PAY POLICY 02

EFFECTIVE DATE: 07/01/2008

CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

| HOURLY RATE | <---------- GRADE AND STEP ----------> | <---------- APPROXIMATE SALARY ----------> BI-WEEKLY | MONTHLY | SEMI-MONTHLY | ANNUAL |
|---|---|---|---|---|---|
| 7.64 | 10-01 ..... ..... ..... ..... ..... ..... ..... ..... ..... | 611.20 | 1,329.36 | 664.68 | 15,952.32 |
| 7.89 | 10-02 11-01 ..... ..... ..... ..... ..... ..... ..... ..... | 631.20 | 1,372.86 | 686.43 | 16,474.32 |
| 8.17 | 10-03 11-02 12-01 ..... ..... ..... ..... ..... ..... ..... | 653.60 | 1,421.58 | 710.79 | 17,058.96 |
| 8.45 | 10-04 11-03 12-02 13-01 ..... ..... ..... ..... ..... ..... | 676.00 | 1,470.30 | 735.15 | 17,643.60 |
| 8.73 | 10-05 11-04 12-03 13-02 14-01 ..... ..... ..... ..... ..... | 698.40 | 1,519.02 | 759.51 | 18,228.24 |
| 9.04 | 10-06 11-05 12-04 13-03 14-02 15-01 ..... ..... ..... ..... | 723.20 | 1,572.96 | 786.48 | 18,875.52 |
| 9.35 | 10-07 11-06 12-05 13-04 14-03 15-02 16-01 ..... ..... ..... | 748.00 | 1,626.90 | 813.45 | 19,522.80 |
| 9.71 | 10-08 11-07 12-06 13-05 14-04 15-03 16-02 17-01 ..... ..... | 776.80 | 1,689.54 | 844.77 | 20,274.48 |
| 10.07 | 10-09 11-08 12-07 13-06 14-05 15-04 16-03 17-02 18-01 ..... | 805.60 | 1,752.18 | 876.09 | 21,026.16 |
| 10.43 | 10-10 11-09 12-08 13-07 14-06 15-05 16-04 17-03 18-02 19-01 | 834.40 | 1,814.82 | 907.41 | 21,777.84 |
| 10.81 | 20-01 11-10 12-09 13-08 14-07 15-06 16-05 17-04 18-03 19-02 | 864.80 | 1,880.94 | 940.47 | 22,571.28 |
| 11.26 | 20-02 21-01 12-10 13-09 14-08 15-07 16-06 17-05 18-04 19-03 | 900.80 | 1,959.24 | 979.62 | 23,510.88 |
| 11.66 | 20-03 21-02 22-01 13-10 14-09 15-08 16-07 17-06 18-05 19-04 | 932.80 | 2,028.84 | 1,014.42 | 24,346.08 |
| 12.12 | 20-04 21-03 22-02 23-01 14-10 15-09 16-08 17-07 18-06 19-05 | 969.60 | 2,108.88 | 1,054.44 | 25,306.56 |
| 12.63 | 20-05 21-04 22-03 23-02 24-01 15-10 16-09 17-08 18-07 19-06 | 1,010.40 | 2,197.62 | 1,098.81 | 26,371.44 |
| 13.12 | 20-06 21-05 22-04 23-03 24-02 25-01 16-10 17-09 18-08 19-07 | 1,049.60 | 2,282.88 | 1,141.44 | 27,394.56 |
| 13.64 | 20-07 21-06 22-05 23-04 24-03 25-02 26-01 17-10 18-09 19-08 | 1,091.20 | 2,373.36 | 1,186.68 | 28,480.32 |
| 14.20 | 20-08 21-07 22-06 23-05 24-04 25-03 26-02 27-01 18-10 19-09 | 1,136.00 | 2,470.80 | 1,235.40 | 29,649.60 |
| 14.79 | 20-09 21-08 22-07 23-06 24-05 25-04 26-03 27-02 28-01 19-10 | 1,183.20 | 2,573.46 | 1,286.73 | 30,881.52 |
| 15.41 | 20-10 21-09 22-08 23-07 24-06 25-05 26-04 27-03 28-02 29-01 | 1,232.80 | 2,681.34 | 1,340.67 | 32,176.08 |
| 16.04 | 30-01 21-10 22-09 23-08 24-07 25-06 26-05 27-04 28-03 29-02 | 1,283.20 | 2,790.96 | 1,395.48 | 33,491.52 |
| 16.73 | 30-02 31-01 22-10 23-09 24-08 25-07 26-06 27-05 28-04 29-03 | 1,338.40 | 2,911.02 | 1,455.51 | 34,932.24 |
| 17.42 | 30-03 31-02 32-01 23-10 24-09 25-08 26-07 27-06 28-05 29-04 | 1,393.60 | 3,031.08 | 1,515.54 | 36,372.96 |
| 18.20 | 30-04 31-03 32-02 33-01 24-10 25-09 26-08 27-07 28-06 29-05 | 1,456.00 | 3,166.80 | 1,583.40 | 38,001.60 |
| 18.96 | 30-05 31-04 32-03 33-02 34-01 25-10 26-09 27-08 28-07 29-06 | 1,516.80 | 3,299.04 | 1,649.52 | 39,588.48 |
| 19.79 | 30-06 31-05 32-04 33-03 34-02 35-01 26-10 27-09 28-08 29-07 | 1,583.20 | 3,443.46 | 1,721.73 | 41,321.52 |
| 20.68 | 30-07 31-06 32-05 33-04 34-03 35-02 36-01 27-10 28-09 29-08 | 1,654.40 | 3,598.32 | 1,799.16 | 43,179.84 |
