

2018-2019 Teacher Salary Scales w/ .628% Wage

Step	Bachelor's Grade 28		Master's Grade 29	
	UP Pay Plan (hired prior to 1/1/2012)	HP Pay Plan (hired 1/1/2012 or after)	UP Pay Plan (hired prior to 1/1/2012)	HP Pay Plan (hired 1/1/2012 or after)
1	44,174.92	43,899.24	46,295.44	46,006.52
2	45,222.75	44,940.53	47,393.55	47,097.79
3	46,295.44	46,006.52	48,517.74	48,214.95
4	47,393.55	47,097.79	49,668.58	49,358.60
5	48,517.74	48,214.95	50,846.71	50,529.40
6	49,668.58	49,358.60	52,052.80	51,727.94
7	50,846.71	50,529.40	53,287.49	52,954.94
8	52,052.80	51,727.94	54,551.47	54,211.03
9	53,287.49	52,954.94	55,845.43	55,496.92
10	54,551.47	54,211.03	57,170.10	56,813.30
11	55,845.43	55,496.91	58,526.15	58,160.92
12	57,170.10	56,813.30	59,914.40	59,540.48
13	58,526.15	58,160.92	61,335.57	60,952.79
14	59,914.40	59,540.48	62,790.45	62,398.58
15	61,335.57	60,952.79	64,279.84	63,878.67
16	62,790.45	62,398.58	65,804.55	65,393.88
17	64,279.84	63,878.67	67,365.43	66,945.03
18	65,804.55	65,393.88	68,963.35	68,532.96
19	67,365.43	66,945.03	70,599.16	70,158.56
20	68,963.35	68,532.96	72,273.78	71,822.72
21	70,599.16	70,158.56	73,988.12	73,526.36
22	72,273.78	71,822.72	75,743.10	75,270.40
23	73,988.12	73,526.36	77,539.74	77,055.81
24	75,743.10	75,270.40	79,378.98	78,883.59
25	77,539.74	77,055.81	81,261.85	80,754.70
26	79,378.98	78,883.59	83,189.37	82,670.20

Regardless of the amount of previous teaching experience, employees shall not be entitled to any retroactive adjustment for years of teaching experience should compensation polices change in future years. Salaries shown are for a regular teacher's contract consisting of 209 paid days.

JOB TITLES AND PAY GRADES 2018-2019

Job Title	Pay Grade	Job Title	Pay Grade
Academic Case Manager	32	Custodial Zone Supervisor	25
Account Clerk	III-18	Custodian	I-11, II-13
Accountant	I-22, II-24, III-28	Data Integration Specialist III	28
Accounting & Fiscal Technician	19	Data Integration Specialist IV	31
Accounting Division Director	35	Data Systems Support Coordinator	24
Accounting Section Manager	32	Data Systems Support Specialist III	28
Administrative Assistant	22	Data Systems Support Specialist IV	31
Administrative Coordinator	34	Dean Of Students	28
Adult Education Administrator	37	Delivery Services Supervisor	18
Air Conditioning/Refrigeration Foreman	22	Director of Budget	41
Air Conditioning/Refrigeration Mechanic	19	Director of Communications & Public Relations	37
Alternative Education Technician	21	Director of Construction & Maintenance	45
Architectural Technician	21	Director of Disciplinary Review	43
Architectural Trades Foreman	21	Director of Diversity and Equity	37
Architectural Trades Supervisor	25	Director of Exceptional Education	43
Architectural Tradesman	18	Director of Family Engagement	37
Art Framer	8	Director of Foundational Learning & Family Engagement	37
Assistant Director – Construction & Maintenance	41	Director of Instructional Programs	45
Assistant Director - Exceptional Education	39	Director of Pupil Transportation	43
Assistant Director – Human Resources	41	Director of Research & Planning	43
Assistant Director – Instructional Technology	41	Director of School Counseling	37
Assistant Director – Pupil Transportation	39	Director of School Improvement & PD	43
Assistant Director – School Nutrition Services	39	Director of School Internal Audit	37
Assistant Director –School Improvement & PD	39	Director of School Nutrition Services	43
Assistant Producer/Director	23	Director of Technology	43
Assistant Superintendent	47	Distribution Technician	I-12, II-14
Assistant Transportation Supervisor	17	Division Director	35
Assistant/Associate Principal	I-32, II-34	Driver Education Aide	12
Autism Program Coordinator	30	Educational Specialist	32
Behavior Support Facilitator	BA-28, MA-29	Electrician	19
Bus Assistant	10	Electrician Foreman	22
Bus Driver	13	Electronics Technician	19
Bus Driver, Certified	14	Electronics Technician Foreman	22
Bus Driver, Trainer	15	Employment/Training Specialist	22
Business Manager	30	Equipment Operator	I-11, II-13, III-16
Business/Community Partnership Specialist	32	Exceptional Education Coordinator	30
Capital Projects Manager	32	Executive Assistant	30
Chief Human Resources Officer	45	Executive Director	47
Clinical School Based Mental Health Coordinator	32	Exterminator	18
College & Career Advisor	22	Facilities Coordinator	23
Commercial Roofer	18	Facilities Engineer	32
Communications Specialist	26	Facilities Manager	35
Computer Networking Technician	25	Family Advocate/Lead Family Advocate	17
Computer Repair Technician	21	Family Assessment Analyst	28
Computer Technician	25	Family Engagement Coordinator	23
Computer Technician Foreman	22	Federal Programs Coordinator	31
Controller	32	Finance Division Director	35
Construction Coordinator	24	Foster Care Liaison	28
Coordinator of Assessment & Remediation	BA-28 MA-29	GED Coordinator	21
Coordinator of Behavior Support	30	General Services Supervisor	30
Coordinator of STEAM	30	Glazing Mechanic	18
Custodial Worker	9	Grounds Equipment Repairman	18
Custodial Zone Foreman	21	Head Start Lead Teacher	29

JOB TITLES AND PAY GRADES 2018-2019

Job Title	Pay Grade	Job Title	Pay Grade
Health Coordinator	23	Prevention Services Assistant	17
Heating Foreman	22	Principal	I-39, II-41, III-43
Heating Specialist	19	Printing Supervisor	18
Human Resources Analyst	I-24, II-26, III-28	Project Coordinator	25
Human Resources Assistant I	18	Project Director	37
Human Resources Specialist	32	Registered Dietitian	25
Information Specialist - Cataloging & Acquisitions	29	Residency Compliance Officer	28
Instructional Assistant	12	ROTC Instructor	23
Instructional Technology Resource Teacher	BA-28, MA-29	Safety & Security Coordinator	31
Int'l Baccalaureate Program Administrator	32	School Counselor	29
Internal Auditor II	26	School Health Services Supervisor	32
Interpreter	26	School Nurse/LPN	23
Intervention Coordinator	29	School Nurse/RN	Assoc-27,BA-28,MA-29
Intervention Specialist	32	School Nutrition Services Assistant	8
IT Applications Developer I	29	School Nutrition Services Field Supervisor	26
IT Applications Developer III	31	School Nutrition Services Manager	I-17, II-18
IT Manager I	35	School Nutrition Services Manager Trainee	8
IT Manager II	38	School Psychologist	29
IT Network Administrator I	29	School Psychologist Supervisor	32
IT Network Administrator II	30	School Safety Coordinator	24
IT Network Administrator IV	32	School Security Officer	12
IT Project Leader	35	School Social Worker	29
IT Systems Administrator	32	School Social Worker Supervisor	32
IT Systems Administrator I	29	Secretary	18
IT Systems Administrator II	30	Senior Budget & Management Analyst	30
IT Systems Administrator III	31	Senior Capital Projects Manager	35
IT Systems Developer III	31	Senior Coordinator of Student Conduct	34
Job Controller	19	Senior Human Resources Analyst	30
Labor Force Trades Supervisor	25	Sheet Metal Fabricator	18
Labor Foreman III	21	Speech Pathologist	29
Lead Teacher – Title I Intervention	28	Staff Development Instructor	BA-28, MA-29
Librarian (Information Specialist)	BA-28, MA-29	Storekeeper	I-12, II-15
Library Assistant	I-15, II-18	Student Activities Director	34
Library Associate	22	Student Information System Specialist III	28
Locksmith	18	Substitute System Coordinator II	24
Maintenance Assistant	I-11, II-14	Superintendent of Schools	53
Maintenance Control Supervisor	26	Supply Operations Manager	28
Maintenance Supervisor	21	Teacher	BA-28, MA-29
Materials Acquisition Coordinator	I-22, II-24	Technology Specialist	32
Media Graphics Analyst	23	Technology Support Specialist	I-24, II-26
Medicaid Coordinator	II-28	Technology Support Specialist	III-28, IV-31
Occupational Therapist	29	Technology Support Technician	I-18, II-21, III-22
Office Assistant	I-12, III-15, IV-18	Temperature Control Specialist	19
Office Manager	22	Tile Setter & Brick Mason	18
P.A.C.E Coordinator	29	Transportation Routing Technician I	21
Painter	18	Transportation Routing Technician II	18
Paralegal	23	Transportation Supervisor	30
Payroll Coordinator I	22	TV Operations Technician	25
Payroll Coordinator II	24	TV Producer/Director	25
Physical Therapist	29	Vocational Maintenance Mechanic	19
Plasterer	18	Vocational Maintenance Supervisor	21
Plumber	18	Website and Print Production Coordinator	31
Plumbing Foreman	21	Welder	18
		Writer/Editor	29



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
08	260	8.00	21,515.71	22,026.06	22,548.51	23,083.36	23,630.90	24,191.42	24,765.25	25,352.68	25,954.03	26,569.67	27,199.91	27,845.08	28,505.57
			29,181.71	29,873.92	30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06
08	202	8.00	16,716.05	17,112.55	17,518.46	17,934.00	18,359.39	18,794.87	19,240.69	19,697.08	20,164.29	20,642.59	21,132.24	21,633.49	22,146.63
			22,671.95	23,209.74	23,760.26	24,323.85	24,900.81	25,491.46	26,096.12	26,715.13	27,348.81	27,997.52	28,661.62	29,341.47	30,037.45
08	202	7.50	15,671.30	16,043.02	16,423.55	16,813.12	17,211.93	17,620.19	18,038.15	18,466.02	18,904.02	19,352.43	19,811.47	20,281.40	20,762.47
			21,254.95	21,759.13	22,275.24	22,803.61	23,344.51	23,898.25	24,465.11	25,045.43	25,639.51	26,247.68	26,870.27	27,507.63	28,160.11
08	202	7.00	14,626.54	14,973.48	15,328.65	15,692.25	16,064.47	16,445.51	16,835.61	17,234.95	17,643.75	18,062.27	18,490.71	18,929.30	19,378.30
			19,837.95	20,308.52	20,790.23	21,283.37	21,788.21	22,305.03	22,834.11	23,375.74	23,930.21	24,497.83	25,078.92	25,673.79	26,282.77
08	199	8.00	16,467.79	16,858.40	17,258.28	17,667.65	18,086.73	18,515.74	18,954.94	19,404.55	19,864.82	20,336.02	20,818.39	21,312.20	21,817.72
			22,335.23	22,865.04	23,407.38	23,962.61	24,531.00	25,112.88	25,708.56	26,318.37	26,942.64	27,581.72	28,235.95	28,905.71	29,591.35
09	260	8.00	22,548.51	23,083.36	23,630.90	24,191.42	24,765.25	25,352.68	25,954.03	26,569.67	27,199.91	27,845.08	28,505.57	29,181.71	29,873.92
			30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94
10	260	8.00	23,630.90	24,191.42	24,765.25	25,352.68	25,954.03	26,569.67	27,199.91	27,845.08	28,505.57	29,181.71	29,873.92	30,582.51	31,307.93
			32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91
10	202	8.00	18,359.39	18,794.87	19,240.69	19,697.08	20,164.29	20,642.59	21,132.24	21,633.49	22,146.63	22,671.95	23,209.74	23,760.26	24,323.85
			24,900.81	25,491.46	26,096.12	26,715.13	27,348.81	27,997.52	28,661.62	29,341.47	30,037.45	30,749.94	31,479.32	32,226.01	32,990.41
10	202	7.00	16,064.47	16,445.51	16,835.61	17,234.95	17,643.75	18,062.27	18,490.71	18,929.30	19,378.30	19,837.95	20,308.52	20,790.23	21,283.37
			21,788.21	22,305.03	22,834.11	23,375.74	23,930.21	24,497.83	25,078.92	25,673.79	26,282.77	26,906.20	27,544.41	28,197.76	28,866.61
10	186	7.00	14,792.04	15,142.90	15,502.09	15,869.80	16,246.23	16,631.59	17,026.10	17,429.95	17,843.39	18,266.63	18,699.92	19,143.48	19,597.56
			20,062.41	20,538.29	21,025.46	21,524.20	22,034.75	22,557.41	23,092.47	23,640.22	24,200.96	24,775.02	25,362.67	25,964.28	26,580.15



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
10	183	6.00	12,474.39	12,770.28	13,073.19	13,383.29	13,700.73	14,025.72	14,358.41	14,698.99	15,047.65	15,404.58	15,769.98	16,144.04	16,526.98	16,918.99	17,320.31	17,731.15	18,151.74	18,582.30	19,023.07	19,474.29	19,936.22	20,409.11	20,893.22	21,388.80	21,896.14	22,415.52
11	260	8.00	24,765.25	25,352.68	25,954.03	26,569.67	27,199.91	27,845.08	28,505.57	29,181.71	29,873.92	30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25
11	209	8.00	19,907.45	20,379.66	20,863.05	21,357.93	21,864.54	22,383.16	22,914.09	23,457.61	24,014.03	24,583.63	25,166.76	25,763.71	26,374.83	27,000.44	27,640.90	28,296.54	28,967.73	29,654.84	30,358.25	31,078.35	31,815.53	32,570.19	33,342.76	34,133.65	34,943.30	35,772.16
11	186	6.50	14,394.80	14,736.25	15,085.78	15,443.62	15,809.95	16,184.96	16,568.86	16,961.87	17,364.21	17,776.08	18,197.74	18,629.38	19,071.27	19,523.65	19,986.75	20,460.84	20,946.17	21,443.01	21,951.63	22,472.32	23,005.37	23,551.05	24,109.68	24,681.57	25,267.01	25,866.35
11	183	5.50	11,983.76	12,268.02	12,559.01	12,856.91	13,161.88	13,474.08	13,793.68	14,120.86	14,455.82	14,798.70	15,149.73	15,509.08	15,876.95	16,253.56	16,639.10	17,033.77	17,437.81	17,851.43	18,274.87	18,708.35	19,152.11	19,606.40	20,071.46	20,547.56	21,034.94	21,533.90
12	260	8.00	25,954.03	26,569.67	27,199.91	27,845.08	28,505.57	29,181.71	29,873.92	30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43
12	239	8.00	23,857.74	24,423.66	25,002.99	25,596.06	26,203.20	26,824.73	27,461.02	28,112.38	28,779.21	29,461.86	30,160.69	30,876.10	31,608.50	32,358.25	33,125.78	33,911.52	34,715.90	35,539.36	36,382.36	37,245.34	38,128.80	39,033.21	39,959.08	40,906.91	41,877.24	42,870.56
12	231	8.00	23,059.16	23,606.13	24,166.07	24,739.29	25,326.10	25,926.83	26,541.83	27,171.38	27,815.89	28,475.68	29,151.13	29,842.59	30,550.47	31,275.13	32,016.97	32,776.41	33,553.86	34,349.76	35,164.54	35,998.63	36,852.52	37,726.66	38,621.54	39,537.65	40,475.49	41,435.56
12	220	8.00	21,961.10	22,482.03	23,015.31	23,561.23	24,120.10	24,692.22	25,277.93	25,877.51	26,491.33	27,119.70	27,762.98	28,421.52	29,095.69	29,785.84	30,492.35	31,215.62	31,956.06	32,714.05	33,490.04	34,284.41	35,097.64	35,930.15	36,782.42	37,654.90	38,548.08	39,462.44
12	212	8.00	21,162.52	21,664.50	22,178.39	22,704.45	23,243.00	23,794.32	24,358.73	24,936.51	25,528.01	26,133.53	26,753.42	27,388.01	28,037.66	28,702.71	29,383.54	30,080.51	30,794.02	31,524.45	32,272.22	33,037.71	33,821.36	34,623.60	35,444.87	36,285.63	37,146.33	38,027.44



