

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
 Control File Maintenance
 Salary Grade Table

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	CT	14	09/01/2013	COV	24,000.0000	35,600.0000	47,100.0000
	CT	14	09/01/2013	UNC	24,000.0000	35,600.0000	47,100.0000
	CT	14	03/21/2014	COV	24,800.0000	36,700.0000	48,600.0000
	CT	14	03/21/2014	UNC	24,800.0000	36,700.0000	48,600.0000
	CT	14	07/01/2014	COV	24,800.0000	36,700.0000	48,600.0000
	CT	14	07/01/2014	UNC	24,800.0000	36,700.0000	48,600.0000
	CT	14	07/01/2015	COV	25,300.0000	37,500.0000	49,600.0000
	CT	14	07/01/2015	UNC	25,300.0000	37,500.0000	49,600.0000
	CT	15	09/01/2013	COV	26,400.0000	39,100.0000	51,700.0000
	CT	15	09/01/2013	UNC	26,400.0000	39,100.0000	51,700.0000
	CT	15	03/21/2014	COV	27,100.0000	40,200.0000	53,200.0000
	CT	15	03/21/2014	UNC	27,100.0000	40,200.0000	53,200.0000
	CT	15	07/01/2014	COV	27,100.0000	40,200.0000	53,200.0000
	CT	15	07/01/2014	UNC	27,100.0000	40,200.0000	53,200.0000
	CT	15	07/01/2015	COV	27,600.0000	41,000.0000	54,300.0000
	CT	15	07/01/2015	UNC	27,600.0000	41,000.0000	54,300.0000
	CT	15	09/01/2015	COV	27,600.0000	41,000.0000	54,300.0000
	CT	15	09/01/2015	UNC	27,600.0000	41,000.0000	54,300.0000
	CT	15	07/01/2016	COV	29,500.0000	43,800.0000	58,100.0000
	CT	15	07/01/2016	UNC	29,500.0000	43,800.0000	58,100.0000
	CT	15	07/01/2017	COV	29,500.0000	44,900.0000	60,300.0000
	CT	15	07/01/2017	UNC	29,500.0000	44,900.0000	60,300.0000
	CT	16	09/01/2013	COV	28,900.0000	42,900.0000	56,800.0000
	CT	16	09/01/2013	UNC	28,900.0000	42,900.0000	56,800.0000
	CT	16	03/21/2014	COV	29,700.0000	44,100.0000	58,500.0000
	CT	16	03/21/2014	UNC	29,700.0000	44,100.0000	58,500.0000
	CT	16	07/01/2014	COV	29,700.0000	44,100.0000	58,500.0000
	CT	16	07/01/2014	UNC	29,700.0000	44,100.0000	58,500.0000
	CT	16	07/01/2015	COV	30,300.0000	45,000.0000	59,700.0000
	CT	16	07/01/2015	UNC	30,300.0000	45,000.0000	59,700.0000
	CT	16	09/01/2015	COV	30,300.0000	45,000.0000	59,700.0000
	CT	16	09/01/2015	UNC	30,300.0000	45,000.0000	59,700.0000
	CT	16	07/01/2016	COV	32,300.0000	48,000.0000	63,700.0000
	CT	16	07/01/2016	UNC	32,300.0000	48,000.0000	63,700.0000
	CT	16	07/01/2017	COV	32,300.0000	49,300.0000	66,300.0000
	CT	16	07/01/2017	UNC	32,300.0000	49,300.0000	66,300.0000
	CT	17	09/01/2013	COV	31,900.0000	47,200.0000	62,500.0000
	CT	17	09/01/2013	UNC	31,900.0000	47,200.0000	62,500.0000
	CT	17	03/21/2014	COV	32,900.0000	48,700.0000	64,300.0000
	CT	17	03/21/2014	UNC	32,900.0000	48,700.0000	64,300.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	CT	17	07/01/2014	COV	32,900.0000	48,700.0000	64,300.0000
	CT	17	07/01/2014	UNC	32,900.0000	48,700.0000	64,300.0000
	CT	17	07/01/2015	COV	33,600.0000	49,600.0000	65,600.0000
	CT	17	07/01/2015	UNC	33,600.0000	49,600.0000	65,600.0000
	CT	17	09/01/2015	COV	33,600.0000	49,600.0000	65,600.0000
	CT	17	09/01/2015	UNC	33,600.0000	49,600.0000	65,600.0000
	CT	17	07/01/2016	COV	35,700.0000	53,000.0000	70,300.0000
	CT	17	07/01/2016	UNC	35,700.0000	53,000.0000	70,300.0000
	CT	17	07/01/2017	COV	35,700.0000	54,400.0000	73,100.0000
	CT	17	07/01/2017	UNC	35,700.0000	54,400.0000	73,100.0000
	CT	18	09/01/2013	COV	34,900.0000	51,900.0000	68,800.0000
	CT	18	09/01/2013	UNC	34,900.0000	51,900.0000	68,800.0000
	CT	18	03/21/2014	COV	35,900.0000	53,400.0000	70,800.0000
	CT	18	03/21/2014	UNC	35,900.0000	53,400.0000	70,800.0000
	CT	18	07/01/2014	COV	35,900.0000	53,400.0000	70,800.0000
	CT	18	07/01/2014	UNC	35,900.0000	53,400.0000	70,800.0000
	CT	18	07/01/2015	COV	36,600.0000	54,400.0000	72,200.0000
	CT	18	07/01/2015	UNC	36,600.0000	54,400.0000	72,200.0000
	CT	18	09/01/2015	COV	36,600.0000	54,400.0000	72,200.0000
	CT	18	09/01/2015	UNC	36,600.0000	54,400.0000	72,200.0000
	CT	18	07/01/2016	COV	39,200.0000	58,200.0000	77,200.0000
	CT	18	07/01/2016	UNC	39,200.0000	58,200.0000	77,200.0000
	CT	18	07/01/2017	COV	39,200.0000	59,800.0000	80,400.0000
	CT	18	07/01/2017	UNC	39,200.0000	59,800.0000	80,400.0000
	CT	19	09/01/2013	COV	38,400.0000	57,100.0000	75,800.0000
	CT	19	09/01/2013	UNC	38,400.0000	57,100.0000	75,800.0000
	CT	19	03/21/2014	COV	39,600.0000	58,800.0000	78,100.0000
	CT	19	03/21/2014	UNC	39,600.0000	58,800.0000	78,100.0000
	CT	19	07/01/2014	COV	39,600.0000	58,800.0000	78,100.0000
	CT	19	07/01/2014	UNC	39,600.0000	58,800.0000	78,100.0000
	CT	19	07/01/2015	COV	40,400.0000	60,100.0000	79,700.0000
	CT	19	07/01/2015	UNC	40,400.0000	60,100.0000	79,700.0000
	CT	19	09/01/2015	COV	40,400.0000	60,100.0000	79,700.0000
	CT	19	09/01/2015	UNC	40,400.0000	60,100.0000	79,700.0000
	CT	19	07/01/2016	COV	43,100.0000	64,100.0000	85,100.0000
	CT	19	07/01/2016	UNC	43,100.0000	64,100.0000	85,100.0000
	CT	19	07/01/2017	COV	43,100.0000	65,700.0000	88,300.0000
	CT	19	07/01/2017	UNC	43,100.0000	65,700.0000	88,300.0000
	CT	20	09/01/2013	COV	42,300.0000	63,000.0000	83,600.0000
	CT	20	09/01/2013	UNC	42,300.0000	63,000.0000	83,600.0000
	CT	20	03/21/2014	COV	43,600.0000	64,900.0000	86,100.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	CT	20	03/21/2014	UNC	43,600.0000	64,900.0000	86,100.0000
	CT	20	07/01/2014	COV	43,600.0000	64,900.0000	86,100.0000
	CT	20	07/01/2014	UNC	43,600.0000	64,900.0000	86,100.0000
	CT	20	07/01/2015	COV	44,500.0000	66,200.0000	87,800.0000
	CT	20	07/01/2015	UNC	44,500.0000	66,200.0000	87,800.0000
	CT	20	09/01/2015	COV	44,500.0000	66,200.0000	87,800.0000
	CT	20	09/01/2015	UNC	44,500.0000	66,200.0000	87,800.0000
	CT	20	07/01/2016	COV	47,600.0000	70,700.0000	93,800.0000
	CT	20	07/01/2016	UNC	47,600.0000	70,700.0000	93,800.0000
	CT	20	07/01/2017	COV	47,600.0000	72,500.0000	97,400.0000
	CT	20	07/01/2017	UNC	47,600.0000	72,500.0000	97,400.0000
	CT	21	09/01/2013	COV	46,700.0000	69,400.0000	92,000.0000
	CT	21	09/01/2013	UNC	46,700.0000	69,400.0000	92,000.0000
	CT	21	03/21/2014	COV	48,100.0000	71,500.0000	94,700.0000
	CT	21	03/21/2014	UNC	48,100.0000	71,500.0000	94,700.0000
	CT	21	07/01/2014	COV	48,100.0000	71,500.0000	94,700.0000
	CT	21	07/01/2014	UNC	48,100.0000	71,500.0000	94,700.0000
	CT	21	07/01/2015	COV	49,100.0000	72,900.0000	96,600.0000
	CT	21	07/01/2015	UNC	49,100.0000	72,900.0000	96,600.0000
	CT	21	09/01/2015	COV	49,100.0000	72,900.0000	96,600.0000
	CT	21	09/01/2015	UNC	49,100.0000	72,900.0000	96,600.0000
	CT	21	07/01/2016	COV	52,400.0000	77,900.0000	103,400.0000
	CT	21	07/01/2016	UNC	52,400.0000	77,900.0000	103,400.0000
	CT	21	07/01/2017	COV	52,400.0000	79,800.0000	107,200.0000
	CT	21	07/01/2017	UNC	52,400.0000	79,800.0000	107,200.0000
	CT	22	09/01/2013	COV	52,200.0000	77,500.0000	102,800.0000
	CT	22	09/01/2013	UNC	52,200.0000	77,500.0000	102,800.0000
	CT	22	03/21/2014	COV	53,800.0000	79,800.0000	105,900.0000
	CT	22	03/21/2014	UNC	53,800.0000	79,800.0000	105,900.0000
	CT	22	07/01/2014	COV	53,800.0000	79,800.0000	105,900.0000
	CT	22	07/01/2014	UNC	53,800.0000	79,800.0000	105,900.0000
	CT	22	07/01/2015	COV	54,900.0000	81,500.0000	108,000.0000
	CT	22	07/01/2015	UNC	54,900.0000	81,500.0000	108,000.0000
	CT	22	09/01/2015	COV	54,900.0000	81,500.0000	108,000.0000
	CT	22	09/01/2015	UNC	54,900.0000	81,500.0000	108,000.0000
	CT	22	07/01/2016	COV	58,600.0000	87,000.0000	115,400.0000
	CT	22	07/01/2016	UNC	58,600.0000	87,000.0000	115,400.0000
	CT	22	07/01/2017	COV	58,600.0000	89,200.0000	119,800.0000
	CT	22	07/01/2017	UNC	58,600.0000	89,200.0000	119,800.0000
	CT	23	09/01/2013	COV	58,600.0000	86,900.0000	115,100.0000
	CT	23	09/01/2013	UNC	58,600.0000	86,900.0000	115,100.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	CT	23	03/21/2014	COV	60,300.0000	89,400.0000	118,500.0000
	CT	23	03/21/2014	UNC	60,300.0000	89,400.0000	118,500.0000
	CT	23	07/01/2014	COV	60,300.0000	89,400.0000	118,500.0000
	CT	23	07/01/2014	UNC	60,300.0000	89,400.0000	118,500.0000
	CT	23	07/01/2015	COV	61,500.0000	91,200.0000	120,900.0000
	CT	23	07/01/2015	UNC	61,500.0000	91,200.0000	120,900.0000
	CT	23	09/01/2015	COV	61,500.0000	91,200.0000	120,900.0000
	CT	23	09/01/2015	UNC	61,500.0000	91,200.0000	120,900.0000
	CT	23	07/01/2016	COV	65,600.0000	97,500.0000	129,400.0000
	CT	23	07/01/2016	UNC	65,600.0000	97,500.0000	129,400.0000
	CT	23	07/01/2017	COV	65,600.0000	99,900.0000	134,200.0000
	CT	23	07/01/2017	UNC	65,600.0000	99,900.0000	134,200.0000
	CT	24	09/01/2013	COV	65,600.0000	97,300.0000	129,000.0000
	CT	24	09/01/2013	UNC	65,600.0000	97,300.0000	129,000.0000
	CT	24	03/21/2014	COV	67,600.0000	100,300.0000	132,900.0000
	CT	24	03/21/2014	UNC	67,600.0000	100,300.0000	132,900.0000
	CT	24	07/01/2014	COV	65,200.0000	100,300.0000	135,400.0000
	CT	24	07/01/2014	UNC	65,200.0000	100,300.0000	135,400.0000
	CT	24	07/01/2015	COV	66,500.0000	102,300.0000	138,100.0000
	CT	24	07/01/2015	UNC	66,500.0000	102,300.0000	138,100.0000
	CT	24	09/01/2015	COV	66,500.0000	102,300.0000	138,100.0000
	CT	24	09/01/2015	UNC	66,500.0000	102,300.0000	138,100.0000
	CT	24	07/01/2016	COV	71,000.0000	109,200.0000	147,400.0000
	CT	24	07/01/2016	UNC	71,000.0000	109,200.0000	147,400.0000
	CT	24	07/01/2017	COV	71,000.0000	111,900.0000	152,800.0000
	CT	24	07/01/2017	UNC	71,000.0000	111,900.0000	152,800.0000
	CT	25	09/01/2013	COV	73,400.0000	109,000.0000	144,600.0000
	CT	25	09/01/2013	UNC	73,400.0000	109,000.0000	144,600.0000
	CT	25	03/21/2014	COV	75,600.0000	112,300.0000	148,900.0000
	CT	25	03/21/2014	UNC	75,600.0000	112,300.0000	148,900.0000
	CT	25	07/01/2014	COV	70,200.0000	112,300.0000	154,400.0000
	CT	25	07/01/2014	UNC	70,200.0000	112,300.0000	154,400.0000
	CT	25	07/01/2015	COV	71,600.0000	114,600.0000	157,500.0000
	CT	25	07/01/2015	UNC	71,600.0000	114,600.0000	157,500.0000
	CT	25	09/01/2015	COV	71,600.0000	114,600.0000	157,500.0000
	CT	25	09/01/2015	UNC	71,600.0000	114,600.0000	157,500.0000
	CT	25	07/01/2016	COV	76,500.0000	122,400.0000	168,300.0000
	CT	25	07/01/2016	UNC	76,500.0000	122,400.0000	168,300.0000
	CT	25	07/01/2017	COV	76,500.0000	125,500.0000	174,500.0000
	CT	25	07/01/2017	UNC	76,500.0000	125,500.0000	174,500.0000
	CT	26	09/01/2013	COV	82,300.0000	122,100.0000	161,900.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	CT	26	09/01/2013	UNC	82,300.0000	122,100.0000	161,900.0000
	CT	26	03/21/2014	COV	84,800.0000	125,800.0000	166,800.0000
	CT	26	03/21/2014	UNC	84,800.0000	125,800.0000	166,800.0000
	CT	26	07/01/2014	COV	75,500.0000	125,800.0000	176,100.0000
	CT	26	07/01/2014	UNC	75,500.0000	125,800.0000	176,100.0000
	CT	26	07/01/2015	COV	77,000.0000	128,300.0000	179,600.0000
	CT	26	07/01/2015	UNC	77,000.0000	128,300.0000	179,600.0000
	CT	26	09/01/2015	COV	77,000.0000	128,300.0000	179,600.0000
	CT	26	09/01/2015	UNC	77,000.0000	128,300.0000	179,600.0000
	CT	26	07/01/2016	COV	82,300.0000	137,100.0000	191,900.0000
	CT	26	07/01/2016	UNC	82,300.0000	137,100.0000	191,900.0000
	CT	26	07/01/2017	COV	82,300.0000	140,500.0000	198,700.0000
	CT	26	07/01/2017	UNC	82,300.0000	140,500.0000	198,700.0000
	CT	27	09/01/2013	COV	92,200.0000	136,800.0000	181,300.0000
	CT	27	09/01/2013	UNC	92,200.0000	136,800.0000	181,300.0000
	CT	27	03/21/2014	COV	95,000.0000	140,900.0000	186,800.0000
	CT	27	03/21/2014	UNC	95,000.0000	140,900.0000	186,800.0000
	CT	27	07/01/2014	COV	81,700.0000	140,900.0000	200,100.0000
	CT	27	07/01/2014	UNC	81,700.0000	140,900.0000	200,100.0000
	CT	27	07/01/2015	COV	83,300.0000	143,700.0000	204,100.0000
	CT	27	07/01/2015	UNC	83,300.0000	143,700.0000	204,100.0000
	CT	27	09/01/2015	COV	83,300.0000	143,700.0000	204,100.0000
	CT	27	09/01/2015	UNC	83,300.0000	143,700.0000	204,100.0000
	CT	27	07/01/2016	COV	89,100.0000	153,600.0000	218,100.0000
	CT	27	07/01/2016	UNC	89,100.0000	153,600.0000	218,100.0000
	CT	27	07/01/2017	COV	89,100.0000	157,400.0000	225,700.0000
	CT	27	07/01/2017	UNC	89,100.0000	157,400.0000	225,700.0000
	CT	28	09/01/2013	COV	105,000.0000	155,900.0000	206,700.0000
	CT	28	09/01/2013	UNC	105,000.0000	155,900.0000	206,700.0000
	CT	28	03/21/2014	COV	108,200.0000	160,600.0000	212,900.0000
	CT	28	03/21/2014	UNC	108,200.0000	160,600.0000	212,900.0000
	CT	28	07/01/2014	COV	89,900.0000	160,600.0000	231,300.0000
	CT	28	07/01/2014	UNC	89,900.0000	160,600.0000	231,300.0000
	CT	28	07/01/2015	COV	91,700.0000	163,800.0000	235,900.0000
	CT	28	07/01/2015	UNC	91,700.0000	163,800.0000	235,900.0000
	CT	28	09/01/2015	COV	91,700.0000	163,800.0000	235,900.0000
	CT	28	09/01/2015	UNC	91,700.0000	163,800.0000	235,900.0000
	CT	28	07/01/2016	COV	98,100.0000	175,100.0000	252,100.0000
	CT	28	07/01/2016	UNC	98,100.0000	175,100.0000	252,100.0000
	CT	28	07/01/2017	COV	98,100.0000	179,500.0000	260,900.0000
	CT	28	07/01/2017	UNC	98,100.0000	179,500.0000	260,900.0000
	CT	29	09/01/2013	COV	119,700.0000	177,700.0000	235,700.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	CT	29	09/01/2013	UNC	119,700.0000	177,700.0000	235,700.0000
	CT	29	03/21/2014	COV	123,300.0000	183,100.0000	242,800.0000
	CT	29	03/21/2014	UNC	123,300.0000	183,100.0000	242,800.0000
	CT	29	07/01/2014	COV	98,900.0000	183,100.0000	267,300.0000
	CT	29	07/01/2014	UNC	98,900.0000	183,100.0000	267,300.0000
	CT	29	07/01/2015	COV	100,900.0000	186,800.0000	272,600.0000
	CT	29	07/01/2015	UNC	100,900.0000	186,800.0000	272,600.0000
	CT	29	09/01/2015	COV	100,900.0000	186,800.0000	272,600.0000
	CT	29	09/01/2015	UNC	100,900.0000	186,800.0000	272,600.0000
	CT	29	07/01/2016	COV	107,700.0000	199,500.0000	291,300.0000
	CT	29	07/01/2016	UNC	107,700.0000	199,500.0000	291,300.0000
	CT	29	07/01/2017	COV	107,700.0000	204,500.0000	301,300.0000
	CT	29	07/01/2017	UNC	107,700.0000	204,500.0000	301,300.0000
	CT	30	09/01/2013	COV	136,500.0000	202,600.0000	268,700.0000
	CT	30	09/01/2013	UNC	136,500.0000	202,600.0000	268,700.0000
	CT	30	03/21/2014	COV	140,600.0000	208,700.0000	276,800.0000
	CT	30	03/21/2014	UNC	140,600.0000	208,700.0000	276,800.0000
	CT	30	07/01/2014	COV	108,500.0000	208,700.0000	308,900.0000
	CT	30	07/01/2014	UNC	108,500.0000	208,700.0000	308,900.0000
	CT	30	07/01/2015	COV	110,700.0000	212,900.0000	315,100.0000
	CT	30	07/01/2015	UNC	110,700.0000	212,900.0000	315,100.0000
	CT	30	09/01/2015	COV	110,700.0000	212,900.0000	315,100.0000
	CT	30	09/01/2015	UNC	110,700.0000	212,900.0000	315,100.0000
	CT	30	07/01/2016	COV	118,100.0000	227,500.0000	336,900.0000
	CT	30	07/01/2016	UNC	118,100.0000	227,500.0000	336,900.0000
	CT	30	07/01/2017	COV	118,100.0000	233,200.0000	348,300.0000
	CT	30	07/01/2017	UNC	118,100.0000	233,200.0000	348,300.0000
	CT	31	07/01/2017	COV	134,500.0000	265,800.0000	397,100.0000
	CT	31	07/01/2017	UNC	134,500.0000	265,800.0000	397,100.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	DM	03	07/01/2015	COV	107,100.0000	150,000.0000	192,800.0000
	DM	03	07/01/2015	UNC	107,100.0000	150,000.0000	192,800.0000
	DM	03	07/01/2016	COV	110,300.0000	154,500.0000	198,600.0000
	DM	03	07/01/2016	UNC	110,300.0000	154,500.0000	198,600.0000
	DM	03	07/01/2017	COV	113,600.0000	159,100.0000	204,600.0000
	DM	03	07/01/2017	UNC	113,600.0000	159,100.0000	204,600.0000
	DM	04	07/01/2015	COV	111,200.0000	168,700.0000	226,200.0000
	DM	04	07/01/2015	UNC	111,200.0000	168,700.0000	226,200.0000
	DM	04	07/01/2016	COV	114,500.0000	173,800.0000	233,000.0000
	DM	04	07/01/2016	UNC	114,500.0000	173,800.0000	233,000.0000
	DM	04	07/01/2017	COV	117,900.0000	179,000.0000	240,000.0000
	DM	04	07/01/2017	UNC	117,900.0000	179,000.0000	240,000.0000
	DM	05	07/01/2015	COV	115,400.0000	187,500.0000	259,600.0000
	DM	05	07/01/2015	UNC	115,400.0000	187,500.0000	259,600.0000
	DM	05	07/01/2016	COV	118,900.0000	193,200.0000	267,400.0000
	DM	05	07/01/2016	UNC	118,900.0000	193,200.0000	267,400.0000
	DM	05	07/01/2017	COV	122,500.0000	199,000.0000	275,400.0000
	DM	05	07/01/2017	UNC	122,500.0000	199,000.0000	275,400.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	DV	A	10/01/2001	COV	20,800.0000	26,000.0000	31,200.0000
	DV	A	10/01/2001	UNC	20,800.0000	26,000.0000	31,200.0000
	DV	A	10/01/2002	COV	21,300.0000	26,600.0000	32,000.0000
	DV	A	10/01/2002	UNC	21,300.0000	26,600.0000	32,000.0000
	DV	A	10/01/2005	COV	21,792.0000	28,596.0000	35,400.0000
	DV	A	10/01/2005	UNC	21,792.0000	28,596.0000	35,400.0000
	DV	A	10/01/2006	COV	22,224.0000	27,780.0000	33,336.0000
	DV	A	10/01/2006	UNC	22,224.0000	27,780.0000	33,336.0000
	DV	B	10/01/2001	COV	23,100.0000	28,900.0000	34,700.0000
	DV	B	10/01/2001	UNC	23,100.0000	28,900.0000	34,700.0000
	DV	B	10/01/2002	COV	23,600.0000	29,500.0000	35,400.0000
	DV	B	10/01/2002	UNC	23,600.0000	29,500.0000	35,400.0000
	DV	B	10/01/2005	COV	24,432.0000	31,764.0000	39,096.0000
	DV	B	10/01/2005	UNC	24,432.0000	31,764.0000	39,096.0000
	DV	B	10/01/2006	COV	24,924.0000	31,152.0000	37,392.0000
	DV	B	10/01/2006	UNC	24,924.0000	31,152.0000	37,392.0000
	DV	B	10/01/2007	COV	25,688.0000	32,088.0000	38,508.0000
	DV	B	10/01/2007	UNC	25,688.0000	32,088.0000	38,508.0000
	DV	B	04/01/2010	COV	25,688.0000	32,088.0000	38,508.0000
	DV	B	04/01/2010	UNC	25,688.0000	32,088.0000	38,508.0000
	DV	C	10/01/2001	COV	25,700.0000	32,100.0000	38,600.0000
	DV	C	10/01/2001	UNC	25,700.0000	32,100.0000	38,600.0000
	DV	C	10/01/2002	COV	26,200.0000	32,800.0000	39,300.0000
	DV	C	10/01/2002	UNC	26,200.0000	32,800.0000	39,300.0000
	DV	C	10/01/2005	COV	27,108.0000	35,238.0000	43,368.0000
	DV	C	10/01/2005	UNC	27,108.0000	35,238.0000	43,368.0000
	DV	C	10/01/2006	COV	27,648.0000	34,560.0000	41,472.0000
	DV	C	10/01/2006	UNC	27,648.0000	34,560.0000	41,472.0000
	DV	C	10/01/2007	COV	28,476.0000	35,592.0000	42,720.0000
	DV	C	10/01/2007	UNC	28,476.0000	35,592.0000	42,720.0000
	DV	C	04/01/2010	COV	28,476.0000	35,592.0000	42,720.0000
	DV	C	04/01/2010	UNC	28,476.0000	35,592.0000	42,720.0000
	DV	C	07/01/2011	COV	28,476.0000	37,019.0000	45,562.0000
	DV	C	07/01/2011	UNC	28,476.0000	37,019.0000	45,562.0000
	DV	C	07/01/2014	COV	29,336.0000	38,137.0000	46,938.0000
	DV	C	07/01/2014	UNC	29,336.0000	38,137.0000	46,938.0000
	DV	C	07/01/2016	COV	30,506.0000	39,662.0000	48,817.0000
	DV	C	07/01/2016	UNC	30,506.0000	39,662.0000	48,817.0000
	DV	C	07/01/2017	COV	30,506.0000	40,455.0000	50,404.0000
	DV	C	07/01/2017	UNC	30,506.0000	40,455.0000	50,404.0000
	DV	D	10/01/2001	COV	28,600.0000	35,700.0000	42,900.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	DV	D	10/01/2001	UNC	28,600.0000	35,700.0000	42,900.0000
	DV	D	10/01/2002	COV	29,100.0000	36,400.0000	43,700.0000
	DV	D	10/01/2002	UNC	29,100.0000	36,400.0000	43,700.0000
	DV	D	10/01/2005	COV	30,120.0000	39,156.0000	48,192.0000
	DV	D	10/01/2005	UNC	30,120.0000	39,156.0000	48,192.0000
	DV	D	10/01/2006	COV	30,720.0000	38,400.0000	46,080.0000
	DV	D	10/01/2006	UNC	30,720.0000	38,400.0000	46,080.0000
	DV	D	10/01/2007	COV	31,644.0000	39,552.0000	47,472.0000
	DV	D	10/01/2007	UNC	31,644.0000	39,552.0000	47,472.0000
	DV	D	04/01/2010	COV	31,644.0000	39,552.0000	47,472.0000
	DV	D	04/01/2010	UNC	31,644.0000	39,552.0000	47,472.0000
	DV	D	07/01/2011	COV	31,644.0000	41,137.0000	50,630.0000
	DV	D	07/01/2011	UNC	31,644.0000	41,137.0000	50,630.0000
	DV	D	07/01/2014	COV	32,594.0000	42,366.0000	52,137.0000
	DV	D	07/01/2014	UNC	32,594.0000	42,366.0000	52,137.0000
	DV	D	07/01/2016	COV	33,888.0000	44,057.0000	54,225.0000
	DV	D	07/01/2016	UNC	33,888.0000	44,057.0000	54,225.0000
	DV	D	07/01/2017	COV	33,888.0000	44,938.0000	55,988.0000
	DV	D	07/01/2017	UNC	33,888.0000	44,938.0000	55,988.0000
	DV	E	10/01/2001	COV	31,800.0000	39,700.0000	47,700.0000
	DV	E	10/01/2001	UNC	31,800.0000	39,700.0000	47,700.0000
	DV	E	10/01/2002	COV	32,300.0000	40,400.0000	48,500.0000
	DV	E	10/01/2002	UNC	32,300.0000	40,400.0000	48,500.0000
	DV	E	10/01/2005	COV	33,432.0000	43,464.0000	53,496.0000
	DV	E	10/01/2005	UNC	33,432.0000	43,464.0000	53,496.0000
	DV	E	10/01/2006	COV	34,104.0000	46,264.0000	51,156.0000
	DV	E	10/01/2006	UNC	34,104.0000	46,264.0000	51,156.0000
	DV	E	10/01/2007	COV	35,124.0000	43,908.0000	52,692.0000
	DV	E	10/01/2007	UNC	35,124.0000	43,908.0000	52,692.0000
	DV	E	04/01/2010	COV	35,124.0000	43,908.0000	52,692.0000
	DV	E	04/01/2010	UNC	35,124.0000	43,908.0000	52,692.0000
	DV	E	07/01/2011	COV	35,124.0000	45,661.0000	56,198.0000
	DV	E	07/01/2011	UNC	35,124.0000	45,661.0000	56,198.0000
	DV	E	07/01/2014	COV	36,185.0000	47,032.0000	57,879.0000
	DV	E	07/01/2014	UNC	36,185.0000	47,032.0000	57,879.0000
	DV	E	07/01/2016	COV	37,626.0000	48,912.0000	60,197.0000
	DV	E	07/01/2016	UNC	37,626.0000	48,912.0000	60,197.0000
	DV	E	07/01/2017	COV	37,626.0000	49,890.0000	62,154.0000
	DV	E	07/01/2017	UNC	37,626.0000	49,890.0000	62,154.0000
	DV	1	10/01/2001	COV	32,700.0000	44,150.0000	55,600.0000
	DV	1	10/01/2001	UNC	32,700.0000	44,150.0000	55,600.0000
	DV	1	10/01/2002	COV	33,200.0000	44,900.0000	56,500.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	DV	1	10/01/2002	UNC	33,200.0000	44,900.0000	56,500.0000
	DV	1	10/01/2005	COV	34,368.0000	46,398.0000	58,428.0000
	DV	1	10/01/2005	UNC	34,368.0000	46,398.0000	58,428.0000
	DV	1	10/01/2006	COV	35,052.0000	47,328.0000	59,592.0000
	DV	1	10/01/2006	UNC	35,052.0000	47,328.0000	59,592.0000
	DV	1	10/01/2007	COV	36,108.0000	48,744.0000	61,380.0000
	DV	1	10/01/2007	UNC	36,108.0000	48,744.0000	61,380.0000
	DV	1	04/01/2010	COV	36,108.0000	48,744.0000	61,380.0000
	DV	1	04/01/2010	UNC	36,108.0000	48,744.0000	61,380.0000
	DV	1	07/01/2011	COV	36,108.0000	50,551.0000	64,994.0000
	DV	1	07/01/2011	UNC	36,108.0000	50,551.0000	64,994.0000
	DV	1	07/01/2014	COV	40,048.0000	52,065.0000	64,081.0000
	DV	1	07/01/2014	UNC	40,048.0000	52,065.0000	64,081.0000
	DV	1	07/01/2016	COV	41,656.0000	54,153.0000	66,649.0000
	DV	1	07/01/2016	UNC	41,656.0000	54,153.0000	66,649.0000
	DV	1	07/01/2017	COV	41,656.0000	55,236.0000	68,816.0000
	DV	1	07/01/2017	UNC	41,656.0000	55,236.0000	68,816.0000
	DV	10	10/01/2007	COV	85,524.0000	115,464.0000	145,392.0000
	DV	10	10/01/2007	UNC	85,524.0000	115,458.0000	145,392.0000
	DV	10	04/01/2010	COV	85,524.0000	115,464.0000	145,392.0000
	DV	10	04/01/2010	UNC	85,524.0000	115,458.0000	145,392.0000
	DV	10	07/01/2011	COV	85,524.0000	119,734.0000	153,943.0000
	DV	10	07/01/2011	UNC	85,524.0000	119,734.0000	153,943.0000
	DV	10	07/01/2014	COV	88,143.0000	123,400.0000	158,657.0000
	DV	10	07/01/2014	UNC	88,143.0000	123,400.0000	158,657.0000
	DV	10	07/01/2016	COV	91,600.0000	128,300.0000	165,000.0000
	DV	10	07/01/2016	UNC	91,600.0000	128,300.0000	165,000.0000
	DV	10	07/01/2017	COV	91,600.0000	130,866.0000	170,132.0000
	DV	10	07/01/2017	UNC	91,600.0000	130,866.0000	170,132.0000
	DV	11	04/01/2010	COV	94,080.0000	127,008.0000	159,936.0000
	DV	11	04/01/2010	UNC	94,080.0000	127,008.0000	159,936.0000
	DV	11	07/01/2011	COV	94,080.0000	131,712.0000	169,344.0000
	DV	11	07/01/2011	UNC	94,080.0000	131,712.0000	169,344.0000
	DV	11	07/01/2014	COV	96,929.0000	135,700.0000	174,471.0000
	DV	11	07/01/2014	UNC	96,929.0000	135,700.0000	174,471.0000
	DV	11	07/01/2016	COV	100,800.0000	141,150.0000	181,500.0000
	DV	11	07/01/2016	UNC	100,800.0000	141,150.0000	181,500.0000
	DV	11	07/01/2017	COV	100,800.0000	143,973.0000	187,146.0000
	DV	11	07/01/2017	UNC	100,800.0000	143,973.0000	187,146.0000
	DV	12	04/01/2010	COV	103,488.0000	139,704.0000	175,932.0000
	DV	12	04/01/2010	UNC	103,488.0000	139,704.0000	175,932.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	DV	12	07/01/2011	COV	103,488.0000	144,883.0000	186,278.0000
	DV	12	07/01/2011	UNC	103,488.0000	144,883.0000	186,278.0000
	DV	12	07/01/2014	COV	106,643.0000	149,300.0000	191,957.0000
	DV	12	07/01/2014	UNC	106,643.0000	149,300.0000	191,957.0000
	DV	12	07/01/2016	COV	110,800.0000	155,250.0000	199,700.0000
	DV	12	07/01/2016	UNC	110,800.0000	155,250.0000	199,700.0000
	DV	12	07/01/2017	COV	110,800.0000	158,355.0000	205,910.0000
	DV	12	07/01/2017	UNC	110,800.0000	158,355.0000	205,910.0000
	DV	2	10/01/2001	COV	36,000.0000	48,600.0000	61,200.0000
	DV	2	10/01/2001	UNC	36,000.0000	48,600.0000	61,200.0000
	DV	2	10/01/2002	COV	36,600.0000	49,400.0000	62,200.0000
	DV	2	10/01/2002	UNC	36,600.0000	49,400.0000	62,200.0000
	DV	2	10/01/2005	COV	37,884.0000	51,144.0000	64,404.0000
	DV	2	10/01/2005	UNC	37,884.0000	51,144.0000	64,404.0000
	DV	2	10/01/2006	COV	38,640.0000	52,164.0000	65,688.0000
	DV	2	10/01/2006	UNC	38,640.0000	52,164.0000	65,688.0000
	DV	2	10/01/2007	COV	39,792.0000	53,724.0000	67,644.0000
	DV	2	10/01/2007	UNC	39,792.0000	53,724.0000	67,644.0000
	DV	2	04/01/2010	COV	39,792.0000	53,724.0000	67,644.0000
	DV	2	04/01/2010	UNC	39,792.0000	53,724.0000	67,644.0000
	DV	2	07/01/2011	COV	39,792.0000	55,709.0000	71,626.0000
	DV	2	07/01/2011	UNC	39,792.0000	55,709.0000	71,626.0000
	DV	2	07/01/2014	COV	44,140.0000	57,378.0000	70,616.0000
	DV	2	07/01/2014	UNC	44,140.0000	57,378.0000	70,616.0000
	DV	2	07/01/2016	COV	45,894.0000	59,644.0000	73,393.0000
	DV	2	07/01/2016	UNC	45,894.0000	59,644.0000	73,393.0000
	DV	2	07/01/2017	COV	45,894.0000	60,837.0000	75,780.0000
	DV	2	07/01/2017	UNC	45,894.0000	60,837.0000	75,780.0000
	DV	3	10/01/2001	COV	39,600.0000	53,450.0000	67,300.0000
