

Metropolitan King County Council Budget and Fiscal Management Committee

STAFF REPORT

Agenda I tem No.: Date: 7 Dec 2010

Proposed Ordinance No.: 2010-0598 Prepared by: Nick Wagner

SUBJECT

Adoption of the 2011 wage and salary schedules for non-represented employees.

SUMMARY

of the council. (Ord. 12014 § 16, 1995)."

Proposed Ordinance 2010-0598 (pp. 5-6 of these materials) would adopt the 2011 wage and salary schedules for regular and term-limited non-represented employees (pp. 7-29 of these materials). This would enable the Finance and Business Operations Division to issue paychecks in the appropriate amounts beginning January 1, 2011.

The amounts listed in the schedules are the same as for 2010, since they assume no cost of living adjustment (COLA) for 2011. This represents a policy decision that follows the Council's past practice of granting non-represented employees a COLA equal to that granted to most represented employees. According to the Executive, about 90 percent of the county's represented employees have agreed to forgo a COLA for 2011. Hence, the 2011 annual budget, which the Council adopted on 15 November 2010, assumes a zero COLA for 2011 for non-represented employees and for those represented employees who agreed to forgo a COLA for 2011.

Approval of the 2011 wage and salary schedules is a ministerial function, required by the county code (KCC § 3.12.130),² that occurs annually and implements the salaries and wages assumed in the annual budget.

¹ Adopting different COLA rates for represented and non-represented employees would be inconsistent with the county's practice of maintaining pay equity between represented and non-represented employees and would greatly complicate the payroll process, as additional range and step schedules would need to be developed for each group. Such action would also undermine the Council's policy decision relative to the Duncan and Roberts lawsuits. These lawsuits were settled through negotiated settlements. *Roberts* dealt with different hourly rates for the same or equivalent work. *Duncan* dealt with the classification/compensation study for non-represented employees.
² Section 3.12.130 provides: "Salary ordinance. The executive shall prepare and submit a recommended salary ordinance to the council, which shall adopt a salary ordinance. The salary ordinance shall establish a standardized salary schedule for all classifications, excluding classifications for temporary employees other than provisional employees and probationary employees, part-time employees, administrative interns, elected officials and employees

BACKGROUND

Zero COLA for 2011

The county workforce includes employees who are represented by unions (about 80 percent) and non-represented employees (about 20 percent). Non-represented employees number about 1,970 regular employees and about 1,025 temporary and term-limited employees.

The Council approves COLAs for represented employees through adoption of collective bargaining agreements negotiated by the Executive. In negotiating the COLA rates for those agreements, the Executive is guided by the COLA labor policy adopted by the Council. Because of the financial crisis that the county is facing, the Executive asked the county's represented employees to forgo a COLA for 2011, and about 90 percent of them have agreed to do so.

Wage and Salary Schedules

A majority of county job classifications are assigned pay ranges on the schedules that would be approved by Proposed Ordinance 2010-0598. Some bargaining units—namely, those that are interest-arbitration eligible—have remained on separate, negotiated ranges and are not affected by this ordinance. Overall, slightly more than one third of all full-time county employees are eligible for interest arbitration.

The following four schedules would be adopted by the proposed ordinance:

- 2011 10-Step Hourly Squared Schedule (Attachment A to Proposed Ordinance 2010-0598; pp. 7-9 of these materials): This schedule applies to employees who are covered by the federal Fair Labor Standards Act (FLSA). These employees are eligible for overtime pay.
- 2. **2011 10-Step Annual FLSA Exempt Squared Schedule** (Attachment B; pp. 11-13 of these materials): This schedule applies to employees who are FLSA-exempt (i.e., they are not entitled to overtime pay).
- 3. 2011 10-Step Standardized Hourly Schedule (Attachment C; pp. 15-24 of these materials): This schedule applies to employees who are still being paid on the "old" County schedule. These employees are covered by the FLSA. About 670 employees are covered, directly or indirectly, by this schedule or the old standardized FLSA-exempt schedule described below. They work primarily in the Courts and in the Prosecuting Attorney's Office.
- 2011 10-Step Standardized Annual FLSA Exempt Schedule (Attachment D; pp. 25-27 of these materials): This schedule applies to salaried employees who are still being paid on the "old" County schedule.

ANALYSIS

The proposed ordinance would authorize no COLA for non-represented county employees for 2011. This is consistent with the Executive's zero-COLA agreements with the vast majority of represented county employees.

The proposed ordinance would approve the attached wage and salary schedules for 2011, which contain amounts identical to those in the schedules for 2010.

Since the amounts in the schedules reflect no change from 2010, the proposed ordinance would have no fiscal impact. See Fiscal Note (pp. 29-30 of these materials).

ATT#	ACHMENTS	Page
1.	Proposed Ordinance 2010-0598	5
	Attachment A (2011 King County 10-Step Hourly	
	Squared Schedule)	7
3.	Attachment B (2011 King County 10-Step Annual	
	FLSA Exempt Squared Schedule)	11
4.	Attachment C (2011 King County 10-Step	
	Standardized Hourly Schedule)	15
5.	Attachment D (2011 King County 10-Step	
	Standardized Annual FLSA Exempt Schedule)	25
6.	2010-0598 Fiscal Note	29
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Proposed No. 2010-0598.1

KING COUNTY

1200 King County Courthouse 516 Third Avenue Seattle, WA 98104

Signature Report

November 28, 2010

Ordinance

Sponsors Patterson

1	AN ORDINANCE relating to the 2011 King County 10
2	Step Hourly Squared Schedule, 2011 King County 10 Step
3	Annual/FLSA Exempt Squared Schedule, 2011 King
4	County Standardized Hourly Salary Schedule, and the 2011
5	King County Standardized Annual/FLSA Exempt Salary
6	Schedule, and the annual cost-of-living increase for
7	nonrepresented King County employees as stipulated in
8	K.C.C. 3.12.130 and 3.12.140.
9	BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:
LO	SECTION 1. The attached 2011 King County 10 Step Hourly Squared Schedule,
l1	2011 King County 10 Step Annual/FLSA Exempt Squared Schedule, 2011 King County
12	Standardized Hourly Salary Schedule, and 2011 King County Standardized
13	Annual/FLSA Exempt Salary Schedule, are approved and adopted.
L4	SECTION 2. The salary tables listed in section 1 of this ordinance, reflect a 0.00
15	percent increase from the 2010 tables, thereby granting no cost-of-living increase for
16	nonrepresented employees of the King County executive branch, King County council,
L7	prosecuting attorney's office, district courts and superior courts, to be effective January 1,
18	2011. Any nonrepresented executive branch, county council, prosecuting attorney's
19	office, district court or superior court employee, not paid from any salary table listed in

20	section 1 of this ordinance, shall have their w	vages increased by 0.00 percent. These
21	salary schedules shall not apply to elected of	ficials, superior court commissioners, district
22	court chief administrative officer or pro tem	judges. Represented employees' cost-of-
23	living increases shall be governed by the emp	ployees' respective collective bargaining
24	agreements.	
25		
		KING COUNTY COUNCIL KING COUNTY, WASHINGTON
	ATTEST:	Robert W. Ferguson, Chair
	Anne Noris, Clerk of the Council	
	APPROVED this day of,	
		Dow Constantine, County Executive
	Attachments: A. 2011 King County 10 Step Hourly Annual/FLSA Exempt Squared Schedule, C. 2011 K D. 2011 King County Standardized Annual /FLSA F	King County Standardized Hourly Salary Schedule,

2011 KING COUNTY 10 STEP HOURLY SQUARED SCHEDULE (WITH ZERO COLA FOR 2011)

Range	-	2	က	4	5	9	7	8	6	10
H 11	\$9.9131	\$10.3939	\$10.6434	\$10.8988	\$11.1604	\$11.4282	\$11.7025	\$11.9834	\$12.2710	\$12.5655
H 12	\$10.1510	\$10.6433	\$10.8987	\$11.1603	\$11.4281	\$11.7024	\$11.9833	\$12.2709	\$12.5654	\$12.8670
•	\$10,3946	\$10.8987	\$11.1603	\$11.4281	\$11.7024	\$11.9833	\$12.2709	\$12.5654	\$12.8670	\$13.1758
	\$10.6441	\$11.1603	\$11.4281	\$11.7024	\$11.9833	\$12.2709	\$12.5654	\$12.8670	\$13.1758	\$13.4920
1	\$10,8996	\$11.4282	\$11.7025	\$11.9834	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159
1	\$11.1612	\$11,7025	\$11.9834	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475
1	\$11.4291	\$11.9834	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870
1	\$11.7034	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347
1	\$11.9843	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907
1	\$12.2719	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5553
	\$12.5664	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5553	\$15.9286
1	\$12.8680	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5553	\$15.9286	\$16.3109
ł	\$13.1768	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5553	\$15.9286	\$16.3109	\$16.7024
1	\$13.4930	\$14.1474	\$14.4869	\$14.8346	\$15.1906	\$15.5552	\$15.9285	\$16.3108	\$16.7023	\$17.1032
H 25	\$13.8168	\$14.4869	\$14.8346	\$15.1906	\$15.5552	\$15.9285	\$16.3108	\$16.7023	\$17.1032	\$17.5137
1	\$14.1484	\$14.8346	\$15.1906	\$15.5552	\$15.9285	\$16.3108	\$16.7023	\$17.1032	\$17.5137	\$17.9340
1	\$14.4880	\$15.1907	\$15.5553	\$15.9286	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3645
1	\$14.8357	\$15.5552	\$15.9285	\$16.3108	\$16.7023	\$17.1032	\$17.5137	\$17.9340	\$18.3644	\$18.8051
1	\$15.1918	\$15.9286	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3645	\$18.8052	\$19.2565
1	\$15.5564	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3645	\$18.8052	\$19.2565	\$19.7187
1	\$15.9298	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3645	\$18.8052	\$19.2565	\$19.7187	\$20.1919
1	\$16.3121	\$17.1032	\$17.5137	\$17.9340	\$18.3644	\$18.8051	\$19.2564	\$19.7186	\$20.1918	\$20.6764
1	\$16.7036	\$17.5137	\$17.9340	\$18.3644	\$18.8051	\$19.2564	\$19.7186	\$20.1918	\$20.6764	\$21.1726
1	\$17.1045	\$17.9341	\$18.3645	\$18.8052	\$19.2565	\$19.7187	\$20.1919	\$20.6765	\$21.1727	\$21.6808
1	\$17.5150	\$18.3645	\$18.8052	\$19.2565	\$19.7187	\$20.1919	\$20.6765	\$21.1727	\$21.6808	\$22.2011
1	\$17.9354	\$18.8053	\$19.2566	\$19.7188	\$20.1921	\$20.6767	\$21.1729	\$21.6810	\$22.2013	\$22.7341
1	\$18.3658	\$19.2565	\$19.7187	\$20.1919	\$20.6765	\$21.1727	\$21.6808	\$22.2011	\$22.7339	\$23.2795
1	\$18.8066	\$19.7187	\$20.1919	\$20.6765	\$21.1727	\$21.6808	\$22.2011	\$22.7339	\$23.2795	\$23.8382
1	\$19.2580	\$20.1920	\$20.6766	\$21.1728	\$21.6809	\$22.2012	\$22.7340	\$23.2796	\$23.8383	\$24.4104
H 40	\$19.7202	\$20.6766	\$21.1728	\$21.6809	\$22.2012	\$22.7340	\$23.2796	\$23.8383	\$24.4104	\$24.9962
1	\$20.1935	\$21.1729	\$21.6810	\$22.2013	\$22.7341	\$23.2797	\$23.8384	\$24.4105	\$24.9964	\$25.5963
1	\$20.6781	\$21.6810	\$22.2013	\$22.7341	\$23.2797	\$23.8384	\$24.4105	\$24.9964	\$25.5963	\$26.2106
H 43	\$21.1744	\$22.2014	\$22.7342	\$23.2798	\$23.8385	\$24.4106	\$24.9965	\$25.5964	\$26.2107	\$26.8398