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
12	212	7.25	19,178.53	19,633.45	20,099.16	20,575.91	21,063.97	21,563.60	22,075.10	22,598.71	23,134.75	23,683.51	24,245.28	24,820.38	25,409.13	26,011.83	26,628.83	27,260.46	27,907.08	28,569.03	29,246.70	29,940.42	30,650.61	31,377.64	32,121.92	32,883.85	33,663.87	34,462.37
12	209	8.00	20,863.05	21,357.93	21,864.54	22,383.16	22,914.09	23,457.61	24,014.03	24,583.63	25,166.76	25,763.71	26,374.83	27,000.44	27,640.90	28,296.54	28,967.73	29,654.84	30,358.25	31,078.35	31,815.53	32,570.19	33,342.76	34,133.65	34,943.30	35,772.16	36,620.68	37,489.32
12	209	7.25	18,907.14	19,355.62	19,814.74	20,284.74	20,765.90	21,258.46	21,762.72	22,278.92	22,807.38	23,348.37	23,902.19	24,469.15	25,049.57	25,643.74	26,252.01	26,874.70	27,512.17	28,164.75	28,832.83	29,516.74	30,216.87	30,933.62	31,667.36	32,418.52	33,187.49	33,974.69
12	204	7.25	18,454.81	18,892.57	19,340.71	19,799.46	20,269.10	20,749.88	21,242.08	21,745.93	22,261.75	22,789.79	23,330.37	23,883.76	24,450.30	25,030.26	25,623.97	26,231.77	26,853.98	27,490.96	28,143.05	28,810.59	29,493.98	30,193.58	30,909.77	31,642.95	32,393.53	33,161.90
12	202	8.00	20,164.29	20,642.59	21,132.24	21,633.49	22,146.63	22,671.95	23,209.74	23,760.26	24,323.85	24,900.81	25,491.46	26,096.12	26,715.13	27,348.81	27,997.52	28,661.62	29,341.47	30,037.45	30,749.94	31,479.32	32,226.01	32,990.41	33,772.95	34,574.05	35,394.15	36,233.69
12	202	7.25	18,273.88	18,707.35	19,151.09	19,605.35	20,070.39	20,546.45	21,033.82	21,532.73	22,043.49	22,566.36	23,101.64	23,649.61	24,210.59	24,784.86	25,372.76	25,974.59	26,590.71	27,221.44	27,867.14	28,528.14	29,204.82	29,897.56	30,606.73	31,332.73	32,075.95	32,836.78
12	202	7.00	17,643.75	18,062.27	18,490.71	18,929.30	19,378.30	19,837.95	20,308.52	20,790.23	21,283.37	21,788.21	22,305.03	22,834.11	23,375.74	23,930.21	24,497.83	25,078.92	25,673.79	26,282.77	26,906.20	27,544.41	28,197.76	28,866.61	29,551.33	30,252.29	30,969.88	31,704.48
12	202	6.00	15,123.21	15,481.94	15,849.18	16,225.12	16,609.98	17,003.96	17,407.30	17,820.19	18,242.89	18,675.61	19,118.60	19,572.09	20,036.35	20,511.61	20,998.14	21,496.21	22,006.10	22,528.09	23,062.46	23,609.49	24,169.51	24,742.81	25,329.71	25,930.53	26,545.61	27,175.27
12	200	8.00	19,964.64	20,438.21	20,923.01	21,419.30	21,927.36	22,447.47	22,979.94	23,525.01	24,083.02	24,654.27	25,239.07	25,837.74	26,450.62	27,078.03	27,720.32	28,377.84	29,050.96	29,740.05	30,445.49	31,167.65	31,906.94	32,663.78	33,438.56	34,231.73	35,043.71	35,874.94
13	260	8.00	27,199.91	27,845.08	28,505.57	29,181.71	29,873.92	30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
13	202	8.00	21,132.24	21,633.49	22,146.63	22,671.95	23,209.74	23,760.26	24,323.85	24,900.81	25,491.46	26,096.12	26,715.13	27,348.81	27,997.52	28,661.62	29,341.47	30,037.45	30,749.94	31,479.32	32,226.01	32,990.41	33,772.95	34,574.05	35,394.15	36,233.69	37,093.15	37,973.01
13	186	7.00	17,026.10	17,429.95	17,843.39	18,266.63	18,699.92	19,143.48	19,597.56	20,062.41	20,538.29	21,025.46	21,524.20	22,034.75	22,557.41	23,092.47	23,640.22	24,200.96	24,775.02	25,362.67	25,964.28	26,580.15	27,210.63	27,856.07	28,516.82	29,193.24	29,885.69	30,594.59
13	186	6.50	15,809.95	16,184.96	16,568.86	16,961.87	17,364.21	17,776.08	18,197.74	18,629.38	19,071.27	19,523.65	19,986.75	20,460.84	20,946.17	21,443.01	21,951.63	22,472.32	23,005.37	23,551.05	24,109.68	24,681.57	25,267.01	25,866.35	26,479.90	27,108.00	27,751.00	28,409.26
13	183	6.00	14,358.41	14,698.99	15,047.65	15,404.58	15,769.98	16,144.04	16,526.98	16,918.99	17,320.31	17,731.15	18,151.74	18,582.30	19,023.07	19,474.29	19,936.22	20,409.11	20,893.22	21,388.80	21,896.14	22,415.52	22,947.21	23,491.52	24,048.75	24,619.18	25,203.14	25,800.97
14	260	8.00	28,505.57	29,181.71	29,873.92	30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33
14	202	8.00	22,146.63	22,671.95	23,209.74	23,760.26	24,323.85	24,900.81	25,491.46	26,096.12	26,715.13	27,348.81	27,997.52	28,661.62	29,341.47	30,037.45	30,749.94	31,479.32	32,226.01	32,990.41	33,772.95	34,574.05	35,394.15	36,233.69	37,093.15	37,973.01	38,873.72	39,795.81
14	202	7.25	20,070.39	20,546.45	21,033.82	21,532.73	22,043.49	22,566.36	23,101.64	23,649.61	24,210.59	24,784.86	25,372.76	25,974.59	26,590.71	27,221.44	27,867.14	28,528.14	29,204.82	29,897.56	30,606.73	31,332.73	32,075.95	32,836.78	33,615.66	34,413.04	35,229.31	36,064.95
14	186	7.00	17,843.39	18,266.63	18,699.92	19,143.48	19,597.56	20,062.41	20,538.29	21,025.46	21,524.20	22,034.75	22,557.41	23,092.47	23,640.22	24,200.96	24,775.02	25,362.67	25,964.28	26,580.15	27,210.63	27,856.07	28,516.82	29,193.24	29,885.69	30,594.59	31,320.29	32,063.21
14	183	6.00	15,047.65	15,404.58	15,769.98	16,144.04	16,526.98	16,918.99	17,320.31	17,731.15	18,151.74	18,582.30	19,023.07	19,474.29	19,936.22	20,409.11	20,893.22	21,388.80	21,896.14	22,415.52	22,947.21	23,491.52	24,048.75	24,619.18	25,203.14	25,800.97	26,412.96	27,039.48
15	260	8.00	29,873.92	30,582.51	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
15	239	8.00	27,461.02	28,112.38	28,779.21	29,461.86	30,160.69	30,876.10	31,608.50	32,358.25	33,125.78	33,911.52	34,715.90	35,539.36	36,382.36
			37,245.34	38,128.80	39,033.21	39,959.08	40,906.91	41,877.24	42,870.56	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35
15	231	8.00	26,541.83	27,171.38	27,815.89	28,475.68	29,151.13	29,842.59	30,550.47	31,275.13	32,016.97	32,776.41	33,553.86	34,349.76	35,164.54
			35,998.63	36,852.52	37,726.66	38,621.54	39,537.65	40,475.49	41,435.56	42,418.40	43,424.58	44,454.60	45,509.07	46,588.54	47,693.63
15	225	8.00	25,852.43	26,465.63	27,093.40	27,736.06	28,393.96	29,067.46	29,756.95	30,462.79	31,185.36	31,925.07	32,682.33	33,457.55	34,251.17
			35,063.60	35,895.31	36,746.75	37,618.38	38,510.69	39,424.18	40,359.31	41,316.62	42,296.67	43,299.94	44,327.02	45,378.45	46,454.83
15	220	8.00	25,277.93	25,877.51	26,491.33	27,119.70	27,762.98	28,421.52	29,095.69	29,785.84	30,492.35	31,215.62	31,956.06	32,714.05	33,490.04
			34,284.41	35,097.64	35,930.15	36,782.42	37,654.90	38,548.08	39,462.44	40,398.48	41,356.74	42,337.72	43,341.97	44,370.04	45,422.50
15	214	8.00	24,588.53	25,171.76	25,768.84	26,380.07	27,005.81	27,646.39	28,302.17	28,973.49	29,660.74	30,364.29	31,084.53	31,821.85	32,576.67
			33,349.38	34,140.43	34,950.24	35,779.26	36,627.95	37,496.77	38,386.19	39,296.70	40,228.83	41,183.05	42,159.92	43,159.95	44,183.71
15	204	8.00	23,439.53	23,995.51	24,564.68	25,147.36	25,743.85	26,354.50	26,979.64	27,619.59	28,274.73	28,945.40	29,631.98	30,334.85	31,054.40
			31,791.00	32,545.08	33,317.05	34,107.33	34,916.36	35,744.59	36,592.44	37,460.41	38,348.98	39,258.61	40,189.83	41,143.13	42,119.05
15	200	8.00	22,979.94	23,525.01	24,083.02	24,654.27	25,239.07	25,837.74	26,450.62	27,078.03	27,720.32	28,377.84	29,050.96	29,740.05	30,445.49
			31,167.65	31,906.94	32,663.78	33,438.56	34,231.73	35,043.71	35,874.94	36,725.89	37,597.04	38,488.83	39,401.79	40,336.40	41,293.18
16	260	8.00	31,307.93	32,050.55	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03
			42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97
17	260	8.00	32,810.79	33,589.07	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13
			44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49
17	239	8.00	30,160.69	30,876.10	31,608.50	32,358.25	33,125.78	33,911.52	34,715.90	35,539.36	36,382.36	37,245.34	38,128.80	39,033.21	39,959.08
			40,906.91	41,877.24	42,870.56	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
17	220	8.00	27,762.98	28,421.52	29,095.69	29,785.84	30,492.35	31,215.62	31,956.06	32,714.05	33,490.04	34,284.41	35,097.64	35,930.15	36,782.42	37,654.90	38,548.08	39,462.44	40,398.48	41,356.74	42,337.72	43,341.97	44,370.04	45,422.50	46,499.92	47,602.90	48,732.04	49,887.96
17	214	8.00	27,005.81	27,646.39	28,302.17	28,973.49	29,660.74	30,364.29	31,084.53	31,821.85	32,576.67	33,349.38	34,140.43	34,950.24	35,779.26	36,627.95	37,496.77	38,386.19	39,296.70	40,228.83	41,183.05	42,159.92	43,159.95	44,183.71	45,231.74	46,304.64	47,402.99	48,527.38
17	214	7.25	24,474.01	25,054.54	25,648.84	26,257.23	26,880.05	27,517.64	28,170.35	28,838.55	29,522.61	30,222.88	30,939.76	31,673.66	32,424.95	33,194.08	33,981.45	34,787.48	35,612.63	36,457.38	37,322.14	38,207.43	39,113.70	40,041.48	40,991.27	41,963.58	42,958.96	43,977.93
17	209	8.00	26,374.83	27,000.44	27,640.90	28,296.54	28,967.73	29,654.84	30,358.25	31,078.35	31,815.53	32,570.19	33,342.76	34,133.65	34,943.30	35,772.16	36,620.68	37,489.32	38,378.55	39,288.91	40,220.83	41,174.87	42,151.54	43,151.38	44,174.93	45,222.75	46,295.44	47,393.56
17	209	7.25	23,902.19	24,469.15	25,049.57	25,643.74	26,252.01	26,874.70	27,512.17	28,164.75	28,832.83	29,516.74	30,216.87	30,933.62	31,667.36	32,418.52	33,187.49	33,974.69	34,780.56	35,605.57	36,450.13	37,314.73	38,199.83	39,105.94	40,033.53	40,983.12	41,955.24	42,950.41
17	204	7.25	23,330.37	23,883.76	24,450.30	25,030.26	25,623.97	26,231.77	26,853.98	27,490.96	28,143.05	28,810.59	29,493.98	30,193.58	30,909.77	31,642.95	32,393.53	33,161.90	33,948.49	34,753.76	35,578.11	36,422.03	37,285.96	38,170.39	39,075.79	40,002.66	40,951.53	41,922.89
17	202	7.50	23,898.25	24,465.11	25,045.43	25,639.51	26,247.68	26,870.27	27,507.63	28,160.11	28,828.07	29,511.87	30,211.89	30,928.51	31,662.14	32,413.17	33,182.01	33,969.09	34,774.83	35,599.70	36,444.11	37,308.57	38,193.53	39,099.48	40,026.92	40,976.36	41,948.32	42,943.33
17	202	7.00	22,305.03	22,834.11	23,375.74	23,930.21	24,497.83	25,078.92	25,673.79	26,282.77	26,906.20	27,544.41	28,197.76	28,866.61	29,551.33	30,252.29	30,969.88	31,704.48	32,456.50	33,226.38	34,014.51	34,821.33	35,647.29	36,492.85	37,358.46	38,244.60	39,151.77	40,080.44
17	199	7.00	21,973.77	22,494.99	23,028.57	23,574.81	24,134.00	24,706.46	25,292.49	25,892.43	26,506.60	27,135.33	27,778.98	28,437.90	29,112.45	29,803.00	30,509.93	31,233.62	31,974.48	32,732.92	33,509.34	34,304.19	35,117.88	35,950.88	36,803.63	37,676.61	38,570.30	39,485.18
18	260	8.00	34,385.81	35,201.44	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																										
			1	2	3	4	5	6	7	8	9	10	11	12	13														
18	239	8.00	31,608.50	32,358.25	33,125.78	33,911.52	34,715.90	35,539.36	36,382.36	37,245.34	38,128.80	39,033.21	39,959.08	40,906.91	41,877.24	42,870.56	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	
18	231	8.00	30,550.47	31,275.13	32,016.97	32,776.41	33,553.86	34,349.76	35,164.54	35,998.63	36,852.52	37,726.66	38,621.54	39,537.65	40,475.49	41,435.56	42,418.40	43,424.58	44,454.60	45,509.07	46,588.54	47,693.63	48,824.92	49,983.04	51,168.64	51,168.64	52,382.35	53,624.88	54,896.85
18	220	8.00	29,095.69	29,785.84	30,492.35	31,215.62	31,956.06	32,714.05	33,490.04	34,284.41	35,097.64	35,930.15	36,782.42	37,654.90	38,548.08	39,462.44	40,398.48	41,356.74	42,337.72	43,341.97	44,370.04	45,422.50	46,499.92	47,602.90	48,732.04	49,887.96	51,071.31	52,282.72	
18	214	8.00	28,302.17	28,973.49	29,660.74	30,364.29	31,084.53	31,821.85	32,576.67	33,349.38	34,140.43	34,950.24	35,779.26	36,627.95	37,496.77	38,386.19	39,296.70	40,228.83	41,183.05	42,159.92	43,159.95	44,183.71	45,231.74	46,304.64	47,402.99	48,527.38	49,678.46	50,856.83	
18	202	8.00	26,715.13	27,348.81	27,997.52	28,661.62	29,341.47	30,037.45	30,749.94	31,479.32	32,226.01	32,990.41	33,772.95	34,574.05	35,394.15	36,233.69	37,093.15	37,973.01	38,873.72	39,795.81	40,739.76	41,706.12	42,695.38	43,708.11	44,744.87	45,806.21	46,892.75	48,005.04	
18	199	8.00	26,318.37	26,942.64	27,581.72	28,235.95	28,905.71	29,591.35	30,293.26	31,011.81	31,747.41	32,500.46	33,271.37	34,060.57	34,868.49	35,695.57	36,542.26	37,409.05	38,296.39	39,204.78	40,134.72	41,086.72	42,061.29	43,058.98	44,080.35	45,125.92	46,196.32	47,292.10	
19	260	8.00	36,036.42	36,891.19	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	
20	260	8.00	37,766.25	38,662.06	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	
21	260	8.00	39,579.13	40,517.94	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	
21	239	8.00	36,382.36	37,245.34	38,128.80	39,033.21	39,959.08	40,906.91	41,877.24	42,870.56	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
21	214	8.00	32,576.67	33,349.38	34,140.43	34,950.24	35,779.26	36,627.95	37,496.77	38,386.19	39,296.70	40,228.83	41,183.05	42,159.92	43,159.95	44,183.71	45,231.74	46,304.64	47,402.99	48,527.38	49,678.46	50,856.83	52,063.15	53,298.09	54,562.31	55,856.53	57,181.45	58,537.80
21	209	8.00	31,815.53	32,570.19	33,342.76	34,133.65	34,943.30	35,772.16	36,620.68	37,489.32	38,378.55	39,288.91	40,220.83	41,174.87	42,151.54	43,151.38	44,174.93	45,222.75	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	57,170.09
21	204	7.25	28,143.05	28,810.59	29,493.98	30,193.58	30,909.77	31,642.95	32,393.53	33,161.90	33,948.49	34,753.76	35,578.11	36,422.03	37,285.96	38,170.39	39,075.79	40,002.66	40,951.53	41,922.89	42,917.31	43,935.31	44,977.45	46,044.32	47,136.48	48,254.56	49,399.16	50,570.91
22	260	8.00	41,479.03	42,462.91	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66
22	239	8.00	38,128.80	39,033.21	39,959.08	40,906.91	41,877.24	42,870.56	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	68,514.55
22	209	8.00	33,342.76	34,133.65	34,943.30	35,772.16	36,620.68	37,489.32	38,378.55	39,288.91	40,220.83	41,174.87	42,151.54	43,151.38	44,174.93	45,222.75	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	57,170.09	58,526.15	59,914.40
23	260	8.00	43,470.13	44,501.25	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53
23	239	8.00	39,959.08	40,906.91	41,877.24	42,870.56	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71	71,803.44
23	220	8.00	36,782.42	37,654.90	38,548.08	39,462.44	40,398.48	41,356.74	42,337.72	43,341.97	44,370.04	45,422.50	46,499.92	47,602.90	48,732.04	49,887.96	51,071.31	52,282.72	53,522.87	54,792.43	56,092.10	57,422.60	58,784.67	60,179.05	61,606.48	63,067.79	64,563.75	66,095.22
23	209	8.00	34,943.30	35,772.16	36,620.68	37,489.32	38,378.55	39,288.91	40,220.83	41,174.87	42,151.54	43,151.38	44,174.93	45,222.75	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	57,170.09	58,526.15	59,914.40	61,335.56	62,790.46



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
23	209	7.25	31,667.36	32,418.52	33,187.49	33,974.69	34,780.56	35,605.57	36,450.13	37,314.73	38,199.83	39,105.94	40,033.53	40,983.12	41,955.24
			42,950.41	43,969.21	45,012.15	46,079.84	47,172.85	48,291.79	49,437.27	50,609.93	51,810.40	53,039.33	54,297.42	55,585.36	56,903.85
24	260	8.00	45,556.83	46,637.43	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00
			61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12
25	260	8.00	47,743.65	48,876.15	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30
			64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72
25	239	8.00	43,887.44	44,928.46	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30
			59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13	78,862.39
25	220	7.25	36,611.12	37,479.55	38,368.55	39,278.66	40,210.35	41,164.14	42,140.55	43,140.12	44,163.41	45,210.96	46,283.38	47,381.21	48,505.10
			49,655.64	50,833.46	52,039.24	53,273.61	54,537.26	55,830.87	57,155.18	58,510.90	59,898.79	61,319.58	62,774.08	64,263.09	65,787.40
25	209	7.25	34,780.56	35,605.57	36,450.13	37,314.73	38,199.83	39,105.94	40,033.53	40,983.12	41,955.24	42,950.41	43,969.21	45,012.15	46,079.84
			47,172.85	48,291.79	49,437.27	50,609.93	51,810.40	53,039.33	54,297.42	55,585.36	56,903.85	58,253.60	59,635.38	61,049.94	62,498.03
26	260	8.00	50,035.48	51,222.33	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66
			67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96
26	239	8.00	45,994.15	47,085.14	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42
			62,381.83	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13	78,862.39	80,733.01	82,648.00
26	231	8.00	44,454.60	45,509.07	46,588.54	47,693.63	48,824.92	49,983.04	51,168.64	52,382.35	53,624.88	54,896.85	56,199.01	57,532.05	58,896.70
			60,293.74	61,723.90	63,188.00	64,686.80	66,221.18	67,791.94	69,399.98	71,046.14	72,731.35	74,456.55	76,222.64	78,030.65	79,881.54
26	220	8.00	42,337.72	43,341.97	44,370.04	45,422.50	46,499.92	47,602.90	48,732.04	49,887.96	51,071.31	52,282.72	53,522.87	54,792.43	56,092.10
			57,422.60	58,784.67	60,179.05	61,606.48	63,067.79	64,563.75	66,095.22	67,662.99	69,267.95	70,911.00	72,593.00	74,314.91	76,077.65