	DV	3	10/01/2001	UNC	39,600.0000	53,450.0000	67,300.0000
	DV	3	10/01/2002	COV	40,300.0000	54,400.0000	68,500.0000
	DV	3	10/01/2002	UNC	40,300.0000	54,400.0000	68,500.0000
	DV	3	10/01/2005	COV	41,712.0000	56,310.0000	70,908.0000
	DV	3	10/01/2005	UNC	41,712.0000	56,310.0000	70,908.0000
	DV	3	10/01/2006	COV	42,540.0000	57,432.0000	72,324.0000
	DV	3	10/01/2006	UNC	42,540.0000	57,432.0000	72,324.0000
	DV	3	10/01/2007	COV	43,824.0000	59,160.0000	74,496.0000
	DV	3	10/01/2007	UNC	43,824.0000	59,160.0000	74,496.0000
	DV	3	04/01/2010	COV	43,824.0000	59,160.0000	74,496.0000
	DV	3	04/01/2010	UNC	43,824.0000	59,160.0000	74,496.0000
	DV	3	07/01/2011	COV	43,824.0000	61,354.0000	78,883.0000
	DV	3	07/01/2011	UNC	43,824.0000	61,354.0000	78,883.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	DV	3	07/01/2014	COV	45,143.0000	63,200.0000	81,257.0000
	DV	3	07/01/2014	UNC	45,143.0000	63,200.0000	81,257.0000
	DV	3	07/01/2016	COV	46,900.0000	65,700.0000	84,500.0000
	DV	3	07/01/2016	UNC	46,900.0000	65,700.0000	84,500.0000
	DV	3	07/01/2017	COV	46,900.0000	67,014.0000	87,128.0000
	DV	3	07/01/2017	UNC	46,900.0000	67,014.0000	87,128.0000
	DV	4	10/01/2001	COV	43,600.0000	58,900.0000	74,100.0000
	DV	4	10/01/2001	UNC	43,600.0000	58,900.0000	74,100.0000
	DV	4	10/01/2002	COV	44,400.0000	59,900.0000	75,500.0000
	DV	4	10/01/2002	UNC	44,400.0000	59,900.0000	75,500.0000
	DV	4	10/01/2005	COV	45,960.0000	62,046.0000	78,132.0000
	DV	4	10/01/2005	UNC	45,960.0000	62,046.0000	78,132.0000
	DV	4	10/01/2006	COV	46,884.0000	63,288.0000	79,704.0000
	DV	4	10/01/2006	UNC	46,884.0000	63,288.0000	79,704.0000
	DV	4	10/01/2007	COV	48,288.0000	65,184.0000	82,092.0000
	DV	4	10/01/2007	UNC	48,288.0000	65,184.0000	82,092.0000
	DV	4	04/01/2010	COV	48,288.0000	65,184.0000	82,092.0000
	DV	4	04/01/2010	UNC	48,288.0000	65,184.0000	82,092.0000
	DV	4	07/01/2011	COV	48,288.0000	67,603.0000	86,918.0000
	DV	4	07/01/2011	UNC	48,288.0000	67,603.0000	86,918.0000
	DV	4	07/01/2014	COV	49,786.0000	69,700.0000	89,615.0000
	DV	4	07/01/2014	UNC	49,786.0000	69,700.0000	89,615.0000
	DV	4	07/01/2016	COV	51,800.0000	72,500.0000	93,200.0000
	DV	4	07/01/2016	UNC	51,800.0000	72,500.0000	93,200.0000
	DV	4	07/01/2017	COV	51,800.0000	73,950.0000	96,100.0000
	DV	4	07/01/2017	UNC	51,800.0000	73,950.0000	96,100.0000
	DV	5	10/01/2001	COV	48,000.0000	64,800.0000	81,600.0000
	DV	5	10/01/2001	UNC	48,000.0000	64,800.0000	81,600.0000
	DV	5	10/01/2002	COV	48,800.0000	65,900.0000	83,000.0000
	DV	5	10/01/2002	UNC	48,800.0000	65,900.0000	83,000.0000
	DV	5	10/01/2005	COV	50,508.0000	68,184.0000	85,860.0000
	DV	5	10/01/2005	UNC	50,508.0000	68,184.0000	85,860.0000
	DV	5	10/01/2006	COV	51,516.0000	69,552.0000	87,576.0000
	DV	5	10/01/2006	UNC	51,516.0000	69,552.0000	87,576.0000
	DV	5	10/01/2007	COV	53,064.0000	71,640.0000	90,204.0000
	DV	5	10/01/2007	UNC	53,064.0000	71,640.0000	90,204.0000
	DV	5	04/01/2010	COV	53,064.0000	71,640.0000	90,204.0000
	DV	5	04/01/2010	UNC	53,064.0000	71,640.0000	90,204.0000
	DV	5	07/01/2011	COV	53,064.0000	74,290.0000	95,515.0000
	DV	5	07/01/2011	UNC	53,064.0000	74,290.0000	95,515.0000
	DV	5	07/01/2014	COV	54,714.0000	76,600.0000	98,486.0000
	DV	5	07/01/2014	UNC	54,714.0000	76,600.0000	98,486.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	DV	5	07/01/2016	COV	56,900.0000	79,650.0000	102,400.0000
	DV	5	07/01/2016	UNC	56,900.0000	79,650.0000	102,400.0000
	DV	5	07/01/2017	COV	56,900.0000	81,243.0000	105,586.0000
	DV	5	07/01/2017	UNC	56,900.0000	81,243.0000	105,586.0000
	DV	6	10/01/2001	COV	52,800.0000	71,300.0000	89,800.0000
	DV	6	10/01/2001	UNC	52,800.0000	71,300.0000	89,800.0000
	DV	6	10/01/2002	COV	53,700.0000	72,500.0000	91,300.0000
	DV	6	10/01/2002	UNC	53,700.0000	72,500.0000	91,300.0000
	DV	6	10/01/2005	COV	55,584.0000	75,036.0000	94,488.0000
	DV	6	10/01/2005	UNC	55,584.0000	75,036.0000	94,488.0000
	DV	6	10/01/2006	COV	56,688.0000	76,536.0000	96,372.0000
	DV	6	10/01/2006	UNC	56,688.0000	76,536.0000	96,372.0000
	DV	6	10/01/2007	COV	58,392.0000	78,828.0000	99,264.0000
	DV	6	10/01/2007	UNC	58,392.0000	78,828.0000	99,264.0000
	DV	6	04/01/2010	COV	58,392.0000	78,828.0000	99,264.0000
	DV	6	04/01/2010	UNC	58,392.0000	78,828.0000	99,264.0000
	DV	6	07/01/2011	COV	58,392.0000	81,749.0000	105,106.0000
	DV	6	07/01/2011	UNC	58,392.0000	81,749.0000	105,106.0000
	DV	6	07/01/2014	COV	60,241.0000	84,300.0000	108,386.0000
	DV	6	07/01/2014	UNC	60,241.0000	84,300.0000	108,386.0000
	DV	6	07/01/2016	COV	62,600.0000	87,650.0000	112,700.0000
	DV	6	07/01/2016	UNC	62,600.0000	87,650.0000	112,700.0000
	DV	6	07/01/2017	COV	62,600.0000	89,403.0000	116,206.0000
	DV	6	07/01/2017	UNC	62,600.0000	89,403.0000	116,206.0000
	DV	7	10/01/2001	COV	58,100.0000	78,400.0000	98,800.0000
	DV	7	10/01/2001	UNC	58,100.0000	78,400.0000	98,800.0000
	DV	7	10/01/2002	COV	59,100.0000	79,800.0000	100,500.0000
	DV	7	10/01/2002	UNC	59,100.0000	79,800.0000	100,500.0000
	DV	7	10/01/2005	COV	61,164.0000	82,572.0000	103,980.0000
	DV	7	10/01/2005	UNC	61,164.0000	82,572.0000	103,980.0000
	DV	7	10/01/2006	COV	62,388.0000	84,228.0000	106,056.0000
	DV	7	10/01/2006	UNC	62,388.0000	84,228.0000	106,056.0000
	DV	7	10/01/2007	COV	64,272.0000	86,760.0000	109,260.0000
	DV	7	10/01/2007	UNC	64,272.0000	86,760.0000	109,260.0000
	DV	7	04/01/2010	COV	64,272.0000	86,760.0000	109,260.0000
	DV	7	04/01/2010	UNC	64,272.0000	86,760.0000	109,260.0000
	DV	7	07/01/2011	COV	64,272.0000	89,981.0000	115,690.0000
	DV	7	07/01/2011	UNC	64,272.0000	89,981.0000	115,690.0000
	DV	7	07/01/2014	COV	66,214.0000	92,700.0000	119,186.0000
	DV	7	07/01/2014	UNC	66,214.0000	92,700.0000	119,186.0000
	DV	7	07/01/2016	COV	68,800.0000	96,400.0000	124,000.0000
	DV	7	07/01/2016	UNC	68,800.0000	96,400.0000	124,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	DV	7	07/01/2017	COV	68,800.0000	98,328.0000	127,856.0000
	DV	7	07/01/2017	UNC	68,800.0000	98,328.0000	127,856.0000
	DV	8	10/01/2001	COV	63,900.0000	86,200.0000	107,400.0000
	DV	8	10/01/2001	UNC	63,900.0000	86,200.0000	107,400.0000
	DV	8	10/01/2002	COV	65,000.0000	87,800.0000	110,500.0000
	DV	8	10/01/2002	UNC	65,000.0000	87,800.0000	110,500.0000
	DV	8	10/01/2005	COV	67,284.0000	90,834.0000	114,384.0000
	DV	8	10/01/2005	UNC	67,284.0000	90,834.0000	114,384.0000
	DV	8	10/01/2006	COV	68,628.0000	92,652.0000	116,664.0000
	DV	8	10/01/2006	UNC	68,628.0000	92,652.0000	116,664.0000
	DV	8	10/01/2007	COV	70,692.0000	95,436.0000	120,180.0000
	DV	8	10/01/2007	UNC	70,692.0000	95,436.0000	120,180.0000
	DV	8	04/01/2010	COV	70,692.0000	95,436.0000	120,180.0000
	DV	8	04/01/2010	UNC	70,692.0000	95,436.0000	120,180.0000
	DV	8	07/01/2011	COV	70,692.0000	98,969.0000	127,246.0000
	DV	8	07/01/2011	UNC	70,692.0000	98,969.0000	127,246.0000
	DV	8	07/01/2014	COV	72,857.0000	102,000.0000	131,143.0000
	DV	8	07/01/2014	UNC	72,857.0000	102,000.0000	131,143.0000
	DV	8	07/01/2016	COV	75,800.0000	106,050.0000	136,300.0000
	DV	8	07/01/2016	UNC	75,800.0000	106,050.0000	136,300.0000
	DV	8	07/01/2017	COV	75,800.0000	108,171.0000	140,542.0000
	DV	8	07/01/2017	UNC	75,800.0000	108,171.0000	140,542.0000
	DV	9	10/01/2005	COV	74,004.0000	99,906.0000	125,808.0000
	DV	9	10/01/2005	UNC	74,004.0000	99,906.0000	125,808.0000
	DV	9	10/01/2006	COV	75,480.0000	101,940.0000	128,316.0000
	DV	9	10/01/2006	UNC	75,480.0000	101,940.0000	128,316.0000
	DV	9	10/01/2007	COV	77,748.0000	104,964.0000	132,168.0000
	DV	9	10/01/2007	UNC	77,748.0000	104,964.0000	132,168.0000
	DV	9	04/01/2010	COV	77,748.0000	104,964.0000	132,168.0000
	DV	9	04/01/2010	UNC	77,748.0000	104,964.0000	132,168.0000
	DV	9	07/01/2011	COV	77,748.0000	108,847.0000	139,946.0000
	DV	9	07/01/2011	UNC	77,748.0000	108,847.0000	139,946.0000
	DV	9	07/01/2014	COV	80,143.0000	112,200.0000	144,257.0000
	DV	9	07/01/2014	UNC	80,143.0000	112,200.0000	144,257.0000
	DV	9	07/01/2016	COV	83,300.0000	116,650.0000	150,000.0000
	DV	9	07/01/2016	UNC	83,300.0000	116,650.0000	150,000.0000
	DV	9	07/01/2017	COV	83,300.0000	118,983.0000	154,666.0000
	DV	9	07/01/2017	UNC	83,300.0000	118,983.0000	154,666.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	FM	2	08/01/2012	COV	90,000.0000	122,500.0000	155,000.0000
	FM	2	08/01/2012	UNC	90,000.0000	122,500.0000	155,000.0000
	FM	3	08/01/2012	COV	100,000.0000	145,000.0000	190,000.0000
	FM	3	08/01/2012	UNC	100,000.0000	145,000.0000	190,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	FR	5	08/01/2012	COV	80,000.0000	110,000.0000	140,000.0000
	FR	5	08/01/2012	UNC	80,000.0000	110,000.0000	140,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	GC	23	01/01/2015	COV	71,900.0000	100,600.0000	129,300.0000
	GC	23	01/01/2015	UNC	71,900.0000	100,600.0000	129,300.0000
	GC	23	12/01/2015	COV	66,200.0000	100,600.0000	135,000.0000
	GC	23	12/01/2015	UNC	66,200.0000	100,600.0000	135,000.0000
	GC	23	07/01/2016	COV	67,500.0000	102,600.0000	137,700.0000
	GC	23	07/01/2016	UNC	67,500.0000	102,600.0000	137,700.0000
	GC	25	01/01/2015	COV	90,100.0000	126,200.0000	162,300.0000
	GC	25	01/01/2015	UNC	90,100.0000	126,200.0000	162,300.0000
	GC	25	12/01/2015	COV	82,800.0000	126,200.0000	169,600.0000
	GC	25	12/01/2015	UNC	82,800.0000	126,200.0000	169,600.0000
	GC	25	07/01/2016	COV	84,500.0000	128,700.0000	173,000.0000
	GC	25	07/01/2016	UNC	84,500.0000	128,700.0000	173,000.0000
	GC	27	01/01/2015	COV	113,100.0000	158,400.0000	203,700.0000
	GC	27	01/01/2015	UNC	113,100.0000	158,400.0000	203,700.0000
	GC	27	12/01/2015	COV	95,400.0000	158,400.0000	221,400.0000
	GC	27	12/01/2015	UNC	95,400.0000	158,400.0000	221,400.0000
	GC	27	07/01/2016	COV	97,300.0000	161,600.0000	225,800.0000
	GC	27	07/01/2016	UNC	97,300.0000	161,600.0000	225,800.0000
	GC	28	01/01/2015	COV	128,900.0000	180,500.0000	232,100.0000
	GC	28	01/01/2015	UNC	128,900.0000	180,500.0000	232,100.0000
	GC	28	12/01/2015	COV	97,700.0000	180,500.0000	264,000.0000
	GC	28	12/01/2015	UNC	97,700.0000	180,500.0000	264,000.0000
	GC	28	07/01/2016	COV	99,400.0000	184,100.0000	268,800.0000
	GC	28	07/01/2016	UNC	99,400.0000	184,100.0000	268,800.0000
	GC	29	01/01/2015	COV	147,000.0000	205,800.0000	264,600.0000
	GC	29	01/01/2015	UNC	147,000.0000	205,800.0000	264,600.0000
	GC	29	12/01/2015	COV	109,200.0000	205,800.0000	302,400.0000
	GC	29	12/01/2015	UNC	109,200.0000	205,800.0000	302,400.0000
	GC	29	07/01/2016	COV	111,400.0000	209,900.0000	308,400.0000
	GC	29	07/01/2016	UNC	111,400.0000	209,900.0000	308,400.0000
	GC	30	01/01/2015	COV	167,600.0000	234,600.0000	301,600.0000
	GC	30	01/01/2015	UNC	167,600.0000	234,600.0000	301,600.0000
	GC	30	12/01/2015	COV	124,600.0000	234,600.0000	344,600.0000
	GC	30	12/01/2015	UNC	124,600.0000	234,600.0000	344,600.0000
	GC	30	07/01/2016	COV	127,100.0000	239,300.0000	351,500.0000
	GC	30	07/01/2016	UNC	127,100.0000	239,300.0000	351,500.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	MP	1	10/01/2005	COV	56,500.0000	79,100.0000	101,700.0000
	MP	1	10/01/2005	UNC	56,500.0000	79,100.0000	101,700.0000
	MP	2	10/01/2005	COV	62,100.0000	86,900.0000	111,700.0000
	MP	2	10/01/2005	UNC	62,100.0000	86,900.0000	111,700.0000
	MP	3	10/01/2005	COV	68,400.0000	95,800.0000	123,100.0000
	MP	3	10/01/2005	UNC	68,400.0000	95,800.0000	123,100.0000
	MP	4	10/01/2005	COV	75,100.0000	105,200.0000	135,200.0000
	MP	4	10/01/2005	UNC	75,100.0000	105,200.0000	135,200.0000
	MP	5	10/01/2005	COV	82,600.0000	115,700.0000	148,700.0000
	MP	5	10/01/2005	UNC	82,600.0000	115,700.0000	148,700.0000
	MP	6	10/01/2005	COV	90,500.0000	126,700.0000	162,900.0000
	MP	6	10/01/2005	UNC	90,500.0000	126,700.0000	162,900.0000
	MP	7	10/01/2005	COV	98,700.0000	160,500.0000	222,200.0000
	MP	7	10/01/2005	UNC	98,700.0000	160,500.0000	222,200.0000
	MP	8	10/01/2005	COV	108,500.0000	176,400.0000	244,300.0000
	MP	8	10/01/2005	UNC	108,500.0000	176,400.0000	244,300.0000
	MP	9	10/01/2005	COV	119,400.0000	194,100.0000	268,700.0000
	MP	9	10/01/2005	UNC	119,400.0000	194,100.0000	268,700.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	MS	1	07/01/1996	COV	47,700.0000	59,700.0000	71,600.0000
	MS	1	07/01/1996	UNC	47,700.0000	59,700.0000	71,600.0000
	MS	1	10/01/2002	COV	54,600.0000	76,400.0000	98,300.0000
	MS	1	10/01/2002	UNC	54,600.0000	76,400.0000	98,300.0000
	MS	1	10/01/2005	COV	56,500.0000	79,100.0000	101,700.0000
	MS	1	10/01/2005	UNC	56,500.0000	79,100.0000	101,700.0000
	MS	1	10/01/2006	COV	57,600.0000	80,700.0000	103,700.0000
	MS	1	10/01/2006	UNC	57,600.0000	80,700.0000	103,700.0000
	MS	1	10/01/2007	COV	59,376.0000	83,124.0000	106,872.0000
	MS	1	10/01/2007	UNC	59,376.0000	83,124.0000	106,872.0000
	MS	1	07/01/2011	COV	64,272.0000	89,981.0000	115,690.0000
	MS	1	07/01/2011	UNC	64,272.0000	89,981.0000	115,690.0000
	MS	1	02/01/2013	COV	64,272.0000	89,981.0000	115,690.0000
	MS	1	02/01/2013	UNC	64,272.0000	89,981.0000	115,690.0000
	MS	1	07/01/2014	COV	66,200.0000	92,700.0000	119,200.0000
	MS	1	07/01/2014	UNC	66,200.0000	92,700.0000	119,200.0000
	MS	1	07/02/2014	COV	66,200.0000	92,700.0000	119,200.0000
	MS	1	07/02/2014	UNC	66,200.0000	92,700.0000	119,200.0000
	MS	1	07/01/2016	COV	68,800.0000	96,400.0000	124,000.0000
	MS	1	07/01/2016	UNC	68,800.0000	96,400.0000	124,000.0000
	MS	1	07/01/2017	COV	68,800.0000	98,300.0000	127,800.0000
	MS	1	07/01/2017	UNC	68,800.0000	98,300.0000	127,800.0000
	MS	10	02/01/2013	COV	148,338.0000	241,049.0000	333,760.0000
	MS	10	02/01/2013	UNC	148,338.0000	241,049.0000	333,760.0000
	MS	2	07/01/1996	COV	52,500.0000	65,700.0000	78,800.0000
	MS	2	07/01/1996	UNC	52,500.0000	65,700.0000	78,800.0000
	MS	2	10/01/2002	COV	60,000.0000	83,900.0000	107,900.0000
	MS	2	10/01/2002	UNC	60,000.0000	83,900.0000	107,900.0000
	MS	2	10/01/2005	COV	62,100.0000	86,900.0000	111,700.0000
	MS	2	10/01/2005	UNC	62,100.0000	86,900.0000	111,700.0000
	MS	2	10/01/2006	COV	63,300.0000	88,600.0000	113,900.0000
	MS	2	10/01/2006	UNC	63,300.0000	88,600.0000	113,900.0000
	MS	2	10/01/2007	COV	65,184.0000	91,260.0000	117,336.0000
	MS	2	10/01/2007	UNC	65,184.0000	91,260.0000	117,336.0000
	MS	2	07/01/2011	COV	70,692.0000	98,969.0000	127,246.0000
	MS	2	07/01/2011	UNC	70,692.0000	98,969.0000	127,246.0000
	MS	2	02/01/2013	COV	70,692.0000	98,969.0000	127,246.0000
	MS	2	02/01/2013	UNC	70,692.0000	98,969.0000	127,246.0000
	MS	2	07/01/2014	COV	72,900.0000	102,000.0000	131,100.0000
	MS	2	07/01/2014	UNC	72,900.0000	102,000.0000	131,100.0000
	MS	2	07/02/2014	COV	72,900.0000	102,000.0000	131,100.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MS	2	07/02/2014	UNC	72,900.0000	102,000.0000	131,100.0000
	MS	2	07/01/2016	COV	75,800.0000	106,100.0000	136,300.0000
	MS	2	07/01/2016	UNC	75,800.0000	106,100.0000	136,300.0000
	MS	2	07/01/2017	COV	75,800.0000	108,200.0000	140,600.0000
	MS	2	07/01/2017	UNC	75,800.0000	108,200.0000	140,600.0000
	MS	3	07/01/1996	COV	57,800.0000	72,200.0000	86,700.0000
	MS	3	07/01/1996	UNC	57,800.0000	72,200.0000	86,700.0000
	MS	3	10/01/2002	COV	66,100.0000	92,500.0000	118,900.0000
	MS	3	10/01/2002	UNC	66,100.0000	92,500.0000	118,900.0000
	MS	3	10/01/2005	COV	68,400.0000	95,800.0000	123,100.0000
	MS	3	10/01/2005	UNC	68,400.0000	95,800.0000	123,100.0000
	MS	3	10/01/2006	COV	69,800.0000	97,700.0000	125,600.0000
	MS	3	10/01/2006	UNC	69,800.0000	97,700.0000	125,600.0000
	MS	3	10/01/2007	COV	71,880.0000	100,632.0000	129,384.0000
	MS	3	10/01/2007	UNC	71,880.0000	100,632.0000	129,384.0000
	MS	3	07/01/2011	COV	77,748.0000	108,847.0000	139,946.0000
	MS	3	07/01/2011	UNC	77,748.0000	108,847.0000	139,946.0000
	MS	3	02/01/2013	COV	77,748.0000	108,847.0000	139,946.0000
	MS	3	02/01/2013	UNC	77,748.0000	108,847.0000	139,946.0000
	MS	3	07/01/2014	COV	80,100.0000	112,200.0000	144,300.0000
	MS	3	07/01/2014	UNC	80,100.0000	112,200.0000	144,300.0000
	MS	3	07/02/2014	COV	80,100.0000	112,200.0000	144,300.0000
	MS	3	07/02/2014	UNC	80,100.0000	112,200.0000	144,300.0000
	MS	3	07/01/2016	COV	83,300.0000	116,700.0000	150,000.0000
	MS	3	07/01/2016	UNC	83,300.0000	116,700.0000	150,000.0000
	MS	3	07/01/2017	COV	83,300.0000	119,000.0000	154,700.0000
	MS	3	07/01/2017	UNC	83,300.0000	119,000.0000	154,700.0000
	MS	4	07/01/1996	COV	63,500.0000	79,400.0000	95,300.0000
	MS	4	07/01/1996	UNC	63,500.0000	79,400.0000	95,300.0000
	MS	4	10/01/2002	COV	72,600.0000	101,600.0000	130,600.0000
	MS	4	10/01/2002	UNC	72,600.0000	101,600.0000	130,600.0000
	MS	4	10/01/2005	COV	75,100.0000	105,200.0000	135,200.0000
	MS	4	10/01/2005	UNC	75,100.0000	105,200.0000	135,200.0000
	MS	4	10/01/2006	COV	76,600.0000	107,300.0000	137,900.0000
	MS	4	10/01/2006	UNC	76,600.0000	107,300.0000	137,900.0000
	MS	4	10/01/2007	COV	78,948.0000	110,520.0000	142,104.0000
	MS	4	10/01/2007	UNC	78,948.0000	110,520.0000	142,104.0000
	MS	4	07/01/2011	COV	85,524.0000	119,734.0000	153,943.0000
	MS	4	07/01/2011	UNC	85,524.0000	119,734.0000	153,943.0000
	MS	4	02/01/2013	COV	85,524.0000	119,734.0000	153,943.0000
	MS	4	02/01/2013	UNC	85,524.0000	119,734.0000	153,943.0000
	MS	4	07/01/2014	COV	88,100.0000	123,400.0000	158,700.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MS	4	07/01/2014	UNC	88,100.0000	123,400.0000	158,700.0000
	MS	4	07/02/2014	COV	88,100.0000	123,400.0000	158,700.0000
	MS	4	07/02/2014	UNC	88,100.0000	123,400.0000	158,700.0000
	MS	4	07/01/2016	COV	91,600.0000	128,300.0000	165,000.0000
	MS	4	07/01/2016	UNC	91,600.0000	128,300.0000	165,000.0000
	MS	4	07/01/2017	COV	91,600.0000	130,900.0000	170,200.0000
	MS	4	07/01/2017	UNC	91,600.0000	130,900.0000	170,200.0000
	MS	5	07/01/1996	COV	69,900.0000	87,400.0000	104,900.0000
	MS	5	07/01/1996	UNC	69,900.0000	87,400.0000	104,900.0000
	MS	5	10/01/2002	COV	79,800.0000	111,800.0000	143,700.0000
	MS	5	10/01/2002	UNC	79,800.0000	111,800.0000	143,700.0000
	MS	5	10/01/2005	COV	82,600.0000	115,700.0000	148,700.0000
	MS	5	10/01/2005	UNC	82,600.0000	115,700.0000	148,700.0000
	MS	5	10/01/2006	COV	84,300.0000	118,000.0000	151,700.0000
	MS	5	10/01/2006	UNC	84,300.0000	118,000.0000	151,700.0000
	MS	5	10/01/2007	COV	86,808.0000	121,536.0000	156,252.0000
	MS	5	10/01/2007	UNC	86,808.0000	121,536.0000	156,252.0000
	MS	5	07/01/2011	COV	94,080.0000	131,712.0000	169,344.0000
	MS	5	07/01/2011	UNC	94,080.0000	131,712.0000	169,344.0000
	MS	5	02/01/2013	COV	94,080.0000	131,712.0000	169,344.0000
	MS	5	02/01/2013	UNC	94,080.0000	131,712.0000	169,344.0000
	MS	5	07/01/2014	COV	96,900.0000	135,700.0000	174,500.0000
	MS	5	07/01/2014	UNC	96,900.0000	135,700.0000	174,500.0000
	MS	5	07/02/2014	COV	96,900.0000	135,700.0000	174,500.0000
	MS	5	07/02/2014	UNC	96,900.0000	135,700.0000	174,500.0000
	MS	5	07/01/2016	COV	100,800.0000	141,200.0000	181,500.0000
	MS	5	07/01/2016	UNC	100,800.0000	141,200.0000	181,500.0000
	MS	5	07/01/2017	COV	100,800.0000	144,000.0000	187,200.0000
	MS	5	07/01/2017	UNC	100,800.0000	144,000.0000	187,200.0000
	MS	6	07/01/1996	COV	76,900.0000	102,600.0000	128,200.0000
	MS	6	07/01/1996	UNC	76,900.0000	102,600.0000	128,200.0000
	MS	6	10/01/2002	COV	87,400.0000	122,400.0000	157,400.0000
	MS	6	10/01/2002	UNC	87,400.0000	122,400.0000	157,400.0000
	MS	6	10/01/2005	COV	90,500.0000	126,700.0000	162,900.0000
	MS	6	10/01/2005	UNC	90,500.0000	126,700.0000	162,900.0000
	MS	6	10/01/2006	COV	92,300.0000	129,900.0000	166,100.0000
	MS	6	10/01/2006	UNC	92,300.0000	129,900.0000	166,100.0000
	MS	6	10/01/2007	COV	95,052.0000	133,080.0000	171,096.0000
	MS	6	10/01/2007	UNC	95,052.0000	133,080.0000	171,096.0000
	MS	6	07/01/2011	COV	103,488.0000	144,883.0000	186,278.0000
	MS	6	07/01/2011	UNC	103,488.0000	144,883.0000	186,278.0000
	MS	6	02/01/2013	COV	103,488.0000	144,883.0000	186,278.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MS	6	02/01/2013	UNC	103,488.0000	144,883.0000	186,278.0000
	MS	6	07/01/2014	COV	110,000.0000	155,000.0000	200,000.0000
	MS	6	07/01/2014	UNC	110,000.0000	155,000.0000	200,000.0000
	MS	6	07/02/2014	COV	106,500.0000	149,300.0000	192,000.0000
	MS	6	07/02/2014	UNC	106,500.0000	149,300.0000	192,000.0000
	MS	6	07/01/2016	COV	110,800.0000	155,300.0000	199,700.0000
	MS	6	07/01/2016	UNC	110,800.0000	155,300.0000	199,700.0000
	MS	6	07/01/2017	COV	110,800.0000	158,400.0000	206,000.0000
	MS	6	07/01/2017	UNC	110,800.0000	158,400.0000	206,000.0000
	MS	7	10/01/2002	COV	95,400.0000	155,000.0000	214,700.0000
	MS	7	10/01/2002	UNC	95,400.0000	155,000.0000	214,700.0000
	MS	7	10/01/2005	COV	98,700.0000	160,500.0000	222,200.0000
	MS	7	10/01/2005	UNC	98,700.0000	160,500.0000	222,200.0000
	MS	7	10/01/2006	COV	100,700.0000	163,700.0000	226,600.0000
	MS	7	10/01/2006	UNC	100,700.0000	163,700.0000	226,600.0000
	MS	7	10/01/2007	COV	103,764.0000	168,612.0000	233,472.0000
	MS	7	10/01/2007	UNC	103,764.0000	168,612.0000	233,472.0000
	MS	7	07/01/2011	COV	111,449.0000	181,104.0000	250,759.0000
	MS	7	07/01/2011	UNC	111,449.0000	181,104.0000	250,759.0000
	MS	7	02/01/2013	COV	111,449.0000	181,104.0000	250,759.0000
	MS	7	02/01/2013	UNC	111,449.0000	181,104.0000	250,759.0000
	MS	7	07/01/2014	COV	123,200.0000	201,600.0000	280,000.0000
	MS	7	07/01/2014	UNC	123,200.0000	201,600.0000	280,000.0000
	MS	7	07/02/2014	COV	114,800.0000	185,900.0000	257,000.0000
	MS	7	07/02/2014	UNC	114,800.0000	185,900.0000	257,000.0000
	MS	7	07/01/2016	COV	119,400.0000	193,400.0000	267,300.0000
	MS	7	07/01/2016	UNC	119,400.0000	193,400.0000	267,300.0000
	MS	7	07/01/2017	COV	119,400.0000	197,300.0000	275,200.0000
	MS	7	07/01/2017	UNC	119,400.0000	197,300.0000	275,200.0000
	MS	8	10/01/2002	COV	104,800.0000	170,400.0000	236,000.0000
	MS	8	10/01/2002	UNC	104,800.0000	170,400.0000	236,000.0000
	MS	8	10/01/2005	COV	108,500.0000	176,400.0000	244,300.0000
	MS	8	10/01/2005	UNC	108,500.0000	176,400.0000	244,300.0000
	MS	8	10/01/2006	COV	110,700.0000	179,900.0000	249,200.0000
	MS	8	10/01/2006	UNC	110,700.0000	179,900.0000	249,200.0000
	MS	8	10/01/2007	COV	114,024.0000	185,292.0000	256,560.0000
	MS	8	10/01/2007	UNC	114,024.0000	185,292.0000	256,560.0000
	MS	8	07/01/2011	COV	122,593.0000	199,214.0000	275,835.0000
	MS	8	07/01/2011	UNC	122,593.0000	199,214.0000	275,835.0000
	MS	8	02/01/2013	COV	122,593.0000	199,214.0000	275,835.0000
	MS	8	02/01/2013	UNC	122,593.0000	199,214.0000	275,835.0000
	MS	8	07/01/2014	COV	134,000.0000	209,500.0000	285,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MS	8	07/01/2014	UNC	134,000.0000	209,500.0000	285,000.0000
	MS	8	07/02/2014	COV	126,000.0000	205,500.0000	285,000.0000
	MS	8	07/02/2014	UNC	126,000.0000	205,500.0000	285,000.0000
	MS	8	07/01/2016	COV	131,000.0000	213,700.0000	296,400.0000
	MS	8	07/01/2016	UNC	131,000.0000	213,700.0000	296,400.0000
	MS	8	07/01/2017	COV	131,000.0000	218,000.0000	305,000.0000
	MS	8	07/01/2017	UNC	131,000.0000	218,000.0000	305,000.0000
	MS	9	10/01/2002	COV	115,400.0000	187,500.0000	259,600.0000
	MS	9	10/01/2002	UNC	115,400.0000	187,500.0000	259,600.0000
	MS	9	10/01/2005	COV	119,400.0000	194,100.0000	268,700.0000
	MS	9	10/01/2005	UNC	119,400.0000	194,100.0000	268,700.0000
	MS	9	10/01/2006	COV	121,800.0000	198,000.0000	274,100.0000
	MS	9	10/01/2006	UNC	121,800.0000	198,000.0000	274,100.0000
	MS	9	10/01/2007	COV	125,496.0000	203,940.0000	282,372.0000
	MS	9	10/01/2007	UNC	125,496.0000	203,940.0000	282,372.0000
	MS	9	07/01/2011	COV	134,853.0000	219,136.0000	303,419.0000
	MS	9	07/01/2011	UNC	134,853.0000	219,136.0000	303,419.0000
	MS	9	02/01/2013	COV	134,853.0000	219,136.0000	303,419.0000
	MS	9	02/01/2013	UNC	134,853.0000	219,136.0000	303,419.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	MZ	1A	04/01/2013	COV	119,000.0000	155,000.0000	174,000.0000
	MZ	1A	04/01/2013	UNC	119,000.0000	155,000.0000	174,000.0000
	MZ	1A	05/01/2013	COV	119,000.0000	155,000.0000	174,000.0000
	MZ	1A	05/01/2013	UNC	119,000.0000	155,000.0000	174,000.0000
	MZ	1A	03/20/2014	COV	119,000.0000	155,000.0000	174,000.0000
	MZ	1A	03/20/2014	UNC	119,000.0000	155,000.0000	174,000.0000
	MZ	1A	03/21/2014	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	03/21/2014	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	07/01/2014	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	07/01/2014	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	09/18/2014	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	09/18/2014	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	11/20/2014	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	11/20/2014	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	01/22/2015	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	01/22/2015	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	04/01/2016	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	04/01/2016	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	04/02/2016	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	04/02/2016	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	04/01/2017	COV	125,000.0000	166,000.0000	184,000.0000
	MZ	1A	04/01/2017	UNC	125,000.0000	166,000.0000	184,000.0000
