

BEFORE & AFTER CARE / STAFF DAYCARE PAY SCALE 2022-2023

STEP	B&A ASSISTANT LEVEL I 174 DAYS			STAFF DAYCARE ASST LEVEL I 174 DAYS			B&A ASSISTANT LEVEL II 174 DAYS			STAFF DAYCARE ASST LEVEL II 174 DAYS			B&A ASSISTANT LEVEL III 174 DAYS			STAFF DAYCARE ASST LEVEL III 174 DAYS			B&A ASSISTANT LEVEL IV 174 DAYS			STAFF DAYCARE ASST LEVEL IV 174 DAYS		
	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	YRLY RATE 6 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	YRLY RATE 6 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	YRLY RATE 6 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	YRLY RATE 6 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	YRLY RATE 6 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	YRLY RATE 6 HRS
0	11.98	8,338.08	10,422.60	12,507.12	12.65	8,804.40	11,005.50	13,206.60	13.01	9,054.96	11,318.70	13,582.44	13.37	9,305.52	11,631.90	13,958.28	13.73	9,556.08	11,955.30	14,416.76	14.09	9,806.64	12,280.20	14,877.24
1	12.12	8,435.52	10,544.40	12,653.28	12.80	8,908.80	11,136.00	13,363.20	13.16	9,159.36	11,449.20	13,739.04	13.53	9,416.88	11,771.10	14,125.32	13.89	9,674.40	12,096.00	14,491.60	14.21	9,928.92	12,418.80	14,848.40
2	12.25	8,526.00	10,657.50	12,789.00	12.94	9,006.24	11,257.80	13,509.36	13.32	9,270.72	11,588.40	13,906.08	13.69	9,528.24	11,910.30	14,292.36	14.05	9,784.80	12,234.60	14,648.40	14.37	10,037.28	12,540.60	14,994.24
3	12.39	8,623.44	10,779.30	12,935.16	13.09	9,110.64	11,388.30	13,665.96	13.47	9,375.12	11,718.90	14,062.68	13.85	9,639.60	12,049.50	14,459.40	14.19	9,899.04	12,380.40	14,814.40	14.51	10,146.72	12,646.80	15,101.16
4	12.53	8,720.88	10,901.10	13,081.32	13.25	9,222.00	11,527.50	13,833.00	13.63	9,486.48	11,858.10	14,229.72	14.01	9,750.96	12,188.70	14,626.44	14.35	10,010.40	12,524.40	14,981.40	14.67	10,255.20	12,743.40	15,297.60
5	12.68	8,825.28	11,031.60	13,237.92	13.40	9,326.40	11,658.00	13,989.60	13.79	9,597.84	11,997.30	14,396.76	14.18	9,869.28	12,336.60	14,803.92	14.52	10,118.80	12,670.80	15,136.80	14.84	10,380.24	12,840.00	15,493.20
6	12.82	8,922.72	11,153.40	13,384.08	13.56	9,437.76	11,797.20	14,156.64	13.95	9,709.20	12,136.50	14,563.80	14.35	9,987.60	12,484.50	14,981.40	14.71	10,227.20	12,802.20	15,341.80	15.07	10,488.64	12,946.80	15,637.60
7	12.97	9,027.12	11,283.90	13,540.68	13.72	9,549.12	11,936.40	14,323.68	14.12	9,827.52	12,284.40	14,741.28	14.52	10,105.92	12,632.40	15,158.88	14.87	10,314.40	13,001.40	15,594.00	15.23	10,569.84	13,107.60	15,840.00
8	13.12	9,131.52	11,414.40	13,697.28	13.88	9,660.48	12,075.60	14,490.72	14.28	9,938.88	12,423.60	14,908.32	14.69	10,224.24	12,780.30	15,336.36	15.03	10,483.60	13,157.40	15,831.60	15.39	10,738.64	13,294.40	16,077.60
9	13.27	9,235.92	11,544.90	13,853.88	14.04	9,771.84	12,214.80	14,657.76	14.45	10,057.20	12,571.50	15,085.80	14.86	10,342.56	12,928.20	15,513.84	15.21	10,601.76	13,263.40	16,023.40	15.57	10,857.76	13,409.40	16,269.40
