

Appendix 4

| GRADE | JE POINTS | | New SJC spc | Hourly Rate | Annual Salary 35 | Annual Salary 37 |
|-----------|-----------|---------|----------------|----------------|---------------------|---------------------|
| | minimum | maximum | | | | |
| 12 | 623 | 685 | 112 | 31.10 | 56751 | 59994 |
| | | | 110 | 30.18 | 55087 | 58234 |
| | | | 108 | 29.31 | 53497 | 56554 |
| | | | 106 | 28.45 | 51925 | 54893 |
| 11 | 567 | 622 | 103 | 27.19 | 49625 | 52461 |
| | | | 101 | 26.40 | 48184 | 50938 |
| | | | 99 | 25.64 | 46782 | 49455 |
| | | | 97 | 24.88 | 45397 | 47992 |
| 10 | 515 | 566 | 94 | 23.80 | 43433 | 45916 |
| | | | 92 | 23.09 | 42143 | 44551 |
| | | | 90 | 22.42 | 40909 | 43246 |
| | | | 88 | 21.76 | 39712 | 41980 |
| 9 | 469 | 514 | 85 | 20.80 | 37971 | 40141 |
| | | | 83 | 20.20 | 36868 | 38975 |
| | | | 81 | 19.62 | 35802 | 37848 |
| | | | 79 | 19.03 | 34717 | 36701 |
| 8 | 426 | 468 | 76 | 18.19 | 33183 | 35080 |
| | | | 74 | 17.67 | 32248 | 34090 |
| | | | 72 | 17.15 | 31294 | 33082 |
| | | | 70 | 16.64 | 30377 | 32113 |
| 7 | 399 | 425 | 67 | 15.92 | 29050 | 30709 |
| | | | 65 | 15.45 | 28207 | 29819 |
| | | | 63 | 15.00 | 27385 | 28949 |
| | | | 61 | 14.56 | 26580 | 28099 |
| 6 | 352 | 398 | 56 | 13.51 | 24653 | 26063 |
| | | | 54 | 13.11 | 23924 | 25291 |
| | | | 52 | 12.73 | 23232 | 24559 |
| | | | 50 | 12.37 | 22558 | 23848 |
| 5 | 320 | 351 | 46 | 11.64 | 21249 | 22463 |
| | | | 44 | 11.29 | 20613 | 21792 |
| | | | 42 | 10.96 | 19996 | 21139 |
| | | | 40 | 10.65 | 19435 | 20545 |
| 4 | 291 | 319 | 37 | 10.18 | 18574 | 19636 |
| | | | 35 | 9.89 | 18050 | 19082 |
| | | | 33 | 9.60 | 17526 | 18528 |
| | | | 31 | 9.32 | 17003 | 17974 |
| 3 | 263 | 290 | 28 | 8.91 | 16254 | 17184 |
| | | | 26 | 8.64 | 15769 | 16670 |
| | | | 24 | 8.38 | 15301 | 16176 |
| | | | 22 | 8.15 | 14871 | 15720 |
| 2 | 241 | 262 | 18 | 7.67 | 13991 | 14791 |
| | | | 16 | 7.45 | 13599 | 14376 |
| | | | 14 | 7.23 | 13188 | 13941 |
| | | | 12 | 7.02 | 12814 | 13545 |
| 1 | 218 | 240 | 9 | 6.71 | 12252 | 12952 |
| | | | 7 | 6.51 | 11896 | 12577 |
| | | | 5 | 6.32 | 11542 | 12201 |
| | | | 3 | 6.14 | 11204 | 11845 |