	MZ	1B	04/01/2013	COV	161,000.0000	197,000.0000	204,000.0000
	MZ	1B	04/01/2013	UNC	161,000.0000	197,000.0000	204,000.0000
	MZ	1B	05/01/2013	COV	161,000.0000	197,000.0000	204,000.0000
	MZ	1B	05/01/2013	UNC	161,000.0000	197,000.0000	204,000.0000
	MZ	1B	03/20/2014	COV	161,000.0000	197,000.0000	204,000.0000
	MZ	1B	03/20/2014	UNC	161,000.0000	197,000.0000	204,000.0000
	MZ	1B	03/21/2014	COV	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	03/21/2014	UNC	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	07/01/2014	COV	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	07/01/2014	UNC	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	09/18/2014	COV	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	09/18/2014	UNC	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	11/20/2014	COV	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	11/20/2014	UNC	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	01/22/2015	COV	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	01/22/2015	UNC	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	04/01/2016	COV	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	04/01/2016	UNC	183,000.0000	220,000.0000	241,000.0000
	MZ	1B	04/02/2016	COV	184,000.0000	226,000.0000	244,000.0000
	MZ	1B	04/02/2016	UNC	184,000.0000	226,000.0000	244,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1B	04/01/2017	COV	184,000.0000	226,000.0000	244,000.0000
	MZ	1B	04/01/2017	UNC	184,000.0000	226,000.0000	244,000.0000
	MZ	1C	04/01/2013	COV	145,000.0000	205,000.0000	235,000.0000
	MZ	1C	04/01/2013	UNC	145,000.0000	205,000.0000	235,000.0000
	MZ	1C	05/01/2013	COV	145,000.0000	205,000.0000	235,000.0000
	MZ	1C	05/01/2013	UNC	145,000.0000	205,000.0000	235,000.0000
	MZ	1C	03/20/2014	COV	145,000.0000	205,000.0000	235,000.0000
	MZ	1C	03/20/2014	UNC	145,000.0000	205,000.0000	235,000.0000
	MZ	1C	03/21/2014	COV	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	03/21/2014	UNC	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	07/01/2014	COV	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	07/01/2014	UNC	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	09/18/2014	COV	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	09/18/2014	UNC	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	11/20/2014	COV	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	11/20/2014	UNC	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	01/22/2015	COV	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	01/22/2015	UNC	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	04/01/2016	COV	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	04/01/2016	UNC	201,000.0000	244,000.0000	269,000.0000
	MZ	1C	04/02/2016	COV	199,000.0000	245,000.0000	268,000.0000
	MZ	1C	04/02/2016	UNC	199,000.0000	245,000.0000	268,000.0000
	MZ	1C	04/01/2017	COV	199,000.0000	245,000.0000	268,000.0000
	MZ	1C	04/01/2017	UNC	199,000.0000	245,000.0000	268,000.0000
	MZ	1D	04/01/2013	COV	148,000.0000	206,000.0000	231,000.0000
	MZ	1D	04/01/2013	UNC	148,000.0000	206,000.0000	231,000.0000
	MZ	1D	05/01/2013	COV	148,000.0000	206,000.0000	231,000.0000
	MZ	1D	05/01/2013	UNC	148,000.0000	206,000.0000	231,000.0000
	MZ	1D	03/20/2014	COV	148,000.0000	206,000.0000	231,000.0000
	MZ	1D	03/20/2014	UNC	148,000.0000	206,000.0000	231,000.0000
	MZ	1D	03/21/2014	COV	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	03/21/2014	UNC	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	07/01/2014	COV	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	07/01/2014	UNC	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	09/18/2014	COV	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	09/18/2014	UNC	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	11/20/2014	COV	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	11/20/2014	UNC	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	01/22/2015	COV	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	01/22/2015	UNC	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	04/01/2016	COV	182,000.0000	234,000.0000	269,000.0000
	MZ	1D	04/01/2016	UNC	182,000.0000	234,000.0000	269,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1D	04/02/2016	COV	221,000.0000	267,000.0000	292,000.0000
	MZ	1D	04/02/2016	UNC	221,000.0000	267,000.0000	292,000.0000
	MZ	1D	04/01/2017	COV	221,000.0000	267,000.0000	292,000.0000
	MZ	1D	04/01/2017	UNC	221,000.0000	267,000.0000	292,000.0000
	MZ	1E	04/01/2013	COV	172,000.0000	207,000.0000	217,000.0000
	MZ	1E	04/01/2013	UNC	172,000.0000	207,000.0000	217,000.0000
	MZ	1E	05/01/2013	COV	172,000.0000	207,000.0000	217,000.0000
	MZ	1E	05/01/2013	UNC	172,000.0000	207,000.0000	217,000.0000
	MZ	1E	03/20/2014	COV	172,000.0000	207,000.0000	217,000.0000
	MZ	1E	03/20/2014	UNC	172,000.0000	207,000.0000	217,000.0000
	MZ	1E	03/21/2014	COV	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	03/21/2014	UNC	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	07/01/2014	COV	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	07/01/2014	UNC	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	09/18/2014	COV	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	09/18/2014	UNC	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	11/20/2014	COV	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	11/20/2014	UNC	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	01/22/2015	COV	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	01/22/2015	UNC	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	04/01/2016	COV	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	04/01/2016	UNC	185,000.0000	235,000.0000	261,000.0000
	MZ	1E	04/02/2016	COV	182,000.0000	232,000.0000	258,000.0000
	MZ	1E	04/02/2016	UNC	182,000.0000	232,000.0000	258,000.0000
	MZ	1E	04/01/2017	COV	182,000.0000	232,000.0000	258,000.0000
	MZ	1E	04/01/2017	UNC	182,000.0000	232,000.0000	258,000.0000
	MZ	1F	04/01/2013	COV	157,000.0000	213,000.0000	242,000.0000
	MZ	1F	04/01/2013	UNC	157,000.0000	213,000.0000	242,000.0000
	MZ	1F	05/01/2013	COV	157,000.0000	213,000.0000	242,000.0000
	MZ	1F	05/01/2013	UNC	157,000.0000	213,000.0000	242,000.0000
	MZ	1F	03/20/2014	COV	157,000.0000	213,000.0000	242,000.0000
	MZ	1F	03/20/2014	UNC	157,000.0000	213,000.0000	242,000.0000
	MZ	1F	03/21/2014	COV	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	03/21/2014	UNC	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	07/01/2014	COV	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	07/01/2014	UNC	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	09/18/2014	COV	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	09/18/2014	UNC	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	11/20/2014	COV	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	11/20/2014	UNC	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	01/22/2015	COV	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	01/22/2015	UNC	184,000.0000	233,000.0000	252,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1F	04/01/2016	COV	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	04/01/2016	UNC	184,000.0000	233,000.0000	252,000.0000
	MZ	1F	04/02/2016	COV	186,000.0000	237,000.0000	255,000.0000
	MZ	1F	04/02/2016	UNC	186,000.0000	237,000.0000	255,000.0000
	MZ	1F	04/01/2017	COV	186,000.0000	237,000.0000	255,000.0000
	MZ	1F	04/01/2017	UNC	186,000.0000	237,000.0000	255,000.0000
	MZ	1G	04/01/2013	COV	164,000.0000	215,000.0000	240,000.0000
	MZ	1G	04/01/2013	UNC	164,000.0000	215,000.0000	240,000.0000
	MZ	1G	05/01/2013	COV	164,000.0000	215,000.0000	240,000.0000
	MZ	1G	05/01/2013	UNC	164,000.0000	215,000.0000	240,000.0000
	MZ	1G	03/20/2014	COV	164,000.0000	215,000.0000	240,000.0000
	MZ	1G	03/20/2014	UNC	164,000.0000	215,000.0000	240,000.0000
	MZ	1G	03/21/2014	COV	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	03/21/2014	UNC	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	07/01/2014	COV	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	07/01/2014	UNC	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	09/18/2014	COV	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	09/18/2014	UNC	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	11/20/2014	COV	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	11/20/2014	UNC	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	01/22/2015	COV	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	01/22/2015	UNC	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	04/01/2016	COV	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	04/01/2016	UNC	214,000.0000	254,000.0000	271,000.0000
	MZ	1G	04/02/2016	COV	221,000.0000	261,000.0000	278,000.0000
	MZ	1G	04/02/2016	UNC	221,000.0000	261,000.0000	278,000.0000
	MZ	1G	04/01/2017	COV	221,000.0000	261,000.0000	278,000.0000
	MZ	1G	04/01/2017	UNC	221,000.0000	261,000.0000	278,000.0000
	MZ	1H	04/01/2013	COV	164,000.0000	215,000.0000	237,000.0000
	MZ	1H	04/01/2013	UNC	164,000.0000	215,000.0000	237,000.0000
	MZ	1H	05/01/2013	COV	164,000.0000	215,000.0000	237,000.0000
	MZ	1H	05/01/2013	UNC	164,000.0000	215,000.0000	237,000.0000
	MZ	1H	03/20/2014	COV	164,000.0000	215,000.0000	237,000.0000
	MZ	1H	03/20/2014	UNC	164,000.0000	215,000.0000	237,000.0000
	MZ	1H	03/21/2014	COV	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	03/21/2014	UNC	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	07/01/2014	COV	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	07/01/2014	UNC	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	09/18/2014	COV	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	09/18/2014	UNC	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	11/20/2014	COV	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	11/20/2014	UNC	212,000.0000	247,000.0000	265,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1H	01/22/2015	COV	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	01/22/2015	UNC	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	04/01/2016	COV	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	04/01/2016	UNC	212,000.0000	247,000.0000	265,000.0000
	MZ	1H	04/02/2016	COV	218,000.0000	250,000.0000	276,000.0000
	MZ	1H	04/02/2016	UNC	218,000.0000	250,000.0000	276,000.0000
	MZ	1H	04/01/2017	COV	218,000.0000	250,000.0000	276,000.0000
	MZ	1H	04/01/2017	UNC	218,000.0000	250,000.0000	276,000.0000
	MZ	1I	04/01/2013	COV	172,000.0000	218,000.0000	247,000.0000
	MZ	1I	04/01/2013	UNC	172,000.0000	218,000.0000	247,000.0000
	MZ	1I	05/01/2013	COV	172,000.0000	218,000.0000	247,000.0000
	MZ	1I	05/01/2013	UNC	172,000.0000	218,000.0000	247,000.0000
	MZ	1I	03/20/2014	COV	172,000.0000	218,000.0000	247,000.0000
	MZ	1I	03/20/2014	UNC	172,000.0000	218,000.0000	247,000.0000
	MZ	1I	03/21/2014	COV	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	03/21/2014	UNC	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	07/01/2014	COV	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	07/01/2014	UNC	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	09/18/2014	COV	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	09/18/2014	UNC	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	11/20/2014	COV	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	11/20/2014	UNC	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	01/22/2015	COV	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	01/22/2015	UNC	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	04/01/2016	COV	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	04/01/2016	UNC	218,000.0000	263,000.0000	273,000.0000
	MZ	1I	04/02/2016	COV	238,000.0000	272,000.0000	280,000.0000
	MZ	1I	04/02/2016	UNC	238,000.0000	272,000.0000	280,000.0000
	MZ	1I	04/01/2017	COV	238,000.0000	272,000.0000	280,000.0000
	MZ	1I	04/01/2017	UNC	238,000.0000	272,000.0000	280,000.0000
	MZ	1J	04/01/2013	COV	182,000.0000	219,000.0000	226,000.0000
	MZ	1J	04/01/2013	UNC	182,000.0000	219,000.0000	226,000.0000
	MZ	1J	05/01/2013	COV	182,000.0000	219,000.0000	226,000.0000
	MZ	1J	05/01/2013	UNC	182,000.0000	219,000.0000	226,000.0000
	MZ	1J	03/20/2014	COV	182,000.0000	219,000.0000	226,000.0000
	MZ	1J	03/20/2014	UNC	182,000.0000	219,000.0000	226,000.0000
	MZ	1J	03/21/2014	COV	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	03/21/2014	UNC	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	07/01/2014	COV	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	07/01/2014	UNC	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	09/18/2014	COV	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	09/18/2014	UNC	180,000.0000	219,000.0000	248,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1J	11/20/2014	COV	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	11/20/2014	UNC	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	01/22/2015	COV	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	01/22/2015	UNC	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	04/01/2016	COV	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	04/01/2016	UNC	180,000.0000	219,000.0000	248,000.0000
	MZ	1J	04/02/2016	COV	184,000.0000	221,000.0000	245,000.0000
	MZ	1J	04/02/2016	UNC	184,000.0000	221,000.0000	245,000.0000
	MZ	1J	04/01/2017	COV	184,000.0000	221,000.0000	245,000.0000
	MZ	1J	04/01/2017	UNC	184,000.0000	221,000.0000	245,000.0000
	MZ	1K	04/01/2013	COV	203,000.0000	224,000.0000	242,000.0000
	MZ	1K	04/01/2013	UNC	203,000.0000	224,000.0000	242,000.0000
	MZ	1K	05/01/2013	COV	203,000.0000	224,000.0000	242,000.0000
	MZ	1K	05/01/2013	UNC	203,000.0000	224,000.0000	242,000.0000
	MZ	1K	03/20/2014	COV	203,000.0000	224,000.0000	242,000.0000
	MZ	1K	03/20/2014	UNC	203,000.0000	224,000.0000	242,000.0000
	MZ	1K	03/21/2014	COV	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	03/21/2014	UNC	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	07/01/2014	COV	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	07/01/2014	UNC	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	09/18/2014	COV	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	09/18/2014	UNC	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	11/20/2014	COV	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	11/20/2014	UNC	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	01/22/2015	COV	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	01/22/2015	UNC	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	04/01/2016	COV	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	04/01/2016	UNC	197,000.0000	244,000.0000	262,000.0000
	MZ	1K	04/02/2016	COV	199,000.0000	242,000.0000	261,000.0000
	MZ	1K	04/02/2016	UNC	199,000.0000	242,000.0000	261,000.0000
	MZ	1K	04/01/2017	COV	199,000.0000	242,000.0000	261,000.0000
	MZ	1K	04/01/2017	UNC	199,000.0000	242,000.0000	261,000.0000
	MZ	1L	04/01/2013	COV	170,000.0000	224,000.0000	250,000.0000
	MZ	1L	04/01/2013	UNC	170,000.0000	224,000.0000	250,000.0000
	MZ	1L	05/01/2013	COV	170,000.0000	224,000.0000	250,000.0000
	MZ	1L	05/01/2013	UNC	170,000.0000	224,000.0000	250,000.0000
	MZ	1L	03/20/2014	COV	170,000.0000	224,000.0000	250,000.0000
	MZ	1L	03/20/2014	UNC	170,000.0000	224,000.0000	250,000.0000
	MZ	1L	03/21/2014	COV	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	03/21/2014	UNC	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	07/01/2014	COV	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	07/01/2014	UNC	166,000.0000	228,000.0000	263,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1L	09/18/2014	COV	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	09/18/2014	UNC	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	11/20/2014	COV	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	11/20/2014	UNC	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	01/22/2015	COV	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	01/22/2015	UNC	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	04/01/2016	COV	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	04/01/2016	UNC	166,000.0000	228,000.0000	263,000.0000
	MZ	1L	04/02/2016	COV	183,000.0000	252,000.0000	283,000.0000
	MZ	1L	04/02/2016	UNC	183,000.0000	252,000.0000	283,000.0000
	MZ	1L	04/01/2017	COV	183,000.0000	252,000.0000	283,000.0000
	MZ	1L	04/01/2017	UNC	183,000.0000	252,000.0000	283,000.0000
	MZ	1M	04/01/2013	COV	174,000.0000	226,000.0000	266,000.0000
	MZ	1M	04/01/2013	UNC	174,000.0000	226,000.0000	266,000.0000
	MZ	1M	05/01/2013	COV	174,000.0000	226,000.0000	266,000.0000
	MZ	1M	05/01/2013	UNC	174,000.0000	226,000.0000	266,000.0000
	MZ	1M	03/20/2014	COV	174,000.0000	226,000.0000	266,000.0000
	MZ	1M	03/20/2014	UNC	174,000.0000	226,000.0000	266,000.0000
	MZ	1M	03/21/2014	COV	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	03/21/2014	UNC	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	07/01/2014	COV	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	07/01/2014	UNC	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	09/18/2014	COV	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	09/18/2014	UNC	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	11/20/2014	COV	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	11/20/2014	UNC	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	01/22/2015	COV	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	01/22/2015	UNC	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	04/01/2016	COV	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	04/01/2016	UNC	204,000.0000	251,000.0000	273,000.0000
	MZ	1M	04/02/2016	COV	211,000.0000	265,000.0000	291,000.0000
	MZ	1M	04/02/2016	UNC	211,000.0000	265,000.0000	291,000.0000
	MZ	1M	04/01/2017	COV	211,000.0000	265,000.0000	291,000.0000
	MZ	1M	04/01/2017	UNC	211,000.0000	265,000.0000	291,000.0000
	MZ	1N	04/01/2013	COV	167,000.0000	228,000.0000	253,000.0000
	MZ	1N	04/01/2013	UNC	167,000.0000	228,000.0000	253,000.0000
	MZ	1N	05/01/2013	COV	167,000.0000	228,000.0000	253,000.0000
	MZ	1N	05/01/2013	UNC	167,000.0000	228,000.0000	253,000.0000
	MZ	1N	03/20/2014	COV	167,000.0000	228,000.0000	253,000.0000
	MZ	1N	03/20/2014	UNC	167,000.0000	228,000.0000	253,000.0000
	MZ	1N	03/21/2014	COV	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	03/21/2014	UNC	247,000.0000	322,000.0000	367,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1N	07/01/2014	COV	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	07/01/2014	UNC	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	09/18/2014	COV	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	09/18/2014	UNC	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	11/20/2014	COV	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	11/20/2014	UNC	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	01/22/2015	COV	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	01/22/2015	UNC	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	04/01/2016	COV	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	04/01/2016	UNC	247,000.0000	322,000.0000	367,000.0000
	MZ	1N	04/02/2016	COV	242,000.0000	326,000.0000	370,000.0000
	MZ	1N	04/02/2016	UNC	242,000.0000	326,000.0000	370,000.0000
	MZ	1N	04/01/2017	COV	242,000.0000	326,000.0000	370,000.0000
	MZ	1N	04/01/2017	UNC	242,000.0000	326,000.0000	370,000.0000
	MZ	1O	04/01/2013	COV	172,000.0000	228,000.0000	256,000.0000
	MZ	1O	04/01/2013	UNC	172,000.0000	228,000.0000	256,000.0000
	MZ	1O	05/01/2013	COV	172,000.0000	228,000.0000	256,000.0000
	MZ	1O	05/01/2013	UNC	172,000.0000	228,000.0000	256,000.0000
	MZ	1O	03/20/2014	COV	172,000.0000	228,000.0000	256,000.0000
	MZ	1O	03/20/2014	UNC	172,000.0000	228,000.0000	256,000.0000
	MZ	1O	03/21/2014	COV	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	03/21/2014	UNC	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	07/01/2014	COV	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	07/01/2014	UNC	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	09/18/2014	COV	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	09/18/2014	UNC	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	11/20/2014	COV	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	11/20/2014	UNC	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	01/22/2015	COV	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	01/22/2015	UNC	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	04/01/2016	COV	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	04/01/2016	UNC	223,000.0000	302,000.0000	355,000.0000
	MZ	1O	04/02/2016	COV	227,000.0000	308,000.0000	354,000.0000
	MZ	1O	04/02/2016	UNC	227,000.0000	308,000.0000	354,000.0000
	MZ	1O	04/01/2017	COV	227,000.0000	308,000.0000	354,000.0000
	MZ	1O	04/01/2017	UNC	227,000.0000	308,000.0000	354,000.0000
	MZ	1P	04/01/2013	COV	194,000.0000	232,000.0000	270,000.0000
	MZ	1P	04/01/2013	UNC	194,000.0000	232,000.0000	270,000.0000
	MZ	1P	05/01/2013	COV	194,000.0000	232,000.0000	270,000.0000
	MZ	1P	05/01/2013	UNC	194,000.0000	232,000.0000	270,000.0000
	MZ	1P	03/20/2014	COV	194,000.0000	232,000.0000	270,000.0000
	MZ	1P	03/20/2014	UNC	194,000.0000	232,000.0000	270,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1P	03/21/2014	COV	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	03/21/2014	UNC	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	07/01/2014	COV	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	07/01/2014	UNC	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	09/18/2014	COV	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	09/18/2014	UNC	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	11/20/2014	COV	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	11/20/2014	UNC	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	01/22/2015	COV	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	01/22/2015	UNC	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	04/01/2016	COV	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	04/01/2016	UNC	201,000.0000	267,000.0000	351,000.0000
	MZ	1P	04/02/2016	COV	185,000.0000	246,000.0000	298,000.0000
	MZ	1P	04/02/2016	UNC	185,000.0000	246,000.0000	298,000.0000
	MZ	1P	04/01/2017	COV	185,000.0000	246,000.0000	298,000.0000
	MZ	1P	04/01/2017	UNC	185,000.0000	246,000.0000	298,000.0000
	MZ	1Q	04/01/2013	COV	199,000.0000	236,000.0000	244,000.0000
	MZ	1Q	04/01/2013	UNC	199,000.0000	236,000.0000	244,000.0000
	MZ	1Q	05/01/2013	COV	199,000.0000	236,000.0000	244,000.0000
	MZ	1Q	05/01/2013	UNC	199,000.0000	236,000.0000	244,000.0000
	MZ	1Q	03/20/2014	COV	199,000.0000	236,000.0000	244,000.0000
	MZ	1Q	03/20/2014	UNC	199,000.0000	236,000.0000	244,000.0000
	MZ	1Q	03/21/2014	COV	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	03/21/2014	UNC	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	07/01/2014	COV	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	07/01/2014	UNC	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	09/18/2014	COV	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	09/18/2014	UNC	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	11/20/2014	COV	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	11/20/2014	UNC	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	01/22/2015	COV	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	01/22/2015	UNC	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	04/01/2016	COV	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	04/01/2016	UNC	239,000.0000	265,000.0000	307,000.0000
	MZ	1Q	04/02/2016	COV	248,000.0000	280,000.0000	318,000.0000
	MZ	1Q	04/02/2016	UNC	248,000.0000	280,000.0000	318,000.0000
	MZ	1Q	04/01/2017	COV	248,000.0000	280,000.0000	318,000.0000
	MZ	1Q	04/01/2017	UNC	248,000.0000	280,000.0000	318,000.0000
	MZ	1R	04/01/2013	COV	176,000.0000	244,000.0000	280,000.0000
	MZ	1R	04/01/2013	UNC	176,000.0000	244,000.0000	280,000.0000
	MZ	1R	05/01/2013	COV	176,000.0000	244,000.0000	280,000.0000
	MZ	1R	05/01/2013	UNC	176,000.0000	244,000.0000	280,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1R	03/20/2014	COV	176,000.0000	244,000.0000	280,000.0000
	MZ	1R	03/20/2014	UNC	176,000.0000	244,000.0000	280,000.0000
	MZ	1R	03/21/2014	COV	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	03/21/2014	UNC	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	07/01/2014	COV	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	07/01/2014	UNC	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	09/18/2014	COV	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	09/18/2014	UNC	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	11/20/2014	COV	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	11/20/2014	UNC	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	01/22/2015	COV	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	01/22/2015	UNC	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	04/01/2016	COV	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	04/01/2016	UNC	176,000.0000	239,000.0000	283,000.0000
