

Full-Time Annual Rates

Effective 01/20/73

RSC P

JBC

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | RC |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 Basic | 6,428 | 6,601 | 6,774 | 6,947 | 7,120 | 7,293 | 7,466 | 7,639 | 7,812 | 7,985 | 8,158 | 8,331 | 8,504 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 6,594 | 6,767 | 6,940 | 7,113 | 7,286 | 7,459 | 7,632 | 7,805 | 7,978 | 8,151 | 8,324 | 8,497 | 8,670 |
| 2 Basic | 6,847 | 7,034 | 7,221 | 7,408 | 7,595 | 7,782 | 7,969 | 8,156 | 8,343 | 8,530 | 8,717 | 8,904 | 9,091 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 7,013 | 7,200 | 7,387 | 7,574 | 7,761 | 7,948 | 8,135 | 8,322 | 8,509 | 8,696 | 8,883 | 9,070 | 9,257 |
| 3 Basic | 7,300 | 7,502 | 7,704 | 7,906 | 8,108 | 8,310 | 8,512 | 8,714 | 8,916 | 9,118 | 9,320 | 9,522 | 9,724 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 7,466 | 7,668 | 7,870 | 8,072 | 8,274 | 8,476 | 8,678 | 8,880 | 9,082 | 9,284 | 9,486 | 9,688 | 9,890 |
| 4 Basic | 7,790 | 8,008 | 8,226 | 8,444 | 8,662 | 8,880 | 9,098 | 9,316 | 9,534 | 9,752 | 9,970 | 10,188 | 10,406 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 7,956 | 8,174 | 8,392 | 8,610 | 8,828 | 9,046 | 9,264 | 9,482 | 9,700 | 9,918 | 10,136 | 10,354 | 10,572 |
| 5 Basic | 8,322 | 8,557 | 8,792 | 9,027 | 9,262 | 9,497 | 9,732 | 9,967 | 10,202 | 10,437 | 10,672 | 10,907 | 11,142 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 8,488 | 8,723 | 8,958 | 9,193 | 9,428 | 9,663 | 9,898 | 10,133 | 10,368 | 10,603 | 10,838 | 11,073 | 11,308 |
| 6 Basic | 8,893 | 9,148 | 9,403 | 9,658 | 9,913 | 10,168 | 10,423 | 10,678 | 10,933 | 11,188 | 11,443 | 11,698 | 11,953 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 9,059 | 9,314 | 9,569 | 9,824 | 10,079 | 10,334 | 10,589 | 10,844 | 11,099 | 11,354 | 11,609 | 11,864 | 12,119 |
| 7 Basic | 9,512 | 9,787 | 10,062 | 10,337 | 10,612 | 10,887 | 11,162 | 11,437 | 11,712 | 11,987 | 12,262 | 12,537 | 12,812 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 |
| Base | 9,678 | 9,953 | 10,228 | 10,503 | 10,778 | 11,053 | 11,328 | 11,603 | 11,878 | 12,153 | 12,428 | 12,703 | 12,978 |
| 8 Basic | 10,181 | 10,479 | 10,777 | 11,075 | 11,373 | 11,671 | 11,969 | 12,267 | 12,565 | 12,863 | 13,161 | | 13,459 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | | 166 |
| Base | 10,347 | 10,645 | 10,943 | 11,241 | 11,539 | 11,837 | 12,135 | 12,433 | 12,731 | 13,029 | 13,327 | | 13,625 |
| 9 Basic | 10,905 | 11,227 | 11,549 | 11,871 | 12,193 | 12,515 | 12,837 | 13,159 | 13,481 | 13,803 | | | 14,125 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | | | 166 |
| Base | 11,071 | 11,393 | 11,715 | 12,037 | 12,359 | 12,681 | 13,003 | 13,325 | 13,647 | 13,969 | | | 14,291 |
| 10 Basic | 11,667 | 12,015 | 12,363 | 12,711 | 13,059 | 13,407 | 13,755 | 14,103 | 14,451 | 14,799 | | | 15,147 |
| Cola | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | 166 | | | 166 |
| Base | 11,833 | 12,181 | 12,529 | 12,877 | 13,225 | 13,573 | 13,921 | 14,269 | 14,617 | 14,965 | | | 15,313 |

