

Table 1
Certified / Technical and Professional Positions

Benchmark Position	CTP Position	CTP Position : PL : 29-105	Non - CTP Position
Accountant I	X		
Accountant II	X		
Accountant III	X		
Accounting Technician I			X
Accounting Technician II			X
Accounting Technician III			X
Accounting Technician Supervisor	X		
Administrative Assistant			X
Administrative Officer	X		
Air Terminal Manager	X		
Airport Facilities / Equipment Maintenance Superintendent	X		
Airport Marketing Administrator	X		
Airport Operations Officer I	X		
Airport Operations Officer II	X		
Airport Operations Superintendent	X		
Airport Operations Supervisor	X		
Airport Police Officer I		X	
Airport Police Officer II		X	
Airport Police Supervisor		X	
Airport Services Manager	X		
Assistant Chief of Airport Police		X	
Assistant Fire Chief (Airfield)		X	
Auditor I	X		
Auditor II	X		
Auditor III	X		

Table 1
Certified / Technical and Professional Positions

Automotive Mechanic I	X		
Automotive Mechanic II	X		
Automotive Mechanic Leader	X		
Board Secretary	X		
Budget Analyst	X		
Budget and Management Analyst Supervisor	X		
Building Maintenance Supervisor	X		
Buyer I			X
Buyer II	X		
Buyer Supervisor I	X		
Buyer Supervisor II	X		
Cabinet Maker/Mason	X		
Carpenter I	X		
Carpenter II	X		
Chief Engineer	X		
Chief Financial Officer	X		
Chief of Airport Police		X	
Chief Planner	X		
Clerk I			X
Clerk II			X
Clerk III			X
Comptroller	X		
Computer Operator I	X		
Computer Operator II	X		
Computer Operator III	X		
Data Processing Manager	X		
Deputy Executive Manager	X		
Driver Operator		X	
Electrician I	X		
Electrician II	X		
Electrician Leader	X		

Table 1
Certified / Technical and Professional Positions

Electrician Supervisor	X		
Engineer I	X		
Engineer II	X		
Engineer III	X		
Engineer Supervisor	X		
Engineering Technician I	X		
Engineering Technician II	X		
Environmental Health Specialist I	X		
Environmental Health Specialist II	X		
Environmental Health Specialist III	X		
Environmental Health Specialist Supervisor	X		
Executive Manager	X		
Fire Captain		X	
Fire Chief (Airfield)		X	
Fire Fighter I		X	
Fire Fighter II		X	
General Accounting Supervisor	X		
Guard (LTA)		X	
Heavy Equipment Mechanic I	X		
Heavy Equipment Mechanic II	X		
Heavy Equipment Mechanic Leader	X		
Inventory Management Officer	X		
Maintenance Custodian			X
Maintenance Supervisor	X		
Maintenance Worker			X
Management Analyst I	X		
Management Analyst II	X		
Management Analyst III	X		
Management Analyst IV	X		
Messenger Clerk			X
Painter I	X		

Table 1
Certified / Technical and Professional Positions

Painter II	X		
Painter Leader	X		
Payroll Clerk I			X
Payroll Clerk II			X
Payroll Clerk III			X
Payroll Supervisor	X		
Personnel Assistant I			X
Personnel Assistant II			X
Personnel Services Administrator	X		
Personnel Specialist I	X		
Personnel Specialist II	X		
Personnel Specialist III	X		
Personnel Specialist IV	X		
Planner I	X		
Planner II	X		
Planner III	X		
Planner IV	X		
Plumber I	X		
Plumber II	X		
Program Coordinator I	X		
Program Coordinator II	X		
Program Coordinator III	X		
Program Coordinator IV	X		
Refrigeration Mechanic I	X		
Refrigeration Mechanic II	X		
Refrigeration Mechanic Leader	X		
Refrigeration Mechanic Supervisor	X		
Safety Administrator	X		
Safety Inspector I	X		
Safety Inspector II	X		
Safety Inspector III	X		

Table 1
Certified / Technical and Professional Positions

Safety Supervisor	X		
Security Guard (LTA - Armed)		X	
Storekeeper I			X
Storekeeper II			X
Supply Expediter			X
Supply Management Administrator	X		
Systems Programmer	X		
Tool Clerk			X
Transportation Supervisor	X		
Utility Worker			X
Welder I	X		
Welder II	X		
Word Processing Secretary I			X
Word Processing Secretary II			X

Table 2 - Job Evaluation Results - GIAA

	1. Education	2. Experience	3. Complexity	4. Scope of Work	5. Problem Solving	6. Sup. Received	7. Work Environment	8. Physical Demands	9. Dis. Decisions	10. HR Skills / Contact	11. Auth. Exercised	12. S & M Resp.	TOTAL	Benchmark Position														
I	132	H	D	45	208	93.6	C	15	208	31.2	D	87	E	87	A1	12	A1	22	B1	29	C3	38	F0	57	B1	19	684	Accounting Technician Supervisor
J	132	H	C	40	219	87.6	C	15	219	32.9	D	66	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	B1	19	601	Administrative Officer
I	132	J	E	60	284	170.4	E	25	284	71.0	E	132	E	115	B2	25	A1	22	D2	76	E4	87	G3	175	E2	87	1244	Air Terminal Manager
I	132	J	D	55	284	156.2	D	20	284	56.8	E	115	E	115	B2	25	A1	22	C2	66	E3	66	G1	132	D1	43	1081	Airport Facilities / Equip. Main. Superintendent
J	132	J	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E4	76	G1	115	B1	19	1064	Airport Marketing Administrator
H	87	G	C	35	153	53.6	B	10	153	15.3	D	66	D	66	A1	12	A1	22	C1	43	C3	43	A0	0	A1	14	488	Airport Operations Officer I
H	100	I	D	45	215	96.8	C	15	215	32.3	D	87	E	87	A1	12	A1	22	C2	57	C3	43	A0	0	B1	19	671	Airport Operations Officer II
I	132	J	D	55	284	156.2	D	20	284	56.8	E	115	E	115	C2	38	A2	25	D2	76	E3	76	F1	100	D1	43	1085	Airport Operations Superintendent
I	132	I	D	50	264	132.0	C	15	264	39.6	E	100	E	100	C2	38	A2	25	C2	66	E3	66	F1	87	B1	25	943	Airport Operations Supervisor
H	87	G	C	30	153	45.9	B	10	153	15.3	C	57	C	50	D3	66	B2	38	B1	29	B3	29	A0	0	A1	0	489	Airport Police Officer I
H	100	H	C	40	200	80.0	B	10	200	20.0	D	76	D	66	D3	66	B2	38	B1	33	C3	38	A0	0	A1	10	627	Airport Police Officer II
I	132	I	D	50	264	132.0	C	15	264	39.6	E	100	E	100	C2	38	B2	29	C1	43	E3	57	F1	87	C1	33	923	Airport Police Supervisor
I	132	J	E	60	284	170.4	E	25	284	71.0	E	132	E	115	A1	12	A1	22	D2	87	E4	87	G3	175	E2	87	1242	Airport Services Manager
I	132	I	D	50	264	132.0	D	20	264	52.8	E	115	E	100	B2	25	A1	22	C2	57	E3	66	F1	100	D1	57	991	Assistant Chief of Airport Police
J	132	J	D	55	284	156.2	D	20	284	56.8	E	115	E	115	A1	12	A1	22	D2	76	E3	76	G1	132	B1	25	1070	Assistant Controller
I	132	I	D	55	264	145.2	D	20	264	52.8	E	115	E	100	B2	25	A1	22	C2	57	E3	66	F1	100	D1	43	990	Assistant Fire Chief (Airfield)
J	132	H	C	40	208	83.2	C	15	208	31.2	D	76	D	68	A1	12	A1	22	B1	29	C3	38	A0	0	A1	0	565	Auditor I
J	132	I	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D3	50	F1	87	A1	14	805	Auditor II
J	132	I	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Auditor III
H	87	F	C	30	144	43.2	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	451	Automotive Mechanic I
I	100	G	C	35	166	58.1	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	543	Automotive Mechanic II