	MZ	1R	04/02/2016	COV	189,000.0000	245,000.0000	279,000.0000
	MZ	1R	04/02/2016	UNC	189,000.0000	245,000.0000	279,000.0000
	MZ	1R	04/01/2017	COV	189,000.0000	245,000.0000	279,000.0000
	MZ	1R	04/01/2017	UNC	189,000.0000	245,000.0000	279,000.0000
	MZ	1S	04/01/2013	COV	174,000.0000	246,000.0000	281,000.0000
	MZ	1S	04/01/2013	UNC	174,000.0000	246,000.0000	281,000.0000
	MZ	1S	05/01/2013	COV	174,000.0000	246,000.0000	281,000.0000
	MZ	1S	05/01/2013	UNC	174,000.0000	246,000.0000	281,000.0000
	MZ	1S	03/20/2014	COV	174,000.0000	246,000.0000	281,000.0000
	MZ	1S	03/20/2014	UNC	174,000.0000	246,000.0000	281,000.0000
	MZ	1S	03/21/2014	COV	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	03/21/2014	UNC	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	07/01/2014	COV	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	07/01/2014	UNC	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	09/18/2014	COV	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	09/18/2014	UNC	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	11/20/2014	COV	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	11/20/2014	UNC	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	01/22/2015	COV	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	01/22/2015	UNC	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	04/01/2016	COV	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	04/01/2016	UNC	217,000.0000	277,000.0000	316,000.0000
	MZ	1S	04/02/2016	COV	210,000.0000	273,000.0000	308,000.0000
	MZ	1S	04/02/2016	UNC	210,000.0000	273,000.0000	308,000.0000
	MZ	1S	04/01/2017	COV	210,000.0000	273,000.0000	308,000.0000
	MZ	1S	04/01/2017	UNC	210,000.0000	273,000.0000	308,000.0000
	MZ	1T	04/01/2013	COV	210,000.0000	252,000.0000	273,000.0000
	MZ	1T	04/01/2013	UNC	210,000.0000	252,000.0000	273,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1T	05/01/2013	COV	210,000.0000	252,000.0000	273,000.0000
	MZ	1T	05/01/2013	UNC	210,000.0000	252,000.0000	273,000.0000
	MZ	1T	03/20/2014	COV	210,000.0000	252,000.0000	273,000.0000
	MZ	1T	03/20/2014	UNC	210,000.0000	252,000.0000	273,000.0000
	MZ	1T	03/21/2014	COV	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	03/21/2014	UNC	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	07/01/2014	COV	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	07/01/2014	UNC	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	09/18/2014	COV	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	09/18/2014	UNC	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	11/20/2014	COV	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	11/20/2014	UNC	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	01/22/2015	COV	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	01/22/2015	UNC	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	04/01/2016	COV	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	04/01/2016	UNC	217,000.0000	265,000.0000	289,000.0000
	MZ	1T	04/02/2016	COV	223,000.0000	273,000.0000	296,000.0000
	MZ	1T	04/02/2016	UNC	223,000.0000	273,000.0000	296,000.0000
	MZ	1T	04/01/2017	COV	223,000.0000	273,000.0000	296,000.0000
	MZ	1T	04/01/2017	UNC	223,000.0000	273,000.0000	296,000.0000
	MZ	1U	04/01/2013	COV	174,000.0000	253,000.0000	276,000.0000
	MZ	1U	04/01/2013	UNC	174,000.0000	253,000.0000	276,000.0000
	MZ	1U	05/01/2013	COV	174,000.0000	253,000.0000	276,000.0000
	MZ	1U	05/01/2013	UNC	174,000.0000	253,000.0000	276,000.0000
	MZ	1U	03/20/2014	COV	174,000.0000	253,000.0000	276,000.0000
	MZ	1U	03/20/2014	UNC	174,000.0000	253,000.0000	276,000.0000
	MZ	1U	03/21/2014	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	03/21/2014	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	07/01/2014	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	07/01/2014	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	09/18/2014	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	09/18/2014	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	11/20/2014	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	11/20/2014	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	01/22/2015	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	01/22/2015	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	04/01/2016	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	04/01/2016	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	04/02/2016	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	04/02/2016	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	04/01/2017	COV	196,000.0000	232,000.0000	269,000.0000
	MZ	1U	04/01/2017	UNC	196,000.0000	232,000.0000	269,000.0000
	MZ	1V	04/01/2013	COV	199,000.0000	254,000.0000	277,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1V	04/01/2013	UNC	199,000.0000	254,000.0000	277,000.0000
	MZ	1V	05/01/2013	COV	199,000.0000	254,000.0000	277,000.0000
	MZ	1V	05/01/2013	UNC	199,000.0000	254,000.0000	277,000.0000
	MZ	1V	03/20/2014	COV	199,000.0000	254,000.0000	277,000.0000
	MZ	1V	03/20/2014	UNC	199,000.0000	254,000.0000	277,000.0000
	MZ	1V	03/21/2014	COV	211,000.0000	259,000.0000	284,000.0000
	MZ	1V	03/21/2014	UNC	211,000.0000	259,000.0000	284,000.0000
	MZ	1V	07/01/2014	COV	211,000.0000	259,000.0000	284,000.0000
	MZ	1V	07/01/2014	UNC	211,000.0000	259,000.0000	284,000.0000
	MZ	1V	09/18/2014	COV	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	09/18/2014	UNC	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	11/20/2014	COV	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	11/20/2014	UNC	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	01/22/2015	COV	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	01/22/2015	UNC	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	04/01/2016	COV	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	04/01/2016	UNC	225,000.0000	289,000.0000	323,000.0000
	MZ	1V	04/02/2016	COV	231,000.0000	298,000.0000	329,000.0000
	MZ	1V	04/02/2016	UNC	231,000.0000	298,000.0000	329,000.0000
	MZ	1V	04/01/2017	COV	231,000.0000	298,000.0000	329,000.0000
	MZ	1V	04/01/2017	UNC	231,000.0000	298,000.0000	329,000.0000
	MZ	1W	04/01/2013	COV	177,000.0000	255,000.0000	309,000.0000
	MZ	1W	04/01/2013	UNC	177,000.0000	255,000.0000	309,000.0000
	MZ	1W	05/01/2013	COV	177,000.0000	255,000.0000	309,000.0000
	MZ	1W	05/01/2013	UNC	177,000.0000	255,000.0000	309,000.0000
	MZ	1W	03/20/2014	COV	177,000.0000	255,000.0000	309,000.0000
	MZ	1W	03/20/2014	UNC	177,000.0000	255,000.0000	309,000.0000
	MZ	1W	03/21/2014	COV	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	03/21/2014	UNC	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	07/01/2014	COV	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	07/01/2014	UNC	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	09/18/2014	COV	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	09/18/2014	UNC	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	11/20/2014	COV	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	11/20/2014	UNC	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	01/22/2015	COV	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	01/22/2015	UNC	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	04/01/2016	COV	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	04/01/2016	UNC	195,000.0000	279,000.0000	345,000.0000
	MZ	1W	04/02/2016	COV	193,000.0000	282,000.0000	331,000.0000
	MZ	1W	04/02/2016	UNC	193,000.0000	282,000.0000	331,000.0000
	MZ	1W	04/01/2017	COV	193,000.0000	282,000.0000	331,000.0000
	MZ	1W	04/01/2017	UNC	193,000.0000	282,000.0000	331,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1X	04/01/2013	COV	213,000.0000	257,000.0000	295,000.0000
	MZ	1X	04/01/2013	UNC	213,000.0000	257,000.0000	295,000.0000
	MZ	1X	05/01/2013	COV	213,000.0000	257,000.0000	295,000.0000
	MZ	1X	05/01/2013	UNC	213,000.0000	257,000.0000	295,000.0000
	MZ	1X	03/20/2014	COV	213,000.0000	257,000.0000	295,000.0000
	MZ	1X	03/20/2014	UNC	213,000.0000	257,000.0000	295,000.0000
	MZ	1X	03/21/2014	COV	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	03/21/2014	UNC	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	07/01/2014	COV	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	07/01/2014	UNC	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	09/18/2014	COV	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	09/18/2014	UNC	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	11/20/2014	COV	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	11/20/2014	UNC	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	01/22/2015	COV	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	01/22/2015	UNC	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	04/01/2016	COV	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	04/01/2016	UNC	181,000.0000	256,000.0000	291,000.0000
	MZ	1X	04/02/2016	COV	196,000.0000	268,000.0000	304,000.0000
	MZ	1X	04/02/2016	UNC	196,000.0000	268,000.0000	304,000.0000
	MZ	1X	04/01/2017	COV	196,000.0000	268,000.0000	304,000.0000
	MZ	1X	04/01/2017	UNC	196,000.0000	268,000.0000	304,000.0000
	MZ	1Y	04/01/2013	COV	226,000.0000	258,000.0000	267,000.0000
	MZ	1Y	04/01/2013	UNC	226,000.0000	258,000.0000	267,000.0000
	MZ	1Y	05/01/2013	COV	226,000.0000	258,000.0000	267,000.0000
	MZ	1Y	05/01/2013	UNC	226,000.0000	258,000.0000	267,000.0000
	MZ	1Y	03/20/2014	COV	226,000.0000	258,000.0000	267,000.0000
	MZ	1Y	03/20/2014	UNC	226,000.0000	258,000.0000	267,000.0000
	MZ	1Y	03/21/2014	COV	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	03/21/2014	UNC	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	07/01/2014	COV	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	07/01/2014	UNC	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	09/18/2014	COV	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	09/18/2014	UNC	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	11/20/2014	COV	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	11/20/2014	UNC	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	01/22/2015	COV	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	01/22/2015	UNC	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	04/01/2016	COV	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	04/01/2016	UNC	245,000.0000	294,000.0000	327,000.0000
	MZ	1Y	04/02/2016	COV	249,000.0000	292,000.0000	321,000.0000
	MZ	1Y	04/02/2016	UNC	249,000.0000	292,000.0000	321,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	1Y	04/01/2017	COV	249,000.0000	292,000.0000	321,000.0000
	MZ	1Y	04/01/2017	UNC	249,000.0000	292,000.0000	321,000.0000
	MZ	1Z	04/01/2013	COV	200,000.0000	262,000.0000	288,000.0000
	MZ	1Z	04/01/2013	UNC	200,000.0000	262,000.0000	288,000.0000
	MZ	1Z	05/01/2013	COV	200,000.0000	262,000.0000	288,000.0000
	MZ	1Z	05/01/2013	UNC	200,000.0000	262,000.0000	288,000.0000
	MZ	1Z	03/20/2014	COV	200,000.0000	262,000.0000	288,000.0000
	MZ	1Z	03/20/2014	UNC	200,000.0000	262,000.0000	288,000.0000
	MZ	1Z	03/21/2014	COV	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	03/21/2014	UNC	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	07/01/2014	COV	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	07/01/2014	UNC	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	09/18/2014	COV	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	09/18/2014	UNC	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	11/20/2014	COV	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	11/20/2014	UNC	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	01/22/2015	COV	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	01/22/2015	UNC	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	04/01/2016	COV	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	04/01/2016	UNC	193,000.0000	267,000.0000	313,000.0000
	MZ	1Z	04/02/2016	COV	214,000.0000	282,000.0000	317,000.0000
	MZ	1Z	04/02/2016	UNC	214,000.0000	282,000.0000	317,000.0000
	MZ	1Z	04/01/2017	COV	214,000.0000	282,000.0000	317,000.0000
	MZ	1Z	04/01/2017	UNC	214,000.0000	282,000.0000	317,000.0000
	MZ	2A	04/01/2013	COV	203,000.0000	263,000.0000	295,000.0000
	MZ	2A	04/01/2013	UNC	203,000.0000	263,000.0000	295,000.0000
	MZ	2A	05/01/2013	COV	203,000.0000	263,000.0000	295,000.0000
	MZ	2A	05/01/2013	UNC	203,000.0000	263,000.0000	295,000.0000
	MZ	2A	03/20/2014	COV	203,000.0000	263,000.0000	295,000.0000
	MZ	2A	03/20/2014	UNC	203,000.0000	263,000.0000	295,000.0000
	MZ	2A	03/21/2014	COV	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	03/21/2014	UNC	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	07/01/2014	COV	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	07/01/2014	UNC	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	09/18/2014	COV	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	09/18/2014	UNC	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	11/20/2014	COV	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	11/20/2014	UNC	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	01/22/2015	COV	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	01/22/2015	UNC	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	04/01/2016	COV	197,000.0000	270,000.0000	303,000.0000
	MZ	2A	04/01/2016	UNC	197,000.0000	270,000.0000	303,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2A	04/02/2016	COV	204,000.0000	276,000.0000	313,000.0000
	MZ	2A	04/02/2016	UNC	204,000.0000	276,000.0000	313,000.0000
	MZ	2A	04/01/2017	COV	204,000.0000	276,000.0000	313,000.0000
	MZ	2A	04/01/2017	UNC	204,000.0000	276,000.0000	313,000.0000
	MZ	2B	04/01/2013	COV	188,000.0000	266,000.0000	284,000.0000
	MZ	2B	04/01/2013	UNC	188,000.0000	266,000.0000	284,000.0000
	MZ	2B	05/01/2013	COV	188,000.0000	266,000.0000	284,000.0000
	MZ	2B	05/01/2013	UNC	188,000.0000	266,000.0000	284,000.0000
	MZ	2B	03/20/2014	COV	188,000.0000	266,000.0000	284,000.0000
	MZ	2B	03/20/2014	UNC	188,000.0000	266,000.0000	284,000.0000
	MZ	2B	03/21/2014	COV	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	03/21/2014	UNC	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	07/01/2014	COV	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	07/01/2014	UNC	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	09/18/2014	COV	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	09/18/2014	UNC	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	11/20/2014	COV	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	11/20/2014	UNC	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	01/22/2015	COV	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	01/22/2015	UNC	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	04/01/2016	COV	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	04/01/2016	UNC	209,000.0000	296,000.0000	332,000.0000
	MZ	2B	04/02/2016	COV	219,000.0000	298,000.0000	342,000.0000
	MZ	2B	04/02/2016	UNC	219,000.0000	298,000.0000	342,000.0000
	MZ	2B	04/01/2017	COV	219,000.0000	298,000.0000	342,000.0000
	MZ	2B	04/01/2017	UNC	219,000.0000	298,000.0000	342,000.0000
	MZ	2C	04/01/2013	COV	155,000.0000	267,000.0000	290,000.0000
	MZ	2C	04/01/2013	UNC	155,000.0000	267,000.0000	290,000.0000
	MZ	2C	05/01/2013	COV	155,000.0000	267,000.0000	290,000.0000
	MZ	2C	05/01/2013	UNC	155,000.0000	267,000.0000	290,000.0000
	MZ	2C	03/20/2014	COV	155,000.0000	267,000.0000	290,000.0000
	MZ	2C	03/20/2014	UNC	155,000.0000	267,000.0000	290,000.0000
	MZ	2C	03/21/2014	COV	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	03/21/2014	UNC	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	07/01/2014	COV	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	07/01/2014	UNC	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	09/18/2014	COV	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	09/18/2014	UNC	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	11/20/2014	COV	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	11/20/2014	UNC	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	01/22/2015	COV	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	01/22/2015	UNC	197,000.0000	323,000.0000	340,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2C	04/01/2016	COV	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	04/01/2016	UNC	197,000.0000	323,000.0000	340,000.0000
	MZ	2C	04/02/2016	COV	297,000.0000	363,000.0000	373,000.0000
	MZ	2C	04/02/2016	UNC	297,000.0000	363,000.0000	373,000.0000
	MZ	2C	04/01/2017	COV	297,000.0000	363,000.0000	373,000.0000
	MZ	2C	04/01/2017	UNC	297,000.0000	363,000.0000	373,000.0000
	MZ	2D	04/01/2013	COV	223,000.0000	267,000.0000	310,000.0000
	MZ	2D	04/01/2013	UNC	223,000.0000	267,000.0000	310,000.0000
	MZ	2D	05/01/2013	COV	223,000.0000	267,000.0000	310,000.0000
	MZ	2D	05/01/2013	UNC	223,000.0000	267,000.0000	310,000.0000
	MZ	2D	03/20/2014	COV	223,000.0000	267,000.0000	310,000.0000
	MZ	2D	03/20/2014	UNC	223,000.0000	267,000.0000	310,000.0000
	MZ	2D	03/21/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	03/21/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	07/01/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	07/01/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	09/18/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	09/18/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	11/20/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	11/20/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	01/22/2015	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	01/22/2015	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	04/01/2016	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	04/01/2016	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2D	04/02/2016	COV	284,000.0000	351,000.0000	408,000.0000
	MZ	2D	04/02/2016	UNC	284,000.0000	351,000.0000	408,000.0000
	MZ	2D	04/01/2017	COV	284,000.0000	351,000.0000	408,000.0000
	MZ	2D	04/01/2017	UNC	284,000.0000	351,000.0000	408,000.0000
	MZ	2E	04/01/2013	COV	199,000.0000	270,000.0000	295,000.0000
	MZ	2E	04/01/2013	UNC	199,000.0000	270,000.0000	295,000.0000
	MZ	2E	05/01/2013	COV	199,000.0000	270,000.0000	295,000.0000
	MZ	2E	05/01/2013	UNC	199,000.0000	270,000.0000	295,000.0000
	MZ	2E	03/20/2014	COV	199,000.0000	270,000.0000	295,000.0000
	MZ	2E	03/20/2014	UNC	199,000.0000	270,000.0000	295,000.0000
	MZ	2E	03/21/2014	COV	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	03/21/2014	UNC	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	07/01/2014	COV	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	07/01/2014	UNC	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	09/18/2014	COV	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	09/18/2014	UNC	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	11/20/2014	COV	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	11/20/2014	UNC	217,000.0000	281,000.0000	310,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2E	01/22/2015	COV	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	01/22/2015	UNC	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	04/01/2016	COV	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	04/01/2016	UNC	217,000.0000	281,000.0000	310,000.0000
	MZ	2E	04/02/2016	COV	223,000.0000	289,000.0000	315,000.0000
	MZ	2E	04/02/2016	UNC	223,000.0000	289,000.0000	315,000.0000
	MZ	2E	04/01/2017	COV	223,000.0000	289,000.0000	315,000.0000
	MZ	2E	04/01/2017	UNC	223,000.0000	289,000.0000	315,000.0000
	MZ	2F	04/01/2013	COV	187,000.0000	271,000.0000	333,000.0000
	MZ	2F	04/01/2013	UNC	187,000.0000	271,000.0000	333,000.0000
	MZ	2F	05/01/2013	COV	187,000.0000	271,000.0000	333,000.0000
	MZ	2F	05/01/2013	UNC	187,000.0000	271,000.0000	333,000.0000
	MZ	2F	03/20/2014	COV	187,000.0000	271,000.0000	333,000.0000
	MZ	2F	03/20/2014	UNC	187,000.0000	271,000.0000	333,000.0000
	MZ	2F	03/21/2014	COV	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	03/21/2014	UNC	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	07/01/2014	COV	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	07/01/2014	UNC	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	09/18/2014	COV	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	09/18/2014	UNC	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	11/20/2014	COV	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	11/20/2014	UNC	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	01/22/2015	COV	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	01/22/2015	UNC	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	04/01/2016	COV	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	04/01/2016	UNC	227,000.0000	343,000.0000	432,000.0000
	MZ	2F	04/02/2016	COV	249,000.0000	377,000.0000	495,000.0000
	MZ	2F	04/02/2016	UNC	249,000.0000	377,000.0000	495,000.0000
	MZ	2F	04/01/2017	COV	249,000.0000	377,000.0000	495,000.0000
	MZ	2F	04/01/2017	UNC	249,000.0000	377,000.0000	495,000.0000
	MZ	2G	04/01/2013	COV	210,000.0000	272,000.0000	292,000.0000
	MZ	2G	04/01/2013	UNC	210,000.0000	272,000.0000	292,000.0000
	MZ	2G	05/01/2013	COV	210,000.0000	272,000.0000	292,000.0000
	MZ	2G	05/01/2013	UNC	210,000.0000	272,000.0000	292,000.0000
	MZ	2G	03/20/2014	COV	210,000.0000	272,000.0000	292,000.0000
	MZ	2G	03/20/2014	UNC	210,000.0000	272,000.0000	292,000.0000
	MZ	2G	03/21/2014	COV	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	03/21/2014	UNC	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	07/01/2014	COV	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	07/01/2014	UNC	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	09/18/2014	COV	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	09/18/2014	UNC	248,000.0000	294,000.0000	336,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2G	11/20/2014	COV	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	11/20/2014	UNC	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	01/22/2015	COV	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	01/22/2015	UNC	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	04/01/2016	COV	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	04/01/2016	UNC	248,000.0000	294,000.0000	336,000.0000
	MZ	2G	04/02/2016	COV	255,000.0000	302,000.0000	338,000.0000
	MZ	2G	04/02/2016	UNC	255,000.0000	302,000.0000	338,000.0000
	MZ	2G	04/01/2017	COV	255,000.0000	302,000.0000	338,000.0000
	MZ	2G	04/01/2017	UNC	255,000.0000	302,000.0000	338,000.0000
	MZ	2H	04/01/2013	COV	200,000.0000	272,000.0000	306,000.0000
	MZ	2H	04/01/2013	UNC	200,000.0000	272,000.0000	306,000.0000
	MZ	2H	05/01/2013	COV	200,000.0000	272,000.0000	306,000.0000
	MZ	2H	05/01/2013	UNC	200,000.0000	272,000.0000	306,000.0000
	MZ	2H	03/20/2014	COV	200,000.0000	272,000.0000	306,000.0000
	MZ	2H	03/20/2014	UNC	200,000.0000	272,000.0000	306,000.0000
	MZ	2H	03/21/2014	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	03/21/2014	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	07/01/2014	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	07/01/2014	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	09/18/2014	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	09/18/2014	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	11/20/2014	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	11/20/2014	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	01/22/2015	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	01/22/2015	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	04/01/2016	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	04/01/2016	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	04/02/2016	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	04/02/2016	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	04/01/2017	COV	211,000.0000	273,000.0000	320,000.0000
	MZ	2H	04/01/2017	UNC	211,000.0000	273,000.0000	320,000.0000
	MZ	2I	04/01/2013	COV	196,000.0000	276,000.0000	319,000.0000
	MZ	2I	04/01/2013	UNC	196,000.0000	276,000.0000	319,000.0000
	MZ	2I	05/01/2013	COV	196,000.0000	276,000.0000	319,000.0000
	MZ	2I	05/01/2013	UNC	196,000.0000	276,000.0000	319,000.0000
	MZ	2I	03/20/2014	COV	196,000.0000	276,000.0000	319,000.0000
	MZ	2I	03/20/2014	UNC	196,000.0000	276,000.0000	319,000.0000
	MZ	2I	03/21/2014	COV	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	03/21/2014	UNC	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	07/01/2014	COV	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	07/01/2014	UNC	212,000.0000	285,000.0000	326,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2I	09/18/2014	COV	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	09/18/2014	UNC	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	11/20/2014	COV	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	11/20/2014	UNC	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	01/22/2015	COV	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	01/22/2015	UNC	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	04/01/2016	COV	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	04/01/2016	UNC	212,000.0000	285,000.0000	326,000.0000
