

001351



CITY OF GAINESVILLE
HUMAN RESOURCES DEPARTMENT
FACSIMILE COVER SHEET

TO: Randy Reid

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Director

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SPECIAL INSTRUCTIONS: _____


Old Library Building
222 East University Avenue
Gainesville, Florida 32601

Living
Wage
Item

CITY OF GAINESVILLE

Human Resources Department
Box 20

INTEROFFICE COMMUNICATION

DATE: June 8, 2001
TO: Wayne Bowers, City Manager
FROM: Tom Motes, Human Resources Director 
SUBJECT: Living Wage Information

A living wage is different for different parts of the country but proponents generally define it "...as the minimum annual amount required to meet the basic needs of a family for shelter, utilities, telephone, food, clothing and personal expenses, health care, transportation and child care. According to the website for the Association of Community Organizations for Reform Now (ACORN) and the Living Wage Campaign.

At an absolute minimum, it means that someone working full-time should never fall below the poverty line. The exact amount varies from state to state or city to city, but we've generally pushed for between \$6.50 and \$7.50 an hour, with health benefits. Hard-working people should be able to afford the necessities of life for themselves and their families

Single wage earner families are the most dramatically affected.

Most Living Wage Ordinances have adopted minimum pay as a percentage of the federal poverty guidelines specified by the U.S. Department of Health and Human Services for a family of four (See attached Table 1). In order to continue eligibility for food stamps an employee's gross pay can not exceed 130% of the appropriate poverty guideline, and net pay can not exceed 100% of the appropriate poverty guideline.

In the United States as of March 2001, 46 Cities, 10 Counties, 1 Township and 1 School Board have adopted Living Wage Ordinances.

In Florida one county, Miami-Dade County, has adopted a Living Wage Ordinance (1999) at \$8.56 per hour. With a 3% CPI adjustment this is currently \$8.81 per hour if health insurance is provided. It also covers non-construction service contractors but "...does not apply to contracts related primarily to the sale of products and goods."

Nationwide there are living wage campaigns underway in 72 cities and counties and in 12 institutions for higher education.

CITY OF GAINESVILLE

**Human Resources Department
Box 20**

INTEROFFICE COMMUNICATION

Costing Options

Option 1

According to the Department of Health and Human Services the 2001 Poverty Guidelines for a family of four is \$17,650, annually or \$8.48 per hour. Regular employees whose pay is below \$8.48 would be raised to this level. This would affect 21 regular employees and cost approximately \$26,600. This particular hourly rate falls between steps in the CWA pay plan. The pay plan was built with 2.5% increments between steps. To maintain the integrity of the present pay plan, see Option 2 or Option 3.

Option 2

Regular employees whose pay is below \$8.48 would be raised to the nearest step in their respective pay grade, which guarantees at least \$8.48 per hour. (See the truncated CWA pay Table for Option 2). In all cases this means an adjustment to \$8.55 and affects 21 regular employees and costs approximately \$30,200.

Option 3

The hourly living wage amount adopted by Miami-Dade is currently \$8.81. Indexing \$8.81 with the Florida Price Level Index, to identify equivalent buying power in Alachua County, results in an hourly amount of \$7.79. Regular employees whose pay is below \$7.79 would be raised to the nearest step in their respective pay grade, which guarantees at least \$7.79 per hour. (See the truncated CWA pay Table for Option 3). In all cases this is \$7.94 and affects 4 regular employees and costs approximately \$10,900.

