

Full-Time Annual Rates

Effective

03/05/94

RSC P
JBC

| | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | RC |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 Basic | 16,536 | 18,600 | 20,637 | 22,677 | 25,710 | 25,919 | 26,127 | 26,335 | 26,541 | 26,750 | 26,957 | 27,166 | 27,374 | 27,579 | 27,788 | 27,996 | 28,205 |
| Cola | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | 20,509 | 22,781 | 24,818 | 26,858 | 29,891 | 30,100 | 30,308 | 30,516 | 30,722 | 30,931 | 31,138 | 31,347 | 31,555 | 31,760 | 31,969 | 32,177 | 32,386 |
| 2 Basic | 16,843 | 18,944 | 21,032 | 23,116 | 26,212 | 26,438 | 26,662 | 26,886 | 27,113 | 27,337 | 27,562 | 27,788 | 28,012 | 28,239 | 28,463 | 28,687 | 28,913 |
| Cola | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | 20,816 | 23,125 | 25,213 | 27,297 | 30,393 | 30,619 | 30,843 | 31,067 | 31,294 | 31,518 | 31,743 | 31,969 | 32,193 | 32,420 | 32,644 | 32,868 | 33,094 |
| 3 Basic | 17,169 | 19,312 | 21,453 | 23,594 | 26,756 | 26,998 | 27,244 | 27,483 | 27,728 | 27,968 | 28,214 | 28,455 | 28,698 | 28,941 | 29,184 | 29,425 | 29,669 |
| Cola | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | 21,142 | 23,493 | 25,634 | 27,775 | 30,937 | 31,179 | 31,425 | 31,664 | 31,909 | 32,149 | 32,395 | 32,636 | 32,879 | 33,122 | 33,365 | 33,606 | 33,850 |
| 4 Basic | | 19,487 | 21,913 | 24,113 | 27,346 | 27,608 | 27,871 | 28,134 | 28,394 | 28,657 | 28,920 | 29,184 | 29,447 | 29,709 | 29,971 | 30,232 | 30,495 |
| Cola | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | 23,460 | 26,094 | 28,294 | 31,527 | 31,789 | 32,052 | 32,315 | 32,575 | 32,838 | 33,101 | 33,365 | 33,628 | 33,890 | 34,152 | 34,413 | 34,676 |
| 5 Basic | | 20,934 | 23,542 | 25,803 | 27,984 | 28,266 | 28,549 | 28,830 | 29,113 | 29,395 | 29,678 | 29,961 | 30,242 | 30,527 | 30,807 | 31,090 | 31,370 |
| Cola | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | 24,907 | 27,723 | 29,984 | 32,165 | 32,447 | 32,730 | 33,011 | 33,294 | 33,576 | 33,859 | 34,142 | 34,423 | 34,708 | 34,988 | 35,271 | 35,551 |
| 6 Basic | | 22,472 | 25,272 | 26,438 | 28,672 | 28,979 | 29,286 | 29,591 | 29,899 | 30,205 | 30,510 | 30,818 | 31,125 | 31,432 | 31,741 | 32,047 | 32,351 |
| Cola | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | 26,445 | 29,453 | 30,619 | 32,853 | 33,160 | 33,467 | 33,772 | 34,080 | 34,386 | 34,691 | 34,999 | 35,306 | 35,613 | 35,922 | 36,228 | 36,532 |
| 7 Basic | | 23,057 | 25,928 | 27,127 | 29,418 | 29,748 | 30,077 | 30,408 | 30,741 | 31,068 | 31,400 | 31,728 | 32,058 | 32,390 | 32,719 | 33,048 | 33,380 |
| Cola | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | 27,030 | 30,109 | 31,308 | 33,599 | 33,929 | 34,258 | 34,589 | 34,922 | 35,249 | 35,581 | 35,909 | 36,239 | 36,571 | 36,900 | 37,229 | 37,561 |
| 8 Basic | | | | 27,912 | 30,216 | 30,575 | 30,933 | 31,290 | 31,651 | 32,008 | 32,368 | 32,724 | 33,084 | 33,442 | 33,798 | 34,159 | 34,515 |
| Cola | | | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | | | 31,885 | 34,397 | 34,756 | 35,114 | 35,471 | 35,832 | 36,189 | 36,549 | 36,905 | 37,265 | 37,623 | 37,979 | 38,340 | 38,696 |
| 9 Basic | | | | 28,720 | 31,088 | 31,477 | 31,863 | 32,252 | 32,636 | 33,023 | 33,409 | 33,798 | 34,184 | 34,574 | 34,960 | 35,348 | 35,734 |
| Cola | | | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | | | 32,693 | 35,269 | 35,658 | 36,044 | 36,433 | 36,817 | 37,204 | 37,590 | 37,979 | 38,365 | 38,755 | 39,141 | 39,529 | 39,915 |
| 10 Basic | | | | 29,569 | 32,008 | 32,426 | 32,842 | 33,261 | 33,680 | 34,096 | 34,514 | 34,933 | 35,349 | 35,768 | 36,186 | 36,603 | 37,021 |
| Cola | | | | 3,973 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 | 4,181 |
| Base | | | | 33,542 | 36,189 | 36,607 | 37,023 | 37,442 | 37,861 | 38,277 | 38,695 | 39,114 | 39,530 | 39,949 | 40,367 | 40,784 | 41,202 |