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2011 Squared Hourly

360 Squared Hourly Table 2011.xls

Range H 44 St	_	~	က	7	Ľ	ď	7	00	σ	10
		1			>	>	•)		>-
	\$21.6826	\$22.7342	\$23.2798	\$23.8385	\$24.4106	\$24.9965	\$25.5964	\$26.2107	\$26.8398	\$27.4840
_	\$22.2030	\$23.2798	\$23.8385	\$24.4106	\$24.9965	\$25.5964	\$26.2107	\$26.8398	\$27.4840	\$28.1436
46 \$	\$22.7359	\$23.8386	\$24.4107	\$24.9966	\$25.5965	\$26.2108	\$26.8399	\$27.4841	\$28.1437	\$28.8191
47 \$	\$23.2816	\$24.4108	\$24.9967	\$25.5966	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110
48 \$	\$23.8404	\$24.9967	\$25.5966	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193
49	\$24.4126	\$25.5966	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446
20 \$	\$24.9985	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873
51 \$	\$25.5985	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478
52 \$	\$26.2129	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265
53 \$2	\$26.8420	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265	\$34.0239
54 \$2	\$27.4862	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265	\$34.0239	\$34.8405
55 \$	\$28.1459	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265	\$34.0239	\$34.8405	\$35.6767
26 \$2	\$28.8214	\$30.2192	\$30.9445	\$31.6872	\$32.4477	\$33.2264	\$34.0238	\$34.8404	\$35.6766	\$36.5328
22 8%	\$29.5131	\$30.9445	\$31.6872	\$32.4477	\$33.2264	\$34.0238	\$34.8404	\$35.6766	\$36.5328	\$37.4096
58	\$30.2214	\$31.6871	\$32.4476	\$33.2263	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073
59	\$30.9467	\$32.4476	\$33.2263	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267
S 09	\$31.6894	\$33.2263	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681
67	\$32.4499	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321
62 \$	\$33.2287	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193
63 \$3	\$34.0262	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193	\$43.1302
64 \$3	\$34.8428	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193	\$43.1302	\$44.1653
92	\$35.6790	\$37.4094	\$38.3072	\$39.2266	\$40.1680	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252
\$ 99	\$36.5353	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193	\$43.1302	\$44.1653	\$45.2253	\$46.3107
8 29	\$37.4121	\$39.2266	\$40.1680	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221
\$ 89	\$38.3100	\$40.1680	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221	\$48.5602
S 69	\$39.2294	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221	\$48.5602	\$49.7256
7\$ 02	\$40.1709	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221	\$48.5602	\$49.7256	\$50.9190
7.1 \$	\$41.1350	\$43.1300	\$44.1651	\$45.2251	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410
72 \$	\$42.1222	\$44.1651	\$45.2251	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410	\$53.3924
73 \$-	\$43.1331	\$45.2251	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410	\$53.3924	\$54.6738
74 \$	\$44.1683	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410	\$53.3924	\$54.6738	\$55.9860
75 \$7	\$45.2283	\$47.4219	\$48.5600	\$49.7254	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296
7\$ 92	\$46.3138	\$48.5600	\$49.7254	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055

2011 KING COUNTY 10 STEP HOURLY SQUARED SCHEDULE (WITH ZERO COLA FOR 2011)

Range	_	2	3	4	2	9	2	8	6	10
H 77	\$47.4253	\$49.7254	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055	\$60.1144
H 78	\$48.5635	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055	\$60.1144	\$61.5571
H 79	\$49.7290	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055	\$60.1144	\$61.5571	\$63.0345
l	\$50.9225	\$53.3922	\$54.6736	\$55.9858	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472
H 81	\$52.1446	\$54.6736	\$55.9858	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963
H 82	\$53.3961	\$55,9858	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963	\$67.6826
H 83	\$54.6776	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963	\$67.6826	\$69.3070
H 84	\$55.9899	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963	\$67.6826	\$69.3070	\$70.9704
H 85	\$57.3337	\$60.1144	\$61.5571	\$63.0345	\$64.5473	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738
98 H	\$58.7097	\$61.5571	\$63.0345	\$64.5473	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738	\$74.4180
H 87	\$60.1187	\$63.0345	\$64.5473	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738	\$74.4180	\$76.2040
H 88	\$61.5615	\$64.5472	\$66.0963	\$67.6826	\$69.3070	\$70.9704	\$72.6737	\$74.4179	\$76.2039	\$78.0328
H 89	\$63.0390	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738	\$74.4180	\$76.2040	\$78.0329	\$79.9057
06 H	\$64.5519	\$67.6827	\$69.3071	\$70.9705	\$72.6738	\$74.4180	\$76.2040	\$78.0329	\$79.9057	\$81.8234
H 91	\$66.1011	\$69.3070	\$70.9704	\$72.6737	\$74.4179	\$76.2039	\$78.0328	\$79.9056	\$81.8233	\$83.7871
Н 92	\$67.6875	\$70.9703	\$72.6736	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979
Н 93	\$69.3120	\$72.6736	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570
Н 94	\$70.9755	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570	\$89.9656
Н 95	\$72.6789	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570	\$89.9656	\$92.1248
96 H	\$74.4232	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570	\$89.9656	\$92.1248	\$94.3358
Н 97	\$76.2094	\$79.9056	\$81.8233	\$83.7871	\$85.7980	\$87.8572	\$89.9658	\$92.1250	\$94.3360	\$96.6001
96 H	\$78.0384	\$81.8233	\$83.7871	\$85.7980	\$87.8572	\$89.9658	\$92.1250	\$94.3360	\$96.6001	\$98.9185
66 Н	\$79.9113	\$83.7870	\$85.7979	\$87.8570	\$89.9656	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923
H 100	\$81.8292	\$85.7979	\$87.8570	\$89.9656	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923	\$103.7233
H 101	\$83.7931	\$87.8571	\$89.9657	\$92.1249	\$94.3359	\$96.6000	\$98.9184	\$101.2924	\$103.7234	\$106.2128
H 102	\$85.8041	\$89.9656	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923	\$103.7233	\$106.2127	\$108.7618
H 103	\$87.8634	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923	\$103.7233	\$106.2127	\$108.7618	\$111.3721
H 104	\$89.9721	\$94,3357	\$96.5998	\$98.9182	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449
H 105	\$92.1314	\$96.5998	\$98.9182	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820
H 106	\$94.3426	\$98.9182	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820	\$119.5848
Н 107	\$909.96\$	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820	\$119.5848	\$122.4548
H 108	\$98.9254	\$103.7233	\$106.2127	\$108.7618	\$111.3721	\$114.0450	\$116.7821	\$119.5849	\$122.4549	\$125.3938
H 109	\$101.2996	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820	\$119.5848	\$122.4548	\$125.3937	\$128.4031

	Ñ	2011 KING COUN	COUNTY		ANNUAL/ ZERO CC	10 STEP ANNUAL/FLSA EXEMPT (WITH ZERO COLA FOR 2011)		UARED S	SQUARED SCHEDULE	111
Range	-	2	3	4	2	9	7	8	6	10
S 11	\$20,619.25	\$21,619.31	\$22,138.27	\$22,669.50	\$23,213.63	\$23,770.66	\$24,341.20	\$24,925.47	\$25,523.68	\$26,136.24
\$ 12	\$21,114.08	\$22,138.06	\$22,669.30	\$23,213.42	\$23,770.45	\$24,340.99	\$24,925.26	\$25,523.47	\$26,136.03	\$26,763.36
S 13	\$21,620.77	\$22,669.30	\$23,213.42	\$23,770.45	\$24,340.99	\$24,925.26	\$25,523.47	\$26,136.03	\$26,763.36	\$27,405.66
S 14	\$22,139.73	\$23,213.42	\$23,770.45	\$24,340.99	\$24,925.26	\$25,523.47	\$26,136.03	\$26,763.36	\$27,405.66	\$28,063.36
S 15	\$22,671.17	\$23,770.66	\$24,341.20	\$24,925.47	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07
S 16	\$23,215.30	\$24,341.20	\$24,925.47	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80
S 17	\$23,772.53	\$24,925.47	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96
S 18	\$24,343.07	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18
S 19	\$24,927.34	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66
S 20	\$25,525.55	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96		596	\$32,355.02
S 21	\$26,138.11	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96		\$31,596.66		131.
1	\$26,765.44	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66	\$32,355.02	\$33,131.49	\$33,926.67
1	\$27,407.74	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66	\$32,355.02	\$33,131.49	\$33,926.67	\$34,740.99
S 24	\$28,065.44	\$29,426.59	\$30,132.75	855	\$31,596.45	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66
S 25	\$28,738.94	\$30,132.75	\$30,855.97	\$31,596.45	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66	\$36,428.50
S 26	\$29,428.67	\$30,855.97	\$31,596.45	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66	\$36,428.50	\$37,302.72
S 27	\$30,135.04	\$31,596.66	\$32,355.02	\$33,131.49	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16
S 28	\$30,858.26	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66	\$36,428.50	\$37,302.72	\$38,197.95	\$39,114.61
S 29	\$31,598.94	\$33,131.49	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52
\$ 30	\$32,357.31	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90
S 31	\$33,133.98	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90	\$41,999.15
S 32	\$33,929.17	\$35,574.66	\$36,428.50	\$37,302.72	\$38,197.95	\$39,114.61	\$40,053.31	\$41,014.69	\$41,998.94	\$43,006.91
S 33	\$34,743.49	\$36,428.50	\$37,302.72	\$38,197.95	\$39,114.61	\$40,053.31	\$41,014.69	\$41,998.94	\$43,006.91	\$44,039.01
S 34	\$35,577.36	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06
S 35	\$36,431.20	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06	\$46,178.29
S 36	\$37,305.63	\$39,115.02	\$40,053.73	\$41,015.10	\$41,999.57	\$43,007.54	\$44,039.63	\$45,096.48	\$46,178.70	\$47,286.93
S 37	\$38,200.86	\$40,053.52	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06	\$46,178.29	\$47,286.51	\$48,421.36
S 38	\$39,117.73	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06	\$46,178.29	\$47,286.51	\$48,421.36	\$49,583.46
S 39	\$40,056.64	\$41,999.36	\$43,007.33	\$44,039.42	\$45,096.27	\$46,178.50	\$47,286.72	\$48,421.57	\$49,583.66	\$50,773.63
S 40	\$41,018.02	\$43,007.33	\$44,039.42	\$45,096.27	\$46,178.50	\$47,286.72	\$48,421.57	\$49,583.66	\$50,773.63	\$51,992.10
S 41	\$42,002.48		\$45,096.48	\$46,178.70	\$47,286.93	\$48,421.78	\$49,583.87	\$50,773.84	\$51,992.51	\$53,240.30
	\$43,010.45	- 1	\$46,178.70	\$47,286.93	\$48,421.78	\$49,583.87	\$50,773.84	\$51,992.51	\$53,240.30	\$54,518.05
S 43	\$44,042.75	\$46,178.91	\$47,287.14	\$48,421.98	\$49,584.08	\$50,774.05	\$51,992.72	\$53,240.51	\$54,518.26	\$55,826.78

