

Salary Plan: NBU
 Rate change by: 0.50%

Effective Date: 06/18/11

Grade: CCR Non-BU Grade 1

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	13.64	13.97	14.31	14.66	15.02	15.41	15.80	16.19	16.59	17.00	17.46	17.89	18.33	18.79
Mnth:	2,364.27	2,421.47	2,480.40	2,541.07	2,603.47	2,671.07	2,738.67	2,806.27	2,875.60	2,946.67	3,026.40	3,100.93	3,177.20	3,256.93
Annl:	28,371.20	29,057.60	29,764.80	30,492.80	31,241.60	32,052.80	32,864.00	33,675.20	34,507.20	35,360.00	36,316.80	37,211.20	38,126.40	39,083.20

Grade: CCR Non-BU Grade 2

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	14.31	14.66	15.02	15.41	15.80	16.19	16.59	17.00	17.46	17.89	18.33	18.79	19.26	19.72
Mnth:	2,480.40	2,541.07	2,603.47	2,671.07	2,738.67	2,806.27	2,875.60	2,946.67	3,026.40	3,100.93	3,177.20	3,256.93	3,338.40	3,418.13
Annl:	29,764.80	30,492.80	31,241.60	32,052.80	32,864.00	33,675.20	34,507.20	35,360.00	36,316.80	37,211.20	38,126.40	39,083.20	40,060.80	41,017.60

Grade: CCR Non-BU Grade 3

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	15.02	15.41	15.80	16.19	16.59	17.00	17.46	17.89	18.33	18.79	19.26	19.72	20.20	20.70
Mnth:	2,603.47	2,671.07	2,738.67	2,806.27	2,875.60	2,946.67	3,026.40	3,100.93	3,177.20	3,256.93	3,338.40	3,418.13	3,501.33	3,588.00
Annl:	31,241.60	32,052.80	32,864.00	33,675.20	34,507.20	35,360.00	36,316.80	37,211.20	38,126.40	39,083.20	40,060.80	41,017.60	42,016.00	43,056.00

Grade: CCR Non-BU Grade 4

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	15.80	16.19	16.59	17.00	17.46	17.89	18.33	18.79	19.26	19.72	20.20	20.70	21.22	21.75
Mnth:	2,738.67	2,806.27	2,875.60	2,946.67	3,026.40	3,100.93	3,177.20	3,256.93	3,338.40	3,418.13	3,501.33	3,588.00	3,678.13	3,770.00
Annl:	32,864.00	33,675.20	34,507.20	35,360.00	36,316.80	37,211.20	38,126.40	39,083.20	40,060.80	41,017.60	42,016.00	43,056.00	44,137.60	45,240.00

Grade: CCR Non-BU Grade 5

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	16.59	17.00	17.46	17.89	18.33	18.79	19.26	19.72	20.20	20.70	21.22	21.75	22.28	22.85
Mnth:	2,875.60	2,946.67	3,026.40	3,100.93	3,177.20	3,256.93	3,338.40	3,418.13	3,501.33	3,588.00	3,678.13	3,770.00	3,861.87	3,960.67
Annl:	34,507.20	35,360.00	36,316.80	37,211.20	38,126.40	39,083.20	40,060.80	41,017.60	42,016.00	43,056.00	44,137.60	45,240.00	46,342.40	47,528.00

Grade: CCR Non-BU Grade 6

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	17.46	17.89	18.33	18.79	19.26	19.72	20.20	20.70	21.22	21.75	22.28	22.85	23.41	23.99
Mnth:	3,026.40	3,100.93	3,177.20	3,256.93	3,338.40	3,418.13	3,501.33	3,588.00	3,678.13	3,770.00	3,861.87	3,960.67	4,057.73	4,158.27
Annl:	36,316.80	37,211.20	38,126.40	39,083.20	40,060.80	41,017.60	42,016.00	43,056.00	44,137.60	45,240.00	46,342.40	47,528.00	48,692.80	49,899.20