	MZ	2I	04/02/2016	COV	216,000.0000	289,000.0000	330,000.0000
	MZ	2I	04/02/2016	UNC	216,000.0000	289,000.0000	330,000.0000
	MZ	2I	04/01/2017	COV	216,000.0000	289,000.0000	330,000.0000
	MZ	2I	04/01/2017	UNC	216,000.0000	289,000.0000	330,000.0000
	MZ	2J	04/01/2013	COV	228,000.0000	281,000.0000	317,000.0000
	MZ	2J	04/01/2013	UNC	228,000.0000	281,000.0000	317,000.0000
	MZ	2J	05/01/2013	COV	228,000.0000	281,000.0000	317,000.0000
	MZ	2J	05/01/2013	UNC	228,000.0000	281,000.0000	317,000.0000
	MZ	2J	03/20/2014	COV	228,000.0000	281,000.0000	317,000.0000
	MZ	2J	03/20/2014	UNC	228,000.0000	281,000.0000	317,000.0000
	MZ	2J	03/21/2014	COV	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	03/21/2014	UNC	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	07/01/2014	COV	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	07/01/2014	UNC	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	09/18/2014	COV	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	09/18/2014	UNC	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	11/20/2014	COV	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	11/20/2014	UNC	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	01/22/2015	COV	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	01/22/2015	UNC	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	04/01/2016	COV	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	04/01/2016	UNC	233,000.0000	318,000.0000	373,000.0000
	MZ	2J	04/02/2016	COV	270,000.0000	392,000.0000	461,000.0000
	MZ	2J	04/02/2016	UNC	270,000.0000	392,000.0000	461,000.0000
	MZ	2J	04/01/2017	COV	270,000.0000	392,000.0000	461,000.0000
	MZ	2J	04/01/2017	UNC	270,000.0000	392,000.0000	461,000.0000
	MZ	2K	04/01/2013	COV	199,000.0000	282,000.0000	308,000.0000
	MZ	2K	04/01/2013	UNC	199,000.0000	282,000.0000	308,000.0000
	MZ	2K	05/01/2013	COV	199,000.0000	282,000.0000	308,000.0000
	MZ	2K	05/01/2013	UNC	199,000.0000	282,000.0000	308,000.0000
	MZ	2K	03/20/2014	COV	199,000.0000	282,000.0000	308,000.0000
	MZ	2K	03/20/2014	UNC	199,000.0000	282,000.0000	308,000.0000
	MZ	2K	03/21/2014	COV	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	03/21/2014	UNC	215,000.0000	292,000.0000	347,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2K	07/01/2014	COV	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	07/01/2014	UNC	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	09/18/2014	COV	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	09/18/2014	UNC	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	11/20/2014	COV	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	11/20/2014	UNC	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	01/22/2015	COV	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	01/22/2015	UNC	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	04/01/2016	COV	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	04/01/2016	UNC	215,000.0000	292,000.0000	347,000.0000
	MZ	2K	04/02/2016	COV	231,000.0000	300,000.0000	342,000.0000
	MZ	2K	04/02/2016	UNC	231,000.0000	300,000.0000	342,000.0000
	MZ	2K	04/01/2017	COV	231,000.0000	300,000.0000	342,000.0000
	MZ	2K	04/01/2017	UNC	231,000.0000	300,000.0000	342,000.0000
	MZ	2L	04/01/2013	COV	238,000.0000	283,000.0000	292,000.0000
	MZ	2L	04/01/2013	UNC	238,000.0000	283,000.0000	292,000.0000
	MZ	2L	05/01/2013	COV	238,000.0000	283,000.0000	292,000.0000
	MZ	2L	05/01/2013	UNC	238,000.0000	283,000.0000	292,000.0000
	MZ	2L	03/20/2014	COV	238,000.0000	283,000.0000	292,000.0000
	MZ	2L	03/20/2014	UNC	238,000.0000	283,000.0000	292,000.0000
	MZ	2L	03/21/2014	COV	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	03/21/2014	UNC	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	07/01/2014	COV	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	07/01/2014	UNC	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	09/18/2014	COV	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	09/18/2014	UNC	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	11/20/2014	COV	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	11/20/2014	UNC	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	01/22/2015	COV	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	01/22/2015	UNC	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	04/01/2016	COV	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	04/01/2016	UNC	287,000.0000	318,000.0000	369,000.0000
	MZ	2L	04/02/2016	COV	298,000.0000	336,000.0000	381,000.0000
	MZ	2L	04/02/2016	UNC	298,000.0000	336,000.0000	381,000.0000
	MZ	2L	04/01/2017	COV	298,000.0000	336,000.0000	381,000.0000
	MZ	2L	04/01/2017	UNC	298,000.0000	336,000.0000	381,000.0000
	MZ	2M	04/01/2013	COV	211,000.0000	285,000.0000	305,000.0000
	MZ	2M	04/01/2013	UNC	211,000.0000	285,000.0000	305,000.0000
	MZ	2M	05/01/2013	COV	211,000.0000	285,000.0000	305,000.0000
	MZ	2M	05/01/2013	UNC	211,000.0000	285,000.0000	305,000.0000
	MZ	2M	03/20/2014	COV	211,000.0000	285,000.0000	305,000.0000
	MZ	2M	03/20/2014	UNC	211,000.0000	285,000.0000	305,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2M	03/21/2014	COV	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	03/21/2014	UNC	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	07/01/2014	COV	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	07/01/2014	UNC	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	09/18/2014	COV	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	09/18/2014	UNC	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	11/20/2014	COV	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	11/20/2014	UNC	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	01/22/2015	COV	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	01/22/2015	UNC	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	04/01/2016	COV	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	04/01/2016	UNC	167,000.0000	221,000.0000	237,000.0000
	MZ	2M	04/02/2016	COV	182,000.0000	239,000.0000	265,000.0000
	MZ	2M	04/02/2016	UNC	182,000.0000	239,000.0000	265,000.0000
	MZ	2M	04/01/2017	COV	182,000.0000	239,000.0000	265,000.0000
	MZ	2M	04/01/2017	UNC	182,000.0000	239,000.0000	265,000.0000
	MZ	2N	04/01/2013	COV	239,000.0000	285,000.0000	323,000.0000
	MZ	2N	04/01/2013	UNC	239,000.0000	285,000.0000	323,000.0000
	MZ	2N	05/01/2013	COV	239,000.0000	285,000.0000	323,000.0000
	MZ	2N	05/01/2013	UNC	239,000.0000	285,000.0000	323,000.0000
	MZ	2N	03/20/2014	COV	239,000.0000	285,000.0000	323,000.0000
	MZ	2N	03/20/2014	UNC	239,000.0000	285,000.0000	323,000.0000
	MZ	2N	03/21/2014	COV	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	03/21/2014	UNC	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	07/01/2014	COV	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	07/01/2014	UNC	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	09/18/2014	COV	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	09/18/2014	UNC	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	11/20/2014	COV	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	11/20/2014	UNC	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	01/22/2015	COV	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	01/22/2015	UNC	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	04/01/2016	COV	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	04/01/2016	UNC	275,000.0000	389,000.0000	435,000.0000
	MZ	2N	04/02/2016	COV	326,000.0000	425,000.0000	476,000.0000
	MZ	2N	04/02/2016	UNC	326,000.0000	425,000.0000	476,000.0000
	MZ	2N	04/01/2017	COV	326,000.0000	425,000.0000	476,000.0000
	MZ	2N	04/01/2017	UNC	326,000.0000	425,000.0000	476,000.0000
	MZ	2O	04/01/2013	COV	201,000.0000	285,000.0000	327,000.0000
	MZ	2O	04/01/2013	UNC	201,000.0000	285,000.0000	327,000.0000
	MZ	2O	05/01/2013	COV	201,000.0000	285,000.0000	327,000.0000
	MZ	2O	05/01/2013	UNC	201,000.0000	285,000.0000	327,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	20	03/20/2014	COV	201,000.0000	285,000.0000	327,000.0000
	MZ	20	03/20/2014	UNC	201,000.0000	285,000.0000	327,000.0000
	MZ	20	03/21/2014	COV	213,000.0000	294,000.0000	331,000.0000
	MZ	20	03/21/2014	UNC	213,000.0000	294,000.0000	331,000.0000
	MZ	20	07/01/2014	COV	213,000.0000	294,000.0000	331,000.0000
	MZ	20	07/01/2014	UNC	213,000.0000	294,000.0000	331,000.0000
	MZ	20	09/18/2014	COV	213,000.0000	294,000.0000	331,000.0000
	MZ	20	09/18/2014	UNC	213,000.0000	294,000.0000	331,000.0000
	MZ	20	11/20/2014	COV	213,000.0000	294,000.0000	331,000.0000
	MZ	20	11/20/2014	UNC	213,000.0000	294,000.0000	331,000.0000
	MZ	20	01/22/2015	COV	213,000.0000	294,000.0000	331,000.0000
	MZ	20	01/22/2015	UNC	213,000.0000	294,000.0000	331,000.0000
	MZ	20	04/01/2016	COV	213,000.0000	294,000.0000	331,000.0000
	MZ	20	04/01/2016	UNC	213,000.0000	294,000.0000	331,000.0000
	MZ	20	04/02/2016	COV	214,000.0000	295,000.0000	334,000.0000
	MZ	20	04/02/2016	UNC	214,000.0000	295,000.0000	334,000.0000
	MZ	20	04/01/2017	COV	214,000.0000	295,000.0000	334,000.0000
	MZ	20	04/01/2017	UNC	214,000.0000	295,000.0000	334,000.0000
	MZ	2P	04/01/2013	COV	245,000.0000	286,000.0000	317,000.0000
	MZ	2P	04/01/2013	UNC	245,000.0000	286,000.0000	317,000.0000
	MZ	2P	05/01/2013	COV	245,000.0000	286,000.0000	317,000.0000
	MZ	2P	05/01/2013	UNC	245,000.0000	286,000.0000	317,000.0000
	MZ	2P	03/20/2014	COV	245,000.0000	286,000.0000	317,000.0000
	MZ	2P	03/20/2014	UNC	245,000.0000	286,000.0000	317,000.0000
	MZ	2P	03/21/2014	COV	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	03/21/2014	UNC	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	07/01/2014	COV	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	07/01/2014	UNC	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	09/18/2014	COV	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	09/18/2014	UNC	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	11/20/2014	COV	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	11/20/2014	UNC	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	01/22/2015	COV	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	01/22/2015	UNC	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	04/01/2016	COV	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	04/01/2016	UNC	246,000.0000	313,000.0000	344,000.0000
	MZ	2P	04/02/2016	COV	257,000.0000	326,000.0000	354,000.0000
	MZ	2P	04/02/2016	UNC	257,000.0000	326,000.0000	354,000.0000
	MZ	2P	04/01/2017	COV	257,000.0000	326,000.0000	354,000.0000
	MZ	2P	04/01/2017	UNC	257,000.0000	326,000.0000	354,000.0000
	MZ	2Q	04/01/2013	COV	202,000.0000	287,000.0000	330,000.0000
	MZ	2Q	04/01/2013	UNC	202,000.0000	287,000.0000	330,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2Q	05/01/2013	COV	202,000.0000	287,000.0000	330,000.0000
	MZ	2Q	05/01/2013	UNC	202,000.0000	287,000.0000	330,000.0000
	MZ	2Q	03/20/2014	COV	202,000.0000	287,000.0000	330,000.0000
	MZ	2Q	03/20/2014	UNC	202,000.0000	287,000.0000	330,000.0000
	MZ	2Q	03/21/2014	COV	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	03/21/2014	UNC	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	07/01/2014	COV	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	07/01/2014	UNC	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	09/18/2014	COV	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	09/18/2014	UNC	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	11/20/2014	COV	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	11/20/2014	UNC	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	01/22/2015	COV	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	01/22/2015	UNC	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	04/01/2016	COV	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	04/01/2016	UNC	257,000.0000	328,000.0000	373,000.0000
	MZ	2Q	04/02/2016	COV	254,000.0000	322,000.0000	360,000.0000
	MZ	2Q	04/02/2016	UNC	254,000.0000	322,000.0000	360,000.0000
	MZ	2Q	04/01/2017	COV	254,000.0000	322,000.0000	360,000.0000
	MZ	2Q	04/01/2017	UNC	254,000.0000	322,000.0000	360,000.0000
	MZ	2R	04/01/2013	COV	222,000.0000	291,000.0000	325,000.0000
	MZ	2R	04/01/2013	UNC	222,000.0000	291,000.0000	325,000.0000
	MZ	2R	05/01/2013	COV	222,000.0000	291,000.0000	325,000.0000
	MZ	2R	05/01/2013	UNC	222,000.0000	291,000.0000	325,000.0000
	MZ	2R	03/20/2014	COV	222,000.0000	291,000.0000	325,000.0000
	MZ	2R	03/20/2014	UNC	222,000.0000	291,000.0000	325,000.0000
	MZ	2R	03/21/2014	COV	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	03/21/2014	UNC	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	07/01/2014	COV	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	07/01/2014	UNC	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	09/18/2014	COV	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	09/18/2014	UNC	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	11/20/2014	COV	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	11/20/2014	UNC	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	01/22/2015	COV	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	01/22/2015	UNC	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	04/01/2016	COV	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	04/01/2016	UNC	242,000.0000	313,000.0000	342,000.0000
	MZ	2R	04/02/2016	COV	243,000.0000	307,000.0000	336,000.0000
	MZ	2R	04/02/2016	UNC	243,000.0000	307,000.0000	336,000.0000
	MZ	2R	04/01/2017	COV	243,000.0000	307,000.0000	336,000.0000
	MZ	2R	04/01/2017	UNC	243,000.0000	307,000.0000	336,000.0000
	MZ	2S	04/01/2013	COV	205,000.0000	295,000.0000	348,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2S	04/01/2013	UNC	205,000.0000	295,000.0000	348,000.0000
	MZ	2S	05/01/2013	COV	205,000.0000	295,000.0000	348,000.0000
	MZ	2S	05/01/2013	UNC	205,000.0000	295,000.0000	348,000.0000
	MZ	2S	03/20/2014	COV	205,000.0000	295,000.0000	348,000.0000
	MZ	2S	03/20/2014	UNC	205,000.0000	295,000.0000	348,000.0000
	MZ	2S	03/21/2014	COV	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	03/21/2014	UNC	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	07/01/2014	COV	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	07/01/2014	UNC	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	09/18/2014	COV	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	09/18/2014	UNC	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	11/20/2014	COV	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	11/20/2014	UNC	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	01/22/2015	COV	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	01/22/2015	UNC	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	04/01/2016	COV	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	04/01/2016	UNC	277,000.0000	351,000.0000	394,000.0000
	MZ	2S	04/02/2016	COV	261,000.0000	347,000.0000	397,000.0000
	MZ	2S	04/02/2016	UNC	261,000.0000	347,000.0000	397,000.0000
	MZ	2S	04/01/2017	COV	261,000.0000	347,000.0000	397,000.0000
	MZ	2S	04/01/2017	UNC	261,000.0000	347,000.0000	397,000.0000
	MZ	2T	04/01/2013	COV	234,000.0000	298,000.0000	333,000.0000
	MZ	2T	04/01/2013	UNC	234,000.0000	298,000.0000	333,000.0000
	MZ	2T	05/01/2013	COV	234,000.0000	298,000.0000	333,000.0000
	MZ	2T	05/01/2013	UNC	234,000.0000	298,000.0000	333,000.0000
	MZ	2T	03/20/2014	COV	234,000.0000	298,000.0000	333,000.0000
	MZ	2T	03/20/2014	UNC	234,000.0000	298,000.0000	333,000.0000
	MZ	2T	03/21/2014	COV	225,000.0000	285,000.0000	317,000.0000
	MZ	2T	03/21/2014	UNC	225,000.0000	285,000.0000	317,000.0000
	MZ	2T	07/01/2014	COV	225,000.0000	285,000.0000	317,000.0000
	MZ	2T	07/01/2014	UNC	225,000.0000	285,000.0000	317,000.0000
	MZ	2T	09/18/2014	COV	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	09/18/2014	UNC	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	11/20/2014	COV	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	11/20/2014	UNC	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	01/22/2015	COV	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	01/22/2015	UNC	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	04/01/2016	COV	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	04/01/2016	UNC	253,000.0000	326,000.0000	357,000.0000
	MZ	2T	04/02/2016	COV	265,000.0000	338,000.0000	368,000.0000
	MZ	2T	04/02/2016	UNC	265,000.0000	338,000.0000	368,000.0000
	MZ	2T	04/01/2017	COV	265,000.0000	338,000.0000	368,000.0000
	MZ	2T	04/01/2017	UNC	265,000.0000	338,000.0000	368,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2U	04/01/2013	COV	206,000.0000	308,000.0000	348,000.0000
	MZ	2U	04/01/2013	UNC	206,000.0000	308,000.0000	348,000.0000
	MZ	2U	05/01/2013	COV	206,000.0000	308,000.0000	348,000.0000
	MZ	2U	05/01/2013	UNC	206,000.0000	308,000.0000	348,000.0000
	MZ	2U	03/20/2014	COV	206,000.0000	308,000.0000	348,000.0000
	MZ	2U	03/20/2014	UNC	206,000.0000	308,000.0000	348,000.0000
	MZ	2U	03/21/2014	COV	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	03/21/2014	UNC	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	07/01/2014	COV	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	07/01/2014	UNC	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	09/18/2014	COV	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	09/18/2014	UNC	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	11/20/2014	COV	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	11/20/2014	UNC	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	01/22/2015	COV	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	01/22/2015	UNC	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	04/01/2016	COV	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	04/01/2016	UNC	219,000.0000	328,000.0000	366,000.0000
	MZ	2U	04/02/2016	COV	225,000.0000	306,000.0000	331,000.0000
	MZ	2U	04/02/2016	UNC	225,000.0000	306,000.0000	331,000.0000
	MZ	2U	04/01/2017	COV	225,000.0000	306,000.0000	331,000.0000
	MZ	2U	04/01/2017	UNC	225,000.0000	306,000.0000	331,000.0000
	MZ	2V	04/01/2013	COV	261,000.0000	309,000.0000	336,000.0000
	MZ	2V	04/01/2013	UNC	261,000.0000	309,000.0000	336,000.0000
	MZ	2V	05/01/2013	COV	261,000.0000	309,000.0000	336,000.0000
	MZ	2V	05/01/2013	UNC	261,000.0000	309,000.0000	336,000.0000
	MZ	2V	03/20/2014	COV	261,000.0000	309,000.0000	336,000.0000
	MZ	2V	03/20/2014	UNC	261,000.0000	309,000.0000	336,000.0000
	MZ	2V	03/21/2014	COV	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	03/21/2014	UNC	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	07/01/2014	COV	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	07/01/2014	UNC	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	09/18/2014	COV	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	09/18/2014	UNC	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	11/20/2014	COV	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	11/20/2014	UNC	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	01/22/2015	COV	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	01/22/2015	UNC	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	04/01/2016	COV	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	04/01/2016	UNC	242,000.0000	295,000.0000	312,000.0000
	MZ	2V	04/02/2016	COV	244,000.0000	321,000.0000	356,000.0000
	MZ	2V	04/02/2016	UNC	244,000.0000	321,000.0000	356,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2V	04/01/2017	COV	244,000.0000	321,000.0000	356,000.0000
	MZ	2V	04/01/2017	UNC	244,000.0000	321,000.0000	356,000.0000
	MZ	2W	04/01/2013	COV	264,000.0000	312,000.0000	338,000.0000
	MZ	2W	04/01/2013	UNC	264,000.0000	312,000.0000	338,000.0000
	MZ	2W	05/01/2013	COV	264,000.0000	312,000.0000	338,000.0000
	MZ	2W	05/01/2013	UNC	264,000.0000	312,000.0000	338,000.0000
	MZ	2W	03/20/2014	COV	264,000.0000	312,000.0000	338,000.0000
	MZ	2W	03/20/2014	UNC	264,000.0000	312,000.0000	338,000.0000
	MZ	2W	03/21/2014	COV	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	03/21/2014	UNC	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	07/01/2014	COV	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	07/01/2014	UNC	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	09/18/2014	COV	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	09/18/2014	UNC	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	11/20/2014	COV	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	11/20/2014	UNC	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	01/22/2015	COV	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	01/22/2015	UNC	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	04/01/2016	COV	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	04/01/2016	UNC	273,000.0000	346,000.0000	362,000.0000
	MZ	2W	04/02/2016	COV	268,000.0000	355,000.0000	394,000.0000
	MZ	2W	04/02/2016	UNC	268,000.0000	355,000.0000	394,000.0000
	MZ	2W	04/01/2017	COV	268,000.0000	355,000.0000	394,000.0000
	MZ	2W	04/01/2017	UNC	268,000.0000	355,000.0000	394,000.0000
	MZ	2X	04/01/2013	COV	259,000.0000	312,000.0000	350,000.0000
	MZ	2X	04/01/2013	UNC	259,000.0000	312,000.0000	350,000.0000
	MZ	2X	05/01/2013	COV	259,000.0000	312,000.0000	350,000.0000
	MZ	2X	05/01/2013	UNC	259,000.0000	312,000.0000	350,000.0000
	MZ	2X	03/20/2014	COV	259,000.0000	312,000.0000	350,000.0000
	MZ	2X	03/20/2014	UNC	259,000.0000	312,000.0000	350,000.0000
	MZ	2X	03/21/2014	COV	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	03/21/2014	UNC	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	07/01/2014	COV	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	07/01/2014	UNC	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	09/18/2014	COV	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	09/18/2014	UNC	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	11/20/2014	COV	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	11/20/2014	UNC	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	01/22/2015	COV	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	01/22/2015	UNC	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	04/01/2016	COV	283,000.0000	368,000.0000	427,000.0000
	MZ	2X	04/01/2016	UNC	283,000.0000	368,000.0000	427,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2X	04/02/2016	COV	297,000.0000	388,000.0000	444,000.0000
	MZ	2X	04/02/2016	UNC	297,000.0000	388,000.0000	444,000.0000
	MZ	2X	04/01/2017	COV	297,000.0000	388,000.0000	444,000.0000
	MZ	2X	04/01/2017	UNC	297,000.0000	388,000.0000	444,000.0000
	MZ	2Y	04/01/2013	COV	263,000.0000	319,000.0000	342,000.0000
	MZ	2Y	04/01/2013	UNC	263,000.0000	319,000.0000	342,000.0000
	MZ	2Y	05/01/2013	COV	263,000.0000	319,000.0000	342,000.0000
	MZ	2Y	05/01/2013	UNC	263,000.0000	319,000.0000	342,000.0000
	MZ	2Y	03/20/2014	COV	263,000.0000	319,000.0000	342,000.0000
	MZ	2Y	03/20/2014	UNC	263,000.0000	319,000.0000	342,000.0000
	MZ	2Y	03/21/2014	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	03/21/2014	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	07/01/2014	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	07/01/2014	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	09/18/2014	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	09/18/2014	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	11/20/2014	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	11/20/2014	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	01/22/2015	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	01/22/2015	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	04/01/2016	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	04/01/2016	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	04/02/2016	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	04/02/2016	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	04/01/2017	COV	267,000.0000	302,000.0000	329,000.0000
	MZ	2Y	04/01/2017	UNC	267,000.0000	302,000.0000	329,000.0000
	MZ	2Z	04/01/2013	COV	268,000.0000	321,000.0000	372,000.0000
	MZ	2Z	04/01/2013	UNC	268,000.0000	321,000.0000	372,000.0000
	MZ	2Z	05/01/2013	COV	268,000.0000	321,000.0000	372,000.0000
	MZ	2Z	05/01/2013	UNC	268,000.0000	321,000.0000	372,000.0000
	MZ	2Z	03/20/2014	COV	268,000.0000	321,000.0000	372,000.0000
	MZ	2Z	03/20/2014	UNC	268,000.0000	321,000.0000	372,000.0000
	MZ	2Z	03/21/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	03/21/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	07/01/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	07/01/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	09/18/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	09/18/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	11/20/2014	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	11/20/2014	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	01/22/2015	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	01/22/2015	UNC	243,000.0000	289,000.0000	334,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	2Z	04/01/2016	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	04/01/2016	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	04/02/2016	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	04/02/2016	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	04/01/2017	COV	243,000.0000	289,000.0000	334,000.0000