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
26	214	8.00	41,183.05	42,159.92	43,159.95	44,183.71	45,231.74	46,304.64	47,402.99	48,527.38	49,678.46	50,856.83	52,063.15	53,298.09	54,562.31
			55,856.53	57,181.45	58,537.80	59,926.30	61,347.76	62,802.92	64,292.62	65,817.63	67,378.82	68,977.06	70,613.19	72,288.14	74,002.81
26	209	8.00	40,220.83	41,174.87	42,151.54	43,151.38	44,174.93	45,222.75	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49
			54,551.47	55,845.44	57,170.09	58,526.15	59,914.40	61,335.56	62,790.46	64,279.84	65,804.55	67,365.45	68,963.35	70,599.16	72,273.77
26	209	7.25	36,450.13	37,314.73	38,199.83	39,105.94	40,033.53	40,983.12	41,955.24	42,950.41	43,969.21	45,012.15	46,079.84	47,172.85	48,291.79
			49,437.27	50,609.93	51,810.40	53,039.33	54,297.42	55,585.36	56,903.85	58,253.60	59,635.38	61,049.94	62,498.03	63,980.49	65,498.11
26	202	7.25	35,229.31	36,064.95	36,920.41	37,796.17	38,692.69	39,610.48	40,550.04	41,511.88	42,496.55	43,504.57	44,536.50	45,592.90	46,674.36
			47,781.48	48,914.86	50,075.12	51,262.89	52,478.85	53,723.64	54,997.98	56,302.53	57,638.02	59,005.20	60,404.80	61,837.60	63,304.39
27	260	8.00	52,437.32	53,681.14	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79
			71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87
27	239	8.00	48,202.00	49,345.35	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53
			65,376.33	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13	78,862.39	80,733.01	82,648.00	84,608.41	86,615.32
27	231	8.00	46,588.54	47,693.63	48,824.92	49,983.04	51,168.64	52,382.35	53,624.88	54,896.85	56,199.01	57,532.05	58,896.70	60,293.74	61,723.90
			63,188.00	64,686.80	66,221.18	67,791.94	69,399.98	71,046.14	72,731.35	74,456.55	76,222.64	78,030.65	79,881.54	81,776.33	83,716.06
27	220	8.00	44,370.04	45,422.50	46,499.92	47,602.90	48,732.04	49,887.96	51,071.31	52,282.72	53,522.87	54,792.43	56,092.10	57,422.60	58,784.67
			60,179.05	61,606.48	63,067.79	64,563.75	66,095.22	67,662.99	69,267.95	70,911.00	72,593.00	74,314.91	76,077.65	77,882.22	79,729.58
27	214	8.00	43,159.95	44,183.71	45,231.74	46,304.64	47,402.99	48,527.38	49,678.46	50,856.83	52,063.15	53,298.09	54,562.31	55,856.53	57,181.45
			58,537.80	59,926.30	61,347.76	62,802.92	64,292.62	65,817.63	67,378.82	68,977.06	70,613.19	72,288.14	74,002.81	75,758.16	77,555.14
27	214	7.25	39,113.70	40,041.48	40,991.27	41,963.58	42,958.96	43,977.93	45,021.10	46,089.00	47,182.23	48,301.39	49,447.10	50,619.98	51,820.69
			53,049.88	54,308.21	55,596.40	56,915.15	58,265.19	59,647.23	61,062.06	62,510.46	63,993.20	65,511.13	67,065.05	68,655.83	70,284.35



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps													
			1	2	3	4	5	6	7	8	9	10	11	12	13	
27	209	8.00	42,151.54	43,151.38	44,174.93	45,222.75	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	
			57,170.09	58,526.15	59,914.40	61,335.56	62,790.46	64,279.84	65,804.55	67,365.45	68,963.35	70,599.16	72,273.77	73,988.11	75,743.10	
27	209	7.25	38,199.83	39,105.94	40,033.53	40,983.12	41,955.24	42,950.41	43,969.21	45,012.15	46,079.84	47,172.85	48,291.79	49,437.27	50,609.93	
			51,810.40	53,039.33	54,297.42	55,585.36	56,903.85	58,253.60	59,635.38	61,049.94	62,498.03	63,980.49	65,498.11	67,051.72	68,642.19	
28	260	8.00	54,954.45	56,257.97	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	
			74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	
28	239	8.00	50,515.82	51,714.06	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	
			68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13	78,862.39	80,733.01	82,648.00	84,608.41	86,615.32	88,669.84	90,773.08	
28	231	8.00	48,824.92	49,983.04	51,168.64	52,382.35	53,624.88	54,896.85	56,199.01	57,532.05	58,896.70	60,293.74	61,723.90	63,188.00	64,686.80	
			66,221.18	67,791.94	69,399.98	71,046.14	72,731.35	74,456.55	76,222.64	78,030.65	79,881.54	81,776.33	83,716.06	85,701.81	87,734.65	
28	220	8.00	46,499.92	47,602.90	48,732.04	49,887.96	51,071.31	52,282.72	53,522.87	54,792.43	56,092.10	57,422.60	58,784.67	60,179.05	61,606.48	
			63,067.79	64,563.75	66,095.22	67,662.99	69,267.95	70,911.00	72,593.00	74,314.91	76,077.65	77,882.22	79,729.58	81,620.77	83,556.81	
28	214	8.00	45,231.74	46,304.64	47,402.99	48,527.38	49,678.46	50,856.83	52,063.15	53,298.09	54,562.31	55,856.53	57,181.45	58,537.80	59,926.30	
			61,347.76	62,802.92	64,292.62	65,817.63	67,378.82	68,977.06	70,613.19	72,288.14	74,002.81	75,758.16	77,555.14	79,394.75	81,277.99	
28	214	7.25	40,991.27	41,963.58	42,958.96	43,977.93	45,021.10	46,089.00	47,182.23	48,301.39	49,447.10	50,619.98	51,820.69	53,049.88	54,308.21	
			55,596.40	56,915.15	58,265.19	59,647.23	61,062.06	62,510.46	63,993.20	65,511.13	67,065.05	68,655.83	70,284.35	71,951.50	73,658.18	
28	209	8.00	44,174.93	45,222.75	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	57,170.09	58,526.15	
			59,914.40	61,335.56	62,790.46	64,279.84	65,804.55	67,365.45	68,963.35	70,599.16	72,273.77	73,988.11	75,743.10	77,539.74	79,378.97	
28	209	7.25	40,033.53	40,983.12	41,955.24	42,950.41	43,969.21	45,012.15	46,079.84	47,172.85	48,291.79	49,437.27	50,609.93	51,810.40	53,039.33	
			54,297.42	55,585.36	56,903.85	58,253.60	59,635.38	61,049.94	62,498.03	63,980.49	65,498.11	67,051.72	68,642.19	70,270.39	71,937.19	



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
29	260	8.00	57,592.41	58,958.49	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62
			78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17
29	239	8.00	52,940.72	54,196.46	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71
			71,803.44	73,506.61	75,250.18	77,035.13	78,862.39	80,733.01	82,648.00	84,608.41	86,615.32	88,669.84	90,773.08	92,926.22	95,130.43
29	231	8.00	51,168.64	52,382.35	53,624.88	54,896.85	56,199.01	57,532.05	58,896.70	60,293.74	61,723.90	63,188.00	64,686.80	66,221.18	67,791.94
			69,399.98	71,046.14	72,731.35	74,456.55	76,222.64	78,030.65	79,881.54	81,776.33	83,716.06	85,701.81	87,734.65	89,815.72	91,946.15
29	220	8.00	48,732.04	49,887.96	51,071.31	52,282.72	53,522.87	54,792.43	56,092.10	57,422.60	58,784.67	60,179.05	61,606.48	63,067.79	64,563.75
			66,095.22	67,662.99	69,267.95	70,911.00	72,593.00	74,314.91	76,077.65	77,882.22	79,729.58	81,620.77	83,556.81	85,538.78	87,567.76
29	214	8.00	47,402.99	48,527.38	49,678.46	50,856.83	52,063.15	53,298.09	54,562.31	55,856.53	57,181.45	58,537.80	59,926.30	61,347.76	62,802.92
			64,292.62	65,817.63	67,378.82	68,977.06	70,613.19	72,288.14	74,002.81	75,758.16	77,555.14	79,394.75	81,277.99	83,205.90	85,179.55
29	214	7.25	42,958.96	43,977.93	45,021.10	46,089.00	47,182.23	48,301.39	49,447.10	50,619.98	51,820.69	53,049.88	54,308.21	55,596.40	56,915.15
			58,265.19	59,647.23	61,062.06	62,510.46	63,993.20	65,511.13	67,065.05	68,655.83	70,284.35	71,951.50	73,658.18	75,405.35	77,193.97
29	209	8.00	46,295.44	47,393.56	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	57,170.09	58,526.15	59,914.40	61,335.56
			62,790.46	64,279.84	65,804.55	67,365.45	68,963.35	70,599.16	72,273.77	73,988.11	75,743.10	77,539.74	79,378.97	81,261.84	83,189.37
29	209	7.25	41,955.24	42,950.41	43,969.21	45,012.15	46,079.84	47,172.85	48,291.79	49,437.27	50,609.93	51,810.40	53,039.33	54,297.42	55,585.36
			56,903.85	58,253.60	59,635.38	61,049.94	62,498.03	63,980.49	65,498.11	67,051.72	68,642.19	70,270.39	71,937.19	73,643.54	75,390.37
30	260	8.00	60,357.00	61,788.67	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35
			81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92
30	239	8.00	55,482.01	56,798.04	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61
			75,250.18	77,035.13	78,862.39	80,733.01	82,648.00	84,608.41	86,615.32	88,669.84	90,773.08	92,926.22	95,130.43	97,386.92	99,696.94



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
30	231	8.00	53,624.88	54,896.85	56,199.01	57,532.05	58,896.70	60,293.74	61,723.90	63,188.00	64,686.80	66,221.18	67,791.94	69,399.98	71,046.14
			72,731.35	74,456.55	76,222.64	78,030.65	79,881.54	81,776.33	83,716.06	85,701.81	87,734.65	89,815.72	91,946.15	94,127.10	96,359.80
30	209	8.00	48,517.74	49,668.58	50,846.72	52,052.80	53,287.49	54,551.47	55,845.44	57,170.09	58,526.15	59,914.40	61,335.56	62,790.46	64,279.84
			65,804.55	67,365.45	68,963.35	70,599.16	72,273.77	73,988.11	75,743.10	77,539.74	79,378.97	81,261.84	83,189.37	85,162.62	87,182.68
31	260	8.00	63,254.30	64,754.68	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91
			85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14
31	239	8.00	58,145.30	59,524.50	60,936.42	62,381.83	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13
			78,862.39	80,733.01	82,648.00	84,608.41	86,615.32	88,669.84	90,773.08	92,926.22	95,130.43	97,386.92	99,696.94	102,061.76	104,482.65
31	231	8.00	56,199.01	57,532.05	58,896.70	60,293.74	61,723.90	63,188.00	64,686.80	66,221.18	67,791.94	69,399.98	71,046.14	72,731.35	74,456.55
			76,222.64	78,030.65	79,881.54	81,776.33	83,716.06	85,701.81	87,734.65	89,815.72	91,946.15	94,127.10	96,359.80	98,645.46	100,985.33
32	260	8.00	66,290.66	67,863.08	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71
			89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27
32	231	8.00	58,896.70	60,293.74	61,723.90	63,188.00	64,686.80	66,221.18	67,791.94	69,399.98	71,046.14	72,731.35	74,456.55	76,222.64	78,030.65
			79,881.54	81,776.33	83,716.06	85,701.81	87,734.65	89,815.72	91,946.15	94,127.10	96,359.80	98,645.46	100,985.33	103,380.71	105,832.89
33	260	8.00	69,472.79	71,120.69	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62
			94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32
33	239	8.00	63,861.53	65,376.33	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13	78,862.39	80,733.01	82,648.00	84,608.41
			86,615.32	88,669.84	90,773.08	92,926.22	95,130.43	97,386.92	99,696.94	102,061.76	104,482.65	106,960.99	109,498.10	112,095.40	114,754.30
33	231	8.00	61,723.90	63,188.00	64,686.80	66,221.18	67,791.94	69,399.98	71,046.14	72,731.35	74,456.55	76,222.64	78,030.65	79,881.54	81,776.33
			83,716.06	85,701.81	87,734.65	89,815.72	91,946.15	94,127.10	96,359.80	98,645.46	100,985.33	103,380.71	105,832.89	108,343.25	110,913.15



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
34	260	8.00	72,807.65	74,534.66	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84
34	239	8.00	66,927.04	68,514.55	70,139.71	71,803.44	73,506.61	75,250.18	77,035.13	78,862.39	80,733.01	82,648.00	84,608.41	86,615.32	88,669.84	90,773.08	92,926.22	95,130.43	97,386.92	99,696.94	102,061.76	104,482.65	106,960.99	109,498.10	112,095.40	114,754.30	117,476.26	120,262.81
35	260	8.00	76,302.62	78,112.53	79,965.35	81,862.12	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00
37	260	8.00	83,803.91	85,791.72	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23
38	260	8.00	87,826.71	89,909.96	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23	154,161.20	157,817.90
39	260	8.00	92,042.62	94,225.87	96,460.92	98,748.96	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23	154,161.20	157,817.90	161,561.34	165,393.57
41	260	8.00	101,091.29	103,489.17	105,943.93	108,456.92	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23	154,161.20	157,817.90	161,561.34	165,393.57	169,316.72	173,332.91	177,444.36	181,653.35
43	260	8.00	111,029.53	113,663.14	116,359.24	119,119.27	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23	154,161.20	157,817.90	161,561.34	165,393.57	169,316.72	173,332.91	177,444.36	181,653.35	185,962.15	190,373.19	194,888.84	199,511.60



2018-2019 Unified Pay Plan VRS Participants Prior To 1/1/2012 (UP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
45	260	8.00	121,944.78	124,837.32	127,798.44	130,829.84	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23	154,161.20	157,817.90	161,561.34	165,393.57	169,316.72	173,332.91	177,444.36	181,653.35	185,962.15	190,373.19	194,888.84	199,511.60	204,244.02	209,088.67	214,048.27	219,125.48
47	260	8.00	133,933.11	137,110.00	140,362.25	143,691.64	147,100.01	150,589.23	154,161.20	157,817.90	161,561.34	165,393.57	169,316.72	173,332.91	177,444.36	181,653.35	185,962.15	190,373.19	194,888.84	199,511.60	204,244.02	209,088.67	214,048.27	219,125.48	224,323.15	229,644.08	235,091.25	240,667.61
50	260	8.00	154,161.20	157,817.90	161,561.34	165,393.57	169,316.72	173,332.91	177,444.36	181,653.35	185,962.15	190,373.19	194,888.84	199,511.60	204,244.02	209,088.67	214,048.27	219,125.48	224,323.15	229,644.08	235,091.25	240,667.61	246,376.25	252,220.28	258,202.96	264,327.52	270,597.37	277,015.94
53	260	8.00	177,444.36	181,653.35	185,962.15	190,373.19	194,888.84	199,511.60	204,244.02	209,088.67	214,048.27	219,125.48	224,323.15	229,644.08	235,091.25	240,667.61	246,376.25	252,220.28	258,202.96	264,327.52	270,597.37	277,015.94	283,586.76	290,313.44	297,199.68	304,249.25	311,466.04	318,854.02



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
08	260	8.00	21,247.99	21,752.00	22,267.94	22,796.13	23,336.87	23,890.42	24,457.10	25,037.21	25,631.09	26,239.08	26,861.45	27,498.62	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00
08	202	8.00	16,508.05	16,899.63	17,300.48	17,710.84	18,130.95	18,561.02	19,001.28	19,451.99	19,913.39	20,385.74	20,869.28	21,364.31	21,871.07	22,389.86	22,920.94	23,464.63	24,021.21	24,590.98	25,174.29	25,771.42	26,382.72	27,008.52	27,649.16	28,305.00	28,976.38	29,663.70
08	202	7.50	15,476.30	15,843.40	16,219.20	16,603.92	16,997.77	17,400.96	17,813.70	18,236.24	18,668.80	19,111.63	19,564.95	20,029.04	20,504.13	20,990.49	21,488.38	21,998.09	22,519.88	23,054.04	23,600.90	24,160.70	24,733.80	25,320.48	25,921.09	26,535.94	27,165.36	27,809.72
08	202	7.00	14,444.55	14,787.17	15,137.92	15,496.99	15,864.59	16,240.89	16,626.12	17,020.49	17,424.21	17,837.53	18,260.62	18,693.77	19,137.19	19,591.13	20,055.82	20,531.55	21,018.56	21,517.11	22,027.50	22,549.99	23,084.88	23,632.45	24,193.02	24,766.87	25,354.34	25,955.74
08	199	8.00	16,262.88	16,648.64	17,043.54	17,447.81	17,861.68	18,285.36	18,719.09	19,163.10	19,617.64	20,082.98	20,559.34	21,047.02	21,546.26	22,057.34	22,580.53	23,116.14	23,664.46	24,225.77	24,800.41	25,388.67	25,990.90	26,607.40	27,238.53	27,884.63	28,546.04	29,223.15
09	260	8.00	22,267.94	22,796.13	23,336.87	23,890.42	24,457.10	25,037.21	25,631.09	26,239.08	26,861.45	27,498.62	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79
10	260	8.00	23,336.87	23,890.42	24,457.10	25,037.21	25,631.09	26,239.08	26,861.45	27,498.62	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57
10	202	8.00	18,130.95	18,561.02	19,001.28	19,451.99	19,913.39	20,385.74	20,869.28	21,364.31	21,871.07	22,389.86	22,920.94	23,464.63	24,021.21	24,590.98	25,174.29	25,771.42	26,382.72	27,008.52	27,649.16	28,305.00	28,976.38	29,663.70	30,367.32	31,087.64	31,825.04	32,579.93
10	202	7.00	15,864.59	16,240.89	16,626.12	17,020.49	17,424.21	17,837.53	18,260.62	18,693.77	19,137.19	19,591.13	20,055.82	20,531.55	21,018.56	21,517.11	22,027.50	22,549.99	23,084.88	23,632.45	24,193.02	24,766.87	25,354.34	25,955.74	26,571.41	27,201.68	27,846.91	28,507.44
10	186	7.00	14,607.98	14,954.49	15,309.20	15,672.33	16,044.08	16,424.65	16,814.24	17,213.08	17,621.37	18,039.35	18,467.24	18,905.29	19,353.72	19,812.78	20,282.75	20,763.85	21,256.37	21,760.57	22,276.74	22,805.14	23,346.07	23,899.84	24,466.74	25,047.09	25,641.21	26,249.43