Table 2 - Job Evaluation Results - GIAA

I	115	H	100	C	40	215	86.0	C	15	215	32.3	D	66	D	76	C3	57	D3	76	B1	33	C2	33	A0	0	B1	19	693	Automotive Mechanic Leader
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	B1	33	D2	43	F1	87	A1	10	789	Budget Analyst
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	115	E	115	A1	12	A1	22	D2	76	E3	76	G1	132	B1	25	1070	Budget and Management Analyst Supervisor
I	132	I	115	D	45	247	111.2	C	15	247	37.1	D	87	E	100	B2	29	C2	38	C1	43	D3	57	F1	87	B1	22	858	Building Maintenance Supervisor
H	87	G	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	A1	12	A1	22	A1	22	B2	25	A0	0	A1	10	388	Buyer II
I	115	I	115	C	40	230	92.0	C	15	230	34.5	D	87	D	76	A1	12	A1	22	B1	33	D3	50	F0	66	B1	19	722	Buyer Supervisor I
I	132	I	132	D	45	284	118.8	C	15	284	39.6	E	100	E	100	A1	12	A1	22	B1	33	E3	66	F1	87	B1	19	861	Buyer Supervisor II
I	115	H	100	C	40	215	86.0	B	10	215	21.5	D	66	D	66	C3	57	D3	76	B1	33	C2	33	A0	0	A1	14	668	Cabinet Maker/Plason
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	461	Carpenter I
I	100	G	66	C	35	166	58.1	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	543	Carpenter II
J	152	J	175	E	60	327	196.2	E	25	327	81.8	E	132	E	115	A1	12	A1	22	D2	76	F4	87	G3	175	B1	22	1246	Chief Engineer
I	132	J	152	D	55	284	156.2	D	20	284	56.8	E	115	E	115	B2	25	A1	22	C2	66	E3	66	G1	115	D1	57	1078	Chief of Airport Police
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E3	76	G1	132	B1	19	1081	Chief Planner
J	152	J	175	E	60	327	196.2	E	25	327	81.8	E	132	E	115	A1	12	A1	22	D2	87	F4	87	G3	175	C1	29	1284	Computer
H	76	G	66	C	30	142	42.8	B	10	142	14.2	C	50	C	38	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	355	Computer Operator I
H	87	H	87	C	40	174	69.8	B	10	174	17.4	D	66	D	57	A1	12	A1	22	B1	33	C1	25	A0	0	A1	10	486	Computer Operator II
I	115	H	100	D	45	215	98.8	C	15	215	32.3	D	87	E	87	A1	12	A1	22	B1	29	C1	29	A0	0	A1	14	624	Computer Operator III
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E3	76	G1	115	B1	19	1064	Data Processing Manager
J	152	K	200	E	65	352	228.8	F	30	352	105.6	F	152	F	132	A1	12	A1	22	D2	100	F4	115	G5	284	E2	100	1583	Deputy Executive Manager
I	115	I	115	D	45	230	103.5	C	15	230	34.5	D	87	E	87	D3	66	D3	76	C1	38	D2	43	A0	0	B1	22	787	Driver Operator
H	87	G	66	C	35	153	53.6	B	10	153	15.3	C	57	C	43	C3	43	D3	66	B1	25	B1	22	A0	0	A1	0	478	Electrician I
I	100	H	87	C	40	187	74.8	B	10	187	18.7	D	66	D	57	C3	43	D3	66	B1	29	C2	33	A0	0	A1	10	585	Electrician II
I	115	I	115	D	45	230	103.5	C	15	230	34.5	D	87	D	76	C3	43	D3	66	B1	33	C2	33	A0	0	B1	22	728	Electrician Leader
I	132	I	132	D	50	264	132.0	C	15	264	39.6	D	87	E	100	B3	38	C2	38	C1	43	D3	57	F1	87	B1	25	911	Electrician Supervisor
J	132	H	76	C	40	208	83.2	C	15	208	31.2	D	87	D	76	C1	29	A1	25	B1	29	C2	33	F0	66	A1	10	677	Engineer I
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	C1	29	A1	25	B1	33	D3	50	F0	76	A1	14	809	Engineer II

Table 2 - Job Evaluation Results - GIAA

J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	C1	29	A1	26	C1	43	E3	66	F1	100	B1	19	933	Engineer III
J	132	J	152	D	55	264	156.2	D	20	264	66.8	E	132	E	100	A1	12	A1	22	D2	76	E3	76	G1	132	B1	22	1069	Engineer Supervisor
J	132	G	66	C	35	198	69.3	B	10	198	19.8	D	66	D	57	C1	29	A1	25	B1	25	B2	25	F0	57	A1	0	571	Environmental Health Specialist I
J	152	L	230	E	65	392	248.3	F	30	382	114.6	F	152	F	162	A1	12	A1	22	E2	115	F5	132	H5	304	E2	100	1734	Executive Manager
I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	100	E	100	C2	38	B2	33	C1	43	D3	50	F1	87	B1	22	909	Fire Captain
I	132	J	152	D	55	264	156.2	D	20	264	66.8	E	115	E	115	B2	25	A1	22	C2	66	E3	66	G1	115	D1	43	1084	Fire Chief (Ainfield)
H	87	G	66	C	30	153	45.9	B	10	153	15.3	C	57	C	50	D3	66	D3	76	B1	29	B2	25	A0	0	A1	0	517	Fire Fighter I
H	100	H	100	C	40	200	80.0	B	10	200	20.0	D	76	D	66	D3	66	D3	76	B1	33	C2	33	A0	0	A1	10	690	Fire Fighter II
J	132	J	152	D	55	264	156.2	C	15	284	42.6	E	115	E	100	A1	12	A1	22	C2	66	E3	66	G1	115	B1	22	1001	General Accounting Supervisor
G	66	E	38	B	20	104	20.8	B	10	104	10.4	B	33	C	38	D3	66	B2	38	B1	29	B3	25	A0	0	A1	0	364	Guard
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	468	Heavy Equipment Mechanic I
I	100	G	66	C	40	166	66.4	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	551	Heavy Equipment Mechanic II
I	132	H	100	D	45	232	104.4	C	15	232	34.8	D	76	E	100	D2	57	C2	38	C1	38	D3	50	F1	87	C1	29	846	Maintenance Supervisor
J	132	H	76	C	35	208	72.8	B	10	208	20.8	C	57	D	57	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	508	Management Analyst I
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	76	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	602	Management Analyst II
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D3	50	F1	87	A1	14	805	Management Analyst III
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Management Analyst IV
H	76	F	50	B	25	126	31.5	B	10	126	12.6	C	43	C	38	C3	57	D3	66	A1	16	B1	22	A0	0	A1	0	412	Painter I
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	43	C3	57	D3	66	A1	16	B1	22	A0	0	A1	10	466	Painter II
H	100	G	66	C	35	166	58.1	C	15	166	24.9	C	57	D	57	C3	57	D3	66	A1	19	C2	33	A0	0	A1	14	552	Painter Leader
I	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D2	50	F1	87	A1	14	805	Payroll Supervisor
J	132	H	76	C	35	208	72.8	B	10	208	20.8	C	57	D	57	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	508	Personnel Specialist I
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	76	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	602	Personnel Specialist II
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D2	50	F1	87	A1	14	805	Personnel Specialist III
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Personnel Specialist IV
J	132	H	76	C	35	208	72.8	B	10	208	20.8	C	57	D	57	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	508	Planner I

Table 2 - Job Evaluation Results - GJAA

J	132	H	87	C	40	219	87.8	C	45	219	32.9	D	76	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	602	Planner II
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D3	50	F1	87	A1	14	805	Planner III
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Planner IV
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	491	Plumber I
I	100	G	66	C	35	166	58.1	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	543	Plumber II
J	132	H	76	C	35	208	72.8	B	10	208	20.8	C	57	D	57	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	508	Program Coordinator I
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	76	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	602	Program Coordinator I
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D3	50	F1	87	A1	14	805	Program Coordinator III
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Program Coordinator IV
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	43	C3	57	D3	76	B1	25	B1	22	A0	0	A1	0	482	Refrigeration Mechanic I
I	100	G	66	C	40	166	66.4	B	10	166	16.6	C	57	D	57	C3	57	D3	76	B1	29	C2	33	A0	0	A1	10	588	Refrigeration Mechanic II
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	86	D	76	C3	57	D3	76	B1	33	C2	33	A0	0	B1	19	704	Refrigeration Mechanic Leader
I	132	I	132	D	50	264	132.0	C	15	264	39.6	D	87	E	100	B3	38	C2	38	C1	43	D3	50	F1	87	B1	25	904	Refrigeration Mechanic Supervisor
J	132	I	132	D	50	264	132.0	D	20	264	52.8	E	100	E	115	B1	19	A1	22	C2	66	E3	66	F1	100	A1	14	951	Safety Administrator
H	76	F	43	B	25	119	23.8	B	10	119	11.9	B	33	C	38	D3	66	B2	38	B1	33	B3	25	A0	0	A1	0	394	Security Guard (Armed)
I	132	I	132	D	50	264	132.0	D	20	264	52.8	E	115	E	115	A1	12	A1	22	D2	76	E3	76	F2	115	B1	25	1005	Supply Management Administrator
J	132	I	132	D	55	264	145.2	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	50	D3	50	F1	100	A1	14	912	Systems Programmer
I	132	I	132	D	50	264	132.0	C	15	264	39.6	D	87	E	100	B3	38	C2	38	C1	43	D3	50	F1	87	B1	22	901	Transportation Supervisor
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	C3	57	D3	76	B1	25	B1	22	A0	0	A1	0	477	Welder I