BFM Committee Materials, Page 12

2011 KING COUNTY 10 STEP ANNUAL/FLSA EXEMPT SQUARED SCHEDULE (WITH ZERO COLA FOR 2011)

Range	1	2	3	4	2	9	7	œ	6	10
S 44	\$45,099.81	\$47,287.14	\$48,421.98	\$49,584.08	\$50,774.05	\$51,992.72	\$53,240.51	\$54,518.26	\$55,826.78	\$57,166.72
S 45	\$46,182.24	\$48,421.98	\$49,584.08	\$50,774.05	\$51,992.72	\$53,240.51	\$54,518.26	\$55,826.78	\$57,166.72	\$58,538.69
S 46	\$47,290.67	\$49,584.29	\$50,774.26	\$51,992.93	\$53,240.72	\$54,518.46	\$55,826.99	\$57,166.93		\$59,943.73
S 47	\$48,425.73	\$50,774.46	\$51,993.14	\$53,240.93	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88
S 48	\$49,588.03	\$51,993.14	\$53,240.93	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14
S 49	\$50,778.21	\$53,240.93		\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77
S 50	\$51,996.88	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58
S 51	\$53,244.88	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42
S 52	\$54,522.83	\$57,167.14		\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12
S 53	\$55,831.36	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	=	\$70,769.71
S 54	\$57,171.30	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12	\$70,769.71	\$72,468.24
S 55	\$58,543.47	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12	\$70,769.71	\$72,468.24	\$74,207.54
S 56	\$59,948.51	\$62,855.94	\$64,364.56	\$65,909.38	\$67,491.22	\$69,110.91	\$70,769.50	\$72,468.03	\$74,207.33	\$75,988.22
S 57	\$61,387.25	\$64,364.56	\$65,909.38	\$67,491.22	\$69,110.91	\$70,769.50	\$72,468.03	\$74,207.33	\$75,988.22	\$77,811.97
- 1	\$62,860.51	\$65,909.17	\$67,491.01	\$69,110.70	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18
S 59	\$64,369.14	\$67,491.01	\$69,110.70	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54
S 60	\$65,913.95	\$69,110.70	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65
	\$67,495.79	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77
- 1	\$69,115.70	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14
S 63	\$70,774.50	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14	\$89,710.82
- 1	\$72,473.02	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14	\$89,710.82	\$91,863.82
- 1	\$74,212.32	\$77,811.55	\$79,678.98	\$81,591.33	\$83,549.44	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42
- 1	\$75,993.42	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14	\$89,710.82	\$91,863.82	\$94,068.62	\$96,326.26
- 1	\$77,817.17	\$81,591.33	\$83,549.44	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97
- 1	\$79,684.80	\$83,549.44	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	26'289'86\$	\$101,005.22
	\$81,597.15	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97	\$101,005.22	\$103,429.25
- 1	\$83,555.47	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97	\$101,005.22	\$103,429.25	\$105,911.52
	\$85,560.80	\$89,710.40	\$91,863.41	\$94,068.21	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28
- 1	\$87,614.18	\$91,863.41	\$94,068.21	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28	\$111,056.19
- 1	\$89,716.85	\$94,068.21	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28	\$111,056.19	\$113,721.50
	\$91,870.06	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28	\$111,056.19	\$113,721.50	\$116,450.88
- 1	\$94,074.86	\$98,637.55	\$101,004.80	\$103,428.83	\$105,911.10		\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57
S 76	\$96,332.70	\$101,004.80	\$103,428.83	\$105,911.10	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44

2011 Squared Annual/FLSA Exempt

		2011 KING COUNT	COUNTY	10 STEP (WITH	ANNUAL ZERO CO	STEP ANNUAL/FLSA EXEMPT (WITH ZERO COLA FOR 2011)		SQUARED S	SCHEDULE	
Range	-	2	3	4	2	9	7	8	6	10
S 77	\$98,644.62	\$103,428.83	\$105,911.10	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44	\$125,037.95
S 78	\$101,012.08	1	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44	\$125,037.95	938
S 79	\$103,436.32	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44	\$125,037.95	038.	\$131,111.76
S 80	\$105,918.80	\$111,055.78	\$113,721.0	\$116,450.46	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	-	258.
S 81	\$108,460.77	\$113,721.09		\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	oil
S 82	\$111,063.89	\$116,450.46	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30	\$140,779.81
S 83	\$113,729.41	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30	\$140,779.81	158.
S 84	\$116,458.99	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30	\$140,779.81	158.	,618.
S 85	\$119,254.10	\$125,037.95	\$128,038.7	\$131,111.76	\$134,258.38	\$137,480.51	\$140,780.02	\$144,158.77	618	5
S 86	\$122,116.18	\$128,038.77	\$131,111.76	\$134,258.38	\$137,480.51	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44
S 87	\$125,046.90	\$131,111.76	\$134,258.38	\$137,480.51	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44	\$158,504.32
S 88	\$128,047,92	\$134,258.18	\$137,480.30	\$140,779.81	\$144,158.56	\$147,618.43	\$151,161.30	\$154,789.23	\$158,504.11	\$162,308.22
	\$131,121.12		\$140,780.0	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44	\$158,504.32	\$162,308.43	\$166,203.86
06 S	\$134,267.95	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44	\$158,504.32	\$162,308.43		\$170,192.67
S 91	\$137,490.29	\$144,158.56	\$147,618.43	\$151,161.30	\$154,789.23	\$158,504.11	\$162,308.22	\$166,203.65		\$174,277.17
S 92	\$140,790.00	\$147,618.22	\$151,161.09	\$154,789.02	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63
S 93	\$144,168.96	\$151,161.09	\$154,789.02	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56
S 94	\$147,629.04	\$154,789.02	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45
S 95	\$151,172.11	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45	\$191,619.58
96 S	\$154,800.26	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45		\$196,218.46
S 97	\$158,515.55	\$166,203.65	\$170,192.46	\$174,277.17	\$178,459.84	\$182,742.98	\$187,128.86	\$191,620.00		\$200,928.21
86 S	\$162,319.87	\$170,192.46	\$174,277	\$178,459.84	\$182,742.98	\$187,128.86	\$191,620.00	\$196,218.88		\$205,750.48
S 99	\$166,215.50	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45	\$191,619.58	\$196,218.46	\$200,927.79		\$210,687.98
S 100	\$170,204.74	\$178,459.63		\$187,128.45	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06		\$215,744.46
S 101	\$174,289.65	\$182,742.77	\$187,128.6	\$191,619.79	\$196,218.67	\$200,928.00	\$205,750.27	\$210,688.19	\$215,744.67	\$220,922.62
S 102	\$178,472.53	\$187,128.45	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06	\$210,687.98	\$215,744.46	\$220,922.42	\$226,224.54
S 103	\$182,755.87	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06	\$210,687.98	\$215,744.46	\$220,922.42	\$226,224.54	\$231,653.97
S 104	\$187,141.97	\$196,218.26	\$200,927.58	\$205,749.86	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39
S 105	\$191,633.31	\$200,927.58	\$205,749.86	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.	\$242,906.56
S 106	\$196,232.61	\$205,749.86	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39	\$242,906.	\$248,736.38
S 107	\$200,942.14	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34		\$237,213.39	8	\$248,736.	705.
S 108	\$205,764.83		\$220,922.4	\$226,224.54	,653.	\$237	8	\$248,736.59	\$254,706.	819
S 109	\$210,703.17	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39	\$242,906.56	\$248,736.38	\$254,705.98	\$260,818.90	\$267,078.45

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		•)	•				•			
Pay Range	Hours	Step									
Number	Week	-	7	က	4	2	9	7	8	6	10
	35	9.0754	9.4892	9.7068	9.9291	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864
•	36	8.8233	9.2256	9.4372	9.6533	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701
_	37.5	8.4704	8.8566	9.0597	9.2672	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273
	40	7.9410	8.3031	8.4935	8.6880	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631
	35	9.2827	9.7068	9.9291	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508
•	36	9.0249	9.4372	9.6533	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272
7	37.5	8.6639	9.0597	9.2672	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741
	40	8.1224	8.4935	8.6880	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945
	35	9.4949	9.9291	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225
(36	9.2312	9.6533	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913
w	37.5	8.8619	9.2672	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276
	40	8.3080	8.6880	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322
	35	9.7122	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998
•	36	9.4424	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913	11.8609
4	37.5	9.0647	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865
	40	8.4982	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748
	35	9.9340	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851
L	36	9.6581	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913	11.8609	12.1383
ი	37.5	9.2718	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528
	40	8.6923	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245
	35	10.1622	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771
4	36	6628.6	10.3350		10.8196	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222
0	37.5	9.4847	9.9216	1	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253
	40	8.8919		9.5170	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800
	35	10.3971	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771	13.0760
ì	36			10.8196	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128
_	37.5	9.7040	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043
	40	9.0975	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415
	35		11.1287		11.6508	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830
c	36	10.3418	10.8196	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113
0	37.5	9.9281	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908
	40	9.3076	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102
	35	10.8819	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982
•	36	10.5796	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177
D	37.5	10.1564	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850
	40	9.5217	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859
	35	11.1348	11.6508		12.1998	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209
•	36		11.3272	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113		13.6314
2	37.5			11.1276	11.3865	11.6528	11.9253	12.2043	12.4908		13.0862
	40	9.7430	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683

		2011 King C	ing County		Standardized Hourly	ourly Sal	Salary Sche	Schedule (Zero COLA)	o COLA)		
Pay Range	Hours Per	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	1	2	3	4	5	9	7	œ	6	10
	35	11.3933	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511
+	36	11.0768	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524
•	37.5	10.6337	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943
	40	9.9691	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572
	35	11.6574	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900
12	36	11.3336	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819
4	37.5	10.8802	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106
	40	10.2002	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537
	32	11.9291	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369
4	36	11.5977	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192
2	37.5	11.1338	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345
	40	10.4379	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573
	35	12.2065	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922
14	98	11.8674	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646
	37.5	11.3927	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660
	4	10.6807	11.1800	11,4415	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682
	35	12.4920	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577
15	38	12.1450	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200
2	37.5	11.6592	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072
	40	10.9305	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880
	32	12.7847	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316
16	36	12.4296	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835
2	37.5	11.9324	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561
	40	11.1867	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151
	35	13.0833	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142
17	99	12.7199	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555
•	37.5	12.2111	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133
	40	11.4479	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500
	35	13.3908	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076
18	ဗ္တ	13.0188	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379
	37.5	12.4981	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804
	\$	11.7170	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942
	35	13.7055	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076	17.3099
- 61	98	13.3247	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379	16.8291
·	37.5	12.7918	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804	16.1559
	4	11.9923	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942	15.1462
	32	14.0279	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076	17.3099	17.7228
70	98	13.6382	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379	16.8291	17.2305
- -	37.5	13.0927	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804	16.1559	16.5413
	40	12.2744	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942	15.1462	15.5075

