

Excluded Classification (EC) Pay Plan

Bi-weekly and Approximate Annual Rates

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods

Effective April 1, 2010

	Minimum	Policy	Maximum
	0.80	1.00	1.10
EC 01	\$ 1,041.07 \$ 27,067.82	\$ 1,301.34 \$ 33,834.84	\$ 1,431.47 \$ 37,218.22
EC 02	\$ 1,116.56 \$ 29,030.56	\$ 1,395.70 \$ 36,288.20	\$ 1,535.27 \$ 39,917.02
EC 03	\$ 1,197.50 \$ 31,135.00	\$ 1,496.88 \$ 38,918.88	\$ 1,646.57 \$ 42,810.82
EC 04	\$ 1,284.33 \$ 33,392.58	\$ 1,605.41 \$ 41,740.66	\$ 1,765.95 \$ 45,914.70
EC 05	\$ 1,377.44 \$ 35,813.44	\$ 1,721.80 \$ 44,766.80	\$ 1,893.98 \$ 49,243.48
EC 06	\$ 1,477.30 \$ 38,409.80	\$ 1,846.62 \$ 48,012.12	\$ 2,031.28 \$ 52,813.28
EC 07	\$ 1,625.02 \$ 42,250.52	\$ 2,031.28 \$ 52,813.28	\$ 2,234.41 \$ 58,094.66
EC 08	\$ 1,787.53 \$ 46,475.78	\$ 2,234.41 \$ 58,094.66	\$ 2,457.85 \$ 63,904.10
EC 09	\$ 1,966.28 \$ 51,123.28	\$ 2,457.85 \$ 63,904.10	\$ 2,703.64 \$ 70,294.64
EC 10	\$ 2,162.91 \$ 56,235.66	\$ 2,703.64 \$ 70,294.64	\$ 2,974.00 \$ 77,324.00
EC 11	\$ 2,379.20 \$ 61,859.20	\$ 2,974.00 \$ 77,324.00	\$ 3,271.40 \$ 85,056.40
EC 12	\$ 2,617.12 \$ 68,045.12	\$ 3,271.40 \$ 85,056.40	\$ 3,598.54 \$ 93,562.04
EC 13	\$ 2,878.83 \$ 74,849.58	\$ 3,598.54 \$ 93,562.04	\$ 3,958.39 \$ 102,918.14
EC 14	\$ 3,166.71 \$ 82,334.46	\$ 3,958.39 \$ 102,918.14	\$ 4,354.23 \$ 113,209.98
EC 15	\$ 3,483.38 \$ 90,567.88	\$ 4,354.23 \$ 113,209.98	\$ 4,789.65 \$ 124,530.90
EC 16	\$ 3,866.57 \$ 100,530.82	\$ 4,833.21 \$ 125,663.46	\$ 5,316.53 \$ 138,229.78
EC 17	\$ 4,291.90 \$ 111,589.40	\$ 5,364.87 \$ 139,486.62	\$ 5,901.36 \$ 153,435.36

1.01 to 1.10 is reserved for Employees who Exceed or Greatly Exceed Performance Targets

**Excluded Classification (EC) Pay Plan
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Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 01

Minimum	Policy	Maximum
\$ 1,041.07	\$ 1,301.34	\$ 1,431.47
\$ 27,067.82	\$ 33,834.84	\$ 37,218.22

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,041.07	\$ 27,067.82
0.81	\$ 1,054.09	\$ 27,406.34
0.82	\$ 1,067.10	\$ 27,744.60
0.83	\$ 1,080.11	\$ 28,082.86
0.84	\$ 1,093.13	\$ 28,421.38
0.85	\$ 1,106.14	\$ 28,759.64
0.86	\$ 1,119.15	\$ 29,097.90
0.87	\$ 1,132.17	\$ 29,436.42
0.88	\$ 1,145.18	\$ 29,774.68
0.89	\$ 1,158.19	\$ 30,112.94
0.90	\$ 1,171.21	\$ 30,451.46
0.91	\$ 1,184.22	\$ 30,789.72
0.92	\$ 1,197.23	\$ 31,127.98
0.93	\$ 1,210.25	\$ 31,466.50
0.94	\$ 1,223.26	\$ 31,804.76
0.95	\$ 1,236.27	\$ 32,143.02
0.96	\$ 1,249.29	\$ 32,481.54
0.97	\$ 1,262.30	\$ 32,819.80
0.98	\$ 1,275.31	\$ 33,158.06
0.99	\$ 1,288.33	\$ 33,496.58
1.00	\$ 1,301.34	\$ 33,834.84
1.01	\$ 1,314.35	\$ 34,173.10
1.02	\$ 1,327.37	\$ 34,511.62
1.03	\$ 1,340.38	\$ 34,849.88
1.04	\$ 1,353.39	\$ 35,188.14
1.05	\$ 1,366.41	\$ 35,526.66
1.06	\$ 1,379.42	\$ 35,864.92
1.07	\$ 1,392.43	\$ 36,203.18
1.08	\$ 1,405.45	\$ 36,541.70
1.09	\$ 1,418.46	\$ 36,879.96
1.10	\$ 1,431.47	\$ 37,218.22

