



Louisiana  
**SCS**  
State Civil Service

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## GENERAL CIRCULAR NUMBER 2017-022

**DATE: June 27, 2017**

**TO: Heads of State Agencies and Human Resources Directors**

**SUBJECT: Approved Changes to Compensation Redesign  
Chapter 1, 5, 6, 19/Pay Schedules/2% General Increase**

At its General Business meeting held on June 7, 2017, the State Civil Service Commission approved actions related to the State Civil Service Compensation Redesign Proposal. These actions were approved by the Governor on June 26, 2017.

All actions and rules will become effective as provided in this general circular. Any questions concerning these actions or rule amendments may be addressed by email to [SCSInfo@la.gov](mailto:SCSInfo@la.gov) or by telephone at (225) 342-8274.

Sincerely,

s/Byron P. Decoteau, Jr.  
Director

## **PART 1**

### **General Increase**

**In accordance with Civil Service Rule 6.3, the State Civil Service Commission approved a general increase of two percent for all eligible classified employees, which the governor has approved, effective January 1, 2018.**

This general increase will be granted to all eligible classified employees. If an employee is at the maximum of their pay range on January 1, 2018, the employee will not be eligible for the two percent increase. Some employees may receive less than two percent due to their position into the range for which their job is allocated.

## **PART 2**

### **Pay Schedule Amendments**

**In accordance with Civil Service Rule 6.3, the State Civil Service Commission adopted six amended occupational pay schedules, which the governor has approved, to be effective January 2, 2018.**

The following pay schedules are attached as Exhibit "A":

- (AS) Administrative Schedule
- (MS) Medical Schedule
- (SS) Social Services Schedule
- (TS) Scientific and Technical Schedule
- (WS) Technician and Skilled Trades Schedule
- (PS) Protective Services Schedule

## **PART 3**

### **Suspension of Performance Adjustments**

**In accordance with Civil Service Rule 2.10, the State Civil Service Commission adopted the following rule, which the governor has approved, that affects wages of the classified workforce to be effective June 29, 2017:**

***Rule 6.14.3 Suspension of Performance Adjustments***

All provisions of the Performance Adjustment Rule shall be suspended for the period of June 29, 2017 through June 30, 2018. During this period of suspension, no employee may gain eligibility for a performance adjustment.

Under the provisions of this rule, no employee will be eligible for a performance adjustment for performance year 2016-2017. However, an appointing authority may pay

a previously earned performance adjustment that was not granted due to a layoff avoidance measure from October 1, 2014 or October 1, 2015.

**PART 4**  
**Civil Service Rules: Chapter 5 Classification Plan**

**In accordance with Civil Service Rule 2.10, the State Civil Service Commission adopted the following rules to be effective July 1, 2018:**

***Rule 5.6.1 Effect of Business Reorganization on Encumbered Positions***

(a) When an appointing authority determines it is necessary to restructure an organization to more effectively or efficiently carry out its mission, and this restructuring has the potential to change the allocation of a permanent classified employee to a job title in a pay grade with a lower maximum, he shall submit a plan to the Director outlining his rational business reason for the proposed change and the impact of the change on the incumbent(s) of the affected position(s). This rule shall not apply if the restructuring proposes a reduction in the number of employees in the organization. Such reductions in force shall be conducted in accordance with Chapter 17, Layoffs and Layoff Avoidance Measures.

(b) Position allocations that change as a result of the business reorganization may be effected through reallocation, job correction or the creation of a new position as determined by the Director. Occupied positions shall be reallocated down only in accordance with parts (d), (e) and (f) of these rules.

(c) The business reorganization plan shall be submitted to the Director prior to the proposed effective date. The plan shall include, but not necessarily be limited to, the following documents:

1. proposal outlining the rational business reasons resulting in the reallocation(s) down;
2. position descriptions for all positions;
3. current and proposed organizational charts.

(d) When an appointing authority proposes to lower the allocation of a position occupied by a permanent employee, the Director's approval is required. The employee shall be given written notice of:

1. the proposed action;
2. the proposed effective date of the action;
3. the business reason for the action; and
4. their opportunity to respond.

This notice must be given at least fifteen (15) calendar days prior to the Director's approval of the plan.

(e) Approval of Business Reorganization Plans

The Director may:

1. approve the plan;
2. disapprove the plan;
3. grant interim approval of the plan pending ratification of the Commission at its next regularly scheduled meeting
4. refer the plan directly to the Commission for consideration at its next regularly scheduled meeting;
5. require the agency to implement a layoff in accordance with Chapter 17.

Upon approval of the business reorganization plan by the Director, the appointing authority shall provide in writing to each employee to be reallocated down a final notice of action and a copy of the Director's approval letter.

(f) Pay of employees affected by reallocation down shall be red-circled in accordance with Rule 6.15.

(g) Employees whose positions are moved into a lower job classification as a result of the business reorganization shall be eligible to be placed on a Department Preferred Reemployment List (DPRL). Employees on such a list shall be given preferential hiring rights for their department or agency for the job which they occupied prior to the implementation of the business reorganization. Employees shall be ranked in order of length of state service. The employee with the most state service for a given job and parish shall be given the first offer.

1. Eligibility shall be limited to:

- a. the agency or department where the reorganization occurred;
- b. the employee's parish of domicile at the time of reorganization and any other parishes he may list for availability;
- c. the same job title the employee held prior to the implementation of the reorganization;
- d. employees whose most recent official performance evaluation at the time of the reorganization was "exceptional", "successful" or their equivalents;
- e. permanent employees.

2. An employee shall be removed from applicable list(s) when:

- a. He is offered a permanent position from the DPRL.
- b. He declines or fails to respond to an offer.
- c. He is dismissed or resigns to avoid dismissal following the reorganization.
- d. The Director determines that a person is not qualified, not available, or upon investigation, not suitable for appointment to the position.
- e. His name has been on the list for two (2) years following the effective date of the reorganization.

3. Exceptions to Hiring from the List:

If there is a DPRL, the employee who is first on the list shall be hired first for positions in his career field except when a position is filled by:

- a. internal demotion; or
- b. restoration of an employee returning from military service in accordance with Rule 23.15.

4. If the job held by the employee immediately prior to the implementation of the reorganization undergoes a change in the minimum qualification requirements or the title or pay range is changed (including one that is changed upward) after the reorganization, at the request of the employee, he may have his name placed on the list for the newly-revised job title. He shall not be required to meet the new qualifications if sufficient evidence is presented to the Director to show, as determined by the Director that he is returning to a job having essentially the same duties he was performing when affected by the reorganization, unless the lacking qualification is one required by law or under a recognized accreditation program.

(h) For rational business reasons, the Director or Commission may make exceptions to these rules.

(i) Permanent employees whose allocation has been moved to a lower classification may have the right to file an appeal to the Civil Service Commission in accordance with Chapter 13 of these Rules.

***Rule 5.9 Dual Career Ladder Classification Program***

Subject to the provisions of Rule 6.29, an appointing authority may participate in a dual career ladder program for selected job series by submitting an agency policy requesting the establishment of a job or jobs to provide a mechanism to implement a dual career ladder program. The agency policy must be approved by the Civil Service Commission prior to implementation. All such programs must comply with the following requirements:

(a) The dual career ladder jobs must be in a field that exhibits one or more of the following characteristics:

1. Requires substantial technical or professional training and expertise beyond the basic level.
2. Is known for rapid innovation.
3. Possesses the potential for employees to receive national credentials or licenses.

(b) Such a program shall be implemented in accordance with written policies and procedures approved by the State Civil Service Director.

1. Repealed July 1, 2013.
2. Repealed July 1, 2013.
3. Repealed July 1, 2013.
4. Repealed July 1, 2013.

5. Repealed July 1, 2013.

(c) Amendments to policies by an agency must be submitted for prior approval by the Civil Service Commission.

(d) Repealed effective July 1, 2018

(e) Repealed effective July 1, 2018

(f) Repealed effective July 1, 2018

(g) Repealed effective July 1, 2018

## PART 5

### Civil Service Rules: Chapter 6 Pay Rules

**In accordance with Civil Service Rule 2.10, the State Civil Service Commission adopted the following rules, which the governor has approved, that affect wages of the classified workforce to be effective July 1, 2018:**

#### ***Rule 6.1 Philosophy***

It is the policy of the State to maintain labor market competitiveness within the boundaries of financial feasibility. The state is committed to attracting and retaining a diverse workforce of high performing employees with the competencies, knowledge, skills, abilities and dedication needed to consistently provide state services

#### ***Rule 6.4 Rates of Pay in the Pay Plan***

(a) The pay range for each job shall consist of a range minimum and maximum.

(b) Subject to the provisions of Rules 6.11 and 6.15, each employee shall be paid at a rate within the range for the grade to which his position is allocated.

#### ***Rule 6.5 Hiring Rate***

Pay upon employment shall be at the minimum of the range established for the grade of the job to which the position is allocated except:

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#### **(b) Special Entrance Rates**

When economic or employment conditions cause substantial recruitment or retention difficulties, the Director may authorize the appointment of qualified applicants at a special entrance rate or may authorize the use of a special retention rate within the range for the job in a limited geographical area or for positions in a job where employment conditions are unusual.

1. The department or departments to which the special rate is made applicable having employees in the same job in the affected area or locale where the special rate will be used, shall increase the pay rate of all such employees to the special

rate. All new hires shall be paid at the special entrance rate or special retention rate. An appointing authority may adjust the salaries of employees working in the positions to which the special entrance rate applies to any salary up to but not to exceed the amount of the percent difference between the special rate and the current hiring rate.

2. When special entrance rates or special retention rates are adjusted downward, the individual pay rates of employees occupying positions affected by the authorized rates shall not be changed.
3. Special entrance rates and special retention rates must be approved by the Commission at its next scheduled meeting after action was taken by the Director.