Table 3 - Market Percentiles

Authority	Position	Division	Department	Step	Min	Market Percentiles (2008)																		
						2nd	5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th
GAA	Accounting Technician Supervisor	Accounting	Accounting	684	38,523	39,475	41,062	42,649	44,235	45,822	47,382	48,902	50,442	51,982	53,522	55,155	56,789	58,422	60,056	61,689	63,276	64,862	66,449	68,036
GAA	Administrative Officer	Administration	Administration	801	34,154	35,017	36,456	37,895	38,333	40,772	42,158	43,544	44,930	46,316	47,702	49,193	50,665	52,176	53,668	55,159	56,598	58,039	59,475	60,914
GAA	Air Terminal Manager	Terminal	Administration	1244	93,370	95,545	98,170	102,795	106,419	110,044	113,201	116,358	119,516	122,673	125,830	129,922	134,014	138,107	142,199	146,291	149,916	153,540	157,165	160,790
GAA	Airport Fac. / Equip. Maint. Super.	Terminal	P&E Administration	1081	68,718	70,579	73,680	76,780	79,881	82,982	86,579	89,542	92,321	95,101	97,881	101,697	105,434	109,210	112,987	116,763	120,041	123,319	126,597	129,875
GAA	Airport Marketing Administrator	Administration	Airport Marketing	1064	68,903	70,870	74,148	77,425	80,704	83,982	86,782	89,542	92,321	95,101	97,881	101,697	105,434	109,210	112,987	116,763	120,041	123,319	126,597	129,875
GAA	Airport Operations Officer I	Terminal	Operations	488	31,746	32,346	33,345	34,344	35,343	36,342	37,279	38,216	39,153	40,090	41,027	42,088	43,149	44,211	45,272	46,333	47,392	48,331	49,330	50,329
GAA	Airport Operations Officer II	Terminal	Operations	671	41,783	42,957	44,647	46,438	48,228	50,018	51,782	53,506	55,280	56,994	58,738	60,574	62,411	64,247	66,084	67,920	69,710	71,500	73,281	75,081
GAA	Airport Operations Superintendent	Terminal	Operations	1085	74,082	75,891	78,985	82,019	85,083	88,147	91,584	95,020	98,457	101,893	105,330	108,022	110,713	113,405	116,096	118,788	121,882	124,916	127,980	131,044
GAA	Airport Operations Supervisor	Terminal	Operations	943	56,248	58,055	61,067	64,079	67,091	70,103	72,792	75,481	78,169	80,858	83,547	86,882	90,217	93,553	96,888	100,223	103,235	106,247	109,259	112,271
GAA	Airport Police Officer I	Terminal	Airport Police	483	31,917	32,536	33,589	34,601	35,624	36,666	37,581	38,517	39,442	40,368	41,293	42,432	43,572	44,711	45,851	46,990	48,022	49,055	50,087	51,120
GAA	Airport Police Officer II	Terminal	Airport Police	627	40,500	41,216	42,409	43,602	44,786	45,989	47,281	48,572	49,864	51,155	52,447	53,842	54,637	55,732	56,827	57,922	59,115	60,309	61,502	62,695
GAA	Airport Police Supervisor	Terminal	Airport Police	823	50,675	52,272	54,934	57,596	60,257	62,819	65,182	67,445	69,708	71,971	74,234	77,294	80,355	83,415	86,476	89,536	92,198	94,859	97,521	100,183
GAA	Airport Services Manager	Administration	Administration	1242	93,370	95,545	98,170	102,795	106,419	110,044	113,201	116,358	119,516	122,673	125,830	129,922	134,014	138,107	142,199	146,291	149,916	153,540	157,165	160,790
GAA	Assistant Chief of Airport Police	Terminal	Airport Police	991	60,286	62,056	64,995	67,932	70,868	73,805	76,084	78,363	80,641	82,920	85,199	88,794	92,389	95,983	99,577	103,172	106,109	109,045	111,982	114,919
GAA	Assistant Controller	Accounting	Accounting	1070	70,299	71,885	73,995	76,305	78,615	80,925	82,919	84,912	86,906	88,899	90,893	93,519	96,146	98,772	101,398	104,025	106,335	108,645	110,955	113,265
GAA	Assistant Fire Chief (Airtaxi)	Terminal	ARFF	990	58,679	60,343	63,116	65,889	68,662	71,435	73,770	76,105	78,440	80,775	83,110	85,321	89,352	92,744	95,955	99,166	101,938	104,712	107,485	110,258
GAA	Auditor I	Administration	Administration	555	38,027	38,689	39,792	40,896	41,999	43,102	44,205	45,307	46,410	47,512	48,615	49,719	50,823	51,926	53,030	54,134	55,237	56,340	57,444	58,547
GAA	Auditor II	Administration	Administration	805	42,631	43,898	46,006	48,115	50,225	52,334	54,377	56,420	58,464	60,507	62,550	64,228	66,901	69,077	71,252	73,428	75,597	77,647	79,796	81,866
GAA	Auditor III	Administration	Administration	913	51,882	53,098	56,729	59,758	62,788	65,817	68,714	71,511	74,508	77,505	80,302	83,484	86,528	89,397	92,949	96,111	99,140	102,170	105,199	108,229
GAA	Automotive Mechanic I	Terminal	P&E Transportation	461	30,370	31,075	32,250	33,425	34,600	35,775	36,972	38,170	39,367	40,565	41,762	42,914	44,067	45,219	46,372	47,524	48,699	49,874	51,049	52,224
GAA	Automotive Mechanic II	Terminal	P&E Transportation	543	34,401	35,258	36,690	38,120	39,551	40,981	42,299	43,617	44,934	46,252	47,570	49,113	50,656	52,199	53,742	55,285	56,715	58,146	59,576	61,007
GAA	Automotive Mechanic Leader	Terminal	P&E Transportation	633	43,376	44,484	46,331	48,178	50,025	51,872	53,485	55,098	56,710	58,323	59,936	62,017	64,088	66,180	68,261	70,342	72,188	74,038	75,883	77,730
GAA	Budget Analyst	Accounting	Accounting	789	40,588	41,850	43,953	46,057	48,160	50,263	52,605	54,847	57,289	59,631	61,973	63,837	65,702	67,566	69,431	71,295	73,398	75,501	77,605	79,708
GAA	Budget and Management Analyst Sup.	Accounting	Accounting	1070	70,289	71,885	73,995	76,305	78,615	80,925	82,919	84,912	86,906	88,899	90,893	93,519	96,146	98,772	101,398	104,025	106,335	108,645	110,955	113,265
GAA	Building Maintenance Supervisor	Terminal	P&E Building	858	47,769	49,541	52,435	55,449	58,402	61,356	64,158	66,959	69,761	72,562	75,364	78,470	81,578	84,681	87,787	90,893	93,847	96,800	99,754	102,708
GAA	Buyer II	Administration	Procurement	388	24,866	25,533	26,612	27,690	28,769	29,847	30,733	31,619	32,505	33,391	34,277	35,248	36,619	38,090	39,361	40,632	41,711	42,789	43,868	44,946
GAA	Buyer Supervisor I	Administration	Procurement	722	42,869	43,797	45,844	47,990	49,937	51,983	54,134	56,285	58,437	60,588	62,739	64,681	66,623	68,564	70,506	72,448	74,495	76,541	78,588	80,634
GAA	Buyer Supervisor II	Administration	Procurement	861	49,610	51,034	53,408	55,781	58,155	60,528	62,677	64,826	66,976	69,125	71,274	73,372	76,470	79,697	81,685	84,283	86,837	89,010	91,384	93,757
GAA	Cabinet Maker / Mason	Terminal	P&E Building	668	35,561	36,594	38,315	40,035	41,758	43,479	45,089	46,688	48,308	49,917	51,527	53,360	55,193	57,026	58,859	60,692	62,413	64,135	65,856	67,577
GAA	Carpenter I	Terminal	P&E Building	461	30,370	31,075	32,250	33,425	34,600	35,775	36,972	38,170	39,367	40,565	41,762	42,914	44,067	45,219	46,372	47,524	48,699	49,874	51,049	52,224