10	13.43	9,347.28	11,684.10	14,020.92	14.21	9,890.16	12,362.70	14,835.24	14.62	10,175.52	12,719.40	15,263.28	15.04	10,467.84	13,084.80	15,701.76	15.41	10,727.04	13,419.40	16,177.60	15.77	11,032.08	13,566.40	16,454.40
11	13.58	9,451.68	11,814.60	14,177.52	14.37	10,001.52	12,501.90	15,002.28	14.80	10,300.80	12,876.00	15,451.20	15.22	10,593.12	13,241.40	15,889.68	15.59	10,852.32	13,524.40	16,336.40	15.95	11,146.88	13,672.40	16,630.40
12	13.74	9,563.04	11,953.80	14,344.56	14.55	10,126.80	12,658.50	15,190.20	14.98	10,426.08	13,032.60	15,639.12	15.41	10,725.36	13,406.70	16,088.04	15.77	11,030.56	13,677.40	16,544.40	16.13	11,340.00	13,824.40	16,896.00
13	13.90	9,674.40	12,093.00	14,511.60	14.72	10,245.12	12,806.40	15,367.68	15.16	10,551.36	13,189.20	15,827.04	15.59	10,850.64	13,563.30	16,275.96	15.95	11,141.76	13,824.40	16,754.40	16.31	11,451.20	14,034.40	17,088.00
14	14.07	9,792.72	12,240.90	14,689.08	14.90	10,370.40	12,963.00	15,555.60	15.34	10,676.64	13,345.80	16,014.96	15.78	10,982.88	13,728.60	16,474.32	16.13	11,297.76	14,084.40	17,088.00	16.49	11,602.20	14,294.40	17,434.40
15	14.23	9,904.08	12,380.10	14,856.12	15.07	10,488.72	13,110.90	15,733.08	15.53	10,808.88	13,511.10	16,213.32	15.98	11,122.08	13,902.60	16,883.12	16.31	11,437.60	14,134.40	17,234.40	16.67	11,742.08	14,340.40	17,580.40
16	14.40	10,022.40	12,528.00	15,033.60	15.26	10,620.96	13,276.20	15,931.44	15.71	10,934.16	13,667.70	16,401.24	16.17	11,254.32	14,067.90	16,881.48	16.53	11,568.80	14,294.40	17,434.40	16.89	11,877.28	14,540.40	17,777.60
17	14.58	10,147.68	12,684.60	15,221.52	15.44	10,746.24	13,432.80	16,119.36	15.90	11,066.40	13,833.00	16,599.60	16.37	11,393.52	14,241.90	17,090.28	16.73	11,707.76	14,496.40	17,580.40	17.09	12,017.20	14,746.40	18,023.60
18	14.75	10,266.00	12,832.50	15,399.00	15.63	10,878.48	13,598.10	16,317.72	16.10	11,205.60	14,007.00	16,808.40	16.57	11,532.72	14,415.90	17,299.08	16.93	11,847.84	14,670.40	17,777.60	17.29	12,141.60	14,902.40	18,169.60
19	14.93	10,391.28	12,989.10	15,586.92	15.82	11,010.72	13,763.40	16,516.08	16.30	11,344.80	14,181.00	17,017.20	16.77	11,671.92	14,589.90	17,507.88	17.13	11,986.88	14,834.40	18,023.60	17.49	12,294.24	15,054.40	18,362.40
20	15.11	10,516.56	13,145.70	15,774.84	16.01	11,142.96	13,928.70	16,714.44	16.50	11,484.00	14,355.00	17,226.00	16.98	11,818.08	14,772.60	17,727.12	17.35	12,133.12	15,009.40	18,278.40	17.71	12,447.60	15,264.40	18,710.40
21	15.29	10,641.84	13,302.30	15,962.76	16.21	11,282.16	14,102.70	16,923.24	16.70	11,623.20	14,529.00	17,434.80	17.19	11,964.24	14,955.30	17,946.36	17.55	12,288.48	15,264.40	18,534.40	17.91	12,597.84	15,519.40	19,044.40
22	15.47	10,767.12	13,458.90	16,150.68	16.40	11,414.40	14,268.00	17,121.60	16.90	11,762.40	14,703.00	17,643.60	17.40	12,110.40	15,138.00	18,168.60	17.77	12,424.80	15,419.40	18,630.40	18.07	12,646.80	15,674.40	19,177.60