**(c) Reemployment Eligibility Rate**

The pay of an employee who has had a break in service of at least 30 days, other than one being restored to duty following military service or being reemployed following a layoff, may be fixed at any rate in the range, for the position in which he is being employed, that does not exceed the highest salary he previously earned while serving with permanent status in a classified position other than detail to special duty. If the range for the job has been adjusted and the range minimum is higher than his former salary, he will enter at range minimum. If the former salary is higher than the range maximum his pay rate shall be set no higher than the range maximum for the position in which he is being employed. The appointing authority may at any time grant, to the extent permitted by other provisions of these Rules, any increase for which an employee having reentered the classified service possesses eligibility under this subsection. This Rule shall not apply to a former employee who was dismissed or resigned to avoid dismissal.

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**(g) Extraordinary Qualifications/Credentials**

Subject to provisions of Rule 6.29, if an applicant who is eligible for appointment under provisions of Chapters 22 and 23 of the Rules possesses extraordinary or superior qualifications/credentials above and beyond the minimum qualifications/credentials, the appointing authority may pay the employee at a rate above the minimum provided that:

1. such superior qualifications/credentials are verified and documented as job related,
2. the rate does not exceed the midpoint of the range for the affected job,
3. the rate is implemented in accordance with written policies and procedures established by the department and approved by the Director,
4. the appointment is probational or a job appointment.

The employee may be paid upon hiring or at any time within one year of the hire date. If paid after the hiring date, the pay change must be prospective. The salaries of all current probational and permanent employees who occupy positions in the same job title and who possess the same or equivalent qualifications/credentials may be adjusted up to but not to exceed the amount of the percent difference between the special hiring rate and

the regular hiring rate provided that the qualifications/credentials are also verified and documented as job related and that the rate is implemented in accordance with written policies and procedures established by the department; such policies shall be posted in a manner which assures their availability to all employees. Such adjustments shall only be made on the same date that the higher pay rate is given to the newly hired employee.

If an employee with permanent status resigns and is then rehired into either the same position or into the same job title or a job with a lower maximum at the same agency, the employee shall not be eligible for an increase under this rule unless there has been a break in state service of at least 30 days. If an employee with permanent status resigns and is then rehired into a job with a lower maximum at any other agency, the employee shall not be eligible for an increase under this rule unless there has been a break in service of at least 30 days.

Requests for exceptions to this rule must be approved by the State Civil Service Commission.

#### (h) Pay Upon Accepting Probational Appointment in Lieu of Promotion

When an appointing authority requires an employee to resign a permanent position in order to accept a probational appointment and the employee accepts such an appointment without a break in service, and the appointment would have been considered a promotion according to Rule 6.7, the appointing authority shall grant any increase for which the employee would have been eligible under Rule 6.7. This Rule shall not apply to an employee who was dismissed or resigned to avoid dismissal.

#### ***Rule 6.5.1 Pay Upon Appointment from Department Preferred Reemployment List***

The pay of a person appointed from a department preferred reemployment list may be fixed no higher than his rate of pay at the time of the layoff or displacement action, which entitled him to placement on the preferred list from which he is appointed, or at his current rate if such rate is higher based on other provisions of these Rules. If the range for the job has been adjusted and the range minimum is higher than his former salary, he will enter at the range minimum. In no case shall the rate of pay be higher than the range maximum for the job to which the person is appointed.

#### ***Rule 6.7 Rate of Pay Upon Promotion***

(a) Subject to the provisions of subsections (e) and (g) of this rule, when an employee is promoted to a position in a higher grade, his pay shall increase by at least 7 percent.

(b) Subject to the provisions of subsections (e) and (g) of this rule, when an employee is given a one grade promotion his pay shall increase by 7 percent. When an employee is given a two grade promotion his pay may be increased in an amount not to exceed 10.5 percent. When an employee is given a three or more grade promotion his pay may be increased in an amount not to exceed 14 percent. An employee shall not be paid below the minimum of the higher range.



(c) Eligibilities gained but not received at the time of promotion may be given prospectively at any time within three years from the effective date of the promotion.

(d) When an employee has been detailed with pay to a higher job and is promoted to that same job or a job at the same pay level or a higher pay level directly from the detail, his pay eligibility on promotion shall not be less than he received on detail.

(e) Subject to the provisions of subsection (g) of this rule, when an employee is promoted from a job assigned to one pay schedule to a job with a higher range maximum in another pay schedule, his pay shall be adjusted as follows:

1. If the maximum of the job to which he is being promoted is less than 14% above his current maximum, his pay shall be increased by 7%.
2. If the maximum of the job to which he is being promoted is at least 14% but less than 21% above his current maximum, his pay shall be increased at least by 7% but not to exceed 10.5%.
3. If the maximum of the job to which he is being promoted is equal to or greater than 21% above his current maximum, his pay shall be increased by at least 7% but not to exceed 14%.

(f) Repealed effective July 1, 2018

(g) When an employee has taken a voluntary demotion without a reduction in pay, promotional pay shall be in accordance with 6.10(d).

***Rule 6.8 Pay Upon Reallocation***

When the Director changes the allocation of a position from one job to another by reallocation,

(a) Subject to Rule 6.10(d), if the job to which the position is allocated is in a higher grade in the same schedule or is in a grade with a higher maximum in another schedule, the affected employee's pay shall be set in accordance with Rule 6.7.

(b) If the job to which the position is allocated is in a lower grade in the same schedule or is in a grade with a lower maximum in another schedule, the affected employee's pay will not change, but shall be subject to provisions of Rule 6.15.

(c) If the job to which the position is allocated is in the same grade in the same schedule or is in a grade with the same maximum in another schedule, the employee's pay shall not change.

(d) Repealed effective July 1, 2018

***Rule 6.8.1 Pay Upon Job Correction or Grade Assignment***

When the Director assigns a job to a different grade or changes the allocation of a position from one job to another by job correction,

(a) If the job to which the position is job corrected is in a higher grade in the same pay schedule or is in a grade with a higher range maximum in another pay schedule, or if the job is assigned to a higher grade in the same pay schedule or to a grade with a higher range maximum in another schedule, the affected employee's pay shall not change. An employee shall not be paid below the minimum of the higher range.

(b) If the job to which the position is job corrected is in a lower grade in the same pay schedule or is in a grade with a lower range maximum in another pay schedule, or if the job is assigned to a lower grade in the same pay schedule or to a grade with a lower range maximum in another schedule, the affected employee's pay shall not change, but shall be subject to provisions of Rule 6.15.

(c) If the job to which the position is job corrected is in the same grade in the same pay schedule or is in a grade with the same range maximum in another pay schedule, or if the job is assigned to the same grade in the same pay schedule or to a grade with the same range maximum in another schedule, the affected employee's pay shall not change.

(d) Repealed effective July 1, 2018

***Rule 6.8.2 Pay Upon Relocation***

Pay may be reduced upon movement to jobs with a lower maximum as a result of a layoff. Pay reductions shall be uniform in their percentage for all affected employees. If the uniform pay reduction results in an employee's rate of pay falling above the maximum of the pay range, the appointing authority may choose one of the following options for all employees similarly situated:

1. The pay of affected employees may be reduced to the range maximum; or
2. The pay of affected employees may be set at the red-circle rate.

***Rule 6.9 Pay Upon Transfer or Reassignment***

(a) When a permanent or probationary employee is transferred without promotion or demotion, his pay shall not be reduced without his permission.

(b) When a permanent employee is transferred with promotion following certification from an eligible list, or following noncompetitive promotion, Rule 6.7 shall apply.

(c) When a permanent or probationary employee is transferred with demotion, Rule 6.10 shall apply.

(d) When an employee is reassigned to another position, his rate of pay shall not be reduced without his permission.

(e) When an employee is transferred, the department releasing the employee shall be liable for payment for any holidays and/or regular days off intervening between the last day actually worked in the department releasing the employee and the first day to be worked in the department acquiring the employee.

(f) Repealed effective July 1, 2018

***Rule 6.10 Rate of Pay Upon Demotion***

Subject to the provisions of Civil Service Rule 6.15 when an employee is demoted for any reason under any circumstances, his pay shall be reduced as follows:

- (a) If the demotion is to a job within the same schedule or to a job in another schedule with a lower maximum, his pay shall be reduced by a minimum of 7% and may be set at a lower rate in the range provided that it is no less than the minimum.
- (b) Repealed, effective September 9, 2003.
- (c) Repealed, effective September 9, 2003.
- (d) Subject to the provisions of Rule 6.29, an appointing authority may grant exceptions to this rule for voluntary demotions. An appointing authority shall waive a pay increase on promotion, reallocation, or detail to special duty for an employee who has been demoted without a reduction in pay until such time the employee surpasses the pay level from which he demoted.

***Rule 6.11 Rate of Pay on Detail to Special Duty***

When an employee is detailed to special duty, his pay shall not be reduced; if the position is allocated to a job which is assigned to a higher grade, his pay, subject to the provisions of subsection (c), shall be increased to the rate he could receive upon promotion to such position, provided:

- (a) Any such temporary increase granted him shall not affect his eligibility for pay increases which he would have acquired in his regular position had he not been detailed.
- (b) At the conclusion of the detail, his pay shall revert to his authorized rate of pay in his regular position.
- (c) When an employee has taken a voluntary demotion without a reduction in pay, promotional pay shall be in accordance with 6.10(d).