Grade: CCR Non-BU Grade 7

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	18.33	18.79	19.26	19.72	20.20	20.70	21.22	21.75	22.28	22.85	23.41	23.99	24.55	25.18
Mnth:	3,177.20	3,256.93	3,338.40	3,418.13	3,501.33	3,588.00	3,678.13	3,770.00	3,861.87	3,960.67	4,057.73	4,158.27	4,255.33	4,364.53
Annl:	38,126.40	39,083.20	40,060.80	41,017.60	42,016.00	43,056.00	44,137.60	45,240.00	46,342.40	47,528.00	48,692.80	49,899.20	51,064.00	52,374.40

Grade: CCR Non-BU Grade 8

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	19.26	19.72	20.20	20.70	21.22	21.75	22.28	22.85	23.41	23.99	24.55	25.18	25.78	26.43
Mnth:	3,338.40	3,418.13	3,501.33	3,588.00	3,678.13	3,770.00	3,861.87	3,960.67	4,057.73	4,158.27	4,255.33	4,364.53	4,468.53	4,581.20

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Ann1:	40,060.80	41,017.60	42,016.00	43,056.00	44,137.60	45,240.00	46,342.40	47,528.00	48,692.80	49,899.20	51,064.00	52,374.40	53,622.40	54,974.40
Grade:	CCR Non-BU Grade 9													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	20.20	20.70	21.22	21.75	22.28	22.85	23.41	23.99	24.55	25.18	25.78	26.43	27.05	27.75
Mnth:	3,501.33	3,588.00	3,678.13	3,770.00	3,861.87	3,960.67	4,057.73	4,158.27	4,255.33	4,364.53	4,468.53	4,581.20	4,688.67	4,810.00
Ann1:	42,016.00	43,056.00	44,137.60	45,240.00	46,342.40	47,528.00	48,692.80	49,899.20	51,064.00	52,374.40	53,622.40	54,974.40	56,264.00	57,720.00
Grade:	CCR Non-BU Grade 10													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	22.28	22.85	23.41	23.99	24.55	25.18	25.78	26.43	27.05	27.75	28.43	29.12	29.84	30.59
Mnth:	3,861.87	3,960.67	4,057.73	4,158.27	4,255.33	4,364.53	4,468.53	4,581.20	4,688.67	4,810.00	4,927.87	5,047.47	5,172.27	5,302.27
Ann1:	46,342.40	47,528.00	48,692.80	49,899.20	51,064.00	52,374.40	53,622.40	54,974.40	56,264.00	57,720.00	59,134.40	60,569.60	62,067.20	63,627.20
Grade:	CCR Non-BU Grade 11													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	23.41	23.99	24.55	25.18	25.78	26.43	27.05	27.75	28.43	29.12	29.84	30.59	31.35	32.14
Mnth:	4,057.73	4,158.27	4,255.33	4,364.53	4,468.53	4,581.20	4,688.67	4,810.00	4,927.87	5,047.47	5,172.27	5,302.27	5,434.00	5,570.93
Ann1:	48,692.80	49,899.20	51,064.00	52,374.40	53,622.40	54,974.40	56,264.00	57,720.00	59,134.40	60,569.60	62,067.20	63,627.20	65,208.00	66,851.20
Grade:	CCR Non-BU Grade 12													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	24.55	25.18	25.78	26.43	27.05	27.75	28.43	29.12	29.84	30.59	31.35	32.14	32.92	33.74
Mnth:	4,255.33	4,364.53	4,468.53	4,581.20	4,688.67	4,810.00	4,927.87	5,047.47	5,172.27	5,302.27	5,434.00	5,570.93	5,706.13	5,848.27
Ann1:	51,064.00	52,374.40	53,622.40	54,974.40	56,264.00	57,720.00	59,134.40	60,569.60	62,067.20	63,627.20	65,208.00	66,851.20	68,473.60	70,179.20
Grade:	CCR Non-BU Grade 13													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	25.78	26.43	27.05	27.75	28.43	29.12	29.84	30.59	31.35	32.14	32.92	33.74	34.54	35.42
Mnth:	4,468.53	4,581.20	4,688.67	4,810.00	4,927.87	5,047.47	5,172.27	5,302.27	5,434.00	5,570.93	5,706.13	5,848.27	5,986.93	6,139.47
Ann1:	53,622.40	54,974.40	56,264.00	57,720.00	59,134.40	60,569.60	62,067.20	63,627.20	65,208.00	66,851.20	68,473.60	70,179.20	71,843.20	73,673.60
Grade:	CCR Non-BU Grade 14													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	28.43	29.12	29.84	30.59	31.35	32.14	32.92	33.74	34.54	35.42	36.27	37.17	38.09	39.04
Mnth:	4,927.87	5,047.47	5,172.27	5,302.27	5,434.00	5,570.93	5,706.13	5,848.27	5,986.93	6,139.47	6,286.80	6,442.80	6,602.27	6,766.93
Ann1:	59,134.40	60,569.60	62,067.20	63,627.20	65,208.00	66,851.20	68,473.60	70,179.20	71,843.20	73,673.60	75,441.60	77,313.60	79,227.20	81,203.20
Grade:	CCR Non-BU Grade 15													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	29.84	30.59	31.35	32.14	32.92	33.74	34.54	35.42	36.27	37.17	38.09	39.04	39.98	41.00
Mnth:	5,172.27	5,302.27	5,434.00	5,570.93	5,706.13	5,848.27	5,986.93	6,139.47	6,286.80	6,442.80	6,602.27	6,766.93	6,929.87	7,106.67
Ann1:	62,067.20	63,627.20	65,208.00	66,851.20	68,473.60	70,179.20	71,843.20	73,673.60	75,441.60	77,313.60	79,227.20	81,203.20	83,158.40	85,280.00
Grade:	CCR Non-BU Grade 16													
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	31.35	32.14	32.92	33.74	34.54	35.42	36.27	37.17	38.09	39.04	39.98	41.00	41.98	43.04