TM/rz

ACTIVE LWO

TABLE 1

NATIONWIDE AND FLORIDA (BOLD) COMPARED TO POVERTY GUIDELINE FOR FAMILY OF FOUR

Name of Local Government	State	Year	Hourly Rate W / Health Benefits	Annualized Rate W / Health Benefits	Poverty Guideline for Family of Four	LWO/PG4
Ann Arbor	MI	2001	\$8.70	\$18,096	\$17,650	102.5%
Ferndale	MI	2001	\$8.50	\$17,680	\$17,650	100.2%
Missoula	MT	2001	\$7.95	\$16,536	\$17,650	93.7%
Rochester	NY	2001	\$8.52	\$17,722	\$17,650	100.4%
Alexandria	VA	2000	\$9.84	\$20,467	\$17,050	120.0%
Berkeley	CA	2000	\$9.75	\$20,280	\$17,050	118.9%
Cleveland	OH	2000	\$8.20	\$17,066	\$17,050	100.0%
Denver	CO	2000	\$8.03	\$16,702	\$17,050	98.0%
Eau Claire Co	WI	2000	\$6.67	\$13,874	\$17,050	81.4%
Omaha	NE	2000	\$8.20	\$17,050	\$17,050	100.0%
San Fernando	CA	2000	\$7.25	\$15,080	\$17,050	88.4%
San Francisco	CA	2000	\$9.00	\$18,720	\$17,050	109.8%
Santa Cruz	CA	2000	\$11.00	\$22,880	\$17,050	134.2%
St Louis	MO	2000	\$8.84	\$18,387	\$17,050	107.8%
Toledo	OH	2000	\$8.58	\$17,846	\$17,050	104.7%
Toledo	OH	2000	\$8.58	\$17,846	\$17,050	104.7%
Warren	MI	2000	\$8.35	\$17,368	\$17,050	101.9%
Buffalo	NY	1999	\$6.22	\$12,938	\$16,700	77.5%
Cambridge	MA	1999	\$10.00	\$20,800	\$16,700	124.6%
Corvallis	OR	1999	\$9.00	\$18,720	\$16,700	112.1%
Corvallis	OR	1999	\$9.00	\$18,720	\$16,700	112.1%
Dane Co	WI	1999	\$8.03	\$16,702	\$16,700	100.0%
Dane Co	WI	1999	\$8.03	\$16,702	\$16,700	100.0%
Hartford	CT	1999	\$8.83	\$18,370	\$16,700	110.0%
Hartford	CT	1999	\$8.83	\$18,370	\$16,700	110.0%
Hayward	CA	1999	\$8.00	\$16,640	\$16,700	99.6%
Hayward	CA	1999	\$8.00	\$16,640	\$16,700	99.6%
Hudson Co	NJ	1999	\$7.73	\$16,078	\$16,700	96.3%
Hudson Co	NJ	1999	\$7.73	\$16,078	\$16,700	96.3%
Kankakee Co	IL	1999	\$11.42	\$23,754	\$16,700	142.2%
Los Angeles Co	CA	1999	\$8.32	\$17,306	\$16,700	103.6%
Los Angeles Co	CA	1999	\$8.32	\$17,306	\$16,700	103.6%
Madison	WI	1999	\$7.91	\$16,453	\$16,700	98.5%
Miami-Dade Co	FL	1999	\$8.56	\$17,805	\$16,700	106.6%
Somerville	MA	1999	\$8.35	\$17,368	\$16,700	104.0%
Somerville	MA	1999	\$8.35	\$17,368	\$16,700	104.0%
Tucson	AZ	1999	\$8.00	\$16,640	\$16,700	99.6%
Tucson	AZ	1999	\$8.00	\$16,640	\$16,700	99.6%
Ypsilanti	MI	1999	\$8.50	\$17,680	\$16,700	105.9%
Ypsilanti	MI	1999	\$8.50	\$17,680	\$16,700	105.9%
Ypsilanti Township	MI	1999	\$8.50	\$17,680	\$16,700	105.9%
Boston	MA	1998	\$8.43	\$17,534	\$16,450	106.6%
Boston	MA	1998	\$8.43	\$17,534	\$16,450	106.6%
Chicago	IL	1998	\$7.60	\$15,808	\$16,450	96.1%
Chicago	IL	1998	\$7.60	\$15,808	\$16,450	96.1%
Cook Co	IL	1998	\$7.60	\$15,808	\$16,450	96.1%
Cook Co	IL	1998	\$7.60	\$15,808	\$16,450	96.1%
Detroit	MI	1998	\$8.35	\$17,368	\$16,450	105.6%
Detroit	MI	1998	\$8.35	\$17,368	\$16,450	105.6%
Durham	NC	1998	\$7.55	\$15,704	\$16,450	95.5%
Durham	NC	1998	\$7.55	\$15,704	\$16,450	95.5%
Multnomah Co	OR	1998	\$9.00	\$18,720	\$16,450	113.8%
Multnomah Co	OR	1998	\$9.00	\$18,720	\$16,450	113.8%
Oakland	CA	1998	\$8.00	\$16,640	\$16,450	101.2%
Oakland	CA	1998	\$8.00	\$16,640	\$16,450	101.2%
Pasadena	CA	1998	\$7.25	\$15,080	\$16,450	91.7%
Pasadena	CA	1998	\$7.25	\$15,080	\$16,450	91.7%
Portland	OR	1998	\$7.50	\$15,600	\$16,450	94.8%
Portland	OR	1998	\$7.50	\$15,600	\$16,450	94.8%
San Antonio	TX	1998	\$9.27	\$19,282	\$16,450	117.2%
San Antonio	TX	1998	\$9.27	\$19,282	\$16,450	117.2%
San Jose	CA	1998	\$9.50	\$19,760	\$16,450	120.1%
San Jose	CA	1998	\$9.50	\$19,760	\$16,450	120.1%
Duluth	MN	1997	\$6.50	\$13,520	\$16,050	84.2%
Duluth	MN	1997	\$6.50	\$13,520	\$16,050	84.2%
Los Angeles	CA	1997	\$7.25	\$15,080	\$16,050	94.0%
Los Angeles	CA	1997	\$7.25	\$15,080	\$16,050	94.0%
Minneapolis	MN	1997	\$8.49	\$17,655	\$16,050	110.0%
Minneapolis	MN	1997	\$8.49	\$17,655	\$16,050	110.0%
New Haven	CT	1997	\$7.72	\$16,050	\$16,050	100.0%
New Haven	CT	1997	\$7.72	\$16,050	\$16,050	100.0%
St Paul	MN	1997	\$7.72	\$16,050	\$16,050	100.0%
St Paul	MN	1997	\$7.72	\$16,050	\$16,050	100.0%
West Hollywood	CA	1997	\$7.25	\$15,080	\$16,050	94.0%
West Hollywood	CA	1997	\$7.25	\$15,080	\$16,050	94.0%
Des Moines	IA	1996	\$9.00	\$18,720	\$15,600	120.0%
Des Moines	IA	1996	\$9.00	\$18,720	\$15,600	120.0%
Jersey City	NJ	1996	\$7.50	\$15,600	\$15,600	100.0%
Jersey City	NJ	1996	\$7.50	\$15,600	\$15,600	100.0%
New York	NY	1996	Prevailing Wage			
New York	NY	1996	Prevailing Wage			
Santa Clara Co	CA	1995	\$10.00	\$20,800	\$15,150	137.3%
Santa Clara Co	CA	1995	\$10.00	\$20,800	\$15,150	137.3%
Baltimore	MD	1994	\$6.10	\$12,688	\$14,800	85.7%
Baltimore	MD	1994	\$6.10	\$12,688	\$14,800	85.7%
Gary	IN	1991	Prevailing Wage			
Gary	IN	1991	Prevailing Wage			