***Rule 6.14 Performance Adjustments***

Repealed effective July 1, 2018

***Rule 6.15 Red Circle Rates***

Rates that fall within the range become the employee's authorized individual pay rate. Individual pay rates that fall above the maximum established for the grade become red circle rates. Such red circle rates remain in effect until the range for a position catches up with the rate or as provided for in subsection (d); however, eligibility for a red circle rate is lost upon separation from state service, or demotion. Individuals whose salary rates are red circled shall not be eligible for any other pay adjustments provided for in the rules. Red circle rates are assigned under the conditions as outlined below:

- (a) When the job to which a position is allocated is assigned to a lower grade.
- (b) When a position is reallocated to a job assigned to a lower pay grade.
- (c) When an adjustment to the pay structure has the effect of lowering the range minimum and maximum for the grade to which a job is assigned.
- (d) When positions are declared to be in the classified service and the employee's current rate of pay falls above the maximum of the range for the grade of the job into which the position(s) are allocated. A red circle rate given as a result of an acquisition of a position under Civil Service Rule 24.2 shall be treated in the following manner:

1. After two years, should the red circle rate of pay exceed the maximum rate of pay of the job to which the position is allocated by over twenty-eight percent, the red circle rate shall be reduced to a figure not more than twenty eight percent above the aforementioned maximum.
2. A red circle rate reduced under (d) 1 above may not be reinstated under subsection (g) below.

(e) When the employee's pay exceeds the maximum of an approved market grade.

(f) Repealed effective April 2, 2014.

(g) An appointing authority may request authority from the Commission to reinstate red circle rates (except those specified in subsection (d) above) awarded for two years which have expired when the employee's pay continues to be lower than the previously authorized red circle rate. Any approval granted shall be prospective from the date of Commission action. Eligibility for reinstatement is lost upon separation from state service or demotion.

(h) Red circle rates in effect on June 8, 1994, the effective date of the amendment to this rule providing for a continuing red circle rate, shall be extended in accordance with the provisions of this rule.

#### ***Rule 6.16 Special Pay Provisions***

Under conditions described below, the Commission may authorize special pay considerations, beyond those already prescribed in these rules.

##### **(a) Premium Pay**

In order to remain competitive with the pay practices of market competitors, the Commission may authorize special pay for positions in a job where employment conditions are unusual. Additional pay may be authorized for an employee who performs extraordinary duty that is not an integral part of his regularly assigned duties. Such additional pay shall not be considered as part of the employee's base pay.

(b) Repealed, effective January 1, 2000.

##### **(c) Individual Pay Adjustment.**

When an appointing authority requests and can present adequate justification with documentation before the Commission in public hearing, the Commission may grant special adjustments in pay for individual employees. Such adjustments shall be granted only within the pay range for the grade to which the employee's position is allocated.

##### **(d) Incentive Awards**

An appointing authority may, after presenting justifiable reasons in writing to the Commission, and with the Commission's approval, pay an incentive award at any time that the justifications have been shown.

(e) The special pay rates authorized by this Rule shall not be effective until after approval by the Commission at a public hearing.

(f) Repealed effective July 1, 2018

(g) Repealed effective July 1, 2018

(h) Payment for Attainment of Advanced Degree

An appointing authority may approve a base pay increase of up to 10% for a permanent employee who attains a job related Master's Degree, Ph.D., or their equivalent from an accredited college or university while employed at the Department, provided that a Department policy has been approved by the Civil Service Commission and the employee was not previously rewarded for attainment of the degree under another rule.

***Rule 6.16.1 Rewards and Recognition***

Subject to the provisions of Rule 6.29, an appointing authority may, at his discretion, implement a program of rewards and recognition for individual employees or for employee groups for significant achievement or employees who receive exceptional performance evaluations. Such rewards may be either monetary or non-monetary. If monetary, such rewards shall be a lump sum not to exceed a total of 10% of the employee's base salary within a fiscal year. However, rewards for employees who receive exceptional performance evaluations shall be limited to a lump sum of up to 3% of the employee's base pay, not to exceed \$2,500. Such reward and recognition programs shall be implemented in accordance with written policies and procedures established by each department. Such policies must receive advance approval from the Civil Service Commission and shall be posted in a manner that assures their availability to all employees. Such policies shall also include the public posting of all reward recipients.

***Rule 6.16.2 Optional Pay***

Subject to the provisions of Rule 6.29, an appointing authority may, at his own discretion, grant optional pay to permanent employees for the following reasons:

(a) Matching a Job Offer

To provide for the retention of an employee whose loss would be detrimental to the State service, an appointing authority may grant an employee up to a 10% base pay increase to match a verified, non-State job offer or unclassified job offer in a different state department.

(b) Compression Pay

To reduce compression, an appointing authority may grant an employee up to a 10% base pay increase.

(c) Additional Duties

To compensate employees for performing additional duties, an appointing authority may grant an employee a base pay increase or lump sum payment of up to 5% of the employee's base pay. Employees at the maximum of the pay range may only receive a

lump sum adjustment. An employee may not receive more than 10% base pay increases within three consecutive years.

(d) Recruitment

To recruit employees into positions for which recruiting is difficult, an appointing authority may grant an employee up to a 10% base pay increase.

Such optional payments shall be implemented in accordance with written policies and procedures established by each department. Such increases shall not exceed 10% in a fiscal year for an individual employee and shall not duplicate a payment received pursuant to any other Rule. Such policies must receive advance approval from the Civil Service Commission. All policies must be implemented in accordance with policy standards set forth by the Civil Service Director. Policies shall be posted in a manner that assures their availability to all employees. Such policies shall also include a public posting of all recipients.

***Rule 6.16.3 Exceptional Performance and Gainsharing***

Repealed effective July 1, 2018

***Rule 6.17 Pay on Entering the Classified Service Under the Provisions of Rule 24.2***

An employee who enters the classified service under the provisions of Rule 24.2 because his position has been declared to be in the classified service shall have his pay established as follows:

(a) If the employee's rate of pay falls within the range for the position allocated, his rate of pay shall remain the same.

(b) If the employee's current rate of pay is below the range minimum, it shall be brought to the range minimum or interim minimum if such is in effect at the time.

(c) If the employee's current rate of pay is above the range maximum for the position allocated, Rule 6.15 shall apply.

***Rule 6.30 Pay adjustment if within \$20 of range maximum or highest rate within base supplement***

Repealed effective July 1, 2018

***Rule 6.31 Pay for Employees Appointed at Range Minimum***

Repealed effective July 1, 2018

***Rule 6.32 Market Adjustments***

(a) To maintain market competitiveness, employees in active status six months prior to the disbursement date, except for those serving as classified When Actually Employed (WAE) employees, shall be granted a market adjustment.

(b) The amount of base pay adjustment shall be as follows:

1. If the employee's hourly rate of pay is fixed at a point from the minimum up to the 1<sup>st</sup> quartile of his pay range, his pay shall be increased by 4%.
2. If the employee's hourly rate of pay is fixed at a point above the 1<sup>st</sup> quartile up to the midpoint of his pay range, his pay shall be increased by 3%.
3. If the employee's hourly rate of pay is fixed at a point above the midpoint up to the 3<sup>rd</sup> quartile of his pay range, his pay shall be increased by 2%.
4. If the employee's hourly rate of pay is fixed at a point above the 3<sup>rd</sup> quartile up to the maximum of his pay range, his pay shall be increased by 2%.

(c) All increases herein authorized are subject to the requirement that no employee's pay shall exceed the maximum rate of pay established for the job.

(d) Any adjustment or increase which an employee receives under the provisions of other rules, unless otherwise indicated, shall not affect such employee's ability to receive increases authorized under this rule.

(e) An employee who has a current official overall Performance Evaluation of "Needs Improvement/Unsuccessful" or equivalent shall not be granted any increase under the provisions of this rule.

(f) For all employees on detail to special duty, the market adjustment shall be calculated based upon the authorized rate of pay in his regular position. The employee's rate of pay while on detail shall be recalculated based on his new rate of pay in his regular position.

An appointing authority may, for rational business reasons, request an exception to this rule from the Commission.

## PART 6

### Civil Service Rules: Chapter 19 Transition to New Pay Structure

**In accordance with Civil Service Rule 2.10, the State Civil Service Commission adopted the following rules, which the governor has approved, that affect wages of the classified workforce to be effective January 1, 2018:**

#### ***Rule 19.1 Purpose and Scope***

These rules are interim rules for the purpose of effecting transition from the current pay structure to a new pay structure. This chapter temporarily supersedes all other rules that are now in conflict. This transition chapter will begin on January 1, 2018 and expire on June 30, 2018.

#### ***Rule 19.2 Pay upon movement to the new pay structure***

- (a) Upon the effective date of the new pay structure, if the employee's individual rate of pay falls below the new minimum of his pay range, his pay shall be immediately adjusted to the new minimum;

- (b) If the employee's individual rate of pay falls within his pay range, his pay shall not change.
- (c) If the employee's individual rate of pay falls above the new range maximum, his pay shall be red circled.

***Rule 19.3 Hiring Rate***

Pay upon employment shall be established in accordance with Chapter 6 of these rules except:

- (a) An appointing authority's discretion to hire under rule 6.5(g) is limited to a rate that does not exceed the midpoint of the pay range.
- (b) All special entrance rates in effect are cancelled with the implementation of the new pay structures. In order to reestablish special entrance rates above the minimum, the agencies must make their requests in accordance with policies established by the Director.
- (c) Requests for exceptions to these rules must be approved by the Commission.

***Rule 19.4 Transition Problem Resolution***

In order to resolve problems which arise as a result of transition to the new pay structures, the Director shall have the authority to waive existing rules and approve personnel actions when he determines such approval to be in the best interest of the State Service. The Director shall report all actions taken under this rule to the Commission.

***Rule 19.5 Individual Pay Adjustments***

When an appointing authority determines that the relationship of individual pay rates resulting from the implementation of the new pay structure adversely affects the efficiency of a work unit(s), the Director or the Commission may grant a request for an individual pay adjustment. Each request must include certification that funds are available to implement the request, the proposed amount of adjustment, a detailed explanation of the methodology used to determine the appropriate adjustment and explicit reasons why an individual pay adjustment is necessary to correct the existing management problem. The Director shall report all approved adjustments to the Commission at its next regularly scheduled meeting.

