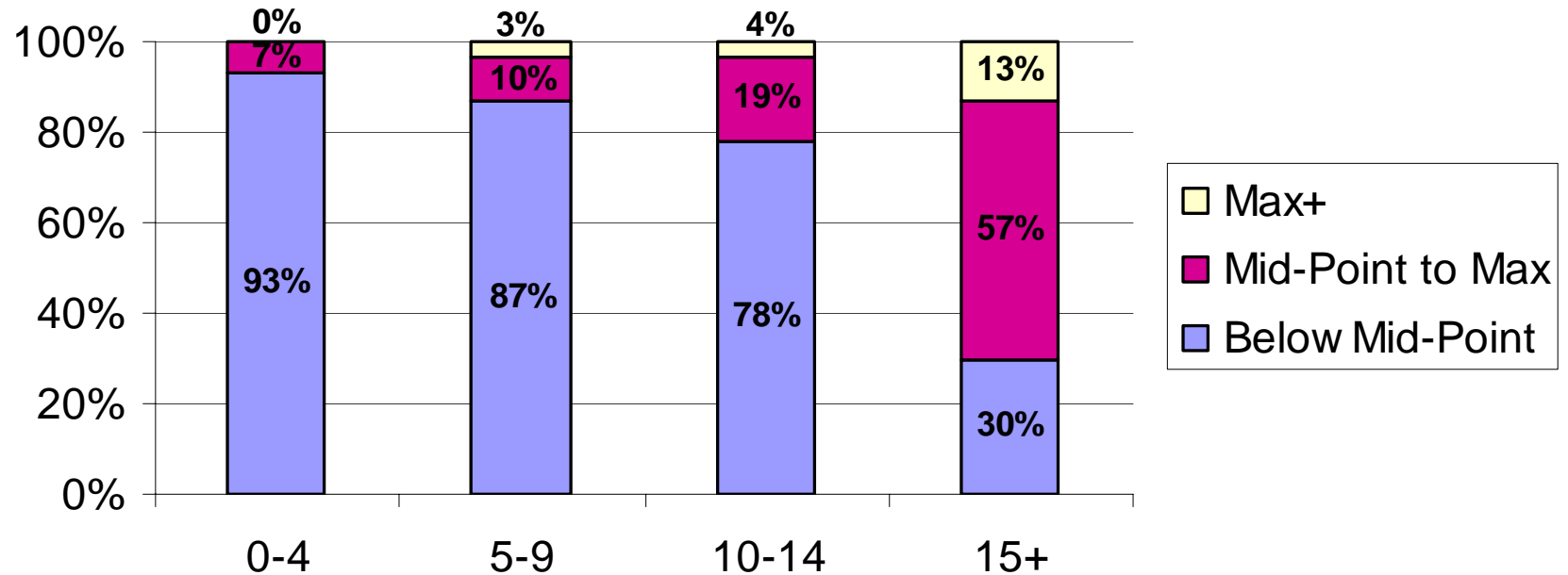


Staff Salaries and Years of Service



Pay Band	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Exceeds Midpoint / Under Maximum															
0-4yrs				1	1	1									3
5-9yrs					1		1			1					3
10-14yrs			1		1		1	1	1						5
15+yrs	3		4		1	4	1						2		15
														26	

Pay Band	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	

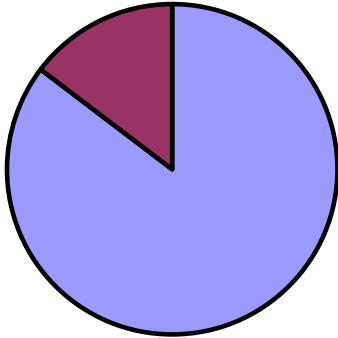
Exceeds Maximum

0-4yrs																
5-9yrs							1									1
10-14yrs									1							1
15+yrs			2		1			3								6