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Mnth:	5,434.00	5,570.93	5,706.13	5,848.27	5,986.93	6,139.47	6,286.80	6,442.80	6,602.27	6,766.93	6,929.87	7,106.67	7,276.53	7,460.27
Annl:	65,208.00	66,851.20	68,473.60	70,179.20	71,843.20	73,673.60	75,441.60	77,313.60	79,227.20	81,203.20	83,158.40	85,280.00	87,318.40	89,523.20
Grade: CCR Non-BU Grade 17														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	32.92	33.74	34.54	35.42	36.27	37.17	38.09	39.04	39.98	41.00	41.98	43.04	44.09	45.19
Mnth:	5,706.13	5,848.27	5,986.93	6,139.47	6,286.80	6,442.80	6,602.27	6,766.93	6,929.87	7,106.67	7,276.53	7,460.27	7,642.27	7,832.93
Annl:	68,473.60	70,179.20	71,843.20	73,673.60	75,441.60	77,313.60	79,227.20	81,203.20	83,158.40	85,280.00	87,318.40	89,523.20	91,707.20	93,995.20
Grade: CCR Non-BU Grade 18														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	34.54	35.42	36.27	37.17	38.09	39.04	39.98	41.00	41.98	43.04	44.09	45.19	46.31	47.47
Mnth:	5,986.93	6,139.47	6,286.80	6,442.80	6,602.27	6,766.93	6,929.87	7,106.67	7,276.53	7,460.27	7,642.27	7,832.93	8,027.07	8,228.13
Annl:	71,843.20	73,673.60	75,441.60	77,313.60	79,227.20	81,203.20	83,158.40	85,280.00	87,318.40	89,523.20	91,707.20	93,995.20	96,324.80	98,737.60
Grade: CCR Non-BU Grade 19														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	36.27	37.17	38.09	39.04	39.98	41.00	41.98	43.04	44.09	45.19	46.31	47.47	48.62	49.84
Mnth:	6,286.80	6,442.80	6,602.27	6,766.93	6,929.87	7,106.67	7,276.53	7,460.27	7,642.27	7,832.93	8,027.07	8,228.13	8,427.47	8,638.93
Annl:	75,441.60	77,313.60	79,227.20	81,203.20	83,158.40	85,280.00	87,318.40	89,523.20	91,707.20	93,995.20	96,324.80	98,737.60	101,129.60	103,667.20
Grade: CCR Non-BU Grade 20														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	39.98	41.00	41.98	43.04	44.09	45.19	46.31	47.47	48.62	49.84	51.05	52.33	53.62	54.94
Mnth:	6,929.87	7,106.67	7,276.53	7,460.27	7,642.27	7,832.93	8,027.07	8,228.13	8,427.47	8,638.93	8,848.67	9,070.53	9,294.13	9,522.93
Annl:	83,158.40	85,280.00	87,318.40	89,523.20	91,707.20	93,995.20	96,324.80	98,737.60	101,129.60	103,667.20	106,184.00	108,846.40	111,529.60	114,275.20
Grade: CCR Non-BU Grade 21														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	41.98	43.04	44.09	45.19	46.31	47.47	48.62	49.84	51.05	52.33	53.62	54.94	56.32	57.70