			28	35	13	75	31	21	7,7	78	<u>g</u>	59	74	37	36	51	53	99	06	62	4	1 5	34	23	99	31	15	72	59	15	52	42	၅	8	6/	53	00)7	31	88	စ္က	5
	Step	6	17.7228	17.2305	16.5413	15.5075	18.1461	17.642	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456	19.4790	18.9379	18.1804	17.0442	19.9464	19.3923	18.6166	17.4531	. 20.4245	19.8572	19.0629	17.8715	20.9152	20.3342	19.5209	18.3008	21.4179	20.8229	19.9900	18.7407	21.933	21.3238	20.4709	19.1915
o COLA)	Step	8	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456	19.4790	18.9379	18.1804	17.0442	19.9464	19.3923	18.6166	17.4531	20.4245	19.8572	19.0629	17.8715	20.9152	20.3342	19.5209	18.3008	21.4179	20.8229	19.9900	18.7407
Schedule (Zero COLA	Step	7	16.9076	16.4379	15.7804	14.7942	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456	19.4790	18.9379	18.1804	17.0442	19.9464	19.3923	18.6166	17.4531	20.4245	19.8572	19.0629	17.8715	20.9152	20.3342	19.5209	18.3008
ary Sche	Step	9	16.5142	16.0555	15.4133	14.4500	16.9076	16.4379	15.7804	14.7942	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456	19.4790	18.9379	18.1804	17.0442	19.9464	19.3923	18.6166	17.4531	20.4245	19.8572	19.0629	17,8715
Standardized Hourly Salary	Step	5	16.1316	15.6835	15.0561	14.1151	16.5142	16.0555	15.4133	14.4500	16.9076	16.4379	15.7804	14.7942	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456	19.4790	18.9379	18.1804	17.0442	19.9464	19.3923	18.6166	17.4531
ardized H	Step	4	15.7577	15.3200	14.7072	13.7880	16.1316	15.6835	15.0561	14.1151	16.5142	16.0555	15.4133	14.4500	16.9076	16.4379	15.7804	14.7942	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456	19.4790	18.9379	18.1804	17 0442
	Step	3	15.3922	14.9646	14.3660	13.4682	15.7577	15.3200	14.7072	13.7880	16.1316	15.6835	15.0561	14.1151	16.5142	16.0555	15.4133	14.4500	16.9076	16.4379	15.7804	14.7942	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567	19.0236	18.4951	17.7553	16.6456
King County	Step	2	15.0369	14.6192	14.0345	13.1573	15.3922	14.9646	14.3660	13.4682	15.7577	15.3200	14.7072	13.7880	16.1316	15.6835	15.0561	14.1151	16.5142	16.0555	15.4133	14.4500	16.9076	16.4379	15.7804	14.7942	17.3099	16.8291	16.1559	15.1462	17.7228	17.2305	16.5413	15.5075	18.1461	17.6421	16.9364	15.8778	18.5790	18.0629	17.3404	16.2567
2011 K	Step	1	14.3589	13.9600	13.4016	12.5640	14.6974	14.2891	13.7175	12.8602	15.0448	14.6269	14.0418	13.1642	15.4011	14.9733	14.3744	13.4760	15.7662	15.3282	14.7151	13.7954	16.1407	15.6923	15.0646	14.1231	16.5237	16.0647	15.4222	14.4583	16.9175	16.4476	15.7897	14.8028	17.3194	16.8383	16.1648	15.1545	17.7326	17.2400	16.5504	15.5160
	Hours Per	Week	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40	35	36	37.5	40

18.9379

18.1804 17.0442 19.9464 19.3923 18.6166 19.5209

18.3008

21,4179

20.8229 19,9900

18.7407

21.3238 20.4709 19.1915 22.4615 21.8376

21.933

20.3342

20.4245 19.8572 19.0629 17.8715 20.9152

17.453

16.9364 15.8778

18.5790 18.0629 17.3404 19.0236

18.4951

16.2567

17.7553 16.6456 19.4790

17.6421

18.1461

Step

Pay Range Number

7

22

23

24

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BFM Committee Materials, Page 17

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19.6538

20.9641

		2011 King	ing County		Standardized Hourly	ourly Salary	ary Schedule	dule (Zero	o COLA)		
Pay Range	Hours	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	-	2	3	4	5	9	7	8	6	10
	35	18.1564	19.0236	19.4790	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031
3	36	17.6521	18.4951	18.9379	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641
5	37.5	16.9460	17.7553	18.1804	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695
	9	15.8868	16.6456	17.0442	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277
	35	18.5897	19.4790	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581
8	36	18.0733	18.9379	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037
35	37.5	17.3504	18.1804	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876
	40	16.2660	17.0442	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133
	35	19.0340	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271
	36	18.5053	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569
3	37.5	17.7650	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186
	40	16.6547	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112
	35	19.4895	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104
	36	18.9481	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240
†	37.5	18.1902	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630
	40	17.0533	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216
	35	19.9582	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083
7	36	19.4038	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240	24.6053
ີ	37.5	18.6277	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630	23.6210
	40	17.4635	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447
	35	20.4365	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203
36	36	19.8688	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240	24.6053	25.2003
ရှိ	37.5	19.0741	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922
	40	17.8820	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802
	35	20.9268	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487
7.	36	20.3455	21.3238		22.3641	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113
ેં	37.5	19.5317	20.4709		21.4695	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788
	40	18.3110	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802	. 23.2302
	32	21.4304	22	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487	27.1919
30	36	20.8351			22.9037	23.4569	24.0240	24.6053	25.2003	25.8113	26.4365
^ဂ	37.5	20.0017	20	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788	25.3791
	40	18.7516		20.1277	20.6133	21.1112	21.6216	22.1447	22.6802	23.2302	23.7929
	35	21.9465	23	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487	27.1919	27.8520
6	38	21.3369	22.3641	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113	26.4365	27.0783
ñ	37.5	20.4834	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788	25.3791	25.9952
	40	19.2032	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802	23.2302	23.7929	24.3705
	32	22.4751	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487	27.1919	27.8520	28.5281
Ę	36	21.8508	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113	26.4365	27.0783	27.7356
}	37.5	20.9767	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788	25.3791	25.9952	26.6262
	40	19.6657	20.6133	21.112	21.6216	22.1447	22.6802	23.2302	23.7929	24.3705	24.9621

		2011 King	ing County		Standardized Hourly	ourly Sal	Salary Schedule	dule (Zero	o COLA)		
Pay Range	Hours	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	-	2	က	4	ro.	9	7	8	9	10
	35	23.0161		24.7104	25.3083	25.9203	26.5487	27.1919	27.8520	28.5281	29.2215
,	36	22.3768	ļ	24.0240	24.6053	25.2003	25.8113	26.4365	27.0783	27.7356	28.4097
4	37.5	21.4817	ļ.	23.0630	23.6210	24.1922	24.7788	25.3791	25.9952	26.6262	27.2734
	40	20.1391	1		22.1447	22.6802	23.2302	23.7929	24.3705	24.9621	25.5688
	35	23.5720	24.7104	25.3083	25.9203	26.5487	27.1919	27.8520	28.5281	29.2215	29.9318
(36	22.9172	24.0240		25.2003	25.8113	26.4365	27.0783	27.7356	28.4097	29.1004
42	37.5	22.0005	23.0630		24.1922	24.7788	25.3791	25.9952	26.6262	27.2734	27.9364
	40	20.6255	21.6216	'	22.6802	23.2302	23.7929	24.3705	24.9621	25.5688	26.1903
	35	24.1408	25.3083		26.5487	27.1919	27.8520	28.5281	29.2215	29.9318	30.6601
;	36	23.4703	24.6053		25.8113	26.4365	27.0783	27.7356	28.4097	29.1004	29.8085
54	37.5	22.5314	23.6210		24.7788	25.3791	25.9952	26.6262	27.2734	27.9364	28.6161
	40	21.1232	22.1447	22.6802	23.2302	23.7929	24.3705	24.9621	25.5688	26.1903	26.8276
	35	24.7246	25.9203	1	27.1919	27.8520	28.5281	29.2215	29.9318	30.6601	31.4064
7	36	24.0378	25.2003	25.8113	26.4365	27.0783	27.7356	28.4097	29.1004	29.8085	30.5340
‡	37.5	23.0763	24.1922		25.3791	25.9952	26.6262	27.2734	27.9364	28.6161	29.3126
	40	21.6340	22.6802	23.2302	23.7929	24.3705	24.9621	25.5688	26.1903	26.8276	27.4806
	35	25.3226	26.5487	27.1919	27.8520	28.5281	29.2215	29.9318	30.6601	31.4064	32.1709
7	36	24.6192	25.8113		27.0783	27.7356	28.4097	29.1004	29.8085	30.5340	31.2773
ŗ.	37.5	23.6345	24.7788		25.9952	26.6262	27.2734	27.9364	28.6161	29.3126	30.0262
	40	22.1573	23.2302	23.7929	24.3705	24.9621	25.5688	26.1903	26.8276	27.4806	28.1496
	35	25.9354	27.1919		28.5281	29.2215	29.9318	30.6601	31.4064	32.1709	32.9552
94	36	25.2150	26.4365		27.7356	28.4097	29.1004	29.8085	30.5340	31.2773	32.0397
\$	37.5	24.2064	25.3791		26.6262	27.2734	27.9364	28.6161	29.3126	30.0262	30.7582
	40	22.6935	23.7929	24.3705	24.9621	25.5688	26.1903	26.8276	27.4806	28.1496	28.8358
	35	26.5634			29.2215	29.9318	30.6601	31.4064	32.1709	32.9552	33.7593
7	36	25.8255	i	27.7356	28.4097	29.1004	29.8085	30.5340	31.2773	32.0397	32.8215
}	37.5	24.7925			27.2734	27.9364	28.6161	29.3126	30.0262	30.7582	31.5087
	40	23.2430			25.5688	26.1903	26.8276	27.4806	28.1496	28.8358	29.5394
	35	27.2078	28.5281		29.9318	30.6601	31.4064	32.1709	32.9552	33.7593	34.5839
88	36	26.4521	- 1		29.1004	29.8085	30.5340	31.2773	32.0397	32.8215	33.6232
ì	37.5	25.3940			27.9364	28.6161	29.3126	30.0262	30.7582	31.5087	32.2783
	40	23.8068			26.1903	26.8276	27.4806	28.1496	28.8358	29.5394	30.2609
	32	27.8672	1	29.9318	30.6601	31.4064	32.1709	32.9552	33.7593	34.5839	35.4282
9	98	27.0931			29.8085	30.5340	31.2773	32.0397	32.8215	33.6232	34.4441
1	37.5	26.0094		27.9364	28.6161	29.3126	30.0262	30.7582	31.5087	32.2783	33.0663
	40	24.3838	25.5688	26.1903	26.8276	27.4806	28.1496	28.8358	29.5394	30.2609	30.9997
	35	28.5450	29.9318		31.4064	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935
Ç	98	27.7521	29.1004		30.5340	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854
3	37.5	26.6420	27.9364		29.3126	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740
	40	24.9768	26.1903	26.8276	27.4806	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568