BRING THOSE BELOW, UP TO POVERTY GUIDELINE

TITLE	CURRENT		PROPOSED	
	GRD	STP	HOURLY PAY	HOURLY PAY
				COST ANNUALIZED
Golf Course Attendant	01	A	\$6.51	\$8.48
Golf Course Attendant	01	A	\$6.51	\$8.48
Golf Course Attendant	01	B	\$6.68	\$8.48
Custodial Worker	05	C	\$7.56	\$8.48
Recreation Aide I	05	A	\$7.94	\$8.48
Recreation Aide I	05	A	\$7.94	\$8.48
Custodial Worker	03	E	\$7.94	\$8.48
Golf Course Attendant	01	I	\$7.94	\$8.48
Maintenance Worker I RTS	R1		\$8.04	\$8.48
Maintenance Worker I	06	A	\$8.34	\$8.48
Maintenance Worker I	06	A	\$8.34	\$8.48
Maintenance Worker I	06	A	\$8.34	\$8.48
Maintenance Worker I	06	A	\$8.34	\$8.48
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48
Maintenance Worker I	06	A	\$8.34	\$8.48
Maintenance Worker I	06	A	\$8.34	\$8.48
Office Assist	06	A	\$8.34	\$8.48
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48
Mail Svcs Clerk	06	A	\$8.34	\$8.48
Account Clerk I	06	A	\$8.34	\$8.48
Account Clerk I	06	A	\$8.34	\$8.48
				\$22,782
				\$26,655

