

2015 Management Wage and Classification Plan  
Effective January 4, 2015

Grade	1.4%											Maximum 112.50%
	Minimum 87.50%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
R	82,173	84,521	86,869	89,216	91,564	93,912	96,260	98,608	100,955	103,303	105,651	
Q	78,901	81,156	83,410	85,664	87,919	90,173	92,427	94,682	96,936	99,190	101,445	
P	75,611	77,772	79,932	82,092	84,253	86,413	88,573	90,734	92,894	95,054	97,215	
O	72,342	74,408	76,475	78,542	80,609	82,676	84,743	86,810	88,877	90,944	93,011	
N	69,052	71,024	72,997	74,970	76,943	78,916	80,889	82,862	84,835	86,808	88,781	
M	65,782	67,661	69,541	71,420	73,300	75,179	77,058	78,938	80,817	82,697	84,576	
L	62,493	64,279	66,064	67,850	69,635	71,421	73,207	74,992	76,778	78,563	80,349	
K	59,223	60,915	62,607	64,299	65,991	67,683	69,375	71,067	72,759	74,451	76,143	
J	55,934	57,532	59,130	60,728	62,326	63,924	65,522	67,120	68,718	70,316	71,915	
I	52,663	54,167	55,672	57,177	58,681	60,186	61,691	63,195	64,700	66,205	67,709	
H	49,372	50,783	52,193	53,604	55,014	56,425	57,836	59,246	60,657	62,068	63,478	
G	46,103	47,420	48,737	50,055	51,372	52,689	54,006	55,323	56,641	57,958	59,275	
F	42,813	44,036	45,259	46,483	47,706	48,929	50,152	51,375	52,599	53,822	55,045	
E	39,544	40,674	41,804	42,933	44,063	45,193	46,323	47,453	48,582	49,712	50,842	
D	36,254	37,290	38,326	39,361	40,397	41,433	42,469	43,505	44,540	45,576	46,612	
C	32,982	33,925	34,867	35,809	36,752	37,694	38,636	39,579	40,521	41,463	42,406	
B	29,694	30,542	31,391	32,239	33,088	33,936	34,784	35,633	36,481	37,330	38,178	
A	27,139	27,914	28,690	29,465	30,241	31,016	31,791	32,567	33,342	34,118	34,893	

Notes:

All steps require measured performance at least meeting expectations.

Steps to the Midpoint are in annual increments (Steps 1 - 6), Steps 6 - 9 are every two years, Steps 9 - Steps 11 are every three years

This is a symmetrical, 11-step plan with 2.50% steps in relation to the control point.

The control point is based at 100% of the market estimate line of best fit.

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2080 \*leave as 2080 every year

Grade	1.014										Maximum 112.50%	
	Minimum 87.50%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		Step 10
R	\$39.51	\$40.64	\$41.76	\$42.89	\$44.02	\$45.15	\$46.28	\$47.41	\$48.54	\$49.66	\$50.79	
Q	\$37.93	\$39.02	\$40.10	\$41.18	\$42.27	\$43.35	\$44.44	\$45.52	\$46.60	\$47.69	\$48.77	
P	\$36.35	\$37.39	\$38.43	\$39.47	\$40.51	\$41.54	\$42.58	\$43.62	\$44.66	\$45.70	\$46.74	
O	\$34.78	\$35.77	\$36.77	\$37.76	\$38.75	\$39.75	\$40.74	\$41.74	\$42.73	\$43.72	\$44.72	
N	\$33.20	\$34.15	\$35.09	\$36.04	\$36.99	\$37.94	\$38.89	\$39.84	\$40.79	\$41.73	\$42.68	
M	\$31.63	\$32.53	\$33.43	\$34.34	\$35.24	\$36.14	\$37.05	\$37.95	\$38.85	\$39.76	\$40.66	
L	\$30.04	\$30.90	\$31.76	\$32.62	\$33.48	\$34.34	\$35.20	\$36.05	\$36.91	\$37.77	\$38.63	
K	\$28.47	\$29.29	\$30.10	\$30.91	\$31.73	\$32.54	\$33.35	\$34.17	\$34.98	\$35.79	\$36.61	
J	\$26.89	\$27.66	\$28.43	\$29.20	\$29.96	\$30.73	\$31.50	\$32.27	\$33.04	\$33.81	\$34.57	
I	\$25.32	\$26.04	\$26.77	\$27.49	\$28.21	\$28.94	\$29.66	\$30.38	\$31.11	\$31.83	\$32.55	
H	\$23.74	\$24.41	\$25.09	\$25.77	\$26.45	\$27.13	\$27.81	\$28.48	\$29.16	\$29.84	\$30.52	
G	\$22.16	\$22.80	\$23.43	\$24.06	\$24.70	\$25.33	\$25.96	\$26.60	\$27.23	\$27.86	\$28.50	
F	\$20.58	\$21.17	\$21.76	\$22.35	\$22.94	\$23.52	\$24.11	\$24.70	\$25.29	\$25.88	\$26.46	
E	\$19.01	\$19.55	\$20.10	\$20.64	\$21.18	\$21.73	\$22.27	\$22.81	\$23.36	\$23.90	\$24.44	
D	\$17.43	\$17.93	\$18.43	\$18.92	\$19.42	\$19.92	\$20.42	\$20.92	\$21.41	\$21.91	\$22.41	
C	\$15.86	\$16.31	\$16.76	\$17.22	\$17.67	\$18.12	\$18.58	\$19.03	\$19.48	\$19.93	\$20.39	
B	\$14.28	\$14.68	\$15.09	\$15.50	\$15.91	\$16.32	\$16.72	\$17.13	\$17.54	\$17.95	\$18.35	
A	\$13.05	\$13.42	\$13.79	\$14.17	\$14.54	\$14.91	\$15.28	\$15.66	\$16.03	\$16.40	\$16.78	

Notes:

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