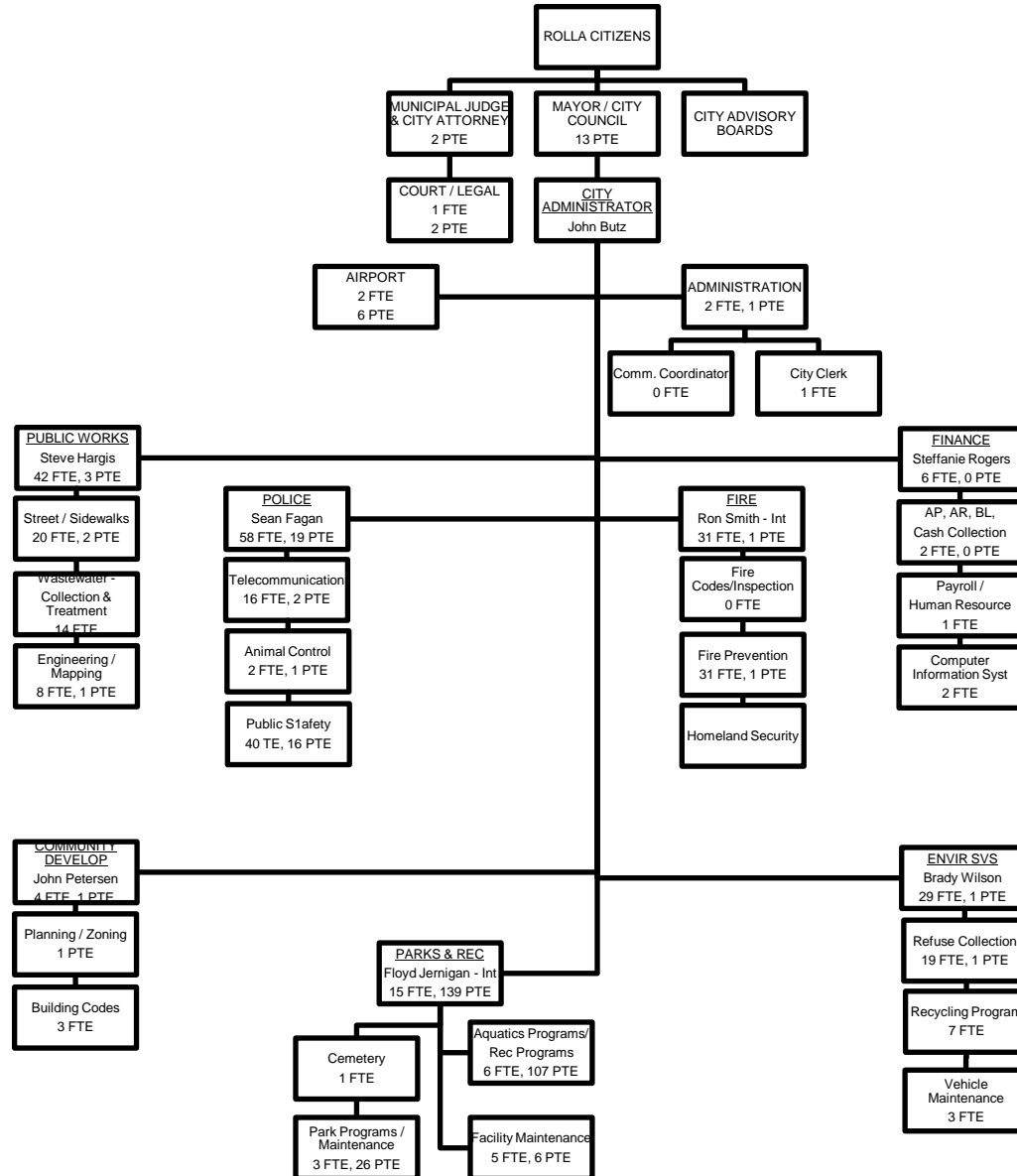


# PERSONNEL AND COMPENSATION

# CITY OF ROLLA ORGANIZATIONAL CHART



**CITY OF ROLLA  
EMPLOYEE TURNOVER ANALYSIS  
AS OF 08-22-16**

<b><u>REASON</u></b>	<b>CALENDAR YEAR</b>					<b>5 YR</b>	<b><u>2016</u></b>
	<b><u>2011</u></b>	<b><u>2012</u></b>	<b><u>2013</u></b>	<b><u>2014</u></b>	<b><u>2015</u></b>	<b><u>TOTAL</u></b>	
Better Pay	2	6	7	10	10	35	1
Death	0	0	1	0	1	2	0
Internal Conflict	2	0	1	0	1	4	0
Personal Reasons	4	5	7	7	3	26	3
Retirement/Disability	2	12	1	4	5	24	4
Termination	0	3	3	3	4	13	1
	<u>10</u>	<u>26</u>	<u>20</u>	<u>24</u>	<u>24</u>	<u>104</u>	<u>9</u>
Total FT Employee	194	197	202	198	196		194
Turnover Rate	5%	13%	10%	12%	12%		5%

# Pay Adjustments

<u>Fiscal Year</u>	<u>COLA</u>	<u>Merit Increases</u>
Proposed 2017	1%	Either 1.5% or 3% Depend on eval/dept allocation
2016	2%	Either 1.5% or 3% Depend on eval/dept allocation
2015	None	1.5%
2014	1%	None
2013	1%	None
2012	1%	1.5%
2011	None	None
2010	2%	None

**City of Rolla Personnel and Compensation System  
2016-2017 Budget Year**

<u>Job Title</u>	<u>Department</u>	<u>Grade</u>	<u>FLSA</u>	<u>Total Employed</u>	<u>Risk Category</u>
Public Works Director	Engineering	19	E	1	Low
Finance Director	Finance	18	E	1	Low
Police Chief	Police	18	E	1	Low
Fire Chief	Fire	18	E	1	Low
Community Development Director	Community Dev.	17	E	1	Low
Parks & Recreation Director	Rec. Center	17	E	1	Low
Environmental Services Director	Environmental Svs	17	E	1	Low
Civil Engineer	Engineering	16	E	1	Low
Police Assistant Chief	Police	16	E	4	Low
Building Codes Administrator	Community Dev.	15	E	1	Low
Assistant Fire Chief	Fire	15	E	1	Low
MIS Coordinator	Finance	15	E	1	Low
Police Captain	Police	15	E	0	Low
Communications Chief	Police	15	E	1	Low
Fire Captain	Fire	F-11	E	6	High
Fire Marshall	Fire	14	E	0	Low
Parks Superintendent	Parks	14	E	1	High
Environmental Services Superintendent	Environmental Svs	14	E	1	High
Street Superintendent	Street	14	E	1	High
Waste Water Superintendent	Wastewater	14	E	1	High
Sewer Collection Superintendent	Wastewater	14	E	1	High
Building Inspector Senior	Community Dev.	13		0	Low
Project Coordinator Senior	Engineering/Street	13		4	Low
VIPS Coordinator	Police	13		1	Low
Detective Sergeant	Police	13		2	High
Police Sergeant	Police	13		5	High
General Foreman	Street	13		2	High
Waste Water Asst. Superintendent	Wastewater	13		1	High
Traffic Technician Foreman	Street	12		1	High
Airport Manager	Airport	12		1	Low
Communications Coordinator	City Administration	12		0	Low
City Clerk	City Administration	12		1	Low
Building Inspector	Community Dev.	12		1	Low
Project Coordinator (Design, GIS, Insp.)	Engineering/Street	12		4	Low
Rec Manager - Aquatics	Rec. Center	12		1	Low
Rec Manager - Guest Services	Rec. Center	12		1	Low
Rec Manager - Programs & Fitness	Rec. Center	12		2	Low
Lead Mechanic	Environmental Svs	12		1	High
Police Corporal	Police	12		4	High
Telecommunication Supervisor	Police	12		3	Low
Fire Lieutenant	Fire	F-8		6	High
Park Foreman	Parks	11		1	High
Wastewater Foreman	Wastewater	11		1	High
Detective	Police	11		4	High
Recreation Supervisor	Rec. Center	11		1	Low
Recycling Coordinator	Environmental Svs	11		1	Low
Account Clerk Sr.	Finance	11		0	Low
Foreman	Street	11		2	High
Equipment Operator Senior	Wastewater	11		1	High
Plant Operator Senior	Wastewater	11		3	High
MIS Technician	Finance	11		1	Low
Police Officer Sr	Police	11		7	High
Police Officer	Police	11		6	High
Environmental Services Foreman	Environmental Svs	11		2	High
Firefighter	Fire	F-7		16	High