Full-Time Annual Rates
Effective 03/05/94

RSC P
JBC Retiree Eligible Schedule

| | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | RC |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 Basic | 19,053 | 21,117 | 23,154 | 25,194 | 28,227 | 28,436 | 28,644 | 28,852 | 29,058 | 29,267 | 29,474 | 29,683 | 29,891 | 30,096 | 30,305 | 30,513 | 30,722 |
| Cola | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | 20,509 | 22,781 | 24,818 | 26,858 | 29,891 | 30,100 | 30,308 | 30,516 | 30,722 | 30,931 | 31,138 | 31,347 | 31,555 | 31,760 | 31,969 | 32,177 | 32,386 |
| 2 Basic | 19,360 | 21,461 | 23,549 | 25,633 | 28,729 | 28,955 | 29,179 | 29,403 | 29,630 | 29,854 | 30,079 | 30,305 | 30,529 | 30,756 | 30,980 | 31,204 | 31,430 |
| Cola | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | 20,816 | 23,125 | 25,213 | 27,297 | 30,393 | 30,619 | 30,843 | 31,067 | 31,294 | 31,518 | 31,743 | 31,969 | 32,193 | 32,420 | 32,644 | 32,868 | 33,094 |
| 3 Basic | 19,686 | 21,829 | 23,970 | 26,111 | 29,273 | 29,515 | 29,761 | 30,000 | 30,245 | 30,485 | 30,731 | 30,972 | 31,215 | 31,458 | 31,701 | 31,942 | 32,186 |
| Cola | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | 21,142 | 23,493 | 25,634 | 27,775 | 30,937 | 31,179 | 31,425 | 31,664 | 31,909 | 32,149 | 32,395 | 32,636 | 32,879 | 33,122 | 33,365 | 33,606 | 33,850 |
| 4 Basic | | 22,004 | 24,430 | 26,630 | 29,863 | 30,125 | 30,388 | 30,651 | 30,911 | 31,174 | 31,437 | 31,701 | 31,964 | 32,226 | 32,488 | 32,749 | 33,012 |
| Cola | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | 23,460 | 26,094 | 28,294 | 31,527 | 31,789 | 32,052 | 32,315 | 32,575 | 32,838 | 33,101 | 33,365 | 33,628 | 33,890 | 34,152 | 34,413 | 34,676 |
| 5 Basic | | 23,451 | 26,059 | 28,320 | 30,501 | 30,783 | 31,066 | 31,347 | 31,630 | 31,912 | 32,195 | 32,478 | 32,759 | 33,044 | 33,324 | 33,607 | 33,887 |
