STATE OF ARKANSAS FY09 PAY PLAN

Cardel	FY09 PAY PLAN									
Grade 2 ANNUAL 6.4943 6.4943 6.4943 6.5778 255, 040 Grade 3 ANNUAL 13.508 51.642 515,624 515,624 516,142 117,665 8.3933 9.0519 10.5451 12.0384 Grade 4 ANNUAL 513,940 515,202 7.0862 8.4927 9.2230 10.7538 225,654 Grade 5 ANNUAL 513,940 515,202 516,463 518,309 9.19578 \$22,841 \$26,652 Grade 6 ANNUAL 514,452 515,630 517,109 8.6393 9.1959 \$23,258 \$26,542 Grade 7 ANNUAL 514,427 515,630 517,602 519,132 \$20,965 \$22,918 \$22,641 \$27,602 Grade 8 ANNUAL 514,427 515,630 517,602 519,132 \$20,965 \$21,902 \$22,110 \$22,761 \$22,761 Grade 9 ANNUAL 515,292 516,829 517,823 519,000 9,9800 11.6432 32,826 \$227,614 <th></th> <th></th> <th>Level I</th> <th>Level IM</th> <th>Level II</th> <th>Level IIM</th> <th>Level III</th> <th>Level IIIM</th> <th></th>			Level I	Level IM	Level II	Level IIM	Level III	Level IIIM		
Grade 2 ANNUAL 513,508 514,664 515,624 516,624 517,325 518,828 521,344 525,040 Grade 3 ANNUAL 513,940 515,042 516,144 517,665 519,184 522,368 522,551 252,6103 252,6103	Grade 1	ANNUAL	\$13,508	\$13,508	\$13,508	\$13,508	\$13,508	\$13,596	\$13,682	
Grade 3 ANNUAL 6,7020 (7.000) 7.0000 (7.01) 7.0000 (7.01) 8.17,665 (7.01) 9.0519 (7.01) 0.04561 (7.02) 22,541 (7.01) 22,541 (7.01) 22,541 (7.01) 22,541 (7.01) 22,541 (7.01) 22,541 (7.01) 22,541 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,641 (7.01) 22,041 (7.01) 22,			6.4943	6.4943	6.4943	6.4943	6.4943	6.5365	6.5778	
Grade 3 ANNUAL \$13,940 \$15,042 \$16,144 \$17,665 \$19,184 \$22,368 \$25,551 Grade 4 ANNUAL \$13,940 \$15,202 \$16,463 \$18,021 \$19,578 \$22,841 \$26,103 Grade 5 ANNUAL \$13,940 \$15,504 \$16,766 \$18,380 \$19,974 \$22,261 \$22,65,12 Grade 6 ANNUAL \$14,447 \$15,563 \$17,109 \$18,738 \$20,365 \$22,713 \$22,713 Grade 7 ANNUAL \$14,447 \$15,957 \$17,465 \$19,122 \$20,796 \$24,218 \$27,613 Grade 8 ANNUAL \$14,740 \$16,628 \$17,865 \$19,122 \$20,796 \$24,218 \$27,313 Grade 9 ANNUAL \$16,283 \$17,862 \$17,866 \$19,967 \$21,907 \$25,201 \$22,218 Grade 10 ANNUAL \$16,283 \$19,464 \$20,9378 \$10,1875 \$11,1879 \$25,2918 Grade 12 ANNUAL \$16,283 \$29,261 <	Grade 2	ANNUAL	\$13,508	\$14,664	\$15,821	\$17,325	\$18,828	\$21,934	\$25,040	
Grade 4 ANNUAL ANNUAL ANNUAL ANNUAL S13,940 Grade 5 ANNUAL S14,452 Grade 6 ANNUAL S14,452 Grade 6 ANNUAL S14,474 Grade 5 ANNUAL S16,282 Grade 6 ANNUAL S16,282 Grade 6 ANNUAL S16,282 Grade 7 ANNUAL S16,282 Grade 6 ANNUAL S16,283 Grade 6 ANNUAL S17,350 Grade 7 ANNUAL S18,628 Grade 7 ANNUAL S18,667 Grade 7 ANNUAL S18,667 Grade 7 ANNUAL S18,667 Grade 7 ANNUAL S18,667 Grade 7 ANNUAL S20,954 Gr			6.4943	7.0500	7.6062	8.3293	9.0519	10.5451	12.0384	
