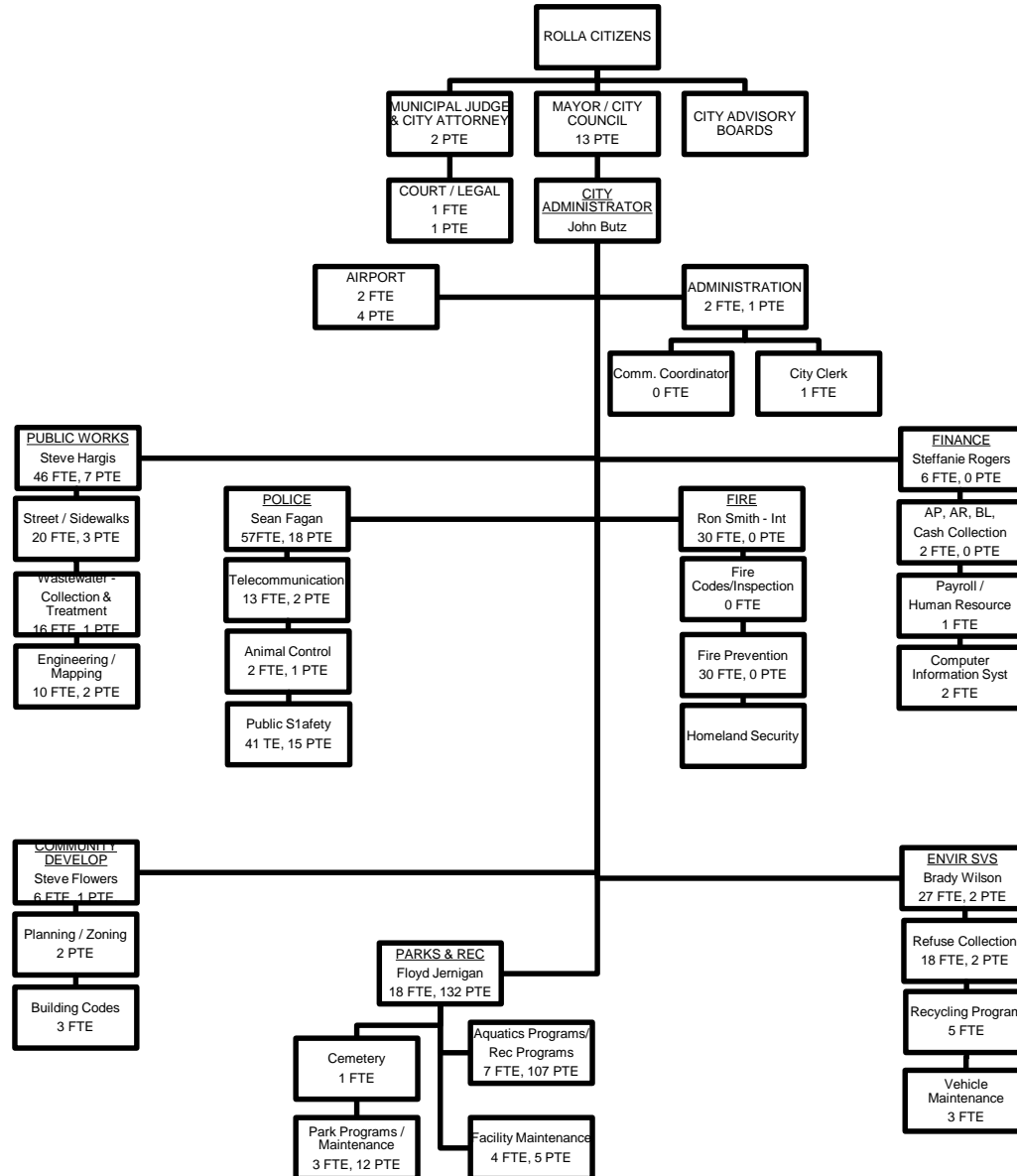


**PERSONNEL
AND
COMPENSATION**

CITY OF ROLLA ORGANIZATIONAL CHART



**CITY OF ROLLA
EMPLOYEE TURNOVER ANALYSIS
AS OF 08-17-18**

<u>REASON</u>	CALENDAR YEAR					5 YR	<u>2018</u>
	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>TOTAL</u>	
Better Pay	7	8	8	1	8	32	2
Death	1	0	1	0	1	3	0
Internal Conflict	1	0	1	0	2	4	1
Personal Reasons	7	8	6	5	4	30	9
Retirement/Disability	1	5	5	5	4	20	3
Termination	3	2	4	3	5	17	4
	20	23	25	14	24	106	19
Total FT Employee	197	202	198	196	194		208
Turnover Rate	10%	11%	13%	7%	12%		9%

Pay Adjustments

<u>Fiscal Year</u>	<u>COLA</u>	<u>Merit Increases</u>
Proposed 2019	1%	Either 1.5% or 3% Depend on eval/dept allocation
2018	1%	Either 1.5% or 3% Depend on eval/dept allocation
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
2018-2019 Budget Year**

<u>Job Title</u>	<u>Department</u>	<u>Grade</u>	<u>FLSA</u>	<u>Total Employed</u>	<u>Risk Category</u>	<u>Last Reclass</u>
Public Works Director	Engineering	19	E	1	Low	2017-18
Finance Director	Finance	18	E	1	Low	2017-18
Police Chief	Police	18	E	1	Low	2017-18
Fire Chief	Fire	18	E	1	Low	2017-18
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	
Sr. Civil Engineer	Engineering	17	E	1	Low	new 2018-19
Civil Engineer	Engineering	16	E	1	Low	new 2015-16
Major	Police	16	E	1	Low	new 2017-18
Building Codes Administrator	Community Dev.	15	E	0	Low	
Assistant Fire Chief	Fire	15	E	1	Low	2015-16
MIS Coordinator	Finance	15	E	1	Low	2017-18
Police Captain	Police	15	E	4	Low	2017-18
Communications Chief	Police	15	E	1	Low	2017-18
Assistant Public Works Director	Engineering	15	E	0	Low	
Fire Captain	Fire	F-11	E	6	High	2017-18
Fire Marshall	Fire	14	E	0	Low	
Parks Superintendent	Parks	14	E	1	High	2015-16
Environmental Services Superintendent	Environmental Svs	14	E	1	High	2015-16
Street Superintendent	Street	14	E	1	High	2015-16
Waste Water Superintendent	Wastewater	14	E	1	High	2015-16
Sewer Collection Superintendent	Wastewater	14	E	1	High	2015-16
Recreation Manager	Parks	13	E	1	Low	2017-18
Sales Manager	Rec. Center	13	E	1	Low	new 2017-18
Airport Manager	Airport	13	E	1	Low	2018-19
Building Inspector Senior	Community Dev.	13		0	Low	
Project Coordinator Senior	Engineering/Street	13		4	Low	2014-15
VIPS Coordinator	Police	13		1	Low	2015-16
Detective Sergeant	Police	13		2	High	2015-16
Police Sergeant	Police	13		5	High	2015-16
General Foreman	Street, Parks	13		3	High	2017-18
Waste Water Asst. Superintendent	Wastewater	13		1	High	2017-18
Traffic Technician Foreman	Street	12		1	High	2017-18
Communications Coordinator	City Administration	12		0	Low	2015-16 / 2016-17
City Clerk	City Administration	12		1	Low	
Building Inspector	Community Dev.	12		2	Low	
Project Coordinator (Design, GIS, Insp.)	Engineering/Street	12		1	Low	
Rec Supervisor - Aquatics	Rec. Center	12		1	Low	
Rec Supervisor - Guest Services	Rec. Center	12		1	Low	
Rec Supervisor - Programs & Fitness	Rec. Center	12		1	Low	2016-17 / 2017-18
Facilities Supervisor - Maintenance	Rec. Center	12		1	Low	2017-18
Lead Mechanic	Environmental Svs	12		1	High	2009-10
Police Corporal	Police	12		5	High	2015-16
Detective	Police	12		5	High	2015-16
Telecommunication Supervisor	Police	12		3	Low	2015-16 / 2016-17
Park Foreman	Parks	12		0	High	2016-17 / 2017-18
Wastewater Foreman	Wastewater	12		1	High	2017-18
Foreman	Street	12		5	High	2017-18
Environmental Services Foreman	Environmental Svs	12		2	High	2017-18
Fire Lieutenant	Fire	F-8		6	High	2015-16
Recreation Coordinator	Rec. Center	11		1	Low	
Recycling Coordinator	Environmental Svs	11		1	Low	
Accounting Specialist	Finance	11		1	Low	new 2017-18
Equipment Operator Senior	Wastewater	11		1	High	2017-18
Equipment Operator Senior	Env Svs/Street/Parks	11		3	High	2017-18