| Cola | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | 24,907 | 27,723 | 29,984 | 32,165 | 32,447 | 32,730 | 33,011 | 33,294 | 33,576 | 33,859 | 34,142 | 34,423 | 34,708 | 34,988 | 35,271 | 35,551 |
| 6 Basic | | 24,989 | 27,789 | 28,955 | 31,189 | 31,496 | 31,803 | 32,108 | 32,416 | 32,722 | 33,027 | 33,335 | 33,642 | 33,949 | 34,258 | 34,564 | 34,868 |
| Cola | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | 26,445 | 29,453 | 30,619 | 32,853 | 33,160 | 33,467 | 33,772 | 34,080 | 34,386 | 34,691 | 34,999 | 35,306 | 35,613 | 35,922 | 36,228 | 36,532 |
| 7 Basic | | 25,574 | 28,445 | 29,644 | 31,935 | 32,265 | 32,594 | 32,925 | 33,258 | 33,585 | 33,917 | 34,245 | 34,575 | 34,907 | 35,236 | 35,565 | 35,897 |
| Cola | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | 27,030 | 30,109 | 31,308 | 33,599 | 33,929 | 34,258 | 34,589 | 34,922 | 35,249 | 35,581 | 35,909 | 36,239 | 36,571 | 36,900 | 37,229 | 37,561 |
| 8 Basic | | | | 30,429 | 32,733 | 33,092 | 33,450 | 33,807 | 34,168 | 34,525 | 34,885 | 35,241 | 35,601 | 35,959 | 36,315 | 36,676 | 37,032 |
| Cola | | | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | | | 31,885 | 34,397 | 34,756 | 35,114 | 35,471 | 35,832 | 36,189 | 36,549 | 36,905 | 37,265 | 37,623 | 37,979 | 38,340 | 38,696 |
| 9 Basic | | | | 31,237 | 33,605 | 33,994 | 34,380 | 34,769 | 35,153 | 35,540 | 35,926 | 36,315 | 36,701 | 37,091 | 37,477 | 37,865 | 38,251 |
| Cola | | | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | | | 32,693 | 35,269 | 35,658 | 36,044 | 36,433 | 36,817 | 37,204 | 37,590 | 37,979 | 38,365 | 38,755 | 39,141 | 39,529 | 39,915 |
| 10 Basic | | | | 32,086 | 34,525 | 34,943 | 35,359 | 35,778 | 36,197 | 36,613 | 37,031 | 37,450 | 37,866 | 38,285 | 38,703 | 39,120 | 39,538 |
| Cola | | | | 1,456 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 | 1,664 |
| Base | | | | 33,542 | 36,189 | 36,607 | 37,023 | 37,442 | 37,861 | 38,277 | 38,695 | 39,114 | 39,530 | 39,949 | 40,367 | 40,784 | 41,202 |