23	15.66	10,899.36	13,624.20	16,349.04	16.61	11,560.56	14,450.70	17,340.84	17.11	11,908.56	14,885.70	17,862.84	17.62	12,263.52	15,329.40	18,395.28	17.99	12,578.40	15,610.40	19,044.40	18.37	12,777.60	15,870.40	19,501.60
24	15.85	11,031.60	13,789.50	16,547.40	16.81	11,699.76	14,624.70	17,549.64	17.33	12,061.68	15,077.10	18,092.52	17.84	12,416.64	15,520.80	18,624.96	18.21	12,721.92	15,775.40	19,177.60	18.59	13,027.20	16,024.40	19,634.40
25	16.04	11,163.84	13,954.80	16,745.76	17.02	11,845.92	14,807.40	17,768.88	17.54	12,207.84	15,259.80	18,311.76	18.06	12,569.76	15,712.20	18,854.64	18.43	12,825.12	16,024.40	19,501.60	18.81	13,132.32	16,278.40	20,001.60
26	16.24	11,303.04	14,128.80	16,954.56	17.23	11,992.08	14,990.10	17,988.12	17.76	12,360.96	15,451.20	18,541.44	18.29	12,729.84	15,912.30	19,094.76	18.67	13,038.24	16,278.40	19,501.60	19.05	13,347.60	16,524.40	20,001.60
27	16.44	11,442.24	14,302.80	17,163.36	17.44	12,138.24	15,172.80	18,207.36	17.98	12,514.08	15,642.60	18,771.12	18.52	12,889.92	16,112.40	19,334.88	18.89	13,147.60	16,424.40	19,501.60	19.27	13,457.04	16,670.40	20,001.60
28	16.64	11,581.44	14,476.80	17,372.16	17.66	12,291.36	15,364.20	18,437.04	18.21	12,674.16	15,842.70	19,011.24	18.75	13,050.00	16,312.50	19,575.00	19.13	13,257.76	16,574.40	19,501.60	19.51	13,567.20	16,816.40	20,001.60
29	16.85	11,727.60	14,659.50	17,591.40	17.88	12,444.48	15,555.60	18,666.72	18.44	12,834.24	16,042.80	19,251.36	18.99	13,217.04	16,521.30	19,825.56	19.37	13,424.80	16,778.40	19,501.60	19.75	13,734.24	17,024.40	20,001.60
30	17.05	11,866.80	14,833.50	17,800.20	18.10	12,597.60	15,747.00	18,896.40	18.67	12,994.32	16,242.90	19,491.48	19.23	13,384.08	16,730.10	20,076.12	19.61	13,591.20	17,024.40	19,501.60	20.01	13,899.60	17,270.40	20,001.60
31	17.26	12,012.96	15,016.20	18,019.44	18.33	12,757.68	15,947.10	19,136.52	18.90	13,154.40	16,443.00	19,731.60	19.47	13,551.12	16,938.90	20,326.68	19.85	13,758.40	17,270.40	19,501.60	20.23	14,007.60	17,514.40	20,001.60
32	17.48	12,166.08	15,207.60	18,249.12	18.56	12,917.76	16,147.20	19,376.64	19.14	13,321.44	16,651.80	19,982.16	19.72	13,725.12	17,156.40	20,587.68	20.11	13,932.00	17,424.40	19,501.60	20.43	14,167.60	17,690.40	20,001.60
33	17.70	12,319.20	15,399.00	18,478.80	18.80	13,084.80	16,356.00	19,627.20	19.38	13,488.48	16,860.60	20,232.72	19.97	13,899.12	17,373.90	20,848.68	20.35	14,147.60	17,678.40	19,501.60	20.67	14,357.60	17,844.40	20,001.60
34	17.92	12,472.32	15,590.40	18,708.48	19.03	13,244.88	16,556.10	19,867.32	19.63	13,662.48	17,078.10	20,493.72	20.23	14,080.08	17,600.10	21,120.12	20.61	14,257.60	17,878.40	19,501.60	20.93	14,467.60	18,044.40	20,001.60
35	18.14	12,625.44	15,781.80	18,938.16	19.27	13,411.92	16,764.90	20,117.88	19.88	13,836.48	17,295.60	20,754.72	20.49	14,261.04	17,826.30	21,391.56	20.87	14,447.60	18,154.40	19,501.60	21.19	14,634.24	18,310.40	20,001.60
