

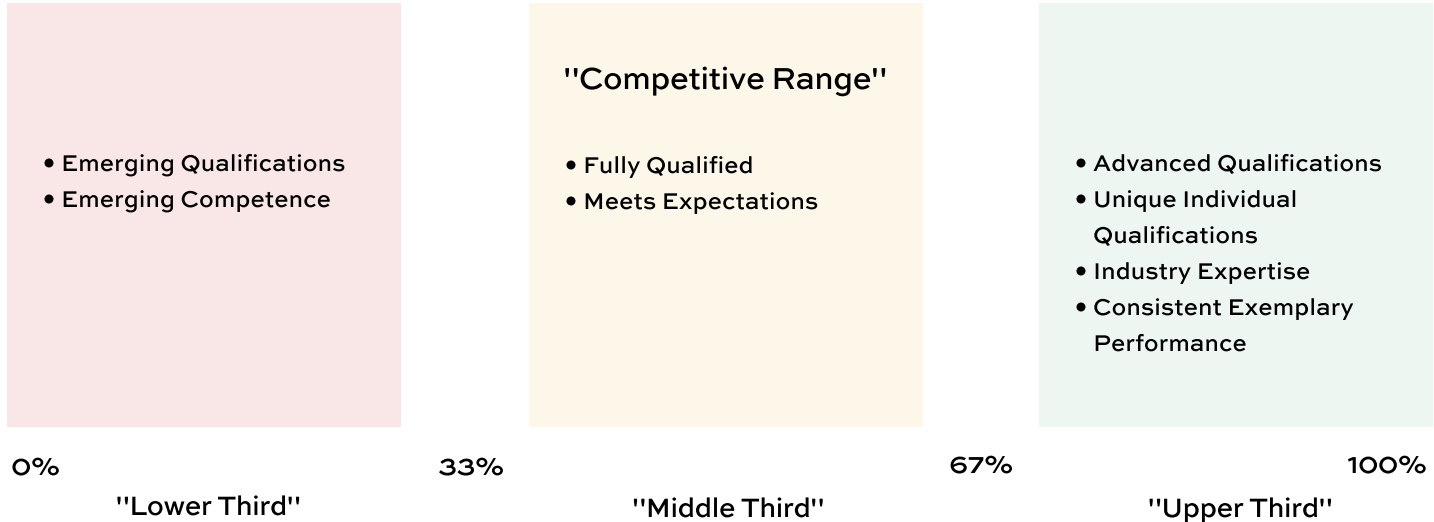
\$ MINIMUM
(Lower Reference)



PAY GRADE RANGE



\$ MAXIMUM
(Upper Reference)



The pay grade range, containing a minimum and maximum, reflects the internal job content and external market values of the job.

Pay range “thirds” have meaning, with the middle third representing a “competitive range” – reflecting a salary position for an employee who is fully qualified and fully meeting the performance expectations of their job.”