Pay Name Step T S T S T S T S T S T S T S T S T S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S S	:		2011 King		ty Standa	rdized H	ourly Sal	ary Sche	County Standardized Hourly Salary Schedule (Zero COLA	o COLA)		
Week 1 2 3 4 6 6 7 8 9 9 36 29 2379 30 22979 32 2652 31 5087 32 2678 33 6284 36 2848 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 37 888 38 8628 36 2868 37 888 38 8628 36 2868 37 888 38 8628 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 36 2868 <td< th=""><th>Pay Range</th><th>Hours Per</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th><th>Step</th></td<>	Pay Range	Hours Per	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
36 28 2278 30 600 31 4064 32 1709 32 9528 34 6839 36 4282 36 4282 36 5284 37 6 28 2289 30 5286 30 1287 32 12037 32 12037 33 6232 34 4443 36 2864 35 2864 37 6 27 2887 28 2828 32 12037 32 12037 32 12037 33 6832 34 4441 36 2864 35 12037 36 2 2 2 2 2 288 38 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Number	Week	1	2	3	4	5	9	7	8	6	10
36 28 6264 30 5284 31 5272 32 6275 32 6275 32 6275 33 6229 34 441 35 6284 37.5 27 2887 28 62876 27 4806 28 62876 27 4406 28 62876 27 4806 28 62876 32 7782 36 5283 37 5283 32 6284 33 5286 33 5286 34 5283 34 5283 34 5283 34 5283 34 5282 34 4441 35 2846 37 5286 35 2783 30 6897 31 7682 36 1474 37.5 27 5827 28 4786 37 582 36 5283 36 5283 37 5826 36 5782 36 4701 37 5826 37 582 36 5283 37 582 36 5782 37 582 37 582 36 5782 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582 37 582		35	29.2379	30.6601	31.4064	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802
37.5 27.5 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 27.6 <th< td=""><th>7</th><td>36</td><td>28.4258</td><td>29.8085</td><td>30.5340</td><td>31.2773</td><td>32.0397</td><td>32.8215</td><td>33.6232</td><td>34.4441</td><td>35.2854</td><td>36.1474</td></th<>	7	36	28.4258	29.8085	30.5340	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474
40 25 5632 26 827 27 4807 28 1496 32 5634 30 2609 30 9997 31 1802 36 29 9494 31 4064 32 1709 22 9562 33 5759 34 5839 36 2235 37 1802 36 29 1774 31 6053 31 700 32 9562 30 5339 32 1709 32 5227 40 26 2067 27 4806 28 1496 32 5237 32 5287 33 5628 36 5899 31 71802 38 6006 35 29 1774 32 1709 22 9852 33 7853 34 6441 35 2899 31 71802 38 6006 36 29 1774 32 1709 32 8858 39 5828 30 5899 31 71804 31 71802 30 7000 37 5 27 80 20 20 37 80 20 20 30 2899 31 7806 32 884 37 80 20 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 30 37 80 20 <t< td=""><th>5</th><td>37.5</td><td>27.2887</td><td>28.6161</td><td>29.3126</td><td>30.0262</td><td>30.7582</td><td>31.5087</td><td>32.2783</td><td>33.0663</td><td>33.8740</td><td>34.7015</td></t<>	5	37.5	27.2887	28.6161	29.3126	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015
35 29 9494 31 4064 32,1709 32,9559 34,5839 35,4282 36,2954 36,1474 36 29 1174 30,5340 31,2773 32,0397 32,8216 36,2054 36,1474 36,2864 36,1474 37,5 28,2176 30,0262 30,7863 32,2783 33,0863 33,8740 34,7015 36 20,177 32,170 32,9862 31,568 32,2783 33,0863 33,8740 34,7015 36,2624 36,1474 36,2864 36,1474 36,2864 36,1474 36,2864 36,1474 36,2862 36,0863 33,8740 34,7015 36,2872 36,2872 37,870 38,878 37,1802 38,700 36,2872 37,870 38,878 37,1802 38,700 37,870 37,872 38,874 34,441 35,2864 36,117 37,172 37,872 38,874 34,7015 35,881 37,132 37,822 38,482 36,872 37,828 38,480 34,7015 35,817 37,312 37,312 37,312		40	25.5832	26.8276	27.4806	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327
36 29 1174 30.5340 31.2773 32.0397 32.8273 34.4441 35.5844 35.8740 34.0167 37.5 27.95207 23.1260 32.2783 33.0663 33.8740 34.7016 40 28.2037 27.9527 23.40693 35.4069 33.9663 35.8740 34.7016 38 29.62097 27.4060 28.4869 28.5394 30.9897 37.1802 38.000 37.5 28.6326 31.7109 22.9523 33.7593 34.441 35.2864 36.1474 37.024 35.090 37.1802 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 37.1402 38.090 39.090 37.1404 37.024 37.024 37.000 39.090 37.140 37.000 39.090 37.140 37.000 39.090 37.140 37.000 39.000 37.140 37.000		35	29.9494	31.4064	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905
37.6 27.8977 29.3126 30.0262 30.7862 32.2783 33.0663 33.9965 31.7560 30.9997 31.7560 32.2787 36 26.2625 32.2783 32.2084 30.2609 30.9997 31.7560 32.207 36 26.2625 31.2773 32.0387 32.2629 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 31.7660 30.9997 <th< td=""><th>2</th><td>36</td><td>29.1174</td><td>30.5340</td><td>31.2773</td><td>32.0397</td><td>32.8215</td><td>33.6232</td><td>34.4441</td><td>35.2854</td><td>36.1474</td><td>37.0324</td></th<>	2	36	29.1174	30.5340	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324
40 26 2057 27 4006 28 1436 26 5394 30 2609 30 9997 31 7658 32 5235 37 1768 32 5235 37 1768 32 5237 38 5235 37 1778 32 7709 32 7092 38 5235 37 1778 32 7709 32 7092 38 5235 37 1778 32 7709 37 2773 32 7092 37 2773 32 7092 37 2773 32 7092 37 2773 37 2773 37 2773 37 2773 37 2773 37 2783 37 2774 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 2773 37 37 3773 37 37 37 37 37 37 37 37 37 37 37 37 37 3	76	37.5	27.9527	29.3126	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511
35 30 6777 32 1709 32 9652 33 7593 36 54282 36 2363 36 4441 36 236 37 1800 38 09077 36 26 8255 31 2773 32 0853 32 6232 34 4441 35 2884 36 1717 37 0803 36 26 8430 28 16 375 32 2839 32 0853 36 4282 37 1860 38 2532 34 4441 37 085 35 251 36 30 5519 32 00 0252 34 4832 36 2853 37 58 6235 37 1760 38 0005 39 005 37.5 29 3298 30.7882 31 5883 36 38 40 37 1780 36 5611 37 322 34 441 37 0324 37 32 783 38 473 38 8671 37 32 783 38 6423 38 5611 36 37 329 37 32 32 32 37 4480 38 4718 38 8671 37 32 32 32 32 32 34 441 37 32 32 32 32 34 441 37 32 32 32 34 441 37 32 32 32 34 441 37 32 32 34 441 37 32 32 34 441 37 32 32 34 441 37 32 32 34 441 37 32 32 34 441 37 32 32 32 34 441 37 32 32 32 34 441 37 32 32 32 34 441 37 32		40	26.2057	27.4806	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292
36 29 8256 31 2773 32 0877 32 8278 36 20 663 36 4441 36 2864 36 1474 37 0224 37.5 28 8625 30 0262 31 5687 32 2783 30 0663 38 770 38 2325 40 26 4430 28 1426 28 8582 37 560 37 560 38 760 38 00651 38 2527 38 3292 36 31 4248 32 0863 33 7693 34 5839 36 4282 36 17862 38 00651 38 0026 39 378 37.5 32 3299 32 5882 34 4441 35 2827 34 4441 35 2827 34 4441 37 583 38 4140 34 7016 36 907 37 328 34 4441 35 2828 36 2828 36 2828 36 2828 36 2828 36 2828 36 2828 36 4213 37 328 37 4441 37 5828 37 1444 37 5828 36 4213 37 328 34 4441 37 5828 38 5651 36 2828 38 5875 37 328 34 4441 37 588 38 877 47 480 37 328 38 478 37 3		35	30.6777	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228
37.5 2.8 6325 3.0 0262 3.0 7582 3.1 508 3.2 768 3.3 0663 3.8 740 3.4 7015 3.5 5511 40 2.6 8430 2.8 8358 2.9 5394 3.0 2609 3.0 6003 3.0 6005 3.3 3292 36 3.1 4248 3.2 9562 3.3 5623 3.3 6232 3.3 4441 3.4 7015 3.5 5611 3.6 509 3.3 3292 36 3.0 5519 3.2 0650 3.2 0600 3.3 6232 3.3 3622 3.3 3672 3.3 3672 3.3 3672 3.3 3672 3.3 3672 3.3 3672 3.3 4441 3.5 884 3.5 584 3.5 286 3.3 3672 3.3 374 3.4 441 3.4 441 3.5 286 3.3 374 3.4 441 3.5 286 3.3 374 3.4 441 3.5 286 3.3 374 3.4 441 3.5 286 3.3 2874 3.4 441 3.5 286 3.3 375 3.5 286 3.3 2874 3.4 441 3.5 286 3.3 375 3.5 286 3.3 2874 3.4 441 3.5 286 3.3 375 3.5 286 3.3 375 3.5 286 3.3 375 3.3 375 3.5 286 <	Ç	36	29.8255	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388
40 26 8430 28 1496 28 8356 29 5394 30.2609 31.7568 32.5327 33.3292 36 31 4248 32.9552 33.7833 35.4282 36.2854 31.7568 35.3292 37.5028 36 30.5519 32.9552 33.7833 35.4284 35.2854 37.1902 37.0324 37.5036 37.6 29.3298 30.5863 34.5839 35.2856 35.1032 37.329 31.4450 36 32.1906 33.7894 30.2609 31.7668 35.232 34.441 35.2854 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.413 37.58 36.414 37.58 36.413 37.58 37.58 37.58 37.58 37.58 37.58 37.58 37.58 37.58 37.58 37.58 37.58 37.444 37.528 <th>ဂိ</th> <td>37.5</td> <td>28.6325</td> <td>30.0262</td> <td>30.7582</td> <td>31.5087</td> <td>32.2783</td> <td>33.0663</td> <td>33.8740</td> <td>34.7015</td> <td>35.5511</td> <td>36.4213</td>	ဂိ	37.5	28.6325	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213
35 31.4248 32.9552 33.7593 34.5839 35.4282 36.2956 37.1802 38.0905 39.0228 36 30.5519 22.0357 23.2957 23.28215 33.64282 34.4441 35.2864 36.1474 37.0324 37.9388 37.5 29.3299 30.7662 33.9063 33.9063 33.8760 34.01588 33.222 34.4450 37.5 20.1290 37.6929 30.2069 31.6063 33.8769 34.016 36.0228 39.0228 37.5 30.0446 31.6087 32.2086 36.2076 36.2076 37.9388 38.671 37.1441 37.0324 37.9388 38.671 37.1441 37.0324 37.9388 38.671 37.1441 37.0324 37.9388 38.671 37.3124 39.0228 39.9775 40.9807 37.1460 38.0906 39.0228 39.9775 40.9803 37.1474 37.0324 37.314 38.2267 34.441 36.2869 36.2869 36.1474 37.0324 37.9388 38.671 <		40	26.8430	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450
36 30 5519 32 0397 32 02781 33 6259 34 4441 35 2864 36 1474 37 0324 37 938 37 5 29 3289 37 588 31 6863 33 6428 33 6428 36 2836 37 689 37 689 37 689 37 689 37 689 37 689 37 689 37 689 37 689 38 6781 38 670 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38 671 38		35	31.4248	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775
37.6 29.3298 30.7862 31.5087 32.2783 33.6063 33.8740 34.7015 35.5511 36.4213 40 27.4867 28.8388 29.5394 30.2809 31.7568 32.6327 33.3292 34.4450 36 31.2964 32.9815 34.2823 34.4421 35.2854 36.17824 37.3242 34.4450 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 36.2834 37.324 36.2837 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 37.3124 38.267 <td< td=""><th>7</th><td>36</td><td>30.5519</td><td>32.0397</td><td>32.8215</td><td>33.6232</td><td>34.4441</td><td>35.2854</td><td>36.1474</td><td>37.0324</td><td>37.9388</td><td>38.8671</td></td<>	7	36	30.5519	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671
40 27.4967 28.8358 29.5394 30.2609 31.7568 32.5327 33.3292 34.1450 35 32.1906 33.7593 36.2853 36.4282 36.2355 37.1805 39.0228 39.9775 36 31.2964 32.2815 33.6232 34.4441 35.2854 34.718 35.5511 36.0258 39.9775 39.9877 37.5 30.2968 32.2854 36.1474 35.0322 34.4450 34.718 35.5217 37.324 37.324 37.3124 40 28.1688 29.5394 30.5997 31.7568 32.5377 35.5217 36.5213 37.3124 38.2057 37.3124 37.3124 37.3124 38.2067 37.3124 38.2067 39.9175 40.9575 40.9575 40.9575 40.9575 40.9576 39.7124 37.3124 38.2267 37.3124 38.2267 37.3124 38.2267 37.3124 38.2267 37.3124 38.2267 37.3124 38.2267 37.3124 38.2267 37.3124 38.2267 <td< td=""><th>ţ</th><td>37.5</td><td>29.3298</td><td>30.7582</td><td>31.5087</td><td>32.2783</td><td>33.0663</td><td>33.8740</td><td>34.7015</td><td>35.5511</td><td>36.4213</td><td>37.3124</td></td<>	ţ	37.5	29.3298	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124
35 32,1906 33,7593 34,5639 36,4282 36,2936 37,1802 38,0905 39,0726 39,0726 39,9775 36 31,2964 32,8215 33,6284 36,1474 37,0324 37,938 38,671 37,6324 37,938 38,671 37,6324 37,938 38,671 37,6324 37,938 38,671 37,9324 37,9324 37,9324 37,9324 37,9324 37,184 37,0324 37,9328 38,671 37,8324 37,184 37,0324 37,9328 38,671 38,9803 38,671 38,9803 37,184 37,0324 37,9388 38,871 38,671 38,6905 39,0775 40,9803 38,874 37,184 37,184 37,3124 38,819 38,819 37,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 38,819 </td <th></th> <td>40</td> <td>27.4967</td> <td>28.8358</td> <td>29.5394</td> <td>30.2609</td> <td>30.9997</td> <td>31.7568</td> <td>32.5327</td> <td>33.3292</td> <td>34.1450</td> <td>34.9803</td>		40	27.4967	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803
36 31.2964 32.8215 33.6232 34.4441 35.2854 36.1474 37.0324 37.9388 38.671 37.5 30.0446 31.5087 33.86740 34.7015 35.5511 36.4213 37.3124 40 28.1688 29.5394 30.0997 31.7568 32.527 33.3229 34.1450 34.9815 36 32.0747 36.283 34.6441 35.2854 36.1474 37.0328 38.8671 34.9807 37.5 30.7764 32.2783 33.8740 34.7015 35.5511 36.4213 37.3124 37.9388 37.5 30.7764 32.2783 33.8740 34.7015 36.5511 36.4213 37.3124 37.9388 37.5 31.5271 35.2863 37.1802 36.0228 34.1450 34.9053 35.83740 34.7015 36.5511 36.4213 37.3124 38.3267 36 32.8408 34.4441 35.2854 36.1474 37.0324 37.3124 38.3267 34.9803 38.8671 <t< td=""><th></th><td>35</td><td>32.1906</td><td>33.7593</td><td>34.5839</td><td>35.4282</td><td>36.2935</td><td>37.1802</td><td>38.0905</td><td>39.0228</td><td>39.9775</td><td>40.9572</td></t<>		35	32.1906	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572
37.5 30.0446 31.5087 32.2783 33.0663 33.8740 34.7015 35.5511 36.4213 37.3124 40 28.1668 29.5394 30.2609 31.7568 32.5327 33.3292 34.1460 34.9803 36 32.0587 33.6232 34.4441 35.2854 37.5186 32.5327 33.2329 34.1460 34.9803 38.8671 37 30.7764 32.7828 33.6232 34.4441 35.2854 37.5124 37.3124 38.8975 40 28.8528 30.2699 31.7568 32.5327 33.3292 34.1450 34.9803 35.8376 37.5 31.791 35.2869 36.1474 37.0328 38.671 39.8195 40.7956 36 32.8408 34.4441 35.2854 36.1474 37.0328 38.671 36.9375 40.9572 41.9612 36 32.8408 34.4441 35.2854 36.1474 37.0328 38.671 39.8195 40.7956 37.5 31.5271	4	36	31.2964	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195
40 28.1668 29.5394 30.2609 30.9997 31.7568 32.5327 33.3292 34.1460 34.9803 35 32.947 34.5839 35.4282 36.2935 37.1802 38.0905 39.0228 39.0775 40.9572 36 32.0887 33.6232 34.441 35.2864 36.1474 37.0324 37.938 38.8671 39.8195 37.5 30.7764 32.2828 35.6511 36.4213 37.938 38.8671 39.8195 36 32.8408 34.441 35.2864 36.1474 37.0328 38.8671 39.8195 41.9612 36 32.8408 34.441 35.2864 36.4441 35.2864 36.4028 39.0228 39.1754 38.2875 41.9612 37.5 31.5271 33.0663 33.8740 34.7015 35.5511 36.4213 37.3124 38.2867 39.8156 38 34.6033 36.2936 37.1802 38.0905 39.0228 34.1450 34.9803 35.8376 39.1638	ŝ	37.5	30.0446	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267
35 32.9747 34.5839 35.4282 36.2935 37.1802 38.0905 39.0228 39.9775 40.9572 36 32.0587 33.6232 34.4441 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 37.5 30.7764 32.2783 33.663 33.8460 34.7015 35.5511 36.4213 37.3124 38.2267 36 33.7781 35.2828 36.48671 36.4213 37.3124 38.2267 41.9612 36 32.8408 34.4441 35.0328 38.8671 39.815 41.9612 37.5 31.5271 33.0663 35.8740 34.7015 35.5511 36.4213 37.3124 38.2267 41.9612 40 29.5567 30.9997 31.7568 32.5327 33.3292 34.1450 37.3124 38.2267 41.7962 36 36.2957 31.7802 38.0905 39.0228 39.9775 41.9613 36.7161 37.6168 37.5 36.421 35.2824		40	28.1668	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375
36 32.0587 33.6232 34.4441 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 37.5 30.7764 32.2783 33.8740 34.7015 35.5511 36.4213 37.3124 38.8195 40 28.8528 30.2609 30.9997 31.7568 32.5329 34.450 34.9803 35.8375 35 33.7791 35.2862 36.2935 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 37.5 31.781 35.4441 35.2854 36.1474 37.0328 38.8671 36.8195 40.9572 41.9612 36 32.8408 31.768 32.537 33.3529 34.4450 34.9803 35.8135 40.9572 41.9612 37.3124 38.1657 39.1638 38.8671 39.8195 40.9572 41.9612 47.0952 39.775 40.9572 41.9612 47.0454 47.0454 47.0454 47.0454 47.0454 47.0454 47.0454 47.0454 47.0454 47.0454 </td <th></th> <td>35</td> <td>32.9747</td> <td>34.5839</td> <td>35.4282</td> <td>36.2935</td> <td>37.1802</td> <td>38.0905</td> <td>39.0228</td> <td>39.9775</td> <td>40.9572</td> <td>41.9612</td>		35	32.9747	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612
37.5 30.7764 32.2783 33.0663 33.8740 34.7015 35.5511 36.4213 37.3124 38.2267 40 28.8528 30.2609 30.9997 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 35 33.7791 35.4282 36.2936 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 36 32.8408 34.4441 35.2854 36.1474 37.0324 37.938 38.8671 39.8195 40.7956 37.5 31.5271 33.0663 33.8740 34.7015 35.5511 36.4213 37.3124 38.2867 39.1638 36 32.84603 36.2935 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 36 33.6421 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 37.5 32.2864 33.8740 37.0324 37.9388 38.8671 39.8195 <td< td=""><th>25</th><td>36</td><td>32.0587</td><td>33.6232</td><td>34.4441</td><td>35.2854</td><td>36.1474</td><td>37.0324</td><td>37.9388</td><td>38.8671</td><td>39.8195</td><td>40.7956</td></td<>	25	36	32.0587	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956
40 28.8528 30.2609 30.9997 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 35 33.7791 35.4282 36.2935 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 36 32.8408 34.4441 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 40 29.5567 30.9997 31.7568 32.537 33.3292 34.1450 34.9803 35.8375 36.7161 36 32.84603 36.2936 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 37 38.6421 37.0324 37.9388 38.8671 39.8195 40.7566 41.7962 37 32.2964 33.8740 34.7015 35.5511 36.4213 37.3124 38.2567 39.1638 40.1243 40 30.2778 31.7568 32.5327 33.292 34.9803 38.8671 39.8195 40.7566 41.796	3	37.5	30.7764	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638
35 33.7791 35.4282 36.2935 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 36 32.8408 34.4441 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 40 29.5567 30.9997 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.1638 36 32.8673 30.9997 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.1638 36 33.6421 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 40.7966 41.7962 37.5 32.2964 36.1474 37.0324 37.9388 38.8671 39.8195 40.7966 41.7962 37.5 32.2964 36.1474 37.0324 37.9388 38.8671 39.8195 40.1243 37.5 32.2964 36.1474 37.0324 37.9388 38.8671 39.8195 40.1243 38.6 35.4488<		40	28.8528	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161
36 32.8408 34.4441 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 37.5 31.5271 33.0663 33.8740 34.7016 35.5511 36.4213 37.3124 38.2267 39.1638 40 29.5567 30.9997 31.7668 32.5327 33.3292 34.450 34.9803 35.8375 36.7161 36 33.6421 35.2854 36.1474 37.0324 37.9388 38.8671 39.8195 40.9572 41.9612 42.9903 37.5 32.2964 33.8740 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 40 30.2778 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 40.1243 36 35.4468 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.8903 37.5 33.0855 34.7041 36.4213 37.3124 38.2267 39.638 40.1243 4		35	33.7791	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903
37.5 31.5271 33.0663 33.8740 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40 29.5567 30.9997 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 36 34.6033 36.2935 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 37.5 32.2964 33.8740 34.7015 35.521 36.4313 37.3124 38.2267 39.1638 40.7956 41.7962 40 30.2778 31.7568 32.5327 33.3292 34.1450 39.8157 40.9572 41.9612 42.9903 40.1243 37.5 32.2848 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 36.3149 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 37.5 33.0855 34.7015 35.5511 36.4213 37.3124 38.2267	57	36	32.8408	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962
40 29.5567 30.9997 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 35 34.6033 36.2935 37.1802 38.0905 39.9775 40.9572 41.9612 42.9903 36 36.421 35.2864 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 40 37.5 32.2964 33.8740 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 40 30.2778 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 36 34.4641 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 37.5 33.0855 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 36 35.3062 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638	5	37.5	31.5271	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243
3534.603336.293537.180238.090539.022839.977540.957241.961242.99033633.642135.285436.147437.032437.938838.867139.819540.795641.79624030.277831.756832.532733.329234.145034.980335.837536.716137.61653535.448837.180238.090539.022839.977540.957241.961242.990344.045437.533.085534.701535.551136.421337.312438.8256739.163840.124341.10904031.017732.532733.329234.145034.980335.837536.716137.616538.53973634.60234.00539.022839.977540.957241.961242.990344.045445.12553635.306237.032437.938838.867139.819540.795641.796242.821943.87213735.389335.551136.421337.312438.226739.163840.124341.109042.11723737.389333.329234.145034.980335.815336.16541.109042.1172		40	29.5567	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165
3633.642135.285436.147437.032437.938838.867139.819540.795641.796237.532.296433.874034.701535.551136.421337.312438.226739.163840.12434030.277831.756832.532733.329234.145034.980335.837536.716137.61653634.464136.147437.032437.938838.867139.819540.795641.796242.82194031.017732.532733.329234.145034.980335.837536.716137.616538.53973636.314938.090539.022839.977540.957241.961242.821943.87213635.306237.032437.312438.226741.796242.821943.872137.533.893935.551136.421337.312438.226739.163840.124341.109042.11724031.775533.329234.145034.980335.8716137.616538.539739.4848		35	34.6033	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454
37.5 32.2964 33.8740 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 40 30.2778 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 35 35.4488 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 36 34.4641 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 37.5 33.0855 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 40 31.0177 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 36 35.3062 37.0324 37.3124 38.2267 41.9612 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 <td< td=""><th>8</th><td>36</td><td>33.6421</td><td>35.2854</td><td>36.1474</td><td>37.0324</td><td>37.9388</td><td>38.8671</td><td>39.8195</td><td>40.7956</td><td>41.7962</td><td>42.8219</td></td<>	8	36	33.6421	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219
40 30.2778 31.7568 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 35 35.4488 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 36 34.4641 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 40 31.0177 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 36 36.3149 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 45.1255 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 41.9612 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.7161 37.6165 38.5397 3	3	37.5	32.2964	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090
35 35.4488 37.1802 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 36 34.4641 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 40 31.0177 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 35 36.3149 38.0905 39.0228 34.9803 35.8375 36.7161 37.6165 38.5397 36 35.3062 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.7161 37.6165 38.5397 39.4848		40	30.2778	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397
36 34.4641 36.1474 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 37.5 33.0855 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 40 31.0177 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 36 36.3062 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.87161 37.6165 38.5397 39.4848		35	35.4488	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255
37.5 33.0855 34.7015 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 40 31.0177 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 35 36.3149 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 45.1255 36 35.3062 37.0324 37.3124 38.8671 39.8195 40.7956 41.7962 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.87161 37.6165 38.5397 39.4848	04	36	34.4641	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721
40 31.0177 32.5327 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 35 36.3149 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 45.1255 36 35.3062 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 39.4848	e e	37.5	33.0855	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090	42.1172
35 36.3149 38.0905 39.0228 39.9775 40.9572 41.9612 42.9903 44.0454 45.1255 36 35.3062 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 39.4848		40	31.0177	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848
36 35.3062 37.0324 37.9388 38.8671 39.8195 40.7956 41.7962 42.8219 43.8721 37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 39.4848		35	36.3149	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251
37.5 33.8939 35.5511 36.4213 37.3124 38.2267 39.1638 40.1243 41.1090 42.1172 40 31.7755 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 39.4848	9	36	35.3062	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410
31.7755 33.3292 34.1450 34.9803 35.8375 36.7161 37.6165 38.5397 39.4848	3	37.5	33.8939	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090	42.1172	43.1434
		40	31.7755	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469

