

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

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

Effective April 1, 2011

	<u>Minimum</u>		<u>Policy</u>	<u>Maximum</u>	
	0.80		1.00	1.10	
EC 01	\$ 1,051.48	\$ 27,338.48	\$ 1,314.35	\$ 1,445.79	\$ 37,590.54
EC 02	\$ 1,127.73	\$ 29,320.98	\$ 1,409.66	\$ 1,550.63	\$ 40,316.38
EC 03	\$ 1,209.48	\$ 31,446.48	\$ 1,511.85	\$ 1,663.04	\$ 43,239.04
EC 04	\$ 1,297.17	\$ 33,726.42	\$ 1,621.46	\$ 1,783.61	\$ 46,373.86
EC 05	\$ 1,391.22	\$ 36,171.72	\$ 1,739.02	\$ 1,912.92	\$ 49,735.92
EC 06	\$ 1,492.07	\$ 38,793.82	\$ 1,865.09	\$ 2,051.60	\$ 53,341.60
EC 07	\$ 1,641.28	\$ 42,673.28	\$ 2,051.60	\$ 2,256.76	\$ 58,675.76
EC 08	\$ 1,805.41	\$ 46,940.66	\$ 2,256.76	\$ 2,482.44	\$ 64,543.44
EC 09	\$ 1,985.95	\$ 51,634.70	\$ 2,482.44	\$ 2,730.68	\$ 70,997.68
EC 10	\$ 2,184.54	\$ 56,798.04	\$ 2,730.68	\$ 3,003.75	\$ 78,097.50
EC 11	\$ 2,403.00	\$ 62,478.00	\$ 3,003.75	\$ 3,304.13	\$ 85,907.38
EC 12	\$ 2,643.30	\$ 68,725.80	\$ 3,304.13	\$ 3,634.54	\$ 94,498.04
EC 13	\$ 2,907.63	\$ 75,598.38	\$ 3,634.54	\$ 3,997.99	\$ 103,947.74
EC 14	\$ 3,198.39	\$ 83,158.14	\$ 3,997.99	\$ 4,397.79	\$ 114,342.54
EC 15	\$ 3,518.23	\$ 91,473.98	\$ 4,397.79	\$ 4,837.57	\$ 125,776.82
EC 16	\$ 3,905.23	\$ 101,535.98	\$ 4,881.54	\$ 5,369.69	\$ 139,611.94
EC 17	\$ 4,334.82	\$ 112,705.32	\$ 5,418.52	\$ 5,960.37	\$ 154,969.62

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, 2011

EC 01

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,051.48	\$ 1,314.35	\$ 1,445.79
\$ 27,338.48	\$ 34,173.10	\$ 37,590.54

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,051.48	\$ 27,338.48
0.81	\$ 1,064.62	\$ 27,680.12
0.82	\$ 1,077.77	\$ 28,022.02
0.83	\$ 1,090.91	\$ 28,363.66
0.84	\$ 1,104.05	\$ 28,705.30
0.85	\$ 1,117.20	\$ 29,047.20
0.86	\$ 1,130.34	\$ 29,388.84
0.87	\$ 1,143.48	\$ 29,730.48
0.88	\$ 1,156.63	\$ 30,072.38
0.89	\$ 1,169.77	\$ 30,414.02
0.90	\$ 1,182.92	\$ 30,755.92
0.91	\$ 1,196.06	\$ 31,097.56
0.92	\$ 1,209.20	\$ 31,439.20
0.93	\$ 1,222.35	\$ 31,781.10
0.94	\$ 1,235.49	\$ 32,122.74
0.95	\$ 1,248.63	\$ 32,464.38
0.96	\$ 1,261.78	\$ 32,806.28
0.97	\$ 1,274.92	\$ 33,147.92
0.98	\$ 1,288.06	\$ 33,489.56
0.99	\$ 1,301.21	\$ 33,831.46
1.00	\$ 1,314.35	\$ 34,173.10
1.01	\$ 1,327.49	\$ 34,514.74
1.02	\$ 1,340.64	\$ 34,856.64
1.03	\$ 1,353.78	\$ 35,198.28
1.04	\$ 1,366.92	\$ 35,539.92
1.05	\$ 1,380.07	\$ 35,881.82
1.06	\$ 1,393.21	\$ 36,223.46
1.07	\$ 1,406.35	\$ 36,565.10
1.08	\$ 1,419.50	\$ 36,907.00
1.09	\$ 1,432.64	\$ 37,248.64
1.10	\$ 1,445.79	\$ 37,590.54

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

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Effective April 1, 2011

EC 02

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,127.73	\$ 1,409.66	\$ 1,550.63
\$ 29,320.98	\$ 36,651.16	\$ 40,316.38