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 02

Minimum	Policy	Maximum
\$ 1,116.56	\$ 1,395.70	\$ 1,535.27
\$ 29,030.56	\$ 36,288.20	\$ 39,917.02

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,116.56	\$ 29,030.56
0.81	\$ 1,130.52	\$ 29,393.52
0.82	\$ 1,144.47	\$ 29,756.22
0.83	\$ 1,158.43	\$ 30,119.18
0.84	\$ 1,172.39	\$ 30,482.14
0.85	\$ 1,186.35	\$ 30,845.10
0.86	\$ 1,200.30	\$ 31,207.80
0.87	\$ 1,214.26	\$ 31,570.76
0.88	\$ 1,228.22	\$ 31,933.72
0.89	\$ 1,242.17	\$ 32,296.42
0.90	\$ 1,256.13	\$ 32,659.38
0.91	\$ 1,270.09	\$ 33,022.34
0.92	\$ 1,284.04	\$ 33,385.04
0.93	\$ 1,298.00	\$ 33,748.00
0.94	\$ 1,311.96	\$ 34,110.96
0.95	\$ 1,325.92	\$ 34,473.92
0.96	\$ 1,339.87	\$ 34,836.62
0.97	\$ 1,353.83	\$ 35,199.58
0.98	\$ 1,367.79	\$ 35,562.54
0.99	\$ 1,381.74	\$ 35,925.24
1.00	\$ 1,395.70	\$ 36,288.20
1.01	\$ 1,409.66	\$ 36,651.16
1.02	\$ 1,423.61	\$ 37,013.86
1.03	\$ 1,437.57	\$ 37,376.82
1.04	\$ 1,451.53	\$ 37,739.78
1.05	\$ 1,465.49	\$ 38,102.74
1.06	\$ 1,479.44	\$ 38,465.44
1.07	\$ 1,493.40	\$ 38,828.40
1.08	\$ 1,507.36	\$ 39,191.36
1.09	\$ 1,521.31	\$ 39,554.06
1.10	\$ 1,535.27	\$ 39,917.02

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 03

Minimum	Policy	Maximum
\$ 1,197.50	\$ 1,496.88	\$ 1,646.57
\$ 31,135.00	\$ 38,918.88	\$ 42,810.82

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,197.50	\$ 31,135.00
0.81	\$ 1,212.47	\$ 31,524.22
0.82	\$ 1,227.44	\$ 31,913.44
0.83	\$ 1,242.41	\$ 32,302.66
0.84	\$ 1,257.38	\$ 32,691.88
0.85	\$ 1,272.35	\$ 33,081.10
0.86	\$ 1,287.32	\$ 33,470.32
0.87	\$ 1,302.29	\$ 33,859.54
0.88	\$ 1,317.25	\$ 34,248.50
0.89	\$ 1,332.22	\$ 34,637.72
0.90	\$ 1,347.19	\$ 35,026.94
0.91	\$ 1,362.16	\$ 35,416.16
0.92	\$ 1,377.13	\$ 35,805.38
0.93	\$ 1,392.10	\$ 36,194.60
0.94	\$ 1,407.07	\$ 36,583.82
0.95	\$ 1,422.04	\$ 36,973.04
0.96	\$ 1,437.00	\$ 37,362.00
0.97	\$ 1,451.97	\$ 37,751.22
0.98	\$ 1,466.94	\$ 38,140.44
0.99	\$ 1,481.91	\$ 38,529.66
1.00	\$ 1,496.88	\$ 38,918.88
1.01	\$ 1,511.85	\$ 39,308.10
1.02	\$ 1,526.82	\$ 39,697.32
1.03	\$ 1,541.79	\$ 40,086.54
1.04	\$ 1,556.76	\$ 40,475.76
1.05	\$ 1,571.72	\$ 40,864.72
1.06	\$ 1,586.69	\$ 41,253.94
1.07	\$ 1,601.66	\$ 41,643.16
1.08	\$ 1,616.63	\$ 42,032.38
1.09	\$ 1,631.60	\$ 42,421.60
1.10	\$ 1,646.57	\$ 42,810.82