8

Employees Below Mid-Point with 5-9 Years of Service

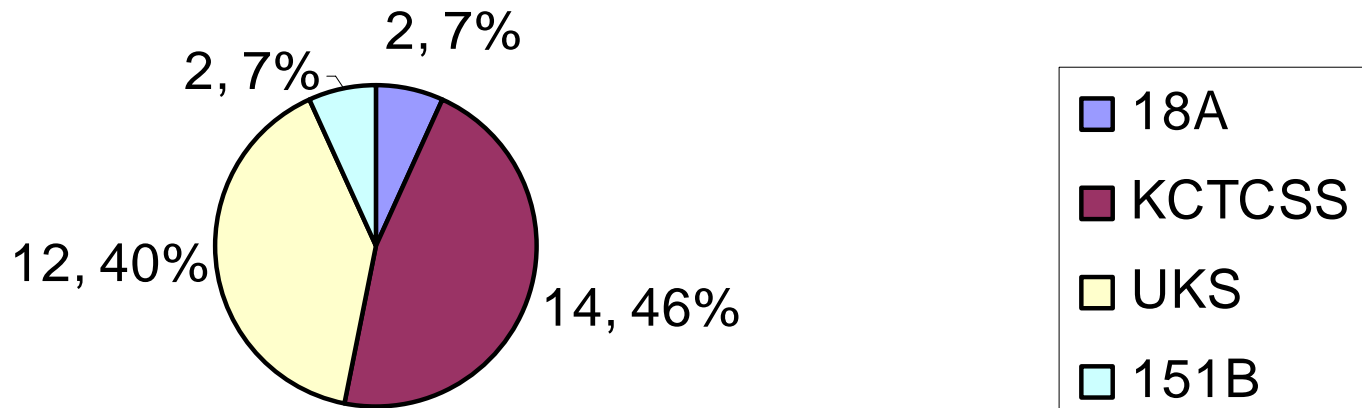
4, 15%



23, 85%



Employees Below Mid-Point with 10+ Years of Service



Percent Below Mid Point	Band	5-9 Yrs. of Service										10-14 Yrs. of Service						15+ Yrs. of Service						
		2	3	4	6	7	8	9	10	11	12	2	4	6	7	8	10	11	6	8	11	12	13	14
1-5			1			1	2						3	1					1	1				1
6-10		3	1	2	1							1	4		1					1			1	1
11-15				1										2		1	1			1	1			
16-20					2		1				1				1	1		2			1			
21-25				1	3	2	1								2		1							
26-30									2	1													1	

Years of Service	Below Mid Point	Mid Point-Max	Max+	Grand Total
0-4	56	4		60
5-9	26	3	1	31
10-14	21	5	1	27
15+	9	17	4	30
Grand Total	113	29	6	148

2004-05 Staff Salary Schedule (Monthly) as of August 13, 2004

Band	Mid Point (Annual Salary)
1	\$18,468
2	\$20,316
3	\$22,404
4	\$24,792
5	\$27,504
6	\$30,600
7	\$34,128
8	\$38,196
9	\$42,840
10	\$48,204
11	\$54,372
12	\$61,512
13	\$69,768
14	\$79,368
15	\$90,528
16	\$103,548
17	\$118,785
18	\$136,560

Band	Mid-Point
2	\$20,316.00
3	\$22,404.00
4	\$24,792.00
5	\$27,504.00
6	\$30,600.00
7	\$34,128.00
8	\$38,196.00
9	\$42,840.00
10	\$48,204.00
11	\$54,372.00
12	\$61,512.00
13	\$69,768.00
14	\$79,368.00
16	\$103,548.00

How to calculate percent below mid-point:

Step 1 of 3:

Calculate the percent of the mid-point that the employee makes.

$(\text{Current Salary}/\text{Mid-Point}) \times 100 = \text{Percent of mid-point that the employee is making}$
 $(\$30,000/\$40,000) \times 100 = 75\%$

The employee is making 75% of the mid-point.

Step 2 of 3:

Calculate the percent below the mid-point.

100%- Percent of mid-point that the employee is making= Percent Below Mid-Point

100%-75%=25%

The employee is 25% below mid-point.

Step 3 of 3:

Two ways to calculate how much raise the employee needs.

Mid-Point-Current Salary= Raise Needed to Get to Mid-Point

$\$40,000 - \$30,000 = \$10,000$

Or

Mid-Point \times Percent Below Mid-Point

$\$40,000 \times 25\% = \$10,000$