

**SALARY GRADE RANGES**  
effective September 1, 2009

**NON-CLASSIFIED EXEMPT RANGES**

| Grade | 1st Quartile |            | 2nd Quartile |            | 3rd Quartile |            | 4th Quartile |            |
|-------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|
|       | Minimum      | Maximum    | Minimum      | Maximum    | Minimum      | Maximum    | Minimum      | Maximum    |
|       |              |            | Midpoint     |            | Midpoint     |            | Midpoint     |            |
| 1     | \$ 200,000   | \$ 360,000 | \$ 240,000   | \$ 320,000 | \$ 280,000   | \$ 320,000 | \$ 240,000   | \$ 360,000 |
|       | \$ 16,667    | \$ 30,000  | \$ 20,000    | \$ 26,667  | \$ 23,333    | \$ 26,667  | \$ 20,000    | \$ 30,000  |
| 2     | \$ 118,000   | \$ 216,000 | \$ 142,500   | \$ 191,500 | \$ 167,000   | \$ 191,500 | \$ 142,500   | \$ 216,000 |
|       | \$ 9,833     | \$ 18,000  | \$ 11,875    | \$ 15,958  | \$ 13,917    | \$ 15,958  | \$ 11,875    | \$ 18,000  |
| 3     | \$ 100,000   | \$ 186,000 | \$ 121,500   | \$ 164,500 | \$ 143,000   | \$ 164,500 | \$ 121,500   | \$ 186,000 |
|       | \$ 8,333     | \$ 15,500  | \$ 10,125    | \$ 13,708  | \$ 11,917    | \$ 13,708  | \$ 10,125    | \$ 15,500  |
| 4     | \$ 83,000    | \$ 147,000 | \$ 99,000    | \$ 131,000 | \$ 115,000   | \$ 131,000 | \$ 99,000    | \$ 147,000 |
|       | \$ 6,917     | \$ 12,250  | \$ 8,250     | \$ 10,917  | \$ 9,583     | \$ 10,917  | \$ 8,250     | \$ 12,250  |
| 5     | \$ 65,000    | \$ 115,000 | \$ 77,500    | \$ 102,500 | \$ 90,000    | \$ 102,500 | \$ 77,500    | \$ 115,000 |
|       | \$ 5,417     | \$ 9,583   | \$ 6,458     | \$ 8,542   | \$ 7,500     | \$ 8,542   | \$ 6,458     | \$ 9,583   |
| 6     | \$ 51,000    | \$ 89,600  | \$ 60,650    | \$ 79,950  | \$ 70,300    | \$ 79,950  | \$ 60,650    | \$ 89,600  |
|       | \$ 4,250     | \$ 7,467   | \$ 5,054     | \$ 6,663   | \$ 5,858     | \$ 6,663   | \$ 5,054     | \$ 7,467   |
| 7     | \$ 45,000    | \$ 79,000  | \$ 53,500    | \$ 70,500  | \$ 62,000    | \$ 70,500  | \$ 53,500    | \$ 79,000  |
|       | \$ 3,750     | \$ 6,583   | \$ 4,458     | \$ 5,875   | \$ 5,167     | \$ 5,875   | \$ 4,458     | \$ 6,583   |
| 8     | \$ 41,000    | \$ 69,800  | \$ 48,200    | \$ 62,600  | \$ 55,400    | \$ 62,600  | \$ 48,200    | \$ 69,800  |
|       | \$ 3,417     | \$ 5,817   | \$ 4,017     | \$ 5,217   | \$ 4,617     | \$ 5,217   | \$ 4,017     | \$ 5,817   |
| 9     | \$ 37,000    | \$ 62,000  | \$ 43,250    | \$ 55,750  | \$ 49,500    | \$ 55,750  | \$ 43,250    | \$ 62,000  |
|       | \$ 3,083     | \$ 5,167   | \$ 3,604     | \$ 4,646   | \$ 4,125     | \$ 4,646   | \$ 3,604     | \$ 5,167   |
| 10    | \$ 35,000    | \$ 55,000  | \$ 40,000    | \$ 50,000  | \$ 45,000    | \$ 50,000  | \$ 40,000    | \$ 55,000  |
|       | \$ 2,917     | \$ 4,583   | \$ 3,333     | \$ 4,167   | \$ 3,750     | \$ 4,167   | \$ 3,333     | \$ 4,583   |
| 11    | \$ 31,300    | \$ 49,300  | \$ 35,800    | \$ 44,800  | \$ 40,300    | \$ 44,800  | \$ 35,800    | \$ 49,300  |
|       | \$ 2,608     | \$ 4,108   | \$ 2,983     | \$ 3,733   | \$ 3,358     | \$ 3,733   | \$ 2,983     | \$ 4,108   |
| 12    | \$ 28,000    | \$ 44,000  | \$ 32,000    | \$ 40,000  | \$ 36,000    | \$ 40,000  | \$ 32,000    | \$ 44,000  |
|       | \$ 2,333     | \$ 3,667   | \$ 2,667     | \$ 3,333   | \$ 3,000     | \$ 3,333   | \$ 2,667     | \$ 3,667   |
|       | \$ 13.41     | \$ 21.07   | \$ 15.33     | \$ 19.16   | \$ 17.24     | \$ 19.16   | \$ 15.33     | \$ 21.07   |