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 04

Minimum	Policy	Maximum
\$ 1,284.33	\$ 1,605.41	\$ 1,765.95
\$ 33,392.58	\$ 41,740.66	\$ 45,914.70
Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,284.33	\$ 33,392.58
0.81	\$ 1,300.38	\$ 33,809.88
0.82	\$ 1,316.44	\$ 34,227.44
0.83	\$ 1,332.49	\$ 34,644.74
0.84	\$ 1,348.54	\$ 35,062.04
0.85	\$ 1,364.60	\$ 35,479.60
0.86	\$ 1,380.65	\$ 35,896.90
0.87	\$ 1,396.71	\$ 36,314.46
0.88	\$ 1,412.76	\$ 36,731.76
0.89	\$ 1,428.81	\$ 37,149.06
0.90	\$ 1,444.87	\$ 37,566.62
0.91	\$ 1,460.92	\$ 37,983.92
0.92	\$ 1,476.98	\$ 38,401.48
0.93	\$ 1,493.03	\$ 38,818.78
0.94	\$ 1,509.09	\$ 39,236.34
0.95	\$ 1,525.14	\$ 39,653.64
0.96	\$ 1,541.19	\$ 40,070.94
0.97	\$ 1,557.25	\$ 40,488.50
0.98	\$ 1,573.30	\$ 40,905.80
0.99	\$ 1,589.36	\$ 41,323.36
1.00	\$ 1,605.41	\$ 41,740.66
1.01	\$ 1,621.46	\$ 42,157.96
1.02	\$ 1,637.52	\$ 42,575.52
1.03	\$ 1,653.57	\$ 42,992.82
1.04	\$ 1,669.63	\$ 43,410.38
1.05	\$ 1,685.68	\$ 43,827.68
1.06	\$ 1,701.73	\$ 44,244.98
1.07	\$ 1,717.79	\$ 44,662.54
1.08	\$ 1,733.84	\$ 45,079.84
1.09	\$ 1,749.90	\$ 45,497.40
1.10	\$ 1,765.95	\$ 45,914.70

**Excluded Classification (EC) Pay Plan
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EC 05

Minimum	Policy	Maximum
\$ 1,377.44	\$ 1,721.80	\$ 1,893.98
\$ 35,813.44	\$ 44,766.80	\$ 49,243.48

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,377.44	\$ 35,813.44
0.81	\$ 1,394.66	\$ 36,261.16
0.82	\$ 1,411.88	\$ 36,708.88
0.83	\$ 1,429.09	\$ 37,156.34
0.84	\$ 1,446.31	\$ 37,604.06
0.85	\$ 1,463.53	\$ 38,051.78
0.86	\$ 1,480.75	\$ 38,499.50
0.87	\$ 1,497.97	\$ 38,947.22
0.88	\$ 1,515.18	\$ 39,394.68
0.89	\$ 1,532.40	\$ 39,842.40
0.90	\$ 1,549.62	\$ 40,290.12
0.91	\$ 1,566.84	\$ 40,737.84
0.92	\$ 1,584.06	\$ 41,185.56
0.93	\$ 1,601.27	\$ 41,633.02
0.94	\$ 1,618.49	\$ 42,080.74
0.95	\$ 1,635.71	\$ 42,528.46
0.96	\$ 1,652.93	\$ 42,976.18
0.97	\$ 1,670.15	\$ 43,423.90
0.98	\$ 1,687.36	\$ 43,871.36
0.99	\$ 1,704.58	\$ 44,319.08
1.00	\$ 1,721.80	\$ 44,766.80
1.01	\$ 1,739.02	\$ 45,214.52
1.02	\$ 1,756.24	\$ 45,662.24
1.03	\$ 1,773.45	\$ 46,109.70
1.04	\$ 1,790.67	\$ 46,557.42
1.05	\$ 1,807.89	\$ 47,005.14
1.06	\$ 1,825.11	\$ 47,452.86
1.07	\$ 1,842.33	\$ 47,900.58
1.08	\$ 1,859.54	\$ 48,348.04
1.09	\$ 1,876.76	\$ 48,795.76
1.10	\$ 1,893.98	\$ 49,243.48

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EC 06

Minimum	Policy	Maximum
\$ 1,477.30	\$ 1,846.62	\$ 2,031.28
\$ 38,409.80	\$ 48,012.12	\$ 52,813.28