Part-Time Flexible Rates

Effective

03/05/94

RSC P
JBC

| | | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | RC |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | Basic | 8.27 | 9.30 | 10.32 | 11.34 | 12.86 | 12.96 | 13.06 | 13.17 | 13.27 | 13.38 | 13.48 | 13.58 | 13.69 | 13.79 | 13.89 | 14.00 | 14.10 |
| | Cola | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | 10.18 | 11.31 | 12.33 | 13.35 | 14.87 | 14.97 | 15.07 | 15.18 | 15.28 | 15.39 | 15.49 | 15.59 | 15.70 | 15.80 | 15.90 | 16.01 | 16.11 |
| 2 | Basic | 8.42 | 9.47 | 10.52 | 11.56 | 13.11 | 13.22 | 13.33 | 13.44 | 13.56 | 13.67 | 13.78 | 13.89 | 14.01 | 14.12 | 14.23 | 14.34 | 14.46 |
| | Cola | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | 10.33 | 11.48 | 12.53 | 13.57 | 15.12 | 15.23 | 15.34 | 15.45 | 15.57 | 15.68 | 15.79 | 15.90 | 16.02 | 16.13 | 16.24 | 16.35 | 16.47 |
| 3 | Basic | 8.58 | 9.66 | 10.73 | 11.80 | 13.38 | 13.50 | 13.62 | 13.74 | 13.86 | 13.98 | 14.11 | 14.23 | 14.35 | 14.47 | 14.59 | 14.71 | 14.83 |
| | Cola | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | 10.49 | 11.67 | 12.74 | 13.81 | 15.39 | 15.51 | 15.63 | 15.75 | 15.87 | 15.99 | 16.12 | 16.24 | 16.36 | 16.48 | 16.60 | 16.72 | 16.84 |
| 4 | Basic | | 9.74 | 10.96 | 12.06 | 13.67 | 13.80 | 13.94 | 14.07 | 14.20 | 14.33 | 14.46 | 14.59 | 14.72 | 14.85 | 14.99 | 15.12 | 15.25 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 11.65 | 12.97 | 14.07 | 15.68 | 15.81 | 15.95 | 16.08 | 16.21 | 16.34 | 16.47 | 16.60 | 16.73 | 16.86 | 17.00 | 17.13 | 17.26 |
| 5 | Basic | | 10.47 | 11.77 | 12.90 | 13.99 | 14.13 | 14.27 | 14.42 | 14.56 | 14.70 | 14.84 | 14.98 | 15.12 | 15.26 | 15.40 | 15.55 | 15.69 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 12.38 | 13.78 | 14.91 | 16.00 | 16.14 | 16.28 | 16.43 | 16.57 | 16.71 | 16.85 | 16.99 | 17.13 | 17.27 | 17.41 | 17.56 | 17.70 |
| 6 | Basic | | 11.24 | 12.64 | 13.22 | 14.34 | 14.49 | 14.64 | 14.80 | 14.95 | 15.10 | 15.26 | 15.41 | 15.56 | 15.72 | 15.87 | 16.02 | 16.18 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 13.15 | 14.65 | 15.23 | 16.35 | 16.50 | 16.65 | 16.81 | 16.96 | 17.11 | 17.27 | 17.42 | 17.57 | 17.73 | 17.88 | 18.03 | 18.19 |
| 7 | Basic | | 11.53 | 12.96 | 13.56 | 14.71 | 14.87 | 15.04 | 15.20 | 15.37 | 15.53 | 15.70 | 15.86 | 16.03 | 16.20 | 16.36 | 16.52 | 16.69 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 13.44 | 14.97 | 15.57 | 16.72 | 16.88 | 17.05 | 17.21 | 17.38 | 17.54 | 17.71 | 17.87 | 18.04 | 18.21 | 18.37 | 18.53 | 18.70 |
| 8 | Basic | | | 13.96 | 15.11 | 15.29 | 15.47 | 15.65 | 15.83 | 16.00 | 16.18 | 16.36 | 16.54 | 16.72 | 16.90 | 17.08 | 17.26 | |
| | Cola | | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | |
| | Base | | | 15.87 | 17.12 | 17.30 | 17.48 | 17.66 | 17.84 | 18.01 | 18.19 | 18.37 | 18.55 | 18.73 | 18.91 | 19.09 | 19.27 | |
| 9 | Basic | | | 14.36 | 15.54 | 15.74 | 15.93 | 16.13 | 16.32 | 16.51 | 16.70 | 16.90 | 17.09 | 17.29 | 17.48 | 17.67 | 17.87 | |
| | Cola | | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | |
| | Base | | | 16.27 | 17.55 | 17.75 | 17.94 | 18.14 | 18.33 | 18.52 | 18.71 | 18.91 | 19.10 | 19.30 | 19.49 | 19.68 | 19.88 | |
| 10 | Basic | | | 14.78 | 16.00 | 16.21 | 16.42 | 16.63 | 16.84 | 17.05 | 17.26 | 17.47 | 17.67 | 17.88 | 18.09 | 18.30 | 18.51 | |
| | Cola | | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | |
| | Base | | | 16.69 | 18.01 | 18.22 | 18.43 | 18.64 | 18.85 | 19.06 | 19.27 | 19.48 | 19.68 | 19.89 | 20.10 | 20.31 | 20.52 | |