**City of Rolla Personnel and Compensation System  
2016-2017 Budget Year**

<b><u>Job Title</u></b>	<b><u>Department</u></b>	<b><u>Grade</u></b>	<b><u>FLSA</u></b>	<b><u>Total Employed</u></b>	<b><u>Risk Category</u></b>
Executive Assistant	City Admin, PD	10		1	Low
Assistant Planner	Community Dev.	10		1	Low
Account Clerk II	Finance	10		1	Low
Building & Zoning Inspector	Community Dev.	10		1	Low
Engineering Technician	Engineering	10		1	Low
Mechanic	Environmental Svs	10		1	High
Equipment Operator Senior	Env Svs/Street	10		3	High
Traffic Technician	Street	10		1	High
Right-of-Way Inspector	Street	10		0	High
Plant Operator II	Wastewater	10		0	High
Equipment Operator II	Wastewater	10		1	High
Telecommunicator Sr	Police	10		5	Low
Telecommunicator	Police	10		6	Low
Administrative Assistant	All Departments	9		5	Low
Account Clerk I	Finance	9		2	Low
Account Clerk/Administrative Assistant	Finance/Com Dev	9		1	Low
Municipal Court Clerk	City Administration	9		1	Low
Animal Control Supervisor	Police	9		1	High
Maintenance Worker	Rec. Center	9		1	High
Equipment Operator II	Env Svs/Street/Parks	9		10	High
Vehicle Service Technician	Environmental Svs	9		1	High
Firefighter Cadet	Fire	F-5		0	High
Deputy Court Clerk	City Administration	8		0	Low
Secretary	Eng, Com Dev, Police	8		1	Low
Police Cadet	Police	8		0	High
Animal Control Officer	Police	8		1	High
Lead Custodian	Rec. Center	8		1	Low
Equipment Operator I	Env Svs/Street	8		17	High
Equipment Operator I	Wastewater	8		5	High
Plant Operator	Wastewater	8		0	High
Police Records Clerk Sr	Police	8		1	Low
Police Records Clerk	Police	8		1	Low
Senior Laborer	Environmental Svs	8		2	High
Airport Laborer	Airport	7		1	High
Custodian	Centre, City Hall, RPD	7		4	Low
Laborer	Environmental Svs	7		1	High
Plant Operator Trainee	Wastewater	7		0	High
<b>Total Employees</b>				<u>193</u>	<u>6</u>

**City of Rolla**  
**Beginning September 25, 2016 - 1.0% Annual Adjustment**  
**1.5% Steps, 10% Grades**  
**Base Pay Scale - 2080 Hours**