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,477.30	\$ 38,409.80
0.81	\$ 1,495.76	\$ 38,889.76
0.82	\$ 1,514.23	\$ 39,369.98
0.83	\$ 1,532.69	\$ 39,849.94
0.84	\$ 1,551.16	\$ 40,330.16
0.85	\$ 1,569.63	\$ 40,810.38
0.86	\$ 1,588.09	\$ 41,290.34
0.87	\$ 1,606.56	\$ 41,770.56
0.88	\$ 1,625.03	\$ 42,250.78
0.89	\$ 1,643.49	\$ 42,730.74
0.90	\$ 1,661.96	\$ 43,210.96
0.91	\$ 1,680.42	\$ 43,690.92
0.92	\$ 1,698.89	\$ 44,171.14
0.93	\$ 1,717.36	\$ 44,651.36
0.94	\$ 1,735.82	\$ 45,131.32
0.95	\$ 1,754.29	\$ 45,611.54
0.96	\$ 1,772.76	\$ 46,091.76
0.97	\$ 1,791.22	\$ 46,571.72
0.98	\$ 1,809.69	\$ 47,051.94
0.99	\$ 1,828.15	\$ 47,531.90
1.00	\$ 1,846.62	\$ 48,012.12
1.01	\$ 1,865.09	\$ 48,492.34
1.02	\$ 1,883.55	\$ 48,972.30
1.03	\$ 1,902.02	\$ 49,452.52
1.04	\$ 1,920.48	\$ 49,932.48
1.05	\$ 1,938.95	\$ 50,412.70
1.06	\$ 1,957.42	\$ 50,892.92
1.07	\$ 1,975.88	\$ 51,372.88
1.08	\$ 1,994.35	\$ 51,853.10
1.09	\$ 2,012.82	\$ 52,333.32
1.10	\$ 2,031.28	\$ 52,813.28

**Excluded Classification (EC) Pay Plan
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EC 07

Minimum	Policy	Maximum
\$ 1,625.02	\$ 2,031.28	\$ 2,234.41
\$ 42,250.52	\$ 52,813.28	\$ 58,094.66

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,625.02	\$ 42,250.52
0.81	\$ 1,645.34	\$ 42,778.84
0.82	\$ 1,665.65	\$ 43,306.90
0.83	\$ 1,685.96	\$ 43,834.96
0.84	\$ 1,706.28	\$ 44,363.28
0.85	\$ 1,726.59	\$ 44,891.34
0.86	\$ 1,746.90	\$ 45,419.40
0.87	\$ 1,767.21	\$ 45,947.46
0.88	\$ 1,787.53	\$ 46,475.78
0.89	\$ 1,807.84	\$ 47,003.84
0.90	\$ 1,828.15	\$ 47,531.90
0.91	\$ 1,848.46	\$ 48,059.96
0.92	\$ 1,868.78	\$ 48,588.28
0.93	\$ 1,889.09	\$ 49,116.34
0.94	\$ 1,909.40	\$ 49,644.40
0.95	\$ 1,929.72	\$ 50,172.72
0.96	\$ 1,950.03	\$ 50,700.78
0.97	\$ 1,970.34	\$ 51,228.84
0.98	\$ 1,990.65	\$ 51,756.90
0.99	\$ 2,010.97	\$ 52,285.22
1.00	\$ 2,031.28	\$ 52,813.28
1.01	\$ 2,051.59	\$ 53,341.34
1.02	\$ 2,071.91	\$ 53,869.66
1.03	\$ 2,092.22	\$ 54,397.72
1.04	\$ 2,112.53	\$ 54,925.78
1.05	\$ 2,132.84	\$ 55,453.84
1.06	\$ 2,153.16	\$ 55,982.16
1.07	\$ 2,173.47	\$ 56,510.22
1.08	\$ 2,193.78	\$ 57,038.28
1.09	\$ 2,214.10	\$ 57,566.60
1.10	\$ 2,234.41	\$ 58,094.66

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Effective April 1, 2010

EC 08

Minimum	Policy	Maximum
\$ 1,787.53	\$ 2,234.41	\$ 2,457.85
\$ 46,475.78	\$ 58,094.66	\$ 63,904.10

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,787.53	\$ 46,475.78
0.81	\$ 1,809.87	\$ 47,056.62
0.82	\$ 1,832.22	\$ 47,637.72
0.83	\$ 1,854.56	\$ 48,218.56
0.84	\$ 1,876.90	\$ 48,799.40
0.85	\$ 1,899.25	\$ 49,380.50
0.86	\$ 1,921.59	\$ 49,961.34
0.87	\$ 1,943.94	\$ 50,542.44
0.88	\$ 1,966.28	\$ 51,123.28
0.89	\$ 1,988.62	\$ 51,704.12
0.90	\$ 2,010.97	\$ 52,285.22
0.91	\$ 2,033.31	\$ 52,866.06
0.92	\$ 2,055.66	\$ 53,447.16
0.93	\$ 2,078.00	\$ 54,028.00
0.94	\$ 2,100.35	\$ 54,609.10
0.95	\$ 2,122.69	\$ 55,189.94
0.96	\$ 2,145.03	\$ 55,770.78
0.97	\$ 2,167.38	\$ 56,351.88
0.98	\$ 2,189.72	\$ 56,932.72
0.99	\$ 2,212.07	\$ 57,513.82
1.00	\$ 2,234.41	\$ 58,094.66
1.01	\$ 2,256.75	\$ 58,675.50
1.02	\$ 2,279.10	\$ 59,256.60
1.03	\$ 2,301.44	\$ 59,837.44
1.04	\$ 2,323.79	\$ 60,418.54
1.05	\$ 2,346.13	\$ 60,999.38
1.06	\$ 2,368.47	\$ 61,580.22
1.07	\$ 2,390.82	\$ 62,161.32
1.08	\$ 2,413.16	\$ 62,742.16
1.09	\$ 2,435.51	\$ 63,323.26
1.10	\$ 2,457.85	\$ 63,904.10