	MZ	2Z	04/01/2017	UNC	243,000.0000	289,000.0000	334,000.0000
	MZ	3A	04/01/2013	COV	231,000.0000	321,000.0000	354,000.0000
	MZ	3A	04/01/2013	UNC	231,000.0000	321,000.0000	354,000.0000
	MZ	3A	05/01/2013	COV	231,000.0000	321,000.0000	354,000.0000
	MZ	3A	05/01/2013	UNC	231,000.0000	321,000.0000	354,000.0000
	MZ	3A	03/20/2014	COV	231,000.0000	321,000.0000	354,000.0000
	MZ	3A	03/20/2014	UNC	231,000.0000	321,000.0000	354,000.0000
	MZ	3A	03/21/2014	COV	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	03/21/2014	UNC	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	07/01/2014	COV	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	07/01/2014	UNC	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	09/18/2014	COV	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	09/18/2014	UNC	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	11/20/2014	COV	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	11/20/2014	UNC	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	01/22/2015	COV	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	01/22/2015	UNC	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	04/01/2016	COV	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	04/01/2016	UNC	252,000.0000	350,000.0000	389,000.0000
	MZ	3A	04/02/2016	COV	257,000.0000	362,000.0000	407,000.0000
	MZ	3A	04/02/2016	UNC	257,000.0000	362,000.0000	407,000.0000
	MZ	3A	04/01/2017	COV	257,000.0000	362,000.0000	407,000.0000
	MZ	3A	04/01/2017	UNC	257,000.0000	362,000.0000	407,000.0000
	MZ	3B	04/01/2013	COV	267,000.0000	324,000.0000	378,000.0000
	MZ	3B	04/01/2013	UNC	267,000.0000	324,000.0000	378,000.0000
	MZ	3B	05/01/2013	COV	267,000.0000	324,000.0000	378,000.0000
	MZ	3B	05/01/2013	UNC	267,000.0000	324,000.0000	378,000.0000
	MZ	3B	03/20/2014	COV	267,000.0000	324,000.0000	378,000.0000
	MZ	3B	03/20/2014	UNC	267,000.0000	324,000.0000	378,000.0000
	MZ	3B	03/21/2014	COV	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	03/21/2014	UNC	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	07/01/2014	COV	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	07/01/2014	UNC	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	09/18/2014	COV	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	09/18/2014	UNC	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	11/20/2014	COV	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	11/20/2014	UNC	210,000.0000	285,000.0000	309,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3B	01/22/2015	COV	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	01/22/2015	UNC	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	04/01/2016	COV	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	04/01/2016	UNC	210,000.0000	285,000.0000	309,000.0000
	MZ	3B	04/02/2016	COV	206,000.0000	274,000.0000	297,000.0000
	MZ	3B	04/02/2016	UNC	206,000.0000	274,000.0000	297,000.0000
	MZ	3B	04/01/2017	COV	206,000.0000	274,000.0000	297,000.0000
	MZ	3B	04/01/2017	UNC	206,000.0000	274,000.0000	297,000.0000
	MZ	3C	04/01/2013	COV	248,000.0000	325,000.0000	363,000.0000
	MZ	3C	04/01/2013	UNC	248,000.0000	325,000.0000	363,000.0000
	MZ	3C	05/01/2013	COV	248,000.0000	325,000.0000	363,000.0000
	MZ	3C	05/01/2013	UNC	248,000.0000	325,000.0000	363,000.0000
	MZ	3C	03/20/2014	COV	248,000.0000	325,000.0000	363,000.0000
	MZ	3C	03/20/2014	UNC	248,000.0000	325,000.0000	363,000.0000
	MZ	3C	03/21/2014	COV	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	03/21/2014	UNC	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	07/01/2014	COV	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	07/01/2014	UNC	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	09/18/2014	COV	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	09/18/2014	UNC	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	11/20/2014	COV	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	11/20/2014	UNC	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	01/22/2015	COV	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	01/22/2015	UNC	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	04/01/2016	COV	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	04/01/2016	UNC	274,000.0000	355,000.0000	388,000.0000
	MZ	3C	04/02/2016	COV	281,000.0000	359,000.0000	395,000.0000
	MZ	3C	04/02/2016	UNC	281,000.0000	359,000.0000	395,000.0000
	MZ	3C	04/01/2017	COV	281,000.0000	359,000.0000	395,000.0000
	MZ	3C	04/01/2017	UNC	281,000.0000	359,000.0000	395,000.0000
	MZ	3D	04/01/2013	COV	285,000.0000	334,000.0000	362,000.0000
	MZ	3D	04/01/2013	UNC	285,000.0000	334,000.0000	362,000.0000
	MZ	3D	05/01/2013	COV	285,000.0000	334,000.0000	362,000.0000
	MZ	3D	05/01/2013	UNC	285,000.0000	334,000.0000	362,000.0000
	MZ	3D	03/20/2014	COV	285,000.0000	334,000.0000	362,000.0000
	MZ	3D	03/20/2014	UNC	285,000.0000	334,000.0000	362,000.0000
	MZ	3D	03/21/2014	COV	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	03/21/2014	UNC	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	07/01/2014	COV	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	07/01/2014	UNC	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	09/18/2014	COV	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	09/18/2014	UNC	299,000.0000	355,000.0000	380,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3D	11/20/2014	COV	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	11/20/2014	UNC	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	01/22/2015	COV	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	01/22/2015	UNC	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	04/01/2016	COV	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	04/01/2016	UNC	299,000.0000	355,000.0000	380,000.0000
	MZ	3D	04/02/2016	COV	325,000.0000	386,000.0000	415,000.0000
	MZ	3D	04/02/2016	UNC	325,000.0000	386,000.0000	415,000.0000
	MZ	3D	04/01/2017	COV	325,000.0000	386,000.0000	415,000.0000
	MZ	3D	04/01/2017	UNC	325,000.0000	386,000.0000	415,000.0000
	MZ	3E	04/01/2013	COV	241,000.0000	338,000.0000	376,000.0000
	MZ	3E	04/01/2013	UNC	241,000.0000	338,000.0000	376,000.0000
	MZ	3E	05/01/2013	COV	241,000.0000	338,000.0000	376,000.0000
	MZ	3E	05/01/2013	UNC	241,000.0000	338,000.0000	376,000.0000
	MZ	3E	03/20/2014	COV	241,000.0000	338,000.0000	376,000.0000
	MZ	3E	03/20/2014	UNC	241,000.0000	338,000.0000	376,000.0000
	MZ	3E	03/21/2014	COV	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	03/21/2014	UNC	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	07/01/2014	COV	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	07/01/2014	UNC	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	09/18/2014	COV	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	09/18/2014	UNC	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	11/20/2014	COV	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	11/20/2014	UNC	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	01/22/2015	COV	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	01/22/2015	UNC	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	04/01/2016	COV	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	04/01/2016	UNC	354,000.0000	445,000.0000	486,000.0000
	MZ	3E	04/02/2016	COV	383,000.0000	481,000.0000	512,000.0000
	MZ	3E	04/02/2016	UNC	383,000.0000	481,000.0000	512,000.0000
	MZ	3E	04/01/2017	COV	383,000.0000	481,000.0000	512,000.0000
	MZ	3E	04/01/2017	UNC	383,000.0000	481,000.0000	512,000.0000
	MZ	3F	04/01/2013	COV	253,000.0000	341,000.0000	366,000.0000
	MZ	3F	04/01/2013	UNC	253,000.0000	341,000.0000	366,000.0000
	MZ	3F	05/01/2013	COV	253,000.0000	341,000.0000	366,000.0000
	MZ	3F	05/01/2013	UNC	253,000.0000	341,000.0000	366,000.0000
	MZ	3F	03/20/2014	COV	253,000.0000	341,000.0000	366,000.0000
	MZ	3F	03/20/2014	UNC	253,000.0000	341,000.0000	366,000.0000
	MZ	3F	03/21/2014	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	03/21/2014	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	07/01/2014	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	07/01/2014	UNC	195,000.0000	258,000.0000	276,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3F	09/18/2014	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	09/18/2014	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	11/20/2014	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	11/20/2014	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	01/22/2015	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	01/22/2015	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	04/01/2016	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	04/01/2016	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	04/02/2016	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	04/02/2016	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	04/01/2017	COV	195,000.0000	258,000.0000	276,000.0000
	MZ	3F	04/01/2017	UNC	195,000.0000	258,000.0000	276,000.0000
	MZ	3G	04/01/2013	COV	250,000.0000	355,000.0000	380,000.0000
	MZ	3G	04/01/2013	UNC	250,000.0000	355,000.0000	380,000.0000
	MZ	3G	05/01/2013	COV	250,000.0000	355,000.0000	380,000.0000
	MZ	3G	05/01/2013	UNC	250,000.0000	355,000.0000	380,000.0000
	MZ	3G	03/20/2014	COV	250,000.0000	355,000.0000	380,000.0000
	MZ	3G	03/20/2014	UNC	250,000.0000	355,000.0000	380,000.0000
	MZ	3G	03/21/2014	COV	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	03/21/2014	UNC	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	07/01/2014	COV	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	07/01/2014	UNC	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	09/18/2014	COV	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	09/18/2014	UNC	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	11/20/2014	COV	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	11/20/2014	UNC	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	01/22/2015	COV	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	01/22/2015	UNC	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	04/01/2016	COV	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	04/01/2016	UNC	278,000.0000	342,000.0000	397,000.0000
	MZ	3G	04/02/2016	COV	278,000.0000	359,000.0000	407,000.0000
	MZ	3G	04/02/2016	UNC	278,000.0000	359,000.0000	407,000.0000
	MZ	3G	04/01/2017	COV	278,000.0000	359,000.0000	407,000.0000
	MZ	3G	04/01/2017	UNC	278,000.0000	359,000.0000	407,000.0000
	MZ	3H	04/01/2013	COV	315,000.0000	357,000.0000	380,000.0000
	MZ	3H	04/01/2013	UNC	315,000.0000	357,000.0000	380,000.0000
	MZ	3H	05/01/2013	COV	315,000.0000	357,000.0000	380,000.0000
	MZ	3H	05/01/2013	UNC	315,000.0000	357,000.0000	380,000.0000
	MZ	3H	03/20/2014	COV	315,000.0000	357,000.0000	380,000.0000
	MZ	3H	03/20/2014	UNC	315,000.0000	357,000.0000	380,000.0000
	MZ	3H	03/21/2014	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	03/21/2014	UNC	176,000.0000	334,000.0000	391,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE	PAY REP CODE	*----- SALARY RANGE -----*		
					EFF. DATE	MINIMUM	MIDPOINT
	MZ	3H		COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	07/01/2014	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	09/18/2014	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	09/18/2014	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	11/20/2014	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	11/20/2014	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	01/22/2015	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	01/22/2015	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	04/01/2016	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	04/01/2016	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	04/02/2016	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	04/02/2016	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	04/01/2017	COV	176,000.0000	334,000.0000	391,000.0000
	MZ	3H	04/01/2017	UNC	176,000.0000	334,000.0000	391,000.0000
	MZ	3I	04/01/2013	COV	264,000.0000	364,000.0000	405,000.0000
	MZ	3I	04/01/2013	UNC	264,000.0000	364,000.0000	405,000.0000
	MZ	3I	05/01/2013	COV	264,000.0000	364,000.0000	405,000.0000
	MZ	3I	05/01/2013	UNC	264,000.0000	364,000.0000	405,000.0000
	MZ	3I	03/20/2014	COV	264,000.0000	364,000.0000	405,000.0000
	MZ	3I	03/20/2014	UNC	264,000.0000	364,000.0000	405,000.0000
	MZ	3I	03/21/2014	COV	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	03/21/2014	UNC	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	07/01/2014	COV	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	07/01/2014	UNC	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	09/18/2014	COV	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	09/18/2014	UNC	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	11/20/2014	COV	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	11/20/2014	UNC	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	01/22/2015	COV	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	01/22/2015	UNC	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	04/01/2016	COV	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	04/01/2016	UNC	286,000.0000	420,000.0000	487,000.0000
	MZ	3I	04/02/2016	COV	296,000.0000	460,000.0000	545,000.0000
	MZ	3I	04/02/2016	UNC	296,000.0000	460,000.0000	545,000.0000
	MZ	3I	04/01/2017	COV	296,000.0000	460,000.0000	545,000.0000
	MZ	3I	04/01/2017	UNC	296,000.0000	460,000.0000	545,000.0000
	MZ	3J	04/01/2013	COV	265,000.0000	367,000.0000	420,000.0000
	MZ	3J	04/01/2013	UNC	265,000.0000	367,000.0000	420,000.0000
	MZ	3J	05/01/2013	COV	265,000.0000	367,000.0000	420,000.0000
	MZ	3J	05/01/2013	UNC	265,000.0000	367,000.0000	420,000.0000
	MZ	3J	03/20/2014	COV	265,000.0000	367,000.0000	420,000.0000
	MZ	3J	03/20/2014	UNC	265,000.0000	367,000.0000	420,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3J	03/21/2014	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	03/21/2014	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	07/01/2014	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	07/01/2014	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	09/18/2014	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	09/18/2014	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	11/20/2014	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	11/20/2014	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	01/22/2015	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	01/22/2015	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	04/01/2016	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	04/01/2016	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	04/02/2016	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	04/02/2016	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	04/01/2017	COV	283,000.0000	410,000.0000	463,000.0000
	MZ	3J	04/01/2017	UNC	283,000.0000	410,000.0000	463,000.0000
	MZ	3K	04/01/2013	COV	310,000.0000	368,000.0000	390,000.0000
	MZ	3K	04/01/2013	UNC	310,000.0000	368,000.0000	390,000.0000
	MZ	3K	05/01/2013	COV	310,000.0000	368,000.0000	390,000.0000
	MZ	3K	05/01/2013	UNC	310,000.0000	368,000.0000	390,000.0000
	MZ	3K	03/20/2014	COV	310,000.0000	368,000.0000	390,000.0000
	MZ	3K	03/20/2014	UNC	310,000.0000	368,000.0000	390,000.0000
	MZ	3K	03/21/2014	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	03/21/2014	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	07/01/2014	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	07/01/2014	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	09/18/2014	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	09/18/2014	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	11/20/2014	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	11/20/2014	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	01/22/2015	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	01/22/2015	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	04/01/2016	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	04/01/2016	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	04/02/2016	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	04/02/2016	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	04/01/2017	COV	293,000.0000	393,000.0000	423,000.0000
	MZ	3K	04/01/2017	UNC	293,000.0000	393,000.0000	423,000.0000
	MZ	3L	04/01/2013	COV	267,000.0000	369,000.0000	391,000.0000
	MZ	3L	04/01/2013	UNC	267,000.0000	369,000.0000	391,000.0000
	MZ	3L	05/01/2013	COV	267,000.0000	369,000.0000	391,000.0000
	MZ	3L	05/01/2013	UNC	267,000.0000	369,000.0000	391,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3L	03/20/2014	COV	267,000.0000	369,000.0000	391,000.0000
	MZ	3L	03/20/2014	UNC	267,000.0000	369,000.0000	391,000.0000
	MZ	3L	03/21/2014	COV	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	03/21/2014	UNC	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	07/01/2014	COV	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	07/01/2014	UNC	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	09/18/2014	COV	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	09/18/2014	UNC	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	11/20/2014	COV	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	11/20/2014	UNC	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	01/22/2015	COV	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	01/22/2015	UNC	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	04/01/2016	COV	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	04/01/2016	UNC	257,000.0000	346,000.0000	392,000.0000
	MZ	3L	04/02/2016	COV	313,000.0000	395,000.0000	435,000.0000
	MZ	3L	04/02/2016	UNC	313,000.0000	395,000.0000	435,000.0000
	MZ	3L	04/01/2017	COV	313,000.0000	395,000.0000	435,000.0000
	MZ	3L	04/01/2017	UNC	313,000.0000	395,000.0000	435,000.0000
	MZ	3M	04/01/2013	COV	255,000.0000	383,000.0000	432,000.0000
	MZ	3M	04/01/2013	UNC	255,000.0000	383,000.0000	432,000.0000
	MZ	3M	05/01/2013	COV	255,000.0000	383,000.0000	432,000.0000
	MZ	3M	05/01/2013	UNC	255,000.0000	383,000.0000	432,000.0000
	MZ	3M	03/20/2014	COV	255,000.0000	383,000.0000	432,000.0000
	MZ	3M	03/20/2014	UNC	255,000.0000	383,000.0000	432,000.0000
	MZ	3M	03/21/2014	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	03/21/2014	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	07/01/2014	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	07/01/2014	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	09/18/2014	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	09/18/2014	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	11/20/2014	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	11/20/2014	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	01/22/2015	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	01/22/2015	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	04/01/2016	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	04/01/2016	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	04/02/2016	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	04/02/2016	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	04/01/2017	COV	236,000.0000	270,000.0000	306,000.0000
	MZ	3M	04/01/2017	UNC	236,000.0000	270,000.0000	306,000.0000
	MZ	3N	04/01/2013	COV	272,000.0000	389,000.0000	445,000.0000
	MZ	3N	04/01/2013	UNC	272,000.0000	389,000.0000	445,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3N	05/01/2013	COV	272,000.0000	389,000.0000	445,000.0000
	MZ	3N	05/01/2013	UNC	272,000.0000	389,000.0000	445,000.0000
	MZ	3N	03/20/2014	COV	272,000.0000	389,000.0000	445,000.0000
	MZ	3N	03/20/2014	UNC	272,000.0000	389,000.0000	445,000.0000
	MZ	3N	03/21/2014	COV	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	03/21/2014	UNC	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	07/01/2014	COV	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	07/01/2014	UNC	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	09/18/2014	COV	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	09/18/2014	UNC	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	11/20/2014	COV	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	11/20/2014	UNC	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	01/22/2015	COV	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	01/22/2015	UNC	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	04/01/2016	COV	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	04/01/2016	UNC	325,000.0000	415,000.0000	460,000.0000
	MZ	3N	04/02/2016	COV	309,000.0000	405,000.0000	448,000.0000
	MZ	3N	04/02/2016	UNC	309,000.0000	405,000.0000	448,000.0000
	MZ	3N	04/01/2017	COV	309,000.0000	405,000.0000	448,000.0000
	MZ	3N	04/01/2017	UNC	309,000.0000	405,000.0000	448,000.0000
	MZ	3O	04/01/2013	COV	337,000.0000	406,000.0000	455,000.0000
	MZ	3O	04/01/2013	UNC	337,000.0000	406,000.0000	455,000.0000
	MZ	3O	05/01/2013	COV	337,000.0000	406,000.0000	455,000.0000
	MZ	3O	05/01/2013	UNC	337,000.0000	406,000.0000	455,000.0000
	MZ	3O	03/20/2014	COV	337,000.0000	406,000.0000	455,000.0000
	MZ	3O	03/20/2014	UNC	337,000.0000	406,000.0000	455,000.0000
	MZ	3O	03/21/2014	COV	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	03/21/2014	UNC	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	07/01/2014	COV	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	07/01/2014	UNC	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	09/18/2014	COV	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	09/18/2014	UNC	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	11/20/2014	COV	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	11/20/2014	UNC	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	01/22/2015	COV	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	01/22/2015	UNC	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	04/01/2016	COV	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	04/01/2016	UNC	320,000.0000	411,000.0000	475,000.0000
	MZ	3O	04/02/2016	COV	336,000.0000	433,000.0000	493,000.0000
	MZ	3O	04/02/2016	UNC	336,000.0000	433,000.0000	493,000.0000
	MZ	3O	04/01/2017	COV	336,000.0000	433,000.0000	493,000.0000
	MZ	3O	04/01/2017	UNC	336,000.0000	433,000.0000	493,000.0000
	MZ	3P	04/01/2013	COV	270,000.0000	406,000.0000	469,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3P	04/01/2013	UNC	270,000.0000	406,000.0000	469,000.0000
	MZ	3P	05/01/2013	COV	270,000.0000	406,000.0000	469,000.0000
	MZ	3P	05/01/2013	UNC	270,000.0000	406,000.0000	469,000.0000
	MZ	3P	03/20/2014	COV	270,000.0000	406,000.0000	469,000.0000
	MZ	3P	03/20/2014	UNC	270,000.0000	406,000.0000	469,000.0000
	MZ	3P	03/21/2014	COV	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	03/21/2014	UNC	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	07/01/2014	COV	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	07/01/2014	UNC	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	09/18/2014	COV	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	09/18/2014	UNC	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	11/20/2014	COV	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	11/20/2014	UNC	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	01/22/2015	COV	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	01/22/2015	UNC	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	04/01/2016	COV	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	04/01/2016	UNC	312,000.0000	450,000.0000	512,000.0000
	MZ	3P	04/02/2016	COV	328,000.0000	468,000.0000	539,000.0000
	MZ	3P	04/02/2016	UNC	328,000.0000	468,000.0000	539,000.0000
	MZ	3P	04/01/2017	COV	328,000.0000	468,000.0000	539,000.0000
	MZ	3P	04/01/2017	UNC	328,000.0000	468,000.0000	539,000.0000
	MZ	3Q	04/01/2013	COV	271,000.0000	414,000.0000	443,000.0000
	MZ	3Q	04/01/2013	UNC	271,000.0000	414,000.0000	443,000.0000
	MZ	3Q	05/01/2013	COV	271,000.0000	414,000.0000	443,000.0000
	MZ	3Q	05/01/2013	UNC	271,000.0000	414,000.0000	443,000.0000
	MZ	3Q	03/20/2014	COV	271,000.0000	414,000.0000	443,000.0000
	MZ	3Q	03/20/2014	UNC	271,000.0000	414,000.0000	443,000.0000
	MZ	3Q	03/21/2014	COV	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	03/21/2014	UNC	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	07/01/2014	COV	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	07/01/2014	UNC	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	09/18/2014	COV	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	09/18/2014	UNC	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	11/20/2014	COV	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	11/20/2014	UNC	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	01/22/2015	COV	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	01/22/2015	UNC	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	04/01/2016	COV	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	04/01/2016	UNC	290,000.0000	422,000.0000	534,000.0000