Annual Salary

Bi-weekly

Hourly Wage

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Grade One</b>	\$ 10,712.00	\$ 10,872.68	\$ 11,033.36	\$ 11,198.86	\$ 11,364.36	\$ 11,534.83	\$ 11,705.29	\$ 11,880.87	\$ 12,056.45	\$ 12,237.30	\$ 12,418.14	\$ 12,604.42	\$ 12,790.69	\$ 12,982.55	\$ 13,174.41	\$ 13,372.02	\$ 13,569.64	\$ 13,773.19	\$ 13,976.73	\$ 14,186.38
(Bi-weekly)	\$ 412.00	\$ 418.18	\$ 424.36	\$ 430.73	\$ 437.09	\$ 443.65	\$ 450.20	\$ 456.96	\$ 463.71	\$ 470.67	\$ 477.62	\$ 484.79	\$ 491.95	\$ 499.33	\$ 506.71	\$ 514.31	\$ 521.91	\$ 529.74	\$ 537.57	\$ 545.63
(Hourly)	\$ 5.150	\$ 5.227	\$ 5.305	\$ 5.384	\$ 5.464	\$ 5.546	\$ 5.628	\$ 5.712	\$ 5.796	\$ 5.883	\$ 5.970	\$ 6.060	\$ 6.149	\$ 6.242	\$ 6.334	\$ 6.429	\$ 6.524	\$ 6.622	\$ 6.720	\$ 6.820
(Overtime)	\$ 7.725	\$ 7.841	\$ 7.957	\$ 8.076	\$ 8.195	\$ 8.318	\$ 8.441	\$ 8.568	\$ 8.695	\$ 8.825	\$ 8.955	\$ 9.090	\$ 9.224	\$ 9.362	\$ 9.501	\$ 9.643	\$ 9.786	\$ 9.933	\$ 10.079	\$ 10.231
<b>Grade Two</b>	\$ 11,783.20	\$ 11,959.95	\$ 12,136.70	\$ 12,318.75	\$ 12,500.80	\$ 12,688.31	\$ 12,875.82	\$ 13,068.96	\$ 13,262.10	\$ 13,461.03	\$ 13,659.96	\$ 13,864.86	\$ 14,069.76	\$ 14,280.80	\$ 14,491.85	\$ 14,709.23	\$ 14,926.61	\$ 15,150.50	\$ 15,374.40	\$ 15,605.02
(Bi-weekly)	\$ 453.20	\$ 460.00	\$ 466.80	\$ 473.80	\$ 480.80	\$ 488.01	\$ 495.22	\$ 502.65	\$ 510.08	\$ 517.73	\$ 525.38	\$ 533.26	\$ 541.14	\$ 549.26	\$ 557.38	\$ 565.74	\$ 574.10	\$ 582.71	\$ 591.32	\$ 600.19
(Hourly)	\$ 5.665	\$ 5.750	\$ 5.835	\$ 5.922	\$ 6.010	\$ 6.100	\$ 6.190	\$ 6.283	\$ 6.376	\$ 6.472	\$ 6.567	\$ 6.666	\$ 6.764	\$ 6.866	\$ 6.967	\$ 7.072	\$ 7.176	\$ 7.284	\$ 7.392	\$ 7.502
(Overtime)	\$ 8.498	\$ 8.625	\$ 8.752	\$ 8.884	\$ 9.015	\$ 9.150	\$ 9.285	\$ 9.425	\$ 9.564	\$ 9.707	\$ 9.851	\$ 9.999	\$ 10.146	\$ 10.299	\$ 10.451	\$ 10.608	\$ 10.764	\$ 10.926	\$ 11.087	\$ 11.254
<b>Grade Three</b>	\$ 12,961.52	\$ 13,155.94	\$ 13,350.37	\$ 13,550.62	\$ 13,750.88	\$ 13,957.14	\$ 14,163.40	\$ 14,375.85	\$ 14,588.30	\$ 14,807.13	\$ 15,025.95	\$ 15,251.34	\$ 15,476.73	\$ 15,708.88	\$ 15,941.03	\$ 16,180.15	\$ 16,419.27	\$ 16,665.55	\$ 16,911.84	\$ 17,165.52
(Bi-weekly)	\$ 498.52	\$ 506.00	\$ 513.48	\$ 521.18	\$ 528.88	\$ 536.81	\$ 544.75	\$ 552.92	\$ 561.09	\$ 569.50	\$ 577.92	\$ 586.59	\$ 595.26	\$ 604.19	\$ 613.12	\$ 622.31	\$ 631.51	\$ 640.98	\$ 650.46	\$ 660.21
(Hourly)	\$ 6.232	\$ 6.325	\$ 6.418	\$ 6.515	\$ 6.611	\$ 6.710	\$ 6.809	\$ 6.911	\$ 7.014	\$ 7.119	\$ 7.224	\$ 7.332	\$ 7.441	\$ 7.552	\$ 7.664	\$ 7.779	\$ 7.894	\$ 8.012	\$ 8.131	\$ 8.253
(Overtime)	\$ 9.347	\$ 9.487	\$ 9.628	\$ 9.772	\$ 9.916	\$ 10.065	\$ 10.214	\$ 10.367	\$ 10.520	\$ 10.678	\$ 10.836	\$ 10.999	\$ 11.161	\$ 11.329	\$ 11.496	\$ 11.668	\$ 11.841	\$ 12.018	\$ 12.196	\$ 12.379
<b>Grade Four</b>	\$ 14,257.67	\$ 14,471.54	\$ 14,685.40	\$ 14,905.68	\$ 15,125.96	\$ 15,352.85	\$ 15,579.74	\$ 15,813.44	\$ 16,047.14	\$ 16,287.84	\$ 16,528.55	\$ 16,776.48	\$ 17,024.41	\$ 17,279.77	\$ 17,535.14	\$ 17,798.17	\$ 18,061.19	\$ 18,332.11	\$ 18,603.03	\$ 18,882.07
(Bi-weekly)	\$ 548.37	\$ 556.80	\$ 564.82	\$ 573.30	\$ 581.77	\$ 590.49	\$ 599.22	\$ 608.21	\$ 617.20	\$ 626.46	\$ 635.71	\$ 645.25	\$ 654.78	\$ 664.61	\$ 674.43	\$ 684.54	\$ 694.66	\$ 705.08	\$ 715.50	\$ 726.23
(Hourly)	\$ 6.855	\$ 6.957	\$ 7.060	\$ 7.166	\$ 7.272	\$ 7.381	\$ 7.490	\$ 7.603	\$ 7.715	\$ 7.831	\$ 7.946	\$ 8.066	\$ 8.185	\$ 8.308	\$ 8.430	\$ 8.557	\$ 8.683	\$ 8.814	\$ 8.944	\$ 9.078
(Overtime)	\$ 10.282	\$ 10.436	\$ 10.590	\$ 10.749	\$ 10.908	\$ 11.072	\$ 11.235	\$ 11.404	\$ 11.572	\$ 11.746	\$ 11.920	\$ 12.098	\$ 12.277	\$ 12.461	\$ 12.646	\$ 12.835	\$ 13.025	\$ 13.220	\$ 13.416	\$ 13.617
<b>Grade Five</b>	\$ 15,683.44	\$ 15,918.69	\$ 16,153.94	\$ 16,396.25	\$ 16,638.56	\$ 16,888.14	\$ 17,137.72	\$ 17,394.78	\$ 17,651.85	\$ 17,916.63	\$ 18,181.40	\$ 18,454.13	\$ 18,726.85	\$ 19,007.75	\$ 19,288.65	\$ 19,577.98	\$ 19,867.31	\$ 20,165.32	\$ 20,463.33	\$ 20,770.28
(Bi-weekly)	\$ 603.21	\$ 612.26	\$ 621.31	\$ 630.63	\$ 639.94	\$ 649.54	\$ 659.14	\$ 669.03	\$ 678.92	\$ 689.10	\$ 699.28	\$ 709.77	\$ 720.26	\$ 731.07	\$ 741.87	\$ 753.00	\$ 764.13	\$ 775.59	\$ 787.05	\$ 798.86
(Hourly)	\$ 7.540	\$ 7.653	\$ 7.766	\$ 7.883	\$ 7.999	\$ 8.119	\$ 8.239	\$ 8.363	\$ 8.486	\$ 8.614	\$ 8.741	\$ 8.872	\$ 9.003	\$ 9.138	\$ 9.273	\$ 9.412	\$ 9.552	\$ 9.695	\$ 9.838	\$ 9.986
(Overtime)	\$ 11.310	\$ 11.480	\$ 11.649	\$ 11.824	\$ 11.999	\$ 12.179	\$ 12.359	\$ 12.544	\$ 12.730	\$ 12.921	\$ 13.112	\$ 13.308	\$ 13.505	\$ 13.708	\$ 13.910	\$ 14.119	\$ 14.327	\$ 14.542	\$ 14.757	\$ 14.979