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,127.73	\$ 29,320.98
0.81	\$ 1,141.82	\$ 29,687.32
0.82	\$ 1,155.92	\$ 30,053.92
0.83	\$ 1,170.02	\$ 30,420.52
0.84	\$ 1,184.11	\$ 30,786.86
0.85	\$ 1,198.21	\$ 31,153.46
0.86	\$ 1,212.31	\$ 31,520.06
0.87	\$ 1,226.40	\$ 31,886.40
0.88	\$ 1,240.50	\$ 32,253.00
0.89	\$ 1,254.60	\$ 32,619.60
0.90	\$ 1,268.69	\$ 32,985.94
0.91	\$ 1,282.79	\$ 33,352.54
0.92	\$ 1,296.89	\$ 33,719.14
0.93	\$ 1,310.98	\$ 34,085.48
0.94	\$ 1,325.08	\$ 34,452.08
0.95	\$ 1,339.18	\$ 34,818.68
0.96	\$ 1,353.27	\$ 35,185.02
0.97	\$ 1,367.37	\$ 35,551.62
0.98	\$ 1,381.47	\$ 35,918.22
0.99	\$ 1,395.56	\$ 36,284.56
1.00	\$ 1,409.66	\$ 36,651.16
1.01	\$ 1,423.76	\$ 37,017.76
1.02	\$ 1,437.85	\$ 37,384.10
1.03	\$ 1,451.95	\$ 37,750.70
1.04	\$ 1,466.05	\$ 38,117.30
1.05	\$ 1,480.14	\$ 38,483.64
1.06	\$ 1,494.24	\$ 38,850.24
1.07	\$ 1,508.34	\$ 39,216.84
1.08	\$ 1,522.43	\$ 39,583.18
1.09	\$ 1,536.53	\$ 39,949.78
1.10	\$ 1,550.63	\$ 40,316.38

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 03

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,209.48	\$ 1,511.85	\$ 1,663.04
\$ 31,446.48	\$ 39,308.10	\$ 43,239.04

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,209.48	\$ 31,446.48
0.81	\$ 1,224.60	\$ 31,839.60
0.82	\$ 1,239.72	\$ 32,232.72
0.83	\$ 1,254.84	\$ 32,625.84
0.84	\$ 1,269.95	\$ 33,018.70
0.85	\$ 1,285.07	\$ 33,411.82
0.86	\$ 1,300.19	\$ 33,804.94
0.87	\$ 1,315.31	\$ 34,198.06
0.88	\$ 1,330.43	\$ 34,591.18
0.89	\$ 1,345.55	\$ 34,984.30
0.90	\$ 1,360.67	\$ 35,377.42
0.91	\$ 1,375.78	\$ 35,770.28
0.92	\$ 1,390.90	\$ 36,163.40
0.93	\$ 1,406.02	\$ 36,556.52
0.94	\$ 1,421.14	\$ 36,949.64
0.95	\$ 1,436.26	\$ 37,342.76
0.96	\$ 1,451.38	\$ 37,735.88
0.97	\$ 1,466.49	\$ 38,128.74
0.98	\$ 1,481.61	\$ 38,521.86
0.99	\$ 1,496.73	\$ 38,914.98
1.00	\$ 1,511.85	\$ 39,308.10
1.01	\$ 1,526.97	\$ 39,701.22
1.02	\$ 1,542.09	\$ 40,094.34
1.03	\$ 1,557.21	\$ 40,487.46
1.04	\$ 1,572.32	\$ 40,880.32
1.05	\$ 1,587.44	\$ 41,273.44
1.06	\$ 1,602.56	\$ 41,666.56
1.07	\$ 1,617.68	\$ 42,059.68
1.08	\$ 1,632.80	\$ 42,452.80
1.09	\$ 1,647.92	\$ 42,845.92
1.10	\$ 1,663.04	\$ 43,239.04

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 04

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,297.17	\$ 1,621.46	\$ 1,783.61
\$ 33,726.42	\$ 42,157.96	\$ 46,373.86