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14												
10	183	6.00	12,319.18	12,611.39	12,910.53	13,216.76	13,530.26	13,851.20	14,179.75	14,516.10	14,860.42	15,212.91	15,573.76	15,943.17	16,321.34	16,708.47	17,104.81	17,510.53	17,925.88	18,351.08	18,786.37	19,231.99	19,688.16	20,155.16	20,633.24	21,122.67	21,623.69	22,136.61
11	260	8.00	24,457.10	25,037.21	25,631.09	26,239.08	26,861.45	27,498.62	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53
11	209	8.00	19,659.74	20,126.06	20,603.45	21,092.18	21,592.48	22,104.66	22,628.98	23,165.74	23,715.23	24,277.76	24,853.63	25,443.14	26,046.67	26,664.49	27,296.97	27,944.45	28,607.30	29,285.87	29,980.51	30,691.65	31,419.66	32,164.93	32,927.88	33,708.94	34,508.51	35,327.05
11	186	6.50	14,215.69	14,552.88	14,898.07	15,251.46	15,613.22	15,983.57	16,362.70	16,750.83	17,148.15	17,554.91	17,971.31	18,397.58	18,833.98	19,280.72	19,738.06	20,206.25	20,685.54	21,176.20	21,678.49	22,192.71	22,719.12	23,258.02	23,809.70	24,374.47	24,952.62	25,544.50
11	183	5.50	11,834.65	12,115.36	12,402.74	12,696.94	12,998.10	13,306.42	13,622.05	13,945.17	14,275.94	14,614.57	14,961.23	15,316.10	15,679.41	16,051.32	16,432.06	16,821.83	17,220.84	17,629.32	18,047.48	18,475.57	18,913.81	19,362.44	19,821.72	20,291.90	20,773.21	21,265.96
12	260	8.00	25,631.09	26,239.08	26,861.45	27,498.62	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13
12	239	8.00	23,560.89	24,119.77	24,691.87	25,277.58	25,877.16	26,490.97	27,119.33	27,762.60	28,421.13	29,095.27	29,785.42	30,491.93	31,215.20	31,955.62	32,713.61	33,489.58	34,283.94	35,097.15	35,929.65	36,781.91	37,654.37	38,547.55	39,461.88	40,397.92	41,356.16	42,337.13
12	231	8.00	22,772.24	23,312.41	23,865.37	24,431.47	25,010.98	25,604.24	26,211.57	26,833.31	27,469.80	28,121.37	28,788.42	29,471.28	30,170.34	30,885.98	31,618.60	32,368.59	33,136.36	33,922.35	34,726.99	35,550.72	36,393.98	37,257.25	38,140.98	39,045.69	39,971.85	40,919.99
12	220	8.00	21,687.85	22,202.29	22,728.92	23,268.06	23,819.98	24,384.99	24,963.40	25,555.53	26,161.71	26,782.25	27,417.54	28,067.88	28,733.65	29,415.21	30,112.95	30,827.23	31,558.44	32,307.00	33,073.32	33,857.82	34,660.93	35,483.10	36,324.75	37,186.37	38,068.43	38,971.42
12	212	8.00	20,899.20	21,394.94	21,902.42	22,421.95	22,953.80	23,498.27	24,055.64	24,626.24	25,210.38	25,808.35	26,420.54	27,047.23	27,688.79	28,345.57	29,017.93	29,706.24	30,410.86	31,132.20	31,870.66	32,626.63	33,400.53	34,192.80	35,003.85	35,834.14	36,684.12	37,554.27



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
12	212	7.25	18,939.90	19,389.16	19,849.06	20,319.89	20,801.88	21,295.30	21,800.42	22,317.53	22,846.91	23,388.82	23,943.62	24,511.55	25,092.97	25,688.17	26,297.50	27,559.84	28,213.56	28,882.78	29,567.88	30,269.23	30,987.23	31,722.24	32,474.69	33,244.99	34,033.56	
12	209	8.00	20,603.45	21,092.18	21,592.48	22,104.66	22,628.98	23,165.74	23,715.23	24,277.76	24,853.63	25,443.14	26,046.67	26,664.49	27,296.97	27,944.45	28,607.30	29,285.87	29,980.51	30,691.65	31,419.66	32,164.93	32,927.88	33,708.94	34,508.51	35,327.05	36,165.01	37,022.85
12	209	7.25	18,671.88	19,114.79	19,568.18	20,032.35	20,507.51	20,993.96	21,491.93	22,001.72	22,523.60	23,057.85	23,604.79	24,164.69	24,737.88	25,324.66	25,925.37	27,169.84	27,814.31	28,474.06	29,149.47	29,840.89	30,548.73	31,273.34	32,015.14	32,774.54	33,551.95	
12	204	7.25	18,225.18	18,657.50	19,100.04	19,553.10	20,016.90	20,491.71	20,977.77	21,475.36	21,984.76	22,506.22	23,040.08	23,586.59	24,146.07	24,718.81	25,305.14	26,519.85	27,148.89	27,792.87	28,452.11	29,127.00	29,817.90	30,525.17	31,249.23	31,990.46	32,749.28	
12	202	8.00	19,913.39	20,385.74	20,869.28	21,364.31	21,871.07	22,389.86	22,920.94	23,464.63	24,021.21	24,590.98	25,174.29	25,771.42	26,382.72	27,008.52	27,649.16	28,305.00	28,976.38	29,663.70	30,367.32	31,087.64	31,825.04	32,579.93	33,352.72	34,143.85	34,953.74	35,782.85
12	202	7.25	18,046.51	18,474.58	18,912.79	19,361.41	19,820.66	20,290.81	20,772.10	21,264.82	21,769.22	22,285.57	22,814.20	23,355.35	23,909.34	24,476.47	25,057.05	26,259.85	26,882.73	27,520.39	28,173.17	28,841.44	29,525.56	30,225.90	30,942.86	31,676.83	32,428.20	
12	202	7.00	17,424.21	17,837.53	18,260.62	18,693.77	19,137.19	19,591.13	20,055.82	20,531.55	21,018.56	21,517.11	22,027.50	22,549.99	23,084.88	23,632.45	24,193.02	24,766.87	25,354.34	25,955.74	26,571.41	27,201.68	27,846.91	28,507.44	29,183.63	29,875.87	30,584.52	31,309.99
12	202	6.00	14,935.04	15,289.31	15,651.96	16,023.23	16,403.30	16,792.39	17,190.71	17,598.47	18,015.91	18,443.23	18,880.72	19,328.56	19,787.04	20,256.39	20,736.87	21,228.75	21,732.29	22,247.78	22,775.49	23,315.73	23,868.78	24,434.95	25,014.54	25,607.89	26,215.31	26,837.13
12	200	8.00	19,716.22	20,183.90	20,662.66	21,152.78	21,654.53	22,168.18	22,694.00	23,232.30	23,783.38	24,347.50	24,925.04	25,516.26	26,121.50	26,741.10	27,375.41	28,024.75	28,689.49	29,370.00	30,066.66	30,779.84	31,509.94	32,257.36	33,022.50	33,805.79	34,607.66	35,428.56
13	260	8.00	26,861.45	27,498.62	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00
13	202	8.00	20,869.28	21,364.31	21,871.07	22,389.86	22,920.94	23,464.63	24,021.21	24,590.98	25,174.29	25,771.42	26,382.72	27,008.52	27,649.16	28,305.00	28,976.38	29,663.70	30,367.32	31,087.64	31,825.04	32,579.93	33,352.72	34,143.85	34,953.74	35,782.85	36,631.62	37,500.52



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
13	186	7.00	16,814.24	17,213.08	17,621.37	18,039.35	18,467.24	18,905.29	19,353.72	19,812.78	20,282.75	20,763.85	21,256.37	21,760.57	22,276.74
			22,805.14	23,346.07	23,899.84	24,466.74	25,047.09	25,641.21	26,249.43	26,872.06	27,509.46	28,161.99	28,829.99	29,513.84	30,213.91
13	186	6.50	15,613.22	15,983.57	16,362.70	16,750.83	17,148.15	17,554.91	17,971.31	18,397.58	18,833.98	19,280.72	19,738.06	20,206.25	20,685.54
			21,176.20	21,678.49	22,192.71	22,719.12	23,258.02	23,809.70	24,374.47	24,952.62	25,544.50	26,150.42	26,770.71	27,405.71	28,055.78
13	183	6.00	14,179.75	14,516.10	14,860.42	15,212.91	15,573.76	15,943.17	16,321.34	16,708.47	17,104.81	17,510.53	17,925.88	18,351.08	18,786.37
			19,231.99	19,688.16	20,155.16	20,633.24	21,122.67	21,623.69	22,136.61	22,661.69	23,199.22	23,749.51	24,312.85	24,889.55	25,479.94
14	260	8.00	28,150.89	28,818.63	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33
			38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98
14	202	8.00	21,871.07	22,389.86	22,920.94	23,464.63	24,021.21	24,590.98	25,174.29	25,771.42	26,382.72	27,008.52	27,649.16	28,305.00	28,976.38
			29,663.70	30,367.32	31,087.64	31,825.04	32,579.93	33,352.72	34,143.85	34,953.74	35,782.85	36,631.62	37,500.52	38,390.04	39,300.64
14	202	7.25	19,820.66	20,290.81	20,772.10	21,264.82	21,769.22	22,285.57	22,814.20	23,355.35	23,909.34	24,476.47	25,057.05	25,651.41	26,259.85
			26,882.73	27,520.39	28,173.17	28,841.44	29,525.56	30,225.90	30,942.86	31,676.83	32,428.20	33,197.40	33,984.85	34,790.97	35,616.20
14	186	7.00	17,621.37	18,039.35	18,467.24	18,905.29	19,353.72	19,812.78	20,282.75	20,763.85	21,256.37	21,760.57	22,276.74	22,805.14	23,346.07
			23,899.84	24,466.74	25,047.09	25,641.21	26,249.43	26,872.06	27,509.46	28,161.99	28,829.99	29,513.84	30,213.91	30,930.59	31,664.25
14	183	6.00	14,860.42	15,212.91	15,573.76	15,943.17	16,321.34	16,708.47	17,104.81	17,510.53	17,925.88	18,351.08	18,786.37	19,231.99	19,688.16
			20,155.16	20,633.24	21,122.67	21,623.69	22,136.61	22,661.69	23,199.22	23,749.51	24,312.85	24,889.55	25,479.94	26,084.32	26,703.03
15	260	8.00	29,502.20	30,202.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65
			40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19
15	239	8.00	27,119.33	27,762.60	28,421.13	29,095.27	29,785.42	30,491.93	31,215.20	31,955.62	32,713.61	33,489.58	34,283.94	35,097.15	35,929.65
			36,781.91	37,654.37	38,547.55	39,461.88	40,397.92	41,356.16	42,337.13	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
15	231	8.00	26,211.57	26,833.31	27,469.80	28,121.37	28,788.42	29,471.28	30,170.34	30,885.98	31,618.60	32,368.59	33,136.36	33,922.35	34,726.99	35,550.72	36,393.98	37,257.25	38,140.98	39,045.69	39,971.85	40,919.99	41,890.61	42,884.26	43,901.48	44,942.81	46,008.86	47,100.18
15	225	8.00	25,530.75	26,136.34	26,756.30	27,390.94	28,040.67	28,705.79	29,386.69	30,083.74	30,797.33	31,527.85	32,275.67	33,041.25	33,824.99	34,627.32	35,448.68	36,289.53	37,150.31	38,031.52	38,933.62	39,857.13	40,802.54	41,770.39	42,761.18	43,775.46	44,813.83	45,876.80
15	220	8.00	24,963.40	25,555.53	26,161.71	26,782.25	27,417.54	28,067.88	28,733.65	29,415.21	30,112.95	30,827.23	31,558.44	32,307.00	33,073.32	33,857.82	34,660.93	35,483.10	36,324.75	37,186.37	38,068.43	38,971.42	39,895.82	40,842.16	41,810.93	42,802.67	43,817.96	44,857.31
15	214	8.00	24,282.58	24,858.57	25,448.21	26,051.83	26,669.79	27,302.39	27,950.01	28,612.98	29,291.69	29,986.48	30,697.75	31,425.90	32,171.32	32,934.43	33,715.63	34,515.38	35,334.07	36,172.20	37,030.20	37,908.56	38,807.75	39,728.28	40,670.63	41,635.33	42,622.93	43,633.93
15	204	8.00	23,147.88	23,696.95	24,259.04	24,834.45	25,423.54	26,026.58	26,643.93	27,275.93	27,922.92	28,585.25	29,263.28	29,957.40	30,667.99	31,395.44	32,140.13	32,902.51	33,682.95	34,481.91	35,299.82	36,137.13	36,994.31	37,871.82	38,770.13	39,689.75	40,631.20	41,594.96
15	200	8.00	22,694.00	23,232.30	23,783.38	24,347.50	24,925.04	25,516.26	26,121.50	26,741.10	27,375.41	28,024.75	28,689.49	29,370.00	30,066.66	30,779.84	31,509.94	32,257.36	33,022.50	33,805.79	34,607.66	35,428.56	36,268.93	37,129.23	38,009.94	38,911.52	39,834.51	40,779.38
16	260	8.00	30,918.39	31,651.76	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96
17	260	8.00	32,402.55	33,171.13	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90
17	239	8.00	29,785.42	30,491.93	31,215.20	31,955.62	32,713.61	33,489.58	34,283.94	35,097.15	35,929.65	36,781.91	37,654.37	38,547.55	39,461.88	40,397.92	41,356.16	42,337.13	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12
17	220	8.00	27,417.54	28,067.88	28,733.65	29,415.21	30,112.95	30,827.23	31,558.44	32,307.00	33,073.32	33,857.82	34,660.93	35,483.10	36,324.75	37,186.37	38,068.43	38,971.42	39,895.82	40,842.16	41,810.93	42,802.67	43,817.96	44,857.31	45,921.34	47,010.59	48,125.69	49,267.22



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
17	214	8.00	26,669.79	27,302.39	27,950.01	28,612.98	29,291.69	29,986.48	30,697.75	31,425.90	32,171.32	32,934.43	33,715.63	34,515.38	35,334.07
			36,172.20	37,030.20	37,908.56	38,807.75	39,728.28	40,670.63	41,635.33	42,622.93	43,633.93	44,668.94	45,728.48	46,813.17	47,923.57
17	214	7.25	24,169.50	24,742.79	25,329.70	25,930.51	26,545.59	27,175.25	27,819.84	28,479.72	29,155.26	29,846.83	30,554.79	31,279.56	32,021.50
			32,781.05	33,558.62	34,354.63	35,169.53	36,003.75	36,857.76	37,732.01	38,627.03	39,543.25	40,481.23	41,441.43	42,424.43	43,430.74
17	209	8.00	26,046.67	26,664.49	27,296.97	27,944.45	28,607.30	29,285.87	29,980.51	30,691.65	31,419.66	32,164.93	32,927.88	33,708.94	34,508.51
			35,327.05	36,165.01	37,022.85	37,901.03	38,800.05	39,720.38	40,662.54	41,627.07	42,614.45	43,625.27	44,660.06	45,719.40	46,803.86
17	209	7.25	23,604.79	24,164.69	24,737.88	25,324.66	25,925.37	26,540.32	27,169.84	27,814.31	28,474.06	29,149.47	29,840.89	30,548.73	31,273.34
			32,015.14	32,774.54	33,551.95	34,347.81	35,162.54	35,996.60	36,850.43	37,724.53	38,619.34	39,535.40	40,473.18	41,433.21	42,416.00
17	204	7.25	23,040.08	23,586.59	24,146.07	24,718.81	25,305.14	25,905.38	26,519.85	27,148.89	27,792.87	28,452.11	29,127.00	29,817.90	30,525.17
			31,249.23	31,990.46	32,749.28	33,526.09	34,321.33	35,135.43	35,968.84	36,822.03	37,695.44	38,589.58	39,504.92	40,441.98	41,401.26
17	202	7.50	23,600.90	24,160.70	24,733.80	25,320.48	25,921.09	26,535.94	27,165.36	27,809.72	28,469.36	29,144.66	29,835.97	30,543.69	31,268.18
			32,009.86	32,769.13	33,546.42	34,342.14	35,156.74	35,990.66	36,844.35	37,718.30	38,612.97	39,528.88	40,466.50	41,426.37	42,409.00
17	202	7.00	22,027.50	22,549.99	23,084.88	23,632.45	24,193.02	24,766.87	25,354.34	25,955.74	26,571.41	27,201.68	27,846.91	28,507.44	29,183.63
			29,875.87	30,584.52	31,309.99	32,052.67	32,812.96	33,591.28	34,388.06	35,203.75	36,038.77	36,893.62	37,768.73	38,664.61	39,581.73
17	199	7.00	21,700.36	22,215.09	22,742.03	23,281.47	23,833.71	24,399.05	24,977.79	25,570.26	26,176.78	26,797.70	27,433.34	28,084.06	28,750.21
			29,432.17	30,130.30	30,844.99	31,576.64	32,325.64	33,092.40	33,877.34	34,680.92	35,503.54	36,345.70	37,207.81	38,090.39	38,993.89
18	260	8.00	33,957.96	34,763.44	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96
			46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84
18	239	8.00	31,215.20	31,955.62	32,713.61	33,489.58	34,283.94	35,097.15	35,929.65	36,781.91	37,654.37	38,547.55	39,461.88	40,397.92	41,356.16
			42,337.13	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31
18	231	8.00	30,170.34	30,885.98	31,618.60	32,368.59	33,136.36	33,922.35	34,726.99	35,550.72	36,393.98	37,257.25	38,140.98	39,045.69	39,971.85
			40,919.99	41,890.61	42,884.26	43,901.48	44,942.81	46,008.86	47,100.18	48,217.41	49,361.11	50,531.97	51,730.58	52,957.64	54,213.78