Mnth:	7,276.53	7,460.27	7,642.27	7,832.93	8,027.07	8,228.13	8,427.47	8,638.93	8,848.67	9,070.53	9,294.13	9,522.93	9,762.13	10,001.33
Annl:	87,318.40	89,523.20	91,707.20	93,995.20	96,324.80	98,737.60	101,129.60	103,667.20	106,184.00	108,846.40	111,529.60	114,275.20	117,145.60	120,016.00
Grade: CCR Non-BU Grade 22														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	44.09	45.19	46.31	47.47	48.62	49.84	51.05	52.33	53.62	54.94	56.32	57.70	59.09	60.57
Mnth:	7,642.27	7,832.93	8,027.07	8,228.13	8,427.47	8,638.93	8,848.67	9,070.53	9,294.13	9,522.93	9,762.13	10,001.33	10,242.27	10,498.80
Annl:	91,707.20	93,995.20	96,324.80	98,737.60	101,129.60	103,667.20	106,184.00	108,846.40	111,529.60	114,275.20	117,145.60	120,016.00	122,907.20	125,985.60
Grade: CCR Non-BU Grade 23														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	46.31	47.47	48.62	49.84	51.05	52.33	53.62	54.94	56.32	57.70	59.09	60.57	62.10	63.64
Mnth:	8,027.07	8,228.13	8,427.47	8,638.93	8,848.67	9,070.53	9,294.13	9,522.93	9,762.13	10,001.33	10,242.27	10,498.80	10,764.00	11,030.93
Annl:	96,324.80	98,737.60	101,129.60	103,667.20	106,184.00	108,846.40	111,529.60	114,275.20	117,145.60	120,016.00	122,907.20	125,985.60	129,168.00	132,371.20
Grade: CCR Non-BU Grade 24														
Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14

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Hrly:	48.62	49.84	51.05	52.33	53.62	54.94	56.32	57.70	59.09	60.57	62.10	63.64	65.22	66.85
Mnth:	8,427.47	8,638.93	8,848.67	9,070.53	9,294.13	9,522.93	9,762.13	10,001.33	10,242.27	10,498.80	10,764.00	11,030.93	11,304.80	11,587.33
Ann1	101,129.60	103,667.20	106,184.00	108,846.40	111,529.60	114,275.20	117,145.60	120,016.00	122,907.20	125,985.60	129,168.00	132,371.20	135,657.60	139,048.00

Grade: CCR Non-BU Grade 25

Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hrly:	51.05	52.33	53.62	54.94	56.32	57.70	59.09	60.57	62.10	63.64	65.22	66.85	68.53	70.24
Mnth:	8,848.67	9,070.53	9,294.13	9,522.93	9,762.13	10,001.33	10,242.27	10,498.80	10,764.00	11,030.93	11,304.80	11,587.33	11,878.53	12,174.93
Ann1	106,184.00	108,846.40	111,529.60	114,275.20	117,145.60	120,016.00	122,907.20	125,985.60	129,168.00	132,371.20	135,657.60	139,048.00	142,542.40	146,099.20