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,297.17	\$ 33,726.42
0.81	\$ 1,313.38	\$ 34,147.88
0.82	\$ 1,329.60	\$ 34,569.60
0.83	\$ 1,345.81	\$ 34,991.06
0.84	\$ 1,362.03	\$ 35,412.78
0.85	\$ 1,378.24	\$ 35,834.24
0.86	\$ 1,394.46	\$ 36,255.96
0.87	\$ 1,410.67	\$ 36,677.42
0.88	\$ 1,426.88	\$ 37,098.88
0.89	\$ 1,443.10	\$ 37,520.60
0.90	\$ 1,459.31	\$ 37,942.06
0.91	\$ 1,475.53	\$ 38,363.78
0.92	\$ 1,491.74	\$ 38,785.24
0.93	\$ 1,507.96	\$ 39,206.96
0.94	\$ 1,524.17	\$ 39,628.42
0.95	\$ 1,540.39	\$ 40,050.14
0.96	\$ 1,556.60	\$ 40,471.60
0.97	\$ 1,572.82	\$ 40,893.32
0.98	\$ 1,589.03	\$ 41,314.78
0.99	\$ 1,605.25	\$ 41,736.50
1.00	\$ 1,621.46	\$ 42,157.96
1.01	\$ 1,637.67	\$ 42,579.42
1.02	\$ 1,653.89	\$ 43,001.14
1.03	\$ 1,670.10	\$ 43,422.60
1.04	\$ 1,686.32	\$ 43,844.32
1.05	\$ 1,702.53	\$ 44,265.78
1.06	\$ 1,718.75	\$ 44,687.50
1.07	\$ 1,734.96	\$ 45,108.96
1.08	\$ 1,751.18	\$ 45,530.68
1.09	\$ 1,767.39	\$ 45,952.14
1.10	\$ 1,783.61	\$ 46,373.86

**Excluded Classification (EC) Pay Plan
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Effective April 1, 2011

EC 05

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,391.22	\$ 1,739.02	\$ 1,912.92
\$ 36,171.72	\$ 45,214.52	\$ 49,735.92

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,391.22	\$ 36,171.72
0.81	\$ 1,408.61	\$ 36,623.86
0.82	\$ 1,426.00	\$ 37,076.00
0.83	\$ 1,443.39	\$ 37,528.14
0.84	\$ 1,460.78	\$ 37,980.28
0.85	\$ 1,478.17	\$ 38,432.42
0.86	\$ 1,495.56	\$ 38,884.56
0.87	\$ 1,512.95	\$ 39,336.70
0.88	\$ 1,530.34	\$ 39,788.84
0.89	\$ 1,547.73	\$ 40,240.98
0.90	\$ 1,565.12	\$ 40,693.12
0.91	\$ 1,582.51	\$ 41,145.26
0.92	\$ 1,599.90	\$ 41,597.40
0.93	\$ 1,617.29	\$ 42,049.54
0.94	\$ 1,634.68	\$ 42,501.68
0.95	\$ 1,652.07	\$ 42,953.82
0.96	\$ 1,669.46	\$ 43,405.96
0.97	\$ 1,686.85	\$ 43,858.10
0.98	\$ 1,704.24	\$ 44,310.24
0.99	\$ 1,721.63	\$ 44,762.38
1.00	\$ 1,739.02	\$ 45,214.52
1.01	\$ 1,756.41	\$ 45,666.66
1.02	\$ 1,773.80	\$ 46,118.80
1.03	\$ 1,791.19	\$ 46,570.94
1.04	\$ 1,808.58	\$ 47,023.08
1.05	\$ 1,825.97	\$ 47,475.22
1.06	\$ 1,843.36	\$ 47,927.36
1.07	\$ 1,860.75	\$ 48,379.50
1.08	\$ 1,878.14	\$ 48,831.64
1.09	\$ 1,895.53	\$ 49,283.78
1.10	\$ 1,912.92	\$ 49,735.92

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EC 06

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,492.07	\$ 1,865.09	\$ 2,051.60
\$ 38,793.82	\$ 48,492.34	\$ 53,341.60

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,492.07	\$ 38,793.82
0.81	\$ 1,510.72	\$ 39,278.72
0.82	\$ 1,529.37	\$ 39,763.62
0.83	\$ 1,548.02	\$ 40,248.52
0.84	\$ 1,566.68	\$ 40,733.68
0.85	\$ 1,585.33	\$ 41,218.58
0.86	\$ 1,603.98	\$ 41,703.48
0.87	\$ 1,622.63	\$ 42,188.38
0.88	\$ 1,641.28	\$ 42,673.28
0.89	\$ 1,659.93	\$ 43,158.18
0.90	\$ 1,678.58	\$ 43,643.08
0.91	\$ 1,697.23	\$ 44,127.98
0.92	\$ 1,715.88	\$ 44,612.88
0.93	\$ 1,734.53	\$ 45,097.78
0.94	\$ 1,753.18	\$ 45,582.68
0.95	\$ 1,771.84	\$ 46,067.84
0.96	\$ 1,790.49	\$ 46,552.74
0.97	\$ 1,809.14	\$ 47,037.64
0.98	\$ 1,827.79	\$ 47,522.54
0.99	\$ 1,846.44	\$ 48,007.44
1.00	\$ 1,865.09	\$ 48,492.34
1.01	\$ 1,883.74	\$ 48,977.24
1.02	\$ 1,902.39	\$ 49,462.14
1.03	\$ 1,921.04	\$ 49,947.04
1.04	\$ 1,939.69	\$ 50,431.94
1.05	\$ 1,958.34	\$ 50,916.84
1.06	\$ 1,977.00	\$ 51,402.00
1.07	\$ 1,995.65	\$ 51,886.90
1.08	\$ 2,014.30	\$ 52,371.80
1.09	\$ 2,032.95	\$ 52,856.70
1.10	\$ 2,051.60	\$ 53,341.60