**Excluded Classification (EC) Pay Plan
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Effective April 1, 2010

EC 09

Minimum	Policy	Maximum
\$ 1,966.28	\$ 2,457.85	\$ 2,703.64
\$ 51,123.28	\$ 63,904.10	\$ 70,294.64

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,966.28	\$ 51,123.28
0.81	\$ 1,990.86	\$ 51,762.36
0.82	\$ 2,015.44	\$ 52,401.44
0.83	\$ 2,040.02	\$ 53,040.52
0.84	\$ 2,064.59	\$ 53,679.34
0.85	\$ 2,089.17	\$ 54,318.42
0.86	\$ 2,113.75	\$ 54,957.50
0.87	\$ 2,138.33	\$ 55,596.58
0.88	\$ 2,162.91	\$ 56,235.66
0.89	\$ 2,187.49	\$ 56,874.74
0.90	\$ 2,212.07	\$ 57,513.82
0.91	\$ 2,236.64	\$ 58,152.64
0.92	\$ 2,261.22	\$ 58,791.72
0.93	\$ 2,285.80	\$ 59,430.80
0.94	\$ 2,310.38	\$ 60,069.88
0.95	\$ 2,334.96	\$ 60,708.96
0.96	\$ 2,359.54	\$ 61,348.04
0.97	\$ 2,384.11	\$ 61,986.86
0.98	\$ 2,408.69	\$ 62,625.94
0.99	\$ 2,433.27	\$ 63,265.02
1.00	\$ 2,457.85	\$ 63,904.10
1.01	\$ 2,482.43	\$ 64,543.18
1.02	\$ 2,507.01	\$ 65,182.26
1.03	\$ 2,531.59	\$ 65,821.34
1.04	\$ 2,556.16	\$ 66,460.16
1.05	\$ 2,580.74	\$ 67,099.24
1.06	\$ 2,605.32	\$ 67,738.32
1.07	\$ 2,629.90	\$ 68,377.40
1.08	\$ 2,654.48	\$ 69,016.48
1.09	\$ 2,679.06	\$ 69,655.56
1.10	\$ 2,703.64	\$ 70,294.64

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

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Effective April 1, 2010

EC 10

Minimum	Policy	Maximum
\$ 2,162.91	\$ 2,703.64	\$ 2,974.00
\$ 56,235.66	\$ 70,294.64	\$ 77,324.00

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,162.91	\$ 56,235.66
0.81	\$ 2,189.95	\$ 56,938.70
0.82	\$ 2,216.98	\$ 57,641.48
0.83	\$ 2,244.02	\$ 58,344.52
0.84	\$ 2,271.06	\$ 59,047.56
0.85	\$ 2,298.09	\$ 59,750.34
0.86	\$ 2,325.13	\$ 60,453.38
0.87	\$ 2,352.17	\$ 61,156.42
0.88	\$ 2,379.20	\$ 61,859.20
0.89	\$ 2,406.24	\$ 62,562.24
0.90	\$ 2,433.28	\$ 63,265.28
0.91	\$ 2,460.31	\$ 63,968.06
0.92	\$ 2,487.35	\$ 64,671.10
0.93	\$ 2,514.39	\$ 65,374.14
0.94	\$ 2,541.42	\$ 66,076.92
0.95	\$ 2,568.46	\$ 66,779.96
0.96	\$ 2,595.49	\$ 67,482.74
0.97	\$ 2,622.53	\$ 68,185.78
0.98	\$ 2,649.57	\$ 68,888.82
0.99	\$ 2,676.60	\$ 69,591.60
1.00	\$ 2,703.64	\$ 70,294.64
1.01	\$ 2,730.68	\$ 70,997.68
1.02	\$ 2,757.71	\$ 71,700.46
1.03	\$ 2,784.75	\$ 72,403.50
1.04	\$ 2,811.79	\$ 73,106.54
1.05	\$ 2,838.82	\$ 73,809.32
1.06	\$ 2,865.86	\$ 74,512.36
1.07	\$ 2,892.89	\$ 75,215.14
1.08	\$ 2,919.93	\$ 75,918.18
1.09	\$ 2,946.97	\$ 76,621.22
1.10	\$ 2,974.00	\$ 77,324.00