Table 3 - Market Percentiles

GIAA	Carpenter II	Terminal	P&F Building	543	34,401	35,259	36,890	38,120	39,551	40,981	42,299	43,617	44,934	46,252	47,570	48,888	49,713	50,656	52,199	53,742	55,285	56,715	58,146	59,576	61,007
GIAA	Chief Engineer	Engineering	Engineering	1246	95,229	97,444	101,136	104,828	108,520	112,211	115,244	118,276	121,308	124,341	127,373	131,724	136,075	140,427	144,778	149,129	153,821	158,513	163,204	168,204	173,896
GIAA	Chief of Airport Police	Terminal	Airport Police	1078	71,095	73,003	76,184	79,364	82,545	85,725	88,931	93,538	97,444	101,351	105,257	107,711	110,166	112,620	115,276	118,238	121,199	124,432	127,666	130,899	134,133
GIAA	Chief Planner	Administration	Planning	1081	75,991	75,931	76,165	82,398	85,632	88,985	92,370	95,878	99,381	102,887	106,392	108,353	112,315	115,276	118,238	121,199	124,432	127,666	130,899	134,133	138,367
GIAA	Comptroller	Accounting	Accounting	1284	96,433	99,702	102,485	108,288	110,050	113,833	117,222	120,811	124,300	127,789	131,278	135,354	139,431	143,507	147,584	151,660	155,736	159,812	163,888	167,964	172,040
GIAA	Computer Operator I	Administration	MIS	368	20,005	20,695	21,844	22,994	24,143	25,293	26,097	26,900	27,704	28,507	29,311	30,807	32,302	33,798	35,293	36,789	37,939	39,088	40,238	41,387	42,537
GIAA	Computer Operator II	Administration	MIS	486	28,281	29,068	30,379	31,691	33,002	34,313	35,417	36,521	37,628	38,730	39,834	41,352	42,870	44,388	45,907	47,425	48,736	50,847	51,359	52,870	54,381
GIAA	Computer Operator III	Administration	MIS	624	38,717	39,404	40,549	41,694	42,839	43,984	45,165	46,346	47,526	48,707	49,888	50,997	52,106	53,216	54,325	55,434	56,579	57,724	58,869	60,014	61,159
GIAA	Data Processing Manager	Administration	MIS	1084	70,084	72,150	75,993	79,096	82,479	85,922	88,492	91,061	93,631	96,200	98,770	103,086	107,403	111,719	116,035	120,352	123,795	127,238	130,681	134,124	138,567
GIAA	Deputy Executive Manager	Executive	Administration	1583	101,880	105,388	111,235	117,081	122,928	128,775	135,207	141,639	148,072	154,504	160,936	166,187	171,459	176,720	181,982	187,243	193,090	198,937	204,783	210,630	216,476
GIAA	Driver Operator	Terminal	ARFF	787	42,682	43,562	45,029	46,495	47,962	49,428	51,453	53,479	55,504	57,530	59,555	60,463	61,370	62,278	63,185	64,093	65,560	67,028	68,493	69,959	71,424
GIAA	Electrician I	Terminal	P&F Electrical	478	31,899	32,462	33,735	35,038	36,342	37,645	38,267	40,990	42,512	44,134	45,756	46,741	47,726	48,711	49,696	50,981	51,964	53,288	54,591	55,995	57,399
GIAA	Electrician II	Terminal	P&F Electrical	585	43,236	44,305	46,098	47,886	49,847	51,428	53,644	55,860	58,076	60,292	62,508	63,954	65,169	66,545	67,880	69,298	71,017	72,736	74,578	76,399	78,220
GIAA	Electrician Leader	Terminal	P&F Electrical	728	45,028	46,323	48,481	50,639	52,797	54,955	57,230	59,504	61,779	64,053	66,328	68,369	70,411	72,452	74,494	76,535	78,683	80,851	83,009	85,187	87,365
GIAA	Electrician Supervisor	Terminal	P&F Electrical	911	50,096	51,932	54,993	58,053	61,114	64,174	67,191	70,207	73,224	76,240	79,257	82,361	85,466	88,570	91,675	94,779	97,840	100,900	103,961	107,021	110,081
GIAA	Engineer I	Engineering	Engineering	677	44,083	45,129	46,873	48,817	50,361	52,105	53,836	55,956	57,297	59,027	60,758	62,515	64,272	66,030	67,787	69,544	71,288	73,032	74,776	76,520	78,264
GIAA	Engineer II	Engineering	Engineering	809	55,203	56,382	58,348	60,314	62,279	64,245	66,202	68,158	70,115	72,071	74,028	76,003	77,978	79,952	81,927	83,902	85,868	87,833	89,799	91,765	93,730
GIAA	Engineer III	Engineering	Engineering	933	62,145	63,571	65,947	68,324	70,700	73,078	75,445	77,814	80,183	82,552	84,921	87,304	89,688	92,071	94,455	96,838	99,214	101,590	103,967	106,343	108,719
GIAA	Engineer Supervisor	Engineering	Engineering	1069	75,991	75,931	79,195	82,398	85,632	88,866	92,370	95,878	99,381	102,887	106,392	109,353	112,315	115,276	118,238	121,199	124,432	127,666	130,899	134,133	137,367
GIAA	Environmental Health Specialist I	Engineering	Engineering	571	36,442	37,378	38,999	40,499	42,050	43,620	45,033	46,445	47,858	49,270	50,683	52,291	54,100	55,808	57,517	59,225	60,786	62,346	63,907	65,467	67,027
GIAA	Executive Manager	Executive	Administration	1734	107,913	112,683	120,633	128,583	136,532	144,482	152,733	160,983	169,234	177,484	185,735	193,984	201,033	208,681	216,330	223,979	231,929	239,878	247,828	255,778	263,727
GIAA	Fire Captain	Terminal	ARFF	909	48,995	50,335	52,634	54,934	57,233	59,533	61,879	64,225	66,572	68,918	71,264	73,517	75,770	78,023	80,276	82,529	84,829	87,128	89,428	91,727	94,027
GIAA	Fire Chief (Airfield)	Terminal	ARFF	1064	67,904	69,898	73,222	76,545	79,869	83,192	86,514	87,955	90,337	92,718	95,100	99,356	103,611	107,866	112,122	116,427	119,751	123,074	126,398	129,721	133,045
GIAA	Fire Fighter I	Terminal	ARFF	517	30,916	31,535	32,567	33,598	34,630	35,661	36,684	37,697	38,671	39,674	40,677	41,737	42,787	43,856	44,916	45,975	47,008	48,039	49,071	50,102	51,133
GIAA	Fire Fighter II	Terminal	ARFF	660	39,425	40,147	41,351	42,555	43,759	44,933	46,327	47,990	49,054	50,417	51,781	52,925	53,889	54,914	55,958	57,002	58,206	59,410	60,614	61,818	63,022
GIAA	General Accounting Supervisor	Accounting	Accounting	1001	59,747	61,582	64,639	67,697	70,754	73,812	77,155	80,497	83,840	87,182	90,525	93,298	96,070	98,843	101,615	104,388	107,446	110,503	113,561	116,618	119,676
GIAA	Guard	Terminal	Airport Police	364	21,101	21,627	22,504	23,380	24,257	25,133	26,061	26,990	27,918	28,847	29,775	30,600	31,424	32,249	33,073	33,898	34,775	35,651	36,528	37,404	38,281
GIAA	Heavy Equipment Mechanic I	Terminal	P&F Transportation	468	28,704	29,388	30,527	31,667	32,806	34,005	34,901	35,796	36,892	37,898	38,494	39,906	41,329	42,751	44,173	45,996	46,755	47,914	49,073	50,232	51,391
GIAA	Heavy Equipment Mechanic II	Terminal	P&F Transportation	551	38,011	39,857	41,594	43,111	44,868	46,285	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343	69,920
GIAA	Maintenance Supervisor	Terminal	P&F Grounds	646	44,311	45,321	47,005	48,689	50,372	52,056	53,718	55,379	57,041	58,702	60,364	62,070	63,778	65,481	67,187	68,893	70,577	72,260	73,944	75,628	77,312
GIAA	Management Analyst I	Administration	Administration	508	30,484	31,417	32,973	34,528	36,084	37,639	39,177	40,715	42,253	43,791	45,329	46,902	48,475	50,046	51,621	53,194	54,730	56,305	57,981	59,476	61,001
GIAA	Management Analyst II	Administration	Administration	602	37,850	38,859	40,524	42,189	43,853	45,518	47,050	48,582	50,113	51,645	53,177	54,975	56,772	58,570	60,367	62,165	63,830	65,494	67,159	68,824	70,489