36	18.37	12,785.52	15,981.90	19,178.28	19.52	13,585.92	16,982.40	20,378.88	20.13	14,010.48	17,513.10	21,015.72	20.75	14,442.00	18,052.50	21,663.00	21.27	14,628.00						

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STEP	HRLY RATE	SITE MANAGER LEVEL I	STAFF DAYCARE LEAD LVL I	DIRECTOR LEVEL I	HRLY RATE	SITE MANAGER LEVEL II	STAFF DAYCARE LEAD LVL II	DIRECTOR LEVEL II	HRLY RATE	SITE MANAGER LEVEL III	STAFF DAYCARE LEAD LVL III	DIRECTOR LEVEL III	HRLY RATE	SITE MANAGER LEVEL IV	STAFF DAYCARE LEAD LVL IV	DIRECTOR LEVEL IV
		YRLY RATE 175 DAYS 6 HRS	YRLY RATE 190 DAYS 8 HRS	YRLY RATE 260 DAYS 7 HRS		YRLY RATE 175 DAYS 6 HRS	YRLY RATE 190 DAYS 8 HRS	YRLY RATE 260 DAYS 7 HRS		YRLY RATE 175 DAYS 6 HRS	YRLY RATE 190 DAYS 8 HRS	YRLY RATE 260 DAYS 7 HRS		YRLY RATE 175 DAYS 6 HRS	YRLY RATE 190 DAYS 8 HRS	YRLY RATE 260 DAYS 7 HRS
0	13.66	14,343.00	20,763.20	24,861.20	14.02	14,721.00	21,310.40	25,516.40	14.38	15,099.00	21,857.60	26,171.60	14.69	15,424.50	22,328.80	26,735.80
1	13.82	14,511.00	21,006.40	25,152.40	14.19	14,899.50	21,568.80	25,825.80	14.55	15,277.50	22,116.00	26,481.00	14.87	15,613.50	22,602.40	27,063.40
2	13.99	14,689.50	21,264.80	25,461.80	14.36	15,078.00	21,827.20	26,135.20	14.73	15,466.50	22,389.60	26,808.60	15.05	15,802.50	22,876.00	27,391.00
3	14.15	14,857.50	21,508.00	25,753.00	14.53	15,256.50	22,085.60	26,444.60	14.91	15,655.50	22,663.20	27,136.20	15.23	15,991.50	23,149.60	27,718.60
4	14.32	15,036.00	21,766.40	26,062.40	14.70	15,435.00	22,344.00	26,754.00	15.08	15,834.00	22,921.60	27,445.60	15.41	16,180.50	23,423.20	28,046.20
5	14.49	15,214.50	22,024.80	26,371.80	14.88	15,624.00	22,617.60	27,081.60	15.27	16,033.50	23,210.40	27,791.40	15.60	16,380.00	23,712.00	28,392.00
6	14.66	15,393.00	22,283.20	26,681.20	15.06	15,813.00	22,891.20	27,409.20	15.45	16,222.50	23,484.00	28,119.00	15.79	16,579.50	24,000.80	28,737.80
7	14.84	15,582.00	22,556.80	27,008.80	15.24	16,002.00	23,164.80	27,736.80	15.64	16,422.00	23,772.80	28,464.80	15.98	16,779.00	24,289.60	29,083.60
8	15.02	15,771.00	22,830.40	27,336.40	15.42	16,191.00	23,438.40	28,064.40	15.83	16,621.50	24,061.60	28,810.60	16.18	16,989.00	24,593.60	29,447.60
9	15.20	15,960.00	23,104.00	27,664.00	15.61	16,390.50	23,727.20	28,410.20	16.02	16,821.00	24,350.40	29,156.40	16.38	17,199.00	24,897.60	29,811.60
10	15.38	16,149.00	23,377.60	27,991.60	15.80	16,590.00	24,016.00	28,756.00	16.22	17,031.00	24,654.40	29,520.40	16.58	17,409.00	25,201.60	30,175.60
11	15.57	16,348.50	23,666.40	28,337.40	15.99	16,789.50	24,304.80	29,101.80	16.42	17,241.00	24,958.40	29,884.40	16.78	17,619.00	25,505.60	30,539.60
12	15.76	16,548.00	23,955.20	28,683.20	16.19	16,999.50	24,608.80	29,465.80	16.62	17,451.00	25,262.40	30,248.40	16.99	17,839.50	25,824.80	30,921.80
13	15.95	16,747.50	24,244.00	29,029.00	16.39	17,209.50	24,912.80	29,829.80	16.82	17,661.00	25,566.40	30,612.40	17.20	18,060.00	26,144.00	31,304.00