	MZ	3Q	04/02/2016	COV	335,000.0000	446,000.0000	522,000.0000
	MZ	3Q	04/02/2016	UNC	335,000.0000	446,000.0000	522,000.0000
	MZ	3Q	04/01/2017	COV	335,000.0000	446,000.0000	522,000.0000
	MZ	3Q	04/01/2017	UNC	335,000.0000	446,000.0000	522,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3R	04/01/2013	COV	379,000.0000	429,000.0000	456,000.0000
	MZ	3R	04/01/2013	UNC	379,000.0000	429,000.0000	456,000.0000
	MZ	3R	05/01/2013	COV	379,000.0000	429,000.0000	456,000.0000
	MZ	3R	05/01/2013	UNC	379,000.0000	429,000.0000	456,000.0000
	MZ	3R	03/20/2014	COV	379,000.0000	429,000.0000	456,000.0000
	MZ	3R	03/20/2014	UNC	379,000.0000	429,000.0000	456,000.0000
	MZ	3R	03/21/2014	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	03/21/2014	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	07/01/2014	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	07/01/2014	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	09/18/2014	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	09/18/2014	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	11/20/2014	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	11/20/2014	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	01/22/2015	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	01/22/2015	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	04/01/2016	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	04/01/2016	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	04/02/2016	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	04/02/2016	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	04/01/2017	COV	377,000.0000	448,000.0000	454,000.0000
	MZ	3R	04/01/2017	UNC	377,000.0000	448,000.0000	454,000.0000
	MZ	3S	04/01/2013	COV	325,000.0000	432,000.0000	493,000.0000
	MZ	3S	04/01/2013	UNC	325,000.0000	432,000.0000	493,000.0000
	MZ	3S	05/01/2013	COV	325,000.0000	432,000.0000	493,000.0000
	MZ	3S	05/01/2013	UNC	325,000.0000	432,000.0000	493,000.0000
	MZ	3S	03/20/2014	COV	325,000.0000	432,000.0000	493,000.0000
	MZ	3S	03/20/2014	UNC	325,000.0000	432,000.0000	493,000.0000
	MZ	3S	03/21/2014	COV	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	03/21/2014	UNC	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	07/01/2014	COV	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	07/01/2014	UNC	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	09/18/2014	COV	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	09/18/2014	UNC	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	11/20/2014	COV	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	11/20/2014	UNC	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	01/22/2015	COV	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	01/22/2015	UNC	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	04/01/2016	COV	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	04/01/2016	UNC	354,000.0000	476,000.0000	546,000.0000
	MZ	3S	04/02/2016	COV	357,000.0000	496,000.0000	569,000.0000
	MZ	3S	04/02/2016	UNC	357,000.0000	496,000.0000	569,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3S	04/01/2017	COV	357,000.0000	496,000.0000	569,000.0000
	MZ	3S	04/01/2017	UNC	357,000.0000	496,000.0000	569,000.0000
	MZ	3T	04/01/2013	COV	289,000.0000	448,000.0000	488,000.0000
	MZ	3T	04/01/2013	UNC	289,000.0000	448,000.0000	488,000.0000
	MZ	3T	05/01/2013	COV	289,000.0000	448,000.0000	488,000.0000
	MZ	3T	05/01/2013	UNC	289,000.0000	448,000.0000	488,000.0000
	MZ	3T	03/20/2014	COV	289,000.0000	448,000.0000	488,000.0000
	MZ	3T	03/20/2014	UNC	289,000.0000	448,000.0000	488,000.0000
	MZ	3T	03/21/2014	COV	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	03/21/2014	UNC	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	07/01/2014	COV	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	07/01/2014	UNC	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	09/18/2014	COV	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	09/18/2014	UNC	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	11/20/2014	COV	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	11/20/2014	UNC	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	01/22/2015	COV	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	01/22/2015	UNC	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	04/01/2016	COV	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	04/01/2016	UNC	315,000.0000	465,000.0000	486,000.0000
	MZ	3T	04/02/2016	COV	326,000.0000	483,000.0000	510,000.0000
	MZ	3T	04/02/2016	UNC	326,000.0000	483,000.0000	510,000.0000
	MZ	3T	04/01/2017	COV	326,000.0000	483,000.0000	510,000.0000
	MZ	3T	04/01/2017	UNC	326,000.0000	483,000.0000	510,000.0000
	MZ	3U	04/01/2013	COV	391,000.0000	464,000.0000	511,000.0000
	MZ	3U	04/01/2013	UNC	391,000.0000	464,000.0000	511,000.0000
	MZ	3U	05/01/2013	COV	391,000.0000	464,000.0000	511,000.0000
	MZ	3U	05/01/2013	UNC	391,000.0000	464,000.0000	511,000.0000
	MZ	3U	03/20/2014	COV	391,000.0000	464,000.0000	511,000.0000
	MZ	3U	03/20/2014	UNC	391,000.0000	464,000.0000	511,000.0000
	MZ	3U	03/21/2014	COV	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	03/21/2014	UNC	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	07/01/2014	COV	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	07/01/2014	UNC	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	09/18/2014	COV	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	09/18/2014	UNC	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	11/20/2014	COV	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	11/20/2014	UNC	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	01/22/2015	COV	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	01/22/2015	UNC	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	04/01/2016	COV	399,000.0000	456,000.0000	497,000.0000
	MZ	3U	04/01/2016	UNC	399,000.0000	456,000.0000	497,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3U	04/02/2016	COV	421,000.0000	500,000.0000	548,000.0000
	MZ	3U	04/02/2016	UNC	421,000.0000	500,000.0000	548,000.0000
	MZ	3U	04/01/2017	COV	421,000.0000	500,000.0000	548,000.0000
	MZ	3U	04/01/2017	UNC	421,000.0000	500,000.0000	548,000.0000
	MZ	3V	04/01/2013	COV	368,000.0000	483,000.0000	527,000.0000
	MZ	3V	04/01/2013	UNC	368,000.0000	483,000.0000	527,000.0000
	MZ	3V	05/01/2013	COV	368,000.0000	483,000.0000	527,000.0000
	MZ	3V	05/01/2013	UNC	368,000.0000	483,000.0000	527,000.0000
	MZ	3V	03/20/2014	COV	368,000.0000	483,000.0000	527,000.0000
	MZ	3V	03/20/2014	UNC	368,000.0000	483,000.0000	527,000.0000
	MZ	3V	03/21/2014	COV	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	03/21/2014	UNC	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	07/01/2014	COV	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	07/01/2014	UNC	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	09/18/2014	COV	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	09/18/2014	UNC	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	11/20/2014	COV	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	11/20/2014	UNC	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	01/22/2015	COV	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	01/22/2015	UNC	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	04/01/2016	COV	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	04/01/2016	UNC	396,000.0000	482,000.0000	522,000.0000
	MZ	3V	04/02/2016	COV	438,000.0000	536,000.0000	584,000.0000
	MZ	3V	04/02/2016	UNC	438,000.0000	536,000.0000	584,000.0000
	MZ	3V	04/01/2017	COV	438,000.0000	536,000.0000	584,000.0000
	MZ	3V	04/01/2017	UNC	438,000.0000	536,000.0000	584,000.0000
	MZ	3W	04/01/2013	COV	325,000.0000	497,000.0000	531,000.0000
	MZ	3W	04/01/2013	UNC	325,000.0000	497,000.0000	531,000.0000
	MZ	3W	05/01/2013	COV	325,000.0000	497,000.0000	531,000.0000
	MZ	3W	05/01/2013	UNC	325,000.0000	497,000.0000	531,000.0000
	MZ	3W	03/20/2014	COV	325,000.0000	497,000.0000	531,000.0000
	MZ	3W	03/20/2014	UNC	325,000.0000	497,000.0000	531,000.0000
	MZ	3W	03/21/2014	COV	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	03/21/2014	UNC	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	07/01/2014	COV	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	07/01/2014	UNC	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	09/18/2014	COV	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	09/18/2014	UNC	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	11/20/2014	COV	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	11/20/2014	UNC	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	01/22/2015	COV	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	01/22/2015	UNC	349,000.0000	507,000.0000	641,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3W	04/01/2016	COV	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	04/01/2016	UNC	349,000.0000	507,000.0000	641,000.0000
	MZ	3W	04/02/2016	COV	403,000.0000	535,000.0000	627,000.0000
	MZ	3W	04/02/2016	UNC	403,000.0000	535,000.0000	627,000.0000
	MZ	3W	04/01/2017	COV	403,000.0000	535,000.0000	627,000.0000
	MZ	3W	04/01/2017	UNC	403,000.0000	535,000.0000	627,000.0000
	MZ	3X	04/01/2013	COV	428,000.0000	524,000.0000	583,000.0000
	MZ	3X	04/01/2013	UNC	428,000.0000	524,000.0000	583,000.0000
	MZ	3X	05/01/2013	COV	428,000.0000	524,000.0000	583,000.0000
	MZ	3X	05/01/2013	UNC	428,000.0000	524,000.0000	583,000.0000
	MZ	3X	03/20/2014	COV	428,000.0000	524,000.0000	583,000.0000
	MZ	3X	03/20/2014	UNC	428,000.0000	524,000.0000	583,000.0000
	MZ	3X	03/21/2014	COV	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	03/21/2014	UNC	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	07/01/2014	COV	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	07/01/2014	UNC	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	09/18/2014	COV	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	09/18/2014	UNC	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	11/20/2014	COV	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	11/20/2014	UNC	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	01/22/2015	COV	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	01/22/2015	UNC	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	04/01/2016	COV	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	04/01/2016	UNC	448,000.0000	579,000.0000	615,000.0000
	MZ	3X	04/02/2016	COV	435,000.0000	602,000.0000	641,000.0000
	MZ	3X	04/02/2016	UNC	435,000.0000	602,000.0000	641,000.0000
	MZ	3X	04/01/2017	COV	435,000.0000	602,000.0000	641,000.0000
	MZ	3X	04/01/2017	UNC	435,000.0000	602,000.0000	641,000.0000
	MZ	3Y	04/01/2013	COV	405,000.0000	537,000.0000	595,000.0000
	MZ	3Y	04/01/2013	UNC	405,000.0000	537,000.0000	595,000.0000
	MZ	3Y	05/01/2013	COV	405,000.0000	537,000.0000	595,000.0000
	MZ	3Y	05/01/2013	UNC	405,000.0000	537,000.0000	595,000.0000
	MZ	3Y	03/20/2014	COV	405,000.0000	537,000.0000	595,000.0000
	MZ	3Y	03/20/2014	UNC	405,000.0000	537,000.0000	595,000.0000
	MZ	3Y	03/21/2014	COV	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	03/21/2014	UNC	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	07/01/2014	COV	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	07/01/2014	UNC	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	09/18/2014	COV	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	09/18/2014	UNC	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	11/20/2014	COV	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	11/20/2014	UNC	465,000.0000	583,000.0000	613,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	3Y	01/22/2015	COV	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	01/22/2015	UNC	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	04/01/2016	COV	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	04/01/2016	UNC	465,000.0000	583,000.0000	613,000.0000
	MZ	3Y	04/02/2016	COV	479,000.0000	641,000.0000	699,000.0000
	MZ	3Y	04/02/2016	UNC	479,000.0000	641,000.0000	699,000.0000
	MZ	3Y	04/01/2017	COV	479,000.0000	641,000.0000	699,000.0000
	MZ	3Y	04/01/2017	UNC	479,000.0000	641,000.0000	699,000.0000
	MZ	3Z	04/01/2013	COV	380,000.0000	583,000.0000	695,000.0000
	MZ	3Z	04/01/2013	UNC	380,000.0000	583,000.0000	695,000.0000
	MZ	3Z	05/01/2013	COV	380,000.0000	583,000.0000	695,000.0000
	MZ	3Z	05/01/2013	UNC	380,000.0000	583,000.0000	695,000.0000
	MZ	3Z	03/20/2014	COV	380,000.0000	583,000.0000	695,000.0000
	MZ	3Z	03/20/2014	UNC	380,000.0000	583,000.0000	695,000.0000
	MZ	3Z	03/21/2014	COV	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	03/21/2014	UNC	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	07/01/2014	COV	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	07/01/2014	UNC	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	09/18/2014	COV	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	09/18/2014	UNC	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	11/20/2014	COV	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	11/20/2014	UNC	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	01/22/2015	COV	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	01/22/2015	UNC	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	04/01/2016	COV	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	04/01/2016	UNC	412,000.0000	650,000.0000	783,000.0000
	MZ	3Z	04/02/2016	COV	426,000.0000	716,000.0000	881,000.0000
	MZ	3Z	04/02/2016	UNC	426,000.0000	716,000.0000	881,000.0000
	MZ	3Z	04/01/2017	COV	426,000.0000	716,000.0000	881,000.0000
	MZ	3Z	04/01/2017	UNC	426,000.0000	716,000.0000	881,000.0000
	MZ	4A	04/01/2013	COV	423,000.0000	628,000.0000	721,000.0000
	MZ	4A	04/01/2013	UNC	423,000.0000	628,000.0000	721,000.0000
	MZ	4A	05/01/2013	COV	423,000.0000	628,000.0000	721,000.0000
	MZ	4A	05/01/2013	UNC	423,000.0000	628,000.0000	721,000.0000
	MZ	4A	03/20/2014	COV	423,000.0000	628,000.0000	721,000.0000
	MZ	4A	03/20/2014	UNC	423,000.0000	628,000.0000	721,000.0000
	MZ	4A	03/21/2014	COV	561,000.0000	637,000.0000	714,000.0000
	MZ	4A	03/21/2014	UNC	561,000.0000	637,000.0000	714,000.0000
	MZ	4A	07/01/2014	COV	561,000.0000	637,000.0000	714,000.0000
	MZ	4A	07/01/2014	UNC	561,000.0000	637,000.0000	714,000.0000
	MZ	4A	09/18/2014	COV	561,000.0000	637,000.0000	714,000.0000
	MZ	4A	09/18/2014	UNC	561,000.0000	637,000.0000	714,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE	EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
						MINIMUM	MIDPOINT	MAXIMUM
	MZ	4A		11/20/2014	COV	561,000.0000	637,000.0000	714,000.0000
	MZ	4A		11/20/2014	UNC	561,000.0000	637,000.0000	714,000.0000
	MZ	4A		01/22/2015	COV	561,000.0000	637,000.0000	714,000.0000
	MZ	4A		01/22/2015	UNC	561,000.0000	637,000.0000	714,000.0000
	MZ	4A		04/01/2016	COV	561,000.0000	637,000.0000	714,000.0000
	MZ	4A		04/01/2016	UNC	561,000.0000	637,000.0000	714,000.0000
	MZ	4A		04/02/2016	COV	546,000.0000	673,000.0000	736,000.0000
	MZ	4A		04/02/2016	UNC	546,000.0000	673,000.0000	736,000.0000
	MZ	4A		04/01/2017	COV	546,000.0000	673,000.0000	736,000.0000
	MZ	4A		04/01/2017	UNC	546,000.0000	673,000.0000	736,000.0000
	MZ	4B		04/01/2013	COV	597,000.0000	756,000.0000	825,000.0000
	MZ	4B		04/01/2013	UNC	597,000.0000	756,000.0000	825,000.0000
	MZ	4B		05/01/2013	COV	597,000.0000	756,000.0000	825,000.0000
	MZ	4B		05/01/2013	UNC	597,000.0000	756,000.0000	825,000.0000
	MZ	4B		03/20/2014	COV	597,000.0000	756,000.0000	825,000.0000
	MZ	4B		03/20/2014	UNC	597,000.0000	756,000.0000	825,000.0000
	MZ	4B		03/21/2014	COV	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		03/21/2014	UNC	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		07/01/2014	COV	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		07/01/2014	UNC	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		09/18/2014	COV	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		09/18/2014	UNC	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		11/20/2014	COV	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		11/20/2014	UNC	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		01/22/2015	COV	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		01/22/2015	UNC	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		04/01/2016	COV	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		04/01/2016	UNC	546,000.0000	768,000.0000	848,000.0000
	MZ	4B		04/02/2016	COV	620,000.0000	857,000.0000	942,000.0000
	MZ	4B		04/02/2016	UNC	620,000.0000	857,000.0000	942,000.0000
	MZ	4B		04/01/2017	COV	620,000.0000	857,000.0000	942,000.0000
	MZ	4B		04/01/2017	UNC	620,000.0000	857,000.0000	942,000.0000
	MZ	4C		04/01/2013	COV	590,000.0000	775,000.0000	861,000.0000
	MZ	4C		04/01/2013	UNC	590,000.0000	775,000.0000	861,000.0000
	MZ	4C		05/01/2013	COV	590,000.0000	775,000.0000	861,000.0000
	MZ	4C		05/01/2013	UNC	590,000.0000	775,000.0000	861,000.0000
	MZ	4C		03/20/2014	COV	590,000.0000	775,000.0000	861,000.0000
	MZ	4C		03/20/2014	UNC	590,000.0000	775,000.0000	861,000.0000
	MZ	4C		03/21/2014	COV	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C		03/21/2014	UNC	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C		07/01/2014	COV	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C		07/01/2014	UNC	772,000.0000	934,000.0000	1003,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	4C	09/18/2014	COV	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	09/18/2014	UNC	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	11/20/2014	COV	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	11/20/2014	UNC	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	01/22/2015	COV	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	01/22/2015	UNC	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	04/01/2016	COV	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	04/01/2016	UNC	772,000.0000	934,000.0000	1003,000.0000
	MZ	4C	04/02/2016	COV	854,000.0000	1051,000.0000	1128,000.0000
	MZ	4C	04/02/2016	UNC	854,000.0000	1051,000.0000	1128,000.0000
	MZ	4C	04/01/2017	COV	854,000.0000	1051,000.0000	1128,000.0000
	MZ	4C	04/01/2017	UNC	854,000.0000	1051,000.0000	1128,000.0000
	MZ	4D	04/01/2013	COV	619,000.0000	787,000.0000	891,000.0000
	MZ	4D	04/01/2013	UNC	619,000.0000	787,000.0000	891,000.0000
	MZ	4D	05/01/2013	COV	619,000.0000	787,000.0000	891,000.0000
	MZ	4D	05/01/2013	UNC	619,000.0000	787,000.0000	891,000.0000
	MZ	4D	03/20/2014	COV	619,000.0000	787,000.0000	891,000.0000
	MZ	4D	03/20/2014	UNC	619,000.0000	787,000.0000	891,000.0000
	MZ	4D	03/21/2014	COV	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	03/21/2014	UNC	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	07/01/2014	COV	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	07/01/2014	UNC	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	09/18/2014	COV	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	09/18/2014	UNC	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	11/20/2014	COV	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	11/20/2014	UNC	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	01/22/2015	COV	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	01/22/2015	UNC	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	04/01/2016	COV	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	04/01/2016	UNC	522,000.0000	669,000.0000	694,000.0000
	MZ	4D	04/02/2016	COV	579,000.0000	742,000.0000	782,000.0000
	MZ	4D	04/02/2016	UNC	579,000.0000	742,000.0000	782,000.0000
	MZ	4D	04/01/2017	COV	579,000.0000	742,000.0000	782,000.0000
	MZ	4D	04/01/2017	UNC	579,000.0000	742,000.0000	782,000.0000
	MZ	4E	03/20/2014	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	03/20/2014	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	03/21/2014	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	03/21/2014	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	07/01/2014	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	07/01/2014	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	09/18/2014	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	09/18/2014	UNC	301,000.0000	334,000.0000	365,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE	PAY REP CODE	*----- SALARY RANGE -----*		
					EFF. DATE	MINIMUM	MIDPOINT
	MZ	4E	11/20/2014	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	11/20/2014	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	01/22/2015	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	01/22/2015	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	04/01/2016	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	04/01/2016	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	04/02/2016	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	04/02/2016	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	04/01/2017	COV	301,000.0000	334,000.0000	365,000.0000
	MZ	4E	04/01/2017	UNC	301,000.0000	334,000.0000	365,000.0000
	MZ	4F	03/20/2014	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	03/20/2014	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	03/21/2014	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	03/21/2014	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	07/01/2014	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	07/01/2014	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	09/18/2014	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	09/18/2014	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	11/20/2014	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	11/20/2014	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	01/22/2015	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	01/22/2015	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	04/01/2016	COV	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	04/01/2016	UNC	438,000.0000	534,000.0000	580,000.0000
	MZ	4F	04/02/2016	COV	481,000.0000	590,000.0000	643,000.0000
	MZ	4F	04/02/2016	UNC	481,000.0000	590,000.0000	643,000.0000
	MZ	4F	04/01/2017	COV	481,000.0000	590,000.0000	643,000.0000
	MZ	4F	04/01/2017	UNC	481,000.0000	590,000.0000	643,000.0000
	MZ	4G	03/21/2014	COV	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	03/21/2014	UNC	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	07/01/2014	COV	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	07/01/2014	UNC	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	09/18/2014	COV	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	09/18/2014	UNC	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	11/20/2014	COV	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	11/20/2014	UNC	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	01/22/2015	COV	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	01/22/2015	UNC	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	04/01/2016	COV	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	04/01/2016	UNC	298,000.0000	352,000.0000	369,000.0000
	MZ	4G	04/02/2016	COV	310,000.0000	351,000.0000	372,000.0000
	MZ	4G	04/02/2016	UNC	310,000.0000	351,000.0000	372,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	4G	04/01/2017	COV	310,000.0000	351,000.0000	372,000.0000
	MZ	4G	04/01/2017	UNC	310,000.0000	351,000.0000	372,000.0000
	MZ	4H	03/21/2014	COV	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	03/21/2014	UNC	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	07/01/2014	COV	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	07/01/2014	UNC	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	09/18/2014	COV	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	09/18/2014	UNC	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	11/20/2014	COV	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	11/20/2014	UNC	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	01/22/2015	COV	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	01/22/2015	UNC	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	04/01/2016	COV	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	04/01/2016	UNC	247,000.0000	329,000.0000	432,000.0000
	MZ	4H	04/02/2016	COV	224,000.0000	297,000.0000	360,000.0000
	MZ	4H	04/02/2016	UNC	224,000.0000	297,000.0000	360,000.0000
	MZ	4H	04/01/2017	COV	224,000.0000	297,000.0000	360,000.0000
	MZ	4H	04/01/2017	UNC	224,000.0000	297,000.0000	360,000.0000
	MZ	4I	03/21/2014	COV	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	03/21/2014	UNC	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	07/01/2014	COV	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	07/01/2014	UNC	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	09/18/2014	COV	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	09/18/2014	UNC	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	11/20/2014	COV	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	11/20/2014	UNC	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	01/22/2015	COV	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	01/22/2015	UNC	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	04/01/2016	COV	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	04/01/2016	UNC	308,000.0000	411,000.0000	539,000.0000