Grade 4 ANNUAL \$13,940 \$15,202 \$16,463 \$18,302 \$19,578 \$22,841 \$26,103 Grade 5 ANNUAL \$13,940 \$15,364 \$16,786 \$18,380 \$19,974 \$23,258 \$26,542 Grade 6 ANNUAL \$14,152 \$15,530 \$17,109 \$18,738 \$20,365 \$23,748 \$27,131 Grade 7 ANNUAL \$14,474 \$15,557 \$17,465 \$19,132 \$20,365 \$23,748 \$22,713 Grade 8 ANNUAL \$14,470 \$16,282 \$17,809 \$19,500 \$21,100 \$24,218 \$22,713 Grade 9 ANNUAL \$16,283 \$17,984 \$19,667 \$21,00 \$22,119 \$22,218 \$22,221 Grade 10 ANNUAL \$16,283 \$17,984 \$19,667 \$21,00 \$21,10 \$22,701 \$22,00 \$22,119 \$22,001 \$22,00 \$22,018 \$22,00 \$21,10 \$22,00 \$22,00 \$22,018 \$22,00 \$22,10 \$22,00 \$22,00 \$22,00 \$22,	Grade 3	ANNUAL	\$13,940	\$15,042	\$16,144	\$17,665	\$19,184	\$22,368	\$25,551	
Grade 5 ANNUAL 6.7020 (7.3086 (7.20) (7.3086) 7.9149 (8.6539) 9.4125 (9.0028) 10.9812 (1.26456 (2.642) 12.6495 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.6545 (2.642) 22.654 (2.642) 22.654 (2.642) 22.654 (2.642) 22.654 (2.642) 22.654 (2.642) 22.654 (2.642) 22.654 (2.642) 22.654 (2.642) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7131 (2.662) 22.7141 (2.			6.7020	7.2317	7.7615	8.4927	9.2230	10.7538	12.2841	
Grade 5 ANNUAL \$13,940 \$15,364 \$16,786 818,380 \$19,974 \$23,258 \$26,542 Grade 6 ANNUAL \$14,152 \$15,630 \$17,109 \$18,738 \$9,002 \$11,1817 \$27,156 Grade 7 ANNUAL \$14,474 \$15,957 \$17,465 \$19,900 \$14,173 \$13,0437 \$27,641 Grade 8 ANNUAL \$14,740 \$16,282 \$17,823 \$19,506 \$21,190 \$24,170 \$22,28 Grade 9 ANNUAL \$16,283 \$17,984 \$19,684 \$20,222 \$21,900 \$14,573 \$13,571 Grade 10 ANNUAL \$16,283 \$17,984 \$19,684 \$20,222 \$21,900 \$22,170 \$226,228 Grade 11 ANNUAL \$16,283 \$17,984 \$19,684 \$22,925 \$24,910 \$29,044 \$13,571 Grade 12 ANNUAL \$18,553 \$29,378 \$22,298 \$22,952 \$24,910 \$29,044 \$33,176 Grade 12 ANNUAL \$19,667	Grade 4	ANNUAL	\$13,940	\$15,202	\$16,463	\$18,021	\$19,578	\$22,841	\$26,103	
Grade 6 ANNUAL 6.7020 (ABM) 7.3866 (ABM) 8.0701 (ABM) 8.8366 (ABM) 9.0028 (ABM) 11.1817 (ABM) 12.7605 (ABM) 22.7131 (ABM) 22.714 (ABM) 20.0086 (ABM) 9.7098 (ABM) 11.1817 (ABM) 22.7131 (ABM) 22.7131 (ABM) 22.7141 (ABM) <			6.7020	7.3086	7.9149	8.6639	9.4125	10.9812	12.5495	
Grade 6 ANNUAL \$14,152 \$15,630 \$17,109 \$18,738 \$20,365 \$23,748 \$27,131 Grade 7 ANNUAL \$14,447 \$15,957 \$17,465 \$19,132 \$20,796 \$24,218 \$27,641 Grade 8 ANNUAL \$16,292 \$16,689 \$17,823 \$19,506 \$21,190 \$24,218 \$22,7641 Grade 9 ANNUAL \$16,292 \$16,687 \$18,468 \$20,222 \$21,190 \$25,506 \$29,218 Grade 10 ANNUAL \$16,283 \$17,986 \$19,684 \$21,547 \$23,406 \$227,266 \$29,218 Grade 11 ANNUAL \$16,283 \$19,144 \$20,938 \$21,547 \$23,406 \$227,266 \$29,218 Grade 12 ANNUAL \$16,283 \$20,325 \$22,298 \$24,591 \$22,4910 \$31,124 Grade 12 ANNUAL \$19,667 \$21,116 \$23,765 \$22,292 \$24,910 \$3,934 \$1,956 Grade 15 ANNUAL \$22,312 \$24,633 <t< th=""><th>Grade 5</th><th>ANNUAL</th><th>\$13,940</th><th>\$15,364</th><th>\$16,786</th><th>\$18,380</th><th>\$19,974</th><th>\$23,258</th><th>\$26,542</th></t<>	Grade 5	ANNUAL	\$13,940	\$15,364	\$16,786	\$18,380	\$19,974	\$23,258	\$26,542	
Grade 7 ANNUAL 6.8099 (6.9457 of 7.6716 of 6.9457 of 7.6716 of 6.9457 of 7.6716 of 6.9457 of 7.6826 of 6.9457 of 7.6826 of 7.8278 of 8.3966 of 9.1980 of 9.9890			6.7020	7.3865	8.0701	8.8365	9.6028	11.1817	12.7605	
Grade 7 ANNUAL 6.9447 (6.9457 (6.9457 (7.6716)) \$16,285 (7.6716) \$17,6716 (6.9457 (7.6716)) \$17,676 (6.9457 (7.6716)) \$17,6716 (6.9457 (7.6716)) \$17,6716 (6.9457 (7.6716)) \$17,828 (9.7218) \$19,506 (9.9980) \$21,190 (1.875) \$24,710 (7.6826) \$22,218 (7.6716) \$22,218 (7.6716) \$22,197 (7.6716) \$22,119 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) \$22,112 (7.6716) <th< th=""><th>Grade 6</th><th>ANNUAL</th><th>\$14,152</th><th>\$15,630</th><th>\$17,109</th><th>\$18,738</th><th>\$20,365</th><th>\$23,748</th><th>\$27,131</th></th<>	Grade 6	ANNUAL	\$14,152	\$15,630	\$17,109	\$18,738	\$20,365	\$23,748	\$27,131	
Grade 8 ANNUAL 7,086 \$14,740 7,0866 \$16,282 7,0866 \$11,823 8,5887 \$10,1875 11.8798 \$21,190 \$22,228 \$22,221 \$28,2719 \$22,221 \$28,2719 \$22,221 \$28,2719 \$22,221 \$28,2719 \$22,221 \$28,2719 \$22,221 \$21,374 \$25,596 \$29,218 \$22,221 \$21,274 \$25,596 \$29,218 \$22,218 \$21,224 \$22,221 \$22,222 \$22,4910 \$22,206 \$23,1,124 \$23,406 \$22,231 \$23,129 \$22,292 \$22,925 \$22,4910 \$22,4910 \$22,494 \$23,406 \$23,034 \$22,925 \$22,4910 \$22,944 \$33,034 \$20,934 \$20,038 \$22,925 \$24,910 \$22,945 \$33,034 \$20,934 \$25,000 \$23,129 \$23,045 \$23,045 \$23,045 \$23,045 \$23,045 \$22,038 \$22,925 \$24,910 \$22,945 \$32,044 \$33,049 \$35,044 \$33,176 \$33,041 \$24,048 \$26,055 \$30,949 \$33,764 \$32,045 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,048 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32,049 \$32			6.8039	7.5144	8.2254	9.0086	9.7908	11.4173	13.0437	
Grade 8 ANNUAL 7.0866 7.8278 7.8278 \$15,086 7.8278 8.5687 \$15,086 7.8278 8.5687 \$15,086 7.8278 8.5687 \$18,468 8.6261 9.3778 \$21,190 \$22,218 \$24,710 \$22,218 \$28,228 \$22,9878 \$22,222 \$21,547 \$25,596 \$22,218 \$29,218 \$22,292 \$21,547 \$23,406 \$27,266 \$31,124 \$23,176 \$23,406 \$27,266 \$31,124 \$31,124 \$21,547 \$23,406 \$27,266 \$31,124 \$23,176 \$22,298 \$22,925 \$24,910 \$22,925 \$24,910 \$22,944 \$23,3176 \$22,298 \$24,910 \$22,925 \$24,910 \$22,944 \$23,3176 \$22,298 \$24,910 \$22,925 \$24,910 \$22,944 \$23,3176 \$22,298 \$24,910 \$22,944 \$23,966 \$23,129 \$23,129 \$24,910 \$22,925 \$24,910 \$22,944 \$23,966 \$23,129 \$23,129 \$24,910 \$22,925 \$24,924 \$22,925 \$24,924 \$22,925	Grade 7	ANNUAL	\$14,447	\$15,957	\$17,465	\$19,132	\$20,796	\$24,218	\$27,641	