Table 3 - Market Percentiles

GAAA	Management Analyst III	Administration	Administration	805	42,804	44,067	46,172	48,277	50,382	52,487	54,607	56,727	58,848	60,968	63,088	65,178	67,288	69,357	71,447	73,537	75,642	77,747	79,852	81,957
GAAA	Management Analyst IV	Administration	Administration	913	51,460	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,904
GAAA	Painter I	Terminal	P&F Building	412	22,407	22,807	23,741	24,576	25,410	26,244	27,149	28,054	28,960	29,865	30,770	31,533	32,296	33,060	33,823	34,586	35,420	36,254	37,089	37,923
GAAA	Painter II	Terminal	P&F Building	466	31,315	31,860	32,770	33,679	34,589	35,498	36,350	37,202	38,053	38,905	39,757	40,724	41,681	42,658	43,625	44,592	45,501	46,411	47,320	48,230
GAAA	Painter Leader	Terminal	P&F Building	552	36,701	37,259	38,190	39,120	40,051	40,981	41,899	42,817	43,734	44,652	45,570	46,513	47,456	48,399	49,342	50,285	51,215	52,146	53,076	54,007
GAAA	Payroll Supervisor	Accounting	Accounting	805	46,063	47,225	49,162	51,100	53,037	54,974	56,844	58,714	60,585	62,455	64,325	66,329	68,333	70,338	72,342	74,346	76,283	78,220	80,158	82,095
GAAA	Personnel Specialist I	Administration	Human Resources	508	30,484	31,417	32,973	34,528	36,084	37,639	39,177	40,715	42,253	43,791	45,329	46,902	48,475	50,048	51,621	53,194	54,750	56,305	57,861	59,416
GAAA	Personnel Specialist II	Administration	Human Resources	602	37,890	38,859	40,524	42,189	43,853	45,518	47,050	48,582	50,113	51,645	53,177	54,975	56,772	58,570	60,367	62,165	63,830	65,494	67,159	68,824
GAAA	Personnel Specialist III	Administration	Human Resources	806	42,804	44,067	46,172	48,277	50,382	52,487	54,607	56,727	58,848	60,968	63,088	65,178	67,288	69,357	71,447	73,537	75,642	77,747	79,852	81,957
GAAA	Personnel Specialist IV	Administration	Human Resources	913	51,460	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,904
GAAA	Planner I	Administration	Planning	508	37,892	38,733	40,136	41,538	42,941	44,343	45,746	47,149	48,551	49,954	51,357	52,759	54,161	55,564	56,966	58,368	59,771	61,173	62,576	63,978
GAAA	Planner II	Administration	Planning	602	44,063	45,129	46,873	48,617	50,361	52,105	53,849	55,593	57,337	59,081	60,788	62,515	64,272	66,030	67,787	69,544	71,298	73,052	74,776	76,520
GAAA	Planner III	Administration	Planning	805	55,203	56,982	58,348	60,314	62,279	64,245	66,202	68,158	70,115	72,071	74,028	76,003	77,978	79,952	81,927	83,902	85,888	87,833	89,799	91,765
GAAA	Planner IV	Administration	Planning	913	61,468	62,741	64,863	66,985	69,107	71,229	73,347	75,465	77,584	79,702	81,820	83,946	86,072	88,197	90,323	92,449	94,571	96,693	98,815	100,937
GAAA	Pumper I	Terminal	P&F Building	461	30,370	31,075	32,250	33,425	34,500	35,775	36,972	38,170	39,367	40,565	41,762	42,914	44,067	45,219	46,372	47,524	48,689	49,874	51,049	52,224
GAAA	Pumper II	Terminal	P&F Building	543	34,401	35,259	36,690	38,120	39,551	40,981	42,299	43,617	44,934	46,252	47,570	49,113	50,656	52,199	53,742	55,285	56,715	58,146	59,576	61,007
GAAA	Program Coordinator I	Administration	Airport Marketing	508	30,484	31,417	32,973	34,528	36,084	37,639	39,177	40,715	42,253	43,791	45,329	46,902	48,475	50,048	51,621	53,194	54,750	56,305	57,861	59,416
GAAA	Program Coordinator II	Administration	Airport Marketing	602	37,860	38,859	40,534	42,189	43,853	45,518	47,050	48,582	50,113	51,645	53,177	54,975	56,772	58,570	60,367	62,165	63,830	65,494	67,159	68,824
GAAA	Program Coordinator III	Administration	Airport Marketing	805	42,804	44,067	46,172	48,277	50,382	52,487	54,607	56,727	58,848	60,968	63,088	65,178	67,288	69,357	71,447	73,537	75,642	77,747	79,852	81,957
GAAA	Program Coordinator IV	Administration	Property Management	913	51,460	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,904
GAAA	Refrigeration Mechanic I	Terminal	P&F Refrigeration	482	28,704	29,388	30,527	31,687	32,846	34,005	34,901	35,796	36,692	37,588	38,484	38,906	41,329	42,751	44,173	45,596	46,755	47,914	49,073	50,232
GAAA	Refrigeration Mechanic II	Terminal	P&F Refrigeration	568	39,011	39,957	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
GAAA	Refrigeration Mechanic Leader	Terminal	P&F Refrigeration	704	42,847	44,007	45,774	47,540	49,307	51,073	52,803	54,534	56,264	57,995	59,725	61,528	63,330	65,133	66,895	68,738	70,505	72,271	74,038	75,804
GAAA	Refrigeration Mechanic Supervisor	Terminal	P&F Refrigeration	904	60,042	61,812	64,763	67,714	70,664	73,615	76,549	79,489	82,418	85,352	88,286	91,200	94,114	97,028	100,000	102,971	105,942	108,913	111,884	114,855
GAAA	Safety Administrator	Administration	Safety	951	51,168	52,909	55,777	58,645	61,514	64,382	67,371	70,360	73,349	76,338	79,327	82,075	84,822	87,570	90,317	93,065	95,813	98,602	101,670	104,538
GAAA	Security Guard (Armed)	Terminal	Airport Police	394	23,245	23,754	24,602	25,451	26,299	27,147	27,995	28,843	29,692	30,540	31,388	32,236	33,084	33,933	34,781	35,629	36,477	37,325	38,174	39,022
GAAA	Supply Management Administrator	Administration	Procurement	1005	66,910	68,744	71,801	74,859	77,916	80,973	83,718	86,463	89,209	91,954	94,699	98,068	101,437	104,807	108,176	111,545	114,802	117,659	120,717	123,774
GAAA	Systems Programmer	Administration	MIS	912	55,595	57,113	59,643	62,173	64,704	67,234	69,892	72,491	75,119	77,748	80,376	82,808	85,240	87,673	90,105	92,537	95,067	97,598	100,128	102,658
GAAA	Transportation Supervisor	Terminal	P&F Transportation	901	60,042	61,812	64,763	67,714	70,664	73,615	76,549	79,489	82,418	85,352	88,286	91,200	94,114	97,028	100,000	102,971	105,942	108,913	111,884	114,855
GAAA	Welder I	Terminal	P&F Transportation	477	28,704	29,388	30,527	31,687	32,846	34,005	34,901	35,796	36,692	37,588	38,484	38,906	41,329	42,751	44,173	45,596	46,755	47,914	49,073	50,232

Table 4
Determining Implementation Range - 2nd Market Percentile

Authority	MARKET DATA (at 2nd Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN			Structural Adjustment - MAX				
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
1600 - 1950 JE Point Range																
G1AA	Executive Manager	1734	107,913	181,949	144,931	134.30		113,309	96,926	Q	3	A	112,528	Q	6	D
1300 - 1599 JE Point Range																
G1AA	Deputy Executive Manager	1583	101,890	145,528	123,704	121.42		106,974	92,068	P	5	A	106,898	P	8	D
1200 - 1299 JE Point Range																
G1AA	Chief Engineer	1246	95,229	88,401	91,815	96.41			76,388	O	4	B	91,004	O	8	A
G1AA	Airport Services Manager	1242	93,370	87,880	90,625	97.06			77,610	O	4	A	90,103	O	7	D
G1AA	Comptroller	1264	96,433	90,786	93,609	97.07			79,662	O	4	D	92,833	O	8	C
G1AA	Air Terminal Manager	1244	93,370	88,140	90,755	97.20			77,610	O	4	A	90,103	O	7	D
1100 - 1199 JE Point Range																
1050 - 1099 JE Point Range																
G1AA	Engineer Supervisor	1069	73,991	68,038	71,015	95.98			61,021	N	1	B	70,843	N	5	A
G1AA	Chief Planner	1081	73,991	69,257	71,624	96.80			61,831	N	1	C	71,552	N	5	B
G1AA	Airport Operations Superintendent	1085	74,052	69,668	71,860	97.04			61,831	N	1	C	71,552	N	5	B
G1AA	Data Processing Manager	1064	70,084	67,537	68,811	98.18			59,127	M	3	D	68,645	M	7	C
G1AA	Budget and Management Analyst Supervisor	1070	70,299	68,139	69,219	98.46			59,127	M	3	D	68,645	M	7	C
G1AA	Chief of Airport Police	1078	71,095	68,950	70,023	98.49			59,718	M	4	A	69,331	M	7	D
G1AA	Airport Marketing Administrator	1064	68,903	67,537	68,220	99.01			58,542	M	3	C	67,985	M	7	B
G1AA	Fire Chief (Airfield)	1064	67,904	67,537	67,720	98.73			57,662	M	3	B	67,292	M	7	A
G1AA	Airport Fac. / Equip. Main. Superintendent	1081	68,718	69,257	68,988	100.39			59,127	M	3	D	68,645	M	7	C
1000 - 1049 JE Point Range																
G1AA	Supply Management Administrator	1005	66,910	61,893	64,401	98.25			55,149	M	2	A	64,026	M	5	D

Table 4
Determining Implementation Range - 2nd Market Percentile

G1AA	General Accounting Supervisor	1001	59,747	61,527	60,637	101,49		51,866	L	3	D	60,215	L	7	C
------	-------------------------------	------	--------	--------	--------	--------	--	--------	---	---	---	--------	---	---	---

950 - 999 JE Point Range

G1AA	Assistant Chief of Airport Police	991	60,296	60,624	60,460	100,27		51,866	L	3	D	60,215	L	7	C
G1AA	Assistant Fire Chief (Airfield)	990	58,679	60,534	59,606	101,58		50,844	L	3	B	59,028	L	7	A
G1AA	Safety Administrator	951	51,188	57,141	54,164	105,82	53,747	45,951	K	4	A	53,346	K	7	D

