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					Steps									
Pay Range No.	1st Step Hourly Rate	1	2	3	4	5	6	7	8	9	10	11	12	Approximate Monthly Rate Step 1-12
A4-24	10.76	860.80	880.80	904.00	925.60	939.20	968.00	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1865 - 2399
A4-25	11.01	880.80	904.00	925.60	939.20	968.00	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1908 - 2470
A4-26	11.30	904.00	925.60	939.20	968.00	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1959 - 2510
A4-27	11.57	925.60	939.20	968.00	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	2005 - 2577
A4-28	11.74	939.20	968.00	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	2035 - 2633
A4-29	12.10	968.00	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	2097 - 2701
A4-30	12.33	986.40	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	2137 - 2766
A4-31	12.59	1007.20	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	2182 - 2829
A4-32	12.92	1033.60	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	2239 - 2895
A4-33	13.19	1055.20	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	2286 - 2974
A4-34	13.49	1079.20	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	2338 - 3047
A4-35	13.84	1107.20	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	2399 - 3130
A4-36	14.25	1140.00	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	2470 - 3222
A4-37	14.48	1158.40	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	2510 - 3323
A4-38	14.87	1189.60	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	2577 - 3409
A4-39	15.19	1215.20	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	2633 - 3494
A4-40	15.58	1246.40	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	2701 - 3590
A4-41	15.96	1276.80	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	2766 - 3689
A4-42	16.32	1305.60	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	2829 - 3789
A4-43	16.70	1336.00	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	2895 - 3883
A4-44	17.16	1372.80	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	2974 - 3988

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A4-45	17.58	1406.40	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	3047 - 4091
A4-46	18.06	1444.80	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	3130 - 4203
A4-47	18.59	1487.20	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	3222 - 4316
A4-48	19.17	1533.60	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	3323 - 4436
A4-49	19.67	1573.60	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	3409 - 4566
A4-50	20.16	1612.80	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	3494 - 4678
A4-51	20.71	1656.80	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	3590 - 4808
A4-52	21.28	1702.40	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	3689 - 4938
A4-53	21.86	1748.80	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	3789 - 5067
A4-54	22.40	1792.00	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	3883 - 5219
A4-55	23.01	1840.80	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	3988 - 5375
A4-56	23.60	1888.00	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	4091 - 5512
A4-57	24.25	1940.00	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	4203 - 5665
A4-58	24.90	1992.00	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	4316 - 5819
A4-59	25.59	2047.20	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	4436 - 5982
A4-60	26.34	2107.20	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	4566 - 6146
A4-61	26.99	2159.20	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	4678 - 6308
A4-62	27.74	2219.20	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	4808 - 6476
A4-63	28.49	2279.20	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	4938 - 6647
A4-64	29.23	2338.40	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	5067 - 6824

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A4-65	30.11	2408.80	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	5219 - 7013
A4-66	31.01	2480.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	5375 - 7218
A4-67	31.80	2544.00	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	5512 - 7413
A4-68	32.68	2614.40	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	5665 - 7613
A4-69	33.57	2685.60	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	5819 - 7819
A4-70	34.51	2760.80	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	5982 - 8032
A4-71	35.46	2836.80	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	6146 - 8258
A4-72	36.39	2911.20	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	6308 - 8492
A4-73	37.36	2988.80	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	6476 - 8722
A4-74	38.35	3068.00	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	6647 - 8970
A4-75	39.37	3149.60	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	6824 - 9209
A4-76	40.46	3236.80	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	7013 - 9457
A4-77	41.64	3331.20	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	7218 - 9731
A4-78	42.77	3421.60	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	7413 - 10000
A4-79	43.92	3513.60	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	7613 - 10277
A4-80	45.11	3608.80	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	7819 - 10568
A4-81	46.34	3707.20	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	8032 - 10859
A4-82	47.64	3811.20	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	5144.00	8258 - 11145
A4-83	48.99	3919.20	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	5144.00	5283.20	8492 - 11447

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A4-84	50.32	4025.60	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	5144.00	5283.20	5429.60	8722 - 11764
A4-85	51.75	4140.00	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	5144.00	5283.20	5429.60	5580.00	8970 - 12090
A4-86	53.13	4250.40	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	5144.00	5283.20	5429.60	5580.00	5737.60	9209 - 12431
A4-87	54.56	4364.80	4491.20	4615.20	4743.20	4877.60	5012.00	5144.00	5283.20	5429.60	5580.00	5737.60	5895.20	9457 - 12773
A4-88												5887.20	6052.80	12756 - 13114
A4-90	59.29	4743.20	4877.60	5012.00	5144.00	5283.20	5429.60	5580.00	5737.60	5895.20	6057.60	6228.00	6396.00	10277 - 13858
A4-94								6198.40	6368.80	6544.00	6724.00	6913.60	7100.80	13430 - 15385