Plant Operator Senior	Wastewater	11		3	High	2017-18
Traffic Technician	Street	11		1	High	2017-18
MIS Technician	Finance	11		1	Low	2016-17
Police Officer Sr	Police	11		6	High	2015-16
Police Officer	Police	11		6	High	2015-16
Personal Trainer	Rec. Center	11		2	Low	
Mapping Technician Sr	Engineering	11		1	Low	2016-17
Firefighter	Fire	F-7		15	High	2015-16

**City of Rolla Personnel and Compensation System
2018-2019 Budget Year**

<u>Job Title</u>	<u>Department</u>	<u>Grade</u>	<u>FLSA</u>	<u>Total Employed</u>	<u>Risk Category</u>	<u>Last Reclass</u>
Executive Assistant	PD, Eng, Env Svs, Fire	10		4	Low	2017-18 / 2018-19
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	
Vehicle Service Technician	Environmental Svs	10		1	High	2017-18
Right-of-Way Inspector	Street	10		0	High	
Telecommunicator Sr	Police	10		6	Low	2015-16 / 2016-17
Telecommunicator	Police	10		5	Low	2015-16 / 2016-17
Equipment Operator II	Env Svs/Street/Parks	10		11	High	2017-18
Equipment Operator II	Wastewater	10		3	High	2017-18
Plant Operator II	Wastewater	10		0	High	2017-18
Administrative Assistant	All Departments	9		5	Low	
Account Clerk I	Finance	9		1	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		0	High	
Equipment Operator I	Env Svs/Street	9		14	High	2017-18
Equipment Operator I	Sewer	9		5	High	2017-18
Plant Operator	Wastewater	9		0	High	2017-18
Firefighter Cadet	Fire	F-5		0	High	2015-16
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	
Police Records Clerk Sr	Police	8		1	Low	
Police Records Clerk	Police	8		1	Low	
Senior Laborer	Environmental Svs, Airport	8		1	High	new 2015-16
Parks Laborer	Parks	8		1	High	
Airport Laborer	Airport	7		1	High	
Laborer	Environmental	7		2	High	
Custodian	Centre, City Hall, RPD	7		4	Low	
Animal Control Officer/Custodian Split	Police/Finance	7		1	Low	new 2017-18
Plant Operator Trainee	Wastewater	7		0	High	
Total Employees				<u>203</u>		

City of Rolla
 Beginning September 23, 2018 - 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
Grade One	\$ 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
Grade Two	\$ 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
Grade Three	\$ 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
Grade Four	\$ 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
Grade Five	\$ 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
Grade Six	\$ 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
Grade Seven	\$ 22,919.52	\$ 23,263.31	\$ 23,607.11	\$ 23,961.21	\$ 24,315.32	\$ 24,680.05	\$ 25,044.78	\$ 25,420.45	\$ 25,796.12	\$ 26,183.06	\$ 26,570.01	\$ 26,968.56	\$ 27,367.11	\$ 27,777.61	\$ 28,188.12	\$ 28,610.94	\$ 29,033.76	\$ 29,469.27	\$ 29,904.78	\$ 30,353.35
(Bi-weekly)	\$ 881.52	\$ 894.74	\$ 907.97	\$ 921.59	\$ 935.20	\$ 949.23	\$ 963.26	\$ 977.71	\$ 992.16	\$ 1,007.04	\$ 1,021.92	\$ 1,037.25	\$ 1,052.58	\$ 1,068.37	\$ 1,084.16	\$ 1,100.42	\$ 1,116.68	\$ 1,133.43	\$ 1,150.18	\$ 1,167.44
(Hourly)	\$ 11.019	\$ 11.184	\$ 11.350	\$ 11.520	\$ 11.690	\$ 11.865	\$ 12.041	\$ 12.221	\$ 12.402	\$ 12.588	\$ 12.774	\$ 12.966	\$ 13.157	\$ 13.355	\$ 13.552	\$ 13.755	\$ 13.959	\$ 14.168	\$ 14.377	\$ 14.593
(Overtime)	\$ 16.529	\$ 16.776	\$ 17.024	\$ 17.280	\$ 17.536	\$ 17.798	\$ 18.061	\$ 18.332	\$ 18.603	\$ 18.882	\$ 19.161	\$ 19.448	\$ 19.736	\$ 20.032	\$ 20.328	\$ 20.633	\$ 20.938	\$ 21.252	\$ 21.566	\$ 21.889
Grade Eight	\$ 25,211.47	\$ 25,589.64	\$ 25,967.82	\$ 26,357.33	\$ 26,746.85	\$ 27,148.05	\$ 27,549.26	\$ 27,962.50	\$ 28,375.73	\$ 28,801.37	\$ 29,227.01	\$ 29,665.41	\$ 30,103.82	\$ 30,555.37	\$ 31,006.93	\$ 31,472.03	\$ 31,937.14	\$ 32,416.20	\$ 32,895.25	\$ 33,388.68
(Bi-weekly)	\$ 969.67	\$ 984.22	\$ 998.76	\$ 1,013.74	\$ 1,028.73	\$ 1,044.16	\$ 1,059.59	\$ 1,075.48	\$ 1,091.37	\$ 1,107.74	\$ 1,124.12	\$ 1,140.98	\$ 1,157.84	\$ 1,175.21	\$ 1,192.57	\$ 1,210.46	\$ 1,228.35	\$ 1,246.78	\$ 1,265.20	\$ 1,284.18