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EC 07

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,641.28	\$ 2,051.60	\$ 2,256.76
\$ 42,673.28	\$ 53,341.60	\$ 58,675.76

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,641.28	\$ 42,673.28
0.81	\$ 1,661.80	\$ 43,206.80
0.82	\$ 1,682.31	\$ 43,740.06
0.83	\$ 1,702.83	\$ 44,273.58
0.84	\$ 1,723.34	\$ 44,806.84
0.85	\$ 1,743.86	\$ 45,340.36
0.86	\$ 1,764.38	\$ 45,873.88
0.87	\$ 1,784.89	\$ 46,407.14
0.88	\$ 1,805.41	\$ 46,940.66
0.89	\$ 1,825.92	\$ 47,473.92
0.90	\$ 1,846.44	\$ 48,007.44
0.91	\$ 1,866.96	\$ 48,540.96
0.92	\$ 1,887.47	\$ 49,074.22
0.93	\$ 1,907.99	\$ 49,607.74
0.94	\$ 1,928.50	\$ 50,141.00
0.95	\$ 1,949.02	\$ 50,674.52
0.96	\$ 1,969.54	\$ 51,208.04
0.97	\$ 1,990.05	\$ 51,741.30
0.98	\$ 2,010.57	\$ 52,274.82
0.99	\$ 2,031.08	\$ 52,808.08
1.00	\$ 2,051.60	\$ 53,341.60
1.01	\$ 2,072.12	\$ 53,875.12
1.02	\$ 2,092.63	\$ 54,408.38
1.03	\$ 2,113.15	\$ 54,941.90
1.04	\$ 2,133.66	\$ 55,475.16
1.05	\$ 2,154.18	\$ 56,008.68
1.06	\$ 2,174.70	\$ 56,542.20
1.07	\$ 2,195.21	\$ 57,075.46
1.08	\$ 2,215.73	\$ 57,608.98
1.09	\$ 2,236.24	\$ 58,142.24
1.10	\$ 2,256.76	\$ 58,675.76

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EC 08

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,805.41	\$ 2,256.76	\$ 2,482.44
\$ 46,940.66	\$ 58,675.76	\$ 64,543.44

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,805.41	\$ 46,940.66
0.81	\$ 1,827.98	\$ 47,527.48
0.82	\$ 1,850.54	\$ 48,114.04
0.83	\$ 1,873.11	\$ 48,700.86
0.84	\$ 1,895.68	\$ 49,287.68
0.85	\$ 1,918.25	\$ 49,874.50
0.86	\$ 1,940.81	\$ 50,461.06
0.87	\$ 1,963.38	\$ 51,047.88
0.88	\$ 1,985.95	\$ 51,634.70
0.89	\$ 2,008.52	\$ 52,221.52
0.90	\$ 2,031.08	\$ 52,808.08
0.91	\$ 2,053.65	\$ 53,394.90
0.92	\$ 2,076.22	\$ 53,981.72
0.93	\$ 2,098.79	\$ 54,568.54
0.94	\$ 2,121.35	\$ 55,155.10
0.95	\$ 2,143.92	\$ 55,741.92
0.96	\$ 2,166.49	\$ 56,328.74
0.97	\$ 2,189.06	\$ 56,915.56
0.98	\$ 2,211.62	\$ 57,502.12
0.99	\$ 2,234.19	\$ 58,088.94
1.00	\$ 2,256.76	\$ 58,675.76
1.01	\$ 2,279.33	\$ 59,262.58
1.02	\$ 2,301.90	\$ 59,849.40
1.03	\$ 2,324.46	\$ 60,435.96
1.04	\$ 2,347.03	\$ 61,022.78
1.05	\$ 2,369.60	\$ 61,609.60
1.06	\$ 2,392.17	\$ 62,196.42
1.07	\$ 2,414.73	\$ 62,782.98
1.08	\$ 2,437.30	\$ 63,369.80
1.09	\$ 2,459.87	\$ 63,956.62
1.10	\$ 2,482.44	\$ 64,543.44