Grade 9 ANNUAL Grade 10 \$15,292 \$ 16,829 \$ 16,879 \$ 18,468 \$ 20,222 \$ 21,974 \$ 25,596 \$ 229,218 \$ 10,5644 \$ 12,3057 \$ 14,0471 \$ 10,5644 \$ 12,3057 \$ 14,0471 \$ 10,5644 \$ 12,3057 \$ 14,0471 \$ 10,5644 \$ 12,3057 \$ 14,0471 \$ 10,5644 \$ 12,3057 \$ 14,0471 \$ 13,0684 \$ 12,3057 \$ 14,0471 \$ 13,0684 \$ 12,3057 \$ 13,124 \$ 13,0684 \$ 11,2528 \$ 13,1086 \$ 13			6.9457	7.6716	8.3966	9.1980	9.9980	11.6432	13.2889	
Grade 9 ANNUAL \$15,292 \$16,879 \$18,468 \$20,222 \$21,974 \$25,596 \$29,218 Grade 10 ANNUAL \$16,283 \$17,984 \$19,664 \$21,591 \$23,406 \$27,266 \$31,124 Grade 11 ANNUAL \$116,283 \$17,984 \$46,684 \$21,591 \$23,406 \$27,266 \$31,124 Grade 12 ANNUAL \$18,453 \$20,375 \$22,298 \$24,428 \$26,556 \$30,949 \$35,3176 Grade 13 ANNUAL \$19,667 \$21,716 \$22,298 \$24,288 \$26,556 \$30,949 \$35,341 Grade 14 ANNUAL \$20,954 \$23,129 \$25,305 \$27,703 \$30,102 \$35,104 \$40,908 Grade 15 ANNUAL \$22,312 \$24,673 \$2,6952 \$29,511 \$31,427 \$32,603 \$37,702 \$32,063 \$37,702 \$32,063 \$37,702 \$32,063 \$37,649 \$32,676 \$32,603 \$37,372 \$42,674 \$32,674 \$32,673 \$32,693 \$33,458<	Grade 8	ANNUAL	\$14,740	\$16,282	\$17,823	\$19,506	\$21,190	\$24,710	\$28,228	
Grade 10 ANNUAL \$16,283 \$17,984 8.8788 9.7221 10.5644 12.3057 14.0471 Grade 11 ANNUAL \$16,283 \$17,984 \$19,684 \$21,547 \$23,406 \$27,266 \$31,124 Grade 11 ANNUAL \$17,350 \$19,144 \$20,938 \$22,925 \$24,910 \$29,044 \$33,176 Grade 12 ANNUAL \$18,453 \$20,375 \$22,298 \$22,428 \$26,556 \$30,949 \$35,341 Grade 13 ANNUAL \$19,667 \$21,716 \$23,765 \$26,021 \$28,276 \$32,963 \$37,649 Grade 14 ANNUAL \$20,954 \$23,129 \$25,305 \$26,021 \$36,942 \$35,942 \$35,341 Grade 15 ANNUAL \$22,312 \$22,312 \$22,363 \$22,705 \$27,003 \$30,002 \$37,372 \$42,674 Grade 16 ANNUAL \$23,783 \$26,244 \$23,069 \$37,372 \$42,674 Grade 17 ANNUAL \$26,943 \$22,781 <t< th=""><th></th><th></th><th>7.0866</th><th>7.8278</th><th>8.5687</th><th>9.3778</th><th>10.1875</th><th>11.8798</th><th>13.5711</th></t<>			7.0866	7.8278	8.5687	9.3778	10.1875	11.8798	13.5711	