(Hourly)	\$ 12.121	\$ 12.303	\$ 12.485	\$ 12.672	\$ 12.859	\$ 13.052	\$ 13.245	\$ 13.444	\$ 13.642	\$ 13.847	\$ 14.051	\$ 14.262	\$ 14.473	\$ 14.690	\$ 14.907	\$ 15.131	\$ 15.354	\$ 15.585	\$ 15.815	\$ 16.052
(Overtime)	\$ 18.181	\$ 18.454	\$ 18.727	\$ 19.008	\$ 19.289	\$ 19.578	\$ 19.867	\$ 20.165	\$ 20.463	\$ 20.770	\$ 21.077	\$ 21.393	\$ 21.709	\$ 22.035	\$ 22.361	\$ 22.696	\$ 23.032	\$ 23.377	\$ 23.723	\$ 24.078
Grade Nine	\$ 27,732.62	\$ 28,148.61	\$ 28,564.60	\$ 28,993.07	\$ 29,421.54	\$ 29,862.86	\$ 30,304.18	\$ 30,758.74	\$ 31,213.31	\$ 31,681.51	\$ 32,149.71	\$ 32,631.95	\$ 33,114.20	\$ 33,610.91	\$ 34,107.62	\$ 34,619.24	\$ 35,130.85	\$ 35,657.82	\$ 36,184.78	\$ 36,727.55
(Bi-weekly)	\$ 1,066.64	\$ 1,082.64	\$ 1,098.64	\$ 1,115.12	\$ 1,131.60	\$ 1,148.57	\$ 1,165.55	\$ 1,183.03	\$ 1,200.51	\$ 1,218.52	\$ 1,236.53	\$ 1,255.08	\$ 1,273.62	\$ 1,292.73	\$ 1,311.83	\$ 1,331.51	\$ 1,351.19	\$ 1,371.45	\$ 1,391.72	\$ 1,412.60
(Hourly)	\$ 13.333	\$ 13.533	\$ 13.733	\$ 13.939	\$ 14.145	\$ 14.357	\$ 14.569	\$ 14.788	\$ 15.006	\$ 15.231	\$ 15.457	\$ 15.688	\$ 15.920	\$ 16.159	\$ 16.398	\$ 16.644	\$ 16.890	\$ 17.143	\$ 17.397	\$ 17.657
(Overtime)	\$ 19.999	\$ 20.299	\$ 20.599	\$ 20.908	\$ 21.217	\$ 21.536	\$ 21.854	\$ 22.182	\$ 22.510	\$ 22.847	\$ 23.185	\$ 23.533	\$ 23.880	\$ 24.239	\$ 24.597	\$ 24.966	\$ 25.335	\$ 25.715	\$ 26.095	\$ 26.486
Grade Ten	\$ 30,505.88	\$ 30,963.47	\$ 31,421.06	\$ 31,892.37	\$ 32,363.69	\$ 32,849.14	\$ 33,334.60	\$ 33,834.62	\$ 34,334.64	\$ 34,849.66	\$ 35,364.68	\$ 35,895.15	\$ 36,425.62	\$ 36,972.00	\$ 37,518.39	\$ 38,081.16	\$ 38,643.94	\$ 39,223.60	\$ 39,803.26	\$ 40,400.30
(Bi-weekly)	\$ 1,173.30	\$ 1,190.90	\$ 1,208.50	\$ 1,226.63	\$ 1,244.76	\$ 1,263.43	\$ 1,282.10	\$ 1,301.33	\$ 1,320.56	\$ 1,340.37	\$ 1,360.18	\$ 1,380.58	\$ 1,400.99	\$ 1,422.00	\$ 1,443.01	\$ 1,464.66	\$ 1,486.31	\$ 1,508.60	\$ 1,530.89	\$ 1,553.86
(Hourly)	\$ 14.666	\$ 14.886	\$ 15.106	\$ 15.333	\$ 15.559	\$ 15.793	\$ 16.026	\$ 16.267	\$ 16.507	\$ 16.755	\$ 17.002	\$ 17.257	\$ 17.512	\$ 17.775	\$ 18.038	\$ 18.308	\$ 18.579	\$ 18.857	\$ 19.136	\$ 19.423
(Overtime)	\$ 21.999	\$ 22.329	\$ 22.659	\$ 22.999	\$ 23.339	\$ 23.689	\$ 24.039	\$ 24.400	\$ 24.761	\$ 25.132	\$ 25.503	\$ 25.886	\$ 26.288	\$ 26.663	\$ 27.057	\$ 27.462	\$ 27.868	\$ 28.286	\$ 28.704	\$ 29.135

City of Rolla
 Beginning September 23, 2018 - 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					
Grade Eleven	\$ 33,556.47	\$ 34,059.82	\$ 34,563.16	\$ 35,081.61	\$ 35,600.06	\$ 36,134.06	\$ 36,668.06	\$ 37,218.08	\$ 37,768.10	\$ 38,334.62	\$ 38,901.14	\$ 39,484.66	\$ 40,068.18	\$ 40,669.20	\$ 41,270.22	\$ 41,889.28	\$ 42,508.33	\$ 43,145.96	\$ 43,783.58	\$ 44,440.33					
(Bi-weekly)	\$ 1,290.63	\$ 1,309.99	\$ 1,329.35	\$ 1,349.29	\$ 1,369.23	\$ 1,389.77	\$ 1,410.31	\$ 1,431.46	\$ 1,452.62	\$ 1,474.41	\$ 1,496.20	\$ 1,518.64	\$ 1,541.08	\$ 1,564.20	\$ 1,587.32	\$ 1,611.13	\$ 1,634.94	\$ 1,659.46	\$ 1,683.98	\$ 1,709.24					
(Hourly)	\$ 16.133	\$ 16.375	\$ 16.617	\$ 16.866	\$ 17.115	\$ 17.372	\$ 17.629	\$ 17.893	\$ 18.158	\$ 18.430	\$ 18.702	\$ 18.983	\$ 19.264	\$ 19.553	\$ 19.841	\$ 20.139	\$ 20.437	\$ 20.743	\$ 21.050	\$ 21.366					
(Overtime)	\$ 24.199	\$ 24.562	\$ 24.925	\$ 25.299	\$ 25.673	\$ 26.058	\$ 26.443	\$ 26.840	\$ 27.237	\$ 27.645	\$ 28.054	\$ 28.475	\$ 28.895	\$ 29.329	\$ 29.762	\$ 30.209	\$ 30.655	\$ 31.115	\$ 31.575	\$ 32.048					
Grade Twelve	\$ 36,912.12	\$ 37,465.80	\$ 38,019.48	\$ 38,589.77	\$ 39,160.06	\$ 39,747.46	\$ 40,334.87	\$ 40,939.89	\$ 41,544.91	\$ 42,168.09	\$ 42,791.26	\$ 43,433.13	\$ 44,075.00	\$ 44,736.12	\$ 45,397.25	\$ 46,078.21	\$ 46,759.16	\$ 47,460.55	\$ 48,161.94	\$ 48,884.37					