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EC 09

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 1,985.95	\$ 2,482.44	\$ 2,730.68
\$ 51,634.70	\$ 64,543.44	\$ 70,997.68

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 1,985.95	\$ 51,634.70
0.81	\$ 2,010.78	\$ 52,280.28
0.82	\$ 2,035.60	\$ 52,925.60
0.83	\$ 2,060.43	\$ 53,571.18
0.84	\$ 2,085.25	\$ 54,216.50
0.85	\$ 2,110.07	\$ 54,861.82
0.86	\$ 2,134.90	\$ 55,507.40
0.87	\$ 2,159.72	\$ 56,152.72
0.88	\$ 2,184.55	\$ 56,798.30
0.89	\$ 2,209.37	\$ 57,443.62
0.90	\$ 2,234.20	\$ 58,089.20
0.91	\$ 2,259.02	\$ 58,734.52
0.92	\$ 2,283.84	\$ 59,379.84
0.93	\$ 2,308.67	\$ 60,025.42
0.94	\$ 2,333.49	\$ 60,670.74
0.95	\$ 2,358.32	\$ 61,316.32
0.96	\$ 2,383.14	\$ 61,961.64
0.97	\$ 2,407.97	\$ 62,607.22
0.98	\$ 2,432.79	\$ 63,252.54
0.99	\$ 2,457.62	\$ 63,898.12
1.00	\$ 2,482.44	\$ 64,543.44
1.01	\$ 2,507.26	\$ 65,188.76
1.02	\$ 2,532.09	\$ 65,834.34
1.03	\$ 2,556.91	\$ 66,479.66
1.04	\$ 2,581.74	\$ 67,125.24
1.05	\$ 2,606.56	\$ 67,770.56
1.06	\$ 2,631.39	\$ 68,416.14
1.07	\$ 2,656.21	\$ 69,061.46
1.08	\$ 2,681.04	\$ 69,707.04
1.09	\$ 2,705.86	\$ 70,352.36
1.10	\$ 2,730.68	\$ 70,997.68

**Excluded Classification (EC) Pay Plan
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EC 10

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 2,184.54	\$ 2,730.68	\$ 3,003.75
\$ 56,798.04	\$ 70,997.68	\$ 78,097.50

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 2,184.54	\$ 56,798.04
0.81	\$ 2,211.85	\$ 57,508.10
0.82	\$ 2,239.16	\$ 58,218.16
0.83	\$ 2,266.46	\$ 58,927.96
0.84	\$ 2,293.77	\$ 59,638.02
0.85	\$ 2,321.08	\$ 60,348.08
0.86	\$ 2,348.38	\$ 61,057.88
0.87	\$ 2,375.69	\$ 61,767.94
0.88	\$ 2,403.00	\$ 62,478.00
0.89	\$ 2,430.31	\$ 63,188.06
0.90	\$ 2,457.61	\$ 63,897.86
0.91	\$ 2,484.92	\$ 64,607.92
0.92	\$ 2,512.23	\$ 65,317.98
0.93	\$ 2,539.53	\$ 66,027.78
0.94	\$ 2,566.84	\$ 66,737.84
0.95	\$ 2,594.15	\$ 67,447.90
0.96	\$ 2,621.45	\$ 68,157.70
0.97	\$ 2,648.76	\$ 68,867.76
0.98	\$ 2,676.07	\$ 69,577.82
0.99	\$ 2,703.37	\$ 70,287.62
1.00	\$ 2,730.68	\$ 70,997.68
1.01	\$ 2,757.99	\$ 71,707.74
1.02	\$ 2,785.29	\$ 72,417.54
1.03	\$ 2,812.60	\$ 73,127.60
1.04	\$ 2,839.91	\$ 73,837.66
1.05	\$ 2,867.21	\$ 74,547.46
1.06	\$ 2,894.52	\$ 75,257.52
1.07	\$ 2,921.83	\$ 75,967.58
1.08	\$ 2,949.13	\$ 76,677.38
1.09	\$ 2,976.44	\$ 77,387.44
1.10	\$ 3,003.75	\$ 78,097.50

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 11

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 2,403.00	\$ 3,003.75	\$ 3,304.13
\$ 62,478.00	\$ 78,097.50	\$ 85,907.38