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
18	220	8.00	28,733.65	29,415.21	30,112.95	30,827.23	31,558.44	32,307.00	33,073.32	33,857.82	34,660.93	35,483.10	36,324.75	37,186.37	38,068.43	38,971.42	39,895.82	40,842.16	41,810.93	42,802.67	43,817.96	44,857.31	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.17
18	214	8.00	27,950.01	28,612.98	29,291.69	29,986.48	30,697.75	31,425.90	32,171.32	32,934.43	33,715.63	34,515.38	35,334.07	36,172.20	37,030.20	37,908.56	38,807.75	39,728.28	40,670.63	41,635.33	42,622.93	43,633.93	44,668.94	45,728.48	46,813.17	47,923.57	49,060.32	50,224.02
18	202	8.00	26,382.72	27,008.52	27,649.16	28,305.00	28,976.38	29,663.70	30,367.32	31,087.64	31,825.04	32,579.93	33,352.72	34,143.85	34,953.74	35,782.85	36,631.62	37,500.52	38,390.04	39,300.64	40,232.86	41,187.17	42,164.14	43,164.26	44,188.13	45,236.27	46,309.28	47,407.72
18	199	8.00	25,990.90	26,607.40	27,238.53	27,884.63	28,546.04	29,223.15	29,916.32	30,625.94	31,352.39	32,096.07	32,857.38	33,636.76	34,434.63	35,251.42	36,087.58	36,943.59	37,819.89	38,716.96	39,635.34	40,575.48	41,537.94	42,523.21	43,531.87	44,564.44	45,621.51	46,703.64
19	260	8.00	35,588.03	36,432.18	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96
20	260	8.00	37,296.33	38,181.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68
21	260	8.00	39,086.65	40,013.79	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76
21	239	8.00	35,929.65	36,781.91	37,654.37	38,547.55	39,461.88	40,397.92	41,356.16	42,337.13	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87
21	214	8.00	32,171.32	32,934.43	33,715.63	34,515.38	35,334.07	36,172.20	37,030.20	37,908.56	38,807.75	39,728.28	40,670.63	41,635.33	42,622.93	43,633.93	44,668.94	45,728.48	46,813.17	47,923.57	49,060.32	50,224.02	51,415.35	52,634.91	53,883.42	55,161.53	56,469.96	57,809.43
21	209	8.00	31,419.66	32,164.93	32,927.88	33,708.94	34,508.51	35,327.05	36,165.01	37,022.85	37,901.03	38,800.05	39,720.38	40,662.54	41,627.07	42,614.45	43,625.27	44,660.06	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74



Henrico County Public Schools

2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
21	204	7.25	27,792.87	28,452.11	29,127.00	29,817.90	30,525.17	31,249.23	31,990.46	32,749.28	33,526.09	34,321.33	35,135.43	35,968.84	36,822.03	37,695.44	38,589.58	39,504.92	40,441.98	41,401.26	42,383.30	43,388.62	44,417.82	45,471.40	46,549.99	47,654.15	48,784.50	49,941.67
22	260	8.00	40,962.92	41,934.57	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25
22	239	8.00	37,654.37	38,547.55	39,461.88	40,397.92	41,356.16	42,337.13	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05
22	209	8.00	32,927.88	33,708.94	34,508.51	35,327.05	36,165.01	37,022.85	37,901.03	38,800.05	39,720.38	40,662.54	41,627.07	42,614.45	43,625.27	44,660.06	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74	57,797.95	59,168.90
23	260	8.00	42,929.24	43,947.53	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59
23	239	8.00	39,461.88	40,397.92	41,356.16	42,337.13	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00
23	220	8.00	36,324.75	37,186.37	38,068.43	38,971.42	39,895.82	40,842.16	41,810.93	42,802.67	43,817.96	44,857.31	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.17	52,856.90	54,110.65	55,394.17	56,708.12	58,053.23	59,430.25	60,839.94	62,283.06	63,760.42	65,272.80
23	209	8.00	34,508.51	35,327.05	36,165.01	37,022.85	37,901.03	38,800.05	39,720.38	40,662.54	41,627.07	42,614.45	43,625.27	44,660.06	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74	57,797.95	59,168.90	60,572.40	62,009.16
23	209	7.25	31,273.34	32,015.14	32,774.54	33,551.95	34,347.81	35,162.54	35,996.60	36,850.43	37,724.53	38,619.34	39,535.40	40,473.18	41,433.21	42,416.00	43,422.11	44,452.07	45,506.49	46,585.89	47,690.92	48,822.14	49,980.20	51,165.73	52,379.39	53,621.82	54,893.73	56,195.80
24	260	8.00	44,989.96	46,057.13	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps													
			1	2	3	4	5	6	7	8	9	10	11	12	13	
25	260	8.00	47,149.61	48,268.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	
			63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	
25	239	8.00	43,341.37	44,369.43	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	
			58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	
25	220	7.25	36,155.59	37,013.20	37,891.15	38,789.92	39,710.03	40,651.94	41,616.21	42,603.34	43,613.90	44,648.42	45,707.48	46,791.65	47,901.57	
			49,037.78	50,200.97	51,391.73	52,610.74	53,858.67	55,136.20	56,444.02	57,782.88	59,153.48	60,556.60	61,993.01	63,463.49	64,968.83	
25	209	7.25	34,347.81	35,162.54	35,996.60	36,850.43	37,724.53	38,619.34	39,535.40	40,473.18	41,433.21	42,416.00	43,422.11	44,452.07	45,506.49	
			46,585.89	47,690.92	48,822.14	49,980.20	51,165.73	52,379.39	53,621.82	54,893.73	56,195.80	57,528.77	58,893.36	60,290.31	61,720.39	
26	260	8.00	49,412.92	50,584.98	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	
			67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	
26	239	8.00	45,421.87	46,499.27	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	
			61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	
26	231	8.00	43,901.48	44,942.81	46,008.86	47,100.18	48,217.41	49,361.11	50,531.97	51,730.58	52,957.64	54,213.78	55,499.75	56,816.19	58,163.88	
			59,543.52	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	
26	220	8.00	41,810.93	42,802.67	43,817.96	44,857.31	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.17	52,856.90	54,110.65	55,394.17	
			56,708.12	58,053.23	59,430.25	60,839.94	62,283.06	63,760.42	65,272.80	66,821.08	68,406.08	70,028.68	71,689.75	73,390.22	75,131.04	
26	214	8.00	40,670.63	41,635.33	42,622.93	43,633.93	44,668.94	45,728.48	46,813.17	47,923.57	49,060.32	50,224.02	51,415.35	52,634.91	53,883.42	
			55,161.53	56,469.96	57,809.43	59,180.67	60,584.43	62,021.50	63,492.64	64,998.68	66,540.46	68,118.80	69,734.57	71,388.67	73,082.01	
26	209	8.00	39,720.38	40,662.54	41,627.07	42,614.45	43,625.27	44,660.06	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	
			53,872.71	55,150.57	56,458.74	57,797.95	59,168.90	60,572.40	62,009.16	63,480.02	64,985.77	66,527.24	68,105.26	69,720.71	71,374.49	
26	209	7.25	35,996.60	36,850.43	37,724.53	38,619.34	39,535.40	40,473.18	41,433.21	42,416.00	43,422.11	44,452.07	45,506.49	46,585.89	47,690.92	
			48,822.14	49,980.20	51,165.73	52,379.39	53,621.82	54,893.73	56,195.80	57,528.77	58,893.36	60,290.31	61,720.39	63,184.39	64,683.13	



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
26	202	7.25	34,790.97	35,616.20	36,461.03	37,325.87	38,211.25	39,117.62	40,045.49	40,995.37	41,967.78	42,963.25	43,982.35	45,025.60	46,093.61	47,186.95	48,306.22	49,452.05	50,625.06	51,825.87	53,055.19	54,313.65	55,601.97	56,920.85	58,271.02	59,653.20	61,068.17	62,516.71
27	260	8.00	51,784.87	53,013.19	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44
27	239	8.00	47,602.24	48,731.35	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58
27	231	8.00	46,008.86	47,100.18	48,217.41	49,361.11	50,531.97	51,730.58	52,957.64	54,213.78	55,499.75	56,816.19	58,163.88	59,543.52	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40
27	220	8.00	43,817.96	44,857.31	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.17	52,856.90	54,110.65	55,394.17	56,708.12	58,053.23	59,430.25	60,839.94	62,283.06	63,760.42	65,272.80	66,821.08	68,406.08	70,028.68	71,689.75	73,390.22	75,131.04	76,913.16	78,737.52
27	214	8.00	42,622.93	43,633.93	44,668.94	45,728.48	46,813.17	47,923.57	49,060.32	50,224.02	51,415.35	52,634.91	53,883.42	55,161.53	56,469.96	57,809.43	59,180.67	60,584.43	62,021.50	63,492.64	64,998.68	66,540.46	68,118.80	69,734.57	71,388.67	73,082.01	74,815.53	76,590.14
27	214	7.25	38,627.03	39,543.25	40,481.23	41,441.43	42,424.43	43,430.74	44,460.92	45,515.52	46,595.16	47,700.39	48,831.85	49,990.14	51,175.90	52,389.80	53,632.48	54,904.64	56,206.98	57,540.20	58,905.06	60,302.29	61,732.66	63,196.95	64,695.98	66,230.57	67,801.57	69,409.81
27	209	8.00	41,627.07	42,614.45	43,625.27	44,660.06	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74	57,797.95	59,168.90	60,572.40	62,009.16	63,480.02	64,985.77	66,527.24	68,105.26	69,720.71	71,374.49	73,067.50	74,800.65
27	209	7.25	37,724.53	38,619.34	39,535.40	40,473.18	41,433.21	42,416.00	43,422.11	44,452.07	45,506.49	46,585.89	47,690.92	48,822.14	49,980.20	51,165.73	52,379.39	53,621.82	54,893.73	56,195.80	57,528.77	58,893.36	60,290.31	61,720.39	63,184.39	64,683.13	66,217.43	67,788.09
28	260	8.00	54,270.67	55,557.96	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
28	239	8.00	49,887.27	51,070.59	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30
			67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58	87,566.54	89,643.62
28	231	8.00	48,217.41	49,361.11	50,531.97	51,730.58	52,957.64	54,213.78	55,499.75	56,816.19	58,163.88	59,543.52	60,955.89	62,401.77	63,881.94
			65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40	84,635.44	86,643.00
28	220	8.00	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.17	52,856.90	54,110.65	55,394.17	56,708.12	58,053.23	59,430.25	60,839.94
			62,283.06	63,760.42	65,272.80	66,821.08	68,406.08	70,028.68	71,689.75	73,390.22	75,131.04	76,913.16	78,737.52	80,605.18	82,517.14
28	214	8.00	44,668.94	45,728.48	46,813.17	47,923.57	49,060.32	50,224.02	51,415.35	52,634.91	53,883.42	55,161.53	56,469.96	57,809.43	59,180.67
			60,584.43	62,021.50	63,492.64	64,998.68	66,540.46	68,118.80	69,734.57	71,388.67	73,082.01	74,815.53	76,590.14	78,406.86	80,266.67
28	214	7.25	40,481.23	41,441.43	42,424.43	43,430.74	44,460.92	45,515.52	46,595.16	47,700.39	48,831.85	49,990.14	51,175.90	52,389.80	53,632.48
			54,904.64	56,206.98	57,540.20	58,905.06	60,302.29	61,732.66	63,196.95	64,695.98	66,230.57	67,801.57	69,409.81	71,056.22	72,741.67
28	209	8.00	43,625.27	44,660.06	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74	57,797.95
			59,168.90	60,572.40	62,009.16	63,480.02	64,985.77	66,527.24	68,105.26	69,720.71	71,374.49	73,067.50	74,800.65	76,574.92	78,391.29
28	209	7.25	39,535.40	40,473.18	41,433.21	42,416.00	43,422.11	44,452.07	45,506.49	46,585.89	47,690.92	48,822.14	49,980.20	51,165.73	52,379.39
			53,621.82	54,893.73	56,195.80	57,528.77	58,893.36	60,290.31	61,720.39	63,184.39	64,683.13	66,217.43	67,788.09	69,396.03	71,042.10
29	260	8.00	56,875.81	58,224.90	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22
			77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49
29	239	8.00	52,282.00	53,522.12	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00
			70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58	87,566.54	89,643.62	91,769.98	93,946.75
29	231	8.00	50,531.97	51,730.58	52,957.64	54,213.78	55,499.75	56,816.19	58,163.88	59,543.52	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44
			68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40	84,635.44	86,643.00	88,698.18	90,802.09
29	220	8.00	48,125.69	49,267.22	50,435.84	51,632.17	52,856.90	54,110.65	55,394.17	56,708.12	58,053.23	59,430.25	60,839.94	62,283.06	63,760.42
			65,272.80	66,821.08	68,406.08	70,028.68	71,689.75	73,390.22	75,131.04	76,913.16	78,737.52	80,605.18	82,517.14	84,474.46	86,478.18



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
29	214	8.00	46,813.17	47,923.57	49,060.32	50,224.02	51,415.35	52,634.91	53,883.42	55,161.53	56,469.96	57,809.43	59,180.67	60,584.43	62,021.50	63,492.64	64,998.68	66,540.46	68,118.80	69,734.57	71,388.67	73,082.01	74,815.53	76,590.14	78,406.86	80,266.67	82,170.61	84,119.68
29	214	7.25	42,424.43	43,430.74	44,460.92	45,515.52	46,595.16	47,700.39	48,831.85	49,990.14	51,175.90	52,389.80	53,632.48	54,904.64	56,206.98	57,540.20	58,905.06	60,302.29	61,732.66	63,196.95	64,695.98	66,230.57	67,801.57	69,409.81	71,056.22	72,741.67	74,467.11	76,233.46
29	209	8.00	45,719.40	46,803.86	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74	57,797.95	59,168.90	60,572.40	62,009.16	63,472.24	64,965.77	66,527.24	68,105.26	69,720.71	71,374.49	73,067.50	74,800.65	76,574.92	78,391.29	80,250.73	82,154.27
29	209	7.25	41,433.21	42,416.00	43,422.11	44,452.07	45,506.49	46,585.89	47,690.92	48,822.14	49,980.20	51,165.73	52,379.39	53,621.82	54,893.73	56,195.80	57,528.77	58,893.36	60,290.31	61,720.39	63,184.39	64,683.13	66,217.43	67,788.09	69,396.03	71,042.10	72,727.23	74,452.31
30	260	8.00	59,606.00	61,019.84	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44
30	239	8.00	54,791.67	56,091.31	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58	87,566.54	89,643.62	91,769.98	93,946.75	96,175.17	98,456.45
30	231	8.00	52,957.64	54,213.78	55,499.75	56,816.19	58,163.88	59,543.52	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40	84,635.44	86,643.00	88,698.18	90,802.09	92,955.92	95,160.84
30	209	8.00	47,914.05	49,050.56	50,214.06	51,405.12	52,624.46	53,872.71	55,150.57	56,458.74	57,797.95	59,168.90	60,572.40	62,009.16	63,480.02	64,985.77	66,527.24	68,105.26	69,720.71	71,374.49	73,067.50	74,800.65	76,574.92	78,391.29	80,250.73	82,154.27	84,102.97	86,097.90
31	260	8.00	62,467.25	63,948.96	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86
31	239	8.00	57,421.81	58,783.85	60,178.21	61,605.63	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58	87,566.54	89,643.62	91,769.98	93,946.75	96,175.17	98,456.45	100,791.83	103,182.61



2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
31	231	8.00	55,499.75	56,816.19	58,163.88	59,543.52	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40	84,635.44	86,643.00	88,698.18	90,802.09	92,955.92	95,160.84	97,418.04	99,728.80
32	260	8.00	65,465.84	67,018.68	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10
32	231	8.00	58,163.88	59,543.52	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40	84,635.44	86,643.00	88,698.18	90,802.09	92,955.92	95,160.84	97,418.04	100,094.37	104,516.04	
33	260	8.00	68,608.36	70,235.76	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99
33	239	8.00	63,066.92	64,562.87	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58	87,566.54	89,643.62	91,769.98	93,946.75	96,175.17	98,456.45	100,791.83	103,182.61	105,630.10	108,135.65	110,700.63	113,326.44
33	231	8.00	60,955.89	62,401.77	63,881.94	65,397.21	66,948.44	68,536.44	70,162.13	71,826.38	73,530.11	75,274.23	77,059.73	78,887.59	80,758.82	82,674.40	84,635.44	86,643.00	88,698.18	90,802.09	92,955.92	95,160.84	97,418.04	100,094.37	104,516.04	106,995.17	109,533.09	
34	260	8.00	71,901.75	73,607.25	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97
34	239	8.00	66,094.30	67,662.05	69,267.00	70,910.00	72,591.99	74,313.88	76,076.61	77,881.13	79,728.47	81,619.63	83,555.66	85,537.58	87,566.54	89,643.62	91,769.98	93,946.75	96,175.17	98,456.45	100,791.83	103,182.61	105,630.10	108,135.65	110,700.63	113,326.44	116,014.56	118,766.42
35	260	8.00	75,353.22	77,140.59	78,970.36	80,843.55	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99
37	260	8.00	82,761.16	84,724.24	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49



Henrico County Public Schools

2018-2019 Unified Pay Plan VRS Participants 1/1/2012 & After (HP)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
38	260	8.00	86,733.90	88,791.23	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49	152,243.02	155,854.23
39	260	8.00	90,897.37	93,053.44	95,260.67	97,520.26	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49	152,243.02	155,854.23	159,551.08	163,335.64
41	260	8.00	99,833.45	102,201.49	104,625.71	107,107.44	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49	152,243.02	155,854.23	159,551.08	163,335.64	167,209.97	171,176.18	175,236.48	179,393.09
43	260	8.00	109,648.01	112,248.86	114,911.41	117,637.10	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49	152,243.02	155,854.23	159,551.08	163,335.64	167,209.97	171,176.18	175,236.48	179,393.09	183,648.30	188,004.44	192,463.90	197,029.14
45	260	8.00	120,427.47	123,283.99	126,208.31	129,201.97	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49	152,243.02	155,854.23	159,551.08	163,335.64	167,209.97	171,176.18	175,236.48	179,393.09	183,648.30	188,004.44	192,463.90	197,029.14	201,702.68	206,487.05	211,384.93	216,398.98
47	260	8.00	132,266.62	135,403.99	138,615.78	141,903.74	145,269.70	148,715.49	152,243.02	155,854.23	159,551.08	163,335.64	167,209.97	171,176.18	175,236.48	179,393.09	183,648.30	188,004.44	192,463.90	197,029.14	201,702.68	206,487.05	211,384.93	216,398.98	221,531.96	226,786.71	232,166.08	237,673.07
50	260	8.00	152,243.02	155,854.23	159,551.08	163,335.64	167,209.97	171,176.18	175,236.48	179,393.09	183,648.30	188,004.44	192,463.90	197,029.14	201,702.68	206,487.05	211,384.93	216,398.98	221,531.96	226,786.71	232,166.08	237,673.07	243,310.66	249,082.00	254,990.22	261,038.59	267,230.43	273,569.13
53	260	8.00	175,236.48	179,393.09	183,648.30	188,004.44	192,463.90	197,029.14	201,702.68	206,487.05	211,384.93	216,398.98	221,531.96	226,786.71	232,166.08	237,673.07	243,310.66	249,082.00	254,990.22	261,038.59	267,230.43	273,569.13	280,058.19	286,701.17	293,501.73	300,463.57	307,590.57	314,886.62