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

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EC 11

Minimum	Policy	Maximum
\$ 2,379.20	\$ 2,974.00	\$ 3,271.40
\$ 61,859.20	\$ 77,324.00	\$ 85,056.40

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,379.20	\$ 61,859.20
0.81	\$ 2,408.94	\$ 62,632.44
0.82	\$ 2,438.68	\$ 63,405.68
0.83	\$ 2,468.42	\$ 64,178.92
0.84	\$ 2,498.16	\$ 64,952.16
0.85	\$ 2,527.90	\$ 65,725.40
0.86	\$ 2,557.64	\$ 66,498.64
0.87	\$ 2,587.38	\$ 67,271.88
0.88	\$ 2,617.12	\$ 68,045.12
0.89	\$ 2,646.86	\$ 68,818.36
0.90	\$ 2,676.60	\$ 69,591.60
0.91	\$ 2,706.34	\$ 70,364.84
0.92	\$ 2,736.08	\$ 71,138.08
0.93	\$ 2,765.82	\$ 71,911.32
0.94	\$ 2,795.56	\$ 72,684.56
0.95	\$ 2,825.30	\$ 73,457.80
0.96	\$ 2,855.04	\$ 74,231.04
0.97	\$ 2,884.78	\$ 75,004.28
0.98	\$ 2,914.52	\$ 75,777.52
0.99	\$ 2,944.26	\$ 76,550.76
1.00	\$ 2,974.00	\$ 77,324.00
1.01	\$ 3,003.74	\$ 78,097.24
1.02	\$ 3,033.48	\$ 78,870.48
1.03	\$ 3,063.22	\$ 79,643.72
1.04	\$ 3,092.96	\$ 80,416.96
1.05	\$ 3,122.70	\$ 81,190.20
1.06	\$ 3,152.44	\$ 81,963.44
1.07	\$ 3,182.18	\$ 82,736.68
1.08	\$ 3,211.92	\$ 83,509.92
1.09	\$ 3,241.66	\$ 84,283.16
1.10	\$ 3,271.40	\$ 85,056.40

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 12

Minimum	Policy	Maximum
\$ 2,617.12	\$ 3,271.40	\$ 3,598.54
\$ 68,045.12	\$ 85,056.40	\$ 93,562.04

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,617.12	\$ 68,045.12
0.81	\$ 2,649.83	\$ 68,895.58
0.82	\$ 2,682.55	\$ 69,746.30
0.83	\$ 2,715.26	\$ 70,596.76
0.84	\$ 2,747.98	\$ 71,447.48
0.85	\$ 2,780.69	\$ 72,297.94
0.86	\$ 2,813.40	\$ 73,148.40
0.87	\$ 2,846.12	\$ 73,999.12
0.88	\$ 2,878.83	\$ 74,849.58
0.89	\$ 2,911.55	\$ 75,700.30
0.90	\$ 2,944.26	\$ 76,550.76
0.91	\$ 2,976.97	\$ 77,401.22
0.92	\$ 3,009.69	\$ 78,251.94
0.93	\$ 3,042.40	\$ 79,102.40
0.94	\$ 3,075.12	\$ 79,953.12
0.95	\$ 3,107.83	\$ 80,803.58
0.96	\$ 3,140.54	\$ 81,654.04
0.97	\$ 3,173.26	\$ 82,504.76
0.98	\$ 3,205.97	\$ 83,355.22
0.99	\$ 3,238.69	\$ 84,205.94
1.00	\$ 3,271.40	\$ 85,056.40
1.01	\$ 3,304.11	\$ 85,906.86
1.02	\$ 3,336.83	\$ 86,757.58
1.03	\$ 3,369.54	\$ 87,608.04
1.04	\$ 3,402.26	\$ 88,458.76
1.05	\$ 3,434.97	\$ 89,309.22
1.06	\$ 3,467.68	\$ 90,159.68
1.07	\$ 3,500.40	\$ 91,010.40
1.08	\$ 3,533.11	\$ 91,860.86
1.09	\$ 3,565.83	\$ 92,711.58
1.10	\$ 3,598.54	\$ 93,562.04

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 13

Minimum	Policy	Maximum
\$ 2,878.83	\$ 3,598.54	\$ 3,958.39
\$ 74,849.58	\$ 93,562.04	\$ 102,918.14