14	16.14	16,947.00	24,532.80	29,374.80	16.59	17,419.50	25,216.80	30,193.80	17.03	17,881.50	25,885.60	30,994.60	17.41	18,280.50	26,463.20	31,686.20
15	16.34	17,157.00	24,836.80	29,738.80	16.79	17,629.50	25,520.80	30,557.80	17.24	18,102.00	26,204.80	31,376.80	17.63	18,511.50	26,797.60	32,086.60
16	16.54	17,367.00	25,140.80	30,102.80	17.00	17,850.00	25,840.00	30,940.00	17.46	18,333.00	26,539.20	31,777.20	17.85	18,742.50	27,132.00	32,487.00
17	16.75	17,587.50	25,460.00	30,485.00	17.21	18,070.50	26,159.20	31,322.20	17.68	18,564.00	26,873.60	32,177.60	18.07	18,973.50	27,466.40	32,887.40
18	16.95	17,797.50	25,764.00	30,849.00	17.43	18,301.50	26,493.60	31,722.60	17.90	18,795.00	27,208.00	32,578.00	18.30	19,215.00	27,816.00	33,306.00
19	17.16	18,018.00	26,083.20	31,231.20	17.64	18,522.00	26,812.80	32,104.80	18.12	19,026.00	27,542.40	32,978.40	18.53	19,456.50	28,165.60	33,724.60
20	17.38	18,249.00	26,417.60	31,631.60	17.86	18,753.00	27,147.20	32,505.20	18.35	19,267.50	27,892.00	33,397.00	18.76	19,698.00	28,515.20	34,143.20
21	17.59	18,469.50	26,736.80	32,013.80	18.09	18,994.50	27,496.80	32,923.80	18.58	19,509.00	28,241.60	33,815.60	19.00	19,950.00	28,880.00	34,580.00
22	17.81	18,700.50	27,071.20	32,414.20	18.31	19,225.50	27,831.20	33,324.20	18.81	19,750.50	28,591.20	34,234.20	19.24	20,202.00	29,244.80	35,016.80
23	18.04	18,942.00	27,420.80	32,832.80	18.54	19,467.00	28,180.80	33,742.80	19.05	20,002.50	28,956.00	34,671.00	19.49	20,464.50	29,624.80	35,471.80
24	18.26	19,173.00	27,755.20	33,233.20	18.78	19,719.00	28,545.60	34,179.60	19.29	20,254.50	29,320.80	35,107.80	19.74	20,727.00	30,004.80	35,926.80
25	18.49	19,414.50	28,104.80	33,651.80	19.02	19,971.00	28,910.40	34,616.40	19.54	20,517.00	29,700.80	35,562.80	19.99	20,989.50	30,384.80	36,381.80
26	18.73	19,666.50	28,469.60	34,088.60	19.26	20,223.00	29,275.20	35,053.20	19.79	20,779.50	30,080.80	36,017.80	20.24	21,252.00	30,764.80	36,836.80
27	18.96	19,908.00	28,819.20	34,507.20	19.50	20,475.00	29,640.00	35,490.00	20.04	21,042.00	30,460.80	36,472.80	20.50	21,525.00	31,160.00	37,310.00
28	19.20	20,160.00	29,184.00	34,944.00	19.75	20,737.50	30,020.00	35,945.00	20.30	21,315.00	30,856.00	36,946.00	20.77	21,808.50	31,570.40	37,801.40
29	19.45	20,422.50	29,564.00	35,399.00	20.00	21,000.00	30,400.00	36,400.00	20.56	21,588.00	31,251.20	37,419.20	21.03	22,081.50	31,965.60	38,274.60
30	19.69	20,674.50	29,928.80	35,835.80	20.26	21,273.00	30,795.20	36,873.20	20.82	21,861.00	31,646.40	37,892.40	21.30	22,365.00	32,376.00	38,766.00
31	19.94	20,937.00	30,308.80	36,290.80	20.52	21,546.00	31,190.40	37,346.40	21.09	22,144.50	32,056.80	38,383.80	21.58	22,659.00	32,801.60	39,275.60
32	20.20	21,210.00	30,704.00	36,764.00	20.78	21,819.00	31,585.60	37,819.60	21.36	22,428.00	32,467.20	38,875.20	21.86	22,953.00	33,227.20	39,785.20