Part-Time Regular Rates

Effective

03/05/94

RSC P
JBC

| | | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | RC |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | Basic | 7.95 | 8.94 | 9.92 | 10.90 | 12.36 | 12.46 | 12.56 | 12.66 | 12.76 | 12.86 | 12.96 | 13.06 | 13.16 | 13.26 | 13.36 | 13.46 | 13.56 |
| | Cola | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | 9.86 | 10.95 | 11.93 | 12.91 | 14.37 | 14.47 | 14.57 | 14.67 | 14.77 | 14.87 | 14.97 | 15.07 | 15.17 | 15.27 | 15.37 | 15.47 | 15.57 |
| 2 | Basic | 8.10 | 9.11 | 10.11 | 11.11 | 12.60 | 12.71 | 12.82 | 12.93 | 13.04 | 13.14 | 13.25 | 13.36 | 13.47 | 13.58 | 13.68 | 13.79 | 13.90 |
| | Cola | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | 10.01 | 11.12 | 12.12 | 13.12 | 14.61 | 14.72 | 14.83 | 14.94 | 15.05 | 15.15 | 15.26 | 15.37 | 15.48 | 15.59 | 15.69 | 15.80 | 15.91 |
| 3 | Basic | 8.25 | 9.28 | 10.31 | 11.34 | 12.86 | 12.98 | 13.10 | 13.21 | 13.33 | 13.45 | 13.56 | 13.68 | 13.80 | 13.91 | 14.03 | 14.15 | 14.26 |
| | Cola | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | 10.16 | 11.29 | 12.32 | 13.35 | 14.87 | 14.99 | 15.11 | 15.22 | 15.34 | 15.46 | 15.57 | 15.69 | 15.81 | 15.92 | 16.04 | 16.16 | 16.27 |
| 4 | Basic | | 9.37 | 10.54 | 11.59 | 13.15 | 13.27 | 13.40 | 13.53 | 13.65 | 13.78 | 13.90 | 14.03 | 14.16 | 14.28 | 14.41 | 14.53 | 14.66 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 11.28 | 12.55 | 13.60 | 15.16 | 15.28 | 15.41 | 15.54 | 15.66 | 15.79 | 15.91 | 16.04 | 16.17 | 16.29 | 16.42 | 16.54 | 16.67 |
| 5 | Basic | | 10.06 | 11.32 | 12.41 | 13.45 | 13.59 | 13.73 | 13.86 | 14.00 | 14.13 | 14.27 | 14.40 | 14.54 | 14.68 | 14.81 | 14.95 | 15.08 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 11.97 | 13.33 | 14.42 | 15.46 | 15.60 | 15.74 | 15.87 | 16.01 | 16.14 | 16.28 | 16.41 | 16.55 | 16.69 | 16.82 | 16.96 | 17.09 |
| 6 | Basic | | 10.80 | 12.15 | 12.71 | 13.78 | 13.93 | 14.08 | 14.23 | 14.37 | 14.52 | 14.67 | 14.82 | 14.96 | 15.11 | 15.26 | 15.41 | 15.55 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 12.71 | 14.16 | 14.72 | 15.79 | 15.94 | 16.09 | 16.24 | 16.38 | 16.53 | 16.68 | 16.83 | 16.97 | 17.12 | 17.27 | 17.42 | 17.56 |
| 7 | Basic | | 11.09 | 12.47 | 13.04 | 14.14 | 14.30 | 14.46 | 14.62 | 14.78 | 14.94 | 15.10 | 15.25 | 15.41 | 15.57 | 15.73 | 15.89 | 16.05 |
| | Cola | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | 13.00 | 14.48 | 15.05 | 16.15 | 16.31 | 16.47 | 16.63 | 16.79 | 16.95 | 17.11 | 17.26 | 17.42 | 17.58 | 17.74 | 17.90 | 18.06 |
| 8 | Basic | | | | 13.42 | 14.53 | 14.70 | 14.87 | 15.04 | 15.22 | 15.39 | 15.56 | 15.73 | 15.91 | 16.08 | 16.25 | 16.42 | 16.59 |
| | Cola | | | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | | | 15.33 | 16.54 | 16.71 | 16.88 | 17.05 | 17.23 | 17.40 | 17.57 | 17.74 | 17.92 | 18.09 | 18.26 | 18.43 | 18.60 |
| 9 | Basic | | | | 13.81 | 14.95 | 15.13 | 15.32 | 15.51 | 15.69 | 15.88 | 16.06 | 16.25 | 16.43 | 16.62 | 16.81 | 16.99 | 17.18 |
| | Cola | | | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | | | 15.72 | 16.96 | 17.14 | 17.33 | 17.52 | 17.70 | 17.89 | 18.07 | 18.26 | 18.44 | 18.63 | 18.82 | 19.00 | 19.19 |
| 10 | Basic | | | | 14.22 | 15.39 | 15.59 | 15.79 | 15.99 | 16.19 | 16.39 | 16.59 | 16.79 | 16.99 | 17.20 | 17.40 | 17.60 | 17.80 |
| | Cola | | | | 1.91 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 | 2.01 |
| | Base | | | | 16.13 | 17.40 | 17.60 | 17.80 | 18.00 | 18.20 | 18.40 | 18.60 | 18.80 | 19.00 | 19.21 | 19.41 | 19.61 | 19.81 |