**CLASSIFIED NON-EXEMPT RANGES**

| Grade | 1st Quartile |           | 2nd Quartile |           | 3rd Quartile |           | 4th Quartile |           |
|-------|--------------|-----------|--------------|-----------|--------------|-----------|--------------|-----------|
|       | Minimum      | Maximum   | Minimum      | Maximum   | Minimum      | Maximum   | Minimum      | Maximum   |
|       |              |           | Midpoint     |           | Midpoint     |           | Midpoint     |           |
| 13    | \$ 37,500    | \$ 60,500 | \$ 43,250    | \$ 49,000 | \$ 49,000    | \$ 54,750 | \$ 43,250    | \$ 60,500 |
|       | \$ 3,125     | \$ 5,042  | \$ 3,604     | \$ 4,083  | \$ 4,083     | \$ 4,563  | \$ 3,125     | \$ 5,042  |
|       | \$ 17.96     | \$ 28.98  | \$ 20.71     | \$ 23.47  | \$ 23.47     | \$ 26.22  | \$ 17.96     | \$ 28.98  |
| 14    | \$ 35,300    | \$ 54,700 | \$ 40,150    | \$ 45,000 | \$ 45,000    | \$ 49,850 | \$ 40,150    | \$ 54,700 |
|       | \$ 2,942     | \$ 4,558  | \$ 3,346     | \$ 3,750  | \$ 3,750     | \$ 4,154  | \$ 2,942     | \$ 4,558  |
|       | \$ 16.91     | \$ 26.20  | \$ 19.23     | \$ 21.55  | \$ 21.55     | \$ 23.87  | \$ 16.91     | \$ 26.20  |
| 15    | \$ 32,000    | \$ 50,000 | \$ 36,500    | \$ 41,000 | \$ 41,000    | \$ 45,500 | \$ 36,500    | \$ 50,000 |
|       | \$ 2,667     | \$ 4,167  | \$ 3,042     | \$ 3,417  | \$ 3,417     | \$ 3,792  | \$ 2,667     | \$ 4,167  |
|       | \$ 15.33     | \$ 23.95  | \$ 17.48     | \$ 19.64  | \$ 19.64     | \$ 21.79  | \$ 15.33     | \$ 23.95  |
| 16    | \$ 29,600    | \$ 45,800 | \$ 33,650    | \$ 37,700 | \$ 37,700    | \$ 41,750 | \$ 33,650    | \$ 45,800 |
|       | \$ 2,467     | \$ 3,817  | \$ 2,804     | \$ 3,142  | \$ 3,142     | \$ 3,479  | \$ 2,467     | \$ 3,817  |
|       | \$ 14.18     | \$ 21.93  | \$ 16.12     | \$ 18.06  | \$ 18.06     | \$ 20.00  | \$ 14.18     | \$ 21.93  |
| 17    | \$ 27,500    | \$ 42,500 | \$ 31,250    | \$ 35,000 | \$ 35,000    | \$ 38,750 | \$ 31,250    | \$ 42,500 |
|       | \$ 2,292     | \$ 3,542  | \$ 2,604     | \$ 2,917  | \$ 2,917     | \$ 3,229  | \$ 2,292     | \$ 3,542  |
|       | \$ 13.17     | \$ 20.35  | \$ 14.97     | \$ 16.76  | \$ 16.76     | \$ 18.56  | \$ 13.17     | \$ 20.35  |
| 18    | \$ 25,400    | \$ 39,400 | \$ 28,900    | \$ 32,400 | \$ 32,400    | \$ 35,900 | \$ 28,900    | \$ 39,400 |
