| | | Bi-Wk | \$ | 2,628.63 | \$ | 3,455.83 |
| | | Daily | \$ | 262.87 | \$ | 345.59 |
| | | Hourly | \$ | 32.86 | \$ | 43.20 |
| CR | 26 | Annual | \$ | 71,988.00 | \$ | 94,437.00 |
| | | Bi-Wk | \$ | 2,758.17 | \$ | 3,618.28 |
| | | Daily | \$ | 275.82 | \$ | 361.83 |
| | | Hourly | \$ | 34.48 | \$ | 45.23 |
| CR | 27 | Annual | \$ | 75,553.00 | \$ | 98,888.00 |
| | | Bi-Wk | \$ | 2,894.76 | \$ | 3,788.82 |
| | | Daily | \$ | 289.48 | \$ | 378.89 |
| | | Hourly | \$ | 36.19 | \$ | 47.37 |

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| <u>Plan</u> | <u>Grade</u> | <u>Period</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------|--------------|---------------|----------------|----------------|
| CR | 28 | Annual | \$ 79,369.00 | \$ 103,603.00 |
| | | Bi-Wk | \$ 3,040.96 | \$ 3,969.47 |
| | | Daily | \$ 304.10 | \$ 396.95 |
| | | Hourly | \$ 38.02 | \$ 49.62 |
| CR | 29 | Annual | \$ 80,130.00 | \$ 106,239.00 |
| | | Bi-Wk | \$ 3,070.12 | \$ 4,070.46 |
| | | Daily | \$ 307.02 | \$ 407.05 |
| | | Hourly | \$ 38.38 | \$ 50.89 |
| CR | 30 | Annual | \$ 83,351.00 | \$ 110,291.00 |
| | | Bi-Wk | \$ 3,193.53 | \$ 4,225.71 |
| | | Daily | \$ 319.36 | \$ 422.58 |
| | | Hourly | \$ 39.92 | \$ 52.83 |
| CR | 31 | Annual | \$ 86,698.00 | \$ 114,497.00 |
| | | Bi-Wk | \$ 3,321.77 | \$ 4,386.86 |
| | | Daily | \$ 332.18 | \$ 438.69 |
| | | Hourly | \$ 41.53 | \$ 54.84 |
| CR | 32 | Annual | \$ 90,172.00 | \$ 118,837.00 |
| | | Bi-Wk | \$ 3,454.87 | \$ 4,553.15 |
| | | Daily | \$ 345.49 | \$ 455.32 |
| | | Hourly | \$ 43.19 | \$ 56.92 |
| CR | 33 | Annual | \$ 93,797.00 | \$ 123,359.00 |
| | | Bi-Wk | \$ 3,593.76 | \$ 4,726.40 |
| | | Daily | \$ 359.38 | \$ 472.64 |
| | | Hourly | \$ 44.93 | \$ 59.08 |
| CR | 34 | Annual | \$ 97,661.00 | \$ 128,121.00 |
| | | Bi-Wk | \$ 3,741.81 | \$ 4,908.86 |
| | | Daily | \$ 374.19 | \$ 490.89 |
| | | Hourly | \$ 46.78 | \$ 61.37 |
| CR | 35 | Annual | \$ 101,672.00 | \$ 133,038.00 |
| | | Bi-Wk | \$ 3,895.48 | \$ 5,097.25 |
| | | Daily | \$ 389.55 | \$ 509.73 |
| | | Hourly | \$ 48.70 | \$ 63.72 |
| CR | 36 | Annual | \$ 105,904.00 | \$ 138,206.00 |
| | | Bi-Wk | \$ 4,057.63 | \$ 5,295.25 |
| | | Daily | \$ 405.77 | \$ 529.53 |
| | | Hourly | \$ 50.73 | \$ 66.20 |

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| <u>Plan</u> | <u>Grade</u> | <u>Period</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------|--------------|---------------|----------------|----------------|
| CR | 37 | Annual | \$ 110,298.00 | \$ 143,609.00 |
| | | Bi-Wk | \$ 4,225.98 | \$ 5,502.27 |
| | | Daily | \$ 422.60 | \$ 550.23 |
| | | Hourly | \$ 52.83 | \$ 68.78 |
| CR | 38 | Annual | \$ 114,852.00 | \$ 149,103.00 |
| | | Bi-Wk | \$ 4,400.46 | \$ 5,712.76 |
| | | Daily | \$ 440.05 | \$ 571.28 |
| | | Hourly | \$ 55.01 | \$ 71.41 |
| CR | 39 | Annual | \$ 119,629.00 | \$ 154,870.00 |
| | | Bi-Wk | \$ 4,583.49 | \$ 5,933.72 |
| | | Daily | \$ 458.35 | \$ 593.38 |
| | | Hourly | \$ 57.30 | \$ 74.18 |
| CR | 40 | Annual | \$ 124,612.00 | \$ 160,810.00 |
| | | Bi-Wk | \$ 4,774.41 | \$ 6,161.31 |
| | | Daily | \$ 477.45 | \$ 616.14 |
| | | Hourly | \$ 59.69 | \$ 77.02 |
| CR | 41 | Annual | \$ 129,827.00 | \$ 167,073.00 |
| | | Bi-Wk | \$ 4,974.22 | \$ 6,401.27 |
| | | Daily | \$ 497.43 | \$ 640.13 |
| | | Hourly | \$ 62.18 | \$ 80.02 |
| CR | 42 | Annual | \$ 135,231.00 | \$ 173,523.00 |
| | | Bi-Wk | \$ 5,181.27 | \$ 6,648.40 |
| | | Daily | \$ 518.13 | \$ 664.84 |
| | | Hourly | \$ 64.77 | \$ 83.11 |
| CR | 43 | Annual | \$ 140,976.00 | \$ 180,268.00 |
| | | Bi-Wk | \$ 5,401.38 | \$ 6,906.82 |
| | | Daily | \$ 540.14 | \$ 690.69 |
| | | Hourly | \$ 67.52 | \$ 86.34 |