***Rule 19.6 Pay Upon Grade Assignment Change***

During the transition period to the new pay structure, the Director may assign jobs to a different pay range based upon a reevaluation and/or restructuring of those jobs. The pay range change will be made immediately. The employee's rate of pay will be in accordance with Rule 6.8.1.

***Rule 19.7 Rate of Pay on Detail to Special Duty***

- (a) For all employees on detail to special duty, the January 1, 2018, 2% general increase shall be calculated based upon the authorized rate of pay in his regular position.
- (b) The employee's rate of pay while on detail shall be recalculated based on his new rate of pay in his regular position.



***Rule 19.8 Pay Upon Appointment From DPRL***

The pay of a person appointed from a department preferred reemployment list may be fixed no higher than his rate of pay at the time of the layoff or displacement action, which entitled him to placement on the preferred list from which he is appointed, or may be fixed at his current rate if such rate is higher based on other provisions of these Rules. If the range for the job has been adjusted and the range minimum is higher than his former salary, he will enter at the range minimum. In no case shall the rate of pay be higher than the range maximum for the class to which appointed.

***Rule 19.9 Pay Upon Grade Assignment Changes***

Repealed effective January 1, 2018

***Rule 19.10 Transition Problem Resolution***

Repealed effective January 1, 2018

***Rule 19.11 Individual Pay Adjustments***

Repealed effective January 1, 2018

The rules of Chapter 19 will only be effective from January 1, 2018 through June 30, 2018 while State Civil Service prepares to implement the amendments to Chapter 6, Pay Plan, rules effective July 1, 2018.

**PART 7**

**Civil Service Rules: Chapter 1 Definitions**

**In accordance with Civil Service Rule 2.10, the State Civil Service Commission adopted the following rules to be effective July 1, 2018:**

***Rule 1.5.01.1 'Base Pay'***

means the employee's hourly rate and any supplemental pay authorized by the Article. Base pay shall not include any overtime, per diem, shift differential, payment in kind, premium pay, one-time lump sum payments, or any other allowance for expenses authorized and incurred as an incident to employment. For purposes of these rules, "pay" means base pay.

***Rule 1.5.02 'Base Supplement'***

Repealed effective July 1, 2018

***Rule 1.11 'Demotion'***

means a change of an employee from a position in one job title to a different position allocated to a job with a lower maximum.

***Rule 1.14.1.1 'Dual Career Ladder'***

means a set of one or more non-supervisory jobs in a job series which receives higher pay than traditional non-supervisory jobs because they require performance of higher level, more complex duties and possession of advanced, specialized skills.

***Rule 1.15.2.1 'General Increase'***

means an across the board wage and salary increase.

***Rule 1.19.1 'Layoff Avoidance Measure'***

means actions taken by an appointing authority and approved by the Director and/or the Commission to help prevent a layoff. These include: reductions in work hours, furloughs and retirement incentives. Another measure, one not needing Civil Service approval, is the required use of leave during agency closures as stated in Rule 17.10.

***Rule 1.20.0002 'Market Adjustment'***

Means an adjustment to an individual's base pay based upon the employee's position into the range and relation to market.

***Rule 1.20.001 'Market Grade Job'***

Repealed effective July 1, 2018

***Rule 1.24.003 'Pay Structure Adjustment'***

means a change in the range minimums and/or maximums for grades. The purpose is to maintain a general competitive level with the market for recruitment purposes and is generally accomplished without increases to individual pay rates.

***Rule 1.24.004 'Performance Adjustment'***

Repealed effective July 1, 2018

***Rule 1.24.02.1 'Perquisites'***

means any tangible privilege or gain beyond salary and entitlements provided to employees, including but not limited to housing allowances, car allowances, spousal travel, insurance, and club memberships.

***Rule 1.27 'Promotion'***

means a change of a permanent status employee to a different position allocated to a job with a higher maximum.

***Rule 1.33.01 'Red Circle Rate'***

is an authorized pay rate that exceeds the maximum of the range.

***Rule 1.41 'Transfer'***

means the change of an employee from a position in one department to a position in another department without a break in service of one or more working days.

General Circular No. 2017-022: Approved Changes to Compensation Redesign  
 Exhibit "A"  
 Administrative Pay Schedule  
 Effective Date January 2, 2018

AS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
601	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
602	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
603	7.25	9.00	10.74	12.48	14.22	580.00	719.40	858.80	998.20	1,137.60	1,257.00	1,559.00	1,861.00	2,163.00	2,465.00	15,080.00	18,705.00	22,329.00	25,954.00	29,578.00
604	7.76	9.63	11.49	13.36	15.22	620.80	770.00	919.20	1,068.40	1,217.60	1,345.00	1,669.00	1,992.00	2,315.00	2,638.00	16,141.00	20,021.00	23,900.00	27,779.00	31,658.00
605	8.30	10.30	12.30	14.30	16.29	664.00	823.80	983.60	1,143.40	1,303.20	1,439.00	1,786.00	2,132.00	2,478.00	2,824.00	17,264.00	21,419.00	25,574.00	29,729.00	33,883.00
606	8.88	11.02	13.16	15.30	17.43	710.40	881.40	1,052.40	1,223.40	1,394.40	1,539.00	1,910.00	2,280.00	2,651.00	3,021.00	18,470.00	22,916.00	27,362.00	31,808.00	36,254.00
607	9.50	11.79	14.08	16.37	18.65	760.00	943.00	1,126.00	1,309.00	1,492.00	1,647.00	2,044.00	2,440.00	2,837.00	3,233.00	19,760.00	24,518.00	29,276.00	34,034.00	38,792.00
608	10.17	12.62	15.07	17.52	19.96	813.60	1,009.40	1,205.20	1,401.00	1,596.80	1,763.00	2,188.00	2,612.00	3,036.00	3,460.00	21,154.00	26,245.00	31,336.00	36,427.00	41,517.00
609	10.88	13.50	16.12	18.74	21.36	870.40	1,080.00	1,289.60	1,499.20	1,708.80	1,886.00	2,340.00	2,794.00	3,248.00	3,702.00	22,630.00	28,080.00	33,530.00	38,980.00	44,429.00
610	11.64	14.45	17.25	20.06	22.86	931.20	1,155.60	1,380.00	1,604.40	1,828.80	2,018.00	2,504.00	2,990.00	3,476.00	3,962.00	24,211.00	30,046.00	35,880.00	41,715.00	47,549.00
611	12.45	15.46	18.46	21.46	24.46	996.00	1,236.20	1,476.40	1,716.60	1,956.80	2,158.00	2,679.00	3,199.00	3,720.00	4,240.00	25,896.00	32,142.00	38,387.00	44,632.00	50,877.00
612	15.54	19.31	23.07	26.84	30.60	1,243.20	1,544.40	1,845.60	2,146.80	2,448.00	2,694.00	3,347.00	3,999.00	4,652.00	5,304.00	32,323.00	40,155.00	47,986.00	55,817.00	63,648.00
613	16.63	20.66	24.69	28.72	32.74	1,330.40	1,652.60	1,974.80	2,297.00	2,619.20	2,883.00	3,581.00	4,279.00	4,977.00	5,675.00	34,590.00	42,968.00	51,345.00	59,722.00	68,099.00
614	17.79	22.10	26.41	30.72	35.03	1,423.20	1,768.00	2,112.80	2,457.60	2,802.40	3,084.00	3,831.00	4,578.00	5,325.00	6,072.00	37,003.00	45,968.00	54,933.00	63,898.00	72,862.00
615	19.04	23.65	28.26	32.87	37.48	1,523.20	1,892.00	2,260.80	2,629.60	2,998.40	3,300.00	4,100.00	4,899.00	5,698.00	6,497.00	39,603.00	49,192.00	58,781.00	68,370.00	77,958.00
616	20.37	25.31	30.24	35.17	40.10	1,629.60	2,024.20	2,418.80	2,813.40	3,208.00	3,531.00	4,386.00	5,241.00	6,096.00	6,951.00	42,370.00	52,630.00	62,889.00	73,149.00	83,408.00
617	21.80	27.08	32.36	37.64	42.91	1,744.00	2,166.20	2,588.40	3,010.60	3,432.80	3,779.00	4,694.00	5,609.00	6,524.00	7,438.00	45,344.00	56,322.00	67,299.00	78,276.00	89,253.00
618	23.33	28.98	34.62	40.27	45.91	1,866.40	2,318.00	2,769.60	3,221.20	3,672.80	4,044.00	5,023.00	6,001.00	6,980.00	7,958.00	48,526.00	60,268.00	72,010.00	83,752.00	95,493.00
619	24.96	31.00	37.04	43.08	49.12	1,996.80	2,480.00	2,963.20	3,446.40	3,929.60	4,326.00	5,373.00	6,420.00	7,467.00	8,514.00	51,917.00	64,481.00	77,044.00	89,607.00	102,170.00
620	26.71	33.18	39.64	46.10	52.56	2,136.80	2,653.80	3,170.80	3,687.80	4,204.80	4,630.00	5,750.00	6,870.00	7,990.00	9,110.00	55,557.00	68,999.00	82,441.00	95,883.00	109,325.00
621	28.58	35.50	42.41	49.33	56.24	2,286.40	2,839.60	3,392.80	3,946.00	4,499.20	4,954.00	6,153.00	7,351.00	8,550.00	9,748.00	59,446.00	73,830.00	88,213.00	102,596.00	116,979.00
622	30.58	37.98	45.38	52.78	60.18	2,446.40	3,038.40	3,630.40	4,222.40	4,814.40	5,301.00	6,584.00	7,866.00	9,149.00	10,431.00	63,606.00	78,998.00	94,390.00	109,782.00	125,174.00
623	32.72	40.64	48.56	56.48	64.39	2,617.60	3,251.00	3,884.40	4,517.80	5,151.20	5,672.00	7,045.00	8,417.00	9,789.00	11,161.00	68,058.00	84,527.00	100,995.00	117,463.00	133,931.00
624	35.01	43.49	51.96	60.43	68.90	2,800.80	3,478.60	4,156.40	4,834.20	5,512.00	6,068.00	7,537.00	9,006.00	10,475.00	11,943.00	72,821.00	90,444.00	108,067.00	125,690.00	143,312.00
625	37.46	46.53	55.59	64.66	73.72	2,996.80	3,722.00	4,447.20	5,172.40	5,897.60	6,493.00	8,065.00	9,636.00	11,207.00	12,778.00	77,917.00	96,773.00	115,628.00	134,483.00	153,338.00
626	40.08	49.78	59.48	69.18	78.88	3,206.40	3,982.40	4,758.40	5,534.40	6,310.40	6,947.00	8,629.00	10,310.00	11,992.00	13,673.00	83,366.00	103,542.00	123,718.00	143,894.00	164,070.00
627	42.89	53.27	63.65	74.03	84.40	3,431.20	4,261.40	5,091.60	5,921.80	6,752.00	7,434.00	9,233.00	11,032.00	12,831.00	14,629.00	89,211.00	110,797.00	132,382.00	153,967.00	175,552.00
628	45.89	57.00	68.10	79.21	90.31	3,671.20	4,559.60	5,448.00	6,336.40	7,224.80	7,954.00	9,879.00	11,804.00	13,729.00	15,654.00	95,451.00	118,550.00	141,648.00	164,747.00	187,845.00
629	49.10	60.99	72.87	84.75	96.63	3,928.00	4,878.60	5,829.20	6,779.80	7,730.40	8,511.00	10,571.00	12,630.00	14,690.00	16,749.00	102,128.00	126,844.00	151,559.00	176,275.00	200,990.00