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,878.83	\$ 74,849.58
0.81	\$ 2,914.82	\$ 75,785.32
0.82	\$ 2,950.80	\$ 76,720.80
0.83	\$ 2,986.79	\$ 77,656.54
0.84	\$ 3,022.77	\$ 78,592.02
0.85	\$ 3,058.76	\$ 79,527.76
0.86	\$ 3,094.74	\$ 80,463.24
0.87	\$ 3,130.73	\$ 81,398.98
0.88	\$ 3,166.72	\$ 82,334.72
0.89	\$ 3,202.70	\$ 83,270.20
0.90	\$ 3,238.69	\$ 84,205.94
0.91	\$ 3,274.67	\$ 85,141.42
0.92	\$ 3,310.66	\$ 86,077.16
0.93	\$ 3,346.64	\$ 87,012.64
0.94	\$ 3,382.63	\$ 87,948.38
0.95	\$ 3,418.61	\$ 88,883.86
0.96	\$ 3,454.60	\$ 89,819.60
0.97	\$ 3,490.58	\$ 90,755.08
0.98	\$ 3,526.57	\$ 91,690.82
0.99	\$ 3,562.55	\$ 92,626.30
1.00	\$ 3,598.54	\$ 93,562.04
1.01	\$ 3,634.53	\$ 94,497.78
1.02	\$ 3,670.51	\$ 95,433.26
1.03	\$ 3,706.50	\$ 96,369.00
1.04	\$ 3,742.48	\$ 97,304.48
1.05	\$ 3,778.47	\$ 98,240.22
1.06	\$ 3,814.45	\$ 99,175.70
1.07	\$ 3,850.44	\$ 100,111.44
1.08	\$ 3,886.42	\$ 101,046.92
1.09	\$ 3,922.41	\$ 101,982.66
1.10	\$ 3,958.39	\$ 102,918.14

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 14

Minimum	Policy	Maximum
\$ 3,166.71	\$ 3,958.39	\$ 4,354.23
\$ 82,334.46	\$ 102,918.14	\$ 113,209.98

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,166.71	\$ 82,334.46
0.81	\$ 3,206.30	\$ 83,363.80
0.82	\$ 3,245.88	\$ 84,392.88
0.83	\$ 3,285.46	\$ 85,421.96
0.84	\$ 3,325.05	\$ 86,451.30
0.85	\$ 3,364.63	\$ 87,480.38
0.86	\$ 3,404.22	\$ 88,509.72
0.87	\$ 3,443.80	\$ 89,538.80
0.88	\$ 3,483.38	\$ 90,567.88
0.89	\$ 3,522.97	\$ 91,597.22
0.90	\$ 3,562.55	\$ 92,626.30
0.91	\$ 3,602.13	\$ 93,655.38
0.92	\$ 3,641.72	\$ 94,684.72
0.93	\$ 3,681.30	\$ 95,713.80
0.94	\$ 3,720.89	\$ 96,743.14
0.95	\$ 3,760.47	\$ 97,772.22
0.96	\$ 3,800.05	\$ 98,801.30
0.97	\$ 3,839.64	\$ 99,830.64
0.98	\$ 3,879.22	\$ 100,859.72
0.99	\$ 3,918.81	\$ 101,889.06
1.00	\$ 3,958.39	\$ 102,918.14
1.01	\$ 3,997.97	\$ 103,947.22
1.02	\$ 4,037.56	\$ 104,976.56
1.03	\$ 4,077.14	\$ 106,005.64
1.04	\$ 4,116.73	\$ 107,034.98
1.05	\$ 4,156.31	\$ 108,064.06
1.06	\$ 4,195.89	\$ 109,093.14
1.07	\$ 4,235.48	\$ 110,122.48
1.08	\$ 4,275.06	\$ 111,151.56
1.09	\$ 4,314.65	\$ 112,180.90
1.10	\$ 4,354.23	\$ 113,209.98

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 15

Minimum	Policy	Maximum
\$ 3,483.38	\$ 4,354.23	\$ 4,789.65
\$ 90,567.88	\$ 113,209.98	\$ 124,530.90

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,483.38	\$ 90,567.88
0.81	\$ 3,526.93	\$ 91,700.18
0.82	\$ 3,570.47	\$ 92,832.22
0.83	\$ 3,614.01	\$ 93,964.26
0.84	\$ 3,657.55	\$ 95,096.30
0.85	\$ 3,701.10	\$ 96,228.60
0.86	\$ 3,744.64	\$ 97,360.64
0.87	\$ 3,788.18	\$ 98,492.68
0.88	\$ 3,831.72	\$ 99,624.72
0.89	\$ 3,875.26	\$ 100,756.76
0.90	\$ 3,918.81	\$ 101,889.06
0.91	\$ 3,962.35	\$ 103,021.10
0.92	\$ 4,005.89	\$ 104,153.14
0.93	\$ 4,049.43	\$ 105,285.18
0.94	\$ 4,092.98	\$ 106,417.48
0.95	\$ 4,136.52	\$ 107,549.52
0.96	\$ 4,180.06	\$ 108,681.56
0.97	\$ 4,223.60	\$ 109,813.60
0.98	\$ 4,267.15	\$ 110,945.90
0.99	\$ 4,310.69	\$ 112,077.94
1.00	\$ 4,354.23	\$ 113,209.98
1.01	\$ 4,397.77	\$ 114,342.02
1.02	\$ 4,441.31	\$ 115,474.06
1.03	\$ 4,484.86	\$ 116,606.36
1.04	\$ 4,528.40	\$ 117,738.40
1.05	\$ 4,571.94	\$ 118,870.44
1.06	\$ 4,615.48	\$ 120,002.48
1.07	\$ 4,659.03	\$ 121,134.78
1.08	\$ 4,702.57	\$ 122,266.82
1.09	\$ 4,746.11	\$ 123,398.86
1.10	\$ 4,789.65	\$ 124,530.90

