

PAY POLICY 02
CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2009

| HOURLY RATE | GRADE AND STEP | | | | | | | | | | APPROXIMATE SALARY | | | |
|-------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|----------|--------------|-----------|
| | | | | | | | | | | | BI-WEEKLY | MONTHLY | SEMI-MONTHLY | ANNUAL |
| 7.60 | 10-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 608.00 | 1,322.40 | 661.20 | 15,868.80 |
| 7.86 | 10-02 | 11-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 628.80 | 1,367.64 | 683.82 | 16,411.68 |
| 8.14 | 10-03 | 11-02 | 12-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 651.20 | 1,416.36 | 708.18 | 16,996.32 |
| 8.42 | 10-04 | 11-03 | 12-02 | 13-01 | ..... | ..... | ..... | ..... | ..... | ..... | 673.60 | 1,465.08 | 732.54 | 17,580.96 |
| 8.69 | 10-05 | 11-04 | 12-03 | 13-02 | 14-01 | ..... | ..... | ..... | ..... | ..... | 695.20 | 1,512.06 | 756.03 | 18,144.72 |
| 9.00 | 10-06 | 11-05 | 12-04 | 13-03 | 14-02 | 15-01 | ..... | ..... | ..... | ..... | 720.00 | 1,566.00 | 783.00 | 18,792.00 |
| 9.31 | 10-07 | 11-06 | 12-05 | 13-04 | 14-03 | 15-02 | 16-01 | ..... | ..... | ..... | 744.80 | 1,619.94 | 809.97 | 19,439.28 |
| 9.66 | 10-08 | 11-07 | 12-06 | 13-05 | 14-04 | 15-03 | 16-02 | 17-01 | ..... | ..... | 772.80 | 1,680.84 | 840.42 | 20,170.08 |
| 10.02 | 10-09 | 11-08 | 12-07 | 13-06 | 14-05 | 15-04 | 16-03 | 17-02 | 18-01 | ..... | 801.60 | 1,743.48 | 871.74 | 20,921.76 |
| 10.38 | 10-10 | 11-09 | 12-08 | 13-07 | 14-06 | 15-05 | 16-04 | 17-03 | 18-02 | 19-01 | 830.40 | 1,806.12 | 903.06 | 21,673.44 |
| 10.76 | 20-01 | 11-10 | 12-09 | 13-08 | 14-07 | 15-06 | 16-05 | 17-04 | 18-03 | 19-02 | 860.80 | 1,872.24 | 936.12 | 22,466.88 |
| 11.21 | 20-02 | 21-01 | 12-10 | 13-09 | 14-08 | 15-07 | 16-06 | 17-05 | 18-04 | 19-03 | 896.80 | 1,950.54 | 975.27 | 23,406.48 |
| 11.60 | 20-03 | 21-02 | 22-01 | 13-10 | 14-09 | 15-08 | 16-07 | 17-06 | 18-05 | 19-04 | 928.00 | 2,018.40 | 1,009.20 | 24,220.80 |
| 12.06 | 20-04 | 21-03 | 22-02 | 23-01 | 14-10 | 15-09 | 16-08 | 17-07 | 18-06 | 19-05 | 964.80 | 2,098.44 | 1,049.22 | 25,181.28 |
| 12.57 | 20-05 | 21-04 | 22-03 | 23-02 | 24-01 | 15-10 | 16-09 | 17-08 | 18-07 | 19-06 | 1,005.60 | 2,187.18 | 1,093.59 | 26,246.16 |
| 13.06 | 20-06 | 21-05 | 22-04 | 23-03 | 24-02 | 25-01 | 16-10 | 17-09 | 18-08 | 19-07 | 1,044.80 | 2,272.44 | 1,136.22 | 27,269.28 |
| 13.58 | 20-07 | 21-06 | 22-05 | 23-04 | 24-03 | 25-02 | 26-01 | 17-10 | 18-09 | 19-08 | 1,086.40 | 2,362.92 | 1,181.46 | 28,355.04 |