General Circular No. 2017-022: Approved Changes to Compensation Redesign

Exhibit "A"

Medical Pay Schedule

Effective Date January 2, 2018

MS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
501	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
502	7.25	8.82	10.39	11.96	13.52	580.00	705.40	830.80	956.20	1,081.60	1,257.00	1,529.00	1,801.00	2,073.00	2,344.00	15,080.00	18,341.00	21,601.00	24,862.00	28,122.00
503	7.76	9.44	11.12	12.80	14.47	620.80	755.00	889.20	1,023.40	1,157.60	1,345.00	1,636.00	1,927.00	2,218.00	2,508.00	16,141.00	19,631.00	23,120.00	26,609.00	30,098.00
504	8.30	10.10	11.89	13.69	15.48	664.00	807.60	951.20	1,094.80	1,238.40	1,439.00	1,750.00	2,061.00	2,372.00	2,683.00	17,264.00	20,998.00	24,731.00	28,465.00	32,198.00
505	8.88	10.80	12.72	14.64	16.56	710.40	864.00	1,017.60	1,171.20	1,324.80	1,539.00	1,872.00	2,205.00	2,538.00	2,870.00	18,470.00	22,464.00	26,458.00	30,452.00	34,445.00
506	9.50	11.56	13.61	15.67	17.72	760.00	924.40	1,088.80	1,253.20	1,417.60	1,647.00	2,004.00	2,360.00	2,716.00	3,072.00	19,760.00	24,035.00	28,309.00	32,584.00	36,858.00
507	10.17	12.37	14.57	16.77	18.96	813.60	989.40	1,165.20	1,341.00	1,516.80	1,763.00	2,144.00	2,525.00	2,906.00	3,286.00	21,154.00	25,725.00	30,296.00	34,867.00	39,437.00
508	10.88	13.24	15.59	17.94	20.29	870.40	1,058.60	1,246.80	1,435.00	1,623.20	1,886.00	2,294.00	2,702.00	3,110.00	3,517.00	22,630.00	27,524.00	32,417.00	37,310.00	42,203.00
509	12.75	15.57	18.38	21.19	24.00	1,020.00	1,245.00	1,470.00	1,695.00	1,920.00	2,210.00	2,698.00	3,185.00	3,673.00	4,160.00	26,520.00	32,370.00	38,220.00	44,070.00	49,920.00
510	13.64	16.65	19.66	22.67	25.68	1,091.20	1,332.00	1,572.80	1,813.60	2,054.40	2,364.00	2,886.00	3,408.00	3,930.00	4,451.00	28,371.00	34,632.00	40,893.00	47,154.00	53,414.00
511	14.59	17.82	21.04	24.26	27.48	1,167.20	1,425.00	1,682.80	1,940.60	2,198.40	2,529.00	3,088.00	3,646.00	4,205.00	4,763.00	30,347.00	37,050.00	43,753.00	50,456.00	57,158.00
512	15.61	19.06	22.51	25.96	29.40	1,248.80	1,524.60	1,800.40	2,076.20	2,352.00	2,706.00	3,304.00	3,901.00	4,499.00	5,096.00	32,469.00	39,640.00	46,811.00	53,982.00	61,152.00
513	16.70	20.39	24.08	27.77	31.46	1,336.00	1,631.20	1,926.40	2,221.60	2,516.80	2,895.00	3,535.00	4,174.00	4,814.00	5,453.00	34,736.00	42,412.00	50,087.00	57,762.00	65,437.00
514	17.87	21.82	25.77	29.72	33.66	1,429.60	1,745.40	2,061.20	2,377.00	2,692.80	3,098.00	3,782.00	4,466.00	5,150.00	5,834.00	37,170.00	45,381.00	53,592.00	61,803.00	70,013.00
515	19.50	23.83	28.15	32.48	36.80	1,560.00	1,906.00	2,252.00	2,598.00	2,944.00	3,380.00	4,130.00	4,880.00	5,630.00	6,379.00	40,560.00	49,556.00	58,552.00	67,548.00	76,544.00
516	20.87	25.50	30.13	34.76	39.38	1,669.60	2,039.80	2,410.00	2,780.20	3,150.40	3,618.00	4,420.00	5,222.00	6,024.00	6,826.00	43,410.00	53,035.00	62,660.00	72,285.00	81,910.00
517	22.33	27.29	32.24	37.19	42.14	1,786.40	2,182.60	2,578.80	2,975.00	3,371.20	3,871.00	4,730.00	5,588.00	6,446.00	7,304.00	46,446.00	56,748.00	67,049.00	77,350.00	87,651.00
518	23.89	29.19	34.49	39.79	45.09	1,911.20	2,335.20	2,759.20	3,183.20	3,607.20	4,141.00	5,060.00	5,979.00	6,898.00	7,816.00	49,691.00	60,715.00	71,739.00	82,763.00	93,787.00
519	25.56	31.24	36.91	42.58	48.25	2,044.80	2,498.60	2,952.40	3,406.20	3,860.00	4,430.00	5,414.00	6,397.00	7,380.00	8,363.00	53,165.00	64,964.00	76,763.00	88,562.00	100,360.00
520	27.35	33.42	39.49	45.56	51.63	2,188.00	2,673.60	3,159.20	3,644.80	4,130.40	4,741.00	5,793.00	6,845.00	7,897.00	8,949.00	56,888.00	69,514.00	82,139.00	94,765.00	107,390.00
521	29.26	35.76	42.25	48.75	55.24	2,340.80	2,860.40	3,380.00	3,899.60	4,419.20	5,072.00	6,198.00	7,324.00	8,450.00	9,575.00	60,861.00	74,371.00	87,880.00	101,390.00	114,899.00
522	31.31	38.26	45.21	52.16	59.11	2,504.80	3,060.80	3,616.80	4,172.80	4,728.80	5,427.00	6,632.00	7,837.00	9,042.00	10,246.00	65,125.00	79,581.00	94,037.00	108,493.00	122,949.00
523	33.50	40.94	48.38	55.82	63.25	2,680.00	3,275.00	3,870.00	4,465.00	5,060.00	5,807.00	7,096.00	8,385.00	9,674.00	10,963.00	69,680.00	85,150.00	100,620.00	116,090.00	131,560.00
524	35.85	43.81	51.77	59.73	67.68	2,868.00	3,504.60	4,141.20	4,777.80	5,414.40	6,214.00	7,594.00	8,973.00	10,352.00	11,731.00	74,568.00	91,120.00	107,671.00	124,223.00	140,774.00
525	38.36	46.88	55.39	63.91	72.42	3,068.80	3,750.00	4,431.20	5,112.40	5,793.60	6,649.00	8,125.00	9,601.00	11,077.00	12,553.00	79,789.00	97,501.00	115,212.00	132,923.00	150,634.00
526	41.05	50.16	59.27	68.38	77.49	3,284.00	4,012.80	4,741.60	5,470.40	6,199.20	7,115.00	8,695.00	10,274.00	11,853.00	13,432.00	85,384.00	104,333.00	123,282.00	142,231.00	161,179.00
527	43.92	53.67	63.42	73.17	82.91	3,513.60	4,293.40	5,073.20	5,853.00	6,632.80	7,613.00	9,303.00	10,992.00	12,682.00	14,371.00	91,354.00	111,629.00	131,904.00	152,179.00	172,453.00
528	46.99	57.42	67.85	78.28	88.71	3,759.20	4,593.60	5,428.00	6,262.40	7,096.80	8,145.00	9,953.00	11,761.00	13,569.00	15,376.00	97,739.00	119,434.00	141,128.00	162,823.00	184,517.00
529	50.28	61.44	72.60	83.76	94.92	4,022.40	4,915.20	5,808.00	6,700.80	7,593.60	8,715.00	10,650.00	12,584.00	14,519.00	16,453.00	104,582.00	127,795.00	151,008.00	174,221.00	197,434.00
530	53.80	65.74	77.68	89.62	101.56	4,304.00	5,259.20	6,214.40	7,169.60	8,124.80	9,325.00	11,395.00	13,465.00	15,535.00	17,604.00	111,904.00	136,740.00	161,575.00	186,410.00	211,245.00
531	57.57	70.35	83.12	95.90	108.67	4,605.60	5,627.60	6,649.60	7,671.60	8,693.60	9,979.00	12,194.00	14,408.00	16,622.00	18,836.00	119,746.00	146,318.00	172,890.00	199,462.00	226,034.00