<b>Grade Six</b>	\$ 17,251.78	\$ 17,510.56	\$ 17,769.34	\$ 18,035.88	\$ 18,302.42	\$ 18,576.95	\$ 18,851.49	\$ 19,134.26	\$ 19,417.03	\$ 19,708.29	\$ 19,999.54	\$ 20,299.54	\$ 20,599.53	\$ 20,908.52	\$ 21,217.52	\$ 21,535.78	\$ 21,854.04	\$ 22,181.85	\$ 22,509.66	\$ 22,847.31
(Bi-weekly)	\$ 663.53	\$ 673.48	\$ 683.44	\$ 693.69	\$ 703.94	\$ 714.50	\$ 725.06	\$ 735.93	\$ 746.81	\$ 758.01	\$ 769.21	\$ 780.75	\$ 792.29	\$ 804.17	\$ 816.06	\$ 828.30	\$ 840.54	\$ 853.15	\$ 865.76	\$ 878.74
(Hourly)	\$ 8.294	\$ 8.419	\$ 8.543	\$ 8.671	\$ 8.799	\$ 8.931	\$ 9.063	\$ 9.199	\$ 9.335	\$ 9.475	\$ 9.615	\$ 9.759	\$ 9.904	\$ 10.052	\$ 10.201	\$ 10.354	\$ 10.507	\$ 10.664	\$ 10.822	\$ 10.984
(Overtime)	\$ 12.441	\$ 12.628	\$ 12.814	\$ 13.007	\$ 13.199	\$ 13.397	\$ 13.595	\$ 13.799	\$ 14.003	\$ 14.213	\$ 14.423	\$ 14.639	\$ 14.855	\$ 15.078	\$ 15.301	\$ 15.531	\$ 15.760	\$ 15.997	\$ 16.233	\$ 16.476
<b>Grade Seven</b>	\$ 22,468.16	\$ 22,805.18	\$ 23,142.20	\$ 23,489.34	\$ 23,836.47	\$ 24,194.02	\$ 24,551.57	\$ 24,919.84	\$ 25,288.11	\$ 25,667.43	\$ 26,046.76	\$ 26,437.46	\$ 26,828.16	\$ 27,230.58	\$ 27,633.00	\$ 28,047.50	\$ 28,461.99	\$ 28,888.92	\$ 29,315.85	\$ 29,755.59
(Bi-weekly)	\$ 864.16	\$ 877.12	\$ 890.08	\$ 903.44	\$ 916.79	\$ 930.54	\$ 944.29	\$ 958.46	\$ 972.62	\$ 987.21	\$ 1,001.80	\$ 1,016.83	\$ 1,031.85	\$ 1,047.33	\$ 1,062.81	\$ 1,078.75	\$ 1,094.69	\$ 1,111.11	\$ 1,127.53	\$ 1,144.45
(Hourly)	\$ 10.802	\$ 10.964	\$ 11.126	\$ 11.293	\$ 11.460	\$ 11.632	\$ 11.804	\$ 11.981	\$ 12.158	\$ 12.340	\$ 12.522	\$ 12.710	\$ 12.898	\$ 13.092	\$ 13.285	\$ 13.484	\$ 13.684	\$ 13.889	\$ 14.094	\$ 14.306
(Overtime)	\$ 16.203	\$ 16.446	\$ 16.689	\$ 16.939	\$ 17.190	\$ 17.448	\$ 17.705	\$ 17.971	\$ 18.237	\$ 18.510	\$ 18.784	\$ 19.065	\$ 19.347	\$ 19.637	\$ 19.928	\$ 20.227	\$ 20.525	\$ 20.833	\$ 21.141	\$ 21.458
<b>Grade Eight</b>	\$ 24,714.98	\$ 25,085.70	\$ 25,456.43	\$ 25,838.27	\$ 26,220.12	\$ 26,613.42	\$ 27,007.72	\$ 27,411.82	\$ 27,816.92	\$ 28,234.18	\$ 28,651.43	\$ 29,081.20	\$ 29,510.97	\$ 29,953.64	\$ 30,396.30	\$ 30,852.25	\$ 31,308.19	\$ 31,777.82	\$ 32,247.44	\$ 32,731.15
(Bi-weekly)	\$ 950.58	\$ 964.83	\$ 979.09	\$ 993.78	\$ 1,008.47	\$ 1,023.59	\$ 1,038.72	\$ 1,054.30	\$ 1,069.88	\$ 1,085.93	\$ 1,101.98	\$ 1,118.51	\$ 1,135.04	\$ 1,152.06	\$ 1,169.09	\$ 1,186.62	\$ 1,204.16	\$ 1,222.22	\$ 1,240.29	\$ 1,258.89
(Hourly)	\$ 11.882	\$ 12.060	\$ 12.239	\$ 12.422	\$ 12.606	\$ 12.795	\$ 12.984	\$ 13.179	\$ 13.374	\$ 13.574	\$ 13.775	\$ 13.981	\$ 14.188	\$ 14.401	\$ 14.614	\$ 14.833	\$ 15.052	\$ 15.278	\$ 15.504	\$ 15.736
(Overtime)	\$ 17.823	\$ 18.091	\$ 18.358	\$ 18.633	\$ 18.909	\$ 19.192	\$ 19.476	\$ 19.768	\$ 20.060	\$ 20.361	\$ 20.662	\$ 20.972	\$ 21.282	\$ 21.601	\$ 21.920	\$ 22.249	\$ 22.578	\$ 22.917	\$ 23.255	\$ 23.604
<b>Grade Nine</b>	\$ 27,186.47	\$ 27,594.27	\$ 28,002.07	\$ 28,422.10	\$ 28,842.13	\$ 29,274.76	\$ 29,707.39	\$ 30,153.00	\$ 30,598.62	\$ 31,057.59	\$ 31,516.57	\$ 31,989.32	\$ 32,462.07	\$ 32,949.00	\$ 33,435.93	\$ 33,937.47	\$ 34,439.01	\$ 34,955.60	\$ 35,472.18	\$ 36,004.26
(Bi-weekly)	\$ 1,045.63	\$ 1,061.32	\$ 1,077.00	\$ 1,093.16	\$ 1,109.31	\$ 1,125.95	\$ 1,142.59	\$ 1,159.73	\$ 1,176.87	\$ 1,194.52	\$ 1,212.18	\$ 1,230.36	\$ 1,248.54	\$ 1,267.27	\$ 1,286.00	\$ 1,305.29	\$ 1,324.58	\$ 1,344.45	\$ 1,364.31	\$ 1,384.78
(Hourly)	\$ 13.070	\$ 13.266	\$ 13.463	\$ 13.664	\$ 13.866	\$ 14.074	\$ 14.282	\$ 14.497	\$ 14.711	\$ 14.932	\$ 15.152	\$ 15.379	\$ 15.607	\$ 15.841	\$ 16.075	\$ 16.316	\$ 16.557	\$ 16.806	\$ 17.054	\$ 17.310
(Overtime)	\$ 19.606	\$ 19.900	\$ 20.194	\$ 20.497	\$ 20.800	\$ 21.112	\$ 21.424	\$ 21.745	\$ 22.066	\$ 22.397	\$ 22.728	\$ 23.069	\$ 23.410	\$ 23.761	\$ 24.112	\$ 24.474	\$ 24.836	\$ 25.208	\$ 25.581	\$ 25.965
<b>Grade Ten</b>	\$ 29,905.12	\$ 30,353.70	\$ 30,802.27	\$ 31,264.31	\$ 31,726.34	\$ 32,202.24	\$ 32,678.13	\$ 33,168.31	\$ 33,658.48	\$ 34,163.35	\$ 34,668.23	\$ 35,188.25	\$ 35,708.28	\$ 36,243.90	\$ 36,779.53	\$ 37,331.22	\$ 37,882.91	\$ 38,451.16	\$ 39,019.40	\$ 39,604.69
(Bi-weekly)	\$ 1,150.20	\$ 1,167.45	\$ 1,184.70	\$ 1,202.47	\$ 1,220.24	\$ 1,238.55	\$ 1,256.85	\$ 1,275.70	\$ 1,294.56	\$ 1,313.98	\$ 1,333.39	\$ 1,353.39	\$ 1,373.40	\$ 1,394.00	\$ 1,414.60	\$ 1,435.82	\$ 1,457.04	\$ 1,478.89	\$ 1,500.75	\$ 1,523.26
(Hourly)	\$ 14.377	\$ 14.593	\$ 14.809	\$ 15.031	\$ 15.253	\$ 15.482	\$ 15.711	\$ 15.946	\$ 16.182	\$ 16.425	\$ 16.667	\$ 16.917	\$ 17.167	\$ 17.425	\$ 17.682	\$ 17.948	\$ 18.213	\$ 18.486	\$ 18.759	\$ 19.041
(Overtime)	\$ 21.566	\$ 21.890	\$ 22.213	\$ 22.546	\$ 22.880	\$ 23.223	\$ 23.566	\$ 23.919	\$ 24.273	\$ 24.637	\$ 25.001	\$ 25.376	\$ 25.751	\$ 26.137	\$ 26.524	\$ 26.922	\$ 27.319	\$ 27.729	\$ 28.139	\$ 28.561

