

Appendix 4

GRADE	JE POINTS		New SJC spc	Hourly Rate	Annual Salary	Annual Salary
	minimum	maximum			35 Hour Week	37 Hour Week
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