Grade 10 ANNUAL \$16,283 7.8284 8.34174 \$17,984 8.0461 9.2085 8.34174 \$19,684 9.2085 9.2086 10.0663 11.0216 \$23,406 11.0258 \$22,925 \$24,910 11.1742 12.7673 13.9634 \$27,266 13.1086 \$29,044 \$31,124 14.9503 Grade 12 ANNUAL \$18,675 9.4553 \$19,144 9.2085 \$20,375 \$22,298 \$22,298 \$24,428 \$24,515 \$26,021 \$27,676 \$27,765 \$30,949 \$32,765 \$35,341 15.9500 Grade 13 ANNUAL \$19,667 10.0741 \$21,716 \$23,129 10.7270 11.8427 11.4324 \$22,035 22,312 \$24,633 \$26,244 \$22,076 \$27,765 \$26,021 \$23,295 \$30,102 \$30,102 \$30,102 \$32,104 \$40,016 \$40,106 Grade 15 ANNUAL \$22,3721 10.7270 \$22,633 \$26,244 \$23,783 \$26,24633 14.4981 \$28,075 \$29,511 \$32,069 \$31,3425 \$30,102 \$32,102 \$32,102 \$37,372 \$32,963 \$37,372 \$34,457 \$42,674 \$42,674 Grade 16 ANNUAL \$22,781 12.4970 12.4970 12.4970 12.8934 12.9934 12	Grade 9	ANNUAL	\$15,292	\$16,879	\$18,468	\$20,222	\$21,974	\$25,596	\$29,218	
Grade 11 ANNUAL			7.3520	8.1149	8.8788	9.7221	10.5644	12.3057	14.0471	
Grade 11 ANNUAL \$17,350 \$19,144 \$20,938 \$22,925 \$24,910 \$29,044 \$33,176 Grade 12 ANNUAL \$18,453 \$20,375 \$22,298 \$24,428 \$26,556 \$30,949 \$35,341 Grade 13 ANNUAL \$19,667 \$21,716 \$23,765 \$26,021 \$28,271 \$32,963 \$37,649 Grade 14 ANNUAL \$20,954 \$23,129 \$25,305 \$26,021 \$28,276 \$32,963 \$37,649 Grade 15 ANNUAL \$20,954 \$23,129 \$25,305 \$26,952 \$27,703 \$30,102 \$35,004 \$40,106 Grade 15 ANNUAL \$22,312 \$24,633 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$25,106 \$22,783 \$30,568 \$33,468 \$36,365 \$42,397 \$45,497 Grade 17 ANNUAL \$26,943 \$29,740 \$32,553 \$35,632 \$33,721 \$45,497 Grade 19 ANNUAL \$30,882	Grade 10	ANNUAL	\$16,283	\$17,984	\$19,684	\$21,547	\$23,406	\$27,266	\$31,124	
Grade 12 ANNUAL \$18,453 \$20,375 \$22,298 \$24,428 \$26,556 \$30,949 \$35,341 Grade 13 ANNUAL \$19,667 \$21,716 \$23,765 \$26,021 \$28,276 \$32,963 \$37,649 Grade 14 ANNUAL \$20,954 \$23,176 \$25,305 \$27,703 \$30,102 \$35,104 \$40,106 Grade 15 ANNUAL \$22,312 \$24,663 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$22,312 \$24,663 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$23,783 \$26,244 \$28,705 \$31,425 \$34,145 \$39,821 \$45,497 Grade 17 ANNUAL \$25,106 \$27,837 \$30,568 \$33,468 \$36,6365 \$42,397 \$48,429 Grade 18 ANNUAL \$26,943 \$29,740 \$32,535 \$35,632 \$38,727 \$45,153 \$21,283 Grade 29 ANNUAL \$30,582					9.4634	10.3591	11.2528	13.1086		
Grade 12 ANNUAL \$18,453 \$20,375 \$22,298 \$24,428 \$26,556 \$30,949 \$35,341 Grade 13 ANNUAL \$19,667 \$21,716 \$23,765 \$26,021 \$28,276 \$32,963 \$37,649 9,4553 10,4403 11,4254 \$12,5100 13,5942 \$55,104 \$40,106 Grade 14 ANNUAL \$22,312 \$24,633 \$26,955 \$27,703 \$30,102 \$35,104 \$40,106 Grade 15 ANNUAL \$22,312 \$24,633 \$26,955 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$223,783 \$26,244 \$28,705 \$31,425 \$34,145 \$39,821 \$45,497 Grade 16 ANNUAL \$25,106 \$27,837 \$30,568 \$33,468 \$36,365 \$42,397 \$48,429 Grade 17 ANNUAL \$26,943 \$29,740 \$32,555 \$35,632 \$38,727 \$48,439 Grade 20 ANNUAL \$28,745 \$31,715 \$34,683 \$37,975	Grade 11	ANNUAL	\$17,350	\$19,144				\$29,044		