Part-Time Flexible Rates

Effective 01/20/73

RSC P
JBC

| Grade/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | RC |
|------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1 Basic | 3.20 | 3.29 | 3.37 | 3.46 | 3.55 | 3.63 | 3.72 | 3.80 | 3.89 | 3.98 | 4.06 | 4.15 | 4.24 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.28 | 3.37 | 3.45 | 3.54 | 3.63 | 3.71 | 3.80 | 3.88 | 3.97 | 4.06 | 4.14 | 4.23 | 4.31 |
| 2 Basic | 3.41 | 3.50 | 3.60 | 3.69 | 3.78 | 3.88 | 3.97 | 4.06 | 4.15 | 4.25 | 4.34 | 4.43 | 4.53 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.49 | 3.58 | 3.68 | 3.77 | 3.86 | 3.96 | 4.05 | 4.14 | 4.23 | 4.33 | 4.42 | 4.51 | 4.61 |
| 3 Basic | 3.64 | 3.74 | 3.84 | 3.94 | 4.04 | 4.14 | 4.24 | 4.34 | 4.44 | 4.54 | 4.64 | 4.74 | 4.84 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.72 | 3.82 | 3.92 | 4.02 | 4.12 | 4.22 | 4.32 | 4.42 | 4.52 | 4.62 | 4.72 | 4.82 | 4.92 |
| 4 Basic | 3.88 | 3.99 | 4.10 | 4.21 | 4.31 | 4.42 | 4.53 | 4.64 | 4.75 | 4.86 | 4.97 | 5.07 | 5.18 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.96 | 4.07 | 4.18 | 4.28 | 4.39 | 4.50 | 4.61 | 4.72 | 4.83 | 4.94 | 5.04 | 5.15 | 5.26 |
| 5 Basic | 4.14 | 4.26 | 4.38 | 4.50 | 4.61 | 4.73 | 4.85 | 4.96 | 5.08 | 5.20 | 5.31 | 5.43 | 5.55 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 4.22 | 4.34 | 4.46 | 4.58 | 4.69 | 4.81 | 4.93 | 5.04 | 5.16 | 5.28 | 5.39 | 5.51 | 5.63 |
| 6 Basic | 4.43 | 4.56 | 4.68 | 4.81 | 4.94 | 5.06 | 5.19 | 5.32 | 5.44 | 5.57 | 5.70 | 5.83 | 5.95 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 4.51 | 4.64 | 4.76 | 4.89 | 5.02 | 5.14 | 5.27 | 5.40 | 5.52 | 5.65 | 5.78 | 5.91 | 6.03 |
| 7 Basic | 4.74 | 4.87 | 5.01 | 5.15 | 5.28 | 5.42 | 5.56 | 5.70 | 5.83 | 5.97 | 6.11 | 6.24 | 6.38 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 4.82 | 4.95 | 5.09 | 5.23 | 5.36 | 5.50 | 5.64 | 5.78 | 5.91 | 6.05 | 6.19 | 6.32 | 6.46 |
| 8 Basic | 5.07 | 5.22 | 5.37 | 5.52 | 5.66 | 5.81 | 5.96 | 6.11 | 6.26 | 6.41 | 6.55 | | 6.70 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | | 0.08 |
| Base | 5.15 | 5.30 | 5.45 | 5.60 | 5.74 | 5.89 | 6.04 | 6.19 | 6.34 | 6.49 | 6.63 | | 6.78 |
| 9 Basic | 5.43 | 5.59 | 5.75 | 5.91 | 6.07 | 6.23 | 6.39 | 6.55 | 6.71 | 6.87 | | | 7.03 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | | | 0.08 |
| Base | 5.51 | 5.67 | 5.83 | 5.99 | 6.15 | 6.31 | 6.47 | 6.63 | 6.79 | 6.95 | | | 7.11 |
| 10 Basic | 5.81 | 5.98 | 6.16 | 6.33 | 6.50 | 6.68 | 6.85 | 7.02 | 7.20 | 7.37 | | | 7.54 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | | | 0.08 |
| Base | 5.89 | 6.06 | 6.24 | 6.41 | 6.58 | 6.76 | 6.93 | 7.10 | 7.28 | 7.45 | | | 7.62 |