	MZ	4I	04/02/2016	COV	280,000.0000	371,000.0000	450,000.0000
	MZ	4I	04/02/2016	UNC	280,000.0000	371,000.0000	450,000.0000
	MZ	4I	04/01/2017	COV	280,000.0000	371,000.0000	450,000.0000
	MZ	4I	04/01/2017	UNC	280,000.0000	371,000.0000	450,000.0000
	MZ	4J	07/01/2014	COV	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	07/01/2014	UNC	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	09/18/2014	COV	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	09/18/2014	UNC	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	11/20/2014	COV	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	11/20/2014	UNC	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	01/22/2015	COV	206,000.0000	243,000.0000	289,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	4J	01/22/2015	UNC	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	04/01/2016	COV	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	04/01/2016	UNC	206,000.0000	243,000.0000	289,000.0000
	MZ	4J	04/02/2016	COV	213,000.0000	238,000.0000	262,000.0000
	MZ	4J	04/02/2016	UNC	213,000.0000	238,000.0000	262,000.0000
	MZ	4J	04/01/2017	COV	213,000.0000	238,000.0000	262,000.0000
	MZ	4J	04/01/2017	UNC	213,000.0000	238,000.0000	262,000.0000
	MZ	4K	11/20/2014	COV	347,000.0000	376,000.0000	405,000.0000
	MZ	4K	11/20/2014	UNC	347,000.0000	376,000.0000	405,000.0000
	MZ	4K	01/22/2015	COV	347,000.0000	376,000.0000	405,000.0000
	MZ	4K	01/22/2015	UNC	347,000.0000	376,000.0000	405,000.0000
	MZ	4K	04/01/2016	COV	347,000.0000	376,000.0000	405,000.0000
	MZ	4K	04/01/2016	UNC	347,000.0000	376,000.0000	405,000.0000
	MZ	4K	04/02/2016	COV	325,000.0000	380,000.0000	422,000.0000
	MZ	4K	04/02/2016	UNC	325,000.0000	380,000.0000	422,000.0000
	MZ	4K	04/01/2017	COV	325,000.0000	380,000.0000	422,000.0000
	MZ	4K	04/01/2017	UNC	325,000.0000	380,000.0000	422,000.0000
	MZ	4L	01/22/2015	COV	247,000.0000	340,000.0000	385,000.0000
	MZ	4L	01/22/2015	UNC	247,000.0000	340,000.0000	385,000.0000
	MZ	4L	04/01/2016	COV	247,000.0000	340,000.0000	385,000.0000
	MZ	4L	04/01/2016	UNC	247,000.0000	340,000.0000	385,000.0000
	MZ	4L	04/02/2016	COV	250,000.0000	349,000.0000	405,000.0000
	MZ	4L	04/02/2016	UNC	250,000.0000	349,000.0000	405,000.0000
	MZ	4L	04/01/2017	COV	250,000.0000	349,000.0000	405,000.0000
	MZ	4L	04/01/2017	UNC	250,000.0000	349,000.0000	405,000.0000
	MZ	4M	01/22/2015	COV	263,000.0000	352,000.0000	387,000.0000
	MZ	4M	01/22/2015	UNC	263,000.0000	352,000.0000	387,000.0000
	MZ	4M	04/01/2016	COV	263,000.0000	352,000.0000	387,000.0000
	MZ	4M	04/01/2016	UNC	263,000.0000	352,000.0000	387,000.0000
	MZ	4M	04/02/2016	COV	267,000.0000	354,000.0000	397,000.0000
	MZ	4M	04/02/2016	UNC	267,000.0000	354,000.0000	397,000.0000
	MZ	4M	04/01/2017	COV	267,000.0000	354,000.0000	397,000.0000
	MZ	4M	04/01/2017	UNC	267,000.0000	354,000.0000	397,000.0000
	MZ	4N	04/01/2016	COV	193,000.0000	247,000.0000	299,000.0000
	MZ	4N	04/01/2016	UNC	193,000.0000	247,000.0000	299,000.0000
	MZ	4N	04/02/2016	COV	193,000.0000	247,000.0000	299,000.0000
	MZ	4N	04/02/2016	UNC	193,000.0000	247,000.0000	299,000.0000
	MZ	4N	04/01/2017	COV	193,000.0000	247,000.0000	299,000.0000
	MZ	4N	04/01/2017	UNC	193,000.0000	247,000.0000	299,000.0000
	MZ	4O	04/01/2016	COV	499,000.0000	641,000.0000	715,000.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	MZ	4O	04/01/2016	UNC	499,000.0000	641,000.0000	715,000.0000
	MZ	4O	04/02/2016	COV	499,000.0000	641,000.0000	715,000.0000
	MZ	4O	04/02/2016	UNC	499,000.0000	641,000.0000	715,000.0000
	MZ	4O	04/01/2017	COV	499,000.0000	641,000.0000	715,000.0000
	MZ	4O	04/01/2017	UNC	499,000.0000	641,000.0000	715,000.0000
	MZ	4P	04/01/2016	COV	566,000.0000	750,000.0000	829,000.0000
	MZ	4P	04/01/2016	UNC	566,000.0000	750,000.0000	829,000.0000
	MZ	4P	04/02/2016	COV	566,000.0000	750,000.0000	829,000.0000
	MZ	4P	04/02/2016	UNC	566,000.0000	750,000.0000	829,000.0000
	MZ	4P	04/01/2017	COV	566,000.0000	750,000.0000	829,000.0000
	MZ	4P	04/01/2017	UNC	566,000.0000	750,000.0000	829,000.0000
	MZ	4Q	04/01/2017	COV	323,000.0000	408,000.0000	581,000.0000
	MZ	4Q	04/01/2017	UNC	323,000.0000	408,000.0000	581,000.0000

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
 Control File Maintenance
 Salary Grade Table

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	PS	A	10/01/2000	COV	20,800.0000	26,000.0000	31,200.0000
	PS	A	10/01/2000	UNC	20,800.0000	26,000.0000	31,200.0000
	PS	B	10/01/2000	COV	23,100.0000	28,900.0000	34,700.0000
	PS	B	10/01/2000	UNC	23,100.0000	28,900.0000	34,700.0000
	PS	B	10/01/2005	COV	20,496.0000	25,584.0000	30,744.0000
	PS	B	10/01/2005	UNC	20,496.0000	25,584.0000	30,744.0000
	PS	B	10/01/2007	COV	25,668.0000	32,088.0000	38,508.0000
	PS	B	10/01/2007	UNC	25,668.0000	32,088.0000	38,508.0000
	PS	B	04/01/2010	COV	25,668.0000	32,088.0000	38,508.0000
	PS	B	04/01/2010	UNC	25,668.0000	32,088.0000	38,508.0000
	PS	C	10/01/2000	COV	25,700.0000	32,100.0000	38,600.0000
	PS	C	10/01/2000	UNC	25,700.0000	32,100.0000	38,600.0000
	PS	C	10/01/2005	COV	21,948.0000	28,476.0000	33,036.0000
	PS	C	10/01/2005	UNC	21,948.0000	28,476.0000	33,036.0000
	PS	C	10/01/2007	COV	28,476.0000	35,592.0000	42,720.0000
	PS	C	10/01/2007	UNC	28,476.0000	35,592.0000	42,720.0000
	PS	C	04/01/2010	COV	28,476.0000	35,592.0000	42,720.0000
	PS	C	04/01/2010	UNC	28,476.0000	35,592.0000	42,720.0000
	PS	C	07/01/2011	COV	28,476.0000	37,019.0000	45,562.0000
	PS	C	07/01/2011	UNC	28,476.0000	37,019.0000	45,562.0000
	PS	C	07/01/2014	COV	29,336.0000	38,137.0000	46,938.0000
	PS	C	07/01/2014	UNC	29,336.0000	38,137.0000	46,938.0000
	PS	C	07/01/2016	COV	30,506.0000	39,662.0000	48,817.0000
	PS	C	07/01/2016	UNC	30,506.0000	39,662.0000	48,817.0000
	PS	C	07/01/2017	COV	30,506.0000	40,455.0000	50,404.0000
	PS	C	07/01/2017	UNC	30,506.0000	40,455.0000	50,404.0000
	PS	D	10/01/2000	COV	28,600.0000	35,700.0000	42,900.0000
	PS	D	10/01/2000	UNC	28,600.0000	35,700.0000	42,900.0000
	PS	D	10/01/2005	COV	25,368.0000	31,680.0000	38,196.0000
	PS	D	10/01/2005	UNC	25,368.0000	31,680.0000	38,196.0000
	PS	D	10/01/2007	COV	31,644.0000	39,552.0000	47,472.0000
	PS	D	10/01/2007	UNC	31,644.0000	39,552.0000	47,472.0000
	PS	D	04/01/2010	COV	31,644.0000	39,552.0000	47,472.0000
	PS	D	04/01/2010	UNC	31,644.0000	39,552.0000	47,472.0000
	PS	D	07/01/2011	COV	31,644.0000	41,137.0000	50,630.0000
	PS	D	07/01/2011	UNC	31,644.0000	41,137.0000	50,630.0000
	PS	D	07/01/2014	COV	32,594.0000	42,366.0000	52,137.0000
	PS	D	07/01/2014	UNC	32,594.0000	42,366.0000	52,137.0000
	PS	D	07/01/2016	COV	33,888.0000	44,057.0000	54,225.0000
	PS	D	07/01/2016	UNC	33,888.0000	44,057.0000	54,225.0000

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
 Control File Maintenance
 Salary Grade Table

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	PS	D	07/01/2017	COV	33,888.0000	44,938.0000	55,988.0000
	PS	D	07/01/2017	UNC	33,888.0000	44,938.0000	55,988.0000
	PS	E	10/01/2000	COV	31,800.0000	39,700.0000	47,700.0000
	PS	E	10/01/2000	UNC	31,800.0000	39,700.0000	47,700.0000
	PS	E	10/01/2005	COV	28,260.0000	35,304.0000	42,348.0000
	PS	E	10/01/2005	UNC	28,260.0000	35,304.0000	42,348.0000
	PS	E	10/01/2007	COV	35,124.0000	43,908.0000	52,692.0000
	PS	E	10/01/2007	UNC	35,124.0000	43,908.0000	52,692.0000
	PS	E	04/01/2010	COV	35,124.0000	43,908.0000	52,692.0000
	PS	E	04/01/2010	UNC	35,124.0000	43,908.0000	52,692.0000
	PS	E	07/01/2011	COV	35,124.0000	45,661.0000	56,198.0000
	PS	E	07/01/2011	UNC	35,124.0000	45,661.0000	56,198.0000
	PS	E	07/01/2014	COV	36,185.0000	47,032.0000	57,879.0000
	PS	E	07/01/2014	UNC	36,185.0000	47,032.0000	57,879.0000
	PS	E	07/01/2016	COV	37,626.0000	48,912.0000	60,197.0000
	PS	E	07/01/2016	UNC	37,626.0000	48,912.0000	60,197.0000
	PS	E	07/01/2017	COV	37,626.0000	49,890.0000	62,154.0000
	PS	E	07/01/2017	UNC	37,626.0000	49,890.0000	62,154.0000
	PS	F	10/01/2005	COV	30,240.0000	39,552.0000	49,800.0000
	PS	F	10/01/2005	UNC	30,240.0000	39,552.0000	49,800.0000
	PS	F	10/01/2007	COV	30,240.0000	39,552.0000	49,800.0000
	PS	F	10/01/2007	UNC	30,240.0000	39,552.0000	49,800.0000
	PS	F	04/01/2010	COV	30,240.0000	39,552.0000	49,800.0000
	PS	F	04/01/2010	UNC	30,240.0000	39,552.0000	49,800.0000
	PS	G	10/01/2005	COV	32,196.0000	43,584.0000	54,552.0000
	PS	G	10/01/2005	UNC	32,196.0000	43,584.0000	54,552.0000
	PS	G	10/01/2007	COV	32,196.0000	43,584.0000	54,552.0000
	PS	G	10/01/2007	UNC	32,196.0000	43,584.0000	54,552.0000
	PS	G	04/01/2010	COV	32,196.0000	43,584.0000	54,552.0000
	PS	G	04/01/2010	UNC	32,196.0000	43,584.0000	54,552.0000
	PS	1	07/01/1996	COV	29,600.0000	37,100.0000	44,500.0000
	PS	1	07/01/1996	UNC	29,600.0000	37,100.0000	44,500.0000
	PS	1	10/01/1999	COV	32,100.0000	40,100.0000	48,100.0000
	PS	1	10/01/1999	UNC	32,100.0000	40,100.0000	48,100.0000
	PS	1	10/01/2000	COV	32,700.0000	44,150.0000	55,600.0000
	PS	1	10/01/2000	UNC	32,700.0000	44,150.0000	55,600.0000
	PS	1	10/01/2002	COV	33,900.0000	47,400.0000	60,900.0000
	PS	1	10/01/2002	UNC	33,900.0000	47,400.0000	60,900.0000
	PS	1	10/01/2005	COV	35,088.0000	49,068.0000	63,036.0000
	PS	1	10/01/2005	UNC	35,088.0000	49,068.0000	63,036.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	PS	1	10/01/2007	COV	36,108.0000	48,744.0000	61,380.0000
	PS	1	10/01/2007	UNC	36,108.0000	48,744.0000	61,380.0000
	PS	1	04/01/2010	COV	36,108.0000	48,744.0000	61,380.0000
	PS	1	04/01/2010	UNC	36,108.0000	48,744.0000	61,380.0000
	PS	1	07/01/2011	COV	36,108.0000	50,551.0000	64,994.0000
	PS	1	07/01/2011	UNC	36,108.0000	50,551.0000	64,994.0000
	PS	1	07/01/2014	COV	40,048.0000	52,065.0000	64,081.0000
	PS	1	07/01/2014	UNC	40,048.0000	52,065.0000	64,081.0000
	PS	1	07/01/2016	COV	41,656.0000	54,153.0000	66,649.0000
	PS	1	07/01/2016	UNC	41,656.0000	54,153.0000	66,649.0000
	PS	1	07/01/2017	COV	41,656.0000	55,236.0000	68,816.0000
	PS	1	07/01/2017	UNC	41,656.0000	55,236.0000	68,816.0000
	PS	10	10/01/2007	COV	85,524.0000	115,464.0000	145,392.0000
	PS	10	10/01/2007	UNC	85,524.0000	115,464.0000	145,392.0000
	PS	10	04/01/2010	COV	85,524.0000	115,464.0000	145,392.0000
	PS	10	04/01/2010	UNC	85,524.0000	115,464.0000	145,392.0000
	PS	10	07/01/2011	COV	85,524.0000	119,734.0000	153,943.0000
	PS	10	07/01/2011	UNC	85,524.0000	119,734.0000	153,943.0000
	PS	10	07/01/2014	COV	88,143.0000	123,400.0000	158,657.0000
	PS	10	07/01/2014	UNC	88,143.0000	123,400.0000	158,657.0000
	PS	10	07/01/2016	COV	91,600.0000	128,300.0000	165,000.0000
	PS	10	07/01/2016	UNC	91,600.0000	128,300.0000	165,000.0000
	PS	10	07/01/2017	COV	91,600.0000	130,866.0000	170,132.0000
	PS	10	07/01/2017	UNC	91,600.0000	130,866.0000	170,132.0000
	PS	11	04/01/2010	COV	94,080.0000	127,008.0000	159,936.0000
	PS	11	04/01/2010	UNC	94,080.0000	127,008.0000	159,936.0000
	PS	11	07/01/2011	COV	94,080.0000	131,712.0000	169,344.0000
	PS	11	07/01/2011	UNC	94,080.0000	131,712.0000	169,344.0000
	PS	11	07/01/2014	COV	96,929.0000	135,700.0000	174,471.0000
	PS	11	07/01/2014	UNC	96,929.0000	135,700.0000	174,471.0000
	PS	11	07/01/2016	COV	100,800.0000	141,150.0000	181,500.0000
	PS	11	07/01/2016	UNC	100,800.0000	141,150.0000	181,500.0000
	PS	11	07/01/2017	COV	100,800.0000	143,973.0000	187,146.0000
	PS	11	07/01/2017	UNC	100,800.0000	143,973.0000	187,146.0000
	PS	12	04/01/2010	COV	103,488.0000	139,704.0000	175,932.0000
	PS	12	04/01/2010	UNC	103,488.0000	139,704.0000	175,932.0000
	PS	12	07/01/2011	COV	103,488.0000	144,883.0000	186,278.0000
	PS	12	07/01/2011	UNC	103,488.0000	144,883.0000	186,278.0000
	PS	12	07/01/2014	COV	106,643.0000	149,300.0000	191,957.0000
	PS	12	07/01/2014	UNC	106,643.0000	149,300.0000	191,957.0000
	PS	12	07/01/2016	COV	110,800.0000	155,250.0000	199,700.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	PS	12	07/01/2016	UNC	110,800.0000	155,250.0000	199,700.0000
	PS	12	07/01/2017	COV	110,800.0000	158,355.0000	205,910.0000
	PS	12	07/01/2017	UNC	110,800.0000	158,355.0000	205,910.0000
	PS	2	07/01/1996	COV	32,600.0000	40,800.0000	48,900.0000
	PS	2	07/01/1996	UNC	32,600.0000	40,800.0000	48,900.0000
	PS	2	10/01/1999	COV	35,300.0000	44,100.0000	52,900.0000
	PS	2	10/01/1999	UNC	35,300.0000	44,100.0000	52,900.0000
	PS	2	10/01/2000	COV	36,000.0000	48,600.0000	61,200.0000
	PS	2	10/01/2000	UNC	36,000.0000	48,600.0000	61,200.0000
	PS	2	10/01/2002	COV	37,300.0000	52,200.0000	67,100.0000
	PS	2	10/01/2002	UNC	37,300.0000	52,200.0000	67,100.0000
	PS	2	10/01/2005	COV	38,604.0000	54,024.0000	69,444.0000
	PS	2	10/01/2005	UNC	38,604.0000	54,024.0000	69,444.0000
	PS	2	10/01/2007	COV	39,792.0000	53,724.0000	67,644.0000
	PS	2	10/01/2007	UNC	39,792.0000	53,724.0000	67,644.0000
	PS	2	04/01/2010	COV	39,792.0000	53,724.0000	67,644.0000
	PS	2	04/01/2010	UNC	39,792.0000	53,724.0000	67,644.0000
	PS	2	07/01/2011	COV	39,792.0000	55,709.0000	71,626.0000
	PS	2	07/01/2011	UNC	39,792.0000	55,709.0000	71,626.0000
	PS	2	07/01/2014	COV	44,140.0000	57,378.0000	70,616.0000
	PS	2	07/01/2014	UNC	44,140.0000	57,378.0000	70,616.0000
	PS	2	07/01/2016	COV	45,894.0000	59,644.0000	73,393.0000
	PS	2	07/01/2016	UNC	45,894.0000	59,644.0000	73,393.0000
	PS	2	07/01/2017	COV	45,894.0000	60,837.0000	75,780.0000
	PS	2	07/01/2017	UNC	45,894.0000	60,837.0000	75,780.0000
	PS	3	07/01/1996	COV	35,900.0000	44,800.0000	53,800.0000
	PS	3	07/01/1996	UNC	35,900.0000	44,800.0000	53,800.0000
	PS	3	10/01/1999	COV	38,800.0000	48,500.0000	58,200.0000
	PS	3	10/01/1999	UNC	38,800.0000	48,500.0000	58,200.0000
	PS	3	10/01/2000	COV	39,600.0000	53,450.0000	67,300.0000
	PS	3	10/01/2000	UNC	39,600.0000	53,450.0000	67,300.0000
	PS	3	10/01/2002	COV	41,000.0000	57,400.0000	73,900.0000
	PS	3	10/01/2002	UNC	41,000.0000	57,400.0000	73,900.0000
	PS	3	10/01/2005	COV	42,432.0000	59,460.0000	76,488.0000
	PS	3	10/01/2005	UNC	42,432.0000	59,460.0000	76,488.0000
	PS	3	10/01/2007	COV	43,824.0000	59,160.0000	74,496.0000
	PS	3	10/01/2007	UNC	43,824.0000	59,160.0000	74,496.0000
	PS	3	04/01/2010	COV	43,824.0000	59,160.0000	74,496.0000
	PS	3	04/01/2010	UNC	43,824.0000	59,160.0000	74,496.0000
	PS	3	07/01/2011	COV	43,824.0000	61,354.0000	78,883.0000
	PS	3	07/01/2011	UNC	43,824.0000	61,354.0000	78,883.0000
	PS	3	07/01/2014	COV	45,143.0000	63,200.0000	81,257.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	PS	3	07/01/2014	UNC	45,143.0000	63,200.0000	81,257.0000
	PS	3	07/01/2016	COV	46,900.0000	65,700.0000	84,500.0000
	PS	3	07/01/2016	UNC	46,900.0000	65,700.0000	84,500.0000
	PS	3	07/01/2017	COV	46,900.0000	67,014.0000	87,128.0000
	PS	3	07/01/2017	UNC	46,900.0000	67,014.0000	87,128.0000
	PS	4	07/01/1996	COV	39,900.0000	49,300.0000	59,200.0000
	PS	4	07/01/1996	UNC	39,900.0000	49,300.0000	59,200.0000
	PS	4	10/01/1999	COV	42,700.0000	53,400.0000	64,000.0000
	PS	4	10/01/1999	UNC	42,700.0000	53,400.0000	64,000.0000
	PS	4	10/01/2000	COV	43,600.0000	58,900.0000	74,100.0000
	PS	4	10/01/2000	UNC	43,600.0000	58,900.0000	74,100.0000
	PS	4	10/01/2002	COV	45,100.0000	63,100.0000	81,200.0000
	PS	4	10/01/2002	UNC	45,100.0000	63,100.0000	81,200.0000
	PS	4	10/01/2005	COV	46,680.0000	65,364.0000	84,048.0000
	PS	4	10/01/2005	UNC	46,680.0000	65,364.0000	84,048.0000
	PS	4	10/01/2007	COV	48,288.0000	65,184.0000	82,092.0000
	PS	4	10/01/2007	UNC	48,288.0000	65,184.0000	82,092.0000
	PS	4	04/01/2010	COV	48,288.0000	65,184.0000	82,092.0000
	PS	4	04/01/2010	UNC	48,288.0000	65,184.0000	82,092.0000
	PS	4	07/01/2011	COV	48,288.0000	67,603.0000	86,918.0000
	PS	4	07/01/2011	UNC	48,288.0000	67,603.0000	86,918.0000
	PS	4	07/01/2014	COV	49,786.0000	69,700.0000	89,615.0000
	PS	4	07/01/2014	UNC	49,786.0000	69,700.0000	89,615.0000
	PS	4	07/01/2016	COV	51,800.0000	72,500.0000	93,200.0000
	PS	4	07/01/2016	UNC	51,800.0000	72,500.0000	93,200.0000
	PS	4	07/01/2017	COV	51,800.0000	73,950.0000	96,100.0000
	PS	4	07/01/2017	UNC	51,800.0000	73,950.0000	96,100.0000
	PS	5	07/01/1996	COV	43,300.0000	54,300.0000	65,100.0000
	PS	5	07/01/1996	UNC	43,300.0000	54,300.0000	65,100.0000
	PS	5	10/01/1999	COV	47,000.0000	58,700.0000	70,400.0000
	PS	5	10/01/1999	UNC	47,000.0000	58,700.0000	70,400.0000
	PS	5	10/01/2000	COV	48,000.0000	64,800.0000	81,600.0000
	PS	5	10/01/2000	UNC	48,000.0000	64,800.0000	81,600.0000
	PS	5	10/01/2002	COV	49,600.0000	69,400.0000	89,200.0000
	PS	5	10/01/2002	UNC	49,600.0000	69,400.0000	89,200.0000
	PS	5	10/01/2005	COV	51,336.0000	71,832.0000	92,328.0000
	PS	5	10/01/2005	UNC	51,336.0000	71,832.0000	92,328.0000
	PS	5	10/01/2007	COV	53,064.0000	71,640.0000	90,204.0000
	PS	5	10/01/2007	UNC	53,064.0000	71,640.0000	90,204.0000
	PS	5	04/01/2010	COV	53,064.0000	71,640.0000	90,204.0000
	PS	5	04/01/2010	UNC	53,064.0000	71,640.0000	90,204.0000
	PS	5	07/01/2011	COV	53,064.0000	74,290.0000	95,515.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	PS	5	07/01/2011	UNC	53,064.0000	74,290.0000	95,515.0000
	PS	5	07/01/2014	COV	54,714.0000	76,600.0000	98,486.0000
	PS	5	07/01/2014	UNC	54,714.0000	76,600.0000	98,486.0000
	PS	5	07/01/2016	COV	56,900.0000	79,650.0000	102,400.0000
	PS	5	07/01/2016	UNC	56,900.0000	79,650.0000	102,400.0000
	PS	5	07/01/2017	COV	56,900.0000	81,243.0000	105,586.0000
	PS	5	07/01/2017	UNC	56,900.0000	81,243.0000	105,586.0000
	PS	6	07/01/1996	COV	47,700.0000	59,700.0000	71,600.0000
	PS	6	07/01/1996	UNC	47,700.0000	59,700.0000	71,600.0000
	PS	6	10/01/1999	COV	51,700.0000	64,600.0000	77,500.0000
	PS	6	10/01/1999	UNC	51,700.0000	64,600.0000	77,500.0000
	PS	6	10/01/2000	COV	52,800.0000	71,300.0000	89,800.0000
	PS	6	10/01/2000	UNC	52,800.0000	71,300.0000	89,800.0000
	PS	6	10/01/2002	COV	54,600.0000	76,400.0000	98,300.0000
	PS	6	10/01/2002	UNC	54,600.0000	76,400.0000	98,300.0000
	PS	6	10/01/2005	COV	56,508.0000	79,128.0000	101,736.0000
	PS	6	10/01/2005	UNC	56,508.0000	79,128.0000	101,736.0000
	PS	6	10/01/2007	COV	58,392.0000	78,828.0000	99,264.0000
	PS	6	10/01/2007	UNC	58,392.0000	78,828.0000	99,264.0000
	PS	6	04/01/2010	COV	58,392.0000	78,828.0000	99,264.0000
	PS	6	04/01/2010	UNC	58,392.0000	78,828.0000	99,264.0000
	PS	6	07/01/2011	COV	58,392.0000	81,749.0000	105,106.0000
	PS	6	07/01/2011	UNC	58,392.0000	81,749.0000	105,106.0000
	PS	6	07/01/2014	COV	60,241.0000	84,300.0000	108,386.0000
	PS	6	07/01/2014	UNC	60,241.0000	84,300.0000	108,386.0000
	PS	6	07/01/2016	COV	62,600.0000	87,650.0000	112,700.0000
	PS	6	07/01/2016	UNC	62,600.0000	87,650.0000	112,700.0000
	PS	6	07/01/2017	COV	62,600.0000	89,403.0000	116,206.0000
	PS	6	07/01/2017	UNC	62,600.0000	89,403.0000	116,206.0000
	PS	7	07/01/1996	COV	52,500.0000	74,900.0000	97,200.0000
	PS	7	07/01/1996	UNC	52,500.0000	74,900.0000	97,200.0000
	PS	7	10/01/1999	COV	56,900.0000	81,100.0000	105,300.0000
	PS	7	10/01/1999	UNC	56,900.0000	81,100.0000	105,300.0000
	PS	7	10/01/2000	COV	58,100.0000	78,400.0000	98,800.0000
	PS	7	10/01/2000	UNC	58,100.0000	78,400.0000	98,800.0000
	PS	7	10/01/2002	COV	60,100.0000	85,700.0000	111,100.0000
	PS	7	10/01/2002	UNC	60,100.0000	85,700.0000	111,100.0000
	PS	7	10/01/2005	COV	62,208.0000	88,596.0000	114,984.0000
	PS	7	10/01/2005	UNC	62,208.0000	88,596.0000	114,984.0000
	PS	7	10/01/2007	COV	64,272.0000	86,760.0000	109,260.0000
	PS	7	10/01/2007	UNC	64,272.0000	86,760.0000	109,260.0000
	PS	7	04/01/2010	COV	64,272.0000	86,760.0000	109,260.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
	PS	7	04/01/2010	UNC	64,272.0000	86,760.0000	109,260.0000
	PS	7	07/01/2011	COV	64,272.0000	89,981.0000	115,690.0000
	PS	7	07/01/2011	UNC	64,272.0000	89,981.0000	115,690.0000
	PS	7	07/01/2014	COV	66,214.0000	92,700.0000	119,186.0000
	PS	7	07/01/2014	UNC	66,214.0000	92,700.0000	119,186.0000
	PS	7	07/01/2016	COV	68,800.0000	96,400.0000	124,000.0000
	PS	7	07/01/2016	UNC	68,800.0000	96,400.0000	124,000.0000
	PS	7	07/01/2017	COV	68,800.0000	98,328.0000	127,856.0000
	PS	7	07/01/2017	UNC	68,800.0000	98,328.0000	127,856.0000
	PS	8	10/01/2000	COV	63,900.0000	86,200.0000	107,400.0000
	PS	8	10/01/2000	UNC	63,900.0000	86,200.0000	107,400.0000
	PS	8	10/01/2007	COV	70,692.0000	95,436.0000	120,180.0000
	PS	8	10/01/2007	UNC	70,692.0000	95,436.0000	120,180.0000
	PS	8	04/01/2010	COV	70,692.0000	95,436.0000	120,180.0000
	PS	8	04/01/2010	UNC	70,692.0000	95,436.0000	120,180.0000
	PS	8	07/01/2011	COV	70,692.0000	98,969.0000	127,246.0000
	PS	8	07/01/2011	UNC	70,692.0000	98,969.0000	127,246.0000
	PS	8	07/01/2014	COV	72,857.0000	102,000.0000	131,143.0000
	PS	8	07/01/2014	UNC	72,857.0000	102,000.0000	131,143.0000
	PS	8	07/01/2016	COV	75,800.0000	106,050.0000	136,300.0000
	PS	8	07/01/2016	UNC	75,800.0000	106,050.0000	136,300.0000
	PS	8	07/01/2017	COV	75,800.0000	108,171.0000	140,542.0000
	PS	8	07/01/2017	UNC	75,800.0000	108,171.0000	140,542.0000
	PS	9	10/01/2007	COV	77,748.0000	104,964.0000	132,168.0000
	PS	9	10/01/2007	UNC	77,748.0000	104,964.0000	132,168.0000
	PS	9	04/01/2010	COV	77,748.0000	104,964.0000	132,168.0000
	PS	9	04/01/2010	UNC	77,748.0000	104,964.0000	132,168.0000
	PS	9	07/01/2011	COV	77,748.0000	108,847.0000	139,946.0000
	PS	9	07/01/2011	UNC	77,748.0000	108,847.0000	139,946.0000
	PS	9	07/01/2014	COV	80,143.0000	112,200.0000	144,257.0000
	PS	9	07/01/2014	UNC	80,143.0000	112,200.0000	144,257.0000
	PS	9	07/01/2016	COV	83,300.0000	116,650.0000	150,000.0000
	PS	9	07/01/2016	UNC	83,300.0000	116,650.0000	150,000.0000
	PS	9	07/01/2017	COV	83,300.0000	118,983.0000	154,666.0000
	PS	9	07/01/2017	UNC	83,300.0000	118,983.0000	154,666.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	SS	A	07/01/1996	COV	80,100.0000	104,100.0000	128,200.0000
	SS	A	07/01/1996	UNC	80,100.0000	104,100.0000	128,200.0000
	SS	B	07/01/1996	COV	88,200.0000	114,600.0000	141,100.0000
	SS	B	07/01/1996	UNC	88,200.0000	114,600.0000	141,100.0000
	SS	C	07/01/1996	COV	96,900.0000	126,000.0000	155,000.0000
	SS	C	07/01/1996	UNC	96,900.0000	126,000.0000	155,000.0000
	SS	D	07/01/1996	COV	106,600.0000	138,600.0000	170,600.0000
	SS	D	07/01/1996	UNC	106,600.0000	138,600.0000	170,600.0000
	SS	E	07/01/1996	COV	130,600.0000	195,900.0000	261,200.0000
	SS	E	07/01/1996	UNC	130,600.0000	195,900.0000	261,200.0000

SALARY GRADE TABLE LIST

SUB LOCATION	GRADE TYPE	SALARY GRADE	SALARY GRADE EFF. DATE	PAY REP CODE	*----- SALARY RANGE -----*		
					MINIMUM	MIDPOINT	MAXIMUM
**	ST	A1	07/01/2014	COV	18,792.0000	20,609.0000	22,425.0000
	ST	A1	07/01/2014	UNC	18,792.0000	20,609.0000	22,425.0000
	ST	A1	05/01/2015	COV	18,792.0000	20,609.0000	22,425.0000
	ST	A1	05/01/2015	UNC	18,792.0000	20,609.0000	22,425.0000
	ST	A1	01/01/2016	COV	18,792.0000	20,609.0000	22,425.0000
	ST	A1	01/01/2016	UNC	18,792.0000	20,609.0000	22,425.0000
	ST	A1	01/01/2017	COV	18,792.0000	20,609.0000	22,425.0000
	ST	A1	01/01/2017	UNC	18,792.0000	20,609.0000	22,425.0000
	ST	A1	01/01/2018	COV	18,792.0000	20,609.0000	22,425.0000
	ST	A1	01/01/2018	UNC	18,792.0000	20,609.0000	22,425.0000
	ST	A2	07/01/2014	COV	22,446.0000	24,524.0000	26,601.0000
	ST	A2	07/01/2014	UNC	22,446.0000	24,524.0000	26,601.0000
	ST	A2	05/01/2015	COV	25,578.0000	27,656.0000	29,733.0000
	ST	A2	05/01/2015	UNC	25,578.0000	27,656.0000	29,733.0000
	ST	A2	01/01/2016	COV	26,204.0000	28,282.0000	30,360.0000
	ST	A2	01/01/2016	UNC	26,204.0000	28,282.0000	30,360.0000
	ST	A2	01/01/2017	COV	26,852.0000	28,930.0000	31,007.0000
	ST	A2	01/01/2017	UNC	26,852.0000	28,930.0000	31,007.0000
	ST	A2	01/01/2018	COV	27,624.0000	29,712.0000	31,779.0000
	ST	A2	01/01/2018	UNC	27,624.0000	29,712.0000	31,779.0000
	ST	A3	07/01/2014	COV	26,622.0000	30,266.0000	33,909.0000
	ST	A3	07/01/2014	UNC	26,622.0000	30,266.0000	33,909.0000
	ST	A3	05/01/2015	COV	29,754.0000	31,832.0000	33,909.0000
	ST	A3	05/01/2015	UNC	29,754.0000	31,832.0000	33,909.0000
	ST	A3	01/01/2016	COV	30,380.0000	32,458.0000	34,536.0000
	ST	A3	01/01/2016	UNC	30,380.0000	32,458.0000	34,536.0000
	ST	A3	01/01/2017	COV	31,028.0000	33,106.0000	35,183.0000
	ST	A3	01/01/2017	UNC	31,028.0000	33,106.0000	35,183.0000
	ST	A3	01/01/2018	COV	31,800.0000	33,888.0000	35,955.0000
	ST	A3	01/01/2018	UNC	31,800.0000	33,888.0000	35,955.0000
	ST	A4	07/01/2014	COV	33,930.0000	40,194.0000	46,458.0000
	ST	A4	07/01/2014	UNC	33,930.0000	40,194.0000	46,458.0000
	ST	A4	05/01/2015	COV	33,930.0000	40,194.0000	46,458.0000
	ST	A4	05/01/2015	UNC	33,930.0000	40,194.0000	46,458.0000
	ST	A4	01/01/2016	COV	34,556.0000	40,810.0000	47,064.0000
	ST	A4	01/01/2016	UNC	34,556.0000	40,810.0000	47,064.0000
	ST	A4	01/01/2017	COV	35,204.0000	41,458.0000	47,711.0000
	ST	A4	01/01/2017	UNC	35,204.0000	41,458.0000	47,711.0000
	ST	A4	01/01/2018	COV	35,976.0000	41,844.0000	47,711.0000
	ST	A4	01/01/2018	UNC	35,976.0000	41,844.0000	47,711.0000