General Circular No. 2017-022: Approved Changes to Compensation Redesign  
 Exhibit "A"  
 Social Services Pay Schedule  
 Effective Date January 2, 2018

SS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
401	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
403	8.30	10.23	12.15	14.08	16.00	664.00	818.00	972.00	1,126.00	1,280.00	1,439.00	1,773.00	2,106.00	2,440.00	2,773.00	17,264.00	21,268.00	25,272.00	29,276.00	33,280.00
404	8.88	10.94	13.00	15.06	17.12	710.40	875.20	1,040.00	1,204.80	1,369.60	1,539.00	1,897.00	2,254.00	2,611.00	2,968.00	18,470.00	22,755.00	27,040.00	31,325.00	35,610.00
405	9.50	11.71	13.91	16.12	18.32	760.00	936.40	1,112.80	1,289.20	1,465.60	1,647.00	2,030.00	2,412.00	2,794.00	3,176.00	19,760.00	24,347.00	28,933.00	33,520.00	38,106.00
406	10.17	12.53	14.89	17.25	19.60	813.60	1,002.20	1,190.80	1,379.40	1,568.00	1,763.00	2,172.00	2,580.00	2,989.00	3,397.00	21,154.00	26,058.00	30,961.00	35,865.00	40,768.00
407	10.88	13.41	15.93	18.45	20.97	870.40	1,072.20	1,274.00	1,475.80	1,677.60	1,886.00	2,324.00	2,761.00	3,198.00	3,635.00	22,630.00	27,877.00	33,124.00	38,371.00	43,618.00
408	11.64	14.34	17.04	19.74	22.44	931.20	1,147.20	1,363.20	1,579.20	1,795.20	2,018.00	2,486.00	2,954.00	3,422.00	3,890.00	24,211.00	29,827.00	35,443.00	41,059.00	46,675.00
409	12.45	15.34	18.23	21.12	24.01	996.00	1,227.20	1,458.40	1,689.60	1,920.80	2,158.00	2,659.00	3,160.00	3,661.00	4,162.00	25,896.00	31,908.00	37,919.00	43,930.00	49,941.00
410	13.32	16.42	19.51	22.60	25.69	1,065.60	1,313.00	1,560.40	1,807.80	2,055.20	2,309.00	2,845.00	3,381.00	3,917.00	4,453.00	27,706.00	34,139.00	40,571.00	47,003.00	53,435.00
411	14.25	17.56	20.87	24.18	27.49	1,140.00	1,404.80	1,669.60	1,934.40	2,199.20	2,470.00	3,044.00	3,618.00	4,192.00	4,765.00	29,640.00	36,525.00	43,410.00	50,295.00	57,179.00
412	16.00	19.88	23.75	27.63	31.50	1,280.00	1,590.00	1,900.00	2,210.00	2,520.00	2,773.00	3,445.00	4,117.00	4,789.00	5,460.00	33,280.00	41,340.00	49,400.00	57,460.00	65,520.00
413	17.12	21.27	25.42	29.57	33.71	1,369.60	1,701.40	2,033.20	2,365.00	2,696.80	2,968.00	3,687.00	4,406.00	5,125.00	5,843.00	35,610.00	44,237.00	52,864.00	61,491.00	70,117.00
414	18.32	22.76	27.20	31.64	36.07	1,465.60	1,820.60	2,175.60	2,530.60	2,885.60	3,176.00	3,945.00	4,714.00	5,483.00	6,252.00	38,106.00	47,336.00	56,566.00	65,796.00	75,026.00
415	19.60	24.35	29.10	33.85	38.59	1,568.00	1,947.80	2,327.60	2,707.40	3,087.20	3,397.00	4,220.00	5,043.00	5,866.00	6,689.00	40,768.00	50,643.00	60,518.00	70,393.00	80,267.00
416	20.97	26.05	31.13	36.21	41.29	1,677.60	2,084.00	2,490.40	2,896.80	3,303.20	3,635.00	4,516.00	5,396.00	6,277.00	7,157.00	43,618.00	54,185.00	64,751.00	75,317.00	85,883.00
417	22.44	27.88	33.31	38.75	44.18	1,795.20	2,230.00	2,664.80	3,099.60	3,534.40	3,890.00	4,832.00	5,774.00	6,716.00	7,658.00	46,675.00	57,980.00	69,285.00	80,590.00	91,894.00
418	24.01	29.83	35.64	41.46	47.27	1,920.80	2,386.00	2,851.20	3,316.40	3,781.60	4,162.00	5,170.00	6,178.00	7,186.00	8,194.00	49,941.00	62,037.00	74,132.00	86,227.00	98,322.00
419	25.69	31.92	38.14	44.36	50.58	2,055.20	2,553.00	3,050.80	3,548.60	4,046.40	4,453.00	5,532.00	6,610.00	7,689.00	8,767.00	53,435.00	66,378.00	79,321.00	92,264.00	105,206.00
420	27.49	34.15	40.81	47.47	54.12	2,199.20	2,731.80	3,264.40	3,797.00	4,329.60	4,765.00	5,919.00	7,073.00	8,227.00	9,381.00	57,179.00	71,027.00	84,875.00	98,723.00	112,570.00
421	29.41	36.54	43.66	50.79	57.91	2,352.80	2,922.80	3,492.80	4,062.80	4,632.80	5,098.00	6,333.00	7,568.00	8,803.00	10,038.00	61,173.00	75,993.00	90,813.00	105,633.00	120,453.00
422	31.47	39.10	46.72	54.34	61.96	2,517.60	3,127.40	3,737.20	4,347.00	4,956.80	5,455.00	6,777.00	8,098.00	9,419.00	10,740.00	65,458.00	81,313.00	97,168.00	113,023.00	128,877.00
423	33.67	41.83	49.99	58.15	66.30	2,693.60	3,346.20	3,998.80	4,651.40	5,304.00	5,836.00	7,250.00	8,664.00	10,078.00	11,492.00	70,034.00	87,002.00	103,969.00	120,937.00	137,904.00
424	36.03	44.76	53.49	62.22	70.94	2,882.40	3,580.60	4,278.80	4,977.00	5,675.20	6,245.00	7,758.00	9,271.00	10,784.00	12,296.00	74,942.00	93,096.00	111,249.00	129,402.00	147,555.00
425	38.55	47.89	57.23	66.57	75.91	3,084.00	3,831.20	4,578.40	5,325.60	6,072.80	6,682.00	8,301.00	9,920.00	11,539.00	13,158.00	80,184.00	99,612.00	119,039.00	138,466.00	157,893.00
426	41.25	51.25	61.24	71.23	81.22	3,300.00	4,099.40	4,898.80	5,698.20	6,497.60	7,150.00	8,882.00	10,614.00	12,346.00	14,078.00	85,800.00	106,585.00	127,369.00	148,154.00	168,938.00
427	44.14	54.84	65.53	76.22	86.91	3,531.20	4,386.60	5,242.00	6,097.40	6,952.80	7,651.00	9,505.00	11,358.00	13,211.00	15,064.00	91,811.00	114,052.00	136,292.00	158,533.00	180,773.00

General Circular No. 2017-022: Approved Changes to Compensation Redesign  
 Exhibit "A"  
 Scientific and Technical Pay Schedule  
 Effective Date January 2, 2018