900 - 949 JE Point Range

G1AA	Planner IV	913	61,468	54,018	57,743	93,94	58,394	49,842	L	2	D	57,665	L	6	C
G1AA	Engineer III	933	62,145	55,640	58,893	94,77	59,038	50,844	L	3	B	59,028	L	7	A
G1AA	Systems Programmer	912	55,595	53,938	54,766	98,51		48,875	K	4	C	54,420	K	8	B
G1AA	Airport Operations Supervisor	943	56,248	56,469	58,358	100,20		48,295	K	5	B	56,099	K	9	A
G1AA	Auditor III	913	51,882	54,018	52,950	102,06		45,496	K	3	D	52,820	K	7	C
G1AA	Management Analyst IV	913	51,460	54,018	52,739	102,49		45,046	K	3	C	52,297	K	7	B
G1AA	Personnel Specialist IV	913	51,460	54,018	52,739	102,49		45,046	K	3	C	52,297	K	7	B
G1AA	Program Coordinator IV	913	51,460	54,018	52,739	102,49		45,046	K	3	C	52,297	K	7	B
G1AA	Transportation Supervisor	901	50,042	53,067	51,554	103,02		44,158	K	3	A	51,266	K	6	D
G1AA	Refrigeration Mechanic Supervisor	904	50,042	53,303	51,672	103,26		44,158	K	3	A	51,266	K	6	D
G1AA	Electrician Supervisor	911	50,096	53,858	51,977	103,76		44,600	K	3	B	51,779	K	7	A
G1AA	Airport Police Supervisor	923	50,675	54,823	52,749	104,09		45,046	K	3	C	52,297	K	7	B
G1AA	Fire Captain	909	48,965	53,699	51,327	104,85		44,158	K	3	A	51,266	K	6	D

850 - 899 JE Point Range

G1AA	Buyer Supervisor II	861	49,610	50,019	49,814	100,41		42,860	K	2	B	49,759	K	6	A
G1AA	Building Maintenance Supervisor	858	47,769	49,797	48,783	102,12		42,015	K	1	D	48,778	K	5	C

800 - 849 JE Point Range

G1AA	Planner III	805	55,203	46,042	50,622	91,70	52,443	46,046	K	3	C	52,297	K	7	B
G1AA	Engineer II	809	55,203	46,316	50,759	91,95	52,443	45,046	K	3	C	52,297	K	7	B
G1AA	Payroll Supervisor	805	48,063	46,042	46,052	99,98		39,514	J	3	C	45,874	J	7	B
G1AA	Management Analyst III	805	42,804	46,042	44,423	103,78		37,972	J	2	C	44,084	J	6	B

Table 4
Determining Implementation Range - 2nd Market Percentile

GIAA	Personnel Specialist II	805	42,804	46,042	44,423	103,78		37,972	J	2	C	44,084	J	6	B
GIAA	Program Coordinator III	805	42,804	46,042	44,423	103,78		37,972	J	2	C	44,084	J	6	B
GIAA	Auditor II	805	42,831	46,042	44,336	104,00		37,972	J	2	C	44,084	J	6	B
GIAA	Maintenance Supervisor	846	44,311	48,921	46,616	105,20	46,527	39,909	J	3	D	46,333	J	7	C

750 - 799 JE Point Range

GIAA	Driver Operator	787	42,882	44,833	43,758	102,52		37,596	J	2	B	43,648	J	6	A
GIAA	Budget Analyst	789	40,588	44,965	42,777	105,39	42,618	36,490	J	1	C	42,364	J	5	B

700 - 749 JE Point Range

GIAA	Electrician Leader	728	45,028	41,086	43,057	95,62		36,794	I	5	A	42,716	I	8	D
GIAA	Refrigeration Mechanic Leader	704	42,947	39,653	41,300	96,16		35,358	I	4	A	41,050	I	7	D
GIAA	Buyer Supervisor I	722	42,569	40,723	41,646	97,83		35,712	I	4	B	41,460	I	8	A

650 - 699 JE Point Range

GIAA	Engineer I	677	44,083	38,100	41,092	93,21	41,879	35,712	I	4	B	41,875	I	8	B
GIAA	Automotive Mechanic Leader	693	43,376	39,013	41,194	94,97	41,207	35,358	I	4	A	41,050	I	7	D
GIAA	Airport Operations Officer II	671	41,783	37,764	39,774	95,19		33,978	I	3	A	39,448	I	6	D
GIAA	Fire Fighter II	660	39,425	37,154	38,290	97,12		32,979	I	2	B	38,288	I	6	A
GIAA	Accounting Technician Supervisor	684	38,523	38,497	38,510	98,97		32,979	I	2	B	38,288	I	6	A
GIAA	Cabinet Maker / Mason	668	35,561	37,597	36,579	102,86		31,326	H	4	B	36,368	H	8	A

600 - 649 JE Point Range

GIAA	Planner II	602	44,083	34,100	39,092	88,68	41,879	35,712	I	4	B	41,875	I	8	B
GIAA	Airport Police Officer II	627	40,500	35,384	37,942	93,68	38,475	32,979	I	2	B	38,288	I	6	A
GIAA	Management Analyst II	602	37,860	34,100	35,980	95,03		30,709	H	3	D	35,652	H	7	C
GIAA	Personnel Specialist II	602	37,860	34,100	35,980	95,03		30,709	H	3	D	35,652	H	7	C
GIAA	Program Coordinator II	602	37,860	34,100	35,980	95,03		30,709	H	3	D	35,652	H	7	C
GIAA	Computer Operator III	624	38,717	35,228	36,973	95,49		31,639	H	4	C	36,732	H	8	B
GIAA	Administrative Officer	601	34,154	34,049	34,101	98,85		29,218	H	2	C	33,922	H	6	B

Table 4
Determining Implementation Range - 2nd Market Percentile

550 - 599 JE Point Range																
G1AA	Electrician II	585	43,236	33,253	38,245	88.45	41,075		35,299	H	7	B	40,981	H	11	A
G1AA	Heavy Equipment Mechanic II	551	39,011	31,622	35,316	90.53	37,080		31,639	H	4	C	36,732	H	8	B
G1AA	Refrigeration Mechanic II	568	39,011	32,427	35,719	91.56	37,080		31,639	H	4	C	36,732	H	8	B
G1AA	Auditor I	565	38,027	32,284	35,156	92.45	36,126		31,016	H	4	A	36,008	H	7	D
G1AA	Painter Leader	552	36,701	31,669	34,185	93.14	34,866		29,803	H	3	A	34,503	H	6	D
G1AA	Environmental Health Specialist I	571	36,442	32,571	34,506	94.69	34,620		29,803	H	3	A	34,503	H	6	D

500 - 549 JE Point Range																
G1AA	Planner I	508	37,892	29,673	33,782	89.16	35,997		30,709	H	3	D	35,652	H	7	C
G1AA	Automotive Mechanic II	543	34,401	31,250	32,826	95.42			28,078	H	1	C	32,598	H	5	A
G1AA	Carpenter II	543	34,401	31,250	32,826	95.42			28,078	H	1	C	32,598	H	5	A
G1AA	Plumber II	543	34,401	31,250	32,826	95.42			28,078	H	1	C	32,598	H	5	A
G1AA	Fire Fighter I	517	30,916	30,071	30,494	98.63			26,145	G	3	A	30,354	G	6	D
G1AA	Management Analyst I	508	30,484	29,673	30,078	98.67			25,886	G	2	D	30,053	G	6	C
G1AA	Personnel Specialist I	508	30,484	29,673	30,078	98.67			25,886	G	2	D	30,053	G	6	C
G1AA	Program Coordinator I	508	30,484	29,673	30,078	98.67			25,886	G	2	D	30,053	G	6	C

450 - 499 JE Point Range																
G1AA	Painter II	465	31,315	27,885	29,600	94.53	29,749		25,376	G	2	B	29,461	G	6	A
G1AA	Electrician I	478	31,698	28,385	30,042	94.77	30,113		25,886	G	2	D	30,053	G	6	C
G1AA	Airport Police Officer I	483	31,917	28,596	30,256	94.80	30,321		25,886	G	2	D	30,053	G	6	C
G1AA	Airport Operations Officer I	488	31,746	28,808	30,277	95.37			25,886	G	2	D	30,053	G	6	C
G1AA	Automotive Mechanic I	461	30,370	27,680	29,025	95.57			24,876	G	1	D	28,881	G	5	C
G1AA	Carpenter I	461	30,370	27,680	29,025	95.57			24,876	G	1	D	28,881	G	5	C
G1AA	Plumber I	461	30,370	27,680	29,025	95.57			24,876	G	1	D	28,881	G	5	C
G1AA	Heavy Equipment Mechanic I	466	28,704	27,968	28,356	98.72			24,386	G	1	B	28,312	G	5	A
G1AA	Welder I	477	28,704	28,343	28,524	99.37			24,386	G	1	B	28,312	G	5	A
G1AA	Refrigeration Mechanic I	482	28,704	28,554	28,629	99.74			24,630	G	1	C	28,595	G	5	B

Table 4
Determining Implementation Range - 2nd Market Percentile

GLAA	Computer Operator II	488	26,291	26,723	28,502	100.78		24,145	G	1	A	28,312	G	5	A	
400 - 449 J/E Point Range																
GLAA	Painter I	412	22,407	25,745	24,076	107.45		23,527	20,118	E	3	A	23,356	E	6	D
350 - 399 J/E Point Range																
GLAA	Buyer II	388	24,896	24,847	24,866	99.92		21,356		E	4	C	24,793	E	8	B
GLAA	Security Guard (Armed)	394	23,245	25,089	24,157	103.92		20,728		E	3	D	24,064	E	7	C
GLAA	Guard	364	21,101	23,980	22,541	106.92		22,156	18,952	E	1	C	22,003	E	5	B
GLAA	Computer Operator I	366	20,005	23,698	21,851	109.23		21,005	18,002	D	3	C	20,990	D	7	B