| 14.13 | 20-08 | 21-07 | 22-06 | 23-05 | 24-04 | 25-03 | 26-02 | 27-01 | 18-10 | 19-09 | 1,130.40 | 2,458.62 | 1,229.31 | 29,503.44 |
| 14.73 | 20-09 | 21-08 | 22-07 | 23-06 | 24-05 | 25-04 | 26-03 | 27-02 | 28-01 | 19-10 | 1,178.40 | 2,563.02 | 1,281.51 | 30,756.24 |
| 15.34 | 20-10 | 21-09 | 22-08 | 23-07 | 24-06 | 25-05 | 26-04 | 27-03 | 28-02 | 29-01 | 1,227.20 | 2,669.16 | 1,334.58 | 32,029.92 |
| 15.96 | 30-01 | 21-10 | 22-09 | 23-08 | 24-07 | 25-06 | 26-05 | 27-04 | 28-03 | 29-02 | 1,276.80 | 2,777.04 | 1,388.52 | 33,324.48 |
| 16.66 | 30-02 | 31-01 | 22-10 | 23-09 | 24-08 | 25-07 | 26-06 | 27-05 | 28-04 | 29-03 | 1,332.80 | 2,898.84 | 1,449.42 | 34,786.08 |
| 17.35 | 30-03 | 31-02 | 32-01 | 23-10 | 24-09 | 25-08 | 26-07 | 27-06 | 28-05 | 29-04 | 1,388.00 | 3,018.90 | 1,509.45 | 36,226.80 |
| 18.12 | 30-04 | 31-03 | 32-02 | 33-01 | 24-10 | 25-09 | 26-08 | 27-07 | 28-06 | 29-05 | 1,449.60 | 3,152.88 | 1,576.44 | 37,834.56 |
| 18.87 | 30-05 | 31-04 | 32-03 | 33-02 | 34-01 | 25-10 | 26-09 | 27-08 | 28-07 | 29-06 | 1,509.60 | 3,283.38 | 1,641.69 | 39,400.56 |
| 19.70 | 30-06 | 31-05 | 32-04 | 33-03 | 34-02 | 35-01 | 26-10 | 27-09 | 28-08 | 29-07 | 1,576.00 | 3,427.80 | 1,713.90 | 41,133.60 |
| 20.59 | 30-07 | 31-06 | 32-05 | 33-04 | 34-03 | 35-02 | 36-01 | 27-10 | 28-09 | 29-08 | 1,647.20 | 3,582.66 | 1,791.33 | 42,991.92 |
| 21.49 | 30-08 | 31-07 | 32-06 | 33-05 | 34-04 | 35-03 | 36-02 | 37-01 | 28-10 | 29-09 | 1,719.20 | 3,739.26 | 1,869.63 | 44,871.12 |
| 22.43 | 30-09 | 31-08 | 32-07 | 33-06 | 34-05 | 35-04 | 36-03 | 37-02 | 38-01 | 29-10 | 1,794.40 | 3,902.82 | 1,951.41 | 46,833.84 |
| 23.44 | 30-10 | 31-09 | 32-08 | 33-07 | 34-06 | 35-05 | 36-04 | 37-03 | 38-02 | 39-01 | 1,875.20 | 4,078.56 | 2,039.28 | 48,942.72 |
| 24.49 | 40-01 | 31-10 | 32-09 | 33-08 | 34-07 | 35-06 | 36-05 | 37-04 | 38-03 | 39-02 | 1,959.20 | 4,261.26 | 2,130.63 | 51,135.12 |
| 25.60 | 40-02 | 41-01 | 32-10 | 33-09 | 34-08 | 35-07 | 36-06 | 37-05 | 38-04 | 39-03 | 2,048.00 | 4,454.40 | 2,227.20 | 53,452.80 |
| 26.79 | 40-03 | 41-02 | 42-01 | 33-10 | 34-09 | 35-08 | 36-07 | 37-06 | 38-05 | 39-04 | 2,143.20 | 4,661.46 | 2,330.73 | 55,937.52 |
| 27.98 | 40-04 | 41-03 | 42-02 | 43-01 | 34-10 | 35-09 | 36-08 | 37-07 | 38-06 | 39-05 | 2,238.40 | 4,868.52 | 2,434.26 | 58,422.24 |
| 29.27 | 40-05 | 41-04 | 42-03 | 43-02 | 44-01 | 35-10 | 36-09 | 37-08 | 38-07 | 39-06 | 2,341.60 | 5,092.98 | 2,546.49 | 61,115.76 |
| 30.62 | 40-06 | 41-05 | 42-04 | 43-03 | 44-02 | 45-01 | 36-10 | 37-09 | 38-08 | 39-07 | 2,449.60 | 5,327.88 | 2,663.94 | 63,934.56 |