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 2,403.00	\$ 62,478.00
0.81	\$ 2,433.04	\$ 63,259.04
0.82	\$ 2,463.08	\$ 64,040.08
0.83	\$ 2,493.11	\$ 64,820.86
0.84	\$ 2,523.15	\$ 65,601.90
0.85	\$ 2,553.19	\$ 66,382.94
0.86	\$ 2,583.23	\$ 67,163.98
0.87	\$ 2,613.26	\$ 67,944.76
0.88	\$ 2,643.30	\$ 68,725.80
0.89	\$ 2,673.34	\$ 69,506.84
0.90	\$ 2,703.38	\$ 70,287.88
0.91	\$ 2,733.41	\$ 71,068.66
0.92	\$ 2,763.45	\$ 71,849.70
0.93	\$ 2,793.49	\$ 72,630.74
0.94	\$ 2,823.53	\$ 73,411.78
0.95	\$ 2,853.56	\$ 74,192.56
0.96	\$ 2,883.60	\$ 74,973.60
0.97	\$ 2,913.64	\$ 75,754.64
0.98	\$ 2,943.68	\$ 76,535.68
0.99	\$ 2,973.71	\$ 77,316.46
1.00	\$ 3,003.75	\$ 78,097.50
1.01	\$ 3,033.79	\$ 78,878.54
1.02	\$ 3,063.83	\$ 79,659.58
1.03	\$ 3,093.86	\$ 80,440.36
1.04	\$ 3,123.90	\$ 81,221.40
1.05	\$ 3,153.94	\$ 82,002.44
1.06	\$ 3,183.98	\$ 82,783.48
1.07	\$ 3,214.01	\$ 83,564.26
1.08	\$ 3,244.05	\$ 84,345.30
1.09	\$ 3,274.09	\$ 85,126.34
1.10	\$ 3,304.13	\$ 85,907.38

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 12

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 2,643.30	\$ 3,304.13	\$ 3,634.54
\$ 68,725.80	\$ 85,907.38	\$ 94,498.04

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 2,643.30	\$ 68,725.80
0.81	\$ 2,676.35	\$ 69,585.10
0.82	\$ 2,709.39	\$ 70,444.14
0.83	\$ 2,742.43	\$ 71,303.18
0.84	\$ 2,775.47	\$ 72,162.22
0.85	\$ 2,808.51	\$ 73,021.26
0.86	\$ 2,841.55	\$ 73,880.30
0.87	\$ 2,874.59	\$ 74,739.34
0.88	\$ 2,907.63	\$ 75,598.38
0.89	\$ 2,940.68	\$ 76,457.68
0.90	\$ 2,973.72	\$ 77,316.72
0.91	\$ 3,006.76	\$ 78,175.76
0.92	\$ 3,039.80	\$ 79,034.80
0.93	\$ 3,072.84	\$ 79,893.84
0.94	\$ 3,105.88	\$ 80,752.88
0.95	\$ 3,138.92	\$ 81,611.92
0.96	\$ 3,171.96	\$ 82,470.96
0.97	\$ 3,205.01	\$ 83,330.26
0.98	\$ 3,238.05	\$ 84,189.30
0.99	\$ 3,271.09	\$ 85,048.34
1.00	\$ 3,304.13	\$ 85,907.38
1.01	\$ 3,337.17	\$ 86,766.42
1.02	\$ 3,370.21	\$ 87,625.46
1.03	\$ 3,403.25	\$ 88,484.50
1.04	\$ 3,436.30	\$ 89,343.80
1.05	\$ 3,469.34	\$ 90,202.84
1.06	\$ 3,502.38	\$ 91,061.88
1.07	\$ 3,535.42	\$ 91,920.92
1.08	\$ 3,568.46	\$ 92,779.96
1.09	\$ 3,601.50	\$ 93,639.00
1.10	\$ 3,634.54	\$ 94,498.04

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 13

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 2,907.63	\$ 3,634.54	\$ 3,997.99
\$ 75,598.38	\$ 94,498.04	\$ 103,947.74

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 2,907.63	\$ 75,598.38
0.81	\$ 2,943.98	\$ 76,543.48
0.82	\$ 2,980.32	\$ 77,488.32
0.83	\$ 3,016.67	\$ 78,433.42
0.84	\$ 3,053.01	\$ 79,378.26
0.85	\$ 3,089.36	\$ 80,323.36
0.86	\$ 3,125.70	\$ 81,268.20
0.87	\$ 3,162.05	\$ 82,213.30
0.88	\$ 3,198.40	\$ 83,158.40
0.89	\$ 3,234.74	\$ 84,103.24
0.90	\$ 3,271.09	\$ 85,048.34
0.91	\$ 3,307.43	\$ 85,993.18
0.92	\$ 3,343.78	\$ 86,938.28
0.93	\$ 3,380.12	\$ 87,883.12
0.94	\$ 3,416.47	\$ 88,828.22
0.95	\$ 3,452.81	\$ 89,773.06
0.96	\$ 3,489.16	\$ 90,718.16
0.97	\$ 3,525.50	\$ 91,663.00
0.98	\$ 3,561.85	\$ 92,608.10
0.99	\$ 3,598.19	\$ 93,552.94
1.00	\$ 3,634.54	\$ 94,498.04
1.01	\$ 3,670.89	\$ 95,443.14
1.02	\$ 3,707.23	\$ 96,387.98
1.03	\$ 3,743.58	\$ 97,333.08
1.04	\$ 3,779.92	\$ 98,277.92
1.05	\$ 3,816.27	\$ 99,223.02
1.06	\$ 3,852.61	\$ 100,167.86
1.07	\$ 3,888.96	\$ 101,112.96
1.08	\$ 3,925.30	\$ 102,057.80
1.09	\$ 3,961.65	\$ 103,002.90
1.10	\$ 3,997.99	\$ 103,947.74