**City of Rolla**  
**Beginning September 25, 2016 - 1.0% Annual Adjustment**  
**1.5% Steps, 10% Grades**  
**Base Pay Scale - 2080 Hours**

Annual Salary

Bi-weekly

Hourly Wage

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Grade Eleven</b>	\$ 32,895.63	\$ 33,389.07	\$ 33,882.50	\$ 34,390.74	\$ 34,898.98	\$ 35,422.46	\$ 35,945.95	\$ 36,485.14	\$ 37,024.32	\$ 37,579.69	\$ 38,135.05	\$ 38,707.08	\$ 39,279.11	\$ 39,868.29	\$ 40,457.48	\$ 41,064.34	\$ 41,671.20	\$ 42,296.27	\$ 42,921.34	\$ 43,565.16
(Bi-weekly)	\$ 1,265.22	\$ 1,284.19	\$ 1,303.17	\$ 1,322.72	\$ 1,342.27	\$ 1,362.40	\$ 1,382.54	\$ 1,403.27	\$ 1,424.01	\$ 1,445.37	\$ 1,466.73	\$ 1,488.73	\$ 1,510.73	\$ 1,533.40	\$ 1,556.06	\$ 1,579.40	\$ 1,602.74	\$ 1,626.78	\$ 1,650.82	\$ 1,675.58
(Hourly)	\$ 15.815	\$ 16.052	\$ 16.290	\$ 16.534	\$ 16.778	\$ 17.030	\$ 17.282	\$ 17.541	\$ 17.800	\$ 18.067	\$ 18.334	\$ 18.609	\$ 18.884	\$ 19.167	\$ 19.451	\$ 19.742	\$ 20.034	\$ 20.335	\$ 20.635	\$ 20.945
(Overtime)	\$ 23.723	\$ 24.079	\$ 24.434	\$ 24.801	\$ 25.168	\$ 25.545	\$ 25.923	\$ 26.311	\$ 26.700	\$ 27.101	\$ 27.501	\$ 27.914	\$ 28.326	\$ 28.751	\$ 29.176	\$ 29.614	\$ 30.051	\$ 30.502	\$ 30.953	\$ 31.417
<b>Grade Twelve</b>	\$ 36,185.20	\$ 36,727.97	\$ 37,270.75	\$ 37,829.81	\$ 38,388.87	\$ 38,964.71	\$ 39,540.54	\$ 40,133.65	\$ 40,726.76	\$ 41,336.66	\$ 41,948.56	\$ 42,577.79	\$ 43,207.02	\$ 43,855.12	\$ 44,503.23	\$ 45,170.78	\$ 45,838.32	\$ 46,525.90	\$ 47,213.47	\$ 47,921.68
(Bi-weekly)	\$ 1,391.74	\$ 1,412.61	\$ 1,433.49	\$ 1,454.99	\$ 1,476.50	\$ 1,498.64	\$ 1,520.79	\$ 1,543.60	\$ 1,566.41	\$ 1,589.91	\$ 1,613.41	\$ 1,637.61	\$ 1,661.81	\$ 1,686.74	\$ 1,711.66	\$ 1,737.34	\$ 1,763.01	\$ 1,789.46	\$ 1,815.90	\$ 1,843.14
(Hourly)	\$ 17.397	\$ 17.658	\$ 17.919	\$ 18.187	\$ 18.456	\$ 18.733	\$ 19.010	\$ 19.295	\$ 19.580	\$ 19.874	\$ 20.168	\$ 20.470	\$ 20.773	\$ 21.084	\$ 21.396	\$ 21.717	\$ 22.038	\$ 22.368	\$ 22.699	\$ 23.039
(Overtime)	\$ 26.095	\$ 26.487	\$ 26.878	\$ 27.281	\$ 27.684	\$ 28.100	\$ 28.515	\$ 28.943	\$ 29.370	\$ 29.811	\$ 30.251	\$ 30.705	\$ 31.159	\$ 31.626	\$ 32.094	\$ 32.575	\$ 33.056	\$ 33.552	\$ 34.048	\$ 34.559
<b>Grade Thirteen</b>	\$ 39,803.72	\$ 40,400.77	\$ 40,997.83	\$ 41,612.79	\$ 42,227.76	\$ 42,861.18	\$ 43,494.60	\$ 44,147.01	\$ 44,799.43	\$ 45,471.42	\$ 46,143.42	\$ 46,835.57	\$ 47,527.72	\$ 48,240.63	\$ 48,953.55	\$ 49,687.85	\$ 50,422.16	\$ 51,178.49	\$ 51,934.82	\$ 52,713.84
(Bi-weekly)	\$ 1,530.91	\$ 1,553.88	\$ 1,576.84	\$ 1,600.49	\$ 1,624.14	\$ 1,648.51	\$ 1,672.87	\$ 1,697.96	\$ 1,723.06	\$ 1,748.90	\$ 1,774.75	\$ 1,801.37	\$ 1,827.99	\$ 1,855.41	\$ 1,882.83	\$ 1,911.07	\$ 1,939.31	\$ 1,968.40	\$ 1,997.49	\$ 2,027.46
(Hourly)	\$ 19.136	\$ 19.423	\$ 19.710	\$ 20.006	\$ 20.302	\$ 20.606	\$ 20.911	\$ 21.225	\$ 21.538	\$ 21.861	\$ 22.184	\$ 22.517	\$ 22.850	\$ 23.193	\$ 23.535	\$ 23.888	\$ 24.241	\$ 24.605	\$ 24.969	\$ 25.343
(Overtime)	\$ 28.705	\$ 29.135	\$ 29.566	\$ 30.009	\$ 30.453	\$ 30.910	\$ 31.366	\$ 31.837	\$ 32.307	\$ 32.792	\$ 33.277	\$ 33.776	\$ 34.275	\$ 34.789	\$ 35.303	\$ 35.833	\$ 36.362	\$ 36.908	\$ 37.453	\$ 38.015
<b>Grade Fourteen</b>	\$ 43,784.09	\$ 44,440.85	\$ 45,097.61	\$ 45,774.07	\$ 46,450.54	\$ 47,147.30	\$ 47,844.05	\$ 48,561.72	\$ 49,279.38	\$ 50,018.57	\$ 50,757.76	\$ 51,519.12	\$ 52,280.49	\$ 53,064.70	\$ 53,848.91	\$ 54,656.64	\$ 55,464.37	\$ 56,296.34	\$ 57,128.30	\$ 57,985.23
(Bi-weekly)	\$ 1,684.00	\$ 1,709.26	\$ 1,734.52	\$ 1,760.54	\$ 1,786.56	\$ 1,813.36	\$ 1,840.16	\$ 1,867.76	\$ 1,895.36	\$ 1,923.79	\$ 1,952.22	\$ 1,981.50	\$ 2,010.79	\$ 2,040.95	\$ 2,071.11	\$ 2,102.18	\$ 2,133.25	\$ 2,165.24	\$ 2,197.24	\$ 2,230.20
(Hourly)	\$ 21.050	\$ 21.366	\$ 21.682	\$ 22.007	\$ 22.332	\$ 22.667	\$ 23.002	\$ 23.347	\$ 23.692	\$ 24.047	\$ 24.403	\$ 24.769	\$ 25.135	\$ 25.512	\$ 25.889	\$ 26.277	\$ 26.666	\$ 27.066	\$ 27.466	\$ 27.878
(Overtime)	\$ 31.575	\$ 32.049	\$ 32.522	\$ 33.010	\$ 33.498	\$ 34.000	\$ 34.503	\$ 35.020	\$ 35.538	\$ 36.071	\$ 36.604	\$ 37.153	\$ 37.702	\$ 38.268	\$ 38.833	\$ 39.416	\$ 39.998	\$ 40.598	\$ 41.198	\$ 41.816
<b>Grade Fifteen</b>	\$ 48,162.50	\$ 48,884.93	\$ 49,607.37	\$ 50,351.48	\$ 51,095.59	\$ 51,862.03	\$ 52,628.46	\$ 53,417.89	\$ 54,207.31	\$ 55,020.42	\$ 55,833.53	\$ 56,671.04	\$ 57,508.54	\$ 58,371.17	\$ 59,233.80	\$ 60,122.30	\$ 61,010.81	\$ 61,925.97	\$ 62,841.13	\$ 63,783.75
(Bi-weekly)	\$ 1,852.40	\$ 1,880.19	\$ 1,907.98	\$ 1,936.60	\$ 1,965.22	\$ 1,994.69	\$ 2,024.17	\$ 2,054.53	\$ 2,084.90	\$ 2,116.17	\$ 2,147.44	\$ 2,179.66	\$ 2,211.87	\$ 2,245.04	\$ 2,278.22	\$ 2,312.40	\$ 2,346.57	\$ 2,381.77	\$ 2,416.97	\$ 2,453.22
(Hourly)	\$ 23.155	\$ 23.502	\$ 23.850	\$ 24.207	\$ 24.565	\$ 24.934	\$ 25.302	\$ 25.682	\$ 26.061	\$ 26.452	\$ 26.843	\$ 27.246	\$ 27.648	\$ 28.063	\$ 28.478	\$ 28.905	\$ 29.332	\$ 29.772	\$ 30.212	\$ 30.665