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
08	260	8.00	20,236.17	20,716.18	21,207.58	21,710.60	22,225.59	22,752.79	23,292.46	23,844.97	24,410.57	24,989.60	25,582.34	26,189.16	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87
08	202	8.00	15,721.95	16,094.88	16,476.66	16,867.47	17,267.57	17,677.17	18,096.45	18,525.71	18,965.13	19,415.00	19,875.51	20,346.96	20,829.59	21,323.67	21,829.46	22,347.26	22,877.34	23,419.99	23,975.51	24,544.21	25,126.39	25,722.39	26,332.53	26,957.14	27,596.56	28,251.15
08	202	7.50	14,739.33	15,088.95	15,446.86	15,813.25	16,188.35	16,572.34	16,965.42	17,367.85	17,779.81	18,201.56	18,633.29	19,075.27	19,527.74	19,990.94	20,465.12	20,950.56	21,447.51	21,956.24	22,477.04	23,010.20	23,555.99	24,114.74	24,686.74	25,272.32	25,871.78	26,485.46
08	202	7.00	13,756.71	14,083.02	14,417.07	14,759.04	15,109.13	15,467.52	15,834.40	16,210.00	16,594.49	16,988.12	17,391.07	17,803.59	18,225.89	18,658.21	19,100.78	19,553.85	20,017.67	20,492.49	20,978.57	21,476.19	21,985.59	22,507.09	23,040.96	23,587.50	24,146.99	24,719.76
08	199	8.00	15,488.46	15,855.84	16,231.95	16,616.96	17,011.12	17,414.63	17,827.69	18,250.58	18,683.47	19,126.65	19,580.33	20,044.78	20,520.24	21,006.98	21,505.26	22,015.37	22,537.58	23,072.17	23,619.44	24,179.69	24,753.23	25,340.37	25,941.45	26,556.79	27,186.71	27,831.58
09	260	8.00	21,207.58	21,710.60	22,225.59	22,752.79	23,292.46	23,844.97	24,410.57	24,989.60	25,582.34	26,189.16	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39
10	260	8.00	22,225.59	22,752.79	23,292.46	23,844.97	24,410.57	24,989.60	25,582.34	26,189.16	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68
10	202	8.00	17,267.57	17,677.17	18,096.45	18,525.71	18,965.13	19,415.00	19,875.51	20,346.96	20,829.59	21,323.67	21,829.46	22,347.26	22,877.34	23,419.99	23,975.51	24,544.21	25,126.39	25,722.39	26,332.53	26,957.14	27,596.56	28,251.15	28,921.26	29,607.29	30,309.57	31,028.51
10	202	7.00	15,109.13	15,467.52	15,834.40	16,210.00	16,594.49	16,988.12	17,391.07	17,803.59	18,225.89	18,658.21	19,100.78	19,553.85	20,017.67	20,492.49	20,978.57	21,476.19	21,985.59	22,507.09	23,040.96	23,587.50	24,146.99	24,719.76	25,306.10	25,906.37	26,520.87	27,149.95
10	186	7.00	13,912.36	14,242.37	14,580.19	14,926.04	15,280.08	15,642.53	16,013.56	16,393.40	16,782.26	17,180.33	17,587.85	18,005.03	18,432.11	18,869.33	19,316.90	19,775.10	20,244.16	20,724.35	21,215.93	21,719.18	22,234.36	22,761.76	23,301.66	23,854.38	24,420.21	24,999.45

2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
10	183	6.00	11,732.55	12,010.85	12,295.73	12,587.40	12,885.96	13,191.62	13,504.52	13,824.85	14,152.78	14,488.48	14,832.15	15,183.97	15,544.13
			15,912.84	16,290.29	16,676.70	17,072.26	17,477.22	17,891.78	18,316.18	18,750.63	19,195.40	19,650.71	20,116.83	20,594.00	21,082.49
11	260	8.00	23,292.46	23,844.97	24,410.57	24,989.60	25,582.34	26,189.16	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57
			31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80
11	209	8.00	18,723.56	19,167.69	19,622.34	20,087.79	20,564.26	21,052.05	21,551.41	22,062.61	22,585.93	23,121.67	23,670.12	24,231.58	24,806.34
			25,394.75	25,997.11	26,613.76	27,245.04	27,891.30	28,552.88	29,230.15	29,923.48	30,633.28	31,359.90	32,103.75	32,865.25	33,644.82
11	183	5.50	11,271.09	11,538.45	11,812.13	12,092.32	12,379.14	12,672.78	12,973.38	13,281.11	13,596.13	13,918.64	14,248.79	14,586.77	14,932.77
			15,286.97	15,649.58	16,020.78	16,400.80	16,789.83	17,188.08	17,595.78	18,013.15	18,440.43	18,877.83	19,325.62	19,784.02	20,253.30
12	260	8.00	24,410.57	24,989.60	25,582.34	26,189.16	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90
			33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93
12	239	8.00	22,438.95	22,971.21	23,516.07	24,073.88	24,644.92	25,229.49	25,827.93	26,440.57	27,067.74	27,709.79	28,367.06	29,039.93	29,728.75
			30,433.92	31,155.81	31,894.84	32,651.38	33,425.87	34,218.72	35,030.40	35,861.32	36,711.95	37,582.75	38,474.22	39,386.82	40,321.08
12	231	8.00	21,687.85	22,202.30	22,728.92	23,268.06	23,819.98	24,384.99	24,963.39	25,555.53	26,161.71	26,782.27	27,417.54	28,067.89	28,733.65
			29,415.21	30,112.94	30,827.23	31,558.44	32,307.01	33,073.32	33,857.84	34,660.94	35,483.10	36,324.75	37,186.38	38,068.43	38,971.42
12	220	8.00	20,655.10	21,145.04	21,646.59	22,160.05	22,685.70	23,223.80	23,774.66	24,338.60	24,915.92	25,506.92	26,111.94	26,731.32	27,365.38
			28,014.48	28,678.99	29,359.26	30,055.66	30,768.58	31,498.40	32,245.56	33,010.42	33,793.43	34,595.00	35,415.60	36,255.65	37,115.64
12	212	8.00	19,904.00	20,376.13	20,859.44	21,354.23	21,860.76	22,379.30	22,910.13	23,453.56	24,009.88	24,579.40	25,162.42	25,759.27	26,370.27
			26,995.77	27,636.12	28,291.65	28,962.73	29,649.73	30,353.01	31,072.99	31,810.04	32,564.57	33,337.00	34,127.76	34,937.26	35,765.98
12	212	7.25	18,038.00	18,465.87	18,903.87	19,352.27	19,811.32	20,281.24	20,762.30	21,254.79	21,758.96	22,275.08	22,803.44	23,344.34	23,898.06
			24,464.92	25,045.23	25,639.31	26,247.47	26,870.06	27,507.41	28,159.90	28,827.85	29,511.64	30,211.66	30,928.28	31,661.89	32,412.92



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
12	209	8.00	19,622.34	20,087.79	20,564.26	21,052.05	21,551.41	22,062.61	22,585.93	23,121.67	23,670.12	24,231.58	24,806.34	25,394.75	25,997.11	26,613.76	27,245.04	27,891.30	28,552.88	29,230.15	29,923.48	30,633.28	31,359.90	32,103.75	32,865.25	33,644.82	34,442.87	35,259.85
12	209	7.25	17,782.75	18,204.56	18,636.36	19,078.42	19,530.97	19,994.24	20,468.50	20,954.01	21,451.05	21,959.87	22,480.75	23,014.00	23,559.88	24,118.72	24,690.82	25,276.49	25,876.05	26,489.83	27,118.16	27,761.41	28,419.91	29,094.03	29,784.13	30,490.62	31,213.85	31,954.24
12	204	7.25	17,357.32	17,769.05	18,190.52	18,622.00	19,063.72	19,515.91	19,978.82	20,452.72	20,937.86	21,434.51	21,942.93	22,463.42	22,996.25	23,541.72	24,100.13	24,671.79	25,257.00	25,856.10	26,469.40	27,097.26	27,740.01	28,398.00	29,071.59	29,761.18	30,467.10	31,189.79
12	202	8.00	18,965.13	19,415.00	19,875.51	20,346.96	20,829.59	21,323.67	21,829.46	22,347.26	22,877.34	23,419.99	23,975.51	24,544.21	25,126.39	25,722.39	26,332.53	26,957.14	27,596.56	28,251.15	28,921.26	29,607.29	30,309.57	31,028.51	31,764.50	32,517.96	33,289.28	34,078.90
12	202	7.25	17,187.15	17,594.84	18,012.18	18,439.43	18,876.82	19,324.58	19,782.95	20,252.20	20,732.59	21,224.37	21,727.81	22,243.19	22,770.79	23,310.92	23,863.85	24,429.91	25,009.38	25,602.61	26,209.89	26,831.60	27,468.04	28,119.59	28,786.58	29,469.40	30,168.41	30,884.01
12	202	7.00	16,594.49	16,988.12	17,391.07	17,803.59	18,225.89	18,658.21	19,100.78	19,553.85	20,017.67	20,492.49	20,978.57	21,476.19	21,985.59	22,507.09	23,040.96	23,587.50	24,146.99	24,719.76	25,306.10	25,906.37	26,520.87	27,149.95	27,793.94	28,453.22	29,128.12	29,819.04
12	202	6.00	14,223.85	14,561.25	14,906.63	15,260.22	15,622.20	15,992.75	16,372.10	16,760.45	17,158.01	17,564.99	17,981.63	18,408.16	18,844.79	19,291.79	19,749.39	20,217.86	20,697.42	21,188.37	21,690.95	22,205.46	22,732.18	23,271.38	23,823.38	24,388.47	24,966.96	25,559.18
12	200	8.00	18,777.36	19,222.77	19,678.72	20,145.50	20,623.36	21,112.54	21,613.33	22,126.00	22,650.83	23,188.11	23,738.13	24,301.20	24,877.62	25,467.71	26,071.81	26,690.24	27,323.33	27,971.44	28,634.91	29,314.14	30,009.47	30,721.30	31,450.00	32,196.00	32,959.68	33,741.49
13	260	8.00	25,582.34	26,189.16	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52
13	202	8.00	19,875.51	20,346.96	20,829.59	21,323.67	21,829.46	22,347.26	22,877.34	23,419.99	23,975.51	24,544.21	25,126.39	25,722.39	26,332.53	26,957.14	27,596.56	28,251.15	28,921.26	29,607.29	30,309.57	31,028.51	31,764.50	32,517.96	33,289.28	34,078.90	34,887.26	35,714.78
13	186	7.00	16,013.56	16,393.40	16,782.26	17,180.33	17,587.85	18,005.03	18,432.11	18,869.33	19,316.90	19,775.10	20,244.16	20,724.35	21,215.93	21,719.18	22,234.36	22,761.76	23,301.66	23,854.38	24,420.21	24,999.45	25,592.44	26,199.50	26,820.94	27,457.14	28,108.42	28,775.15



Henrico County Public Schools

2018-2019 Unified Pay Plan Non VRS Participants (NV)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
13	186	6.50	14,869.73	15,222.45	15,583.53	15,953.17	16,331.57	16,718.96	17,115.53	17,521.52	17,937.12	18,362.59	18,798.15	19,244.04	19,700.51
			20,167.81	20,646.19	21,135.92	21,637.26	22,150.50	22,675.91	23,213.78	23,764.41	24,328.10	24,905.16	25,495.91	26,100.68	26,719.78
13	183	6.00	13,504.52	13,824.85	14,152.78	14,488.48	14,832.15	15,183.97	15,544.13	15,912.84	16,290.29	16,676.70	17,072.26	17,477.22	17,891.78
			18,316.18	18,750.63	19,195.40	19,650.71	20,116.83	20,594.00	21,082.49	21,582.56	22,094.51	22,618.58	23,155.10	23,704.34	24,266.60
14	260	8.00	26,810.37	27,446.31	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33
			36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17
14	202	7.25	18,876.82	19,324.58	19,782.95	20,252.20	20,732.59	21,224.37	21,727.81	22,243.19	22,770.79	23,310.92	23,863.85	24,429.91	25,009.38
			25,602.61	26,209.89	26,831.60	27,468.04	28,119.59	28,786.58	29,469.40	30,168.41	30,884.01	31,616.58	32,366.52	33,134.25	33,920.19
15	260	8.00	28,097.33	28,763.80	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39
			38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76
15	239	8.00	25,827.93	26,440.57	27,067.74	27,709.79	28,367.06	29,039.93	29,728.75	30,433.92	31,155.81	31,894.84	32,651.38	33,425.87	34,218.72
			35,030.40	35,861.32	36,711.95	37,582.75	38,474.22	39,386.82	40,321.08	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82
15	231	8.00	24,963.39	25,555.53	26,161.71	26,782.27	27,417.54	28,067.89	28,733.65	29,415.21	30,112.94	30,827.23	31,558.44	32,307.01	33,073.32
			33,857.84	34,660.94	35,483.10	36,324.75	37,186.38	38,068.43	38,971.42	39,895.83	40,842.15	41,810.93	42,802.67	43,817.96	44,857.32
15	225	8.00	24,314.99	24,891.75	25,482.19	26,086.63	26,705.39	27,338.85	27,987.32	28,651.18	29,330.78	30,026.52	30,738.74	31,467.87	32,214.28
			32,978.41	33,760.66	34,561.46	35,381.25	36,220.50	37,079.64	37,959.17	38,859.57	39,781.31	40,724.93	41,690.92	42,679.84	43,692.19
15	220	8.00	23,774.66	24,338.60	24,915.92	25,506.92	26,111.94	26,731.32	27,365.38	28,014.48	28,678.99	29,359.26	30,055.66	30,768.58	31,498.40
			32,245.56	33,010.42	33,793.43	34,595.00	35,415.60	36,255.65	37,115.64	37,996.02	38,897.28	39,819.93	40,764.45	41,731.40	42,721.25
15	214	8.00	23,126.26	23,674.82	24,236.39	24,811.28	25,399.80	26,002.28	26,619.05	27,250.45	27,896.83	28,558.56	29,235.96	29,929.44	30,639.36
			31,366.13	32,110.14	32,871.79	33,651.50	34,449.72	35,266.86	36,103.39	36,959.77	37,836.45	38,733.93	39,652.69	40,593.27	41,556.13



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
15	204	8.00	22,045.59	22,568.52	23,103.85	23,651.87	24,212.89	24,787.22	25,375.17	25,977.07	26,593.24	27,224.04	27,869.79	28,530.87	29,207.61
			29,900.43	30,609.66	31,335.72	32,079.00	32,839.92	33,618.87	34,416.32	35,232.68	36,068.39	36,923.93	37,799.76	38,696.38	39,614.25
16	260	8.00	29,446.08	30,144.55	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31
			39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35
17	260	8.00	30,859.57	31,591.56	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00
			41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28
17	239	8.00	28,367.06	29,039.93	29,728.75	30,433.92	31,155.81	31,894.84	32,651.38	33,425.87	34,218.72	35,030.40	35,861.32	36,711.95	37,582.75
			38,474.22	39,386.82	40,321.08	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44
17	220	8.00	26,111.94	26,731.32	27,365.38	28,014.48	28,678.99	29,359.26	30,055.66	30,768.58	31,498.40	32,245.56	33,010.42	33,793.43	34,595.00
			35,415.60	36,255.65	37,115.64	37,996.02	38,897.28	39,819.93	40,764.45	41,731.40	42,721.25	43,734.61	44,771.99	45,833.99	46,921.16
17	214	8.00	25,399.80	26,002.28	26,619.05	27,250.45	27,896.83	28,558.56	29,235.96	29,929.44	30,639.36	31,366.13	32,110.14	32,871.79	33,651.50
			34,449.72	35,266.86	36,103.39	36,959.77	37,836.45	38,733.93	39,652.69	40,593.27	41,556.13	42,541.85	43,550.93	44,583.97	45,641.49
17	214	7.25	23,018.57	23,564.57	24,123.51	24,695.72	25,281.51	25,881.19	26,495.09	27,123.56	27,766.92	28,425.56	29,099.81	29,790.06	30,496.67
			31,220.06	31,960.59	32,718.70	33,494.79	34,289.28	35,102.63	35,935.25	36,787.65	37,660.24	38,553.55	39,468.03	40,404.23	41,362.60
17	209	8.00	24,806.34	25,394.75	25,997.11	26,613.76	27,245.04	27,891.30	28,552.88	29,230.15	29,923.48	30,633.28	31,359.90	32,103.75	32,865.25
			33,644.82	34,442.87	35,259.85	36,096.22	36,952.42	37,828.93	38,726.23	39,644.83	40,585.19	41,547.88	42,533.39	43,542.29	44,575.10
17	209	7.25	22,480.75	23,014.00	23,559.88	24,118.72	24,690.82	25,276.49	25,876.05	26,489.83	27,118.16	27,761.41	28,419.91	29,094.03	29,784.13
			30,490.62	31,213.85	31,954.24	32,712.20	33,488.13	34,282.47	35,095.64	35,928.12	36,780.33	37,652.77	38,545.88	39,460.20	40,396.19
17	204	7.25	21,942.93	22,463.42	22,996.25	23,541.72	24,100.13	24,671.79	25,257.00	25,856.10	26,469.40	27,097.26	27,740.01	28,398.00	29,071.59
			29,761.18	30,467.10	31,189.79	31,929.61	32,686.98	33,462.32	34,256.04	35,068.60	35,900.42	36,751.98	37,623.73	38,516.18	39,429.77