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 14

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 3,198.39	\$ 3,997.99	\$ 4,397.79
\$ 83,158.14	\$ 103,947.74	\$ 114,342.54

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 3,198.39	\$ 83,158.14
0.81	\$ 3,238.37	\$ 84,197.62
0.82	\$ 3,278.35	\$ 85,237.10
0.83	\$ 3,318.33	\$ 86,276.58
0.84	\$ 3,358.31	\$ 87,316.06
0.85	\$ 3,398.29	\$ 88,355.54
0.86	\$ 3,438.27	\$ 89,395.02
0.87	\$ 3,478.25	\$ 90,434.50
0.88	\$ 3,518.23	\$ 91,473.98
0.89	\$ 3,558.21	\$ 92,513.46
0.90	\$ 3,598.19	\$ 93,552.94
0.91	\$ 3,638.17	\$ 94,592.42
0.92	\$ 3,678.15	\$ 95,631.90
0.93	\$ 3,718.13	\$ 96,671.38
0.94	\$ 3,758.11	\$ 97,710.86
0.95	\$ 3,798.09	\$ 98,750.34
0.96	\$ 3,838.07	\$ 99,789.82
0.97	\$ 3,878.05	\$ 100,829.30
0.98	\$ 3,918.03	\$ 101,868.78
0.99	\$ 3,958.01	\$ 102,908.26
1.00	\$ 3,997.99	\$ 103,947.74
1.01	\$ 4,037.97	\$ 104,987.22
1.02	\$ 4,077.95	\$ 106,026.70
1.03	\$ 4,117.93	\$ 107,066.18
1.04	\$ 4,157.91	\$ 108,105.66
1.05	\$ 4,197.89	\$ 109,145.14
1.06	\$ 4,237.87	\$ 110,184.62
1.07	\$ 4,277.85	\$ 111,224.10
1.08	\$ 4,317.83	\$ 112,263.58
1.09	\$ 4,357.81	\$ 113,303.06
1.10	\$ 4,397.79	\$ 114,342.54

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 15

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 3,518.23	\$ 4,397.79	\$ 4,837.57
\$ 91,473.98	\$ 114,342.54	\$ 125,776.82

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 3,518.23	\$ 91,473.98
0.81	\$ 3,562.21	\$ 92,617.46
0.82	\$ 3,606.19	\$ 93,760.94
0.83	\$ 3,650.17	\$ 94,904.42
0.84	\$ 3,694.14	\$ 96,047.64
0.85	\$ 3,738.12	\$ 97,191.12
0.86	\$ 3,782.10	\$ 98,334.60
0.87	\$ 3,826.08	\$ 99,478.08
0.88	\$ 3,870.06	\$ 100,621.56
0.89	\$ 3,914.03	\$ 101,764.78
0.90	\$ 3,958.01	\$ 102,908.26
0.91	\$ 4,001.99	\$ 104,051.74
0.92	\$ 4,045.97	\$ 105,195.22
0.93	\$ 4,089.94	\$ 106,338.44
0.94	\$ 4,133.92	\$ 107,481.92
0.95	\$ 4,177.90	\$ 108,625.40
0.96	\$ 4,221.88	\$ 109,768.88
0.97	\$ 4,265.86	\$ 110,912.36
0.98	\$ 4,309.83	\$ 112,055.58
0.99	\$ 4,353.81	\$ 113,199.06
1.00	\$ 4,397.79	\$ 114,342.54
1.01	\$ 4,441.77	\$ 115,486.02
1.02	\$ 4,485.75	\$ 116,629.50
1.03	\$ 4,529.72	\$ 117,772.72
1.04	\$ 4,573.70	\$ 118,916.20
1.05	\$ 4,617.68	\$ 120,059.68
1.06	\$ 4,661.66	\$ 121,203.16
1.07	\$ 4,705.64	\$ 122,346.64
1.08	\$ 4,749.61	\$ 123,489.86
1.09	\$ 4,793.59	\$ 124,633.34
1.10	\$ 4,837.57	\$ 125,776.82