(Bi-weekly)	\$ 1,419.70	\$ 1,440.99	\$ 1,462.29	\$ 1,484.22	\$ 1,506.16	\$ 1,528.75	\$ 1,551.34	\$ 1,574.61	\$ 1,597.88	\$ 1,621.85	\$ 1,645.82	\$ 1,670.50	\$ 1,695.19	\$ 1,720.62	\$ 1,746.05	\$ 1,772.24	\$ 1,798.43	\$ 1,825.41	\$ 1,852.38	\$ 1,880.17					
(Hourly)	\$ 17.746	\$ 18.012	\$ 18.279	\$ 18.553	\$ 18.827	\$ 19.109	\$ 19.392	\$ 19.683	\$ 19.974	\$ 20.273	\$ 20.573	\$ 20.881	\$ 21.190	\$ 21.508	\$ 21.826	\$ 22.153	\$ 22.480	\$ 22.818	\$ 23.155	\$ 23.502					
(Overtime)	\$ 26.619	\$ 27.019	\$ 27.418	\$ 27.829	\$ 28.240	\$ 28.664	\$ 29.088	\$ 29.524	\$ 29.960	\$ 30.403	\$ 30.859	\$ 31.322	\$ 31.785	\$ 32.262	\$ 32.738	\$ 33.229	\$ 33.721	\$ 34.226	\$ 34.732	\$ 35.253					
Grade Thirteen	\$ 40,603.33	\$ 41,212.38	\$ 41,821.43	\$ 42,448.75	\$ 43,076.07	\$ 43,722.21	\$ 44,368.35	\$ 45,033.88	\$ 45,699.40	\$ 46,384.89	\$ 47,070.39	\$ 47,776.44	\$ 48,482.50	\$ 49,209.73	\$ 49,936.97	\$ 50,686.03	\$ 51,435.08	\$ 52,206.61	\$ 52,978.13	\$ 53,772.81					
(Bi-weekly)	\$ 1,561.67	\$ 1,585.09	\$ 1,608.52	\$ 1,632.64	\$ 1,656.77	\$ 1,681.62	\$ 1,706.48	\$ 1,732.07	\$ 1,757.67	\$ 1,784.03	\$ 1,810.40	\$ 1,837.56	\$ 1,864.71	\$ 1,892.68	\$ 1,920.65	\$ 1,949.46	\$ 1,978.27	\$ 2,007.95	\$ 2,037.62	\$ 2,068.18					
(Hourly)	\$ 19.521	\$ 19.814	\$ 20.106	\$ 20.408	\$ 20.710	\$ 21.020	\$ 21.331	\$ 21.651	\$ 21.971	\$ 22.300	\$ 22.630	\$ 22.969	\$ 23.309	\$ 23.659	\$ 24.008	\$ 24.368	\$ 24.728	\$ 25.099	\$ 25.470	\$ 25.852					
(Overtime)	\$ 29.281	\$ 29.720	\$ 30.160	\$ 30.612	\$ 31.064	\$ 31.530	\$ 31.996	\$ 32.476	\$ 32.956	\$ 33.451	\$ 33.945	\$ 34.454	\$ 34.963	\$ 35.488	\$ 36.012	\$ 36.552	\$ 37.093	\$ 37.649	\$ 38.205	\$ 38.778					
Grade Fourteen	\$ 44,663.66	\$ 45,333.62	\$ 46,003.57	\$ 46,693.62	\$ 47,383.68	\$ 48,094.43	\$ 48,805.19	\$ 49,537.27	\$ 50,269.34	\$ 51,023.38	\$ 51,777.42	\$ 52,554.09	\$ 53,330.75	\$ 54,130.71	\$ 54,930.67	\$ 55,754.63	\$ 56,578.59	\$ 57,427.27	\$ 58,275.95	\$ 59,150.00					
(Bi-weekly)	\$ 1,717.83	\$ 1,743.60	\$ 1,769.37	\$ 1,795.91	\$ 1,822.45	\$ 1,849.79	\$ 1,877.12	\$ 1,905.28	\$ 1,933.44	\$ 1,962.44	\$ 1,991.44	\$ 2,021.31	\$ 2,051.18	\$ 2,081.95	\$ 2,112.72	\$ 2,144.41	\$ 2,176.10	\$ 2,208.74	\$ 2,241.38	\$ 2,275.00					
(Hourly)	\$ 21.473	\$ 21.795	\$ 22.117	\$ 22.449	\$ 22.781	\$ 23.122	\$ 23.464	\$ 23.816	\$ 24.168	\$ 24.530	\$ 24.893	\$ 25.266	\$ 25.640	\$ 26.024	\$ 26.409	\$ 26.805	\$ 27.201	\$ 27.609	\$ 28.017	\$ 28.438					
(Overtime)	\$ 32.209	\$ 32.693	\$ 33.176	\$ 33.673	\$ 34.171	\$ 34.683	\$ 35.196	\$ 35.724	\$ 36.252	\$ 36.796	\$ 37.339	\$ 37.900	\$ 38.460	\$ 39.037	\$ 39.613	\$ 40.208	\$ 40.802	\$ 41.414	\$ 42.026	\$ 42.656					
Grade Fifteen	\$ 49,130.03	\$ 49,866.98	\$ 50,603.93	\$ 51,362.99	\$ 52,122.05	\$ 52,903.88	\$ 53,685.71	\$ 54,490.99	\$ 55,296.28	\$ 56,125.72	\$ 56,955.17	\$ 57,809.49	\$ 58,663.82	\$ 59,543.78	\$ 60,423.74	\$ 61,330.09	\$ 62,236.45	\$ 63,169.99	\$ 64,103.54	\$ 65,065.09					
(Bi-weekly)	\$ 1,889.62	\$ 1,917.96	\$ 1,946.30	\$ 1,975.50	\$ 2,004.69	\$ 2,034.76	\$ 2,064.83	\$ 2,095.81	\$ 2,126.78	\$ 2,158.68	\$ 2,190.58	\$ 2,223.44	\$ 2,256.30	\$ 2,290.15	\$ 2,323.99	\$ 2,358.85	\$ 2,393.71	\$ 2,429.62	\$ 2,465.52	\$ 2,502.50					
(Hourly)	\$ 23.620	\$ 23.975	\$ 24.329	\$ 24.694	\$ 25.059	\$ 25.435	\$ 25.810	\$ 26.196	\$ 26.585	\$ 26.984	\$ 27.382	\$ 27.793	\$ 28.204	\$ 28.627	\$ 29.050	\$ 29.486	\$ 29.921	\$ 30.370	\$ 30.819	\$ 31.281					
(Overtime)	\$ 35.430	\$ 35.962	\$ 36.493	\$ 37.041	\$ 37.588	\$ 38.152	\$ 38.716	\$ 39.296	\$ 39.877	\$ 40.475	\$ 41.073	\$ 41.690	\$ 42.306	\$ 42.940	\$ 43.575	\$ 44.228	\$ 44.882	\$ 45.555	\$ 46.229	\$ 46.922					