Part-Time Regular Rates

Effective 01/20/73

RSC P
JBC

| Grade/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | RC |
|------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1 Basic | 3.09 | 3.17 | 3.26 | 3.34 | 3.42 | 3.51 | 3.59 | 3.67 | 3.76 | 3.84 | 3.92 | 4.01 | 4.09 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.17 | 3.25 | 3.34 | 3.42 | 3.50 | 3.59 | 3.67 | 3.75 | 3.84 | 3.92 | 4.00 | 4.09 | 4.17 |
| 2 Basic | 3.29 | 3.38 | 3.47 | 3.56 | 3.65 | 3.74 | 3.83 | 3.92 | 4.01 | 4.10 | 4.19 | 4.28 | 4.37 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.37 | 3.46 | 3.55 | 3.64 | 3.73 | 3.82 | 3.91 | 4.00 | 4.09 | 4.18 | 4.27 | 4.36 | 4.45 |
| 3 Basic | 3.51 | 3.61 | 3.70 | 3.80 | 3.90 | 4.00 | 4.09 | 4.19 | 4.29 | 4.38 | 4.48 | 4.58 | 4.68 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.59 | 3.69 | 3.78 | 3.88 | 3.98 | 4.08 | 4.17 | 4.27 | 4.37 | 4.46 | 4.56 | 4.66 | 4.75 |
| 4 Basic | 3.75 | 3.85 | 3.95 | 4.06 | 4.16 | 4.27 | 4.37 | 4.48 | 4.58 | 4.69 | 4.79 | 4.90 | 5.00 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 3.83 | 3.93 | 4.03 | 4.14 | 4.24 | 4.35 | 4.45 | 4.56 | 4.66 | 4.77 | 4.87 | 4.98 | 5.08 |
| 5 Basic | 4.00 | 4.11 | 4.23 | 4.34 | 4.45 | 4.57 | 4.68 | 4.79 | 4.90 | 5.02 | 5.13 | 5.24 | 5.36 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 4.08 | 4.19 | 4.31 | 4.42 | 4.53 | 4.65 | 4.76 | 4.87 | 4.98 | 5.10 | 5.21 | 5.32 | 5.44 |
| 6 Basic | 4.28 | 4.40 | 4.52 | 4.64 | 4.77 | 4.89 | 5.01 | 5.13 | 5.26 | 5.38 | 5.50 | 5.62 | 5.75 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 4.36 | 4.48 | 4.60 | 4.72 | 4.85 | 4.97 | 5.09 | 5.21 | 5.34 | 5.46 | 5.58 | 5.70 | 5.83 |
| 7 Basic | 4.57 | 4.71 | 4.84 | 4.97 | 5.10 | 5.23 | 5.37 | 5.50 | 5.63 | 5.76 | 5.90 | 6.03 | 6.16 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 |
| Base | 4.65 | 4.79 | 4.92 | 5.05 | 5.18 | 5.31 | 5.45 | 5.58 | 5.71 | 5.84 | 5.98 | 6.11 | 6.24 |
| 8 Basic | 4.89 | 5.04 | 5.18 | 5.32 | 5.47 | 5.61 | 5.75 | 5.90 | 6.04 | 6.18 | 6.33 | | 6.47 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | | 0.08 |
| Base | 4.97 | 5.12 | 5.26 | 5.40 | 5.55 | 5.69 | 5.83 | 5.98 | 6.12 | 6.26 | 6.41 | | 6.55 |
| 9 Basic | 5.24 | 5.40 | 5.55 | 5.71 | 5.86 | 6.02 | 6.17 | 6.33 | 6.48 | 6.64 | | | 6.79 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | | | 0.08 |
| Base | 5.32 | 5.48 | 5.63 | 5.79 | 5.94 | 6.10 | 6.25 | 6.41 | 6.56 | 6.72 | | | 6.87 |
| 10 Basic | 5.61 | 5.78 | 5.94 | 6.11 | 6.28 | 6.45 | 6.61 | 6.78 | 6.95 | 7.11 | | | 7.28 |
| Cola | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | 0.08 | | | 0.08 |
| Base | 5.69 | 5.86 | 6.02 | 6.19 | 6.36 | 6.53 | 6.69 | 6.86 | 7.03 | 7.19 | | | 7.36 |