Part-Time Regular Rates

03/05/94

RSC P
JBC

Effective
Retiree Eligible Schedule

| | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | RC |
|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 Basic | 9.16 | 10.15 | 11.13 | 12.11 | 13.57 | 13.67 | 13.77 | 13.87 | 13.97 | 14.07 | 14.17 | 14.27 | 14.37 | 14.47 | 14.57 | 14.67 | 14.77 |
| Cola | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | 9.86 | 10.95 | 11.93 | 12.91 | 14.37 | 14.47 | 14.57 | 14.67 | 14.77 | 14.87 | 14.97 | 15.07 | 15.17 | 15.27 | 15.37 | 15.47 | 15.57 |
| 2 Basic | 9.31 | 10.32 | 11.32 | 12.32 | 13.81 | 13.92 | 14.03 | 14.14 | 14.25 | 14.35 | 14.46 | 14.57 | 14.68 | 14.79 | 14.89 | 15.00 | 15.11 |
| Cola | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | 10.01 | 11.12 | 12.12 | 13.12 | 14.61 | 14.72 | 14.83 | 14.94 | 15.05 | 15.15 | 15.26 | 15.37 | 15.48 | 15.59 | 15.69 | 15.80 | 15.91 |
| 3 Basic | 9.46 | 10.49 | 11.52 | 12.55 | 14.07 | 14.19 | 14.31 | 14.42 | 14.54 | 14.66 | 14.77 | 14.89 | 15.01 | 15.12 | 15.24 | 15.36 | 15.47 |
| Cola | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | 10.16 | 11.29 | 12.32 | 13.35 | 14.87 | 14.99 | 15.11 | 15.22 | 15.34 | 15.46 | 15.57 | 15.69 | 15.81 | 15.92 | 16.04 | 16.16 | 16.27 |
| 4 Basic | | 10.58 | 11.75 | 12.80 | 14.36 | 14.48 | 14.61 | 14.74 | 14.86 | 14.99 | 15.11 | 15.24 | 15.37 | 15.49 | 15.62 | 15.74 | 15.87 |
| Cola | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | 11.28 | 12.55 | 13.60 | 15.16 | 15.28 | 15.41 | 15.54 | 15.66 | 15.79 | 15.91 | 16.04 | 16.17 | 16.29 | 16.42 | 16.54 | 16.67 |
| 5 Basic | | 11.27 | 12.53 | 13.62 | 14.66 | 14.80 | 14.94 | 15.07 | 15.21 | 15.34 | 15.48 | 15.61 | 15.75 | 15.89 | 16.02 | 16.16 | 16.29 |