Grade Sixteen	\$ 54,043.03	\$ 54,853.67	\$ 55,664.32	\$ 56,499.28	\$ 57,334.25	\$ 58,194.26	\$ 59,054.28	\$ 59,940.09	\$ 60,825.91	\$ 61,738.29	\$ 62,660.68	\$ 63,590.44	\$ 64,530.20	\$ 65,489.16	\$ 66,466.11	\$ 67,463.10	\$ 68,460.09	\$ 69,486.99	\$ 70,513.90	\$ 71,571.60					
(Bi-weekly)	\$ 2,078.58	\$ 2,109.76	\$ 2,140.94	\$ 2,173.05	\$ 2,205.16	\$ 2,238.24	\$ 2,271.32	\$ 2,305.39	\$ 2,339.46	\$ 2,374.55	\$ 2,409.64	\$ 2,445.79	\$ 2,481.93	\$ 2,519.16	\$ 2,556.39	\$ 2,594.73	\$ 2,633.08	\$ 2,672.58	\$ 2,712.07	\$ 2,752.75					
(Hourly)	\$ 25.982	\$ 26.372	\$ 26.762	\$ 27.163	\$ 27.565	\$ 27.978	\$ 28.391	\$ 28.817	\$ 29.243	\$ 29.682	\$ 30.121	\$ 30.572	\$ 31.024	\$ 31.489	\$ 31.955	\$ 32.434	\$ 32.914	\$ 33.407	\$ 33.901	\$ 34.409					
(Overtime)	\$ 38.973	\$ 39.558	\$ 40.143	\$ 40.745	\$ 41.347	\$ 41.967	\$ 42.587	\$ 43.226	\$ 43.865	\$ 44.523	\$ 45.181	\$ 45.858	\$ 46.536	\$ 47.234	\$ 47.932	\$ 48.651	\$ 49.370	\$ 50.111	\$ 50.851	\$ 51.614					
Grade Seventeen	\$ 59,447.33	\$ 60,339.04	\$ 61,230.75	\$ 62,149.21	\$ 63,067.67	\$ 64,013.69	\$ 64,959.70	\$ 65,934.10	\$ 66,908.50	\$ 67,912.12	\$ 68,915.75	\$ 69,949.49	\$ 70,983.22	\$ 72,047.97	\$ 73,112.72	\$ 74,209.41	\$ 75,306.10	\$ 76,435.69	\$ 77,565.28	\$ 78,728.76					
(Bi-weekly)	\$ 2,286.44	\$ 2,320.73	\$ 2,355.03	\$ 2,390.35	\$ 2,426.06	\$ 2,462.06	\$ 2,498.45	\$ 2,535.93	\$ 2,573.40	\$ 2,612.00	\$ 2,650.61	\$ 2,690.36	\$ 2,730.12	\$ 2,771.08	\$ 2,812.03	\$ 2,854.21	\$ 2,896.39	\$ 2,939.83	\$ 2,983.28	\$ 3,028.03					
(Hourly)	\$ 28.580	\$ 29.009	\$ 29.438	\$ 29.879	\$ 30.321	\$ 30.776	\$ 31.231	\$ 31.699	\$ 32.168	\$ 32.650	\$ 33.133	\$ 33.630	\$ 34.127	\$ 34.638	\$ 35.150	\$ 35.678	\$ 36.205	\$ 36.748	\$ 37.291	\$ 37.850					
(Overtime)	\$ 42.871	\$ 43.514	\$ 44.157	\$ 44.819	\$ 45.481	\$ 46.164	\$ 46.846	\$ 47.549	\$ 48.251	\$ 48.975	\$ 49.699	\$ 50.444	\$ 51.190	\$ 51.958	\$ 52.726	\$ 53.516	\$ 54.307	\$ 55.122	\$ 55.937	\$ 56.776					
Grade Eighteen	\$ 65,392.07	\$ 66,372.95	\$ 67,353.83	\$ 68,364.13	\$ 69,374.44	\$ 70,415.06	\$ 71,455.68	\$ 72,527.51	\$ 73,599.35	\$ 74,703.34	\$ 75,807.33	\$ 76,944.44	\$ 78,081.55	\$ 79,252.77	\$ 80,423.99	\$ 81,630.35	\$ 82,836.71	\$ 84,079.26	\$ 85,321.81	\$ 86,601.64					
(Bi-weekly)	\$ 2,515.08	\$ 2,552.81	\$ 2,590.53	\$ 2,629.39	\$ 2,668.25	\$ 2,708.27	\$ 2,748.30	\$ 2,789.52	\$ 2,830.74	\$ 2,873.21	\$ 2,915.67	\$ 2,958.40	\$ 3,003.14	\$ 3,048.18	\$ 3,093.23	\$ 3,139.63	\$ 3,186.03	\$ 3,233.82	\$ 3,281.61	\$ 3,330.83					
(Hourly)	\$ 31.438	\$ 31.910	\$ 32.382	\$ 32.867	\$ 33.353	\$ 33.853	\$ 34.354	\$ 34.869	\$ 35.384	\$ 35.915	\$ 36.446	\$ 36.993	\$ 37.539	\$ 38.102	\$ 38.665	\$ 39.245	\$ 39.825	\$ 40.423	\$ 41.020	\$ 41.635					
(Overtime)	\$ 47.158	\$ 47.865	\$ 48.572	\$ 49.301	\$ 50.030	\$ 50.780	\$ 51.531	\$ 52.303	\$ 53.076	\$ 53.873	\$ 54.669	\$ 55.489	\$ 56.309	\$ 57.153	\$ 57.998	\$ 58.868	\$ 59.738	\$ 60.634	\$ 61.530	\$ 62.453					
Grade Nineteen	\$ 71,931.27	\$ 73,014.24	\$ 74,098.21	\$ 75,200.55	\$ 76,311.89	\$ 77,456.56	\$ 78,601.24	\$ 79,780.26	\$ 80,959.28	\$ 82,173.67	\$ 83,388.06	\$ 84,638.88	\$ 85,889.70	\$ 87,178.05	\$ 88,466.39	\$ 89,793.39	\$ 91,120.38	\$ 92,487.19	\$ 93,853.99	\$ 95,261.80					
(Bi-weekly)	\$ 2,766.59	\$ 2,808.09	\$ 2,849.59	\$ 2,892.33	\$ 2,935.07	\$ 2,979.10	\$ 3,023.12	\$ 3,068.47	\$ 3,113.82	\$ 3,160.53	\$ 3,207.23	\$ 3,255.34	\$ 3,303.45	\$ 3,353.00	\$ 3,402.55	\$ 3,453.59	\$ 3,504.63	\$ 3,557.20	\$ 3,609.77	\$ 3,663.92					
(Hourly)	\$ 34.582	\$ 35.101	\$ 35.620	\$ 36.154	\$ 36.688	\$ 37.239	\$ 37.789	\$ 38.356	\$ 38.923	\$ 39.507	\$ 40.090	\$ 40.692	\$ 41.293	\$ 41.913	\$ 42.532	\$ 43.170	\$ 43.808	\$ 44.465	\$ 45.122	\$ 45.799					
(Overtime)	\$ 51.874	\$ 52.652	\$ 53.430	\$ 54.231	\$ 55.033	\$ 55.858	\$ 56.684	\$ 57.534	\$ 58.384	\$ 59.260	\$ 60.136	\$ 61.038	\$ 61.940	\$ 62.869	\$ 63.798	\$ 64.755	\$ 65.712	\$ 66.697	\$ 67.683	\$ 68.698					