		2011 King		County Standardized Hourly Salary Schedule (Zero COLA	Irdized H	ourly Sal	ary Sche	dule (Zer	o COLA)		
Pay Range	Hours	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	-	2	3	4	5	9	7	8	6	10
	32	37.2020	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767
Ţ.	36		37.9388	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635
5	37.5	34.7218	36.4213		38.2267	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249
	40		34.1450	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671
	35	ı	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542
ç	36	37.0533	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110
79	37.5		37.3124	38.2267	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249	45.1306
	40	33.3480	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099
	35	39.0454	40.9572	ı	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577
5	36	37.9608	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110	48.0838
န	37.5		38.2267	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249	45.1306	46.1605
	40	34.1647	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099	43.2755
	32	40.0017	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900
70	36		40.7956	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110	48.0838	49.1847
4	37.5		39.1638	ľ	41.1090	42.1172	43.1434	44.1249	45.1306	46.1605	47.2174
	40	35.0015	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099	43.2755	44.2663
	32	40.9820	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900	51.7490
25	36		41.7962		43.8721	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115
2	37.5	38.2498	40.1243		42.1172	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991
	40		37.6165		39.4848	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804
	35	41.9862	44.0454		46.2251	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385
y	36		42.8219	43.8721	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679
3	37.5		41.1090	42.1172	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092
	40		38.5397	39.4848	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212
	32	43.0154	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575
7.5	36		43.8721	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531
5	37.5		42.1172	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092	50.5470
	40		39.4848	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878
	35		46.2251	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575	55.4064
ď	36		44.9410	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673
3	37.5		43.1434	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126
	40		40.4469	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806
	35		47.2767	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575	55.4064	56.6873
09	36		45.9635		48.0838	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127
ŝ	37.5	42.1430	44.1249		46.1605	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082
	40		41.3671	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014
	35		48.3542	49.4577	20.5900	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997
70	36	44.9659	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886
2	37.5		45.1306	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330
	40	40.4693	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497