33	20.46	21,483.00	31,099.20	37,237.20	21.05	22,102.50	31,996.00	38,311.00	21.64	22,722.00	32,892.80	39,384.80	22.14	23,247.00	33,652.80	40,294.80
34	20.72	21,756.00	31,494.40	37,710.40	21.32	22,386.00	32,406.40	38,802.40	21.92	23,016.00	33,318.40	39,894.40	22.43	23,551.50	34,093.60	40,822.60
35	20.99	22,039.50	31,904.80	38,201.80	21.59	22,669.50	32,816.80	39,293.80	22.20	23,310.00	33,744.00	40,404.00	22.72	23,856.00	34,534.40	41,350.40
36	21.26	22,323.00	32,315.20	38,693.20	21.87	22,963.50	33,242.40	39,803.40	22.49	23,614.50	34,184.80	40,931.80	23.02	24,171.00	34,990.40	41,896.40
37	21.53	22,606.50	32,725.60	39,184.60	22.16	23,268.00	33,683.20	40,331.20	22.78	23,919.00	34,625.60	41,459.60	23.32	24,486.00	35,446.40	42,442.40
38	21.81	22,900.50	33,151.20	39,694.20	22.45	23,572.50	34,124.00	40,859.00	23.08	24,234.00	35,081.60	42,005.60	23.63	24,811.50	35,917.60	43,006.60
39	22.09	23,194.50	33,576.80	40,203.80	22.74	23,877.00	34,564.80	41,386.80	23.38	24,549.00	35,537.60	42,551.60	23.94	25,137.00	36,388.80	43,570.80
40	22.38	23,499.00	34,017.60	40,731.60	23.04	24,192.00	35,020.80	41,932.80	23.69	24,874.50	36,008.80	43,115.80	24.25	25,462.50	36,860.00	44,135.00
41	22.67	23,803.50	34,458.40	41,259.40	23.34	24,507.00	35,476.80	42,478.80	24.00	25,200.00	36,480.00	43,680.00	24.57	25,798.50	37,346.40	44,717.40
42	22.97	24,118.50	34,914.40	41,805.40	23.64	24,822.00	35,932.80	43,024.80	24.32	25,536.00	36,966.40	44,262.40	24.89	26,134.50	37,832.80	45,299.80
43	23.27	24,433.50	35,370.40	42,351.40	23.95	25,147.50	36,404.00	43,589.00	24.64	25,872.00	37,452.80	44,844.80	25.22	26,481.00	38,334.40	45,900.40
44	23.57	24,748.50	35,826.40	42,897.40	24.27	25,483.50	36,890.40	44,171.40	24.96	26,208.00	37,939.20	45,427.20	25.56	26,838.00	38,851.20	46,519.20
45	23.88	25,074.00	36,297.60	43,461.60	24.59	25,819.50	37,376.80	44,753.80	25.29	26,554.50	38,440.80	46,027.80	25.90	27,195.00	39,368.00	47,138.00
46	24.20	25,410.00	36,784.00	44,044.00	24.91	26,155.50	37,863.20	45,336.20	25.63	26,911.50	38,957.60	46,646.60	26.24	27,552.00	39,884.80	47,756.80
47	24.52	25,746.00	37,270.40	44,626.40	25.24	26,502.00	38,364.80	45,936.80	25.97	27,268.50	39,474.40	47,265.40	26.59	27,919.50	40,416.80	48,393.80
48	24.84	26,082.00	37,756.80	45,208.80	25.58	26,859.00	38,881.60	46,555.60	26.31	27,625.50	39,991.20	47,884.20	26.94	28,287.00	40,948.80	49,030.80
49	25.17	26,428.50	38,258.40	45,809.40	25.92	27,216.00	39,398.40	47,174.40	26.66	27,993.00	40,523.20	48,521.20	27.30	28,665.00	41,496.00	49,686.00
50	25.50	26,775.00	38,760.00	46,410.00	26.26	27,573.00	39,915.20	47,793.20	27.02	28,371.00	41,070.40	49,176.40	27.67	29,053.50	42,058.40	50,359.40

*SEMI-MONTHLY ESTIMATED GROSS PAY: YEARLY RATE DIVIDED BY 24 PAY DATES

*YEARLY RATE = DAYS IN CONTRACT x HOURLY RATE x HOURS

*YEARLY RATE WILL BE PRO-RATED BASED UPON ACTUAL DAYS WORKED

*NEW EMPLOYEES - PAY RATE WILL NOT EXCEED STEP 15