TS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
301	10.95	13.02	15.08	17.14	19.20	876.00	1,041.00	1,206.00	1,371.00	1,536.00	1,898.00	2,256.00	2,613.00	2,971.00	3,328.00	22,776.00	27,066.00	31,356.00	35,646.00	39,936.00
302	11.72	13.93	16.13	18.34	20.54	937.60	1,114.00	1,290.40	1,466.80	1,643.20	2,032.00	2,414.00	2,796.00	3,178.00	3,560.00	24,378.00	28,965.00	33,551.00	38,137.00	42,723.00
303	12.54	14.90	17.26	19.62	21.98	1,003.20	1,192.00	1,380.80	1,569.60	1,758.40	2,174.00	2,583.00	2,992.00	3,401.00	3,810.00	26,083.00	30,992.00	35,901.00	40,810.00	45,718.00
304	13.42	15.95	18.47	21.00	23.52	1,073.60	1,275.60	1,477.60	1,679.60	1,881.60	2,326.00	2,764.00	3,202.00	3,640.00	4,077.00	27,914.00	33,166.00	38,418.00	43,670.00	48,922.00
305	14.36	17.07	19.77	22.47	25.17	1,148.80	1,365.00	1,581.20	1,797.40	2,013.60	2,489.00	2,958.00	3,426.00	3,895.00	4,363.00	29,869.00	35,491.00	41,112.00	46,733.00	52,354.00
306	15.37	18.26	21.15	24.04	26.93	1,229.60	1,460.80	1,692.00	1,923.20	2,154.40	2,664.00	3,165.00	3,666.00	4,167.00	4,668.00	31,970.00	37,981.00	43,992.00	50,003.00	56,014.00
307	16.45	19.55	22.64	25.73	28.82	1,316.00	1,563.40	1,810.80	2,058.20	2,305.60	2,851.00	3,388.00	3,924.00	4,460.00	4,996.00	34,216.00	40,649.00	47,081.00	53,514.00	59,946.00
308	17.60	20.91	24.22	27.53	30.84	1,408.00	1,672.80	1,937.60	2,202.40	2,467.20	3,051.00	3,625.00	4,199.00	4,773.00	5,346.00	36,608.00	43,493.00	50,378.00	57,263.00	64,147.00
309	18.83	22.38	25.92	29.46	33.00	1,506.40	1,789.80	2,073.20	2,356.60	2,640.00	3,264.00	3,878.00	4,492.00	5,106.00	5,720.00	39,166.00	46,535.00	53,903.00	61,272.00	68,640.00
310	20.15	23.94	27.73	31.52	35.31	1,612.00	1,915.20	2,218.40	2,521.60	2,824.80	3,493.00	4,150.00	4,807.00	5,464.00	6,120.00	41,912.00	49,796.00	57,679.00	65,562.00	73,445.00
311	21.56	25.62	29.67	33.73	37.78	1,724.80	2,049.20	2,373.60	2,698.00	3,022.40	3,737.00	4,440.00	5,143.00	5,846.00	6,549.00	44,845.00	53,280.00	61,714.00	70,148.00	78,582.00
312	23.07	27.41	31.75	36.09	40.42	1,845.60	2,192.60	2,539.60	2,886.60	3,233.60	3,999.00	4,751.00	5,503.00	6,255.00	7,006.00	47,986.00	57,008.00	66,030.00	75,052.00	84,074.00
313	24.68	29.33	33.97	38.61	43.25	1,974.40	2,345.80	2,717.20	3,088.60	3,460.00	4,278.00	5,083.00	5,888.00	6,693.00	7,497.00	51,334.00	60,991.00	70,647.00	80,304.00	89,960.00
314	26.41	31.38	36.35	41.32	46.28	2,112.80	2,510.20	2,907.60	3,305.00	3,702.40	4,578.00	5,439.00	6,300.00	7,161.00	8,022.00	54,933.00	65,266.00	75,598.00	85,930.00	96,262.00
315	28.26	33.58	38.89	44.21	49.52	2,260.80	2,686.00	3,111.20	3,536.40	3,961.60	4,898.00	5,820.00	6,741.00	7,663.00	8,584.00	58,781.00	69,837.00	80,892.00	91,947.00	103,002.00
316	30.24	35.93	41.62	47.31	52.99	2,419.20	2,874.20	3,329.20	3,784.20	4,239.20	5,242.00	6,228.00	7,214.00	8,200.00	9,185.00	62,899.00	74,729.00	86,559.00	98,389.00	110,219.00
317	32.36	38.45	44.53	50.62	56.70	2,588.80	3,075.60	3,562.40	4,049.20	4,536.00	5,609.00	6,664.00	7,719.00	8,774.00	9,828.00	67,309.00	79,966.00	92,623.00	105,280.00	117,936.00
318	34.63	41.14	47.65	54.16	60.67	2,770.40	3,291.20	3,812.00	4,332.80	4,853.60	6,003.00	7,132.00	8,260.00	9,388.00	10,516.00	72,030.00	85,571.00	99,112.00	112,653.00	126,194.00
319	37.05	44.02	50.99	57.96	64.92	2,964.00	3,521.40	4,078.80	4,636.20	5,193.60	6,422.00	7,630.00	8,838.00	10,046.00	11,253.00	77,064.00	91,557.00	106,049.00	120,542.00	135,034.00
320	39.64	47.10	54.55	62.01	69.46	3,171.20	3,767.60	4,364.00	4,960.40	5,556.80	6,871.00	8,164.00	9,456.00	10,748.00	12,040.00	82,451.00	97,958.00	113,464.00	128,971.00	144,477.00
321	42.41	50.39	58.37	66.35	74.32	3,392.80	4,031.00	4,669.20	5,307.40	5,945.60	7,351.00	8,734.00	10,117.00	11,500.00	12,882.00	88,213.00	104,807.00	121,400.00	137,993.00	154,586.00
322	45.38	53.92	62.45	70.99	79.52	3,630.40	4,313.20	4,996.00	5,678.80	6,361.60	7,866.00	9,346.00	10,825.00	12,305.00	13,784.00	94,390.00	112,143.00	129,896.00	147,649.00	165,402.00
323	48.56	57.70	66.83	75.96	85.09	3,884.80	4,615.40	5,346.00	6,076.60	6,807.20	8,417.00	10,000.00	11,583.00	13,166.00	14,749.00	101,005.00	120,001.00	138,996.00	157,992.00	176,987.00
324	51.96	61.74	71.51	81.28	91.05	4,156.80	4,938.60	5,720.40	6,502.20	7,284.00	9,006.00	10,700.00	12,394.00	14,088.00	15,782.00	108,077.00	128,404.00	148,731.00	169,058.00	189,384.00
325	55.60	66.06	76.51	86.97	97.42	4,448.00	5,284.40	6,120.80	6,957.20	7,793.60	9,637.00	11,450.00	13,262.00	15,074.00	16,886.00	115,648.00	137,395.00	159,141.00	180,888.00	202,634.00
326	59.49	70.68	81.87	93.06	104.24	4,759.20	5,654.20	6,549.20	7,444.20	8,339.20	10,312.00	12,251.00	14,190.00	16,129.00	18,068.00	123,739.00	147,009.00	170,279.00	193,549.00	216,819.00
327	63.65	75.63	87.60	99.57	111.54	5,092.00	6,049.80	7,007.60	7,965.40	8,923.20	11,033.00	13,109.00	15,184.00	17,259.00	19,334.00	132,392.00	157,295.00	182,198.00	207,101.00	232,003.00

General Circular No. 2017-022: Approved Changes to Compensation Redesign  
 Exhibit "A"  
 Technician and Skilled Trades Pay Schedule  
 Effective Date January 2, 2018

WS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
201	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
202	7.25	8.69	10.13	11.57	13.00	580.00	695.00	810.00	925.00	1,040.00	1,257.00	1,506.00	1,755.00	2,004.00	2,253.00	15,080.00	18,070.00	21,060.00	24,050.00	27,040.00
203	7.76	9.30	10.84	12.38	13.91	620.80	743.80	866.80	989.80	1,112.80	1,345.00	1,612.00	1,878.00	2,145.00	2,411.00	16,141.00	19,339.00	22,537.00	25,735.00	28,933.00
204	8.30	9.95	11.59	13.24	14.88	664.00	795.60	927.20	1,058.80	1,190.40	1,439.00	1,724.00	2,009.00	2,294.00	2,579.00	17,264.00	20,686.00	24,107.00	27,529.00	30,950.00
205	8.88	10.64	12.40	14.16	15.92	710.40	851.20	992.00	1,132.80	1,273.60	1,539.00	1,845.00	2,150.00	2,455.00	2,760.00	18,470.00	22,131.00	25,792.00	29,453.00	33,114.00
206	9.50	11.39	13.27	15.15	17.03	760.00	910.60	1,061.20	1,211.80	1,362.40	1,647.00	1,974.00	2,300.00	2,626.00	2,952.00	19,760.00	23,676.00	27,591.00	31,507.00	35,422.00
207	10.17	12.19	14.20	16.21	18.22	813.60	974.60	1,135.60	1,296.60	1,457.60	1,763.00	2,112.00	2,461.00	2,810.00	3,158.00	21,154.00	25,340.00	29,526.00	33,712.00	37,898.00
208	10.88	13.04	15.19	17.35	19.50	870.40	1,042.80	1,215.20	1,387.60	1,560.00	1,886.00	2,260.00	2,633.00	3,007.00	3,380.00	22,630.00	27,113.00	31,595.00	36,078.00	40,560.00
209	11.64	13.95	16.26	18.57	20.87	931.20	1,115.80	1,300.40	1,485.00	1,669.60	2,018.00	2,418.00	2,818.00	3,218.00	3,618.00	24,211.00	29,011.00	33,811.00	38,611.00	43,410.00
210	12.45	14.92	17.39	19.86	22.33	996.00	1,193.60	1,391.20	1,588.80	1,786.40	2,158.00	2,587.00	3,015.00	3,443.00	3,871.00	25,896.00	31,034.00	36,171.00	41,309.00	46,446.00
211	13.32	15.97	18.61	21.25	23.89	1,065.60	1,277.00	1,488.40	1,699.80	1,911.20	2,309.00	2,767.00	3,225.00	3,683.00	4,141.00	27,706.00	33,203.00	38,699.00	44,195.00	49,691.00
212	14.25	17.08	19.91	22.74	25.56	1,140.00	1,366.20	1,592.40	1,818.60	2,044.80	2,470.00	2,960.00	3,450.00	3,940.00	4,430.00	29,640.00	35,522.00	41,403.00	47,284.00	53,165.00
213	15.25	18.28	21.30	24.33	27.35	1,220.00	1,462.00	1,704.00	1,946.00	2,188.00	2,643.00	3,168.00	3,692.00	4,217.00	4,741.00	31,720.00	38,012.00	44,304.00	50,596.00	56,888.00
214	16.32	19.56	22.79	26.03	29.26	1,305.60	1,564.40	1,823.20	2,082.00	2,340.80	2,829.00	3,390.00	3,951.00	4,512.00	5,072.00	33,946.00	40,675.00	47,404.00	54,133.00	60,861.00
215	17.46	20.93	24.39	27.85	31.31	1,396.80	1,673.80	1,950.80	2,227.80	2,504.80	3,026.00	3,627.00	4,227.00	4,827.00	5,427.00	36,317.00	43,519.00	50,721.00	57,923.00	65,125.00
216	18.68	22.39	26.09	29.80	33.50	1,494.40	1,790.80	2,087.20	2,383.60	2,680.00	3,238.00	3,881.00	4,523.00	5,165.00	5,807.00	38,854.00	46,561.00	54,267.00	61,974.00	69,680.00
217	19.99	23.96	27.92	31.89	35.85	1,599.20	1,916.40	2,233.60	2,550.80	2,868.00	3,465.00	4,153.00	4,840.00	5,527.00	6,214.00	41,579.00	49,827.00	58,074.00	66,321.00	74,568.00
218	21.39	25.64	29.88	34.12	38.36	1,711.20	2,050.60	2,390.00	2,729.40	3,068.80	3,708.00	4,444.00	5,179.00	5,914.00	6,649.00	44,491.00	53,316.00	62,140.00	70,965.00	79,789.00
219	22.89	27.43	31.97	36.51	41.05	1,831.20	2,194.40	2,557.60	2,920.80	3,284.00	3,968.00	4,755.00	5,542.00	6,329.00	7,115.00	47,611.00	57,055.00	66,498.00	75,941.00	85,384.00
220	24.49	29.35	34.21	39.07	43.92	1,959.20	2,347.80	2,736.40	3,125.00	3,513.60	4,245.00	5,087.00	5,929.00	6,771.00	7,613.00	50,939.00	61,043.00	71,147.00	81,251.00	91,354.00
221	26.20	31.40	36.60	41.80	46.99	2,096.00	2,511.80	2,927.60	3,343.40	3,759.20	4,541.00	5,442.00	6,343.00	7,244.00	8,145.00	54,496.00	65,307.00	76,118.00	86,929.00	97,739.00
222	28.03	33.60	39.16	44.72	50.28	2,242.40	2,687.40	3,132.40	3,577.40	4,022.40	4,859.00	5,823.00	6,787.00	7,751.00	8,715.00	58,302.00	69,872.00	81,442.00	93,012.00	104,582.00
223	29.99	35.95	41.90	47.85	53.80	2,399.20	2,875.40	3,351.60	3,827.80	4,304.00	5,198.00	6,230.00	7,262.00	8,294.00	9,325.00	62,379.00	74,761.00	87,142.00	99,523.00	111,904.00
224	32.09	38.46	44.83	51.20	57.57	2,567.20	3,076.80	3,586.40	4,096.00	4,605.60	5,562.00	6,667.00	7,771.00	8,875.00	9,979.00	66,747.00	79,997.00	93,247.00	106,497.00	119,746.00
225	34.34	41.16	47.97	54.79	61.60	2,747.20	3,292.40	3,837.60	4,382.80	4,928.00	5,952.00	7,134.00	8,315.00	9,496.00	10,677.00	71,427.00	85,603.00	99,778.00	113,953.00	128,128.00