Grade 13 ANNUAL \$19,667 \$21,716 \$23,765 \$26,021 \$28,276 \$32,963 \$37,649 Grade 14 ANNUAL \$19,667 \$21,716 \$23,765 \$26,021 \$28,276 \$32,963 \$37,649 Grade 14 ANNUAL \$20,954 \$23,129 \$25,305 \$27,703 \$30,102 \$35,104 \$40,106 Grade 15 ANNUAL \$22,312 \$24,633 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$23,783 \$26,244 \$28,705 \$31,425 \$34,145 \$39,821 \$45,497 Grade 17 ANNUAL \$25,106 \$27,837 \$30,568 \$33,468 \$36,365 \$42,397 \$48,492 Grade 18 ANNUAL \$26,943 \$29,740 \$32,535 \$35,632 \$38,727 \$45,153 \$21,283 Grade 19 ANNUAL \$28,745 \$31,715 \$34,683 \$37,75 \$41,267 \$44,954 Grade 20 ANNUAL \$30,582 \$33,761 <										
Grade 13 ANNUAL Grade 14 \$19,667 9,4553 \$21,716 10,4403 \$23,765 10,4403 \$26,921 12,5100 \$32,927 13,5942 \$32,963 18,1004 \$37,649 18,1004 Grade 14 ANNUAL ANNUAL Formal Grade 15 ANNUAL S20,954 10,0741 \$23,129 11,1177 \$25,305 12,1177 \$32,102 11,1177 \$35,104 14,4721 \$35,104 14,4721 \$40,106 12,2072 \$42,674 Grade 16 ANNUAL ANNUAL Formal Form	Grade 12	ANNUAL	•					•		
Grade 14 ANNUAL \$20,954 \$23,129 \$25,305 \$27,703 \$30,102 \$35,104 \$40,106 Grade 15 ANNUAL \$22,312 \$24,633 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$22,312 \$24,633 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$23,783 \$26,244 \$28,705 \$31,425 \$34,145 \$39,821 \$45,497 Grade 17 ANNUAL \$25,106 \$27,837 \$30,568 \$33,468 \$36,365 \$42,397 \$48,429 Grade 18 ANNUAL \$26,943 \$29,740 \$32,535 \$35,632 \$38,727 \$45,153 \$51,581 Grade 19 ANNUAL \$28,745 \$31,715 \$34,683 \$37,975 \$41,267 \$48,110 \$54,954 Grade 20 ANNUAL \$30,582 \$33,761 \$36,938 \$40,447 \$43,954 \$51,270 \$58,584 Grade 21 ANNUAL \$34,702										
Grade 14 ANNUAL \$20,954 \$23,129 \$25,305 \$27,703 \$30,102 \$35,104 \$40,106 Grade 15 ANNUAL \$22,312 \$24,633 \$26,952 \$29,511 \$32,069 \$37,372 \$42,674 Grade 16 ANNUAL \$23,783 \$26,244 \$28,705 \$31,425 \$34,145 \$39,821 \$45,497 1.4342 12.4342 12.6173 13.8004 \$33,468 \$36,365 \$42,397 \$445,497 Grade 17 ANNUAL \$25,106 \$27,837 \$30,568 \$33,468 \$36,365 \$42,397 \$48,429 Grade 18 ANNUAL \$26,943 \$29,740 \$32,535 \$35,632 \$38,727 \$45,153 \$51,581 Grade 19 ANNUAL \$28,745 \$31,715 \$34,683 \$37,795 \$41,267 \$48,110 \$54,954 Grade 20 ANNUAL \$30,582 \$33,761 \$36,938 \$40,447 \$43,954 \$51,270 \$58,584 Grade 21 ANNUAL \$34,702 \$38,289	Grade 13	ANNUAL								
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