BASE WAGES 117.00%
BENEFITS

City of Gainesville
 2000-2001
 CWA Pay Plan
 Effective 10/2/2000

Current

A	B	C	D	E	F	G	H	I	J	K	L
PAY GRADE 01											
\$6,5148	\$6,6736	\$6,8445	\$7,0156	\$7,1910	\$7,3709	\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479
\$13,550.78	\$13,889.41	\$14,236.56	\$14,592.45	\$14,957.28	\$15,331.47	\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63
PAY GRADE 02											
\$6,8445	\$7,0156	\$7,1910	\$7,3709	\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808
\$14,236.56	\$14,592.45	\$14,957.28	\$15,331.47	\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06
PAY GRADE 03											
\$7,1910	\$7,3709	\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353
\$14,957.28	\$15,331.47	\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42
PAY GRADE 04											
\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130
\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04
PAY GRADE 05											
\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147
\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58
PAY GRADE 06											
\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421
\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57
PAY GRADE 07											
\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960
\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68
PAY GRADE 08											
\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780
\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24
PAY GRADE 09											
\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894
\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95
PAY GRADE 10											
\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894	\$13,0067	\$13,3319
\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95	\$27,053.94	\$27,730.35

Table for Option 2

City of Gainesville
 2000-2001
 CWA Pay Plan
 Effective 10/2/2000

A	B	C	D	E	F	G	H	I	J	K	L
PAY GRADE 01											
											\$8,547.9
											\$17,779.63
PAY GRADE 02											
									\$8,547.9	\$8,761.6	\$8,980.8
									\$17,779.63	\$18,224.13	\$18,680.06
PAY GRADE 03											
								\$8,547.9	\$8,761.6	\$9,205.2	\$9,435.3
								\$17,779.63	\$18,224.13	\$19,146.82	\$19,625.42
PAY GRADE 04											
					\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0
					\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04
PAY GRADE 05											
			\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0	\$10,160.7	\$10,414.7
			\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58
PAY GRADE 06											
	\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0	\$10,160.7	\$10,414.7	\$10,675.2	\$10,942.1
	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57
PAY GRADE 07											
	\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0	\$10,160.7	\$10,414.7	\$11,215.6	\$11,496.0
	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$23,328.45	\$23,911.68
PAY GRADE 08											
	\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0	\$10,160.7	\$10,414.7	\$11,783.4	\$12,078.0
	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$24,509.47	\$25,122.24
PAY GRADE 09											
	\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0	\$10,160.7	\$10,414.7	\$12,380.0	\$12,689.4
	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$25,750.40	\$26,393.95
PAY GRADE 10											
	\$8,547.9	\$8,761.6	\$8,980.8	\$9,205.2	\$9,435.3	\$9,671.2	\$9,913.0	\$10,160.7	\$10,414.7	\$13,006.7	\$13,333.9
	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$27,053.94	\$27,730.35

BRING EMPLOYEES TO NEAREST STEP IN GRADE ABOVE INDEXED MIAMI DADE LW AMOUNT

TITLE	CURRENT			PROPOSED			ANNUALIZED COST
	GRD	STP	HOURLY PAY	GRD	STP	HOURLY PAY	
Golf Course Attendant	01	A	\$6.51	01	I	\$7.94	\$2,960
Golf Course Attendant	01	A	\$6.51	01	I	\$7.94	\$2,960
Golf Course Attendant	01	B	\$6.68	01	I	\$7.94	\$2,621
Custodial Worker	03	C	\$7.56	03	E	\$7.94	\$796
BASE WAGES BENEFITS 0.17%							\$9,336
ANNUALIZED COST OF ADJUSTMENT							\$1,587
							\$10,923

Table for Option 3

City of Gainesville
 2000-2001
 CWA Pay Plan
 Effective 10/2/2000

A	B	C	D	E	F	G	H	I	J	K	L
PAY GRADE 01											
								\$7,9377	\$8,1362	\$8,3395	\$8,5479
								\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63
PAY GRADE 02											
						\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808
						\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06
PAY GRADE 03											
				\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353
				\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42
PAY GRADE 04											
	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607
	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26
PAY GRADE 05											
\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147
\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58
PAY GRADE 06											
\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421
\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57
PAY GRADE 07											
\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960
\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68
PAY GRADE 08											
\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780
\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24
PAY GRADE 09											
\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894
\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95
PAY GRADE 10											
\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894	\$13,0067	\$13,3319
\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95	\$27,053.94	\$27,730.35