| 21.59 | 30-08 31-07 32-06 33-05 34-04 35-03 36-02 37-01 28-10 29-09 | 1,727.20 | 3,756.66 | 1,878.33 | 45,079.92 |
| 22.53 | 30-09 31-08 32-07 33-06 34-05 35-04 36-03 37-02 38-01 29-10 | 1,802.40 | 3,920.22 | 1,960.11 | 47,042.64 |
| 23.55 | 30-10 31-09 32-08 33-07 34-06 35-05 36-04 37-03 38-02 39-01 | 1,884.00 | 4,097.70 | 2,048.85 | 49,172.40 |
| 24.60 | 40-01 31-10 32-09 33-08 34-07 35-06 36-05 37-04 38-03 39-02 | 1,968.00 | 4,280.40 | 2,140.20 | 51,364.80 |
| 25.71 | 40-02 41-01 32-10 33-09 34-08 35-07 36-06 37-05 38-04 39-03 | 2,056.80 | 4,473.54 | 2,236.77 | 53,682.48 |
| 26.91 | 40-03 41-02 42-01 33-10 34-09 35-08 36-07 37-06 38-05 39-04 | 2,152.80 | 4,682.34 | 2,341.17 | 56,188.08 |
| 28.11 | 40-04 41-03 42-02 43-01 34-10 35-09 36-08 37-07 38-06 39-05 | 2,248.80 | 4,891.14 | 2,445.57 | 58,693.68 |
| 29.41 | 40-05 41-04 42-03 43-02 44-01 35-10 36-09 37-08 38-07 39-06 | 2,352.80 | 5,117.34 | 2,558.67 | 61,408.08 |
| 30.76 | 40-06 41-05 42-04 43-03 44-02 45-01 36-10 37-09 38-08 39-07 | 2,460.80 | 5,352.24 | 2,676.12 | 64,226.88 |
| 32.18 | 40-07 41-06 42-05 43-04 44-03 45-02 46-01 37-10 38-09 39-08 | 2,574.40 | 5,599.32 | 2,799.66 | 67,191.84 |
| 33.70 | 40-08 41-07 42-06 43-05 44-04 45-03 46-02 47-01 38-10 39-09 | 2,696.00 | 5,863.80 | 2,931.90 | 70,365.60 |
| 35.25 | 40-09 41-08 42-07 43-06 44-05 45-04 46-03 47-02 48-01 39-10 | 2,820.00 | 6,133.50 | 3,066.75 | 73,602.00 |
| 36.92 | 40-10 41-09 42-08 43-07 44-06 45-05 46-04 47-03 48-02 49-01 | 2,953.60 | 6,424.08 | 3,212.04 | 77,088.96 |
| 38.64 | 50-01 41-10 42-09 43-08 44-07 45-06 46-05 47-04 48-03 49-02 | 3,091.20 | 6,723.36 | 3,361.68 | 80,680.32 |
| 40.48 | 50-02 51-01 42-10 43-09 44-08 45-07 46-06 47-05 48-04 49-03 | 3,238.40 | 7,043.52 | 3,521.76 | 84,522.24 |
| 42.39 | 50-03 51-02 52-01 43-10 44-09 45-08 46-07 47-06 48-05 49-04 | 3,391.20 | 7,375.86 | 3,687.93 | 88,510.32 |
| 44.41 | 50-04 51-03 52-02 53-01 44-10 45-09 46-08 47-07 48-06 49-05 | 3,552.80 | 7,727.34 | 3,863.67 | 92,728.08 |
| 46.53 | 50-05 51-04 52-03 53-02 54-01 45-10 46-09 47-08 48-07 49-06 | 3,722.40 | 8,096.22 | 4,048.11 | 97,154.64 |
| 48.77 | 50-06 51-05 52-04 53-03 54-02 55-01 46-10 47-09 48-08 49-07 | 3,901.60 | 8,485.98 | 4,242.99 | 101,831.76 |
| 51.11 | 50-07 51-06 52-05 53-04 54-03 55-02 ..... 47-10 48-09 49-08 | 4,088.80 | 8,893.14 | 4,446.57 | 106,717.68 |
| 53.56 | 50-08 51-07 52-06 53-05 54-04 55-03 ..... ..... 48-10 49-09 | 4,284.80 | 9,319.44 | 4,659.72 | 111,833.28 |
| 56.14 | 50-09 51-08 52-07 53-06 54-05 55-04 ..... ..... ..... 49-10 | 4,491.20 | 9,768.36 | 4,884.18 | 117,220.32 |
| 58.82 | 50-10 51-09 52-08 53-07 54-06 55-05 ..... ..... ..... ..... | 4,705.60 | 10,234.68 | 5,117.34 | 122,816.16 |
| 61.70 | ..... 51-10 52-09 53-08 54-07 55-06 ..... ..... ..... ..... | 4,936.00 | 10,735.80 | 5,367.90 | 128,829.60 |
| 64.68 | ..... ..... 52-10 53-09 54-08 55-07 ..... ..... ..... ..... | 5,174.40 | 11,254.32 | 5,627.16 | 135,051.84 |
| 67.82 | ..... ..... ..... 53-10 54-09 55-08 ..... ..... ..... ..... | 5,425.60 | 11,800.68 | 5,900.34 | 141,608.16 |
| 71.09 | ..... ..... ..... ..... 54-10 55-09 ..... ..... ..... ..... | 5,687.20 | 12,369.66 | 6,184.83 | 148,435.92 |
| 74.38 | ..... ..... ..... ..... ..... 55-10 ..... ..... ..... ..... | 5,950.40 | 12,942.12 | 6,471.06 | 155,305.44 |

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 20.50%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .90703.