Grade Twenty	\$ 79,124.40	\$ 80,311.27	\$ 81,498.13	\$ 82,720.60	\$ 83,943.08	\$ 85,202.22	\$ 86,461.37	\$ 87,758.29	\$ 89,055.21	\$ 90,391.04	\$ 91,726.86	\$ 93,102.77	\$ 94,478.67	\$ 95,895.85	\$ 97,313.03	\$ 98,772.73	\$ 100,232.42	\$ 101,735.91	\$ 103,239.39	\$ 104,787.99					
(Bi-weekly)	\$ 3,043.25	\$ 3,088.89	\$ 3,134.54	\$ 3,181.56	\$ 3,228.58	\$ 3,277.01	\$ 3,325.44	\$ 3,375.32	\$ 3,425.20	\$ 3,476.58	\$ 3,527.96	\$ 3,580.88	\$ 3,633.80	\$ 3,688.30	\$ 3,742.81	\$ 3,798.95	\$ 3,855.09	\$ 3,912.92	\$ 3,970.75	\$ 4,030.31					
(Hourly)	\$ 38.041	\$ 38.611	\$ 39.182	\$ 39.770	\$ 40.357	\$ 40.963	\$ 41.568	\$ 42.191	\$ 42.815	\$ 43.457	\$ 44.099	\$ 44.761	\$ 45.422	\$ 46.104	\$ 46.785	\$ 47.487	\$ 48.189	\$ 48.911	\$ 49.634	\$ 50.379					
(Overtime)	\$ 57.061	\$ 57.917	\$ 58.773	\$ 59.654	\$ 60.536	\$ 61.444	\$ 62.352	\$ 63.287	\$ 64.223	\$ 65.186	\$ 66.149	\$ 67.141	\$ 68.134	\$ 69.156	\$ 70.178	\$ 71.230	\$ 72.283	\$ 73.367	\$ 74.451	\$ 75.568					

City of Rolla Fire Department
Beginning September 23, 2018 - 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
Grade One	\$ 18,112.76	\$ 19,094.95	\$ 19,377.14	\$ 19,667.80	\$ 19,958.45	\$ 20,257.83	\$ 20,557.21	\$ 20,865.57	\$ 21,173.92	\$ 21,491.53	\$ 21,809.14	\$ 22,136.28	\$ 22,463.42	\$ 22,800.37	\$ 23,137.32	\$ 23,484.38	\$ 23,831.44	\$ 24,188.91	\$ 24,546.38	\$ 24,914.58
(Bi-weekly)	\$ 723.57	\$ 734.42	\$ 745.27	\$ 756.45	\$ 767.63	\$ 779.15	\$ 790.66	\$ 802.52	\$ 814.38	\$ 826.60	\$ 838.81	\$ 851.40	\$ 863.98	\$ 876.94	\$ 889.90	\$ 903.25	\$ 916.59	\$ 930.34	\$ 944.09	\$ 958.25
(Hourly)	\$ 6.300	\$ 6.395	\$ 6.489	\$ 6.586	\$ 6.684	\$ 6.784	\$ 6.884	\$ 6.987	\$ 7.091	\$ 7.197	\$ 7.303	\$ 7.413	\$ 7.523	\$ 7.635	\$ 7.748	\$ 7.864	\$ 7.981	\$ 8.100	\$ 8.220	\$ 8.343
(Overtime)	\$ 9.450	\$ 9.592	\$ 9.734	\$ 9.880	\$ 10.026	\$ 10.176	\$ 10.326	\$ 10.481	\$ 10.636	\$ 10.796	\$ 10.955	\$ 11.119	\$ 11.284	\$ 11.453	\$ 11.622	\$ 11.797	\$ 11.971	\$ 12.151	\$ 12.330	\$ 12.515
Grade Two	\$ 20,694.03	\$ 21,004.44	\$ 21,314.85	\$ 21,634.58	\$ 21,954.30	\$ 22,283.61	\$ 22,612.93	\$ 22,952.12	\$ 23,291.32	\$ 23,640.69	\$ 23,990.06	\$ 24,349.91	\$ 24,709.76	\$ 25,080.40	\$ 25,451.05	\$ 25,832.82	\$ 26,214.58	\$ 26,607.80	\$ 27,001.02	\$ 27,406.04
(Bi-weekly)	\$ 795.92	\$ 807.86	\$ 819.80	\$ 832.10	\$ 844.40	\$ 857.06	\$ 869.73	\$ 882.77	\$ 895.82	\$ 909.26	\$ 922.69	\$ 936.53	\$ 950.38	\$ 964.63	\$ 978.89	\$ 993.57	\$ 1,008.25	\$ 1,023.38	\$ 1,038.50	\$ 1,054.08
(Hourly)	\$ 6.930	\$ 7.034	\$ 7.138	\$ 7.245	\$ 7.352	\$ 7.462	\$ 7.573	\$ 7.686	\$ 7.800	\$ 7.917	\$ 8.034	\$ 8.154	\$ 8.275	\$ 8.399	\$ 8.523	\$ 8.651	\$ 8.779	\$ 8.910	\$ 9.042	\$ 9.178
(Overtime)	\$ 10.395	\$ 10.551	\$ 10.707	\$ 10.867	\$ 11.028	\$ 11.193	\$ 11.359	\$ 11.529	\$ 11.700	\$ 11.875	\$ 12.051	\$ 12.231	\$ 12.412	\$ 12.598	\$ 12.785	\$ 12.976	\$ 13.168	\$ 13.366	\$ 13.563	\$ 13.767
Grade Three	\$ 22,763.44	\$ 23,104.89	\$ 23,446.34	\$ 23,798.03	\$ 24,149.73	\$ 24,511.98	\$ 24,874.22	\$ 25,247.34	\$ 25,620.45	\$ 26,004.76	\$ 26,389.06	\$ 26,784.90	\$ 27,180.73	\$ 27,588.44	\$ 27,996.16	\$ 28,416.10	\$ 28,836.04	\$ 29,268.58	\$ 29,701.12	\$ 30,146.64
(Bi-weekly)	\$ 875.52	\$ 888.65	\$ 901.78	\$ 915.31	\$ 928.84	\$ 942.77	\$ 956.70	\$ 971.05	\$ 985.40	\$ 1,000.18	\$ 1,014.96	\$ 1,030.19	\$ 1,045.41	\$ 1,061.09	\$ 1,076.78	\$ 1,092.93	\$ 1,109.08	\$ 1,125.71	\$ 1,142.35	\$ 1,159.49
(Hourly)	\$ 7.623	\$ 7.737	\$ 7.852	\$ 7.969	\$ 8.087	\$ 8.209	\$ 8.330	\$ 8.455	\$ 8.580	\$ 8.708	\$ 8.837	\$ 8.970	\$ 9.102	\$ 9.239	\$ 9.375	\$ 9.516	\$ 9.657	\$ 9.801	\$ 9.946	\$ 10.095