		2011 Kin	ס	County Standardized Hourly Salary Schedule (Zero COLA)	ırdized H	ourly Sal	ary Sche	dule (Zer	o COLA)		
Pay Range	Hours	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	1	2	က	4	5	9	7	8	6	10
	32	47.3019	49.4577	20.5900	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442
7.4	36	45.9879	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958
•	37.5	44.1484	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879
	40	41.3892	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262
	35	48.3800	50.5900	51.7490	52.9385	54.1575	55.4064	56.6873	27.9997	59.3442	60.7236
72	36	47.0362	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368
1	37.5	45.1547	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753
	40	42.3325	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331
	32	49.4843	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368
73	36	48.1097	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108
?	37.5	46.1854	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943
	40	43.2988	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697
	35	50.6168	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368	63.5855
74	36	49.2108	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192
<u> </u>	37.5	47.2423	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465
	40	44.2897	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373
	35	51.7784	54.1575	55.4064	56.6873	24.9997	59.3442	60.7236	62.1368	63.5855	65.0701
75	36	50.3401	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626
2	37.5	48.3265	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321
	40	45.3061	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363
	35	52.9679	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921
26	98	51.4965	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423
·	37.5	49.4367	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526
	64	46.3469	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681
	35	54.1869	56.6873	27.9997	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522
- 44	99	52.6817	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591
:	37.5	50.5744	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087
	4	47.4135	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332
-	35	55.4370	57.9997	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515
78	99	53.8971	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140
<u>'</u>	37.5	51.7412	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014
	40	48.5073	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332	61.0326
	35	56.7182	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902
2	36	55.1427	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072
<u></u>	37.5	52.9370	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014	66.6309
	6	49.6284	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332	61.0326	62.4665
	35	58.0308	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705
	ဗ္က	56.4188	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408
	37.5	54.1621	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014	66.6309	68.1991
	9	20.7770c	53.1331	54.3697	55.63/3	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367

2011 Standardardizad Hourly

		2011 King		ty Standa	rdized H	County Standardized Hourly Salary Schedule (Zero COLA)	ary Sche	dule (Zer	o COLA)		
Pay Range	Hours	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	-	2	3	4	5	9	7	8	6	10
	35	59.3775	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926
6	36		60.4108	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150
5	37.5		57.9943	59.3465	60.7321	62.1526	63.6087	65.1014	60:6309	68.1991	69.8064
	40		54.3697	55.6373	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435
	35	60.7572	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568
ç	36		61.8192	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303
78	37.5		59.3465	60.7321	62.1526	63.6087	65.1014	60:6309	68.1991	69.8064	71,4530
	40		55.6373	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872
	35	62.1720	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665
ç	36	1	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896
န	37.5	1	60.7321	62.1526	63.6087	65.1014	60:6309	68.1991	69.8064	71.4530	73.1420
	40		56.9363	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707
	35	l	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208
0	36		64.7423	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924
5	37.5	59.3792	62.1526	63.6087	65.1014	60:6309	68.1991	69.8064	71.4530	73.1420	74.8727
	40		58.2681	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932
	32		68.1522	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225
30	36	63.2973	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413
6	37.5		63.6087	65.1014	60:6309	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476
	40		59.6332	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572
	35		69.7515	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703
90	36		67.8140	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350
00	37.5		65.1014	60:6309	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656
	40		61.0326	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615
	35	68.1901	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703	86.0668
07	36		69.4072	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760
6	37.5		66.6309	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290
	40		62.4665	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084
	35		73.0705	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703	8990'98	88.1138
œ	36		71.0408	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662
8	37.5		68.1991	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395
	40		63.9367	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995
	35		74.7926	76.5568	78.3665	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119
0	36		72.7150	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060
60	37.5		69.8064	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978
	40		65.4435	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354
	35		76.5568	78.3665	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119	92.3629
S	36		74.4303	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973
3	37.5	68.2369	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054
	40		66.9872	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176