(Overtime)	\$ 34.733	\$ 35.254	\$ 35.775	\$ 36.311	\$ 36.848	\$ 37.400	\$ 37.953	\$ 38.523	\$ 39.092	\$ 39.678	\$ 40.265	\$ 40.869	\$ 41.473	\$ 42.095	\$ 42.717	\$ 43.357	\$ 43.998	\$ 44.658	\$ 45.318	\$ 45.998
<b>Grade Sixteen</b>	\$ 52,978.75	\$ 53,773.43	\$ 54,568.11	\$ 55,386.63	\$ 56,205.15	\$ 57,048.23	\$ 57,891.31	\$ 58,759.68	\$ 59,628.05	\$ 60,522.47	\$ 61,416.89	\$ 62,338.14	\$ 63,259.39	\$ 64,208.28	\$ 65,157.18	\$ 66,134.53	\$ 67,111.89	\$ 68,118.57	\$ 69,125.25	\$ 70,162.13
(Bi-weekly)	\$ 2,037.64	\$ 2,068.21	\$ 2,098.77	\$ 2,130.25	\$ 2,161.74	\$ 2,194.16	\$ 2,226.59	\$ 2,259.99	\$ 2,293.39	\$ 2,327.79	\$ 2,362.19	\$ 2,397.62	\$ 2,433.05	\$ 2,469.55	\$ 2,506.05	\$ 2,543.64	\$ 2,581.23	\$ 2,619.94	\$ 2,658.66	\$ 2,698.54
(Hourly)	\$ 25.471	\$ 25.853	\$ 26.235	\$ 26.628	\$ 27.022	\$ 27.427	\$ 27.832	\$ 28.250	\$ 28.667	\$ 29.097	\$ 29.527	\$ 29.970	\$ 30.413	\$ 30.869	\$ 31.326	\$ 31.795	\$ 32.265	\$ 32.749	\$ 33.233	\$ 33.732
(Overtime)	\$ 38.206	\$ 38.779	\$ 39.352	\$ 39.942	\$ 40.533	\$ 41.141	\$ 41.749	\$ 42.375	\$ 43.001	\$ 43.646	\$ 44.291	\$ 44.955	\$ 45.620	\$ 46.304	\$ 46.988	\$ 47.693	\$ 48.398	\$ 49.124	\$ 49.850	\$ 50.598
<b>Grade Seventeen</b>	\$ 58,276.62	\$ 59,150.77	\$ 60,024.92	\$ 60,925.29	\$ 61,825.67	\$ 62,753.05	\$ 63,680.44	\$ 64,635.64	\$ 65,590.85	\$ 66,574.71	\$ 67,558.58	\$ 68,571.95	\$ 69,585.33	\$ 70,629.11	\$ 71,672.89	\$ 72,747.99	\$ 73,823.08	\$ 74,930.43	\$ 76,037.77	\$ 77,178.34
(Bi-weekly)	\$ 2,241.41	\$ 2,275.03	\$ 2,308.65	\$ 2,343.28	\$ 2,377.91	\$ 2,413.58	\$ 2,449.25	\$ 2,485.99	\$ 2,522.72	\$ 2,560.57	\$ 2,598.41	\$ 2,637.38	\$ 2,676.36	\$ 2,716.50	\$ 2,756.65	\$ 2,798.00	\$ 2,839.35	\$ 2,881.94	\$ 2,924.53	\$ 2,968.40
(Hourly)	\$ 28.018	\$ 28.438	\$ 28.858	\$ 29.291	\$ 29.724	\$ 30.170	\$ 30.616	\$ 31.075	\$ 31.534	\$ 32.007	\$ 32.480	\$ 32.967	\$ 33.454	\$ 33.956	\$ 34.458	\$ 34.975	\$ 35.492	\$ 36.024	\$ 36.557	\$ 37.105
(Overtime)	\$ 42.026	\$ 42.657	\$ 43.287	\$ 43.937	\$ 44.586	\$ 45.255	\$ 45.923	\$ 46.612	\$ 47.301	\$ 48.011	\$ 48.720	\$ 49.451	\$ 50.182	\$ 50.934	\$ 51.687	\$ 52.462	\$ 53.238	\$ 54.036	\$ 54.835	\$ 55.657
<b>Grade Eighteen</b>	\$ 64,104.28	\$ 65,065.85	\$ 66,027.41	\$ 67,017.82	\$ 68,008.23	\$ 69,028.36	\$ 70,048.48	\$ 71,099.21	\$ 72,149.93	\$ 73,232.18	\$ 74,314.43	\$ 75,429.15	\$ 76,543.87	\$ 77,692.02	\$ 78,840.18	\$ 80,022.78	\$ 81,205.39	\$ 82,423.47	\$ 83,641.55	\$ 84,896.17
(Bi-weekly)	\$ 2,465.55	\$ 2,502.53	\$ 2,539.52	\$ 2,577.61	\$ 2,615.70	\$ 2,654.94	\$ 2,694.17	\$ 2,734.58	\$ 2,775.00	\$ 2,816.62	\$ 2,858.25	\$ 2,901.12	\$ 2,943.99	\$ 2,988.15	\$ 3,032.31	\$ 3,077.80	\$ 3,123.28	\$ 3,170.13	\$ 3,216.98	\$ 3,265.24
(Hourly)	\$ 30.819	\$ 31.282	\$ 31.744	\$ 32.220	\$ 32.696	\$ 33.187	\$ 33.677	\$ 34.182	\$ 34.687	\$ 35.208	\$ 35.728	\$ 36.264	\$ 36.800	\$ 37.352	\$ 37.904	\$ 38.472	\$ 39.041	\$ 39.621	\$ 40.212	\$ 40.815
(Overtime)	\$ 46.229	\$ 46.922	\$ 47.616	\$ 48.330	\$ 49.044	\$ 49.780	\$ 50.516	\$ 51.273	\$ 52.031	\$ 52.812	\$ 53.592	\$ 54.396	\$ 55.200	\$ 56.028	\$ 56.856	\$ 57.709	\$ 58.562	\$ 59.440	\$ 60.318	\$ 61.223
<b>Grade Nineteen</b>	\$ 70,514.71	\$ 71,572.43	\$ 72,630.15	\$ 73,719.60	\$ 74,809.06	\$ 75,931.19	\$ 77,053.33	\$ 78,209.13	\$ 79,364.93	\$ 80,555.40	\$ 81,745.88	\$ 82,972.06	\$ 84,198.25	\$ 85,461.23	\$ 86,724.20	\$ 88,025.06	\$ 89,325.93	\$ 90,665.81	\$ 92,005.70	\$ 93,385.79
(Bi-weekly)	\$ 2,712.10	\$ 2,752.79	\$ 2,793.47	\$ 2,835.37	\$ 2,877.27	\$ 2,920.43	\$ 2,963.59	\$ 3,008.04	\$ 3,052.50	\$ 3,098.28	\$ 3,144.07	\$ 3,191.23	\$ 3,238.39	\$ 3,286.97	\$ 3,336.55	\$ 3,386.58	\$ 3,436.61	\$ 3,487.15	\$ 3,538.68	\$ 3,591.76
(Hourly)	\$ 33.901	\$ 34.410	\$ 34.918	\$ 35.442	\$ 35.966	\$ 36.505	\$ 37.045	\$ 37.601	\$ 38.156	\$ 38.729	\$ 39.301	\$ 39.890	\$ 40.480	\$ 41.087	\$ 41.694	\$ 42.320	\$ 42.945	\$ 43.589	\$ 44.234	\$ 44.897
(Overtime)	\$ 50.852	\$ 51.615	\$ 52.378	\$ 53.163	\$ 53.949	\$ 54.758	\$ 55.567	\$ 56.401	\$ 57.234	\$ 58.093	\$ 58.951	\$ 59.836	\$ 60.720	\$ 61.631	\$ 62.541	\$ 63.480	\$ 64.418	\$ 65.384	\$ 66.350	\$ 67.346
<b>Grade Twenty</b>	\$ 77,566.18	\$ 78,729.67	\$ 79,893.17	\$ 81,091.56	\$ 82,289.96	\$ 83,524.31	\$ 84,784.66	\$ 86,030.04	\$ 87,301.42	\$ 88,610.94	\$ 89,920.46	\$ 91,269.27	\$ 92,618.08	\$ 94,007.35	\$ 95,396.62	\$ 96,827.57	\$ 98,258.52	\$ 99,732.40	\$ 101,206.27	\$ 102,724.37
(Bi-weekly)	\$ 2,983.31	\$ 3,028.06	\$ 3,072.81	\$ 3,118.91	\$ 3,165.00	\$ 3,212.47	\$ 3,259.95	\$ 3,308.85	\$ 3,357.75	\$ 3,408.11	\$ 3,458.48	\$ 3,510.36	\$ 3,562.23	\$ 3,615.67	\$ 3,669.10	\$ 3,724.14	\$ 3,779.17	\$ 3,835.86	\$ 3,892.55	\$ 3,950.94
(Hourly)	\$ 37.291	\$ 37.851	\$ 38.410	\$ 38.986	\$ 39.562	\$ 40.156	\$ 40.749	\$ 41.361	\$ 41.972	\$ 42.601	\$ 43.231	\$ 43.879	\$ 44.528	\$ 45.196	\$ 45.864	\$ 46.552	\$ 47.240	\$ 47.948	\$ 48.657	\$ 49.387
(Overtime)	\$ 55.937	\$ 56.776	\$ 57.615	\$ 58.479	\$ 59.344	\$ 60.234	\$ 61.124	\$ 62.04												