Table 5
Determining Implementation Range - 5th Market Percentile

Authority	MARKET DATA (at 5th Market Percentile)	JE Point Range	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX				
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step	
1600 - 1950 JE Point Range																	
G1AA	Executive Manager	1734	112,693	167,130	149,907	133.03		118,317	101,670	Q	4	B		118,298	Q	8	A
1300 - 1699 JE Point Range																	
G1AA	Deputy Executive Manager	1583	105,388	149,650	127,519	121.00		110,657	94,857	P	5	D		110,127	P	9	C
1200 - 1299 JE Point Range																	
G1AA	Chief Engineer	1246	97,444	90,875	94,160	96.63			80,761	O	5	A		93,761	O	8	D
G1AA	Airport Services Manager	1242	95,545	90,339	92,942	97.28			79,962	O	4	D		92,833	O	8	C
G1AA	Comptroller	1284	98,702	93,329	95,016	97.28			82,364	O	5	C		95,646	O	9	B
G1AA	Air Terminal Manager	1244	95,545	90,606	93,076	97.42			79,962	O	4	D		92,833	O	8	C
1100 - 1199 JE Point Range																	
1050 - 1099 JE Point Range																	
G1AA	Engineer Supervisor	1069	75,931	69,930	72,931	96.05			62,247	N	1	D		72,267	N	5	C
G1AA	Chief Planner	1081	75,931	71,183	73,557	96.87			62,870	N	2	A		72,990	N	5	D
G1AA	Airport Operations Superintendent	1085	75,991	71,808	73,749	97.18			63,498	N	2	B		73,720	N	6	A
G1AA	Data Processing Manager	1064	72,150	69,415	70,783	98.10			60,919	M	4	C		70,725	M	8	B
G1AA	Chief of Airport Police	1078	73,003	70,868	71,936	98.54			61,528	M	4	D		71,432	M	8	C
G1AA	Assistant Controller	1070	71,685	70,034	70,860	98.85			60,919	M	4	C		70,725	M	8	B
G1AA	Budget and Management Analyst Supervisor	1070	71,685	70,034	70,860	98.85			60,919	M	4	C		70,725	M	8	B
G1AA	Airport Marketing Administrator	1064	70,870	69,415	70,142	98.97			60,315	M	4	B		70,024	M	8	A
G1AA	Fire Chief (Airfield)	1064	69,898	69,415	69,657	99.65			59,718	M	4	A		69,331	M	7	D
G1AA	Airport Fac. / Equip. Main Superintendent	1081	70,579	71,183	70,881	100.43			60,919	M	4	C		70,725	M	8	B

1000 - 1049 JE Point Range

Table 5
Determining Implementation Range - 5th Market Percentile

GIAA	Supply Management Administrator	1005	68,744	63,610	66,177	96.27			56,820	M	2	D	65,966	M	6	C
GIAA	General Accounting Supervisor	1001	61,562	63,234	62,408	101.34			53,437	L	4	C	62,039	L	8	B

950 - 989 JE Point Range

GIAA	Assistant Chief of Airport Police	991	62,058	62,058	62,058	100.00			53,437	L	4	C	62,039	L	8	B
GIAA	Assistant Fire Chief (Airfield)	990	60,343	62,213	61,278	101.55			52,394	L	4	A	60,817	L	7	D
GIAA	Safety Administrator	951	52,809	58,723	55,816	105.49		55,554	47,423	L	1	C	55,057	L	5	B

900 - 949 JE Point Range

GIAA	Planner IV	913	62,741	55,512	59,127	94.24	59,804		50,944	L	3	B	59,028	L	7	A
GIAA	Engineer III	933	63,571	57,179	60,375	94.97	60,393		51,966	L	3	D	60,215	L	7	C
GIAA	Systems Programmer	912	57,113	55,429	56,271	98.53			48,295	K	5	B	56,099	K	9	A
GIAA	Airport Operations Supervisor	943	58,055	58,032	58,044	99.98			49,759	K	6	A	57,768	K	9	D
GIAA	Auditor III	913	53,699	55,512	54,606	101.69			46,875	K	4	C	54,420	K	8	B
GIAA	Management Analyst IV	913	53,407	55,512	54,459	101.97			46,975	K	4	C	54,420	K	8	B
GIAA	Personnel Specialist IV	913	53,407	55,512	54,459	101.97			46,875	K	4	C	54,420	K	8	B
GIAA	Program Coordinator IV	913	53,407	55,512	54,459	101.97			46,875	K	4	C	54,420	K	8	B
GIAA	Transportation Supervisor	901	51,812	54,534	53,173	102.83			45,496	K	3	D	52,820	K	7	C
GIAA	Refrigeration Mechanic Supervisor	904	51,812	54,777	53,295	102.86			45,496	K	3	D	52,820	K	7	C
GIAA	Electrician Supervisor	911	51,932	55,347	53,840	103.29			45,951	K	4	A	53,348	K	7	D
GIAA	Airport Police Supervisor	923	52,272	55,339	54,306	103.89			46,411	K	4	B	53,881	K	8	A
GIAA	Fire Captain	909	50,335	55,184	52,759	104.82			45,046	K	3	C	52,297	K	7	B

850 - 899 JE Point Range

GIAA	Buyer Supervisor II	891	51,034	51,399	51,217	100.36			43,721	K	2	D	50,759	K	6	C
GIAA	Building Maintenance Supervisor	858	49,541	51,171	50,356	101.64			43,288	K	2	C	50,266	K	6	B

800 - 849 JE Point Range

GIAA	Planner III	805	56,382	47,311	51,847	91.96	53,563		45,951	K	4	A	53,348	K	7	D
GIAA	Engineer II	809	56,382	47,592	51,987	92.20	53,563		45,951	K	4	A	53,348	K	7	D
GIAA	Payroll Supervisor	805	47,225	47,311	47,288	100.09			40,711	J	4	B	47,284	J	8	A

Table 5
Determining Implementation Range - 5th Market Percentile

G1AA	Management Analyst III	805	44,067	47,311	45,689	103,68		39,123	J	3	B	45,420	J	7	A
G1AA	Personnel Specialist III	805	44,067	47,311	45,689	103,68		39,123	J	3	B	45,420	J	7	A
G1AA	Program Coordinator III	805	44,067	47,311	45,689	103,68		39,123	J	3	B	45,420	J	7	A
G1AA	Auditor II	805	43,896	47,311	45,604	103,69		39,123	J	3	B	45,420	J	7	A
G1AA	Maintenance Supervisor	846	45,321	50,271	47,796	105,46	47,567	40,711	J	4	B	47,264	J	8	A

750 - 799 JE Point Range

G1AA	Driver Operator	787	43,592	46,067	44,815	102,89		38,552	J	2	D	44,525	J	6	C
G1AA	Budget Analyst	789	41,850	46,203	44,027	105,20	43,943	37,596	J	2	B	43,648	J	6	A

700 - 749 JE Point Range

G1AA	Electrician Leader	728	46,323	42,214	44,269	95,56		37,609	I	5	D	44,011	I	9	C
G1AA	Refrigeration Mechanic Leader	704	44,007	40,741	42,374	96,29		36,429	I	4	D	42,293	I	8	C
G1AA	Buyer Supervisor I	722	43,797	41,841	42,819	97,77		36,794	I	5	A	42,716	I	8	D

690 - 699 JE Point Range

G1AA	Engineer I	677	45,129	39,145	42,137	93,37	42,873	36,794	I	5	A	42,716	I	8	D
G1AA	Automotive Mechanic Leader	693	44,484	40,083	42,284	95,05		36,069	I	4	C	41,875	I	8	B
G1AA	Airport Operations Officer II	671	42,857	38,799	40,828	95,27		35,008	I	3	D	40,643	I	7	C
G1AA	Fire Fighter II	660	40,147	38,172	39,180	97,54		33,642	I	2	D	39,057	I	6	C
G1AA	Accounting Technician Supervisor	684	39,475	39,553	39,514	100,10		33,978	I	3	A	39,448	I	6	D
G1AA	Cabinet Maker / Mason	668	36,594	38,627	37,610	102,78		32,009	I	1	C	37,162	I	5	B

600 - 649 JE Point Range

G1AA	Planner II	602	45,129	35,032	40,081	88,81	42,873	36,794	I	5	A	42,716	I	8	D
G1AA	Airport Police Officer II	627	41,216	36,353	38,784	94,10	39,155	33,642	I	2	D	39,057	I	6	C
G1AA	Management Analyst II	602	38,859	35,032	36,946	95,08		31,639	H	4	C	36,732	H	8	B
G1AA	Personnel Specialist II	602	38,859	35,032	36,946	95,08		31,639	H	4	C	36,732	H	8	B
G1AA	Program Coordinator II	602	38,859	35,032	36,946	95,08		31,639	H	4	C	36,732	H	8	B
G1AA	Computer Operator III	624	39,404	36,191	37,798	96,92		32,275	H	5	A	37,470	H	8	D
G1AA	Administrative Officer	601	35,017	34,980	34,999	99,95		30,104	H	3	B	34,949	H	7	A