**General Circular No. 2017-022: Approved Changes to Compensation Redesign**

**Exhibit "A"**

**Protective Services Pay Schedule**

**Effective Date January 2, 2018**

PS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
101	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
102	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
103	10.82	12.92	15.01	17.11	19.20	865.60	1,033.20	1,200.80	1,368.40	1,536.00	1,876.00	2,239.00	2,602.00	2,965.00	3,328.00	22,506.00	26,864.00	31,221.00	35,579.00	39,936.00
104	11.58	13.82	16.06	18.30	20.54	926.40	1,105.60	1,284.80	1,464.00	1,643.20	2,007.00	2,396.00	2,784.00	3,172.00	3,560.00	24,086.00	28,746.00	33,405.00	38,064.00	42,723.00
105	12.70	15.16	17.62	20.08	22.53	1,016.00	1,212.60	1,409.20	1,605.80	1,802.40	2,201.00	2,627.00	3,053.00	3,479.00	3,905.00	26,416.00	31,528.00	36,639.00	41,751.00	46,862.00
106	13.59	16.22	18.85	21.48	24.11	1,087.20	1,297.60	1,508.00	1,718.40	1,928.80	2,356.00	2,812.00	3,268.00	3,724.00	4,179.00	28,267.00	33,738.00	39,208.00	44,679.00	50,149.00
107	14.54	17.36	20.17	22.99	25.80	1,163.20	1,388.40	1,613.60	1,838.80	2,064.00	2,520.00	3,008.00	3,496.00	3,984.00	4,472.00	30,243.00	36,099.00	41,954.00	47,809.00	53,664.00
108	15.56	18.58	21.59	24.60	27.61	1,244.80	1,485.80	1,726.80	1,967.80	2,208.80	2,697.00	3,220.00	3,742.00	4,264.00	4,786.00	32,365.00	38,631.00	44,897.00	51,163.00	57,429.00
109	16.65	19.88	23.10	26.32	29.54	1,332.00	1,589.80	1,847.60	2,105.40	2,363.20	2,886.00	3,445.00	4,003.00	4,562.00	5,120.00	34,632.00	41,335.00	48,038.00	54,741.00	61,443.00
110	17.82	21.27	24.72	28.17	31.61	1,425.60	1,701.40	1,977.20	2,253.00	2,528.80	3,089.00	3,687.00	4,284.00	4,882.00	5,479.00	37,066.00	44,237.00	51,408.00	58,579.00	65,749.00
111	19.07	22.76	26.45	30.14	33.82	1,525.60	1,820.60	2,115.60	2,410.60	2,705.60	3,306.00	3,945.00	4,584.00	5,223.00	5,862.00	39,666.00	47,336.00	55,006.00	62,676.00	70,346.00
112	20.40	24.35	28.30	32.25	36.19	1,632.00	1,947.80	2,263.60	2,579.40	2,895.20	3,536.00	4,221.00	4,905.00	5,589.00	6,273.00	42,432.00	50,643.00	58,854.00	67,065.00	75,275.00
113	21.83	26.06	30.28	34.50	38.72	1,746.40	2,084.20	2,422.00	2,759.80	3,097.60	3,784.00	4,516.00	5,248.00	5,980.00	6,712.00	45,406.00	54,189.00	62,972.00	71,755.00	80,538.00
114	23.36	27.88	32.40	36.92	41.43	1,868.80	2,230.20	2,591.60	2,953.00	3,314.40	4,049.00	4,832.00	5,615.00	6,398.00	7,181.00	48,589.00	57,986.00	67,382.00	76,778.00	86,174.00
115	25.00	29.84	34.67	39.50	44.33	2,000.00	2,386.60	2,773.20	3,159.80	3,546.40	4,333.00	5,171.00	6,009.00	6,847.00	7,684.00	52,000.00	62,052.00	72,103.00	82,155.00	92,206.00
116	26.75	31.92	37.09	42.26	47.43	2,140.00	2,553.60	2,967.20	3,380.80	3,794.40	4,637.00	5,533.00	6,429.00	7,325.00	8,221.00	55,640.00	66,394.00	77,147.00	87,901.00	98,654.00
117	28.62	34.16	39.69	45.22	50.75	2,289.60	2,732.20	3,174.80	3,617.40	4,060.00	4,961.00	5,920.00	6,879.00	7,838.00	8,797.00	59,530.00	71,038.00	82,545.00	94,053.00	105,560.00
118	30.62	36.54	42.46	48.38	54.30	2,449.60	2,923.20	3,396.80	3,870.40	4,344.00	5,308.00	6,334.00	7,360.00	8,386.00	9,412.00	63,690.00	76,004.00	88,317.00	100,631.00	112,944.00
119	32.76	39.10	45.43	51.77	58.10	2,620.80	3,127.60	3,634.40	4,141.20	4,648.00	5,678.00	6,777.00	7,875.00	8,973.00	10,071.00	68,141.00	81,318.00	94,495.00	107,672.00	120,848.00
120	35.05	41.83	48.61	55.39	62.17	2,804.00	3,346.40	3,888.80	4,431.20	4,973.60	6,075.00	7,251.00	8,426.00	9,601.00	10,776.00	72,904.00	87,007.00	101,109.00	115,212.00	129,314.00
121	37.50	44.76	52.01	59.27	66.52	3,000.00	3,580.40	4,160.80	4,741.20	5,321.60	6,500.00	7,758.00	9,015.00	10,273.00	11,530.00	78,000.00	93,091.00	108,181.00	123,272.00	138,362.00
122	40.13	47.90	55.66	63.42	71.18	3,210.40	3,831.40	4,452.40	5,073.40	5,694.40	6,956.00	8,302.00	9,647.00	10,993.00	12,338.00	83,470.00	99,616.00	115,762.00	131,908.00	148,054.00
123	42.94	51.25	59.55	67.86	76.16	3,435.20	4,099.60	4,764.00	5,428.40	6,092.80	7,443.00	8,883.00	10,322.00	11,762.00	13,201.00	89,315.00	106,590.00	123,864.00	141,139.00	158,413.00
124	45.95	54.84	63.72	72.61	81.49	3,676.00	4,386.80	5,097.60	5,808.40	6,519.20	7,965.00	9,505.00	11,045.00	12,585.00	14,125.00	95,576.00	114,057.00	132,538.00	151,019.00	169,499.00
125	49.17	58.68	68.18	77.69	87.19	3,933.60	4,694.00	5,454.40	6,214.80	6,975.20	8,523.00	10,171.00	11,818.00	13,466.00	15,113.00	102,274.00	122,045.00	141,815.00	161,585.00	181,355.00
126	52.61	62.78	72.95	83.12	93.29	4,208.80	5,022.40	5,836.00	6,649.60	7,463.20	9,119.00	10,882.00	12,645.00	14,408.00	16,170.00	109,429.00	130,583.00	151,736.00	172,890.00	194,043.00
127	56.29	67.18	78.06	88.94	99.82	4,503.20	5,373.80	6,244.40	7,115.00	7,985.60	9,757.00	11,644.00	13,530.00	15,416.00	17,302.00	117,083.00	139,719.00	162,355.00	184,991.00	207,626.00