**City of Rolla Fire Department**  
**Beginning September 25, 2016 - 1.0% Annual Adjustment**  
**1.5% Steps, 10% Grades**  
**Base Pay Scale - 2912 Hours (2764 Reg & 148 OT)**

Annual Salary

Bi-weekly

Hourly Wage

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Grade One</b>	\$ 18,442.47	\$ 18,719.11	\$ 18,995.75	\$ 19,280.69	\$ 19,565.62	\$ 19,859.11	\$ 20,152.59	\$ 20,454.88	\$ 20,757.17	\$ 21,068.53	\$ 21,379.88	\$ 21,700.58	\$ 22,021.28	\$ 22,351.60	\$ 22,681.92	\$ 23,022.15	\$ 23,362.38	\$ 23,712.81	\$ 24,063.25	\$ 24,424.20
(Bi-weekly)	\$ 709.33	\$ 719.97	\$ 730.61	\$ 741.56	\$ 752.52	\$ 763.81	\$ 775.10	\$ 786.73	\$ 798.35	\$ 810.33	\$ 822.30	\$ 834.64	\$ 846.97	\$ 859.68	\$ 872.38	\$ 885.47	\$ 898.55	\$ 912.03	\$ 925.51	\$ 939.39
(Hourly)	\$ 6.176	\$ 6.269	\$ 6.361	\$ 6.457	\$ 6.552	\$ 6.650	\$ 6.749	\$ 6.850	\$ 6.951	\$ 7.055	\$ 7.160	\$ 7.267	\$ 7.374	\$ 7.485	\$ 7.596	\$ 7.710	\$ 7.824	\$ 7.941	\$ 8.058	\$ 8.179
(Overtime)	\$ 9.264	\$ 9.403	\$ 9.542	\$ 9.685	\$ 9.828	\$ 9.976	\$ 10.123	\$ 10.275	\$ 10.427	\$ 10.583	\$ 10.740	\$ 10.901	\$ 11.062	\$ 11.228	\$ 11.394	\$ 11.564	\$ 11.735	\$ 11.911	\$ 12.087	\$ 12.269
<b>Grade Two</b>	\$ 20,286.72	\$ 20,591.02	\$ 20,895.32	\$ 21,208.75	\$ 21,522.18	\$ 21,845.02	\$ 22,167.85	\$ 22,500.37	\$ 22,832.88	\$ 23,175.38	\$ 23,517.87	\$ 23,870.64	\$ 24,223.41	\$ 24,586.76	\$ 24,950.11	\$ 25,324.36	\$ 25,698.61	\$ 26,084.09	\$ 26,469.57	\$ 26,866.61
(Bi-weekly)	\$ 780.26	\$ 791.96	\$ 803.67	\$ 815.72	\$ 827.78	\$ 840.19	\$ 852.61	\$ 865.40	\$ 878.19	\$ 891.36	\$ 904.53	\$ 918.10	\$ 931.67	\$ 945.64	\$ 959.62	\$ 974.01	\$ 988.41	\$ 1,003.23	\$ 1,018.06	\$ 1,033.33
(Hourly)	\$ 6.794	\$ 6.896	\$ 6.997	\$ 7.102	\$ 7.207	\$ 7.315	\$ 7.424	\$ 7.535	\$ 7.646	\$ 7.761	\$ 7.876	\$ 7.994	\$ 8.112	\$ 8.234	\$ 8.355	\$ 8.481	\$ 8.606	\$ 8.735	\$ 8.864	\$ 8.997
(Overtime)	\$ 10.190	\$ 10.343	\$ 10.496	\$ 10.654	\$ 10.811	\$ 10.973	\$ 11.135	\$ 11.302	\$ 11.469	\$ 11.641	\$ 11.813	\$ 11.991	\$ 12.168	\$ 12.350	\$ 12.533	\$ 12.721	\$ 12.909	\$ 13.103	\$ 13.296	\$ 13.496
<b>Grade Three</b>	\$ 22,315.39	\$ 22,650.13	\$ 22,984.86	\$ 23,329.63	\$ 23,674.40	\$ 24,029.52	\$ 24,384.63	\$ 24,750.40	\$ 25,116.17	\$ 25,492.92	\$ 25,869.66	\$ 26,257.70	\$ 26,645.75	\$ 27,045.43	\$ 27,445.12	\$ 27,856.80	\$ 28,268.47	\$ 28,692.50	\$ 29,116.53	\$ 29,553.28
(Bi-weekly)	\$ 858.28	\$ 871.16	\$ 884.03	\$ 897.29	\$ 910.55	\$ 924.21	\$ 937.87	\$ 951.94	\$ 966.01	\$ 980.50	\$ 994.99	\$ 1,009.91	\$ 1,024.84	\$ 1,040.21	\$ 1,055.58	\$ 1,071.42	\$ 1,087.25	\$ 1,103.56	\$ 1,119.87	\$ 1,136.66
(Hourly)	\$ 7.473	\$ 7.585	\$ 7.697	\$ 7.813	\$ 7.928	\$ 8.047	\$ 8.166	\$ 8.288	\$ 8.411	\$ 8.537	\$ 8.663	\$ 8.793	\$ 8.923	\$ 9.057	\$ 9.191	\$ 9.329	\$ 9.467	\$ 9.609	\$ 9.751	\$ 9.897
(Overtime)	\$ 11.209	\$ 11.378	\$ 11.546	\$ 11.719	\$ 11.892	\$ 12.070	\$ 12.249	\$ 12.433	\$ 12.616	\$ 12.806	\$ 12.995	\$ 13.190	\$ 13.385	\$ 13.585	\$ 13.786	\$ 13.993	\$ 14.200	\$ 14.413	\$ 14.626	\$ 14.845
<b>Grade Four</b>	\$ 24,546.93	\$ 24,915.14	\$ 25,283.34	\$ 25,662.59	\$ 26,041.84	\$ 26,432.47	\$ 26,823.10	\$ 27,225.44	\$ 27,627.79	\$ 28,042.21	\$ 28,456.62	\$ 28,883.47	\$ 29,310.32	\$ 29,749.98	\$ 30,189.63	\$ 30,642.48	\$ 31,095.32	\$ 31,561.75	\$ 32,028.18	\$ 32,508.60
(Bi-weekly)	\$ 944.11	\$ 958.27	\$ 972.44	\$ 987.02	\$ 1,001.61	\$ 1,016.63	\$ 1,031.66	\$ 1,047.13	\$ 1,062.61	\$ 1,078.55	\$ 1,094.49	\$ 1,110.90	\$ 1,127.32	\$ 1,144.23	\$ 1,161.14	\$ 1,178.56	\$ 1,195.97	\$ 1,213.91	\$ 1,231.85	\$ 1,250.33
(Hourly)	\$ 8.220	\$ 8.344	\$ 8.467	\$ 8.594	\$ 8.721	\$ 8.852	\$ 8.982	\$ 9.117	\$ 9.252	\$ 9.391	\$ 9.530	\$ 9.672	\$ 9.815	\$ 9.963	\$ 10.110	\$ 10.262	\$ 10.413	\$ 10.569	\$ 10.726	\$ 10.886
(Overtime)	\$ 12.330	\$ 12.515	\$ 12.700	\$ 12.891	\$ 13.081	\$ 13.278	\$ 13.474	\$ 13.676	\$ 13.878	\$ 14.086	\$ 14.294	\$ 14.509	\$ 14.723	\$ 14.944	\$ 15.165	\$ 15.392	\$ 15.620	\$ 15.854	\$ 16.088	\$ 16.330
<b>Grade Five</b>	\$ 27,001.63	\$ 27,406.65	\$ 27,811.68	\$ 28,228.85	\$ 28,646.03	\$ 29,075.72	\$ 29,505.41	\$ 29,947.99	\$ 30,390.57	\$ 30,846.43	\$ 31,302.29	\$ 31,771.82	\$ 32,241.36	\$ 32,724.98	\$ 33,208.60	\$ 33,706.72	\$ 34,204.85	\$ 34,717.93	\$ 35,231.00	\$ 35,759.46
(Bi-weekly)	\$ 1,038.52	\$ 1,054.10	\$ 1,069.68	\$ 1,085.73	\$ 1,101.77	\$ 1,118.30	\$ 1,134.82	\$ 1,151.85	\$ 1,168.87	\$ 1,186.40	\$ 1,203.93	\$ 1,221.99	\$ 1,240.05	\$ 1,258.65	\$ 1,277.25	\$ 1,296.41	\$ 1,315.57	\$ 1,335.30	\$ 1,355.04	\$ 1,375.36
(Hourly)	\$ 9.042	\$ 9.178	\$ 9.314	\$ 9.453	\$ 9.593	\$ 9.737	\$ 9.881	\$ 10.029	\$ 10.177	\$ 10.330	\$ 10.482	\$ 10.640	\$ 10.797	\$ 10.959	\$ 11.121	\$ 11.288	\$ 11.454	\$ 11.626	\$ 11.798	\$ 11.975
(Overtime)	\$ 13.563	\$ 13.767	\$ 13.970	\$ 14.180	\$ 14.389	\$ 14.605	\$ 14.821	\$ 15.043	\$ 15.266	\$ 15.495	\$ 15.724	\$ 15.960	\$ 16.195	\$ 16.438	\$ 16.681	\$ 16.932	\$ 17.182	\$ 17.439	\$ 17.697	\$ 17.963