(Overtime)	\$ 11.435	\$ 11.606	\$ 11.778	\$ 11.954	\$ 12.131	\$ 12.313	\$ 12.495	\$ 12.682	\$ 12.870	\$ 13.063	\$ 13.256	\$ 13.455	\$ 13.653	\$ 13.858	\$ 14.063	\$ 14.274	\$ 14.485	\$ 14.702	\$ 14.919	\$ 15.143
Grade Four	\$ 25,039.78	\$ 25,415.38	\$ 25,790.97	\$ 26,177.84	\$ 26,564.70	\$ 26,963.17	\$ 27,361.64	\$ 27,772.07	\$ 28,182.49	\$ 28,605.23	\$ 29,027.97	\$ 29,463.39	\$ 29,898.81	\$ 30,347.29	\$ 30,795.77	\$ 31,257.71	\$ 31,719.64	\$ 32,195.44	\$ 32,671.23	\$ 33,161.30
(Bi-weekly)	\$ 963.07	\$ 977.51	\$ 991.96	\$ 1,006.84	\$ 1,021.72	\$ 1,037.05	\$ 1,052.37	\$ 1,068.16	\$ 1,083.94	\$ 1,100.20	\$ 1,116.46	\$ 1,133.21	\$ 1,149.95	\$ 1,167.20	\$ 1,184.45	\$ 1,202.22	\$ 1,219.99	\$ 1,238.29	\$ 1,256.59	\$ 1,275.43
(Hourly)	\$ 8.385	\$ 8.511	\$ 8.637	\$ 8.766	\$ 8.896	\$ 9.029	\$ 9.163	\$ 9.300	\$ 9.438	\$ 9.579	\$ 9.721	\$ 9.867	\$ 10.012	\$ 10.163	\$ 10.313	\$ 10.468	\$ 10.622	\$ 10.782	\$ 10.941	\$ 11.105
(Overtime)	\$ 12.578	\$ 12.767	\$ 12.955	\$ 13.150	\$ 13.344	\$ 13.544	\$ 13.744	\$ 13.950	\$ 14.157	\$ 14.369	\$ 14.581	\$ 14.800	\$ 15.019	\$ 15.244	\$ 15.469	\$ 15.701	\$ 15.933	\$ 16.172	\$ 16.411	\$ 16.658
Grade Five	\$ 27,543.76	\$ 27,956.91	\$ 28,370.07	\$ 28,795.62	\$ 29,221.17	\$ 29,659.49	\$ 30,097.81	\$ 30,549.28	\$ 31,000.74	\$ 31,465.75	\$ 31,930.77	\$ 32,409.73	\$ 32,888.69	\$ 33,382.02	\$ 33,875.35	\$ 34,383.48	\$ 34,891.61	\$ 35,414.98	\$ 35,938.36	\$ 36,477.43
(Bi-weekly)	\$ 1,059.38	\$ 1,075.27	\$ 1,091.16	\$ 1,107.52	\$ 1,123.89	\$ 1,140.75	\$ 1,157.61	\$ 1,174.97	\$ 1,192.34	\$ 1,210.22	\$ 1,228.11	\$ 1,246.53	\$ 1,264.95	\$ 1,283.92	\$ 1,302.90	\$ 1,322.44	\$ 1,341.98	\$ 1,362.11	\$ 1,382.24	\$ 1,402.98
(Hourly)	\$ 9.224	\$ 9.362	\$ 9.501	\$ 9.643	\$ 9.786	\$ 9.932	\$ 10.079	\$ 10.230	\$ 10.382	\$ 10.537	\$ 10.693	\$ 10.853	\$ 11.014	\$ 11.179	\$ 11.344	\$ 11.514	\$ 11.684	\$ 11.860	\$ 12.035	\$ 12.216
(Overtime)	\$ 13.836	\$ 14.043	\$ 14.251	\$ 14.465	\$ 14.678	\$ 14.899	\$ 15.119	\$ 15.345	\$ 15.572	\$ 15.806	\$ 16.039	\$ 16.280	\$ 16.521	\$ 16.768	\$ 17.016	\$ 17.271	\$ 17.527	\$ 17.790	\$ 18.053	\$ 18.323
Grade Six	\$ 30,298.13	\$ 30,752.63	\$ 31,207.08	\$ 31,675.18	\$ 32,143.29	\$ 32,625.44	\$ 33,107.59	\$ 33,604.20	\$ 34,100.82	\$ 34,612.33	\$ 35,123.84	\$ 35,650.70	\$ 36,177.56	\$ 36,720.22	\$ 37,262.88	\$ 37,821.83	\$ 38,380.77	\$ 38,956.48	\$ 39,532.19	\$ 40,125.18
(Bi-weekly)	\$ 1,165.31	\$ 1,182.79	\$ 1,200.27	\$ 1,218.28	\$ 1,236.28	\$ 1,254.82	\$ 1,273.37	\$ 1,292.47	\$ 1,311.57	\$ 1,331.24	\$ 1,350.92	\$ 1,371.18	\$ 1,391.44	\$ 1,412.32	\$ 1,433.19	\$ 1,454.69	\$ 1,476.18	\$ 1,498.33	\$ 1,520.47	\$ 1,543.28
(Hourly)	\$ 10.146	\$ 10.298	\$ 10.451	\$ 10.607	\$ 10.764	\$ 10.926	\$ 11.087	\$ 11.253	\$ 11.420	\$ 11.591	\$ 11.762	\$ 11.939	\$ 12.115	\$ 12.297	\$ 12.479	\$ 12.666	\$ 12.853	\$ 13.046	\$ 13.239	\$ 13.437
(Overtime)	\$ 15.219	\$ 15.448	\$ 15.676	\$ 15.911	\$ 16.146	\$ 16.388	\$ 16.631	\$ 16.880	\$ 17.129	\$ 17.386	\$ 17.643	\$ 17.908	\$ 18.173	\$ 18.445	\$ 18.718	\$ 18.999	\$ 19.279	\$ 19.569	\$ 19.858	\$ 20.156
Grade Seven	\$ 33,327.95	\$ 33,827.87	\$ 34,327.79	\$ 34,842.70	\$ 35,357.62	\$ 35,887.98	\$ 36,418.59	\$ 36,964.62	\$ 37,510.90	\$ 38,073.56	\$ 38,636.23	\$ 39,215.77	\$ 39,795.31	\$ 40,392.24	\$ 40,989.17	\$ 41,604.01	\$ 42,218.85	\$ 42,852.13	\$ 43,485.41	\$ 44,137.69
(Bi-weekly)	\$ 1,281.84	\$ 1,301.07	\$ 1,320.30	\$ 1,340.10	\$ 1,359.91	\$ 1,380.31	\$ 1,400.71	\$ 1,421.72	\$ 1,442.73	\$ 1,464.37	\$ 1,486.01	\$ 1,508.30	\$ 1,530.59	\$ 1,553.55	\$ 1,576.51	\$ 1,600.15	\$ 1,623.80	\$ 1,648.16	\$ 1,672.52	\$ 1,697.60
(Hourly)	\$ 11.161	\$ 11.328	\$ 11.496	\$ 11.668	\$ 11.841	\$ 12.018	\$ 12.196	\$ 12.379	\$ 12.562	\$ 12.750	\$ 12.938	\$ 13.133	\$ 13.327	\$ 13.527	\$ 13.726	\$ 13.932	\$ 14.138	\$ 14.350	\$ 14.562	\$ 14.781
