

Basic Vocational Pay Plan

(57 classifications)

Classifications assigned to this plan perform structured, routine work which requires basic vocational knowledge and performance can generally be measured on a pass/fail basis. Pay ranges will be based on a market target, with steps below and above the market target. The minimum of the pay range (or hiring rate) will be 88% of the market target and the range maximum will be 112% of the market target. There will be nine steps, each 3% apart and movement through the steps below market will be more rapid than for steps above market.

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Pay Step	1	2	3	4	5	6	7	8	9
Difference in Steps		3%	3%	3%	3%	3%	3%	3%	3%
Timing of Step Movement (Months)		6	6	9	9	12	12	12	12