Table 5
Determining Implementation Range - 5th Market Percentile

550 - 599 JE Point Range															
G1AA	Electrician II	585	44,305	34,161	39,233	88,55	42,090	36,008	H	7	D	41,905	H	11	C
G1AA	Heavy Equipment Mechanic II	551	39,957	32,485	36,221	90,65	37,959	32,598	H	5	B	37,845	H	9	A
G1AA	Refrigeration Mechanic II	588	39,957	33,313	36,635	91,69	37,959	32,598	H	5	B	37,845	H	9	A
G1AA	Auditor I	565	38,689	33,165	35,927	92,85	36,755	31,639	H	4	C	36,732	H	8	B
G1AA	Painter Leader	552	37,259	32,593	34,896	93,66	35,366	30,405	H	3	C	35,299	H	7	B
G1AA	Environmental Health Specialist I	571	37,378	33,461	35,420	94,76	35,509	30,405	H	3	C	35,299	H	7	B

500 - 549 JE Point Range															
G1AA	Planner I	508	38,793	30,482	34,608	89,35	36,796	31,639	H	4	C	36,732	H	8	B
G1AA	Automotive Mechanic II	543	35,259	32,102	33,681	95,52	33,681	28,929	H	2	B	33,586	H	6	A
G1AA	Carpenter II	543	35,259	32,102	33,681	95,52	33,681	28,929	H	2	B	33,586	H	6	A
G1AA	Plumber II	543	35,259	32,102	33,681	95,52	33,681	28,929	H	2	B	33,586	H	6	A
G1AA	Management Analyst I	508	31,417	30,482	30,950	98,51	30,950	26,407	G	3	B	30,657	G	7	A
G1AA	Personnel Specialist I	508	31,417	30,482	30,950	98,51	30,950	26,407	G	3	B	30,657	G	7	A
G1AA	Program Coordinator I	508	31,417	30,482	30,950	98,51	30,950	26,407	G	3	B	30,657	G	7	A
G1AA	Fire fighter I	517	31,595	30,890	31,213	98,98	31,213	26,671	G	3	C	30,984	G	7	B

450 - 499 JE Point Range															
G1AA	Electrician I	478	32,462	29,158	30,810	94,91	30,839	26,407	G	3	B	30,657	G	7	A
G1AA	Painter II	468	31,860	28,644	30,252	94,95	30,257	25,886	G	2	D	30,053	G	6	D
G1AA	Airport Police Officer I	483	32,536	29,974	30,955	95,14	30,955	26,407	G	3	B	30,657	G	7	A
G1AA	Airport Operations Officer I	488	32,346	29,593	30,869	95,75	30,869	26,671	G	3	C	30,984	G	7	B
G1AA	Automotive Mechanic I	461	31,075	28,433	29,754	95,75	29,754	25,376	G	2	B	29,461	G	6	A
G1AA	Carpenter I	461	31,075	28,433	29,754	95,75	29,754	25,376	G	2	B	29,461	G	6	A
G1AA	Plumber I	461	31,075	28,433	29,754	95,75	29,754	25,376	G	2	B	29,461	G	6	A
G1AA	Heavy Equipment Mechanic I	468	29,388	28,729	29,059	98,88	29,059	24,676	G	1	D	28,881	G	5	C
G1AA	Welder I	477	29,388	29,115	29,252	99,54	29,252	25,125	G	2	A	29,169	G	5	D
G1AA	Refrigeration Mechanic I	482	29,388	29,391	29,360	99,90	29,360	25,125	G	2	A	29,169	G	5	D

Table 5
Determining Implementation Range - 5th Market Percentile

GIAA	Computer Operator II	488	29,088	29,505	29,287	100,75		25,125	G	2	A	29,169	G	5	D
400 - 449 JE Point Range															
GIAA	Painter I	412	22,907	26,444	24,678	107,72		24,053	E	3	C	23,826	E	7	B
360 - 399 JE Point Range															
GIAA	Buyer II	388	25,533	25,521	25,527	99,98		21,785	E	5	A	25,292	E	8	D
GIAA	Security Guard (Armed)	394	23,754	25,749	24,752	104,20		21,144	E	4	B	24,548	E	8	A
GIAA	Guard	364	21,627	24,630	23,129	106,94		22,708	E	2	B	22,669	E	6	A
GIAA	Computer Operator I	356	20,695	24,340	22,517	108,81		21,729	D	4	B	21,533	D	8	A

Table 6 - Proposed Pay Schedule

14.00	Y	255,394	257,888	260,466	263,071	265,702	268,359	271,042	273,753	276,490	279,255	282,048	284,868	287,717	290,594	293,500	296,435	299,400	302,394	305,417	308,472	311,556	314,672	317,819	320,997	324,207	327,449
14.00	Z	291,081	293,992	296,932	299,901	302,900	305,929	308,988	312,078	315,199	318,351	321,535	324,750	327,997	331,277	334,590	337,936	341,315	344,729	348,176	351,658	355,174	358,726	362,313	365,936	369,596	373,292

Table 6 - Proposed Pay Schedule

330,723	334,031	337,371	340,745	344,152	347,594	351,069	354,580	358,126	361,707	365,324	368,978	372,667	376,394	380,158	383,960	387,799	391,677	395,594	399,550	403,545	407,581	411,657	415,773	419,931	424,130	428,371
377,025	380,795	384,603	388,449	392,333	396,257	400,219	404,221	408,264	412,348	416,470	420,634	424,841	429,089	433,380	437,714	442,091	446,512	450,977	455,487	460,042	464,642	469,288	473,981	478,721	483,508	488,343

Table 6 - Proposed Pay Schedule

432,655	Y	436,982	441,352	445,765	450,223	454,725	459,272	463,865	468,504	473,189	477,921	482,700	487,527	492,402	497,326	502,299	507,322	512,395	517,519	522,695	527,922	533,201	538,533	543,918	549,357	554,851	560,399
499,227	Z	498,159	503,141	508,172	513,254	518,386	523,570	528,806	534,094	539,435	544,829	550,278	555,780	561,338	566,952	572,621	578,347	584,131	589,972	595,872	601,831	607,849	613,927	620,067	626,267	632,530	638,855

**Table 7
GIAA - Implementation Criteria (1st Structural Adjustment Only)**

1. EMPLOYE PERFORMANCE - 56.0% (Maximum Points 9)

Employee's average score over their last 3 performance appraisals (Supervisory Employee)	SCORE
40	9
39	8
38	7
36 - 37	6
34 - 35	5
32 - 33	4
30 - 31	3
27 - 29	2
24 - 26	1
0 - 23	0

Employee's average score over their last 2 performance appraisals (Supervisory Employee)	SCORE
40	7
39	6
37 - 38	5
35 - 36	4
32 - 34	3
28 - 31	2
24 - 27	1
0 - 23	0

Employee's last performance appraisal score (Supervisory Employee)	SCORE
40	5
38 - 39	4
35 - 37	3
30 - 34	2
24 - 29	1
0 - 23	0

Employee's average score over their last 3 performance appraisals (Non-Supervisory Employee)	SCORE
30	9
29	8
28	7
27	6
26	5
24 - 25	4
22 - 23	3
20 - 21	2
18 - 19	1
0 - 17	0

Employee's average score over their last 2 performance appraisals (Non-Supervisory Employee)	SCORE
30	7
29	6
27 - 28	5
25 - 26	4
23 - 24	3
21 - 22	2
18 - 20	1
0 - 17	0

Employee's last performance appraisal score (Non-Supervisory Employee)	SCORE
30	5
28 - 29	4
25 - 27	3
22 - 24	2
18 - 21	1
0 - 17	0

2. MINIMUM QUALIFICATIONS - 25.0% (Maximum Points 4)

Employee's educational qualifications	SCORE
Qualifications exceed the minimum educational requirements of the position + professional certification(s). Note : to qualify, certifications must require a minimum attainment period of three (3) months	4
Qualifications fully meet the minimum educational requirements of the position + professional certification(s) or qualifications exceed the minimum educational requirements of the position. Note : to qualify, certifications must require a minimum attainment period of three (3) months	3
Qualifications fully meet the minimum educational requirements of the position	2
Qualifications partially meet the minimum educational requirements of the position	1
Does not meet minimum educational requirements	0

3. EXPERIENCE - 19.0% (Maximum Points 3)

Employee's years of relevant experience (in excess of minimum educational requirements)	SCORE
Experience and training meet or exceed the minimum knowledge, abilities and skills required of the position	3
Experience and training partially meet (>50%) the minimum knowledge, abilities and skills required of the position	2
Experience and training partially meet (<50%) the minimum knowledge, abilities and skills required of the position	1
No relevant experience	0

Note : where an employee has performance results encompassing both supervisory and non-supervisory positions the scores are initially calculated by using the supervisory and non-supervisory tables respectively. The resulting scores are then added together and divided to identify an average score. Where the result is e.g. 3.5, the score is rounded to the next highest digit i.e. 4 to identify the performance score.