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 16

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 3,905.23	\$ 4,881.54	\$ 5,369.69
\$ 101,535.98	\$ 126,920.04	\$ 139,611.94

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 3,905.23	\$ 101,535.98
0.81	\$ 3,954.05	\$ 102,805.30
0.82	\$ 4,002.86	\$ 104,074.36
0.83	\$ 4,051.68	\$ 105,343.68
0.84	\$ 4,100.49	\$ 106,612.74
0.85	\$ 4,149.31	\$ 107,882.06
0.86	\$ 4,198.12	\$ 109,151.12
0.87	\$ 4,246.94	\$ 110,420.44
0.88	\$ 4,295.76	\$ 111,689.76
0.89	\$ 4,344.57	\$ 112,958.82
0.90	\$ 4,393.39	\$ 114,228.14
0.91	\$ 4,442.20	\$ 115,497.20
0.92	\$ 4,491.02	\$ 116,766.52
0.93	\$ 4,539.83	\$ 118,035.58
0.94	\$ 4,588.65	\$ 119,304.90
0.95	\$ 4,637.46	\$ 120,573.96
0.96	\$ 4,686.28	\$ 121,843.28
0.97	\$ 4,735.09	\$ 123,112.34
0.98	\$ 4,783.91	\$ 124,381.66
0.99	\$ 4,832.72	\$ 125,650.72
1.00	\$ 4,881.54	\$ 126,920.04
1.01	\$ 4,930.36	\$ 128,189.36
1.02	\$ 4,979.17	\$ 129,458.42
1.03	\$ 5,027.99	\$ 130,727.74
1.04	\$ 5,076.80	\$ 131,996.80
1.05	\$ 5,125.62	\$ 133,266.12
1.06	\$ 5,174.43	\$ 134,535.18
1.07	\$ 5,223.25	\$ 135,804.50
1.08	\$ 5,272.06	\$ 137,073.56
1.09	\$ 5,320.88	\$ 138,342.88
1.10	\$ 5,369.69	\$ 139,611.94

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

Approximate Annual Salary = Bi-weekly Salary * 26 Pay Periods
Effective April 1, 2011

EC 17

<u>Minimum</u>	<u>Policy</u>	<u>Maximum</u>
\$ 4,334.82	\$ 5,418.52	\$ 5,960.37
\$ 112,705.32	\$ 140,881.52	\$ 154,969.62

<u>Compa-ratio</u>	<u>Bi-weekly</u>	<u>Approximate Annual</u>
0.80	\$ 4,334.82	\$ 112,705.32
0.81	\$ 4,389.00	\$ 114,114.00
0.82	\$ 4,443.19	\$ 115,522.94
0.83	\$ 4,497.37	\$ 116,931.62
0.84	\$ 4,551.56	\$ 118,340.56
0.85	\$ 4,605.74	\$ 119,749.24
0.86	\$ 4,659.93	\$ 121,158.18
0.87	\$ 4,714.11	\$ 122,566.86
0.88	\$ 4,768.30	\$ 123,975.80
0.89	\$ 4,822.48	\$ 125,384.48
0.90	\$ 4,876.67	\$ 126,793.42
0.91	\$ 4,930.85	\$ 128,202.10
0.92	\$ 4,985.04	\$ 129,611.04
0.93	\$ 5,039.22	\$ 131,019.72
0.94	\$ 5,093.41	\$ 132,428.66
0.95	\$ 5,147.59	\$ 133,837.34
0.96	\$ 5,201.78	\$ 135,246.28
0.97	\$ 5,255.96	\$ 136,654.96
0.98	\$ 5,310.15	\$ 138,063.90
0.99	\$ 5,364.33	\$ 139,472.58
1.00	\$ 5,418.52	\$ 140,881.52
1.01	\$ 5,472.71	\$ 142,290.46
1.02	\$ 5,526.89	\$ 143,699.14
1.03	\$ 5,581.08	\$ 145,108.08
1.04	\$ 5,635.26	\$ 146,516.76
1.05	\$ 5,689.45	\$ 147,925.70
1.06	\$ 5,743.63	\$ 149,334.38
1.07	\$ 5,797.82	\$ 150,743.32
1.08	\$ 5,852.00	\$ 152,152.00
1.09	\$ 5,906.19	\$ 153,560.94
1.10	\$ 5,960.37	\$ 154,969.62