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 21.50%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .90293.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2009.

PAY POLICY 02
 CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
 COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2009

| HOURLY RATE | GRADE AND STEP | | | | | | | | | | APPROXIMATE SALARY | | | |
|-------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|-----------|--------------|------------|
| | | | | | | | | | | | BI-WEEKLY | MONTHLY | SEMI-MONTHLY | ANNUAL |
| 32.04 | 40-07 | 41-06 | 42-05 | 43-04 | 44-03 | 45-02 | 46-01 | 37-10 | 38-09 | 39-08 | 2,563.20 | 5,574.96 | 2,787.48 | 66,899.52 |
| 33.54 | 40-08 | 41-07 | 42-06 | 43-05 | 44-04 | 45-03 | 46-02 | 47-01 | 38-10 | 39-09 | 2,683.20 | 5,835.96 | 2,917.98 | 70,031.52 |
| 35.09 | 40-09 | 41-08 | 42-07 | 43-06 | 44-05 | 45-04 | 46-03 | 47-02 | 48-01 | 39-10 | 2,807.20 | 6,105.66 | 3,052.83 | 73,267.92 |
| 36.75 | 40-10 | 41-09 | 42-08 | 43-07 | 44-06 | 45-05 | 46-04 | 47-03 | 48-02 | 49-01 | 2,940.00 | 6,394.50 | 3,197.25 | 76,734.00 |
| 38.46 | 50-01 | 41-10 | 42-09 | 43-08 | 44-07 | 45-06 | 46-05 | 47-04 | 48-03 | 49-02 | 3,076.80 | 6,692.04 | 3,346.02 | 80,304.48 |
| 40.30 | 50-02 | 51-01 | 42-10 | 43-09 | 44-08 | 45-07 | 46-06 | 47-05 | 48-04 | 49-03 | 3,224.00 | 7,012.20 | 3,506.10 | 84,146.40 |
| 42.20 | 50-03 | 51-02 | 52-01 | 43-10 | 44-09 | 45-08 | 46-07 | 47-06 | 48-05 | 49-04 | 3,376.00 | 7,342.80 | 3,671.40 | 88,113.60 |
| 44.21 | 50-04 | 51-03 | 52-02 | 53-01 | 44-10 | 45-09 | 46-08 | 47-07 | 48-06 | 49-05 | 3,536.80 | 7,692.54 | 3,846.27 | 92,310.48 |
| 46.32 | 50-05 | 51-04 | 52-03 | 53-02 | 54-01 | 45-10 | 46-09 | 47-08 | 48-07 | 49-06 | 3,705.60 | 8,059.68 | 4,029.84 | 96,716.16 |
| 48.55 | 50-06 | 51-05 | 52-04 | 53-03 | 54-02 | 55-01 | 46-10 | 47-09 | 48-08 | 49-07 | 3,884.00 | 8,447.70 | 4,223.85 | 101,372.40 |
| 50.88 | 50-07 | 51-06 | 52-05 | 53-04 | 54-03 | 55-02 | ..... | 47-10 | 48-09 | 49-08 | 4,070.40 | 8,853.12 | 4,426.56 | 106,237.44 |
| 53.32 | 50-08 | 51-07 | 52-06 | 53-05 | 54-04 | 55-03 | ..... | ..... | 48-10 | 49-09 | 4,265.60 | 9,277.68 | 4,638.84 | 111,332.16 |
| 55.88 | 50-09 | 51-08 | 52-07 | 53-06 | 54-05 | 55-04 | ..... | ..... | ..... | 49-10 | 4,470.40 | 9,723.12 | 4,861.56 | 116,677.44 |
| 58.56 | 50-10 | 51-09 | 52-08 | 53-07 | 54-06 | 55-05 | ..... | ..... | ..... | ..... | 4,684.80 | 10,189.44 | 5,094.72 | 122,273.28 |
| 61.42 | ..... | 51-10 | 52-09 | 53-08 | 54-07 | 55-06 | ..... | ..... | ..... | ..... | 4,913.60 | 10,687.08 | 5,343.54 | 128,244.96 |
| 64.39 | ..... | ..... | 52-10 | 53-09 | 54-08 | 55-07 | ..... | ..... | ..... | ..... | 5,151.20 | 11,203.86 | 5,601.93 | 134,446.32 |
| 67.51 | ..... | ..... | ..... | 53-10 | 54-09 | 55-08 | ..... | ..... | ..... | ..... | 5,400.80 | 11,746.74 | 5,873.37 | 140,960.88 |
| 70.77 | ..... | ..... | ..... | ..... | 54-10 | 55-09 | ..... | ..... | ..... | ..... | 5,661.60 | 12,313.98 | 6,156.99 | 147,767.76 |
| 74.04 | ..... | ..... | ..... | ..... | ..... | 55-10 | ..... | ..... | ..... | ..... | 5,923.20 | 12,882.96 | 6,441.48 | 154,595.52 |

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 21.50%.

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**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2009.