| Cola | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | 11.97 | 13.33 | 14.42 | 15.46 | 15.60 | 15.74 | 15.87 | 16.01 | 16.14 | 16.28 | 16.41 | 16.55 | 16.69 | 16.82 | 16.96 | 17.09 |
| 6 Basic | | 12.01 | 13.36 | 13.92 | 14.99 | 15.14 | 15.29 | 15.44 | 15.58 | 15.73 | 15.88 | 16.03 | 16.17 | 16.32 | 16.47 | 16.62 | 16.76 |
| Cola | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | 12.71 | 14.16 | 14.72 | 15.79 | 15.94 | 16.09 | 16.24 | 16.38 | 16.53 | 16.68 | 16.83 | 16.97 | 17.12 | 17.27 | 17.42 | 17.56 |
| 7 Basic | | 12.30 | 13.68 | 14.25 | 15.35 | 15.51 | 15.67 | 15.83 | 15.99 | 16.15 | 16.31 | 16.46 | 16.62 | 16.78 | 16.94 | 17.10 | 17.26 |
| Cola | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | 13.00 | 14.48 | 15.05 | 16.15 | 16.31 | 16.47 | 16.63 | 16.79 | 16.95 | 17.11 | 17.26 | 17.42 | 17.58 | 17.74 | 17.90 | 18.06 |
| 8 Basic | | | | 14.63 | 15.74 | 15.91 | 16.08 | 16.25 | 16.43 | 16.60 | 16.77 | 16.94 | 17.12 | 17.29 | 17.46 | 17.63 | 17.80 |
| Cola | | | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | | | 15.33 | 16.54 | 16.71 | 16.88 | 17.05 | 17.23 | 17.40 | 17.57 | 17.74 | 17.92 | 18.09 | 18.26 | 18.43 | 18.60 |
| 9 Basic | | | | 15.02 | 16.16 | 16.34 | 16.53 | 16.72 | 16.90 | 17.09 | 17.27 | 17.46 | 17.64 | 17.83 | 18.02 | 18.20 | 18.39 |
| Cola | | | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | | | 15.72 | 16.96 | 17.14 | 17.33 | 17.52 | 17.70 | 17.89 | 18.07 | 18.26 | 18.44 | 18.63 | 18.82 | 19.00 | 19.19 |
| 10 Basic | | | | 15.43 | 16.60 | 16.80 | 17.00 | 17.20 | 17.40 | 17.60 | 17.80 | 18.00 | 18.20 | 18.41 | 18.61 | 18.81 | 19.01 |
| Cola | | | | 0.70 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| Base | | | | 16.13 | 17.40 | 17.60 | 17.80 | 18.00 | 18.20 | 18.40 | 18.60 | 18.80 | 19.00 | 19.21 | 19.41 | 19.61 | 19.81 |