|       | \$ 2,117     | \$ 3,283  | \$ 2,408     | \$ 2,700  | \$ 2,700     | \$ 2,992  | \$ 2,117     | \$ 3,283  |
|       | \$ 12.16     | \$ 18.87  | \$ 13.84     | \$ 15.52  | \$ 15.52     | \$ 17.19  | \$ 12.16     | \$ 18.87  |
| 19    | \$ 23,500    | \$ 36,300 | \$ 26,700    | \$ 29,900 | \$ 29,900    | \$ 33,100 | \$ 26,700    | \$ 36,300 |
|       | \$ 1,958     | \$ 3,025  | \$ 2,225     | \$ 2,492  | \$ 2,492     | \$ 2,758  | \$ 1,958     | \$ 3,025  |
|       | \$ 11.25     | \$ 17.39  | \$ 12.79     | \$ 14.32  | \$ 14.32     | \$ 15.85  | \$ 11.25     | \$ 17.39  |
| 20    | \$ 21,800    | \$ 33,600 | \$ 24,750    | \$ 27,700 | \$ 27,700    | \$ 30,650 | \$ 24,750    | \$ 33,600 |
|       | \$ 1,817     | \$ 2,800  | \$ 2,063     | \$ 2,308  | \$ 2,308     | \$ 2,554  | \$ 1,817     | \$ 2,800  |
|       | \$ 10.44     | \$ 16.09  | \$ 11.85     | \$ 13.27  | \$ 13.27     | \$ 14.68  | \$ 10.44     | \$ 16.09  |
| 21    | \$ 20,200    | \$ 31,200 | \$ 22,950    | \$ 25,700 | \$ 25,700    | \$ 28,450 | \$ 22,950    | \$ 31,200 |
|       | \$ 1,683     | \$ 2,600  | \$ 1,913     | \$ 2,142  | \$ 2,142     | \$ 2,371  | \$ 1,683     | \$ 2,600  |
|       | \$ 9.67      | \$ 14.94  | \$ 10.99     | \$ 12.31  | \$ 12.31     | \$ 13.63  | \$ 9.67      | \$ 14.94  |
| 22    | \$ 18,600    | \$ 29,000 | \$ 21,200    | \$ 23,800 | \$ 23,800    | \$ 26,400 | \$ 21,200    | \$ 29,000 |
|       | \$ 1,550     | \$ 2,417  | \$ 1,767     | \$ 1,983  | \$ 1,983     | \$ 2,200  | \$ 1,550     | \$ 2,417  |
|       | \$ 8.91      | \$ 13.89  | \$ 10.15     | \$ 11.40  | \$ 11.40     | \$ 12.64  | \$ 8.91      | \$ 13.89  |
| 23    | \$ 17,400    | \$ 26,800 | \$ 19,750    | \$ 22,100 | \$ 22,100    | \$ 24,450 | \$ 19,750    | \$ 26,800 |
|       | \$ 1,450     | \$ 2,233  | \$ 1,646     | \$ 1,842  | \$ 1,842     | \$ 2,038  | \$ 1,450     | \$ 2,233  |
|       | \$ 8.33      | \$ 12.84  | \$ 9.46      | \$ 10.58  | \$ 10.58     | \$ 11.71  | \$ 8.33      | \$ 12.84  |
| 24    | \$ 16,300    | \$ 24,700 | \$ 18,400    | \$ 20,500 | \$ 20,500    | \$ 22,600 | \$ 18,400    | \$ 24,700 |
|       | \$ 1,358     | \$ 2,058  | \$ 1,533     | \$ 1,708  | \$ 1,708     | \$ 1,883  | \$ 1,358     | \$ 2,058  |
|       | \$ 7.81      | \$ 11.83  | \$ 8.81      | \$ 9.82   | \$ 9.82      | \$ 10.82  | \$ 7.81      | \$ 11.83  |