		2011 Ki	King Count	County Standardized nounly Salary Schledule (Zero		····		•			
Pay Range	Hours	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	Week	-	2	ო	4	S	9	7	8	6	10
	35	74.8342	78.3665	80.2208	82.1225	84.0703	8990.98	88.1138	90.2119	92.3629	94.5669
7	36	72.7555	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400
5	37.5		73.1420	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624
	40	<u>L</u>	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460
	35	76.6001	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262
	36	74.4723	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365
95	37.5		74.8727	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711
	40		70.1932	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229
	35		82.1225	84.0703	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423
(36	76.2326	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883
£	37.5		76.6476	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328
	40		71.8572	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495
	35		84.0703	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159
,	36	L	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883	98.6960
94	37.5	74.9154	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328	94.7482
	40		73.5615	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264
	35		86.0668	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490
	36	79.8858	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883	98.6960	101.0615
c B	37.5	L	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328	94.7482	97.0191
	40		75.3084	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554
	35	İ	88	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425
-	36	81.7803	85	87.7060	89.7973	91.9400	94.1365	96.3883		101.0615	103.4858
96	37.5		82	84.1978	86.2054	88.2624	90.3711	92.5328		97.0191	99.3463
	40	73.6022	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372
	35		8	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425	108.9996
;	36	L	87	89.7973	91.9400	94.1365	96.3883	98.6960		103.4858	105.9718
26	37.5	<u> </u>	84	86.2054	88.2624	90.3711	92.5328	94.7482		99.3463	101.7329
	40	75.3513	78	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372	95.3746
	35	L	l	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425	108.9996	111.6198
}	36		89.7973	91.9400	94.1365	96.3883	98.6960	101.0615	103.4858	105.9718	108.5192
	37.5			88.2624	90.3711	92.5328	94.7482	97.0191	99.3463	101.7329	104.1785
	4		8	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372	95.3746	97.6673
	35		94.5669	96.8262	99.1423	101.5159	103.9490	106.4425	108.9996	111.6198	114.3054
(36	87.7558	91.9400	94.1365	96.3883	98.6960	101.0615	103.4858	105.9718	108.5192	111.1303
	37.5	84.2455	88.2624	90.3711	92.5328	94.7482	97.0191	99.3463	101.7329	104.1785	106.6850
	40		82	84.7229	RF 7495	88 8264	7550 Ub	93 1372	95 3746	97 6673	100 0172

	2011	2011 King County Sta		ndardized Annual/FLSA		Exempt Sa	lary Sched	Exempt Salary Schedule (Zero COLA)	(A)	
Pay Range	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	1	2	3	4	5	9	7	8	6	10
1	16,517.28	17,270.40	17,666.40	18,071.04	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28
2	16,894.56	17,666.40	18,071.04	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48
3	17,280.72	18,071.04	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88
4	17,676.24	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60
2	18,079.92	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96
9	18,495.12	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32
2	18,922.80	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40
8	19,359.84	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12
6	19,805.04	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72
10	20,265.36	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00
11	20,735.76	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96
12	21,216.48	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76
13	21,710.88	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20
14	22,215.84	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76
15	22,735.44	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04
16	23,268.24	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44
17	23,811.60	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92
18	24,371.28	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84
19	24,943.92	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08
20	25,530.72	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52
21	26,133.12	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92
22	26,749.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84
23	27,381.60	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88
24	28,030.08	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84
25	28,694.40	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40
26	29,376.00	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64
27	30,073.20	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68
28	30,789.84	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56
29	31,521.36	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24
30	32,273.28	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92
31	33,044.64	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60
32	33,833.28	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76
33	34,641.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36

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	2011	King Coun	2011 King County Standardized Annual/FLSA	dized Ann		xempt Sal	Exempt Salary Schedule (Zero COLA)	ule (Zero C	OLA)	
Pav Range	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Number	-	2	3	4	5	9	7	8	6	10
34	35,470.80	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88
35	36,324.00	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04
36	37,194.48	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88
37	38,086.80	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72
38	39,003.36	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20
39	39,942.72	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64
40	40,904.64	42,875.76		44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12
41	41,889.36	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04
42	42,900.96	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92
43	43,936.32	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44
4	44,998.80	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60
45	46,087.20	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12
46	47,202.48	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40
47	48,345.36	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92
48	49,518.24	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64
49	50,718.24	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36
20	51,951.84	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24
51	53,213.04	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00
52	54,507.84	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72
53	55,833.36	58,551.12		61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52
54	57,193.20	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12
55	58,586.88	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08
56	60,013.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44
22	61,477.92	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40
28	62,977.92	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64
59	64,516.80	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48
09	66,093.12	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60
61	67,707.60	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60
62	69,363.84	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64
63	71,062.56	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96
64	72,803.04	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84
99	74,587.20	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20
99	76,414.80	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00

King County	nty Standardized		Annual/FLSA B	Exempt Sal	Salary Schedule	ule (Zero C) JO
Step	Step	Step	Step	Step	Step	Step	S
2	3	4	5	9	7	8	
82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96
84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,
86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,
88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,
90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,
92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,
94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,
96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,
98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,
100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,
103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,
105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,
108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,
110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,
113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,
115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,
118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,
121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,
124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,
126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,
129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,
132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,
136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,
139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164
142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168
146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172
149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176
153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180
156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184
160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189
164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193
168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193,725.36	198
172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193,725.36	198,379.20	203
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King County FISCAL NOTE		
Ordinance/Motion No. Cost-of-Living Ordinance for Non-Represented Positions		
Title:	2011 Cost-of-Living Ordinance (COLA)	
Effective Date:	January 1, 2011	
Affected Agency and/or Agencies:	ALL	
Note Prepared by:	Matt McCoy, Labor Relations Analyst, Office of Labor Relations	Phone: 205-8004
Note Reviewed by:	Helene Ellickson, Budget Section Supervisor	Phone: 296-3433

Fund	COLA Amount 2011
General Revenue	\$ 0
Airport	\$ 0
Alcoholism and Substance Abuse	\$ 0
Animal Services	\$ 0
Automated Fingerprint Identification System	\$ 0
Business Resource Center	\$ 0
Children and Family Services	\$ 0
Citizen Councilor Rev Fund	\$ 0
Data Processing	\$ 0
Development and Environmental Services	\$ 0
Developmental Disabilities	\$ 0
Emergency Medical Services	\$ 0
Employee Benefits	\$ 0
Enhanced-911	\$ 0
Equipment Rental and Revolving	\$ 0
Facilities Management Internal Service	\$ 0
Facilities Management Subfund	\$ 0
Federal Housing and Community Development	\$ 0
Financial Services	\$ 0
Geographical Information Systems	\$ 0
Grants Fund	\$ 0
Human Services Levy	\$ 0
I-Net Operations	\$ 0
Information Resource Management	\$ 0
Insurance	\$ 0
King County Flood Control Contract	\$ 0
Marine Division Operating	\$ 0
Mental Health	\$ 0
Mental Health and Substance Abuse (MIDD)	\$ 0
Mental Illness and Drug Dependency	\$ 0
Motor Pool Equipment Rental and Revolving	\$ 0
Noxious Weed	\$ 0
Parks Operating Levy	\$ 0
Public Health	\$ 0
Public Transportation	\$ 0
Radio Communications Operations	\$ 0
Recorder's Operations and Maintenance	\$ 0

King County FISCAL NOTE		
Ordinance/Motion No. Cost-of-Living Ordinance for Non-Represented Positions		
Title:	2011 Cost-of-Living Ordinance (COLA)	
Effective Date:	January 1, 2011	
Affected Agency and/or Agencies:	encies: ALL	
Note Prepared by:	Matt McCoy, Labor Relations Analyst, Office of Labor Relations	Phone: 205-8004
Note Reviewed by:	Helene Ellickson, Budget Section Supervisor	Phone: 296-3433

Fund	COLA Amount 2011
Roads	\$ 0
Safety and Workers Compensation	\$ 0
Solid Waste	\$ 0
Surface Water Management Local Drainage Services	\$ 0
Telecommunication	\$ 0
Veterans and Family Levy	\$ 0
Veterans Relief Services	\$ 0
Water Quality	\$ 0
Water and Land Resources Shared Services	\$ 0
Work Training Program	\$ 0
Youth Sports Facilities Grant	\$ 0
TOTAL	\$ 0

EXPENDITURE BY CATEGORIES:				
Expense Type	DeptCode	Department		2011
Salaries		ALL	\$	0
TOTAL		\$	0	

	ASSUMPTIONS:				
Ass	Assumptions used in estimating expenditure include:				
1.	Ordinance Period (s):	Ordinance effective January 1, 2011.			
2.	Wage Adjustments & Effective Dates:				
	CPI:	0.0% COLA effective January 1, 2011.			
	Other:	N/A			
	Retro/Lump Sum Payment:	N/A			
3.	Other Wage-Related Factors:				
	Step Increase Movement:	N/A			
	PERS/FICA:	N/A			
4.	Other Cost Factors:	N/A			

November 9, 2010

The Honorable Bob Ferguson Chair, King County Council Room 1200 C O U R T H O U S E

Dear Councilmember Ferguson:

The enclosed ordinance, if approved, will authorize a zero cost-of-living salary adjustment for regular, temporary and term-limited employees in non-represented county positions. The cost-of-living adjustment is comparable to modified county union labor agreements for 2011. It calls for a COLA increase of 0.00% as a cost saving measure.

It is important that the cost-of-living adjustments for non-represented employees be comparable to the adjustments for represented employees to maintain equity of treatment between our represented and non-represented workforce. Also, many of our non-represented employees are in the same job classifications and share pay rates with their represented counterparts. In addition, having the same cost-of-living increase maintains current pay differentials between non-union management personnel and their subordinate union employees.

The proposed ordinance also approves the 2011 King County 10 Step Hourly Squared Schedule, 2011 King County 10 Step Annual/FLSA Exempt Squared Schedule, 2011 King County Standardized Hourly Salary Schedule, and the 2011 King County Standardized Annual/FLSA Exempt Salary Schedule.

The Honorable Bob Ferguson November 9, 2010 Page 2

If you have questions please contact Dwight Dively, Director, Office of Management and Budget and the Office of Strategic Planning and Performance Management, at 206-263-9727.

Sincerely,

Dow Constantine King County Executive

Enclosures

cc: King County Councilmembers

ATTN: Tom Bristow, Chief of Staff

Anne Noris, Clerk of the Council

Dwight Dively, Director, Office of Management and Budget and Office of Strategic Planning and Performance Management

Patty Cole-Tindall, Director, Office of Labor Relations

Caroline Whalen, County Administrative Officer, Department of Executive Services (DES)

Anita Whitfield, Director, Human Resources Division (HRD), DES

Karen Pool Norby, Acting Deputy Director, HRD, DES

Grey Lewis, Labor Analyst, HRD, DES