Full-Time Annual Rates

Effective

11/27/93

RSC P
JBC

| | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | RC |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 Basic | 16,536 | 18,600 | 20,637 | 22,677 | 25,710 | 25,919 | 26,127 | 26,335 | 26,541 | 26,750 | 26,957 | 27,166 | 27,374 | 27,579 | 27,788 | 27,996 | 28,205 |
| Cola | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | 20,259 | 22,531 | 24,568 | 26,608 | 29,641 | 29,850 | 30,058 | 30,266 | 30,472 | 30,681 | 30,888 | 31,097 | 31,305 | 31,510 | 31,719 | 31,927 | 32,136 |
| 2 Basic | 16,843 | 18,944 | 21,032 | 23,116 | 26,212 | 26,438 | 26,662 | 26,886 | 27,113 | 27,337 | 27,562 | 27,788 | 28,012 | 28,239 | 28,463 | 28,687 | 28,913 |
| Cola | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | 20,566 | 22,875 | 24,963 | 27,047 | 30,143 | 30,369 | 30,593 | 30,817 | 31,044 | 31,268 | 31,493 | 31,719 | 31,943 | 32,170 | 32,394 | 32,618 | 32,844 |
| 3 Basic | 17,169 | 19,312 | 21,453 | 23,594 | 26,756 | 26,998 | 27,244 | 27,483 | 27,728 | 27,968 | 28,214 | 28,455 | 28,698 | 28,941 | 29,184 | 29,425 | 29,669 |
| Cola | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | 20,892 | 23,243 | 25,384 | 27,525 | 30,687 | 30,929 | 31,175 | 31,414 | 31,659 | 31,899 | 32,145 | 32,386 | 32,629 | 32,872 | 33,115 | 33,356 | 33,600 |
| 4 Basic | | 19,487 | 21,913 | 24,113 | 27,346 | 27,608 | 27,871 | 28,134 | 28,394 | 28,657 | 28,920 | 29,184 | 29,447 | 29,709 | 29,971 | 30,232 | 30,495 |
| Cola | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | 23,210 | 25,844 | 28,044 | 31,277 | 31,539 | 31,802 | 32,065 | 32,325 | 32,588 | 32,851 | 33,115 | 33,378 | 33,640 | 33,902 | 34,163 | 34,426 |
| 5 Basic | | 20,934 | 23,542 | 25,803 | 27,984 | 28,266 | 28,549 | 28,830 | 29,113 | 29,395 | 29,678 | 29,961 | 30,242 | 30,527 | 30,807 | 31,090 | 31,370 |
| Cola | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | 24,657 | 27,473 | 29,734 | 31,915 | 32,197 | 32,480 | 32,761 | 33,044 | 33,326 | 33,609 | 33,892 | 34,173 | 34,458 | 34,738 | 35,021 | 35,301 |
| 6 Basic | | 22,472 | 25,272 | 26,438 | 28,672 | 28,979 | 29,286 | 29,591 | 29,899 | 30,205 | 30,510 | 30,818 | 31,125 | 31,432 | 31,741 | 32,047 | 32,351 |
| Cola | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | 26,195 | 29,203 | 30,369 | 32,603 | 32,910 | 33,217 | 33,522 | 33,830 | 34,136 | 34,441 | 34,749 | 35,056 | 35,363 | 35,672 | 35,978 | 36,282 |
| 7 Basic | | 23,057 | 25,928 | 27,127 | 29,418 | 29,748 | 30,077 | 30,408 | 30,741 | 31,068 | 31,400 | 31,728 | 32,058 | 32,390 | 32,719 | 33,048 | 33,380 |
| Cola | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | 26,780 | 29,859 | 31,058 | 33,349 | 33,679 | 34,008 | 34,339 | 34,672 | 34,999 | 35,331 | 35,659 | 35,989 | 36,321 | 36,650 | 36,979 | 37,311 |
| 8 Basic | | | | 27,912 | 30,216 | 30,575 | 30,933 | 31,290 | 31,651 | 32,008 | 32,368 | 32,724 | 33,084 | 33,442 | 33,798 | 34,159 | 34,515 |
| Cola | | | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | | | 31,635 | 34,147 | 34,506 | 34,864 | 35,221 | 35,582 | 35,939 | 36,299 | 36,655 | 37,015 | 37,373 | 37,729 | 38,090 | 38,446 |
| 9 Basic | | | | 28,720 | 31,088 | 31,477 | 31,863 | 32,252 | 32,636 | 33,023 | 33,409 | 33,793 | 34,184 | 34,574 | 34,960 | 35,348 | 35,734 |
| Cola | | | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | | | 32,443 | 35,019 | 35,408 | 35,794 | 36,183 | 36,567 | 36,954 | 37,340 | 37,729 | 38,115 | 38,505 | 38,891 | 39,279 | 39,665 |
| 10 Basic | | | | 29,569 | 32,008 | 32,426 | 32,842 | 33,261 | 33,680 | 34,096 | 34,514 | 34,933 | 35,349 | 35,768 | 36,186 | 36,603 | 37,021 |
| Cola | | | | 3,723 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 | 3,931 |
| Base | | | | 33,292 | 35,939 | 36,357 | 36,773 | 37,192 | 37,611 | 38,027 | 38,445 | 38,864 | 39,280 | 39,699 | 40,117 | 40,534 | 40,952 |