<b>Grade Six</b>	\$ 29,701.79	\$ 30,147.32	\$ 30,592.84	\$ 31,051.74	\$ 31,510.63	\$ 31,983.29	\$ 32,455.95	\$ 32,942.79	\$ 33,429.63	\$ 33,931.07	\$ 34,432.52	\$ 34,949.00	\$ 35,465.49	\$ 35,997.47	\$ 36,529.46	\$ 37,071.40	\$ 37,625.34	\$ 38,189.72	\$ 38,754.10	\$ 39,335.41
(Bi-weekly)	\$ 1,142.38	\$ 1,159.51	\$ 1,176.65	\$ 1,194.30	\$ 1,211.95	\$ 1,230.13	\$ 1,248.31	\$ 1,267.03	\$ 1,285.75	\$ 1,305.04	\$ 1,324.33	\$ 1,344.19	\$ 1,364.06	\$ 1,384.52	\$ 1,404.98	\$ 1,426.05	\$ 1,447.13	\$ 1,468.84	\$ 1,490.54	\$ 1,512.90
(Hourly)	\$ 9.947	\$ 10.096	\$ 10.245	\$ 10.399	\$ 10.552	\$ 10.711	\$ 10.869	\$ 11.032	\$ 11.195	\$ 11.363	\$ 11.531	\$ 11.704	\$ 11.877	\$ 12.055	\$ 12.233	\$ 12.416	\$ 12.600	\$ 12.789	\$ 12.978	\$ 13.173
(Overtime)	\$ 14.920	\$ 15.144	\$ 15.367	\$ 15.598	\$ 15.828	\$ 16.066	\$ 16.303	\$ 16.548	\$ 16.792	\$ 17.044	\$ 17.296	\$ 17.556	\$ 17.815	\$ 18.082	\$ 18.349	\$ 18.625	\$ 18.900	\$ 19.183	\$ 19.467	\$ 19.759
<b>Grade Seven</b>	\$ 32,671.97	\$ 33,162.05	\$ 33,652.13	\$ 34,156.91	\$ 34,661.69	\$ 35,181.62	\$ 35,701.54	\$ 36,237.07	\$ 36,772.59	\$ 37,324.18	\$ 37,875.77	\$ 38,443.90	\$ 39,012.04	\$ 39,597.22	\$ 40,182.40	\$ 40,785.14	\$ 41,387.87	\$ 42,008.69	\$ 42,629.51	\$ 43,268.95
(Bi-weekly)	\$ 1,256.61	\$ 1,275.46	\$ 1,294.31	\$ 1,313.73	\$ 1,333.14	\$ 1,353.14	\$ 1,373.14	\$ 1,393.73	\$ 1,414.33	\$ 1,435.55	\$ 1,456.76	\$ 1,478.61	\$ 1,500.46	\$ 1,522.97	\$ 1,545.48	\$ 1,568.66	\$ 1,591.84	\$ 1,615.72	\$ 1,639.60	\$ 1,664.19
(Hourly)	\$ 10.941	\$ 11.105	\$ 11.269	\$ 11.438	\$ 11.607	\$ 11.782	\$ 11.956	\$ 12.135	\$ 12.314	\$ 12.499	\$ 12.684	\$ 12.874	\$ 13.064	\$ 13.260	\$ 13.456	\$ 13.658	\$ 13.860	\$ 14.068	\$ 14.276	\$ 14.490
(Overtime)	\$ 16.412	\$ 16.658	\$ 16.904	\$ 17.158	\$ 17.411	\$ 17.672	\$ 17.934	\$ 18.203	\$ 18.472	\$ 18.749	\$ 19.026	\$ 19.311	\$ 19.596	\$ 19.890	\$ 20.184	\$ 20.487	\$ 20.790	\$ 21.102	\$ 21.414	\$ 21.735
<b>Grade Eight</b>	\$ 35,939.17	\$ 36,478.25	\$ 37,017.34	\$ 37,572.60	\$ 38,127.86	\$ 38,699.78	\$ 39,271.70	\$ 39,860.77	\$ 40,449.85	\$ 41,066.60	\$ 41,663.34	\$ 42,288.29	\$ 42,913.24	\$ 43,556.94	\$ 44,200.64	\$ 44,863.65	\$ 45,526.66	\$ 46,209.56	\$ 46,892.46	\$ 47,595.85
(Bi-weekly)	\$ 1,382.28	\$ 1,403.01	\$ 1,423.74	\$ 1,445.10	\$ 1,466.46	\$ 1,488.45	\$ 1,510.45	\$ 1,533.11	\$ 1,555.76	\$ 1,579.10	\$ 1,602.44	\$ 1,626.47	\$ 1,650.51	\$ 1,675.27	\$ 1,700.02	\$ 1,725.53	\$ 1,751.03	\$ 1,777.29	\$ 1,803.56	\$ 1,830.61
(Hourly)	\$ 12.035	\$ 12.216	\$ 12.396	\$ 12.582	\$ 12.768	\$ 12.960	\$ 13.151	\$ 13.349	\$ 13.546	\$ 13.749	\$ 13.952	\$ 14.161	\$ 14.371	\$ 14.586	\$ 14.802	\$ 15.024	\$ 15.246	\$ 15.475	\$ 15.703	\$ 15.939
(Overtime)	\$ 18.053	\$ 18.324	\$ 18.595	\$ 18.873	\$ 19.152	\$ 19.440	\$ 19.727	\$ 20.023	\$ 20.319	\$ 20.623	\$ 20.928	\$ 21.242	\$ 21.556	\$ 21.879	\$ 22.203	\$ 22.536	\$ 22.869	\$ 23.212	\$ 23.555	\$ 23.908
<b>Grade Nine</b>	\$ 38,553.12	\$ 39,131.42	\$ 39,709.71	\$ 40,305.36	\$ 40,901.00	\$ 41,514.52	\$ 42,128.03	\$ 42,759.96	\$ 43,391.88	\$ 44,027.75	\$ 44,669.63	\$ 45,364.04	\$ 46,034.44	\$ 46,724.96	\$ 47,415.47	\$ 48,126.71	\$ 48,837.94	\$ 49,570.51	\$ 50,303.08	\$ 51,057.62
(Bi-weekly)	\$ 1,482.81	\$ 1,505.05	\$ 1,527.30	\$ 1,550.21	\$ 1,573.12	\$ 1,596.71	\$ 1,620.31	\$ 1,644.61	\$ 1,668.92	\$ 1,693.95	\$ 1,718.99	\$ 1,744.77	\$ 1,770.56	\$ 1,797.11	\$ 1,823.67	\$ 1,851.03	\$ 1,878.38	\$ 1,906.56	\$ 1,934.73	\$ 1,963.75
(Hourly)	\$ 13.239	\$ 13.437	\$ 13.636	\$ 13.841	\$ 14.045	\$ 14.256	\$ 14.466	\$ 14.683	\$ 14.900	\$ 15.124	\$ 15.347	\$ 15.578	\$ 15.808	\$ 16.045	\$ 16.282	\$ 16.526	\$ 16.771	\$ 17.022	\$ 17.274	\$ 17.533
(Overtime)	\$ 19.858	\$ 20.156	\$ 20.454	\$ 20.761	\$ 21.068	\$ 21.384	\$ 21.700	\$ 22.025	\$ 22.351	\$ 22.686	\$ 23.021	\$ 23.366	\$ 23.712	\$ 24.067	\$ 24.423	\$ 24.789	\$ 25.156	\$ 25.533	\$ 25.910	\$ 26.299
<b>Grade Ten</b>	\$ 42,408.43	\$ 43,044.56	\$ 43,680.68	\$ 44,335.89	\$ 44,991.11	\$ 45,665.97	\$ 46,340.84	\$ 47,035.95	\$ 47,731.06	\$ 48,447.03	\$ 49,163.00	\$ 49,900.44	\$ 50,637.89	\$ 51,397.45	\$ 52,157.02	\$ 52,939.38	\$ 53,721.73	\$ 54,527.56	\$ 55,333.38	\$ 56,163.39
(Bi-weekly)	\$ 1,631.09	\$ 1,655.56	\$ 1,680.03	\$ 1,705.23	\$ 1,730.43	\$ 1,756.38	\$ 1,782.34	\$ 1,809.08	\$ 1,835.81	\$ 1,863.35	\$ 1,890.88	\$ 1,919.25	\$ 1,947.61	\$ 1,976.83	\$ 2,006.04	\$ 2,036.13	\$ 2,066.22	\$ 2,097.21	\$ 2,128.21	\$ 2,160.13
(Hourly)	\$ 14.563	\$ 14.781	\$ 15.000	\$ 15.225	\$ 15.450	\$ 15.681	\$ 15.913	\$ 16.152	\$ 16.390	\$ 16.630	\$ 16.882	\$ 17.135	\$ 17.389	\$ 17.649	\$ 17.910	\$ 18.179	\$ 18.448	\$ 18.724	\$ 19.001	\$ 19.286
(Overtime)	\$ 21.844	\$ 22.172	\$ 22.499	\$ 22.837	\$ 23.174	\$ 23.522	\$ 23.870	\$ 24.228	\$ 24.586	\$ 24.954	\$ 25.323	\$ 25.703	\$ 26.083	\$ 26.474	\$ 26.865	\$ 27.268	\$ 27.671	\$ 28.086	\$ 28.502	\$ 28.929