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 16

Minimum	Policy	Maximum
\$ 3,866.57	\$ 4,833.21	\$ 5,316.53
\$ 100,530.82	\$ 125,663.46	\$ 138,229.78

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,866.57	\$ 100,530.82
0.81	\$ 3,914.90	\$ 101,787.40
0.82	\$ 3,963.23	\$ 103,043.98
0.83	\$ 4,011.56	\$ 104,300.56
0.84	\$ 4,059.90	\$ 105,557.40
0.85	\$ 4,108.23	\$ 106,813.98
0.86	\$ 4,156.56	\$ 108,070.56
0.87	\$ 4,204.89	\$ 109,327.14
0.88	\$ 4,253.22	\$ 110,583.72
0.89	\$ 4,301.56	\$ 111,840.56
0.90	\$ 4,349.89	\$ 113,097.14
0.91	\$ 4,398.22	\$ 114,353.72
0.92	\$ 4,446.55	\$ 115,610.30
0.93	\$ 4,494.89	\$ 116,867.14
0.94	\$ 4,543.22	\$ 118,123.72
0.95	\$ 4,591.55	\$ 119,380.30
0.96	\$ 4,639.88	\$ 120,636.88
0.97	\$ 4,688.21	\$ 121,893.46
0.98	\$ 4,736.55	\$ 123,150.30
0.99	\$ 4,784.88	\$ 124,406.88
1.00	\$ 4,833.21	\$ 125,663.46
1.01	\$ 4,881.54	\$ 126,920.04
1.02	\$ 4,929.87	\$ 128,176.62
1.03	\$ 4,978.21	\$ 129,433.46
1.04	\$ 5,026.54	\$ 130,690.04
1.05	\$ 5,074.87	\$ 131,946.62
1.06	\$ 5,123.20	\$ 133,203.20
1.07	\$ 5,171.53	\$ 134,459.78
1.08	\$ 5,219.87	\$ 135,716.62
1.09	\$ 5,268.20	\$ 136,973.20
1.10	\$ 5,316.53	\$ 138,229.78

**Excluded Classification (EC) Pay Plan
Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2010

EC 17

Minimum	Policy	Maximum
\$ 4,291.90	\$ 5,364.87	\$ 5,901.36
\$ 111,589.40	\$ 139,486.62	\$ 153,435.36

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,291.90	\$ 111,589.40
0.81	\$ 4,345.54	\$ 112,984.04
0.82	\$ 4,399.19	\$ 114,378.94
0.83	\$ 4,452.84	\$ 115,773.84
0.84	\$ 4,506.49	\$ 117,168.74
0.85	\$ 4,560.14	\$ 118,563.64
0.86	\$ 4,613.79	\$ 119,958.54
0.87	\$ 4,667.44	\$ 121,353.44
0.88	\$ 4,721.09	\$ 122,748.34
0.89	\$ 4,774.73	\$ 124,142.98
0.90	\$ 4,828.38	\$ 125,537.88
0.91	\$ 4,882.03	\$ 126,932.78
0.92	\$ 4,935.68	\$ 128,327.68
0.93	\$ 4,989.33	\$ 129,722.58
0.94	\$ 5,042.98	\$ 131,117.48
0.95	\$ 5,096.63	\$ 132,512.38
0.96	\$ 5,150.28	\$ 133,907.28
0.97	\$ 5,203.92	\$ 135,301.92
0.98	\$ 5,257.57	\$ 136,696.82
0.99	\$ 5,311.22	\$ 138,091.72
1.00	\$ 5,364.87	\$ 139,486.62
1.01	\$ 5,418.52	\$ 140,881.52
1.02	\$ 5,472.17	\$ 142,276.42
1.03	\$ 5,525.82	\$ 143,671.32
1.04	\$ 5,579.46	\$ 145,065.96
1.05	\$ 5,633.11	\$ 146,460.86
1.06	\$ 5,686.76	\$ 147,855.76
1.07	\$ 5,740.41	\$ 149,250.66
1.08	\$ 5,794.06	\$ 150,645.56
1.09	\$ 5,847.71	\$ 152,040.46
1.10	\$ 5,901.36	\$ 153,435.36