

Last Update: 6/16/2016

**7/1/2016 Pay Plan
Step Structure Compensation Summary
2.1% Wage Adjustment Per World at Work**

Grade 0		Step 1	Step 2	Step 3	Step 4
	7/1/2015	60,888	64,946	69,006	73,064
Annual	7/1/2016	62,166	66,310	70,455	74,599
Hourly	35 Hrs/Wk	34.1574	36.4340	38.7118	40.9884
	37.5 Hrs/Wk	31.8802	34.0050	36.1310	38.2558
	40 Hrs/Wk	29.8877	31.8797	33.8728	35.8648
Grade 1		Step 1	Step 2	Step 3	Step 4
	7/1/2015	71,841	76,631	81,421	86,209
Annual	7/1/2016	73,350	78,240	83,130	88,020
Hourly	35 Hrs/Wk	40.3020	42.9891	45.6761	48.3625
	37.5 Hrs/Wk	37.6152	40.1231	42.6310	45.1383
	40 Hrs/Wk	35.2643	37.6154	39.9666	42.3172
Grade 2		Step 1	Step 2	Step 3	Step 4
	7/1/2015	84,519	90,155	95,790	101,424
Annual	7/1/2016	86,294	92,048	97,802	103,554
Hourly	35 Hrs/Wk	47.4145	50.5758	53.7371	56.8978
	37.5 Hrs/Wk	44.2535	47.2041	50.1546	53.1046
	40 Hrs/Wk	41.4877	44.2538	47.0200	49.7856
Grade 3		Step 1	Step 2	Step 3	Step 4
	7/1/2015	97,197	103,677	110,156	116,637
Annual	7/1/2016	99,238	105,855	112,469	119,086
Hourly	35 Hrs/Wk	54.5263	58.1619	61.7963	65.4319
	37.5 Hrs/Wk	50.8912	54.2845	57.6765	61.0697
	40 Hrs/Wk	47.7105	50.8917	54.0717	57.2529
Grade 4		Step 1	Step 2	Step 3	Step 4
	7/1/2015	103,538	110,440	117,343	124,246
Annual	7/1/2016	105,713	112,759	119,807	126,855
Hourly	35 Hrs/Wk	58.0838	61.9556	65.8280	69.7004
	37.5 Hrs/Wk	54.2116	57.8252	61.4395	65.0537
	40 Hrs/Wk	50.8233	54.2112	57.5995	60.9879
Grade 5		Step 1	Step 2	Step 3	Step 4
	7/1/2015	109,877	117,202	124,527	131,854
Annual	7/1/2016	112,185	119,664	127,143	134,623
Hourly	35 Hrs/Wk	61.6400	65.7493	69.8585	73.9684
	37.5 Hrs/Wk	57.5307	61.3660	65.2013	69.0372
	40 Hrs/Wk	53.9350	57.5306	61.1262	64.7224
	42 Hrs/Wk	51.3667	54.7911	58.2154	61.6403

The above schedules are adjusted each year based on the World at Work Execute Report and Analysis
Fig. 20 Salary Structure Increases, by Employee Category
United States Officers/Executives 2016 Projected Mean % (page 32 of 2015-2016 report)

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Grade 6		Step 1	Step 2	Step 3	Step 4
	7/1/2015	116,216	123,963	131,711	139,458
Annual	7/1/2016	118,656	126,566	134,477	142,387
Hourly	35 Hrs/Wk	65.1956	69.5417	73.8884	78.2345
	37.5 Hrs/Wk	60.8493	64.9056	68.9625	73.0189
	40 Hrs/Wk	57.0462	60.8490	64.6524	68.4552
Grade 7		Step 1	Step 2	Step 3	Step 4
	7/1/2015	122,553	130,723	138,895	147,065
Annual	7/1/2016	125,126	133,468	141,811	150,153
Hourly	35 Hrs/Wk	68.7506	73.3342	77.9183	82.5019
	37.5 Hrs/Wk	64.1673	68.4452	72.7238	77.0017
	40 Hrs/Wk	60.1568	64.1674	68.1785	72.1891
Grade 8		Step 1	Step 2	Step 3	Step 4
	7/1/2015	129,293	137,912	146,530	155,150
Annual	7/1/2016	132,008	140,808	149,607	158,409
Hourly	35 Hrs/Wk	72.5319	77.3672	82.2018	87.0377
	37.5 Hrs/Wk	67.6964	72.2094	76.7217	81.2352
	40 Hrs/Wk	63.4654	67.6963	71.9266	76.1580

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