**INFORMATION TECHNOLOGY SERVICES - SALARY GRADE RANGES**

*effective September 1, 2009*

**NON-CLASSIFIED EXEMPT RANGES**

| "A"<br>Grade | 1st Quartile |            | 2nd Quartile |            | 3rd Quartile |            | 4th Quartile |          |           |           |
|--------------|--------------|------------|--------------|------------|--------------|------------|--------------|----------|-----------|-----------|
|              | Minimum      | Midpoint   | Maximum      | Minimum    | Midpoint     | Maximum    | Minimum      | Maximum  |           |           |
|              | 51           | \$ 100,000 | \$ 115,000   | \$ 130,000 | \$ 145,000   | \$ 160,000 | \$ 8,333     | \$ 9,583 | \$ 10,833 | \$ 12,083 |
| 52           | \$ 80,000    | \$ 95,000  | \$ 110,000   | \$ 120,000 | \$ 130,000   | \$ 6,667   | \$ 7,917     | \$ 9,167 | \$ 10,000 | \$ 10,833 |
| 53           | \$ 70,000    | \$ 80,000  | \$ 90,000    | \$ 100,000 | \$ 110,000   | \$ 5,833   | \$ 6,667     | \$ 7,500 | \$ 8,333  | \$ 9,167  |
| 54           | \$ 60,000    | \$ 67,500  | \$ 75,000    | \$ 82,500  | \$ 90,000    | \$ 5,000   | \$ 5,625     | \$ 6,250 | \$ 6,875  | \$ 7,500  |
| 55           | \$ 53,000    | \$ 61,000  | \$ 69,000    | \$ 77,000  | \$ 85,000    | \$ 4,417   | \$ 5,083     | \$ 5,750 | \$ 6,417  | \$ 7,083  |
| 56           | \$ 49,000    | \$ 56,000  | \$ 63,000    | \$ 70,000  | \$ 77,000    | \$ 4,083   | \$ 4,667     | \$ 5,250 | \$ 5,833  | \$ 6,417  |
| 57           | \$ 45,000    | \$ 51,000  | \$ 57,000    | \$ 63,000  | \$ 69,000    | \$ 3,750   | \$ 4,250     | \$ 4,750 | \$ 5,250  | \$ 5,750  |
| 58           | \$ 42,000    | \$ 47,500  | \$ 53,000    | \$ 58,500  | \$ 64,000    | \$ 3,500   | \$ 3,958     | \$ 4,417 | \$ 4,875  | \$ 5,333  |
| 59           | \$ 38,000    | \$ 43,650  | \$ 49,300    | \$ 54,950  | \$ 60,600    | \$ 3,167   | \$ 3,638     | \$ 4,108 | \$ 4,579  | \$ 5,050  |
| 60           | \$ 35,000    | \$ 40,250  | \$ 45,500    | \$ 50,750  | \$ 56,000    | \$ 2,917   | \$ 3,354     | \$ 3,792 | \$ 4,229  | \$ 4,667  |
| 61           | \$ 31,800    | \$ 36,550  | \$ 41,300    | \$ 46,050  | \$ 50,800    | \$ 2,650   | \$ 3,046     | \$ 3,442 | \$ 3,838  | \$ 4,233  |

**CLASSIFIED NON-EXEMPT RANGES**

| "B" or "C"<br>Grade | 1st Quartile |           | 2nd Quartile |           | 3rd Quartile |           | 4th Quartile |          |          |          |
|---------------------|--------------|-----------|--------------|-----------|--------------|-----------|--------------|----------|----------|----------|
|                     | Minimum      | Midpoint  | Maximum      | Minimum   | Midpoint     | Maximum   | Minimum      | Maximum  |          |          |
|                     | 71           | \$ 41,000 | \$ 46,700    | \$ 52,400 | \$ 58,100    | \$ 63,800 | \$ 3,417     | \$ 3,892 | \$ 4,367 | \$ 4,842 |
| 72                  | \$ 35,200    | \$ 40,200 | \$ 45,200    | \$ 50,200 | \$ 55,200    | \$ 2,933  | \$ 3,350     | \$ 3,767 | \$ 4,183 | \$ 4,600 |
| 73                  | \$ 29,300    | \$ 34,250 | \$ 39,200    | \$ 44,150 | \$ 49,100    | \$ 2,442  | \$ 2,854     | \$ 3,267 | \$ 3,679 | \$ 4,092 |
| 74                  | \$ 27,000    | \$ 31,000 | \$ 35,000    | \$ 39,000 | \$ 43,000    | \$ 2,250  | \$ 2,583     | \$ 2,917 | \$ 3,250 | \$ 3,583 |
| 75                  | \$ 24,000    | \$ 26,700 | \$ 29,400    | \$ 32,100 | \$ 34,800    | \$ 2,000  | \$ 2,225     | \$ 2,450 | \$ 2,675 | \$ 2,900 |