2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
17	202	7.50	22,477.04	23,010.20	23,555.99	24,114.74	24,686.74	25,272.32	25,871.78	26,485.46	27,113.68	27,756.83	28,415.22	29,089.23	29,779.22	30,485.59	31,208.70	31,948.97	32,706.80	33,482.61	34,276.81	35,089.85	35,922.20	36,774.26	37,646.55	38,539.52	39,453.69	40,389.52
17	202	7.00	20,978.57	21,476.19	21,985.59	22,507.09	23,040.96	23,587.50	24,146.99	24,719.76	25,306.10	25,906.37	26,520.87	27,149.95	27,793.94	28,453.22	29,128.12	29,819.04	30,526.35	31,250.43	31,991.69	32,750.53	33,527.38	34,322.64	35,136.78	35,970.22	36,823.44	37,696.89
17	199	7.00	20,667.01	21,157.23	21,659.07	22,172.83	22,698.77	23,237.19	23,788.37	24,352.63	24,930.27	25,521.63	26,127.00	26,746.73	27,381.16	28,030.64	28,695.52	29,376.18	30,072.99	30,786.32	31,516.57	32,264.14	33,029.45	33,812.90	34,614.95	35,436.01	36,276.56	37,137.03
18	260	8.00	32,340.90	33,108.03	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14
18	239	8.00	29,728.75	30,433.92	31,155.81	31,894.84	32,651.38	33,425.87	34,218.72	35,030.40	35,861.32	36,711.95	37,582.75	38,474.22	39,386.82	40,321.08	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30
18	231	8.00	28,733.65	29,415.21	30,112.94	30,827.23	31,558.44	32,307.01	33,073.32	33,857.84	34,660.94	35,483.10	36,324.75	37,186.38	38,068.43	38,971.42	39,895.83	40,842.15	41,810.93	42,802.67	43,817.96	44,857.32	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.18
18	220	8.00	27,365.38	28,014.48	28,678.99	29,359.26	30,055.66	30,768.58	31,498.40	32,245.56	33,010.42	33,793.43	34,595.00	35,415.60	36,255.65	37,115.64	37,996.02	38,897.28	39,819.93	40,764.45	41,731.40	42,721.25	43,734.61	44,771.99	45,833.99	46,921.16	48,034.13	49,173.50
18	214	8.00	26,619.05	27,250.45	27,896.83	28,558.56	29,235.96	29,929.44	30,639.36	31,366.13	32,110.14	32,871.79	33,651.50	34,449.72	35,266.86	36,103.39	36,959.77	37,836.45	38,733.93	39,652.69	40,593.27	41,556.13	42,541.85	43,550.93	44,583.97	45,641.49	46,724.11	47,832.41
18	202	8.00	25,126.39	25,722.39	26,332.53	26,957.14	27,596.56	28,251.15	28,921.26	29,607.29	30,309.57	31,028.51	31,764.50	32,517.96	33,289.28	34,078.90	34,887.26	35,714.78	36,561.94	37,429.18	38,317.01	39,225.88	40,156.32	41,108.83	42,083.94	43,082.16	44,104.07	45,150.22
18	199	8.00	24,753.23	25,340.37	25,941.45	26,556.79	27,186.71	27,831.58	28,491.74	29,167.57	29,859.42	30,567.69	31,292.75	32,035.02	32,794.88	33,572.78	34,369.13	35,184.36	36,018.94	36,873.30	37,747.94	38,643.32	39,559.94	40,498.30	41,458.93	42,442.32	43,449.06	44,479.67



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
19	260	8.00	33,893.35	34,697.31	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77
20	260	8.00	35,520.33	36,362.87	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32
21	260	8.00	37,225.39	38,108.39	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20
21	239	8.00	34,218.72	35,030.40	35,861.32	36,711.95	37,582.75	38,474.22	39,386.82	40,321.08	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45
21	214	8.00	30,639.36	31,366.13	32,110.14	32,871.79	33,651.50	34,449.72	35,266.86	36,103.39	36,959.77	37,836.45	38,733.93	39,652.69	40,593.27	41,556.13	42,541.85	43,550.93	44,583.97	45,641.49	46,724.11	47,832.41	48,967.00	50,128.49	51,317.54	52,534.79	53,780.92	55,056.60
21	209	8.00	29,923.48	30,633.28	31,359.90	32,103.75	32,865.25	33,644.82	34,442.87	35,259.85	36,096.22	36,952.42	37,828.93	38,726.23	39,644.83	40,585.19	41,547.88	42,533.39	43,542.29	44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23
21	204	7.25	26,469.40	27,097.26	27,740.01	28,398.00	29,071.59	29,761.18	30,467.10	31,189.79	31,929.61	32,686.98	33,462.32	34,256.04	35,068.60	35,900.42	36,751.98	37,623.73	38,516.18	39,429.77	40,365.05	41,322.51	42,302.68	43,306.10	44,333.32	45,384.90	46,461.44	47,563.50
22	260	8.00	39,012.31	39,937.68	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14
22	239	8.00	35,861.32	36,711.95	37,582.75	38,474.22	39,386.82	40,321.08	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04
22	209	8.00	31,359.90	32,103.75	32,865.25	33,644.82	34,442.87	35,259.85	36,096.22	36,952.42	37,828.93	38,726.23	39,644.83	40,585.19	41,547.88	42,533.39	43,542.29	44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23	55,045.65	56,351.33

2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
23	260	8.00	40,885.00	41,854.80	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44
			55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24
23	239	8.00	37,582.75	38,474.22	39,386.82	40,321.08	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38
			50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35
23	220	8.00	34,595.00	35,415.60	36,255.65	37,115.64	37,996.02	38,897.28	39,819.93	40,764.45	41,731.40	42,721.25	43,734.61	44,771.99	45,833.99
			46,921.16	48,034.13	49,173.50	50,339.91	51,533.96	52,756.35	54,007.73	55,288.80	56,600.24	57,942.79	59,317.19	60,724.21	62,164.59
23	209	8.00	32,865.25	33,644.82	34,442.87	35,259.85	36,096.22	36,952.42	37,828.93	38,726.23	39,644.83	40,585.19	41,547.88	42,533.39	43,542.29
			44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23	55,045.65	56,351.33	57,688.00	59,056.36
23	209	7.25	29,784.13	30,490.62	31,213.85	31,954.24	32,712.20	33,488.13	34,282.47	35,095.64	35,928.12	36,780.33	37,652.77	38,545.88	39,460.20
			40,396.19	41,354.38	42,335.31	43,339.51	44,367.52	45,419.92	46,497.28	47,600.20	48,729.27	49,885.12	51,068.39	52,279.75	53,519.83
24	260	8.00	42,847.58	43,863.93	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61
			58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86
25	260	8.00	44,904.39	45,969.52	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62
			60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75
25	239	8.00	41,277.50	42,256.60	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44
			55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50
25	220	7.25	34,433.90	35,250.66	36,086.81	36,942.78	37,819.08	38,716.14	39,634.49	40,574.61	41,537.05	42,522.30	43,530.93	44,563.49	45,620.54
			46,702.65	47,810.44	48,944.50	50,105.47	51,293.97	52,510.65	53,756.21	55,031.31	56,336.66	57,672.95	59,040.97	60,441.41	61,875.07
25	209	7.25	32,712.20	33,488.13	34,282.47	35,095.64	35,928.12	36,780.33	37,652.77	38,545.88	39,460.20	40,396.19	41,354.38	42,335.31	43,339.51
			44,367.52	45,419.92	46,497.28	47,600.20	48,729.27	49,885.12	51,068.39	52,279.75	53,519.83	54,789.30	56,088.92	57,419.34	58,781.32



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
26	260	8.00	47,059.92	48,176.17	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09
26	239	8.00	43,258.92	44,285.02	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99
26	231	8.00	41,810.93	42,802.67	43,817.96	44,857.32	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.18	52,856.90	54,110.66	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05
26	220	8.00	39,819.93	40,764.45	41,731.40	42,721.25	43,734.61	44,771.99	45,833.99	46,921.16	48,034.13	49,173.50	50,339.91	51,533.96	52,756.35	54,007.73	55,288.80	56,600.24	57,942.79	59,317.19	60,724.21	62,164.59	63,639.12	65,148.65	66,693.97	68,275.94	69,895.46	71,553.38
26	214	8.00	38,733.93	39,652.69	40,593.27	41,556.13	42,541.85	43,550.93	44,583.97	45,641.49	46,724.11	47,832.41	48,967.00	50,128.49	51,317.54	52,534.79	53,780.92	55,056.60	56,362.53	57,699.45	59,068.09	60,469.19	61,903.51	63,371.87	64,875.04	66,413.87	67,989.22	69,601.92
26	209	8.00	37,828.93	38,726.23	39,644.83	40,585.19	41,547.88	42,533.39	43,542.29	44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23	55,045.65	56,351.33	57,688.00	59,056.36	60,457.16	61,891.22	63,359.27	64,862.15	66,400.69	67,975.71
26	209	7.25	34,282.47	35,095.64	35,928.12	36,780.33	37,652.77	38,545.88	39,460.20	40,396.19	41,354.38	42,335.31	43,339.51	44,367.52	45,419.92	46,497.28	47,600.20	48,729.27	49,885.12	51,068.39	52,279.75	53,519.83	54,789.30	56,088.92	57,419.34	58,781.32	60,175.62	61,602.99
26	202	7.25	33,134.25	33,920.19	34,724.79	35,548.45	36,391.67	37,254.87	38,138.57	39,043.20	39,969.31	40,917.38	41,887.95	42,881.53	43,898.68	44,939.95	46,005.93	47,097.19	48,214.33	49,357.97	50,528.75	51,727.30	52,954.26	54,210.34	55,496.20	56,812.57	58,160.17	59,539.73
27	260	8.00	49,318.92	50,488.76	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33
27	239	8.00	45,335.47	46,410.82	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37
27	231	8.00	43,817.96	44,857.32	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.18	52,856.90	54,110.66	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15	78,737.53



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
27	220	8.00	41,731.40	42,721.25	43,734.61	44,771.99	45,833.99	46,921.16	48,034.13	49,173.50	50,339.91	51,533.96	52,756.35	54,007.73	55,288.80
			56,600.24	57,942.79	59,317.19	60,724.21	62,164.59	63,639.12	65,148.65	66,693.97	68,275.94	69,895.46	71,553.38	73,250.62	74,988.13
27	214	8.00	40,593.27	41,556.13	42,541.85	43,550.93	44,583.97	45,641.49	46,724.11	47,832.41	48,967.00	50,128.49	51,317.54	52,534.79	53,780.92
			55,056.60	56,362.53	57,699.45	59,068.09	60,469.19	61,903.51	63,371.87	64,875.04	66,413.87	67,989.22	69,601.92	71,252.88	72,943.00
27	214	7.25	36,787.65	37,660.24	38,553.55	39,468.03	40,404.23	41,362.60	42,343.72	43,348.12	44,376.34	45,428.94	46,506.52	47,609.65	48,738.96
			49,895.05	51,078.55	52,290.13	53,530.46	54,800.21	56,100.05	57,430.76	58,793.01	60,187.57	61,615.23	63,076.74	64,572.92	66,104.59
27	209	8.00	39,644.83	40,585.19	41,547.88	42,533.39	43,542.29	44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36
			53,770.23	55,045.65	56,351.33	57,688.00	59,056.36	60,457.16	61,891.22	63,359.27	64,862.15	66,400.69	67,975.71	69,588.09	71,238.72
27	209	7.25	35,928.12	36,780.33	37,652.77	38,545.88	39,460.20	40,396.19	41,354.38	42,335.31	43,339.51	44,367.52	45,419.92	46,497.28	47,600.20
			48,729.27	49,885.12	51,068.39	52,279.75	53,519.83	54,789.30	56,088.92	57,419.34	58,781.32	60,175.62	61,602.99	63,064.20	64,560.09
28	260	8.00	51,686.36	52,912.35	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84
			70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43
28	239	8.00	47,511.69	48,638.66	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94
			64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37	83,396.72	85,374.87
28	231	8.00	45,921.34	47,010.59	48,125.69	49,267.22	50,435.84	51,632.18	52,856.90	54,110.66	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93
			62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15	78,737.53	80,605.20	82,517.14
28	220	8.00	43,734.61	44,771.99	45,833.99	46,921.16	48,034.13	49,173.50	50,339.91	51,533.96	52,756.35	54,007.73	55,288.80	56,600.24	57,942.79
			59,317.19	60,724.21	62,164.59	63,639.12	65,148.65	66,693.97	68,275.94	69,895.46	71,553.38	73,250.62	74,988.13	76,766.85	78,587.75
28	214	8.00	42,541.85	43,550.93	44,583.97	45,641.49	46,724.11	47,832.41	48,967.00	50,128.49	51,317.54	52,534.79	53,780.92	55,056.60	56,362.53
			57,699.45	59,068.09	60,469.19	61,903.51	63,371.87	64,875.04	66,413.87	67,989.22	69,601.92	71,252.88	72,943.00	74,673.21	76,444.45
28	214	7.25	38,553.55	39,468.03	40,404.23	41,362.60	42,343.72	43,348.12	44,376.34	45,428.94	46,506.52	47,609.65	48,738.96	49,895.05	51,078.55
			52,290.13	53,530.46	54,800.21	56,100.05	57,430.76	58,793.01	60,187.57	61,615.23	63,076.74	64,572.92	66,104.59	67,672.60	69,277.78



Henrico County Public Schools

2018-2019 Unified Pay Plan Non VRS Participants (NV)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
28	209	8.00	41,547.88	42,533.39	43,542.29	44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23	55,045.65
			56,351.33	57,688.00	59,056.36	60,457.16	61,891.22	63,359.27	64,862.15	66,400.69	67,975.71	69,588.09	71,238.72	72,928.51	74,658.36
28	209	7.25	37,652.77	38,545.88	39,460.20	40,396.19	41,354.38	42,335.31	43,339.51	44,367.52	45,419.92	46,497.28	47,600.20	48,729.27	49,885.12
			51,068.39	52,279.75	53,519.83	54,789.30	56,088.92	57,419.34	58,781.32	60,175.62	61,602.99	63,064.20	64,560.09	66,091.46	67,659.14
29	260	8.00	54,167.44	55,452.28	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97
			73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74
29	239	8.00	49,792.38	50,973.44	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57
			67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37	83,396.72	85,374.87	87,399.97	89,473.09
29	231	8.00	48,125.69	49,267.22	50,435.84	51,632.18	52,856.90	54,110.66	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42
			65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15	78,737.53	80,605.20	82,517.14	84,474.45	86,478.18
29	220	8.00	45,833.99	46,921.16	48,034.13	49,173.50	50,339.91	51,533.96	52,756.35	54,007.73	55,288.80	56,600.24	57,942.79	59,317.19	60,724.21
			62,164.59	63,639.12	65,148.65	66,693.97	68,275.94	69,895.46	71,553.38	73,250.62	74,988.13	76,766.85	78,587.75	80,451.85	82,360.17
29	214	8.00	44,583.97	45,641.49	46,724.11	47,832.41	48,967.00	50,128.49	51,317.54	52,534.79	53,780.92	55,056.60	56,362.53	57,699.45	59,068.09
			60,469.19	61,903.51	63,371.87	64,875.04	66,413.87	67,989.22	69,601.92	71,252.88	72,943.00	74,673.21	76,444.45	78,257.71	80,113.98
29	209	8.00	43,542.29	44,575.10	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23	55,045.65	56,351.33	57,688.00
			59,056.36	60,457.16	61,891.22	63,359.27	64,862.15	66,400.69	67,975.71	69,588.09	71,238.72	72,928.51	74,658.36	76,429.26	78,242.16
29	209	7.25	39,460.20	40,396.19	41,354.38	42,335.31	43,339.51	44,367.52	45,419.92	46,497.28	47,600.20	48,729.27	49,885.12	51,068.39	52,279.75
			53,519.83	54,789.30	56,088.92	57,419.34	58,781.32	60,175.62	61,602.99	63,064.20	64,560.09	66,091.46	67,659.14	69,264.02	70,906.96
30	260	8.00	56,767.61	58,114.14	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87
			76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74	99,643.52	102,007.07



Henrico County Public Schools

2018-2019 Unified Pay Plan Non VRS Participants (NV)

Steps

Pay Grade	Days Per Year	Hours Per Day	Steps																									
			1	2	3	4	5	6	7	8	9	10	11	12	13													
30	239	8.00	52,182.53	53,420.30	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37	83,396.72	85,374.87	87,399.97	89,473.09	91,595.39	93,768.04
30	231	8.00	50,435.84	51,632.18	52,856.90	54,110.66	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15	78,737.53	80,605.20	82,517.14	84,474.45	86,478.18	88,529.44	90,629.36
30	209	8.00	45,632.42	46,714.83	47,822.91	48,957.26	50,118.53	51,307.34	52,524.36	53,770.23	55,045.65	56,351.33	57,688.00	59,056.36	60,457.16	61,891.22	63,359.27	64,862.15	66,400.69	67,975.71	69,588.09	71,238.72	72,928.51	74,658.36	76,429.26	78,242.16	80,098.06	81,997.99
31	260	8.00	59,492.62	60,903.77	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69	106,903.68
31	239	8.00	54,687.44	55,984.62	57,312.58	58,672.03	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37	83,396.72	85,374.87	87,399.97	89,473.09	91,595.39	93,768.04	95,992.23	98,269.15
31	231	8.00	52,856.90	54,110.66	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15	78,737.53	80,605.20	82,517.14	84,474.45	86,478.18	88,529.44	90,629.36	92,779.10	94,979.81
32	260	8.00	62,348.42	63,827.32	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69	106,903.68	109,439.45	112,035.35
32	231	8.00	55,394.17	56,708.12	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15	78,737.53	80,605.20	82,517.14	84,474.45	86,478.18	88,529.44	90,629.36	92,779.10	94,979.81	97,232.74	99,539.10
33	260	8.00	65,341.31	66,891.20	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69	106,903.68	109,439.45	112,035.35	114,692.82	117,413.34
33	239	8.00	60,063.74	61,488.45	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37	83,396.72	85,374.87	87,399.97	89,473.09	91,595.39	93,768.04	95,992.23	98,269.15	100,600.11	102,986.34	105,429.17	107,929.95



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
33	231	8.00	58,053.24	59,430.26	60,839.93	62,283.05	63,760.42	65,272.82	66,821.07	68,406.09	70,028.67	71,689.74	73,390.23	75,131.05	76,913.15
			78,737.53	80,605.20	82,517.14	84,474.45	86,478.18	88,529.44	90,629.36	92,779.10	94,979.81	97,232.74	99,539.10	101,900.16	104,317.23
34	260	8.00	68,477.84	70,102.14	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46
			92,876.43	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69	106,903.68	109,439.45	112,035.35	114,692.82	117,413.34	120,198.37	123,049.49
34	239	8.00	62,946.94	64,440.04	65,968.57	67,533.35	69,135.22	70,775.13	72,453.90	74,172.50	75,931.89	77,732.99	79,576.81	81,464.37	83,396.72
			85,374.87	87,399.97	89,473.09	91,595.39	93,768.04	95,992.23	98,269.15	100,600.11	102,986.34	105,429.17	107,929.95	110,490.04	113,110.88
35	260	8.00	71,764.97	73,467.24	75,209.87	76,993.86	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46
			97,334.74	99,643.52	102,007.07	104,426.69	106,903.68	109,439.45	112,035.35	114,692.82	117,413.34	120,198.37	123,049.49	125,968.21	128,956.17
37	260	8.00	78,820.14	80,689.75	82,603.73	84,563.09	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69
			106,903.68	109,439.45	112,035.35	114,692.82	117,413.34	120,198.37	123,049.49	125,968.21	128,956.17	132,015.02	135,146.42	138,352.09	141,633.79
39	260	8.00	86,568.91	88,622.33	90,724.46	92,876.43	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69	106,903.68	109,439.45	112,035.35	114,692.82
			117,413.34	120,198.37	123,049.49	125,968.21	128,956.17	132,015.02	135,146.42	138,352.09	141,633.79	144,993.35	148,432.61	151,953.42	155,557.75
41	260	8.00	95,079.46	97,334.74	99,643.52	102,007.07	104,426.69	106,903.68	109,439.45	112,035.35	114,692.82	117,413.34	120,198.37	123,049.49	125,968.21
			128,956.17	132,015.02	135,146.42	138,352.09	141,633.79	144,993.35	148,432.61	151,953.42	155,557.75	159,247.59	163,024.93	166,891.88	170,850.56
43	260	8.00	104,426.69	106,903.68	109,439.45	112,035.35	114,692.82	117,413.34	120,198.37	123,049.49	125,968.21	128,956.17	132,015.02	135,146.42	138,352.09
			141,633.79	144,993.35	148,432.61	151,953.42	155,557.75	159,247.59	163,024.93	166,891.88	170,850.56	174,903.14	179,051.85	183,298.96	187,646.80
45	260	8.00	114,692.82	117,413.34	120,198.37	123,049.49	125,968.21	128,956.17	132,015.02	135,146.42	138,352.09	141,633.79	144,993.35	148,432.61	151,953.42
			155,557.75	159,247.59	163,024.93	166,891.88	170,850.56	174,903.14	179,051.85	183,298.96	187,646.80	192,097.78	196,654.35	201,318.98	206,094.26