(Overtime)	\$ 16.741	\$ 16.992	\$ 17.243	\$ 17.502	\$ 17.761	\$ 18.027	\$ 18.294	\$ 18.568	\$ 18.842	\$ 19.125	\$ 19.408	\$ 19.699	\$ 19.990	\$ 20.290	\$ 20.590	\$ 20.898	\$ 21.207	\$ 21.525	\$ 21.844	\$ 22.171
Grade Eight	\$ 36,660.74	\$ 37,210.65	\$ 37,760.56	\$ 38,326.97	\$ 38,893.38	\$ 39,476.78	\$ 40,060.18	\$ 40,661.09	\$ 41,261.99	\$ 41,880.92	\$ 42,499.85	\$ 43,137.35	\$ 43,774.84	\$ 44,431.47	\$ 45,088.09	\$ 45,764.41	\$ 46,440.73	\$ 47,137.34	\$ 47,833.95	\$ 48,551.46
(Bi-weekly)	\$ 1,410.03	\$ 1,431.18	\$ 1,452.33	\$ 1,474.11	\$ 1,495.90	\$ 1,518.34	\$ 1,540.78	\$ 1,563.89	\$ 1,587.00	\$ 1,610.80	\$ 1,634.61	\$ 1,658.13	\$ 1,683.65	\$ 1,708.90	\$ 1,734.16	\$ 1,760.17	\$ 1,786.18	\$ 1,812.97	\$ 1,839.77	\$ 1,867.36
(Hourly)	\$ 12.277	\$ 12.461	\$ 12.645	\$ 12.835	\$ 13.025	\$ 13.220	\$ 13.415	\$ 13.617	\$ 13.818	\$ 14.025	\$ 14.232	\$ 14.446	\$ 14.659	\$ 14.879	\$ 15.099	\$ 15.326	\$ 15.552	\$ 15.785	\$ 16.019	\$ 16.259
(Overtime)	\$ 18.415	\$ 18.692	\$ 18.968	\$ 19.252	\$ 19.537	\$ 19.830	\$ 20.123	\$ 20.425	\$ 20.727	\$ 21.038	\$ 21.348	\$ 21.669	\$ 21.989	\$ 22.319	\$ 22.649	\$ 22.988	\$ 23.328	\$ 23.678	\$ 24.028	\$ 24.388
Grade Nine	\$ 39,327.18	\$ 39,917.09	\$ 40,506.99	\$ 41,114.60	\$ 41,722.20	\$ 42,348.04	\$ 42,973.87	\$ 43,618.48	\$ 44,263.09	\$ 44,927.03	\$ 45,590.98	\$ 46,274.84	\$ 46,958.71	\$ 47,663.09	\$ 48,367.47	\$ 49,092.98	\$ 49,818.49	\$ 50,565.77	\$ 51,313.05	\$ 52,082.74
(Bi-weekly)	\$ 1,512.58	\$ 1,535.27	\$ 1,557.96	\$ 1,581.33	\$ 1,604.70	\$ 1,628.77	\$ 1,652.84	\$ 1,677.63	\$ 1,702.43	\$ 1,727.96	\$ 1,753.50	\$ 1,779.80	\$ 1,806.10	\$ 1,833.20	\$ 1,860.29	\$ 1,888.19	\$ 1,916.10	\$ 1,944.84	\$ 1,973.58	\$ 2,003.18
(Hourly)	\$ 13.505	\$ 13.707	\$ 13.910	\$ 14.118	\$ 14.327	\$ 14.542	\$ 14.757	\$ 14.978	\$ 15.200	\$ 15.428	\$ 15.656	\$ 15.890	\$ 16.125	\$ 16.367	\$ 16.609	\$ 16.858	\$ 17.107	\$ 17.364	\$ 17.620	\$ 17.885
(Overtime)	\$ 20.257	\$ 20.561	\$ 20.865	\$ 21.178	\$ 21.491	\$ 21.813	\$ 22.135	\$ 22.467	\$ 22.799	\$ 23.141	\$ 23.483	\$ 23.836	\$ 24.188	\$ 24.551	\$ 24.913	\$ 25.287	\$ 25.661	\$ 26.046	\$ 26.431	\$ 26.827
Grade Ten	\$ 43,259.90	\$ 43,908.79	\$ 44,557.69	\$ 45,226.06	\$ 45,894.42	\$ 46,582.94	\$ 47,271.26	\$ 47,980.33	\$ 48,699.39	\$ 49,419.74	\$ 50,150.08	\$ 50,902.33	\$ 51,654.58	\$ 52,429.40	\$ 53,204.22	\$ 54,002.28	\$ 54,800.34	\$ 55,622.35	\$ 56,444.35	\$ 57,291.02
(Bi-weekly)	\$ 1,663.84	\$ 1,688.80	\$ 1,713.76	\$ 1,739.46	\$ 1,765.17	\$ 1,791.65	\$ 1,818.13	\$ 1,845.40	\$ 1,872.67	\$ 1,900.76	\$ 1,928.85	\$ 1,957.78	\$ 1,986.71	\$ 2,016.52	\$ 2,046.32	\$ 2,077.01	\$ 2,107.71	\$ 2,139.32	\$ 2,170.94	\$ 2,203.50
(Hourly)	\$ 14.855	\$ 15.078	\$ 15.301	\$ 15.530	\$ 15.760	\$ 15.996	\$ 16.233	\$ 16.476	\$ 16.720	\$ 16.970	\$ 17.221	\$ 17.479	\$ 17.738	\$ 18.004	\$ 18.270	\$ 18.544	\$ 18.818	\$ 19.100	\$ 19.382	\$ 19.673
(Overtime)	\$ 22.283	\$ 22.617	\$ 22.951	\$ 23.295	\$ 23.640	\$ 23.994	\$ 24.349	\$ 24.714	\$ 25.079	\$ 25.455	\$ 25.832	\$ 26.219	\$ 26.607	\$ 27.006	\$ 27.405	\$ 27.816	\$ 28.227	\$ 28.650	\$ 29.074	\$ 29.510
Grade Eleven	\$ 47,585.89	\$ 48,299.67	\$ 49,013.46	\$ 49,748.66	\$ 50,483.87	\$ 51,241.12	\$ 51,998.38	\$ 52,778.36	\$ 53,558.33	\$ 54,361.71	\$ 55,165.08	\$ 55,992.56	\$ 56,820.04	\$ 57,672.34	\$ 58,524.64	\$ 59,402.51	\$ 60,280.38	\$ 61,184.58	\$ 62,088.79	\$ 63,020.12
(Bi-weekly)	\$ 1,830.23	\$ 1,857.68	\$ 1,885.13	\$ 1,913.41	\$ 1,941.69	\$ 1,970.81	\$ 1,999.94	\$ 2,029.94	\$ 2,059.94	\$ 2,090.83	\$ 2,121.73	\$ 2,153.56	\$ 2,185.39	\$ 2,218.17	\$ 2,250.95	\$ 2,284.71	\$ 2,318.48	\$ 2,353.25	\$ 2,388.03	\$ 2,423.85
(Hourly)	\$ 16.341	\$ 16.586	\$ 16.831	\$ 17.083	\$ 17.336	\$ 17.596	\$ 17.856	\$ 18.124	\$ 18.391	\$ 18.667	\$ 18.943	\$ 19.227	\$ 19.512	\$ 19.804	\$ 20.097	\$ 20.398	\$ 20.700	\$ 21.010	\$ 21	