2018-2019 Unified Pay Plan Non VRS Participants (NV)

Pay Grade	Days Per Year	Hours Per Day	Steps																			
			1	2	3	4	5	6	7	8	9	10	11	12	13							
47	260	8.00	125,968.21	128,956.17	132,015.02	135,146.42	138,352.09	141,633.79	144,993.35	148,432.61	151,953.42	155,557.75	159,247.59	163,024.93	166,891.88	170,850.56	174,903.14	179,051.85	183,298.96	187,646.80	192,097.78	
50	260	8.00	144,993.35	148,432.61	151,953.42	155,557.75	159,247.59	163,024.93	166,891.88	170,850.56	174,903.14	179,051.85	183,298.96	187,646.80	192,097.78	196,654.35	201,318.98	206,094.26	210,982.82	215,987.35	221,110.55	226,355.29
53	260	8.00	166,891.88	170,850.56	174,903.14	179,051.85	183,298.96	187,646.80	192,097.78	196,654.35	201,318.98	206,094.26	210,982.82	215,987.35	221,110.55	226,355.29	231,724.44	242,847.82	248,608.17	254,505.16	260,542.03	266,722.08

Salary Supplement Categories for Extended Responsibilities 2018-2019

Academic Advisor (HS) - Seasonal	23	Magazine (HS)	18
Academic Advisor (MS) - Seasonal	12	Memory Book (MS)	18
Academic Coach I	09	Mentor Coordinator HS/MS (HEROES)	23
Academic Coach II	09	Mentor Coordinator ES (HEROES)	01
Administrative Aide	46	Newspaper (HS)	27
Athletic Trainer (HS) – Seasonal	51	Newspaper (MS)	12
* Band (HS)	42	Safety Patrol	05
* Band (MS)	18	SCA (HS)	23
Band Auxiliary Units (HS)	27	SCA (MS)	18
Baseball Coach (Head HS)	38	SCA (Elem)	05
Baseball Coach (Asst. HS)	33	School Safety Committee Coordinator	01
Baseball Coach (Head MS)	27	Senior Class Sponsor (HS)	23
Baseball Coach (Asst. MS)	23	Soccer Coach (Head Boys/Girls HS)	38
Basketball Coach (Head Boys/Girls HS)	38	Soccer Coach (Asst. Boys/Girls HS)	33
Basketball Coach (Asst. Boys/Girls HS)	33	Soccer Coach (Head MS)	27
Basketball Coach (Head Boys/Girls MS)	27	Soccer Coach (Asst. MS)	23
Basketball Coach (Asst. Boys/Girls MS)	23	SODA (HS)	23
Cheerleaders (HS)	38	Softball Coach (Head HS)	38
Cheerleaders (Asst. HS)	33	Softball Coach (Asst. HS)	33
Cheerleaders (MS)	23	Softball Coach (Head MS)	27
Computer Contact (Elem.)	12	Softball Coach (Asst. MS)	23
Cross Country Coach (Boys/Girls HS)	33	Staff Development Mentor	23
Dance Team Coach (Head HS)	23	Staff Development Planner	23
Debate	23	Step Team Coach (Head HS)	23
* Department Chairman (Large)	27	* Strings (HS)	23
* Department Chairman (Small)	23	* Strings (MS)	18
Dramatics (Head HS)	33	Student Recognition Coordinator	09
Dramatics (Asst. HS)	23	Swim Team (Head)	33
Dramatics (MS)	12	Swim Team (Assistant)	27
Field Hockey Coach (Head HS)	33	Television Studio	22
Field Hockey Coach (Asst. HS)	23	Tennis Coach (Head Boys/Girls HS)	27
First Robotics Coach (Head HS)	27	Tennis Coach (Head Boys/Girls MS)	18
First Robotics Coach (Asst. HS)	23	Test Coordinator (ES)	23
Football Coach (Head HS)	42	Track Coach-Indoor (Head HS)	27
Football Coach (Asst. HS)	38	Track Coach-Indoor (Asst. HS)	23
Football Coach (Head MS)	33	Track Coach-Outdoor (Head Boys/Girls HS)	38
Football Coach (Asst. MS)	27	Track Coach-Outdoor (Asst. Boys/Girls HS)	33
Forensics (HS)	18	Track Coach-Outdoor (Head MS)	27
Forensics (MS)	05	Track Coach-Outdoor (Asst. Boys/Girls MS)	23
Future Educator of America (HS)	05	Vocational Club Coordinator (Vo-Tech)	23
Golf Coach (Head HS)	23	* Vocal (HS)	33
Grade Level Coordinator (Large)	09	* Vocal (MS)	18
Grade Level Coordinator (Small)	01	Volleyball Coach (Boys/Girls HS)	38
Gymnastics Coach (Head HS)	33	Volleyball Coach (Asst. Boys/Girls HS)	33
Gymnastics Coach (Asst. HS)	27	Web Master	12
Gymnastics Coach (Head MS)	27	Weight Room Monitor	27
Gymnastics Coach (Asst. MS)	23	Wrestling Coach (Head HS)	38
Intramurals Coach (MS)	23	Wrestling Coach (Asst. HS)	33
Junior Class Sponsor (HS)	23	Wrestling Coach (Head MS)	27
Lacrosse Coach (Head Boys/Girls HS)	38	Wrestling Coach (Asst. MS)	23
Lacrosse Coach (Asst. Boys/Girls HS)	33	Yearbook (HS)	27



Henrico County Public Schools

2018-2019 Extended Responsibility Pay Plan Included in VRS (IR)

Pay Grade	Days Per Year	Hours Per Day	Steps																								
			1	2	3	4	5	6	7	8	9	10	11	12	13												
1	488.00	500.00	512.00	524.00	536.00	549.00	562.00	576.00	589.00	603.00	617.00	632.00	647.00	662.00	678.00	694.00	711.00	728.00	745.00	763.00	781.00	799.00	818.00	837.00	857.00	878.00	
5	589.00	603.00	617.00	632.00	647.00	662.00	678.00	694.00	711.00	728.00	745.00	763.00	781.00	799.00	818.00	837.00	857.00	878.00	898.00	920.00	942.00	964.00	987.00	1,010.00	1,034.00	1,059.00	1,084.00
9	711.00	728.00	745.00	763.00	781.00	799.00	818.00	837.00	857.00	878.00	898.00	920.00	942.00	964.00	987.00	1,010.00	1,034.00	1,059.00	1,084.00	1,110.00	1,136.00	1,163.00	1,190.00	1,219.00	1,248.00	1,277.00	1,307.00
12	818.00	837.00	857.00	878.00	898.00	920.00	942.00	964.00	987.00	1,010.00	1,034.00	1,059.00	1,084.00	1,110.00	1,136.00	1,163.00	1,190.00	1,219.00	1,248.00	1,277.00	1,307.00	1,338.00	1,370.00	1,403.00	1,436.00	1,470.00	1,505.00
18	1,084.00	1,110.00	1,136.00	1,163.00	1,190.00	1,219.00	1,248.00	1,277.00	1,307.00	1,338.00	1,370.00	1,403.00	1,436.00	1,470.00	1,505.00	1,541.00	1,577.00	1,615.00	1,653.00	1,692.00	1,732.00	1,773.00	1,815.00	1,858.00	1,902.00	1,948.00	1,994.00
22	1,307.00	1,338.00	1,370.00	1,403.00	1,436.00	1,470.00	1,505.00	1,541.00	1,577.00	1,615.00	1,653.00	1,692.00	1,732.00	1,773.00	1,815.00	1,858.00	1,902.00	1,948.00	1,994.00	2,041.00	2,089.00	2,139.00	2,190.00	2,242.00	2,295.00	2,349.00	2,405.00
23	1,370.00	1,403.00	1,436.00	1,470.00	1,505.00	1,541.00	1,577.00	1,615.00	1,653.00	1,692.00	1,732.00	1,773.00	1,815.00	1,858.00	1,902.00	1,948.00	1,994.00	2,041.00	2,089.00	2,139.00	2,190.00	2,242.00	2,295.00	2,349.00	2,405.00	2,462.00	2,521.00
27	1,653.00	1,692.00	1,732.00	1,773.00	1,815.00	1,858.00	1,902.00	1,948.00	1,994.00	2,041.00	2,089.00	2,139.00	2,190.00	2,242.00	2,295.00	2,349.00	2,405.00	2,462.00	2,521.00	2,580.00	2,642.00	2,704.00	2,768.00	2,834.00	2,901.00	2,970.00	3,040.00
33	2,190.00	2,242.00	2,295.00	2,349.00	2,405.00	2,462.00	2,521.00	2,580.00	2,642.00	2,704.00	2,768.00	2,834.00	2,901.00	2,970.00	3,040.00	3,113.00	3,186.00	3,262.00	3,339.00	3,419.00	3,500.00	3,583.00	3,668.00	3,755.00	3,844.00	3,935.00	4,026.00

2018-2019 Extended Responsibility Pay Plan Included in VRS (IR)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
38	2,768.00	2,834.00	2,901.00	2,970.00	3,040.00	3,113.00	3,186.00	3,262.00	3,339.00	3,419.00	3,500.00	3,583.00	3,668.00		
	3,755.00	3,844.00	3,935.00	4,028.00	4,124.00	4,222.00	4,322.00	4,424.00	4,529.00	4,637.00	4,747.00	4,859.00	4,974.00		
42	3,339.00	3,419.00	3,500.00	3,583.00	3,668.00	3,755.00	3,844.00	3,935.00	4,028.00	4,124.00	4,222.00	4,322.00	4,424.00		
	4,529.00	4,637.00	4,747.00	4,859.00	4,974.00	5,092.00	5,213.00	5,337.00	5,463.00	5,593.00	5,726.00	5,862.00	6,001.00		
46	4,028.00	4,124.00	4,222.00	4,322.00	4,424.00	4,529.00	4,637.00	4,747.00	4,859.00	4,974.00	5,092.00	5,213.00	5,337.00		
	5,463.00	5,593.00	5,726.00	5,862.00	6,001.00	6,143.00	6,289.00	6,438.00	6,591.00	6,747.00	6,907.00	7,071.00	7,238.00		
50	4,859.00	4,974.00	5,092.00	5,213.00	5,337.00	5,463.00	5,593.00	5,726.00	5,862.00	6,001.00	6,143.00	6,289.00	6,438.00		
	6,591.00	6,747.00	6,907.00	7,071.00	7,238.00	7,410.00	7,586.00	7,766.00	7,950.00	8,139.00	8,332.00	8,529.00	8,732.00		
51	5,092.00	5,213.00	5,337.00	5,463.00	5,593.00	5,726.00	5,862.00	6,001.00	6,143.00	6,289.00	6,438.00	6,591.00	6,747.00		
	6,907.00	7,071.00	7,238.00	7,410.00	7,586.00	7,766.00	7,950.00	8,139.00	8,332.00	8,529.00	8,732.00	8,939.00	9,151.00		
52	5,337.00	5,463.00	5,593.00	5,726.00	5,862.00	6,001.00	6,143.00	6,289.00	6,438.00	6,591.00	6,747.00	6,907.00	7,071.00		
	7,238.00	7,410.00	7,586.00	7,766.00	7,950.00	8,139.00	8,332.00	8,529.00	8,732.00	8,939.00	9,151.00	9,368.00	9,590.00		



2018-2019 Extended Responsibility Pay Plan Not Included in VRS (ER)

Pay Grade	Days Per Year	Hours Per Day	Steps																								
			1	2	3	4	5	6	7	8	9	10	11	12	13												
1	465.00	476.00	488.00	499.00	511.00	523.00	535.00	548.00	561.00	574.00	588.00	602.00	616.00	631.00	646.00	661.00	677.00	693.00	709.00	726.00	743.00	761.00	779.00	798.00	817.00	836.00	
5	561.00	574.00	588.00	602.00	616.00	631.00	646.00	661.00	677.00	693.00	709.00	726.00	743.00	761.00	779.00	798.00	817.00	836.00	856.00	876.00	897.00	918.00	940.00	962.00	985.00	1,008.00	1,032.00
9	677.00	693.00	709.00	726.00	743.00	761.00	779.00	798.00	817.00	836.00	856.00	876.00	897.00	918.00	940.00	962.00	985.00	1,008.00	1,032.00	1,057.00	1,082.00	1,107.00	1,134.00	1,161.00	1,188.00	1,216.00	1,245.00
12	779.00	798.00	817.00	836.00	856.00	876.00	897.00	918.00	940.00	962.00	985.00	1,008.00	1,032.00	1,057.00	1,082.00	1,107.00	1,134.00	1,161.00	1,188.00	1,216.00	1,245.00	1,275.00	1,305.00	1,336.00	1,368.00	1,400.00	1,433.00
18	1,032.00	1,057.00	1,082.00	1,107.00	1,134.00	1,161.00	1,188.00	1,216.00	1,245.00	1,275.00	1,305.00	1,336.00	1,368.00	1,400.00	1,433.00	1,467.00	1,502.00	1,538.00	1,574.00	1,611.00	1,647.00	1,689.00	1,729.00	1,770.00	1,812.00	1,855.00	1,900.00
22	1,245.00	1,275.00	1,305.00	1,336.00	1,368.00	1,400.00	1,433.00	1,467.00	1,502.00	1,538.00	1,574.00	1,611.00	1,647.00	1,689.00	1,729.00	1,770.00	1,812.00	1,855.00	1,899.00	1,944.00	1,990.00	2,037.00	2,086.00	2,135.00	2,186.00	2,237.00	2,291.00
23	1,305.00	1,336.00	1,368.00	1,400.00	1,433.00	1,467.00	1,502.00	1,538.00	1,574.00	1,611.00	1,647.00	1,689.00	1,729.00	1,770.00	1,812.00	1,855.00	1,899.00	1,944.00	1,990.00	2,037.00	2,086.00	2,135.00	2,186.00	2,237.00	2,291.00	2,345.00	2,400.00
27	1,574.00	1,611.00	1,650.00	1,689.00	1,729.00	1,770.00	1,812.00	1,855.00	1,899.00	1,944.00	1,990.00	2,037.00	2,086.00	2,135.00	2,186.00	2,237.00	2,291.00	2,345.00	2,400.00	2,457.00	2,516.00	2,575.00	2,636.00	2,699.00	2,763.00	2,829.00	2,896.00
33	2,086.00	2,135.00	2,186.00	2,237.00	2,291.00	2,345.00	2,400.00	2,457.00	2,516.00	2,575.00	2,636.00	2,699.00	2,763.00	2,829.00	2,896.00	2,964.00	3,035.00	3,107.00	3,180.00	3,256.00	3,333.00	3,412.00	3,493.00	3,576.00	3,661.00	3,748.00	3,836.00

2018-2019 Extended Responsibility Pay Plan Not Included in VRS (ER)

Pay Grade	Days Per Year	Hours Per Day	Steps												
			1	2	3	4	5	6	7	8	9	10	11	12	13
38	2,636.00	2,699.00	2,763.00	2,829.00	2,896.00	2,964.00	3,035.00	3,107.00	3,180.00	3,256.00	3,333.00	3,412.00	3,493.00		
	3,576.00	3,661.00	3,748.00	3,836.00	3,927.00	4,021.00	4,116.00	4,214.00	4,314.00	4,416.00	4,521.00	4,628.00	4,738.00		
42	3,180.00	3,256.00	3,333.00	3,412.00	3,493.00	3,576.00	3,661.00	3,748.00	3,836.00	3,927.00	4,021.00	4,116.00	4,214.00		
	4,314.00	4,416.00	4,521.00	4,628.00	4,738.00	4,850.00	4,965.00	5,083.00	5,203.00	5,327.00	5,453.00	5,582.00	5,715.00		
46	3,836.00	3,927.00	4,021.00	4,116.00	4,214.00	4,314.00	4,416.00	4,521.00	4,628.00	4,738.00	4,850.00	4,965.00	5,083.00		
	5,203.00	5,327.00	5,453.00	5,582.00	5,715.00	5,850.00	5,989.00	6,131.00	6,277.00	6,426.00	6,578.00	6,734.00	6,894.00		
50	4,628.00	4,738.00	4,850.00	4,965.00	5,083.00	5,203.00	5,327.00	5,453.00	5,582.00	5,715.00	5,850.00	5,989.00	6,131.00		
	6,277.00	6,426.00	6,578.00	6,734.00	6,894.00	7,057.00	7,225.00	7,396.00	7,571.00	7,751.00	7,935.00	8,123.00	8,316.00		
51	4,850.00	4,965.00	5,083.00	5,203.00	5,327.00	5,453.00	5,582.00	5,715.00	5,850.00	5,989.00	6,131.00	6,277.00	6,426.00		
	6,578.00	6,734.00	6,894.00	7,057.00	7,225.00	7,396.00	7,571.00	7,751.00	7,935.00	8,123.00	8,316.00	8,513.00	8,715.00		
52	5,083.00	5,203.00	5,327.00	5,453.00	5,582.00	5,715.00	5,850.00	5,989.00	6,131.00	6,277.00	6,426.00	6,578.00	6,734.00		
	6,894.00	7,057.00	7,225.00	7,396.00	7,571.00	7,751.00	7,935.00	8,123.00	8,316.00	8,513.00	8,715.00	8,922.00	9,133.00		